

ETHICAL FASHION REPORT 2020 SURVEY

SCOPE OF GRADE & OVERVIEW

Parent company name:	
Subsidiary name(s) if different from brand names:	
Rating applies to these brands:	
Rating applies to these products/ lines:	
Product certifications (if applicable):	
Company Revenue	

1. POLICIES

CODE OF CONDUCT

1 Does the company have a Code of Conduct for suppliers?
Policy should cover all four points set out by the ILO Fundamental Principles to Rights at Work, the prohibition of regular and excessive overtime, and provisions to protect worker health and safety.

Link to code:

2 Does the code apply to multiple levels of the supply chain including the raw materials level?

3 Is the code included in supplier contracts?

POLICIES

4 Does the company have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?

5 Does the company have a policy on responsible purchasing practices in relation to supplier engagement, including a strategy for the implementation of the policy?

GOVERNANCE

6 Does the company evaluate the effectiveness of the implementation of their policies and procedures?

2. TRACEABILITY & TRANSPARENCY

	Final Stage Production	Inputs Production	Raw Materials
<i>From this point on, all questions in sections 2, 3 and 4 are asked of three separate stages of the supply chain.</i>	Cut-Make-Trim	Textile Production	Primary Fibre
<i>Please identify the primary fibre and primary textile production process you will use to answer the following questions</i>		<i>Fabric mills, dyeing houses, tanneries etc.</i>	<i>Cotton, leather, wool, viscose, polyester etc.</i>

NOTE: Use the processes selected above to answer the remainder of the questions in section 2, 3 and 4.

TRACEABILITY

7	Approximately what percentage of facilities (factories, mills, farms etc.) has the company traced? <i>By number of facilities, rather than volume of production . By traced we mean that the company has direct knowledge of the facility including name and location.</i>			
8	Provide total number of facilities that produce for the company, including all subcontracted producers (if known).			
9	List all countries in which production takes place for each stage of production	<i>List countries</i>	<i>List countries</i>	<i>List countries</i>
10	Is the company involved in a tracing project to identify the location of unknown producers?			
11	Does the company have initiatives to trace production processes that have not been measured above?			

NOTE: From this point on, "suppliers" and "facilities" refer only to those that the company has traced for sections 2, 3 and 4

12	Does the company ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?			
13	Does the company track suppliers' use of vulnerable workers? <i>Incl. migrant, temporary/contract and female workers</i>			
14	Has the company conducted a labour rights risk assessment of its supply chain to improve it's labour rights management system?			

TRANSPARENCY

15	Is there a public list of facilities? <i>Must include names and addresses</i> Location/ Link:			
16	In addition to the facilities' names and addresses, does the company also publish at least three of the following indicators about each facility: - <i>The parent company of the business at the site</i> - <i>Type of products made</i> - <i>Worker numbers at each site</i> - <i>Percentage of female workers at each site</i> - <i>Percentage of migrant/temporary workers at each site</i> - <i>Date of last audit</i> - <i>Audit report and/or Corrective Action Plan</i>			
17	Does the company publicly report on the results of supplier monitoring and evaluation procedures? <i>(e.g. percentage breakdown or number of facilities with remediation plans, selected audit findings on multiple topics, summary of assessment findings or aggregate facility ratings)</i>			
3. AUDITING & SUPPLIER RELATIONSHIPS				
		Final Stage Production	Inputs Production	Raw Materials
AUDITING				
18	What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?			
19	What percentage of facilities are audited with unannounced audits over a 2-year period?			
20	Are suppliers monitored for their use of labour brokers and recruitment fees?			
21	What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?			
SUPPLIER RELATIONSHIPS				
22	Does the company invest in training suppliers and factory managers, in order to increase awareness of labour rights and health and safety risks?			

23	Does the company actively improve and leverage relationships with suppliers, through industry collaboration and/or multi-stakeholder initiatives (MSIs)?			
24	Does the company have a preferred supplier program by which suppliers are incentivised for strong labour rights records?			
25	For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?			
4. WORKER EMPOWERMENT				
		Final Stage Production	Inputs Production	Raw Materials
WAGES				
26	Has the company published a credible commitment to pay living wages based on a clear methodology with timeline and key milestones?			
27	Has the company adopted a living wage methodology and calculated a living wage for each region that it operates in?			
28	What percentage of facilities pay a living wage?			
29	What percentage of facilities have projects to improve wages? <i>Select 100% if all factories pay a living wage.</i>			
WAGES - NON-ASSESSABLE				
30	As a company are you willing to pay more to ensure workers receive a living wage?			
WORKER VOICE				
31	What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements in place?			
32	What percentage of facilities are known to have other worker voice processes such as anonymous worker surveys or off-site worker interviews in place?			
33	Does the company have a functioning grievance mechanism which workers can access anonymously and in their native language? <i>company must do more than hear complaints; must include investigation and efforts to address grievance.</i>			

34	Are workers trained on their rights and entitlements, including:	a. Conditions of employment			
		b. Freedom of association			
		c. How to use grievance mechanisms			
CHILD & FORCED LABOUR REMEDIATION PLAN					
35	Does the company actively engage with suppliers and their communities in an effort to prevent and detect risks of child and forced labour?				
36	Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress, with primary consideration being in the best interests of the individual involved?				
5. ENVIRONMENTAL SUSTAINABILITY					
GOVERNANCE					
37	Has the company undertaken an assessment of its environmental impacts and risks throughout its supply chain?				
MATERIALS					
38	Has the company assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?				
39	What percentage of the company's final product is made from sustainable fibres?				
EMISSIONS					
40	Has the company published an aggregated target of 30% GHG emissions reduction by 2030 AND a commitment to analyse a decarbonization pathway for your supply chain in alignment with the 2018 UN Fashion Industry Charter for Climate Action?				
CHEMICAL USE					
41	Does the company have a restricted substances list against which it tests compliance?				

42	Does the company have a manufacturing restricted substances list against which it tests compliance?	
WATER USE		
43	For what percentage of water intensive facilities has the company collected and benchmarked water use data?	
44	Has the company used the above data to implement a water use plan?	
WASTEWATER		
45	For what percentage of wet-processing facilities has the company collected wastewater quality data?	
46	Of these, do all have wastewater improvement strategies? <i>E.g. Wastewater quality testing to a standard, wastewater treatment systems</i>	
GARMENT LIFECYCLE		
47	Has the company assessed the environmental impacts of the in-use and end-of-life phases of its products, and consciously implemented specific design features/strategies to address these issues?	
48	Is the company establishing a closer dialogue with consumers to increase awareness of environmental impacts related to the in-use and end-of-life phases of its products, as well as providing strategies for consumers to reduce this impact?	
49	Does the company make available to customers a take-back and/or repair program?	
6. NON-ASSESSABLE QUESTIONS		
COMPLIANCE UNDER THE MODERN SLAVERY ACT 2018 (CTH)		
50	Have any specific risk assessment processes been introduced for the first time as a result of the company's mandatory reporting requirements under the Modern Slavery Act?	
51	Has the process of mandatory reporting under the Modern Slavery Act changed the company's level of awareness in relation to modern slavery risks in its supply chains and operations? If so, how?	
52	What, if any, remediation and due diligence measures has the company implemented in its supply chains and operations as a result of identifying modern slavery risks during risk assessment processes under the Act?	