



TECHNICAL

Appendix

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Appendix 1: Methodology

Ethical Fashion Report Research Survey

The 2021 Ethical Fashion Report (EFR) highlights the ethical sourcing practices in the fashion industry based on data derived from the EFR survey ('the survey').

The survey comprises five major sections and includes 46 questions that cover 18 indicators of supply chain practice. The 2021 survey is consistent with prior year surveys; however, it is reviewed every two years to ensure issues of emerging salience are adequately covered and that questions and their validation criteria reflect the current understanding of ethical sourcing best practice. This has led to new questions being added that relate to supply chain governance, the submission of Modern Slavery Statements, and circular models of environmental sustainability.

Policies and Governance	1. Code of Conduct
	2. Accountability
Tracing and Risk	3. Tracing and Transparency
	4. Risk
Supplier Relationships and Human Rights Monitoring	5. Responsible Purchasing Practices
	6. Supplier Relationships
	7. Forced and Child Labour
	8. Gender Inequality
	9. Monitoring
	10. Remedy and Corrective Action
Worker Empowerment	11. Living Wages
	12. Worker Engagement
	13. Freedom of Association
	14. Grievance Mechanism
Environmental Sustainability	15. Fibre and Material Use
	16. Water and Chemical Use
	17. Climate Impact
	18. In-Use and End-of-Life Impact

Research and Company Engagement Process

Evidence collection occurred between February and July 2021. Companies were provided with the survey along with a comprehensive Survey Support Document that outlined expected standards for each question.

Each company's available data received at least two comprehensive preliminary reviews by a dedicated researcher. The reviews were based on an initial search of publicly available information in February/March and on any draft submissions made by the company in May/June (or a second scan of public information in the case of non-responsive companies). These preliminary reviews and accompanying outstanding questions were provided to companies to ensure they had opportunity to respond and/or provide additional information. A third full review then took place based on the company's final submission by mid-July. A second researcher conducted a full independent review of each company's evidence to ensure accuracy and consistency, before their evidence was finalised and scored.

Company Selection

Ninety-eight companies covering 420 brands were included in the EFR research in 2021. They included seven new companies and 91 companies previously included in the 2020 COVID Fashion Report and/or previous editions of the *Ethical Fashion Report*.

Following the selection criteria first introduced in 2020, all companies previously assessed in the EFR that remain solvent and are estimated to have an annual revenue in excess of AUD50 million per annum (NZD30 million for New Zealand companies) have been included within the research. Smaller companies were given the option to participate but were not included if they chose not to engage.

Companies that are found to have met the revenue threshold but have not been previously included, will be progressively added to the cohort. This includes the seven new companies assessed for the first time this year.

This selection process ensured the largest companies with the greatest consumer reach and subsequent impact on workers and the planet were included, while smaller companies that prioritised ethical sourcing were able to participate and have their efforts recognised.

The 2021 report does not include exclusively footwear focused brands. A special edition of the

EFR that includes a broader scope of footwear brands will be launched in 2022.

Evidence Assessment

A Yes/Partial/No grading system was employed for most questions and was applied with reference to evidence thresholds set out in a detailed Survey Support Document provided to all companies at the start of the research period. Some questions (e.g. percentage of supply traced) used a percentage figure to award credit. Companies receive credit based on the evidence they provide.

A full set of data sheets outlining the Yes/Partial/No assessments for each question are provided in the EFR Technical Appendices document that accompanies this report. The evidence requirements for each question are also available in that document.

Weighting and Calculation of Numeric Scores

Each section was given an overall weighting as outlined in the table below.

Section	Weighting
Policies and Governance	6%
Tracing and Risk	15%
Supplier Relationships and Human Rights Monitoring	34%
Worker Empowerment	25%
Environmental Sustainability	20%

Wherever relevant, the weightings for sections were further disaggregated to reflect measures taken at each supply chain stage.

Raw materials	20%
Input production	35%
Final stage production	45%

The higher weighting given to final stage production reflects that this is the stage where most fashion brands have direct supplier relationships and the greatest leverage for change. However, given the increasing concentration of risk—both to human/labour rights and to environmental sustainability—at the early stages of the supply chain, a significant weighting is still given to these stages. To retain simplicity, and as a proxy for the wider supply chain, at input and raw material stages, companies were only required to report on the fibre or process that had the greatest labour rights materiality (either because of the inherent risk associated with that fibre/process, or due to the volume of total supply chain it represents).

Translating Numeric Scores to Brand Grades

Each company’s numeric scores were graded as outlined in the table below. This scale used the mean company score (33.6 in 2021) as the threshold between a B and C grade. Companies scoring B or above are performing at or above the average industry standard, while those scoring C and below are currently performing below the industry average. The same grading scale was applied to individual sections.

This is the first time the grading scale for the Ethical Fashion Report has been published and is included this year in the interests of increasing transparency of the project’s methodology.

Grade	Score	Number of Companies
A+	75.00% +	4
A	50.00-74.99%	16
B	33.60-49.99%	30
Average Score = 33.6%		
C	20.00-33.59%	25
D	5.00-19.00%	14
F	<5%	9

Public Information or Direct Disclosure?

An asterisk (*) next to a grade means the company was assessed on ‘Public Information Only’. Importantly, this denotes the source of evidence for the company and is not a reflection on their level of engagement. Some companies have highly developed ethical sourcing programs and maintain high levels of interaction with the research team but chose to only provide evidence through their public transparency initiatives. All evidence—whether disclosed publicly or provided directly to the EFR research team—was assessed using the same validation criteria.

Public transparency is important and the standard toward which we encourage all companies to work. However, we recognise that investment in improving supply chain measures may precede resourcing of dedicated transparency initiatives – particularly for small to mid-sized Australian/New Zealand companies. While we encourage ever greater transparency, we continue to assess both public information and that which was provided directly to the Baptist World Aid/Tearfund New Zealand (BWA/TFNZ) team on the same basis.

Companies Assessed on Public Information Only	24%
Companies Assessed on Evidence submitted Directly to BWA/TFNZ in addition to public information	76%

Non-responsive companies with insufficient evidence

An ‘i’ appears next to companies that chose not to engage directly with this research and whose publicly available information is limited. This indicates that no more than 20 per cent of the EFR survey questions could be meaningfully assessed. The appropriate grade related to their performance (Di or Fi) was still provided as it represents an accurate reflection of the supply chain measures about which they have been transparent to consumers and/or BWA/TFNZ.

While some of these companies may have additional measures in place, the grade remains an accurate reflection of their current transparency. This transparency is critical as the basis for informed consumer decisions and to enable accountability.

All companies that were included in this report were given the option to provide a 100-word clarifying statement if they wished. These are included in the EFR Technical Appendices.

Appendix 2: Ethical Fashion Survey Data

A. POLICIES & GOVERNANCE

Company	Overall Grade	Policy & Governance Grade	1. CODE OF CONDUCT: Company has a code of conduct that requires respect for labour rights at every tier of its supply chain.			2. ACCOUNTABILITY: Company identifies clear points of accountability for human rights and environmental sustainability at the management and board level.
			1.1 Does the company have a Code of Conduct for suppliers? Conduct for suppliers?	1.2 Does the Code apply to multiple levels of the supply chain including the raw materials level?	1.3 Is the code included in supplier contracts?	
Abercrombie & Fitch	C*	B	Partial	Partial	Partial	No
Adidas	A	A+	Yes	Partial	Yes	Yes
ALDI Stores	B	A	Partial	Partial	Yes	Yes
Ally Fashion	D	B	Partial	No	Partial	Partial
APG & Co	B	A+	Yes	Partial	Yes	Yes
AS COLOUR	A	A+	Yes	Yes	Yes	Yes
ASICS	C	A+	Yes	Partial	Yes	Yes
ASOS	B	A+	Yes	Partial	Partial	Yes
Bardot Pty Ltd	F _i *	F	No	No	No	No
Barkers Clothing	B*	A+	Yes	Yes	Yes	Partial
Best & Less	C	A	Partial	Partial	Yes	Yes
Big W	C	A+	Yes	Partial	Yes	Yes
Blue Illusion	D _i *	B	Partial	Partial	Partial	No
Boardriders	F _i *	C	Partial	No	No	No
Boden	B	A+	Yes	Partial	Yes	Yes
Boohoo	D	A+	Yes	No	Yes	Yes
Brand Collective	D	A	Partial	Partial	Yes	Yes
Brandbank	C	A	Partial	Partial	Yes	Partial
City Chic Collective	C	A	Partial	Partial	Yes	Yes

Coles	D _i *	B	Partial	No	No	Yes
Cotton On Group	B	A	Partial	Partial	Yes	Yes
Country Road Group	A	A+	Partial	Yes	Yes	Yes
Cue Clothing Co.	C	A	Partial	No	Yes	Partial
David Jones	B	A+	Yes	Yes	Yes	Yes
Decjuba	D _i *	A	Partial	Partial	Yes	No
Etiko	A+	A+	Yes	Yes	Yes	Yes
Ezibuy	C	A+	Yes	No	Yes	Partial
Forever 21	F _i *	C	Partial	No	Partial	No
Factory X	B	A+	Yes	Partial	Yes	Yes
Farmers	F _i *	C	Partial	No	No	No
Fast Future Brands	F _i *	C	Partial	No	No	No
Forever New	C	A+	Yes	Partial	Partial	Yes
Fruit of the Loom	B	A+	Yes	No	Partial	Yes
Gap INC	B*	A+	Yes	Partial	Partial	Yes
General Pants Group	C	A+	Yes	Partial	Yes	Yes
Gildan Activewear	B	A+	Yes	Partial	Yes	Yes
H&M	A	A+	Yes	Yes	Yes	Yes
Hallenstein Glasson Holdings	A	A+	Yes	Partial	Yes	Yes
HanesBrands	A	A+	Yes	Partial	Yes	Yes
Hotsprings	C	A	Yes	No	No	Yes
Hugo Boss Group	B	A+	Yes	Partial	Yes	Yes
Inditex	A	A+	Yes	Yes	Yes	Yes
Industrie	D _i *	A	Yes	No	Partial	No
JD Sports	B	A+	Yes	Partial	Yes	Yes
Jeanswest	F _i *	C	Partial	No	Partial	No
Joyya	A+	A+	Yes	Yes	Yes	Yes
Just Group	C	A+	Yes	Yes	Yes	Yes
Kathmandu	A	A+	Yes	Yes	Yes	Yes
Kmart and Target Australia	B	A	Partial	Partial	Yes	Partial
Kookai	C	A+	Yes	Partial	Yes	Yes
L Brands	C	A+	Yes	No	Partial	Yes

Lacoste	B	A+	Yes	Partial	Yes	Yes
Levi Strauss and Co	B*	A+	Yes	Yes	Yes	Partial
Lorna Jane	D _i *	C	Partial	No	Partial	No
Lowes	D	D	No	No	No	Yes
Lululemon Athletica	A	A+	Yes	Partial	Yes	Yes
Macpac	A	A+	Yes	Yes	Yes	Yes
Marks & Spencer	B*	A+	Yes	Partial	Yes	Yes
Max Fashions	C*	A+	Yes	Partial	Yes	Partial
Mighty Good Basics	A+	A+	Yes	Yes	Yes	Yes
Mosaic Group	C	A+	Yes	No	Yes	Yes
Myer	D	A+	Yes	Partial	No	Yes
New Balance	B	A+	Yes	Partial	Yes	Yes
Next	B	A+	Yes	No	Yes	Yes
Nike	A	A+	Yes	Partial	Yes	Yes
Nobody Denim	B	A+	Yes	Partial	Yes	Partial
Nudie Jeans Co	A	A+	Partial	Yes	Yes	Yes
Oroton Group	C	A	Partial	Partial	Yes	Yes
Outland Denim	A+	A+	Yes	Yes	Yes	Yes
Oxford	C	A+	Yes	Partial	Yes	Yes
Patagonia	A	A+	Yes	Yes	Yes	Yes
Pentland Brands	B	A+	Yes	Partial	Yes	Yes
Postie	B	A+	Yes	Partial	Yes	Yes
Princess Polly	B	A+	Yes	Partial	Yes	Yes
Puma	A	A+	Yes	Partial	Yes	Yes
PVH Corp	B	A+	Yes	Partial	Partial	Yes
R.M. Williams	D _i *	A	Partial	No	Partial	Yes
Ralph Lauren	C	A	Partial	Partial	Yes	Yes
Retail Apparel Group	B	A+	Yes	Partial	Yes	Yes
Rip Curl	B	A+	Yes	Partial	Yes	Partial
Rodd & Gunn	A	A+	Yes	Yes	Yes	Yes
Seafolly	C	A+	Yes	Partial	Yes	Partial
Sheike	F _i *	F	No	No	No	No

Showpo	C	A+	Yes	No	Yes	Yes
Sussan Group	C	A+	Yes	Partial	Yes	Yes
The Iconic	C*	A+	Yes	No	Yes	Yes
The PAS Group Limited	D	A	Partial	No	Yes	Partial
The Warehouse Group	C*	B	Partial	Partial	Partial	No
ThreeByOne	B	A+	Yes	Partial	Yes	Yes
TJX Australia	D*	A	Partial	No	Partial	Yes
Under Armour	C*	A+	Yes	No	Partial	Yes
UNIQLO	B	A+	Yes	Yes	Yes	Yes
Universal Store	D	A	Partial	No	Yes	Yes
VF Corp	A	A+	Yes	Yes	Yes	Yes
Voyager Distributing Co	F _i *	D	No	No	No	Yes
Workwear Group	B	A+	Yes	Yes	Yes	Yes
Zimmermann	B	A	Partial	Partial	Yes	Yes

B. TRACING & TRANSPARENCY - Final Stage Production

Company	Overall Grade	Tracing & Transparency Grade	3. TRACING & TRANSPARENCY: Company traces and is transparent about its suppliers at all levels of its supply chain.				4. RISK: Company assesses and discloses material human rights and environmental risks throughout its supply chain.		
			3.1 Approximately what percentage of facilities has the company traced?	3.2 Is the company involved in a tracing project to identify the location of unknown producers?	3.3 Is there a public list of facilities?	3.4 In addition to names and addresses, does the company also publish detailed indicators about each facility?	4.1 Has the company conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	4.2 Has the company undertaken an assessment of its environmental impacts and risks throughout its supply chain?	
Abercrombie & Fitch	C*	C	76-99%	No	Partial	No	Yes	Partial	
Adidas	A	A+	100%	N/A	Yes	Yes	Yes	Yes	
ALDI Stores	B	A	100%	N/A	Yes	Partial	Yes	Partial	
Ally Fashion	D	C	76-99%	No	No	No	Partial	No	
APG & Co	B	A	100%	N/A	Yes	Yes	Yes	Yes	
AS COLOUR	A	A	100%	N/A	No	No	Yes	Yes	
ASICS	C	B	100%	N/A	Partial	Partial	Yes	Yes	
ASOS	B	A	100%	N/A	Yes	Yes	Yes	Yes	
Bardot Pty Ltd	F _i *	D	0%	N/A	No	No	No	No	
Barkers Clothing	B*	B	100%	N/A	Partial	Partial	Partial	Partial	
Best & Less	C	B	100%	N/A	Partial	No	Yes	Partial	
Big W	C	A	100%	N/A	Yes	Yes	Yes	Partial	
Blue Illusion	D _i *	D	76-99%	No	No	No	No	No	
Boardriders	F _i *	D	26-50%	No	No	No	Yes	No	
Boden	B	A	100%	N/A	Yes	Yes	Yes	No	
Boohoo	D	D	1-25%	Partial	Partial	Partial	Partial	No	

Brand Collective	D	C	76-99%	No	Partial	Partial	Partial	No
Brandbank	C	B	100%	N/A	No	No	Partial	Partial
City Chic Collective	C	A	100%	N/A	Partial	Partial	Yes	Partial
Coles	D _i *	C	100%	N/A	Partial	No	Partial	No
Cotton On Group	B	A	100%	N/A	Yes	Partial	Partial	Yes
Country Road Group	A	A+	100%	N/A	Yes	Yes	Yes	Yes
Cue Clothing Co.	C	B	100%	N/A	No	No	Partial	No
David Jones	B	A	100%	N/A	Partial	Partial	Yes	Yes
Decjuba	D _i *	B	76-99%	N/A	No	No	Yes	No
Etiko	A+	A+	100%	N/A	Yes	Yes	Yes	Yes
Ezibuy	C	C	100%	N/A	No	No	Partial	Partial
Forever 21	F _i *	F	1-25%	No	No	No	No	No
Factory X	B	A	100%	N/A	Yes	Yes	Yes	Yes
Farmers	F _i *	F	1-25%	No	No	No	No	No
Fast Future Brands	F _i *	F	1-25%	No	No	No	No	No
Forever New	C	B	76-99%	No	Yes	Yes	Partial	Partial
Fruit of the Loom	B	B	76-99%	N/A	Yes	Yes	Partial	Yes
Gap INC	B*	A	100%	N/A	Yes	Partial	Yes	Yes
General Pants Group	C	B	100%	N/A	Partial	Partial	Partial	Partial
Gildan Activewear	B	A	100%	N/A	Partial	Partial	Yes	Yes
H&M	A	A	100%	N/A	Yes	Yes	Yes	Yes
Hallenstein Glasson Holdings	A	A	100%	N/A	Partial	Partial	Yes	Yes
HanesBrands	A	A	100%	N/A	Partial	Partial	Yes	Yes
Hotsprings	C	B	100%	N/A	Partial	Partial	Yes	Partial
Hugo Boss Group	B	A	100%	N/A	Yes	Yes	Yes	Yes
Inditex	A	A	100%	N/A	No	No	Yes	Yes
Industrie	D _i *	D	51-75%	No	No	No	No	No
JD Sports	B	A+	100%	N/A	Yes	Partial	Yes	Yes
Jeanswest	F _i *	D	76-99%	No	No	No	No	No
Joyya	A+	A+	100%	N/A	Yes	Yes	Yes	Yes
Just Group	C	B	100%	N/A	No	No	Yes	No
Kathmandu	A	A+	100%	N/A	Yes	Yes	Yes	Yes

