



**Sears Canada Inc.**

Type of company: Public, TSX: SCC

Notes: The majority shareholder of Sears Canada is Sears Roebuck & Co., its U.S. counterpart.

Notes on Findings	Company Score	Question weighting (% of section)
-------------------	---------------	-----------------------------------

**1. Governance and Risk Management**

<b>1.1 Board level responsibility for labour standards issues in the supply chain</b> -No reported evidence of formal board sub-committee or board member with explicit responsibility for labour standards issues in supply chain 2004	0	40
<b>1.2 Reporting of labour standards issues in the supply chain as a risk factor</b> -No mention of labour standards issues as a risk factor	0	30
<b>1.3 Risk analysis of labour standards issues in the company's existing supply chain</b> -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
<b>Section total score / section weighting</b>		<b>0 X 10%</b>

**2. Code for Labour Standards in the Supply Chain**

<b>2.1 Quality and scope of the code for labour standards in the supply chain</b> -There is a buying policy -It covers the core ILO conventions but limits the company's commitment to freedom of association: "Vendors are required to respect the rights of workers to establish and join a <i>legal</i> organization of their own choosing" -It does not meet the hours of work standards -It does not include a living wage requirement	25	60
<b>2.2 Publication and availability of the code for labour standards in the supply chain</b> -It is published on their website <a href="https://images-na.ssl-images-amazon.com/images/G/01/00/10/00/18/83/53/100018835349.pdf?searsBrand=core">https://images-na.ssl-images-amazon.com/images/G/01/00/10/00/18/83/53/100018835349.pdf?searsBrand=core</a>	100	20
<b>2.3 Application of the code for supply chain labour standards</b> -Code applies to entire breadth of production. <i>See above link</i>	100	20
<b>Section total score / section weighting</b>		<b>55 X 15%</b>

**3. Stakeholder Engagement**

<b>3.1 Multi-stakeholder processes</b> -No reported evidence	0	50
<b>3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain</b> -No reported evidence	0	50
<b>Section total score / section weighting</b>		<b>0 X 20%</b>

## 4. Management

<b>4.1 Resource Commitment</b> -No reported evidence	0	30
<b>4.2 Training for Buying agents</b> -No reported evidence	0	25
<b>4.3 Training for factory management personnel and workers</b> -No reported evidence	0	25
<b>4.4 Rewards and Incentives</b> -No reported evidence	0	20
Section total score / section weighting		0 X 20%

## 5. Supply Chain Auditing and Reporting

<b>5.1 Commitment to auditing labour standards in the supply chain</b> -No reported evidence	0	15
<b>5.2 Status of the audit schedule</b> -No reported evidence	0	5
<b>5.3 Public disclosure of manufacturing sites</b> -No reported evidence	0	10
<b>5.4 Transparency of the labour standards auditing methodology</b> -No reported evidence	0	15
<b>5.5 External verification of labour standard audits</b> -No reported evidence	0	20
<b>5.6 Reporting the results of audits of labour standards in the supply chain</b> -No reported evidence	0	20
<b>5.7 Dealing with non-compliance</b> -No reported evidence	0	15
Section total score / section weighting		0 X 35%

Total Score **8** /100