Kmart and Target Australia	B	A+	100%	N/A	Yes	Yes	Yes	Yes
Kookai	C	B	100%	N/A	Partial	No	Partial	Partial
L Brands	C	A	76-99%	Yes	Yes	Yes	Partial	Partial
Lacoste	B	A+	100%	N/A	Yes	Yes	Partial	Yes
Levi Strauss and Co	B*	A	100%	N/A	Yes	Yes	Partial	Yes
Lorna Jane	D _i *	D	76-99%	No	No	No	Yes	No
Lowes	D	C	76-99%	No	Partial	Partial	Partial	No
Lululemon Athletica	A	A	100%	N/A	Partial	Partial	Yes	Yes
Macpac	A	A	76-99%	Yes	Yes	Yes	Yes	Yes
Marks & Spencer	B*	A	100%	N/A	Yes	Yes	Yes	Yes
Max Fashions	C*	B	100%	N/A	No	No	Partial	Partial
Mighty Good Basics	A+	A+	100%	N/A	Yes	Partial	Yes	Yes
Mosaic Group	C	B	100%	N/A	Yes	Yes	Partial	Partial
Myer	D	C	100%	N/A	No	No	Yes	No
New Balance	B	A	100%	N/A	Yes	Yes	Yes	Yes
Next	B	A	100%	N/A	Yes	Yes	Partial	Partial
Nike	A	A	100%	N/A	Yes	Yes	Yes	Yes
Nobody Denim	B	A	100%	N/A	Yes	Partial	Partial	Partial
Nudie Jeans Co	A	A+	100%	N/A	Yes	Yes	Yes	Yes
Oroton Group	C	C	100%	N/A	No	No	No	No
Outland Denim	A+	A+	100%	N/A	Yes	Yes	Yes	Yes
Oxford	C	B	100%	N/A	Yes	Partial	Partial	Partial
Patagonia	A	A+	100%	N/A	Yes	Yes	Yes	Yes
Pentland Brands	B	A	100%	N/A	Yes	Yes	Yes	Yes
Postie	B	B	100%	N/A	Yes	No	Yes	Yes
Princess Polly	B	C	100%	N/A	No	No	Partial	Partial
Puma	A	A	100%	N/A	Partial	Partial	Yes	Yes
PVH Corp	B	A	100%	N/A	Yes	Yes	Yes	Yes
R.M. Williams	D _i *	B	76-99%	No	Partial	Partial	Yes	No
Ralph Lauren	C	C	76-99%	No	Partial	No	Partial	Yes
Retail Apparel Group	B	A	100%	N/A	No	No	Yes	Partial
Rip Curl	B	A	100%	N/A	Partial	Partial	Yes	Partial

Rodd & Gunn	A	A+	100%	N/A	Yes	Yes	Yes	Yes
Seafolly	C	B	100%	N/A	No	No	Partial	No
Sheike	F _i *	F	0%	No	No	No	No	No
Showpo	C	B	100%	N/A	No	No	Partial	No
Sussan Group	C	B	100%	N/A	No	No	Yes	No
The Iconic	C*	B	100%	N/A	Yes	Yes	Yes	No
The PAS Group Limited	D	C	100%	N/A	Partial	No	Partial	No
The Warehouse Group	C*	B	76-99%	Yes	Partial	Partial	Partial	Partial
ThreeByOne	B	B	100%	N/A	No	No	Partial	No
TJX Australia	D*	F	1-25%	No	No	No	Partial	Partial
Under Armour	C*	C	76-99%	No	Partial	Partial	Partial	No
UNIQLO	B	A	100%	N/A	Partial	Partial	Yes	Yes
Universal Store	D	D	76-99%	Partial	No	No	Partial	No
VF Corp	A	A+	100%	N/A	Yes	Yes	Yes	Yes
Voyager Distributing Co	F _i *	D	26-50%	No	No	No	Partial	No
Workwear Group	B	B	100%	N/A	No	No	Yes	Partial
Zimmermann	B	A	100%	N/A	No	No	Yes	Yes

B. TRACING & TRANSPARENCY - Inputs Production

Company	Overall Grade	Tracing & Transparency Grade	3. TRACING & TRANSPARENCY: Company traces and is transparent about its suppliers at all levels of its supply chain.				4. RISK: Company assesses and discloses material human rights and environmental risks throughout its supply chain.		
			3.1 Approximately what percentage of facilities has the company traced?	3.2 Is the company involved in a tracing project to identify the location of unknown producers?	3.3 Is there a public list of facilities?	3.4 In addition to names and addresses, does the company also publish detailed indicators about each facility?	4.1 Has the company conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	4.2 Has the company undertaken an assessment of its environmental impacts and risks throughout its supply chain?	
Abercrombie & Fitch	C*	C	1-25%	No	No	No	No	Partial	
Adidas	A	A+	76-99%	Partial	Partial	Partial	Yes	Yes	
ALDI Stores	B	A	100%	N/A	Partial	Partial	Partial	Partial	
Ally Fashion	D	C	76-99%	No	No	No	No	No	
APG & Co	B	A	51-75%	Yes	Partial	Partial	Yes	Yes	
AS COLOUR	A	A	100%	N/A	No	No	Yes	Yes	
ASICS	C	B	1-25%	No	No	No	Partial	Yes	
ASOS	B	A	1-25%	Yes	No	No	Yes	Yes	
Bardot Pty Ltd	F _i *	D	0%	No	No	No	No	No	
Barkers Clothing	B*	B	51-75%	No	Partial	Partial	Partial	Partial	
Best & Less	C	B	1-25%	Yes	Partial	No	Partial	Partial	
Big W	C	A	1-25%	Partial	Partial	Partial	Yes	Partial	
Blue Illusion	D _i *	D	1-25%	No	No	No	No	No	
Boardriders	F _i *	D	0%	No	No	No	No	No	
Boden	B	A	26-50%	Yes	No	No	Yes	Partial	
Boohoo	D	D	0%	No	No	No	Partial	No	

Brand Collective	D	C	1-25%	No	Partial	Partial	No	No
Brandbank	C	B	1-25%	Yes	No	No	Partial	Partial
City Chic Collective	C	A	76-99%	Yes	Partial	Partial	Partial	Partial
Coles	D _i *	C	0%	No	No	No	No	No
Cotton On Group	B	A	76-99%	Yes	No	No	Partial	Partial
Country Road Group	A	A+	76-99%	Yes	No	No	Yes	Yes
Cue Clothing Co.	C	B	51-75%	No	Partial	No	Partial	Partial
David Jones	B	A	26-50%	Yes	No	No	Yes	Yes
Decjuba	D _i *	B	1-25%	Partial	No	No	Yes	No
Etiko	A+	A+	100%	N/A	Yes	Yes	Yes	Yes
Ezibuy	C	C	26-50%	Partial	No	No	No	Partial
Forever 21	F _i *	F	0%	No	No	No	No	No
Factory X	B	A	26-50%	No	No	No	Partial	Partial
Farmers	F _i *	F	0%	No	No	No	No	No
Fast Future Brands	F _i *	F	0%	No	No	No	No	No
Forever New	C	B	51-75%	No	No	No	Partial	Partial
Fruit of the Loom	B	B	1-25%	Yes	No	No	Partial	Yes
Gap INC	B*	A	51-75%	Partial	No	No	Yes	Yes
General Pants Group	C	B	1-25%	Partial	Partial	No	Partial	Partial
Gildan Activewear	B	A	100%	N/A	Partial	Partial	Partial	Yes
H&M	A	A	26-50%	Partial	Yes	Yes	Yes	Yes
Hallenstein Glasson Holdings	A	A	76-99%	Yes	No	No	Yes	Yes
HanesBrands	A	A	76-99%	Partial	Partial	Partial	Yes	Yes
Hotsprings	C	B	1-25%	Partial	No	No	No	Partial
Hugo Boss Group	B	A	76-99%	Partial	No	No	Partial	Partial
Inditex	A	A	100%	N/A	No	No	Yes	Yes
Industrie	D _i *	D	51-75%	No	No	No	Partial	No
JD Sports	B	A+	100%	N/A	Yes	No	Yes	Yes
Jeanswest	F _i *	D	0%	No	No	No	No	No
Joyya	A+	A+	100%	N/A	Yes	Partial	Yes	Yes
Just Group	C	B	76-99%	Yes	No	No	No	No
Kathmandu	A	A+	76-99%	Yes	No	No	Yes	Yes

Kmart and Target Australia	B	A+	51-75%	Yes	Yes	Yes	Partial	Yes
Kookai	C	B	26-50%	No	No	No	No	Partial
L Brands	C	A	76-99%	Yes	No	No	Partial	Partial
Lacoste	B	A+	100%	N/A	Yes	Yes	Partial	Yes
Levi Strauss and Co	B*	A	1-25%	No	Yes	Yes	Partial	Yes
Lorna Jane	D _i *	D	0%	No	No	No	Partial	No
Lowes	D	C	0%	No	No	No	No	No
Lululemon Athletica	A	A	76-99%	No	Partial	Partial	Yes	Yes
Macpac	A	A	76-99%	Yes	No	No	Partial	Yes
Marks & Spencer	B*	A	1-25%	No	No	No	Partial	Yes
Max Fashions	C*	B	100%	N/A	No	No	No	No
Mighty Good Basics	A+	A+	100%	N/A	Yes	Partial	Yes	Yes
Mosaic Group	C	B	26-50%	Partial	No	No	No	Partial
Myer	D	C	1-25%	No	No	No	No	No
New Balance	B	A	76-99%	Partial	No	No	Yes	Yes
Next	B	A	100%	N/A	Yes	No	Partial	Partial
Nike	A	A	1-25%	No	Yes	Yes	Partial	Yes
Nobody Denim	B	A	51-75%	No	Yes	Partial	Partial	No
Nudie Jeans Co	A	A+	76-99%	Yes	Yes	Partial	Yes	Yes
Oroton Group	C	C	76-99%	Partial	No	No	No	Partial
Outland Denim	A+	A+	100%	N/A	Yes	Yes	Yes	Yes
Oxford	C	B	1-25%	No	Yes	Partial	Partial	Partial
Patagonia	A	A+	76-99%	Yes	Partial	Partial	Partial	Yes
Pentland Brands	B	A	51-75%	No	Partial	Partial	Yes	Yes
Postie	B	B	1-25%	Yes	No	No	Yes	Yes
Princess Polly	B	C	1-25%	Partial	No	No	Partial	Partial
Puma	A	A	76-99%	No	Partial	Partial	Partial	Yes
PVH Corp	B	A	1-25%	No	Partial	Partial	Partial	Yes
R.M. Williams	D _i *	B	76-99%	No	Partial	Partial	No	No
Ralph Lauren	C	C	1-25%	No	No	No	Partial	Yes
Retail Apparel Group	B	A	76-99%	Yes	No	No	Yes	Yes
Rip Curl	B	A	76-99%	Partial	Partial	Partial	Yes	Partial

Rodd & Gunn	A	A+	100%	N/A	Yes	Yes	Yes	Yes
Seafolly	C	B	76-99%	Yes	No	No	Partial	No
Sheike	F _i *	F	0%	No	No	No	No	No
Showpo	C	B	76-99%	Yes	No	No	Partial	No
Sussan Group	C	B	26-50%	Yes	No	No	Yes	No
The Iconic	C*	B	0%	No	No	No	Partial	No
The PAS Group Limited	D	C	1-25%	Partial	No	No	No	No
The Warehouse Group	C*	B	1-25%	Yes	Partial	Partial	No	No
ThreeByOne	B	B	76-99%	Partial	No	No	Partial	Partial
TJX Australia	D*	F	0%	No	No	No	No	No
Under Armour	C*	C	1-25%	No	No	No	No	No
UNIQLO	B	A	51-75%	Partial	Partial	Partial	Partial	Yes
Universal Store	D	D	0%	Partial	No	No	No	No
VF Corp	A	A+	76-99%	Yes	Partial	Partial	Yes	Yes
Voyager Distributing Co	F _i *	D	1-25%	No	No	No	Partial	No
Workwear Group	B	B	51-75%	Yes	No	No	Yes	Partial
Zimmermann	B	A	76-99%	Yes	No	No	Yes	Yes

B. TRACING & TRANSPARENCY - Raw Materials Production

Company	Overall Grade	Tracing & Transparency Grade	3. TRACING & TRANSPARENCY: Company traces and is transparent about its suppliers at all levels of its supply chain.				4. RISK: Company assesses and discloses material human rights and environmental risks throughout its supply chain.		
			3.1 Approximately what percentage of facilities has the company traced?	3.2 Is the company involved in a tracing project to identify the location of unknown producers?	3.3 Is there a public list of facilities?	3.4 In addition to names and addresses, does the company also publish detailed indicators about each facility?	4.1 Has the company conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	4.2 Has the company undertaken an assessment of its environmental impacts and risks throughout its supply chain?	
Abercrombie & Fitch	C*	C	1-25%	Yes	No	No	Yes	Partial	
Adidas	A	A+	100%	N/A	No	No	Yes	Yes	
ALDI Stores	B	A	1-25%	Yes	No	No	Partial	Partial	
Ally Fashion	D	C	0%	No	No	No	No	No	
APG & Co	B	A	0%	Partial	No	No	Yes	Yes	
AS COLOUR	A	A	26-50%	Yes	No	No	Yes	Yes	
ASICS	C	B	26-50%	Yes	No	No	Partial	Yes	
ASOS	B	A	51-75%	Yes	No	No	Yes	Yes	
Bardot Pty Ltd	F _i *	D	0%	No	No	No	No	No	
Barkers Clothing	B*	B	1-25%	Yes	No	No	Partial	Partial	
Best & Less	C	B	0%	Yes	No	No	No	No	
Big W	C	A	1-25%	Yes	No	No	Yes	Partial	
Blue Illusion	D _i *	D	1-25%	Yes	No	No	Partial	Partial	
Boardriders	F _i *	D	0%	No	No	No	No	No	
Boden	B	A	51-75%	Yes	No	No	Yes	Partial	
Boohoo	D	D	1-25%	No	No	No	Partial	No	

Brand Collective	D	C	0%	No	No	No	No	No
Brandbank	C	B	1-25%	Yes	No	No	Partial	Partial
City Chic Collective	C	A	1-25%	Yes	No	No	Yes	No
Coles	D _i *	C	0%	No	No	No	No	No
Cotton On Group	B	A	1-25%	Yes	No	No	Yes	Yes
Country Road Group	A	A+	76-99%	Yes	No	No	Yes	Yes
Cue Clothing Co.	C	B	1-25%	Partial	No	No	No	No
David Jones	B	A	1-25%	Yes	No	No	Yes	Yes
Decjuba	D _i *	B	100%	N/A	No	No	Partial	Partial
Etiko	A+	A+	100%	N/A	Yes	Yes	Yes	Yes
Ezibuy	C	C	0%	No	No	No	No	Partial
Forever 21	F _i *	F	0%	No	No	No	No	No
Factory X	B	A	1-25%	Partial	No	No	Partial	Partial
Farmers	F _i *	F	0%	No	No	No	No	No
Fast Future Brands	F _i *	F	0%	No	No	No	No	No
Forever New	C	B	76-99%	Yes	No	No	Partial	Partial
Fruit of the Loom	B	B	1-25%	Yes	No	No	Partial	Yes
Gap INC	B*	A	51-75%	Yes	No	No	Yes	Yes
General Pants Group	C	B	26-50%	Yes	No	No	Partial	Yes
Gildan Activewear	B	A	1-25%	Yes	No	No	Partial	Partial
H&M	A	A	76-99%	Yes	Partial	No	Yes	Yes
Hallenstein Glasson Holdings	A	A	1-25%	Yes	No	No	Yes	Yes
HanesBrands	A	A	1-25%	Yes	No	No	Partial	Yes
Hotsprings	C	B	0%	Partial	No	No	No	Partial
Hugo Boss Group	B	A	76-99%	Yes	No	No	Partial	Partial
Inditex	A	A	26-50%	Yes	No	No	Yes	Yes
Industrie	D _i *	D	0%	No	No	No	Partial	No
JD Sports	B	A+	76-99%	Yes	No	No	Yes	Yes
Jeanswest	F _i *	D	0%	No	No	No	Partial	No
Joyya	A+	A+	100%	N/A	Yes	Yes	Yes	Yes
Just Group	C	B	1-25%	Yes	No	No	Partial	Partial
Kathmandu	A	A+	51-75%	Yes	No	No	Yes	Yes

Kmart and Target Australia	B	A+	76-99%	N/A	No	No	Yes	Yes
Kookai	C	B	1-25%	Partial	No	No	No	Partial
L Brands	C	A	0%	No	No	No	Partial	No
Lacoste	B	A+	51-75%	Yes	No	No	Yes	Yes
Levi Strauss and Co	B*	A	51-75%	Yes	No	No	Partial	Yes
Lorna Jane	D _i *	D	0%	No	No	No	Partial	No
Lowes	D	C	0%	No	No	No	No	No
Lululemon Athletica	A	A	1-25%	Yes	No	No	Yes	Yes
Macpac	A	A	76-99%	Yes	No	No	Yes	Yes
Marks & Spencer	B*	A	76-99%	Yes	Partial	No	Yes	Yes
Max Fashions	C*	B	0%	No	No	No	Partial	No
Mighty Good Basics	A+	A+	100%	N/A	Yes	Partial	Yes	Yes
Mosaic Group	C	B	0%	No	No	No	No	Partial
Myer	D	C	0%	Partial	No	No	No	No
New Balance	B	A	1-25%	Yes	No	No	Partial	No
Next	B	A	26-50%	Yes	No	No	Partial	Partial
Nike	A	A	76-99%	Yes	No	No	Yes	Yes
Nobody Denim	B	A	1-25%	Yes	Partial	No	Partial	Partial
Nudie Jeans Co	A	A+	76-99%	Yes	Partial	Partial	Yes	Yes
Oroton Group	C	C	0%	Partial	No	No	No	No
Outland Denim	A+	A+	51-75%	Yes	Partial	Partial	Yes	Yes
Oxford	C	B	0%	No	No	No	No	No
Patagonia	A	A+	26-50%	Yes	Partial	Partial	Yes	Yes
Pentland Brands	B	A	0%	No	No	No	Partial	Yes
Postie	B	B	0%	Yes	No	No	Yes	Yes
Princess Polly	B	C	0%	No	No	No	Partial	Yes
Puma	A	A	76-99%	No	Partial	Partial	Partial	Yes
PVH Corp	B	A	76-99%	Yes	No	No	Partial	Yes
R.M. Williams	D _i *	B	0%	No	No	No	No	No
Ralph Lauren	C	C	1-25%	Yes	No	No	Partial	Yes
Retail Apparel Group	B	A	1-25%	Yes	No	No	Yes	Yes
Rip Curl	B	A	100%	N/A	No	No	No	No

Rodd & Gunn	A	A+	51-75%	Yes	No	No	Partial	Yes
Seafolly	C	B	0%	Yes	No	No	No	No
Sheike	F _i *	F	0%	No	No	No	No	No
Showpo	C	B	0%	Partial	No	No	No	No
Sussan Group	C	B	1-25%	Yes	No	No	Yes	Partial
The Iconic	C*	B	0%	No	No	No	Partial	Partial
The PAS Group Limited	D	C	0%	No	No	No	Partial	No
The Warehouse Group	C*	B	51-75%	Yes	No	No	Partial	Partial
ThreeByOne	B	B	1-25%	Partial	No	No	Partial	Partial
TJX Australia	D*	F	1-25%	No	No	No	No	Partial
Under Armour	C*	C	0%	No	No	No	No	No
UNIQLO	B	A	1-25%	Yes	No	No	Partial	Partial
Universal Store	D	D	0%	No	No	No	No	No
VF Corp	A	A+	76-99%	Yes	Partial	Partial	Yes	Yes
Voyager Distributing Co	F _i *	D	0%	No	No	No	Partial	No
Workwear Group	B	B	1-25%	Yes	No	No	Yes	Yes
Zimmermann	B	A	26-50%	Yes	No	No	Yes	Yes

C. SUPPLIER RELATIONSHIPS & HUMAN RIGHTS MONITORING - Final Stage Production

Company	Supplier Relationships & Human Rights Monitoring Grade												
	Overall Grade	5.1 Does the company have a policy on responsible purchasing practices when engaging with suppliers, including a strategy for implementation of the policy?	5.2 Does the company track data related to responsible purchasing practices including percentage of orders paid on time and percentage of retrospective changes made to orders or payment terms?	5. RESPONSIBLE PURCHASING: Company adopts fair and responsible policies and behaviours for supplier orders and contracts.	6.1 Does the company invest in training suppliers and factory managers to increase awareness of labour rights and health and safety risks?	6.2 Does the company actively improve and leverage relationships with suppliers, through industry collaboration and/or multi-stakeholder initiatives (MSIs)?	6.3 Does the company have a preferred supplier program by which suppliers are incentivised for strong labour rights and/or environmental sustainability records?	6. SUPPLIER RELATIONSHIPS: Company establishes strong supplier relationships to incentivise good labour rights and environmental practices.	7.1 Has the company produced a Modern Slavery Statement in compliance with the Commonwealth Modern Slavery Act 2018?	7.2 Does the company ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	7.3 Does the company track suppliers' use of vulnerable workers? Incl. migrant, temporary/contract and female workers	7.4 Are suppliers monitored for their use of labour brokers and recruitment fees?	7. FORCED LABOUR, CHILD LABOUR AND HUMAN TRAFFICKING: Company identifies and works to address risks of forced labour, child labour and human trafficking throughout its supply chain.
Abercrombie & Fitch	C*	D	No	No	Partial	Yes	No	Yes	No	No	No	No	
Adidas	A	B	Yes	No	Yes	Yes	Partial	Yes	Partial	Partial	Partial	Partial	
ALDI Stores	B	B	Partial	No	Partial	Yes	Yes	Yes	Yes	Yes	Yes	Partial	
Ally Fashion	D	F	No	No	No	No	No	Partial	No	No	No	No	
APG & Co	B	B	Yes	Partial	Partial	Yes	Partial	Yes	Yes	Yes	Yes	Yes	
AS COLOUR	A	A	Partial	Yes	Yes	Yes	Partial	Partial	Yes	Yes	Yes	Yes	

ASICS	C	D	No	No	Partial	Yes	Partial	Yes	No	Partial	Partial	Partial	
ASOS	B	C	Partial	Partial	Partial	Yes	No	Yes	No	Partial	Partial	Partial	
Bardot Pty Ltd	F*	F	No	No	No	No	No	No	No	No	No	No	
Barkers Clothing	B*	C	Partial	No	Partial	Partial	Partial	No	Partial	Partial	Partial	Partial	
Best & Less	C	C	Partial	Yes	Yes	No	No	Yes	Partial	No	Partial	Partial	
Big W	C	C	No	No	No	Yes	No	Yes	Partial	Partial	Partial	Partial	
Blue Illusion	D _i *	F	No	No	No	No	No	No	No	No	No	No	
Boardriders	F*	F	No	No	No	No	No	Yes	No	No	No	No	
Boden	B	B	Partial	Partial	Partial	Yes	No	Yes	Yes	Yes	Yes	Yes	
Boohoo	D	F	Partial	No	Partial	Partial	No	Partial	No	No	No	No	
Brand Collective	D	D	No	No	No	No	No	Yes	Partial	Partial	Partial	Partial	
Brandbank	C	C	Partial	Partial	Partial	Partial	Partial	Yes	Partial	Partial	Partial	Partial	
City Chic Collective	C	B	Partial	Partial	Partial	Yes	No	Yes	Yes	Partial	Yes	Yes	
Coles	D _i *	D	No	No	No	No	No	Yes	Partial	Partial	No	No	
Cotton On Group	B	B	Yes	No	Yes	Yes	Partial	Partial	Partial	Partial	Partial	Partial	
Country Road Group	A	A	Yes	Partial	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Cue Clothing Co.	C	C	Partial	Partial	Partial	Yes	Partial	Yes	Partial	Partial	Partial	Partial	
David Jones	B	B	Partial	Partial	Yes	Yes	Partial	Yes	Partial	Yes	Yes	Yes	
Decjuba	D _i *	D	No	No	Partial	Partial	No	Yes	No	No	No	No	
Etiko	A+	A+	Yes	Partial	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Ezibuy	C	C	Partial	Partial	Partial	No	Partial	Partial	Yes	Partial	Yes	Yes	
Forever 21	F _i *	F	No	No	No	No	No	Partial	No	No	No	No	
Factory X	B	C	Partial	Partial	No	Partial	No	Yes	Yes	Partial	No	No	
Farmers	F _i *	F	No	No	No	No	No	No	No	No	No	No	
Fast Future Brands	F _i *	F	No	No	No	No	No	No	No	No	No	No	
Forever New	C	C	Partial	No	Partial	Partial	No	Yes	Yes	Yes	Yes	Yes	
Fruit of the Loom	B	C	Yes	No	Partial	Yes	Yes	Yes	Partial	Partial	Yes	Yes	
Gap INC	B*	B	Partial	No	Partial	Yes	No	Yes	Partial	Partial	Yes	Yes	
General Pants Group	C	C	Yes	No	Partial	Partial	No	Partial	Yes	Yes	Yes	Yes	
Gildan Activewear	B	B	Yes	No	Partial	Yes	Yes	Partial	Yes	Partial	Yes	Yes	
H&M	A	B	Yes	Partial	Partial	Yes	Partial	Yes	Partial	Partial	Partial	Partial	
Hallenstein Glasson Holdings	A	A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Partial

HanesBrands	A	A	Yes	Partial	Partial	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hotsprings	C	C	Partial	Partial	Partial	Yes	No	Partial	Yes	Yes	Yes	Yes
Hugo Boss Group	B	B	Yes	No	Partial	Yes	No	Partial	Yes	Yes	Yes	No
Inditex	A	A	Yes	Partial	Partial	Yes	Partial	Yes	Yes	Yes	Yes	Yes
Industrie	D _i *	F	No	No	No	No	No	No	No	Partial	No	No
JD Sports	B	C	No	Partial	No	Partial	No	Yes	Yes	Yes	Yes	Yes
Jeanswest	F _i *	F	No	No	No	No	No	No	No	No	No	No
Joyya	A+	A+	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Partial
Just Group	C	B	Yes	Yes	Partial	Partial	No	Yes	Yes	Yes	Yes	Yes
Kathmandu	A	A	Yes	Partial	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Kmart and Target Australia	B	B	Yes	No	Partial	Yes	Partial	Yes	Yes	Yes	Yes	Yes
Kookai	C	C	Partial	No	Partial	No	Partial	No	Partial	Partial	Partial	Partial
L Brands	C	C	Partial	No	Partial	Yes	Partial	Partial	Partial	Yes	Yes	Yes
Lacoste	B	B	No	No	Partial	Yes	Yes	No	Yes	Yes	Yes	Yes
Levi Strauss and Co	B*	C	No	No	Partial	Yes	Yes	Yes	Partial	Partial	Partial	Partial
Lorna Jane	D _i *	F	No	No	No	No	No	Yes	No	No	No	No
Lowes	D	D	No	No	No	Partial	No	Partial	Partial	Partial	Partial	Partial
Lululemon Athletica	A	A	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Macpac	A	B	Yes	No	Partial	Yes	No	Yes	Yes	Yes	Yes	Yes
Marks & Spencer	B*	B	Partial	Partial	Yes	Yes	No	Yes	Partial	Partial	Partial	Partial
Max Fashions	C*	C	Partial	No	Partial	No	No	Partial	Yes	Partial	No	No
Mighty Good Basics	A+	A+	Yes	Partial	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Partial
Mosaic Group	C	C	Partial	Partial	Partial	No	Partial	Yes	Yes	Partial	Yes	Yes
Myer	D	C	Partial	No	Partial	Yes	Partial	Yes	Partial	Partial	No	No
New Balance	B	B	Yes	Partial	Yes	Yes	Partial	Yes	Yes	Yes	Yes	Yes
Next	B	B	Yes	Partial	Partial	Yes	No	Yes	Yes	Partial	No	No
Nike	A	B	Yes	No	Partial	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Nobody Denim	B	C	Partial	Partial	Partial	No	Partial	No	Partial	Yes	Partial	Partial
Nudie Jeans Co	A	B	Partial	No	Partial	Yes	Partial	Yes	Yes	Partial	Partial	Partial
Oroton Group	C	C	No	Partial	Partial	No	No	Partial	Yes	Yes	Partial	Partial
Outland Denim	A+	A+	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Oxford	C	D	No	No	No	No	No	No	Partial	Partial	Partial	Partial

Patagonia	A	A	Yes	No	Yes	Yes	Partial	Partial	Yes	Partial	Yes	Yes
Pentland Brands	B	B	Yes	Partial	Partial	Yes	Partial	Yes	Partial	Partial	Yes	Yes
Postie	B	C	Yes	Partial	Yes	Yes	No	Yes	Partial	No	Partial	Partial
Princess Polly	B	B	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Partial	Yes	Yes
Puma	A	B	Yes	Partial	Yes	Yes	Yes	Yes	Yes	Partial	Partial	Yes
PVH Corp	B	C	Yes	No	Partial	Yes	Partial	Yes	Partial	Partial	Partial	Partial
R.M. Williams	D _i *	D	No	No	No	Partial	No	Yes	No	No	No	No
Ralph Lauren	C	D	Partial	No	Partial	Yes	Partial	Partial	No	Partial	Partial	Partial
Retail Apparel Group	B	B	Partial	Partial	Partial	Partial	No	Yes	Yes	Yes	Yes	Yes
Rip Curl	B	B	Partial	No	Partial	Yes	Partial	Yes	Partial	Partial	Partial	Partial
Rodd & Gunn	A	B	Yes	Partial	No	Partial	Yes	Partial	Yes	Partial	Yes	Yes
Seafolly	C	C	Partial	No	No	Partial	No	No	Yes	Yes	Yes	Yes
Sheike	F _i *	F	No	No	No	No	No	No	No	No	No	No
Showpo	C	C	Yes	No	No	No	Partial	Yes	Partial	Partial	Partial	Partial
Sussan Group	C	C	Partial	No	No	Yes	Partial	Yes	Partial	Partial	Partial	Partial
The Iconic	C*	C	Partial	No	Partial	No	No	Yes	Yes	Yes	Yes	Partial
The PAS Group Limited	D	D	Partial	No	Partial	Yes	No	Partial	Partial	Partial	Partial	Partial
The Warehouse Group	C*	D	No	No	Partial	No	Partial	No	Partial	No	No	No
ThreeByOne	B	C	Yes	No	Partial	No	No	Yes	Partial	Partial	Partial	Partial
TJX Australia	D*	F	No	No	Partial	No	No	Partial	Partial	Partial	Partial	Partial
Under Armour	C*	D	Partial	No	Partial	Partial	Partial	Yes	Partial	Partial	Partial	Partial
UNIQLO	B	C	Yes	No	Partial	Yes	No	Yes	Yes	Partial	Yes	Yes
Universal Store	D	D	No	No	No	No	No	Partial	Yes	Yes	Yes	Yes
VF Corp	A	B	Partial	No	Partial	Yes	Partial	Yes	Yes	Partial	Yes	Yes
Voyager Distributing Co	F _i *	F	No	No	No	No	No	Yes	No	No	No	No
Workwear Group	B	B	Partial	Partial	Partial	Yes	Partial	Yes	Yes	Yes	Yes	Yes
Zimmermann	B	B	Partial	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes

C. SUPPLIER RELATIONSHIPS & HUMAN RIGHTS MONITORING - Inputs Production

Company	Overall Grade	Supplier Relationships & Human Rights Monitoring Grade						
		6.1 Does the company invest in training suppliers and factory managers to increase awareness of labour rights and health and safety risks?	6.2 Does the company actively improve and leverage relationships with suppliers, through industry collaboration and/or multi-stakeholder initiatives (MSIs)?	6.3 Does the company have a preferred supplier program by which suppliers are incentivised for strong labour rights and/or environmental sustainability records?	7.2 Does the company ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	7.3 Does the company track suppliers' use of vulnerable workers? Incl. migrant, temporary/contract and female workers.	7.4 Are suppliers monitored for their use of labour brokers and recruitment fees?	6. SUPPLIER RELATIONSHIPS: Company establishes strong supplier relationships to incentivise good labour rights and environmental practices.
Abercrombie & Fitch	C*	D	No	No	No	No	No	No
Adidas	A	B	Partial	Yes	No	Partial	Partial	Partial
ALDI Stores	B	B	Partial	Yes	Partial	Partial	Partial	Partial
Ally Fashion	D	F	No	No	No	No	No	No
APG & Co	B	B	No	No	No	No	Partial	Partial
AS COLOUR	A	A	Yes	Yes	Partial	Yes	Yes	Yes
ASICS	C	D	No	No	No	No	No	No
ASOS	B	C	No	Partial	No	No	No	No
Bardot Pty Ltd	F _i *	F	No	No	No	No	No	No
Barkers Clothing	B*	C	Partial	Yes	Partial	Partial	Partial	Partial
Best & Less	C	C	Partial	Partial	Partial	Partial	Partial	Partial

Big W	C	C	No	Partial	No	No	No	No
Blue Illusion	D _i *	F	No	No	No	No	No	No
Boardriders	F _i *	F	No	No	No	No	No	No
Boden	B	B	Partial	Partial	Partial	Partial	Partial	Partial
Boohoo	D	F	No	No	No	No	No	No
Brand Collective	D	D	No	No	No	No	Partial	No
Brandbank	C	C	Partial	Partial	Partial	Partial	Partial	Partial
City Chic Collective	C	B	No	No	No	Partial	Partial	Partial
Coles	D _i *	D	No	No	No	No	No	No
Cotton On Group	B	B	No	Yes	No	Partial	Partial	Partial
Country Road Group	A	A	Partial	Yes	Partial	Partial	Partial	Partial
Cue Clothing Co.	C	C	Partial	Partial	Partial	Partial	Partial	Partial
David Jones	B	B	Partial	Yes	Partial	Partial	Partial	Partial
Decjuba	D _i *	D	No	Partial	No	No	No	No
Etiko	A+	A+	Yes	Yes	Yes	Yes	Yes	Yes
Ezibuy	C	C	No	No	No	No	No	No
Forever 21	F _i *	F	No	No	No	No	No	No
Factory X	B	C	No	No	No	Partial	Partial	No
Farmers	F _i *	F	No	No	No	No	No	No
Fast Future Brands	F _i *	F	No	No	No	No	No	No
Forever New	C	C	No	No	No	No	No	No
Fruit of the Loom	B	C	Partial	Partial	Partial	Partial	Partial	Partial
Gap INC	B*	B	No	Partial	No	No	Partial	Partial
General Pants Group	C	C	No	No	No	No	No	No
Gildan Activewear	B	B	Partial	Yes	Partial	Yes	Partial	Yes
H&M	A	B	No	Partial	No	Partial	Partial	No
Hallenstein Glasson Holdings	A	A	Partial	Yes	Partial	Partial	Partial	Partial
HanesBrands	A	A	Partial	Yes	Partial	Partial	Partial	Partial
Hotspings	C	C	No	No	No	Partial	Partial	Partial
Hugo Boss Group	B	B	No	Yes	No	Partial	Partial	No
Inditex	A	A	Partial	Yes	Partial	Yes	Yes	Yes
Industrie	D _i *	F	No	No	No	No	No	No

JD Sports	B	C	No	No	No	No	No	No
Jeanswest	F _i *	F	No	No	No	No	No	No
Joyya	A+	A+	Yes	Yes	Yes	Yes	Yes	Yes
Just Group	C	B	No	No	No	No	Partial	Partial
Kathmandu	A	A	Partial	Yes	Partial	Partial	Partial	Partial
Kmart and Target Australia	B	B	Partial	Partial	Partial	Partial	Partial	Partial
Kookai	C	C	No	No	Partial	Partial	Partial	Partial
L Brands	C	C	Partial	No	No	Partial	Partial	Partial
Lacoste	B	B	Partial	Yes	Yes	Yes	Yes	Yes
Levi Strauss and Co	B*	C	Partial	Yes	No	Partial	Partial	Partial
Lorna Jane	D _i *	F	No	No	No	No	No	No
Lowes	D	D	No	No	No	No	No	No
Lululemon Athletica	A	A	Yes	Yes	Yes	Yes	Yes	Yes
Macpac	A	B	Partial	Yes	Partial	Partial	Partial	Partial
Marks & Spencer	B*	B	No	No	No	No	No	No
Max Fashions	C*	C	No	No	No	No	No	No
Mighty Good Basics	A+	A+	Yes	Yes	Yes	Yes	Yes	Partial
Mosaic Group	C	C	No	No	No	No	No	No
Myer	D	C	No	No	No	No	No	No
New Balance	B	B	Partial	Partial	No	No	No	Partial
Next	B	B	No	Yes	No	Partial	Partial	No
Nike	A	B	No	Partial	Partial	Partial	Partial	Partial
Nobody Denim	B	C	No	No	No	No	No	No
Nudie Jeans Co	A	B	Partial	Yes	Partial	Yes	Partial	Partial
Oroton Group	C	C	No	No	Partial	Partial	No	No
Outland Denim	A+	A+	Partial	Yes	Yes	Yes	Yes	Yes
Oxford	C	D	Partial	Partial	Partial	Partial	Partial	Partial
Patagonia	A	A	Yes	Yes	Partial	Partial	Partial	Partial
Pentland Brands	B	B	No	Partial	No	No	No	No
Postie	B	C	Partial	Yes	Partial	Partial	Partial	Partial
Princess Polly	B	B	No	Partial	No	No	No	No
Puma	A	B	Partial	Partial	No	Partial	Partial	Partial

PVH Corp	B	C	No	No	No	No	Partial	Partial
R.M. Williams	D _i *	D	No	No	No	No	No	No
Ralph Lauren	C	D	No	Partial	No	No	No	No
Retail Apparel Group	B	B	Partial	Partial	No	No	No	No
Rip Curl	B	B	Partial	Partial	Partial	Partial	Partial	Partial
Rodd & Gunn	A	B	Partial	Yes	Yes	Partial	Partial	Partial
Seafolly	C	C	No	Partial	No	Partial	Partial	Partial
Sheike	F _i *	F	No	No	No	No	No	No
Showpo	C	C	No	No	No	No	No	No
Sussan Group	C	C	No	No	Partial	Partial	Partial	Partial
The Iconic	C*	C	No	No	No	No	No	No
The PAS Group Limited	D	D	No	No	No	No	No	No
The Warehouse Group	C*	D	No	No	No	No	No	No
ThreeByOne	B	C	Partial	Partial	Partial	Partial	Partial	Partial
TJX Australia	D*	F	No	No	No	No	No	No
Under Armour	C*	D	Partial	No	No	No	No	No
UNIQLO	B	C	Partial	Partial	No	Partial	Partial	Partial
Universal Store	D	D	No	No	No	No	No	No
VF Corp	A	B	Partial	Yes	Partial	Partial	Partial	Partial
Voyager Distributing Co	F _i *	F	No	No	No	No	No	No
Workwear Group	B	B	Partial	Partial	Partial	Yes	Yes	Yes
Zimmermann	B	B	Yes	Yes	No	Partial	Partial	Partial

C. SUPPLIER RELATIONSHIPS & HUMAN RIGHTS MONITORING - Raw Materials Production

Company	Overall Grade		Supplier Relationships & Human Rights Monitoring Grade					
	6.1 Does the company invest in training suppliers and factory managers to increase awareness of labour rights and health and safety risks?	6.2 Does the company actively improve and leverage relationships with suppliers, through industry collaboration and/or multi-stakeholder initiatives (MSIs)?	6.3 Does the company have a preferred supplier program by which suppliers are incentivised for strong labour rights and/or environmental sustainability records?	6.4 Does the company ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	6.5 Does the company track suppliers' use of vulnerable workers? Incl. migrant, temporary/contract and female workers.	6.6 Are suppliers monitored for their use of labour brokers and recruitment fees?	6.7 SUPPLIER RELATIONSHIPS: Company establishes strong supplier relationships to incentivise good labour rights and environmental practices.	6.8 FORCED LABOUR, CHILD LABOUR AND HUMAN TRAFFICKING: Company identifies and works to address risks of forced labour, child labour and human trafficking throughout its supply chain.
Abercrombie & Fitch	C*	D	Partial	Yes	Yes	Yes	Yes	Partial
Adidas	A	B	Partial	Yes	Yes	Yes	Yes	Partial
ALDI Stores	B	B	Partial	Yes	Partial	Partial	Partial	Partial
Ally Fashion	D	F	No	No	No	No	No	No
APG & Co	B	B	No	Partial	No	No	No	No
AS COLOUR	A	A	Partial	Yes	Yes	Partial	Partial	Partial
ASICS	C	D	Partial	Yes	Partial	Partial	Partial	Partial
ASOS	B	C	Partial	Yes	Yes	Yes	Yes	Partial
Bardot Pty Ltd	F _i *	F	No	No	No	No	No	No
Barkers Clothing	B*	C	Partial	Yes	Yes	Yes	Yes	Partial
Best & Less	C	C	No	No	No	No	No	No

Big W	C	C	Partial	Yes	Yes	Yes	Yes	Partial
Blue Illusion	D _i *	F	Partial	Yes	Yes	Yes	Yes	Partial
Boardriders	F _i *	F	No	No	No	No	No	No
Boden	B	B	Partial	Yes	Yes	Yes	Yes	Partial
Boohoo	D	F	No	No	No	No	No	No
Brand Collective	D	D	No	No	No	No	No	No
Brandbank	C	C	Partial	Partial	Partial	Yes	Yes	Partial
City Chic Collective	C	B	No	No	No	No	No	No
Coles	D _i *	D	No	No	No	No	No	No
Cotton On Group	B	B	Partial	Yes	Yes	Yes	Yes	Partial
Country Road Group	A	A	Partial	Yes	Yes	Partial	Partial	Partial
Cue Clothing Co.	C	C	No	No	Partial	No	No	No
David Jones	B	B	Partial	Yes	Partial	Partial	Partial	Partial
Decjuba	D _i *	D	Partial	Yes	Yes	Yes	Yes	Partial
Etiko	A+	A+	Yes	Yes	Yes	Yes	Yes	Partial
Ezibuy	C	C	No	Partial	No	No	No	No
Forever 21	F _i *	F	No	No	No	No	No	No
Factory X	B	C	Partial	Yes	Partial	Yes	Yes	Partial
Farmers	F _i *	F	No	No	No	No	No	No
Fast Future Brands	F _i *	F	No	No	No	No	No	No
Forever New	C	C	Partial	Yes	Partial	Partial	Partial	Partial
Fruit of the Loom	B	C	No	Partial	Partial	No	No	No
Gap INC	B*	B	Partial	Yes	Yes	Yes	Yes	Partial
General Pants Group	C	C	Partial	Yes	Partial	Yes	Yes	Partial
Gildan Activewear	B	B	Partial	Yes	Partial	Partial	Partial	Partial
H&M	A	B	Partial	Yes	Yes	Yes	Partial	Partial
Hallenstein Glasson Holdings	A	A	No	No	No	No	No	No
HanesBrands	A	A	Partial	Yes	Partial	Partial	Partial	Partial
HotSprings	C	C	No	No	No	No	No	No
Hugo Boss Group	B	B	Partial	Yes	Partial	Partial	Partial	Partial
Inditex	A	A	Partial	Yes	Yes	Partial	Partial	Partial
Industrie	D _i *	F	No	No	No	No	No	No

JD Sports	B	C	Partial	Yes	Yes	Yes	Yes	Partial
Jeanswest	F _i *	F	No	Partial	No	No	No	No
Joyya	A+	A+	Yes	Yes	Yes	Yes	Yes	Partial
Just Group	C	B	Partial	Yes	Yes	Partial	Partial	Partial
Kathmandu	A	A	Partial	Yes	Yes	Yes	Yes	Partial
Kmart and Target Australia	B	B	Partial	Yes	Yes	Partial	Partial	Partial
Kookai	C	C	No	No	No	No	No	No
L Brands	C	C	No	No	No	No	No	No
Lacoste	B	B	No	Yes	Yes	Partial	No	No
Levi Strauss and Co	B*	C	Partial	Yes	Partial	Partial	Partial	Partial
Lorna Jane	D _i *	F	No	No	No	No	No	No
Lowes	D	D	No	No	No	No	No	No
Lululemon Athletica	A	A	No	Partial	No	No	No	No
Macpac	A	B	Yes	Yes	Yes	Yes	Yes	Partial
Marks & Spencer	B*	B	Yes	Yes	Yes	Yes	Yes	Partial
Max Fashions	C*	C	No	No	No	No	No	No
Mighty Good Basics	A+	A+	Yes	Yes	Yes	Yes	Yes	Partial
Mosaic Group	C	C	No	Partial	No	No	No	No
Myer	D	C	No	Partial	No	No	No	No
New Balance	B	B	Partial	Yes	Partial	Partial	Partial	Partial
Next	B	B	Partial	Yes	Yes	Yes	Yes	Partial
Nike	A	B	Partial	Yes	Yes	Yes	Yes	Partial
Nobody Denim	B	C	No	Partial	Partial	No	No	No
Nudie Jeans Co	A	B	Partial	Partial	Partial	Partial	Partial	Partial
Oroton Group	C	C	No	No	No	No	No	No
Outland Denim	A+	A+	Partial	Yes	Yes	No	Partial	No
Oxford	C	D	No	No	No	No	No	No
Patagonia	A	A	Partial	Yes	Partial	Partial	Partial	Partial
Pentland Brands	B	B	No	Partial	No	No	No	No
Postie	B	C	No	Partial	No	No	No	No
Princess Polly	B	B	No	Partial	No	No	No	No
Puma	A	B	Partial	Yes	Yes	Yes	Yes	Partial

PVH Corp	B	C	Partial	Yes	Partial	Partial	Partial	Partial
R.M. Williams	D _i *	D	No	No	No	No	No	No
Ralph Lauren	C	D	Partial	Yes	Partial	Partial	Partial	Partial
Retail Apparel Group	B	B	Partial	Yes	Partial	Partial	Partial	Partial
Rip Curl	B	B	No	Yes	No	No	No	No
Rodd & Gunn	A	B	Partial	Yes	Partial	Partial	Partial	Partial
Seafolly	C	C	No	No	No	No	No	No
Sheike	F _i *	F	No	No	No	No	No	No
Showpo	C	C	No	No	No	No	No	No
Sussan Group	C	C	Partial	Yes	Yes	Partial	Partial	Partial
The Iconic	C*	C	No	No	No	No	No	No
The PAS Group Limited	D	D	No	No	No	No	No	No
The Warehouse Group	C*	D	Partial	Yes	Yes	Yes	Yes	Partial
ThreeByOne	B	C	Partial	Partial	Partial	Partial	Partial	Partial
TJX Australia	D*	F	No	No	No	No	No	No
Under Armour	C*	D	No	No	No	No	No	No
UNIQLO	B	C	Partial	Yes	Yes	Yes	Yes	Partial
Universal Store	D	D	No	No	No	No	No	No
VF Corp	A	B	No	Yes	Yes	No	No	No
Voyager Distributing Co	F _i *	F	No	No	No	No	No	No
Workwear Group	B	B	Partial	Yes	Yes	Yes	Yes	Partial
Zimmermann	B	B	No	Yes	No	No	No	No

C. SUPPLIER RELATIONSHIPS & HUMAN RIGHTS MONITORING - Final Stage Production cont.

Company	Supplier Relationships & Human Rights Monitoring Grade									
	Overall Grade	8.1 Does the company have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination and rights violations faced by women in the apparel industry?	8.2 What percentage of facilities are monitored over a 2-year period by trained social auditors or through worker-led processes?	8.3 What percentage of facilities are monitored with unannounced audits over a 2-year period?	8.4 What percentage of facilities are known to have other worker voice processes such as anonymous worker surveys or off-site worker interviews in place?	8.5 Does the company publicly report on the results of supplier monitoring and evaluation procedures?	8.6 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	8.7 Where child and/or forced labour is found to exist, does the company have a process for responding to violations through dialogue with and primary consideration for the best interests of the affected stakeholders?	8.8 GENDER INEQUALITY: Company identifies and works to address gender inequality and discrimination throughout its supply chain.	8.9 MONITORING: Company regularly monitors labour rights standards throughout its supply chain including implementation of its code of conduct and supply chain policies.
Abercrombie & Fitch	C*	D	Yes	76-99%	1-25%	0%	Yes	0%	No	10. REMEDY AND CORRECTIVE ACTION: Company ensures all labour rights issues and violations are remediated in the best interests of the impacted workers and their communities.
Adidas	A	B	Yes	26-50%	1-25%	26-50%	Yes	1-25%	Partial	
ALDI Stores	B	B	Partial	100%	1-25%	1-25%	No	0%	Partial	
Ally Fashion	D	F	No	0%	0%	0%	No	0%	No	
APG & Co	B	B	Yes	100%	51-75%	0%	Partial	1-25%	Yes	
AS COLOUR	A	A	Yes	100%	0%	100%	Yes	26-50%	Yes	
ASICS	C	D	No	76-99%	0%	0%	Yes	0%	No	

ASOS	B	C	Partial	51-75%	51-75%	0%	No	0%	Partial
Bardot Pty Ltd	F*	F	No	0%	0%	0%	No	0%	No
Barkers Clothing	B*	C	Partial	76-99%	1-25%	1-25%	Partial	0%	Partial
Best & Less	C	C	No	100%	0%	0%	No	0%	No
Big W	C	C	Partial	76-99%	1-25%	1-25%	Yes	1-25%	Partial
Blue Illusion	D _i *	F	No	26-50%	0%	0%	No	0%	No
Boardriders	F*	F	No	76-99%	0%	0%	No	0%	No
Boden	B	B	Partial	76-99%	1-25%	1-25%	No	0%	Partial
Boohoo	D	F	No	1-25%	0%	0%	No	0%	No
Brand Collective	D	D	Partial	1-25%	0%	0%	No	0%	Partial
Brandbank	C	C	Partial	76-99%	0%	0%	No	0%	No
City Chic Collective	C	B	Partial	100%	1-25%	76-99%	Partial	0%	Partial
Coles	D _i *	D	Partial	1-25%	1-25%	0%	Partial	0%	Yes
Cotton On Group	B	B	Yes	100%	1-25%	1-25%	Yes	26-50%	Yes
Country Road Group	A	A	Partial	76-99%	1-25%	1-25%	Yes	0%	Partial
Cue Clothing Co.	C	C	No	76-99%	1-25%	1-25%	No	0%	No
David Jones	B	B	No	76-99%	1-25%	1-25%	Yes	0%	Partial
Decjuba	D _i *	D	No	1-25%	0%	0%	No	0%	No
Etiko	A+	A+	Yes	100%	100%	100%	No	100%	Partial
Ezibuy	C	C	Partial	100%	0%	1-25%	No	0%	Yes
Forever 21	F*	F	No	1-25%	0%	0%	No	0%	No
Factory X	B	C	Partial	76-99%	0%	0%	Yes	0%	Partial
Farmers	F _i *	F	No	1-25%	0%	0%	No	0%	No
Fast Future Brands	F _i *	F	No	0%	0%	0%	No	0%	No
Forever New	C	C	No	76-99%	1-25%	1-25%	Partial	0%	Yes
Fruit of the Loom	B	C	Partial	76-99%	0%	0%	Yes	1-25%	Partial
Gap INC	B*	B	Yes	76-99%	1-25%	1-25%	Yes	0%	Partial
General Pants Group	C	C	Partial	100%	1-25%	0%	No	0%	Yes
Gildan Activewear	B	B	Partial	100%	26-50%	1-25%	Yes	0%	No
H&M	A	B	Yes	51-75%	0%	1-25%	Yes	0%	Partial
Hallenstein Glasson Holdings	A	A	Yes	100%	1-25%	0%	Yes	26-50%	Yes
HanesBrands	A	A	Partial	100%	100%	1-25%	Yes	1-25%	Partial

Hotsprings	C	C	No	100%	1-25%	1-25%	Yes	1-25%	Partial
Hugo Boss Group	B	B	Partial	51-75%	1-25%	51-75%	Yes	0%	Partial
Inditex	A	A	Yes	100%	1-25%	1-25%	Yes	0%	Partial
Industrie	D _i *	F	No	51-75%	0%	0%	No	0%	No
JD Sports	B	C	No	76-99%	1-25%	0%	Yes	0%	No
Jeanswest	F _i *	F	No	1-25%	0%	0%	No	0%	No
Joyya	A+	A+	Yes	100%	26-50%	26-50%	No	100%	Partial
Just Group	C	B	No	100%	0%	1-25%	No	0%	Partial
Kathmandu	A	A	Partial	100%	0%	100%	Yes	0%	Yes
Kmart and Target Australia	B	B	Yes	100%	1-25%	0%	Partial	0%	Partial
Kookai	C	C	Yes	51-75%	0%	0%	No	0%	Partial
L Brands	C	C	Partial	76-99%	51-75%	1-25%	Yes	0%	No
Lacoste	B	B	No	100%	1-25%	1-25%	No	0%	No
Levi Strauss and Co	B*	C	Yes	26-50%	1-25%	1-25%	No	0%	No
Lorna Jane	D _i *	F	No	1-25%	0%	0%	No	0%	No
Lowes	D	D	No	76-99%	0%	0%	Partial	0%	No
Lululemon Athletica	A	A	No	76-99%	1-25%	0%	Yes	0%	Yes
Macpac	A	B	No	76-99%	1-25%	0%	Yes	0%	Partial
Marks & Spencer	B*	B	Partial	100%	0%	0%	Yes	0%	Partial
Max Fashions	C*	C	Partial	76-99%	0%	76-99%	Partial	0%	Partial
Mighty Good Basics	A+	A+	Yes	100%	100%	100%	No	100%	Partial
Mosaic Group	C	C	Partial	100%	0%	1-25%	No	0%	Yes
Myer	D	C	No	100%	0%	0%	Yes	0%	Partial
New Balance	B	B	Yes	100%	0%	1-25%	Yes	1-25%	Yes
Next	B	B	Partial	76-99%	51-75%	1-25%	Yes	0%	Partial
Nike	A	B	Yes	100%	1-25%	1-25%	Yes	0%	Partial
Nobody Denim	B	C	Partial	76-99%	1-25%	0%	No	0%	Yes
Nudie Jeans Co	A	B	Partial	51-75%	0%	0%	Yes	1-25%	Yes
Oroton Group	C	C	Partial	76-99%	0%	0%	No	0%	Yes
Outland Denim	A+	A+	Yes	100%	100%	1-25%	Yes	76-99%	Yes
Oxford	C	D	No	76-99%	0%	0%	No	0%	No
Patagonia	A	A	Partial	100%	1-25%	1-25%	Yes	1-25%	Yes

Pentland Brands	B	B	Partial	76-99%	1-25%	1-25%	Yes	0%	Partial
Postie	B	C	Partial	100%	0%	0%	No	0%	Yes
Princess Polly	B	B	Yes	76-99%	0%	26-50%	Yes	26-50%	Yes
Puma	A	B	Partial	76-99%	0%	0%	Yes	0%	Partial
PVH Corp	B	C	Yes	76-99%	1-25%	0%	No	0%	Partial
R.M. Williams	D _i *	D	No	1-25%	0%	0%	Partial	0%	Partial
Ralph Lauren	C	D	Partial	51-75%	51-75%	1-25%	Yes	0%	No
Retail Apparel Group	B	B	Partial	100%	76-99%	1-25%	No	1-25%	Yes
Rip Curl	B	B	No	51-75%	0%	0%	Partial	0%	Yes
Rodd & Gunn	A	B	Partial	100%	0%	0%	Yes	0%	Yes
Seafolly	C	C	Partial	100%	1-25%	0%	No	0%	Partial
Sheike	F _i *	F	No	0%	0%	0%	No	0%	No
Showpo	C	C	No	26-50%	0%	0%	No	0%	Yes
Sussan Group	C	C	Partial	100%	1-25%	0%	No	0%	Yes
The Iconic	C*	C	No	100%	1-25%	0%	Yes	0%	Partial
The PAS Group Limited	D	D	Partial	26-50%	0%	0%	No	0%	Partial
The Warehouse Group	C*	D	Partial	1-25%	0%	1-25%	Yes	0%	Partial
ThreeByOne	B	C	No	100%	1-25%	0%	No	1-25%	Partial
TJX Australia	D*	F	No	1-25%	0%	1-25%	No	0%	No
Under Armour	C*	D	No	1-25%	0%	1-25%	Yes	0%	Partial
UNIQLO	B	C	No	100%	1-25%	0%	Yes	0%	No
Universal Store	D	D	No	76-99%	0%	0%	No	0%	No
VF Corp	A	B	Yes	100%	0%	0%	Yes	0%	Partial
Voyager Distributing Co	F _i *	F	No	1-25%	0%	0%	No	0%	No
Workwear Group	B	B	Partial	76-99%	1-25%	0%	Yes	0%	Yes
Zimmermann	B	B	Partial	76-99%	0%	1-25%	Yes	0%	Partial

C. SUPPLIER RELATIONSHIPS & HUMAN RIGHTS MONITORING - Inputs Production cont.

Company	Supplier Relationships & Human Rights Monitoring Grade								
	Overall Grade	8.1 Does the company have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination and rights violations faced by women in the apparel industry?	8.2 What percentage of facilities are monitored over a 2-year period by trained social auditors or through worker-led processes?	9.1 What percentage of facilities are monitored over a 2-year period by trained social auditors or through worker-led processes?	9.2 What percentage of facilities are monitored with unannounced audits over a 2-year period?	9.3 What percentage of facilities are known to have other worker voice processes such as anonymous worker surveys or off-site worker interviews in place?	9.4 Does the company publicly report on the results of supplier monitoring and evaluation procedures?	10.1 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	10.2 Where child and/or forced labour is found to exist, does the company have a process for responding to violations through dialogue with and primary consideration for the best interests of the affected stakeholders?
Abercrombie & Fitch	C*	D	No	0%	0%	0%	No	0%	No
Adidas	A	B	No	1-25%	1-25%	0%	No	1-25%	Partial
ALDI Stores	B	B	No	1-25%	1-25%	0%	No	0%	Partial
Ally Fashion	D	F	No	0%	0%	0%	No	0%	No
APG & Co	B	B	No	26-50%	26-50%	0%	Partial	1-25%	Yes
AS COLOUR	A	A	Yes	76-99%	1-25%	100%	Yes	1-25%	Yes
ASICS	C	D	No	0%	0%	0%	No	0%	No

8. GENDER INEQUALITY: Company identifies and works to address gender inequality and discrimination throughout its supply chain.

9. MONITORING: Company regularly monitors labour rights standards throughout its supply chain including implementation of its code of conduct and supply chain policies.

10. REMEDY AND CORRECTIVE ACTION: Company ensures all labour rights issues and violations are remediated in the best interests of the impacted workers and their communities.

ASOS	B	C	No	0%	0%	0%	No	0%	No
Bardot Pty Ltd	F*	F	No	0%	0%	0%	No	0%	No
Barkers Clothing	B*	C	Partial	1-25%	1-25%	0%	No	1-25%	Partial
Best & Less	C	C	No	1-25%	1-25%	0%	No	1-25%	Partial
Big W	C	C	No	1-25%	0%	0%	Yes	1-25%	Partial
Blue Illusion	D _i *	F	No	0%	0%	0%	No	0%	No
Boardriders	F*	F	No	0%	0%	0%	No	0%	No
Boden	B	B	No	1-25%	1-25%	0%	No	1-25%	Partial
Boohoo	D	F	No	0%	0%	0%	No	0%	No
Brand Collective	D	D	No	1-25%	0%	0%	No	0%	No
Brandbank	C	C	Partial	1-25%	0%	0%	No	0%	No
City Chic Collective	C	B	No	26-50%	0%	0%	Partial	0%	Partial
Coles	D _i *	D	No	0%	0%	0%	No	0%	No
Cotton On Group	B	B	Partial	1-25%	0%	0%	No	1-25%	Partial
Country Road Group	A	A	No	1-25%	1-25%	0%	No	1-25%	Partial
Cue Clothing Co.	C	C	No	1-25%	1-25%	0%	No	1-25%	Partial
David Jones	B	B	No	1-25%	1-25%	0%	No	1-25%	Partial
Decjuba	D _i *	D	No	0%	0%	0%	No	0%	No
Etiko	A+	A+	Yes	100%	100%	100%	No	100%	Partial
Ezibuy	C	C	No	0%	0%	0%	No	0%	No
Forever 21	F*	F	No	0%	0%	0%	No	0%	No
Factory X	B	C	Partial	1-25%	0%	0%	No	0%	Partial
Farmers	F _i *	F	No	0%	0%	0%	No	0%	No
Fast Future Brands	F _i *	F	No	0%	0%	0%	No	0%	No
Forever New	C	C	No	0%	0%	0%	No	0%	No
Fruit of the Loom	B	C	No	0%	0%	0%	No	0%	No
Gap INC	B*	B	No	1-25%	1-25%	1-25%	No	0%	Partial
General Pants Group	C	C	No	0%	0%	0%	No	0%	Partial
Gildan Activewear	B	B	Partial	76-99%	0%	1-25%	Yes	0%	No
H&M	A	B	Partial	51-75%	0%	0%	No	0%	Partial
Hallenstein Glasson Holdings	A	A	No	26-50%	1-25%	0%	No	1-25%	Partial
HanesBrands	A	A	No	26-50%	26-50%	1-25%	Partial	1-25%	Partial

Hotsprings	C	C	No	1-25%	0%	0%	No	0%	No
Hugo Boss Group	B	B	Partial	1-25%	0%	1-25%	Partial	0%	Partial
Inditex	A	A	Yes	100%	1-25%	1-25%	Yes	0%	Partial
Industrie	D _i *	F	No	0%	0%	0%	No	0%	No
JD Sports	B	C	No	0%	0%	0%	No	0%	No
Jeanswest	F _i *	F	No	0%	0%	0%	No	0%	No
Joyya	A+	A+	Yes	100%	100%	100%	No	100%	Partial
Just Group	C	B	No	1-25%	0%	0%	No	0%	No
Kathmandu	A	A	No	1-25%	1-25%	0%	No	1-25%	Yes
Kmart and Target Australia	B	B	Partial	26-50%	1-25%	0%	No	1-25%	Partial
Kookai	C	C	No	26-50%	0%	0%	No	0%	Partial
L Brands	C	C	No	1-25%	1-25%	0%	No	0%	No
Lacoste	B	B	No	100%	1-25%	1-25%	No	1-25%	Partial
Levi Strauss and Co	B*	C	Yes	1-25%	1-25%	1-25%	No	0%	No
Lorna Jane	D _i *	F	No	0%	0%	0%	No	0%	No
Lowes	D	D	No	0%	0%	0%	No	0%	No
Lululemon Athletica	A	A	No	76-99%	1-25%	0%	Yes	0%	Yes
Macpac	A	B	No	1-25%	1-25%	0%	No	1-25%	Partial
Marks & Spencer	B*	B	No	0%	0%	0%	No	0%	No
Max Fashions	C*	C	No	0%	0%	0%	No	0%	No
Mighty Good Basics	A+	A+	Yes	100%	100%	100%	No	100%	Partial
Mosaic Group	C	C	No	0%	0%	0%	No	0%	No
Myer	D	C	No	1-25%	0%	0%	No	0%	No
New Balance	B	B	No	0%	0%	0%	No	0%	No
Next	B	B	No	1-25%	1-25%	1-25%	No	0%	Partial
Nike	A	B	No	1-25%	0%	0%	No	0%	Partial
Nobody Denim	B	C	Partial	76-99%	0%	0%	No	0%	Partial
Nudie Jeans Co	A	B	Partial	1-25%	0%	0%	Yes	1-25%	Yes
Oroton Group	C	C	Partial	1-25%	0%	0%	No	0%	Yes
Outland Denim	A+	A+	Yes	100%	0%	1-25%	Yes	76-99%	Yes
Oxford	C	D	No	1-25%	1-25%	0%	No	1-25%	Partial
Patagonia	A	A	Partial	1-25%	0%	1-25%	Yes	1-25%	Yes

Pentland Brands	B	B	No	1-25%	0%	0%	No	0%	Partial
Postie	B	C	No	1-25%	1-25%	0%	No	1-25%	Partial
Princess Polly	B	B	No	0%	0%	0%	No	0%	No
Puma	A	B	Partial	1-25%	0%	0%	Partial	0%	Partial
PVH Corp	B	C	No	0%	0%	0%	No	0%	No
R.M. Williams	D _i *	D	No	0%	0%	0%	No	0%	No
Ralph Lauren	C	D	No	1-25%	0%	0%	Partial	0%	No
Retail Apparel Group	B	B	No	1-25%	1-25%	0%	No	0%	Partial
Rip Curl	B	B	No	1-25%	0%	0%	Partial	0%	Yes
Rodd & Gunn	A	B	Partial	26-50%	1-25%	0%	Partial	1-25%	Partial
Seafolly	C	C	Partial	26-50%	1-25%	0%	No	0%	Partial
Sheike	F _i *	F	No	0%	0%	0%	No	0%	No
Showpo	C	C	No	0%	0%	0%	No	0%	No
Sussan Group	C	C	Partial	1-25%	0%	0%	No	0%	Partial
The Iconic	C*	C	No	0%	0%	0%	No	0%	No
The PAS Group Limited	D	D	No	0%	0%	0%	No	0%	No
The Warehouse Group	C*	D	No	0%	0%	0%	No	0%	No
ThreeByOne	B	C	No	1-25%	1-25%	0%	No	1-25%	Partial
TJX Australia	D*	F	No	0%	0%	0%	No	0%	No
Under Armour	C*	D	No	0%	0%	0%	No	0%	No
UNIQLO	B	C	No	1-25%	1-25%	0%	No	0%	No
Universal Store	D	D	No	0%	0%	0%	No	0%	No
VF Corp	A	B	Partial	1-25%	0%	0%	Partial	0%	Partial
Voyager Distributing Co	F _i *	F	No	0%	0%	0%	No	0%	No
Workwear Group	B	B	Partial	76-99%	1-25%	0%	No	0%	Yes
Zimmermann	B	B	Partial	1-25%	0%	0%	No	0%	Partial

C. SUPPLIER RELATIONSHIPS & HUMAN RIGHTS MONITORING - Raw Materials Production cont.

Company	Supplier Relationships & Human Rights Monitoring Grade								
	Overall Grade	8.1 Does the company have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination and rights violations faced by women in the apparel industry?	8.2 What percentage of facilities are monitored over a 2-year period by trained social auditors or through worker-led processes?	9.1 What percentage of facilities are monitored over a 2-year period by trained social auditors or through worker-led processes?	9.2 What percentage of facilities are monitored with unannounced audits over a 2-year period?	9.3 What percentage of facilities are known to have other worker voice processes such as anonymous worker surveys or off-site worker interviews in place?	9.4 Does the company publicly report on the results of supplier monitoring and evaluation procedures?	10.1 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	10.2 Where child and/or forced labour is found to exist, does the company have a process for responding to violations through dialogue with and primary consideration for the best interests of the affected stakeholders?
		8. GENDER INEQUALITY: Company identifies and works to address gender inequality and discrimination throughout its supply chain.	9. MONITORING: Company regularly monitors labour rights standards throughout its supply chain including implementation of its code of conduct and supply chain policies.						10. REMEDY AND CORRECTIVE ACTION: Company ensures all labour rights issues and violations are remediated in the best interests of the impacted workers and their communities.
Abercrombie & Fitch	C*	D	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Adidas	A	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
ALDI Stores	B	B	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Ally Fashion	D	F	No	0%	0%	0%	No	0%	No
APG & Co	B	B	No	0%	0%	0%	No	0%	No
AS COLOUR	A	A	Partial	1-25%	1-25%	1-25%	No	1-25%	Partial
ASICS	C	D	No	1-25%	1-25%	1-25%	No	0%	Partial

ASOS	B	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Bardot Pty Ltd	F*	F	No	0%	0%	0%	No	0%	No
Barkers Clothing	B*	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Best & Less	C	C	No	0%	0%	0%	No	0%	No
Big W	C	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Blue Illusion	D _i *	F	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Boardriders	F*	F	No	0%	0%	0%	No	0%	No
Boden	B	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Boohoo	D	F	No	0%	0%	0%	No	0%	No
Brand Collective	D	D	No	0%	0%	0%	No	0%	No
Brandbank	C	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
City Chic Collective	C	B	No	0%	0%	0%	No	0%	No
Coles	D _i *	D	No	0%	0%	0%	No	0%	No
Cotton On Group	B	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Country Road Group	A	A	Partial	1-25%	1-25%	1-25%	No	1-25%	Partial
Cue Clothing Co.	C	C	No	0%	0%	0%	No	0%	No
David Jones	B	B	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Decjuba	D _i *	D	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Etiko	A+	A+	Yes	1-25%	1-25%	0%	No	0%	Partial
Ezibuy	C	C	No	0%	0%	0%	No	0%	No
Forever 21	F*	F	No	0%	0%	0%	No	0%	No
Factory X	B	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Farmers	F _i *	F	No	0%	0%	0%	No	0%	No
Fast Future Brands	F _i *	F	No	0%	0%	0%	No	0%	No
Forever New	C	C	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Fruit of the Loom	B	C	No	0%	0%	0%	No	0%	No
Gap INC	B*	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
General Pants Group	C	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Gildan Activewear	B	B	Partial	1-25%	1-25%	1-25%	No	0%	Partial
H&M	A	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Hallenstein Glasson Holdings	A	A	No	0%	0%	0%	No	0%	No
HanesBrands	A	A	Partial	1-25%	1-25%	0%	No	1-25%	Partial

Hotsprings	C	C	No	0%	0%	0%	No	0%	No
Hugo Boss Group	B	B	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Inditex	A	A	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Industrie	D _i *	F	No	0%	0%	0%	No	0%	No
JD Sports	B	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Jeanswest	F _i *	F	No	0%	0%	0%	No	0%	No
Joyya	A+	A+	Yes	1-25%	1-25%	0%	No	0%	Partial
Just Group	C	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Kathmandu	A	A	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Kmart and Target Australia	B	B	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Kookai	C	C	No	0%	0%	0%	No	0%	No
L Brands	C	C	No	0%	0%	0%	No	0%	No
Lacoste	B	B	No	0%	0%	0%	No	0%	No
Levi Strauss and Co	B*	C	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Lorna Jane	D _i *	F	No	0%	0%	0%	No	0%	No
Lowes	D	D	No	0%	0%	0%	No	0%	No
Lululemon Athletica	A	A	No	0%	0%	0%	No	0%	No
Macpac	A	B	Yes	1-25%	1-25%	0%	No	0%	Partial
Marks & Spencer	B*	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Max Fashions	C*	C	No	0%	0%	0%	No	0%	No
Mighty Good Basics	A+	A+	Yes	1-25%	1-25%	0%	No	0%	Partial
Mosaic Group	C	C	No	0%	0%	0%	No	0%	No
Myer	D	C	No	0%	0%	0%	No	0%	No
New Balance	B	B	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Next	B	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Nike	A	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Nobody Denim	B	C	No	0%	0%	0%	No	0%	No
Nudie Jeans Co	A	B	Partial	1-25%	0%	1-25%	Partial	0%	Yes
Oroton Group	C	C	No	0%	0%	0%	No	0%	No
Outland Denim	A+	A+	Partial	51-75%	51-75%	76-99%	Partial	0%	Yes
Oxford	C	D	No	0%	0%	0%	No	0%	No
Patagonia	A	A	Partial	1-25%	1-25%	0%	No	0%	Yes

Pentland Brands	B	B	No	0%	0%	0%	No	0%	No
Postie	B	C	No	0%	0%	0%	No	0%	No
Princess Polly	B	B	No	0%	0%	0%	No	0%	No
Puma	A	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
PVH Corp	B	C	Partial	1-25%	1-25%	1-25%	No	0%	Partial
R.M. Williams	D _i *	D	No	0%	0%	0%	No	0%	No
Ralph Lauren	C	D	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Retail Apparel Group	B	B	Partial	1-25%	1-25%	1-25%	No	0%	Partial
Rip Curl	B	B	No	0%	0%	0%	No	0%	No
Rodd & Gunn	A	B	Partial	1-25%	1-25%	0%	No	1-25%	Partial
Seafolly	C	C	No	0%	0%	0%	No	0%	No
Sheike	F _i *	F	No	0%	0%	0%	No	0%	No
Showpo	C	C	No	0%	0%	0%	No	0%	No
Sussan Group	C	C	Partial	1-25%	1-25%	0%	No	1-25%	Partial
The Iconic	C*	C	No	0%	0%	0%	No	0%	No
The PAS Group Limited	D	D	No	0%	0%	0%	No	0%	No
The Warehouse Group	C*	D	Yes	1-25%	1-25%	1-25%	No	0%	Partial
ThreeByOne	B	C	Partial	1-25%	1-25%	0%	No	1-25%	Partial
TJX Australia	D*	F	No	0%	0%	0%	No	0%	No
Under Armour	C*	D	No	0%	0%	0%	No	0%	No
UNIQLO	B	C	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Universal Store	D	D	No	0%	0%	0%	No	0%	No
VF Corp	A	B	No	1-25%	0%	0%	No	0%	No
Voyager Distributing Co	F _i *	F	No	0%	0%	0%	No	0%	No
Workwear Group	B	B	Yes	1-25%	1-25%	1-25%	No	0%	Partial
Zimmermann	B	B	No	0%	0%	0%	No	0%	No

D. WORKER EMPOWERMENT - Final Stage Production

Company	Worker Empowerment								
	Overall Grade	11.1 Has the company published a credible commitment to pay living wages based on a clear methodology with timeline and key milestones?	11.2 Has the company adopted a living wage methodology and calculated a living wage for each region that it operates in?	11.3 What percentage of facilities pay a living wage?	11.4 What percentage of facilities have projects to improve wages?	12.1 Are workers trained on their rights and entitlements, including conditions of employment, freedom of association, and use of grievance mechanisms?	13.1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements in place?	14.1 Does the company have a functioning grievance mechanism which workers can access anonymously and in their native language?	
Abercrombie & Fitch	C*	D	No	No	0%	0%	Partial	0%	Partial
Adidas	A	C	Yes	Partial	0%	1-25%	Partial	0%	Partial
ALDI Stores	B	D	Partial	No	0%	0%	Partial	0%	Partial
Ally Fashion	D	F	No	No	0%	0%	No	0%	No
APG & Co	B	D	Partial	Partial	0%	1-25%	No	26-50%	Partial
AS COLOUR	A	B	No	Yes	1-25%	100%	Yes	100%	Partial

ASICS	C	D	No	Partial	0%	0%	No	0%	Partial
ASOS	B	D	Partial	Partial	0%	1-25%	Partial	26-50%	Partial
Bardot Pty Ltd	F*	F	No	No	0%	0%	No	0%	No
Barkers Clothing	B*	D	Partial	Partial	0%	1-25%	Partial	0%	Partial
Best & Less	C	D	Yes	Partial	0%	0%	No	0%	Partial
Big W	C	D	Partial	Partial	0%	1-25%	No	0%	Partial
Blue Illusion	D _i *	F	No	No	0%	0%	No	0%	No
Boardriders	F*	F	No	No	0%	0%	No	0%	No
Boden	B	D	No	No	0%	0%	Partial	1-25%	Partial
Boohoo	D	F	No	No	0%	0%	No	0%	No
Brand Collective	D	F	No	No	0%	0%	No	1-25%	Partial
Brandbank	C	F	No	No	0%	0%	No	1-25%	No
City Chic Collective	C	D	Partial	Yes	0%	1-25%	Partial	26-50%	Partial
Coles	D _i *	F	No	No	0%	0%	No	0%	Partial
Cotton On Group	B	D	Partial	Partial	0%	26-50%	Partial	1-25%	Partial
Country Road Group	A	C	Yes	Partial	1-25%	26-50%	Yes	1-25%	Partial
Cue Clothing Co.	C	C	No	No	26-50%	26-50%	Partial	26-50%	Partial
David Jones	B	C	Yes	Partial	1-25%	26-50%	Yes	1-25%	Partial
Decjuba	D _i *	F	No	No	0%	0%	No	0%	No
Etiko	A+	A+	Yes	Yes	100%	100%	Yes	100%	Yes
Ezibuy	C	D	Partial	No	0%	0%	No	0%	Partial
Forever 21	F _i *	F	No	No	0%	0%	No	0%	No
Factory X	B	D	Yes	Partial	1-25%	1-25%	No	0%	Partial
Farmers	F _i *	F	No	No	0%	0%	No	0%	No
Fast Future Brands	F _i *	F	No	No	0%	0%	No	0%	No
Forever New	C	D	Partial	Partial	0%	0%	Partial	1-25%	Partial
Fruit of the Loom	B	D	No	Partial	0%	1-25%	Partial	1-25%	Partial
Gap INC	B*	D	No	No	0%	1-25%	Partial	1-25%	Yes
General Pants Group	C	D	No	No	0%	0%	Partial	1-25%	No
Gildan Activewear	B	C	Partial	Partial	0%	1-25%	Partial	1-25%	Yes
H&M	A	C	Yes	Partial	0%	26-50%	Partial	26-50%	Partial
Hallenstein Glasson Holdings	A	B	Partial	Yes	1-25%	26-50%	Yes	76-99%	Partial

HanesBrands	A	B	Partial	Partial	1-25%	76-99%	Partial	1-25%	Yes
Hotsprings	C	D	Yes	Partial	0%	1-25%	Partial	26-50%	Partial
Hugo Boss Group	B	C	Partial	Partial	0%	1-25%	Partial	26-50%	Partial
Inditex	A	B	Partial	Partial	0%	26-50%	Partial	26-50%	Yes
Industrie	D _i *	F	No	No	0%	0%	No	0%	No
JD Sports	B	D	No	No	0%	0%	No	0%	Partial
Jeanswest	F _i *	F	Partial	Partial	0%	0%	No	0%	No
Joyya	A+	A+	Yes	Yes	100%	100%	Yes	26-50%	Yes
Just Group	C	F	No	Partial	0%	0%	No	0%	No
Kathmandu	A	C	Partial	Partial	0%	0%	Partial	1-25%	Yes
Kmart and Target Australia	B	C	Yes	Partial	0%	26-50%	Partial	1-25%	Partial
Kookai	C	D	No	No	0%	26-50%	Partial	1-25%	No
L Brands	C	D	No	No	0%	0%	Partial	0%	Partial
Lacoste	B	D	No	No	0%	0%	No	0%	No
Levi Strauss and Co	B*	D	No	No	0%	0%	Partial	0%	Partial
Lorna Jane	D _i *	F	No	No	0%	1-25%	No	0%	Partial
Lowes	D	F	No	No	0%	0%	Partial	0%	No
Lululemon Athletica	A	C	No	No	0%	0%	Yes	1-25%	Yes
Macpac	A	D	No	No	0%	0%	Partial	1-25%	Partial
Marks & Spencer	B*	D	No	No	0%	1-25%	Partial	1-25%	Yes
Max Fashions	C*	D	No	No	0%	0%	Partial	0%	Partial
Mighty Good Basics	A+	A+	Partial	Yes	100%	100%	Yes	100%	Yes
Mosaic Group	C	D	Yes	No	0%	0%	No	0%	Partial
Myer	D	F	No	No	0%	0%	No	1-25%	Partial
New Balance	B	D	Partial	Partial	0%	1-25%	Partial	51-75%	Partial
Next	B	D	No	No	0%	1-25%	Partial	0%	Yes
Nike	A	D	Partial	Partial	0%	1-25%	Yes	0%	Partial
Nobody Denim	B	D	No	No	1-25%	1-25%	Partial	1-25%	Partial
Nudie Jeans Co	A	B	Partial	Yes	1-25%	1-25%	No	26-50%	Yes
Oroton Group	C	D	No	No	0%	0%	Partial	1-25%	Partial
Outland Denim	A+	A+	Yes	Yes	100%	100%	Yes	100%	Yes
Oxford	C	D	Yes	No	0%	0%	No	1-25%	No

Patagonia	A	C	Yes	Partial	1-25%	100%	Yes	0%	Yes
Pentland Brands	B	D	Partial	No	0%	1-25%	Partial	26-50%	Partial
Postie	B	D	Yes	Partial	0%	51-75%	Partial	1-25%	Partial
Princess Polly	B	D	No	Yes	0%	1-25%	Yes	76-99%	No
Puma	A	C	Partial	Partial	0%	1-25%	Partial	1-25%	Yes
PVH Corp	B	D	Partial	Partial	0%	1-25%	No	26-50%	Partial
R.M. Williams	D _i *	F	No	No	0%	0%	No	0%	Partial
Ralph Lauren	C	D	Partial	Partial	0%	1-25%	Partial	0%	Partial
Retail Apparel Group	B	C	No	Partial	0%	26-50%	Partial	76-99%	Partial
Rip Curl	B	D	Partial	Partial	0%	1-25%	No	1-25%	Yes
Rodd & Gunn	A	C	No	Partial	0%	1-25%	Partial	1-25%	Partial
Seafolly	C	D	No	No	0%	0%	Partial	0%	Partial
Sheike	F _i *	F	No	No	0%	0%	No	0%	No
Showpo	C	D	No	No	0%	1-25%	Partial	1-25%	Partial
Sussan Group	C	D	No	Partial	0%	0%	Partial	1-25%	No
The Iconic	C*	D	No	No	0%	0%	Partial	1-25%	Partial
The PAS Group Limited	D	F	No	No	0%	0%	Partial	1-25%	No
The Warehouse Group	C*	D	No	No	0%	0%	Partial	0%	Partial
ThreeByOne	B	D	No	Partial	0%	1-25%	Partial	1-25%	No
TJX Australia	D*	F	No	No	0%	0%	Partial	0%	No
Under Armour	C*	F	No	No	0%	0%	No	0%	Partial
UNIQLO	B	D	Partial	Partial	0%	0%	No	0%	Yes
Universal Store	D	C	No	No	0%	0%	No	0%	No
VF Corp	A	D	Partial	No	0%	1-25%	Partial	0%	Yes
Voyager Distributing Co	F _i *	F	No	No	0%	0%	No	0%	No
Workwear Group	B	D	No	No	1-25%	1-25%	Partial	1-25%	Partial
Zimmermann	B	F	No	No	0%	1-25%	No	1-25%	No

D. WORKER EMPOWERMENT - Inputs Production

Company	Worker Empowerment								
	Overall Grade	11.1 Has the company published a credible commitment to pay living wages based on a clear methodology with timeline and key milestones?	11.2 Has the company adopted a living wage methodology and calculated a living wage for each region that it operates in?	11.3 What percentage of facilities pay a living wage?	11.4 What percentage of facilities have projects to improve wages?	12.1 Are workers trained on their rights and entitlements, including conditions of employment, freedom of association, and use of grievance mechanisms?	13.1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements in place?	14.1 Does the company have a functioning grievance mechanism which workers can access anonymously and in their native language?	
Abercrombie & Fitch	C*	D	No	No	0%	0%	No	0%	No
Adidas	A	C	No	Partial	0%	1-25%	Partial	0%	Partial
ALDI Stores	B	D	No	No	0%	0%	Partial	0%	Partial
Ally Fashion	D	F	No	No	0%	0%	No	0%	No
APG & Co	B	D	Partial	Partial	0%	1-25%	No	1-25%	Partial
AS COLOUR	A	B	No	Yes	0%	51-75%	Partial	51-75%	Partial

ASICS	C	D	No	No	0%	0%	No	0%	No
ASOS	B	D	No	No	0%	0%	No	0%	No
Bardot Pty Ltd	F*	F	No	No	0%	0%	No	0%	No
Barkers Clothing	B*	D	No	No	0%	0%	Partial	0%	Partial
Best & Less	C	D	No	No	0%	0%	Partial	0%	Partial
Big W	C	D	No	No	0%	0%	No	0%	Partial
Blue Illusion	D _i *	F	No	No	0%	0%	No	0%	No
Boardriders	F*	F	No	No	0%	0%	No	0%	No
Boden	B	D	No	No	0%	0%	Partial	0%	Partial
Boohoo	D	F	No	No	0%	0%	No	0%	No
Brand Collective	D	F	No	No	0%	0%	No	0%	No
Brandbank	C	F	No	No	0%	0%	No	0%	No
City Chic Collective	C	D	No	No	0%	0%	No	0%	No
Coles	D _i *	F	No	No	0%	0%	No	0%	No
Cotton On Group	B	D	No	No	0%	0%	No	0%	No
Country Road Group	A	C	No	No	0%	1-25%	Partial	1-25%	Partial
Cue Clothing Co.	C	C	No	No	0%	0%	Partial	0%	Partial
David Jones	B	C	No	No	0%	1-25%	Partial	0%	Partial
Decjuba	D _i *	F	No	No	0%	0%	No	0%	No
Etiko	A+	A+	Yes	Yes	100%	100%	Yes	100%	Yes
Ezibuy	C	D	No	No	0%	0%	No	0%	No
Forever 21	F*	F	No	No	0%	0%	No	0%	No
Factory X	B	D	No	No	0%	0%	No	0%	No
Farmers	F _i *	F	No	No	0%	0%	No	0%	No
Fast Future Brands	F _i *	F	No	No	0%	0%	No	0%	No
Forever New	C	D	No	No	0%	0%	No	0%	No
Fruit of the Loom	B	D	No	No	0%	0%	No	1-25%	No
Gap INC	B*	D	No	No	0%	0%	No	0%	No
General Pants Group	C	D	No	No	0%	0%	No	0%	No
Gildan Activewear	B	C	Partial	Partial	0%	1-25%	Partial	1-25%	Yes
H&M	A	C	Yes	Partial	0%	0%	Partial	1-25%	Partial
Hallenstein Glasson Holdings	A	B	No	Yes	0%	0%	Partial	0%	Partial

HanesBrands	A	B	Partial	Partial	1-25%	76-99%	Partial	1-25%	Yes
Hotsprings	C	D	No	No	0%	0%	No	0%	No
Hugo Boss Group	B	C	No	No	0%	0%	Partial	0%	Partial
Inditex	A	B	Partial	Partial	0%	26-50%	Partial	26-50%	Yes
Industrie	D _i *	F	No	No	0%	0%	No	0%	No
JD Sports	B	D	No	No	0%	0%	No	0%	No
Jeanswest	F _i *	F	No	No	0%	0%	No	0%	No
Joyya	A+	A+	Yes	Yes	100%	100%	Yes	100%	Yes
Just Group	C	F	No	Partial	0%	0%	No	0%	No
Kathmandu	A	C	No	Partial	0%	0%	Partial	0%	Partial
Kmart and Target Australia	B	C	No	Partial	0%	1-25%	Partial	1-25%	Partial
Kookai	C	D	No	No	0%	0%	Partial	1-25%	No
L Brands	C	D	No	No	0%	0%	No	0%	Partial
Lacoste	B	D	No	No	0%	0%	Partial	0%	Partial
Levi Strauss and Co	B*	D	No	No	0%	0%	Partial	0%	Partial
Lorna Jane	D _i *	F	No	No	0%	0%	No	0%	No
Lowes	D	F	No	No	0%	0%	No	0%	No
Lululemon Athletica	A	C	No	No	0%	0%	Yes	1-25%	Yes
Macpac	A	D	No	No	0%	0%	Partial	0%	Partial
Marks & Spencer	B*	D	No	No	0%	0%	No	0%	No
Max Fashions	C*	D	No	No	0%	0%	No	0%	No
Mighty Good Basics	A+	A+	Partial	Yes	100%	100%	Yes	100%	Yes
Mosaic Group	C	D	No	No	0%	0%	No	0%	No
Myer	D	F	No	No	0%	0%	No	0%	No
New Balance	B	D	No	No	0%	0%	No	0%	No
Next	B	D	No	No	0%	0%	No	0%	Partial
Nike	A	D	No	No	0%	0%	Partial	0%	Partial
Nobody Denim	B	D	No	No	0%	0%	Partial	26-50%	No
Nudie Jeans Co	A	B	Partial	Yes	1-25%	1-25%	Partial	1-25%	Partial
Oroton Group	C	D	No	No	0%	0%	No	0%	No
Outland Denim	A+	A+	Yes	Yes	76-99%	100%	Yes	51-75%	Partial
Oxford	C	D	No	No	0%	0%	Partial	0%	Partial

Patagonia	A	C	No	No	1-25%	1-25%	Partial	0%	No
Pentland Brands	B	D	Partial	No	0%	0%	No	0%	No
Postie	B	D	No	Yes	0%	0%	Partial	0%	Partial
Princess Polly	B	D	No	Yes	0%	0%	No	0%	No
Puma	A	C	No	No	0%	0%	Partial	1-25%	Partial
PVH Corp	B	D	No	No	0%	0%	No	0%	No
R.M. Williams	D _i *	F	No	No	0%	0%	No	0%	No
Ralph Lauren	C	D	No	No	0%	0%	No	0%	No
Retail Apparel Group	B	C	No	Partial	0%	0%	No	0%	No
Rip Curl	B	D	Partial	No	0%	1-25%	No	0%	Yes
Rodd & Gunn	A	C	No	Partial	0%	1-25%	Partial	51-75%	Partial
Seafolly	C	D	No	No	0%	0%	Partial	0%	Partial
Sheike	F _i *	F	No	No	0%	0%	No	0%	No
Showpo	C	D	No	No	0%	0%	No	0%	No
Sussan Group	C	D	No	Partial	0%	0%	No	1-25%	No
The Iconic	C*	D	No	No	0%	0%	No	0%	No
The PAS Group Limited	D	F	No	No	0%	0%	No	0%	No
The Warehouse Group	C*	D	No	No	0%	0%	No	0%	No
ThreeByOne	B	D	No	Partial	0%	0%	Partial	0%	Partial
TJX Australia	D*	F	No	No	0%	0%	No	0%	No
Under Armour	C*	F	No	No	0%	0%	No	0%	No
UNIQLO	B	D	No	No	0%	0%	No	0%	Partial
Universal Store	D	C	No	No	0%	0%	No	0%	No
VF Corp	A	D	No	No	0%	0%	Partial	0%	Partial
Voyager Distributing Co	F _i *	F	No	No	0%	0%	No	0%	No
Workwear Group	B	D	No	No	0%	0%	Partial	0%	No
Zimmermann	B	F	No	No	0%	0%	No	0%	No

D. WORKER EMPOWERMENT - Raw Materials Production

Company	Worker Empowerment								
	Overall Grade	11.1 Has the company published a credible commitment to pay living wages based on a clear methodology with timeline and key milestones?	11.2 Has the company adopted a living wage methodology and calculated a living wage for each region that it operates in?	11.3 What percentage of facilities pay a living wage?	11.4 What percentage of facilities have projects to improve wages?	12.1 Are workers trained on their rights and entitlements, including conditions of employment, freedom of association, and use of grievance mechanisms?	13.1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements in place?	14.1 Does the company have a functioning grievance mechanism which workers can access anonymously and in their native language?	
Abercrombie & Fitch	C*	D	No	No	0%	100%	Partial	1-25%	No
Adidas	A	C	No	No	0%	100%	Partial	1-25%	No
ALDI Stores	B	D	No	No	0%	0%	Partial	0%	No
Ally Fashion	D	F	No	No	0%	0%	No	0%	No
APG & Co	B	D	No	No	0%	0%	No	0%	No
AS COLOUR	A	B	No	Partial	0%	1-25%	Partial	1-25%	Partial

ASICS	C	D	No	No	0%	1-25%	Partial	1-25%	No
ASOS	B	D	No	No	0%	100%	Partial	1-25%	No
Bardot Pty Ltd	F*	F	No	No	0%	0%	No	0%	No
Barkers Clothing	B*	D	No	No	0%	100%	Partial	1-25%	No
Best & Less	C	D	No	No	0%	0%	No	0%	No
Big W	C	D	No	No	0%	100%	Partial	1-25%	No
Blue Illusion	D _i *	F	No	No	0%	100%	Partial	1-25%	No
Boardriders	F*	F	No	No	0%	0%	No	0%	No
Boden	B	D	No	No	0%	100%	Partial	1-25%	No
Boohoo	D	F	No	No	0%	0%	No	0%	No
Brand Collective	D	F	No	No	0%	0%	No	0%	No
Brandbank	C	F	No	No	0%	100%	Partial	1-25%	No
City Chic Collective	C	D	No	No	0%	0%	No	0%	No
Coles	D _i *	F	No	No	0%	0%	No	0%	No
Cotton On Group	B	D	No	No	0%	100%	Partial	1-25%	No
Country Road Group	A	C	No	No	0%	51-75%	Partial	1-25%	Partial
Cue Clothing Co.	C	C	No	No	0%	0%	No	0%	No
David Jones	B	C	No	No	0%	51-75%	Partial	1-25%	No
Decjuba	D _i *	F	No	No	0%	100%	Partial	1-25%	No
Etiko	A+	A+	Partial	Partial	0%	100%	Partial	100%	Partial
Ezibuy	C	D	No	No	0%	0%	No	0%	No
Forever 21	F*	F	No	No	0%	0%	No	0%	No
Factory X	B	D	No	No	0%	100%	Partial	1-25%	No
Farmers	F _i *	F	No	No	0%	0%	No	0%	No
Fast Future Brands	F _i *	F	No	No	0%	0%	No	0%	No
Forever New	C	D	No	No	0%	76-99%	Partial	1-25%	No
Fruit of the Loom	B	D	No	No	0%	0%	No	0%	No
Gap INC	B*	D	No	No	0%	100%	Partial	1-25%	No
General Pants Group	C	D	No	No	0%	100%	Partial	1-25%	No
Gildan Activewear	B	C	No	No	0%	1-25%	Partial	1-25%	No
H&M	A	C	No	No	0%	100%	Partial	1-25%	No
Hallenstein Glasson Holdings	A	B	No	No	0%	0%	No	0%	No

HanesBrands	A	B	No	No	0%	0%	Partial	0%	Partial
Hotsprings	C	D	No	No	0%	0%	No	0%	No
Hugo Boss Group	B	C	No	No	0%	51-75%	Partial	1-25%	No
Inditex	A	B	No	No	0%	1-25%	Partial	1-25%	No
Industrie	D _i *	F	No	No	0%	0%	No	0%	No
JD Sports	B	D	No	No	0%	100%	Partial	1-25%	No
Jeanswest	F _i *	F	No	No	0%	0%	No	0%	No
Joyya	A+	A+	Partial	Partial	0%	100%	Partial	100%	Partial
Just Group	C	F	No	No	0%	1-25%	Partial	1-25%	No
Kathmandu	A	C	No	Partial	0%	100%	Partial	1-25%	No
Kmart and Target Australia	B	C	No	No	0%	76-99%	Partial	1-25%	No
Kookai	C	D	No	No	0%	0%	No	0%	No
L Brands	C	D	No	No	0%	0%	No	0%	No
Lacoste	B	D	No	No	0%	0%	No	0%	No
Levi Strauss and Co	B*	D	No	No	0%	1-25%	Partial	1-25%	No
Lorna Jane	D _i *	F	No	No	0%	0%	No	0%	No
Lowes	D	F	No	No	0%	0%	No	0%	No
Lululemon Athletica	A	C	No	No	0%	0%	No	0%	No
Macpac	A	D	Partial	Partial	0%	100%	Partial	0%	Partial
Marks & Spencer	B*	D	No	No	0%	100%	Partial	1-25%	No
Max Fashions	C*	D	No	No	0%	0%	No	0%	No
Mighty Good Basics	A+	A+	Partial	Partial	0%	100%	Partial	100%	Partial
Mosaic Group	C	D	No	No	0%	0%	No	0%	No
Myer	D	F	No	No	0%	0%	No	0%	No
New Balance	B	D	No	No	0%	1-25%	Partial	1-25%	No
Next	B	D	No	No	0%	100%	No	0%	No
Nike	A	D	No	No	0%	76-99%	Partial	1-25%	No
Nobody Denim	B	D	No	No	0%	0%	No	0%	No
Nudie Jeans Co	A	B	Partial	Partial	1-25%	1-25%	Partial	0%	Partial
Oroton Group	C	D	No	No	0%	0%	No	0%	No
Outland Denim	A+	A+	Yes	Yes	0%	100%	Partial	0%	Partial
Oxford	C	D	No	No	0%	0%	No	0%	No

Patagonia	A	C	No	No	0%	1-25%	No	0%	No
Pentland Brands	B	D	No	No	0%	0%	No	0%	No
Postie	B	D	No	No	0%	0%	No	0%	No
Princess Polly	B	D	No	No	0%	0%	No	0%	No
Puma	A	C	No	No	0%	100%	Partial	1-25%	No
PVH Corp	B	D	No	No	0%	76-99%	Partial	1-25%	No
R.M. Williams	D _i *	F	No	No	0%	0%	No	0%	No
Ralph Lauren	C	D	No	No	0%	1-25%	Partial	1-25%	No
Retail Apparel Group	B	C	No	No	0%	1-25%	Partial	1-25%	No
Rip Curl	B	D	No	No	0%	0%	No	0%	No
Rodd & Gunn	A	C	No	Partial	0%	0%	Partial	0%	Partial
Seafolly	C	D	No	No	0%	0%	No	0%	No
Sheike	F _i *	F	No	No	0%	0%	No	0%	No
Showpo	C	D	No	No	0%	0%	No	0%	No
Sussan Group	C	D	No	No	0%	0%	Partial	0%	Partial
The Iconic	C*	D	No	No	0%	0%	No	0%	No
The PAS Group Limited	D	F	No	No	0%	0%	No	0%	No
The Warehouse Group	C*	D	No	No	0%	51-75%	Partial	1-25%	No
ThreeByOne	B	D	No	No	0%	0%	Partial	0%	Partial
TJX Australia	D*	F	No	No	0%	0%	No	0%	No
Under Armour	C*	F	No	No	0%	0%	No	0%	No
UNIQLO	B	D	No	No	0%	100%	Partial	1-25%	No
Universal Store	D	C	No	No	0%	0%	No	0%	No
VF Corp	A	D	No	No	0%	0%	No	0%	No
Voyager Distributing Co	F _i *	F	No	No	0%	0%	No	0%	No
Workwear Group	B	D	No	No	0%	100%	Partial	1-25%	No
Zimmermann	B	F	No	No	0%	0%	No	0%	No

E. ENVIRONMENTAL SUSTAINABILITY

Company	Overall Grade	Environmental Sustainability										
		<p>15. FIBRE AND MATERIAL USE: Company assesses and seeks to improve the environmental impacts of the fibres and materials used in its products.</p> <p>16. WATER AND CHEMICAL USE: Company assesses, monitors, and seeks to improve water and chemical use and pollution throughout its supply chain.</p>										
		15.1 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?	15.2 What percentage of the company's final product is made from sustainable fibres?	16.1 Does the company have a restricted substances list (RSL), and a manufacturing restricted substances list (MRSL) against which it tests compliance?	16.2 For what percentage of water intensive facilities has the company collected and benchmarked water use data?	16.3 Has the company used the above data to implement a water use plan?	16.4 For what percentage of wet-processing facilities has the company collected wastewater quality data?	16.5 Of these, do all have wastewater improvement strategies?				
Abercrombie & Fitch	C*	A	Partial	1-25%	Partial	51-75%	Partial	51-75%	Partial			
Adidas	A	A+	Yes	51-75%	Yes	76-99%	Yes	76-99%	Yes			
ALDI Stores	B	B	Partial	1-25%	Yes	0%	No	76-99%	Yes			
Ally Fashion	D	F	No	1-25%	No	0%	No	0%	No			
APG & Co	B	B	Yes	1-25%	Partial	1-25%	Partial	1-25%	Partial			
AS COLOUR	A	A	Yes	26-50%	Yes	51-75%	Partial	51-75%	Partial			
ASICS	C	A	Partial	1-25%	Partial	51-75%	Partial	51-75%	Partial			
ASOS	B	A	Partial	26-50%	Yes	1-25%	Yes	1-25%	Partial			
Bardot Pty Ltd	F _i *	F	No	1-25%	No	0%	No	0%	No			
Barkers Clothing	B*	B	Partial	26-50%	Partial	1-25%	Partial	1-25%	Yes			
Best & Less	C	C	No	26-50%	Partial	1-25%	Partial	1-25%	Partial			
Big W	C	C	Partial	1-25%	Partial	0%	No	0%	No			
Blue Illusion	D _i *	D	Partial	1-25%	No	0%	No	0%	No			

Boardriders	F _i *	F	No	1-25%	No	0%	No	0%	No			
Boden	B	C	Partial	51-75%	Partial	1-25%	Partial	1-25%	Partial			
Boohoo	D	B	Yes	1-25%	Partial	1-25%	No	1-25%	No			
Brand Collective	D	F	No	1-25%	No	0%	No	0%	No			
Brandbank	C	D	Partial	1-25%	Partial	0%	No	0%	Partial			
City Chic Collective	C	D	Partial	1-25%	Partial	0%	No	0%	No			
Coles	D _i *	D	No	0%	No	0%	No	0%	No			
Cotton On Group	B	A	Yes	26-50%	Partial	1-25%	Partial	51-75%	No			
Country Road Group	A	A	Yes	51-75%	Partial	1-25%	Partial	1-25%	Partial			
Cue Clothing Co.	C	B	Yes	1-25%	Partial	1-25%	Partial	1-25%	Partial			
David Jones	B	B	Yes	1-25%	Partial	1-25%	Partial	1-25%	Partial			
Decjuba	D _i *	D	Partial	1-25%	No	0%	No	0%	No			
Etiko	A+	A+	Yes	100%	Yes	100%	Yes	100%	Yes			
Ezibuy	C	D	Partial	1-25%	Partial	1-25%	Partial	1-25%	Partial			
Forever 21	F _i *	F	No	1-25%	No	0%	No	0%	No			
Factory X	B	B	Partial	26-50%	Partial	1-25%	Partial	1-25%	Partial			
Farmers	F _i *	F	No	1-25%	No	0%	No	0%	No			
Fast Future Brands	F _i *	F	No	0%	No	0%	No	0%	No			
Forever New	C	C	Yes	26-50%	Partial	1-25%	No	0%	No			
Fruit of the Loom	B	A	Yes	1-25%	Partial	26-50%	Partial	26-50%	Yes			
Gap INC	B*	A+	Yes	1-25%	Yes	76-99%	Yes	76-99%	Yes			
General Pants Group	C	B	Partial	1-25%	Partial	1-25%	Partial	1-25%	Partial			
Gildan Activewear	B	A	Partial	1-25%	Partial	76-99%	Yes	76-99%	Yes			
H&M	A	A+	Yes	51-75%	Yes	51-75%	Yes	100%	Yes			
Hallenstein Glasson Holdings	A	A+	Yes	26-50%	Yes	26-50%	Partial	26-50%	Yes			
HanesBrands	A	A	Yes	1-25%	Partial	51-75%	Yes	51-75%	Yes			
Hot Springs	C	C	Partial	26-50%	Partial	1-25%	No	1-25%	Partial			
Hugo Boss Group	B	A	Yes	26-50%	Yes	1-25%	Partial	1-25%	Yes			
Inditex	A	A+	Yes	1-25%	Yes	51-75%	Yes	51-75%	Yes			
Industrie	D _i *	F	No	0%	No	0%	No	0%	No			
JD Sports	B	B	Partial	26-50%	Yes	0%	Partial	1-25%	Partial			
Jeanswest	F _i *	F	No	0%	No	0%	No	0%	No			

Joyya	A+	A+	Yes	100%	Yes	100%	Yes	100%	Yes
Just Group	C	F	No	1-25%	Partial	0%	No	0%	No
Kathmandu	A	A	Yes	51-75%	Partial	1-25%	Partial	1-25%	Partial
Kmart and Target Australia	B	A	Yes	51-75%	Partial	1-25%	Partial	1-25%	Yes
Kookai	C	C	Partial	1-25%	Partial	0%	Partial	1-25%	Partial
L Brands	C	B	Partial	0%	Partial	0%	No	76-99%	Yes
Lacoste	B	A	Yes	1-25%	Partial	1-25%	Partial	100%	Partial
Levi Strauss and Co	B*	A+	Yes	51-75%	Yes	76-99%	Yes	76-99%	Yes
Lorna Jane	D _i *	F	No	1-25%	No	0%	No	0%	No
Lowes	D	F	No	0%	No	0%	No	0%	No
Lululemon Athletica	A	A	Yes	1-25%	Yes	76-99%	Partial	76-99%	Partial
Macpac	A	A+	Yes	51-75%	Yes	76-99%	Partial	76-99%	Partial
Marks & Spencer	B*	A	Yes	1-25%	Yes	76-99%	No	76-99%	Yes
Max Fashions	C*	D	Partial	1-25%	Partial	0%	No	0%	No
Mighty Good Basics	A+	A+	Yes	100%	Yes	100%	Yes	100%	Yes
Mosaic Group	C	C	Partial	0%	Partial	1-25%	Partial	1-25%	Partial
Myer	D	F	No	1-25%	Partial	0%	No	0%	No
New Balance	B	A	Yes	1-25%	Partial	26-50%	No	26-50%	Yes
Next	B	A	Partial	26-50%	Yes	0%	No	51-75%	Yes
Nike	A	A+	Yes	51-75%	Yes	76-99%	Yes	76-99%	Yes
Nobody Denim	B	B	Partial	1-25%	Partial	1-25%	Partial	1-25%	Yes
Nudie Jeans Co	A	A+	Yes	76-99%	Partial	100%	Partial	1-25%	Partial
Oroton Group	C	C	Partial	1-25%	Partial	76-99%	No	76-99%	No
Outland Denim	A+	A+	Yes	76-99%	Yes	100%	Yes	100%	Yes
Oxford	C	C	No	1-25%	Partial	1-25%	Partial	1-25%	Partial
Patagonia	A	A+	Yes	51-75%	Yes	76-99%	Yes	76-99%	Yes
Pentland Brands	B	B	Yes	1-25%	Partial	0%	No	0%	No
Postie	B	B	Yes	1-25%	Partial	1-25%	Partial	1-25%	Yes
Princess Polly	B	B	Yes	1-25%	Partial	0%	No	0%	No
Puma	A	A	Yes	51-75%	Yes	76-99%	Partial	76-99%	Partial
PVH Corp	B	A	Yes	26-50%	Partial	76-99%	Partial	51-75%	Partial
R.M. Williams	D _i *	F	No	0%	No	0%	No	0%	No

Ralph Lauren	C	A	Yes	1-25%	Partial	26-50%	Yes	26-50%	Yes
Retail Apparel Group	B	D	Partial	1-25%	Partial	0%	No	0%	No
Rip Curl	B	B	Yes	1-25%	Partial	0%	Partial	1-25%	No
Rodd & Gunn	A	A	Yes	1-25%	Yes	26-50%	Partial	51-75%	Yes
Seafolly	C	C	Partial	1-25%	Yes	1-25%	Partial	1-25%	Partial
Sheike	F _i *	F	No	0%	No	0%	No	0%	No
Showpo	C	D	Partial	0%	No	0%	No	0%	No
Sussan Group	C	F	No	1-25%	Partial	0%	No	0%	No
The Iconic	C*	B	Yes	1-25%	Partial	0%	No	0%	No
The PAS Group Limited	D	F	No	1-25%	Partial	0%	No	0%	No
The Warehouse Group	C*	D	Partial	1-25%	No	0%	No	0%	No
ThreeByOne	B	B	Partial	1-25%	Partial	51-75%	Partial	51-75%	Partial
TJX Australia	D*	D	No	0%	Partial	0%	No	0%	No
Under Armour	C*	C	Partial	1-25%	No	1-25%	Partial	0%	
UNIQLO	B	A	Partial	1-25%	Partial	26-50%	Yes	26-50%	Yes
Universal Store	D	F	No	1-25%	No	0%	No	0%	No
VF Corp	A	A+	Yes	26-50%	Yes	51-75%	Yes	100%	Yes
Voyager Distributing Co	F _i *	F	No	0%	No	0%	No	0%	No
Workwear Group	B	B	Partial	1-25%	Partial	1-25%	No	1-25%	Partial
Zimmermann	B	B	Yes	1-25%	Partial	0%	No	0%	No

E. ENVIRONMENTAL SUSTAINABILITY cont.

Company	Overall Grade							
	Environmental Sustainability							
			17. CLIMATE IMPACT: Company has made a public commitment and is making progress to reduce climate impact throughout its supply chain.	18. IN-USE AND END-OF-LIFE IMPACT: Company assesses and seeks to improve the environmental impacts and resulting waste from its products while they are being used and at their end of life.	17.1 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?	18.1 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?	18.2 Does the company communicate environmental impacts of product use and disposal with consumers, providing actionable strategies for reducing impact?	18.3 Has the company assessed the environmental impacts of over-production of finished goods, and implemented a strategy to reduce this impact?
Abercrombie & Fitch	C*	A	Yes	No	Partial	No		
Adidas	A	A+	Yes	Yes	Partial	No		
ALDI Stores	B	B	Partial	No	Partial	No		
Ally Fashion	D	F	No	No	No	Partial		
APG & Co	B	B	No	Partial	Partial	Partial		
AS COLOUR	A	A	Partial	Partial	Yes	Yes		
ASICS	C	A	Yes	No	Partial	Partial		
ASOS	B	A	Partial	Yes	Partial	Partial		
Bardot Pty Ltd	F _i *	F	No	No	No	No		
Barkers Clothing	B*	B	Partial	No	Partial	Partial		
Best & Less	C	C	Partial	No	Partial	No		
Big W	C	C	Partial	No	No	Partial		
Blue Illusion	D _i *	D	No	No	No	No		
Boardriders	F _i *	F	No	No	No	No		
Boden	B	C	No	No	Partial	Yes		

Boohoo	D	B	Partial	No	Yes	Yes
Brand Collective	D	F	No	No	No	No
Brandbank	C	D	No	No	Partial	Partial
City Chic Collective	C	D	No	No	No	Partial
Coles	D _i *	D	Partial	No	No	No
Cotton On Group	B	A	Partial	Partial	Yes	No
Country Road Group	A	A	Partial	Partial	Yes	Yes
Cue Clothing Co.	C	B	No	No	Partial	Yes
David Jones	B	B	Partial	Partial	Yes	Partial
Decjuba	D _i *	D	No	No	No	No
Etiko	A+	A+	Partial	Yes	Yes	Yes
Ezibuy	C	D	No	No	No	No
Forever 21	F _i *	F	No	No	No	No
Factory X	B	B	Partial	Partial	Partial	No
Farmers	F _i *	F	No	No	No	No
Fast Future Brands	F _i *	F	No	No	No	No
Forever New	C	C	No	No	No	Partial
Fruit of the Loom	B	A	Yes	No	No	Partial
Gap INC	B*	A+	Yes	Yes	Yes	No
General Pants Group	C	B	Partial	No	Partial	Partial
Gildan Activewear	B	A	Partial	No	Partial	No
H&M	A	A+	Yes	Yes	Yes	Partial
Hallenstein Glasson Holdings	A	A+	Yes	Yes	Yes	Yes
HanesBrands	A	A	Yes	Partial	Yes	Partial
HotSprings	C	C	Partial	No	No	No
Hugo Boss Group	B	A	Yes	Partial	No	No
Inditex	A	A+	Yes	Yes	Yes	No
Industrie	D _i *	F	No	No	No	No
JD Sports	B	B	Partial	No	Partial	No
Jeanswest	F _i *	F	No	No	No	No
Joyya	A+	A+	Yes	Yes	No	Yes
Just Group	C	F	No	No	No	No

Kathmandu	A	A	Partial	Yes	Yes	Partial
Kmart and Target Australia	B	A	Partial	Partial	No	Partial
Kookai	C	C	Partial	No	No	Partial
L Brands	C	B	Partial	No	No	No
Lacoste	B	A	Yes	Yes	Partial	Yes
Levi Strauss and Co	B*	A+	Yes	Yes	Yes	No
Lorna Jane	D _i *	F	No	No	Partial	No
Lowes	D	F	No	No	No	Partial
Lululemon Athletica	A	A	Yes	Partial	Partial	Partial
Macpac	A	A+	Partial	Yes	Yes	Yes
Marks & Spencer	B*	A	Yes	Partial	Partial	No
Max Fashions	C*	D	No	No	No	Partial
Mighty Good Basics	A+	A+	Partial	Yes	Yes	Yes
Mosaic Group	C	C	No	No	No	Partial
Myer	D	F	No	No	No	No
New Balance	B	A	Yes	No	Partial	No
Next	B	A	Yes	Partial	Yes	Partial
Nike	A	A+	Yes	Yes	Partial	No
Nobody Denim	B	B	Partial	No	Partial	Partial
Nudie Jeans Co	A	A+	Yes	Partial	Yes	Partial
Oroton Group	C	C	No	No	No	No
Outland Denim	A+	A+	Yes	Yes	Yes	Yes
Oxford	C	C	Partial	No	No	No
Patagonia	A	A+	Yes	Yes	Yes	Yes
Pentland Brands	B	B	Yes	Partial	Partial	Partial
Postie	B	B	Partial	Partial	No	Yes
Princess Polly	B	B	Yes	Partial	Partial	Partial
Puma	A	A	Yes	Partial	No	No
PVH Corp	B	A	Yes	Yes	Partial	No
R.M. Williams	D _i *	F	No	No	Partial	No
Ralph Lauren	C	A	Yes	Partial	Partial	Yes
Retail Apparel Group	B	D	No	No	No	Partial

Rip Curl	B	B	Partial	No	Partial	No
Rodd & Gunn	A	A	No	Yes	No	Yes
Seafolly	C	C	No	No	No	No
Sheike	F _i *	F	No	No	No	No
Showpo	C	D	No	No	No	Yes
Sussan Group	C	F	No	No	No	No
The Iconic	C*	B	Partial	Partial	Yes	No
The PAS Group Limited	D	F	No	No	No	No
The Warehouse Group	C*	D	Partial	No	No	No
ThreeByOne	B	B	No	Partial	Yes	Partial
TJX Australia	D*	D	Partial	No	Partial	No
Under Armour	C*	C	Partial	Partial	No	Partial
UNIQLO	B	A	Yes	Partial	Partial	Partial
Universal Store	D	F	No	No	No	No
VF Corp	A	A+	Yes	Yes	Yes	No
Voyager Distributing Co	F _i *	F	No	No	No	No
Workwear Group	B	B	Partial	Partial	Partial	Partial
Zimmermann	B	B	Partial	Partial	No	Partial

Appendix 3: Survey Support Document

The Ethical Fashion Report is part of Baptist World Aid & Tearfund New Zealand's Behind the Barcode project. The Report seeks to empower consumers to purchase ethically and encourage companies to ensure they are protecting the rights of workers in their supply chain.

Behind the Barcode engages in dialogue with companies about their supply chain practices through a core survey. The survey asks companies to answer questions on their labour rights and environmental sustainability systems, as BWAA believes these have the most impact on workers in the garment industry and, correspondingly, vulnerable communities as a whole. We then grade the efforts of each company and publish those findings for consumers to see how their favourite brands rate.

What information is made publicly available?

We do not publish the validating material that companies disclose in answering each question in the survey, but we will publish the 'YES', 'NO' or percentage answers which generate the grades. Readers can assume that a company's published answer to any question is based on their supplying of the required validation documents to support their claim. For example, if a company has a 'YES' or '100%' answer to a question, they have supplied the documents that meet the standards set by Baptist World Aid & Tearfund New Zealand for 100% credit for that question.

How are evaluations conducted?

The grades are based on publicly available information and self-reported data by each company. We conduct each evaluation using an assessment tool that focuses on the company's human rights and environmental policies, as well as the measures undertaken to implement these policies.

All grades are sent to companies for review and feedback before they are made public. Where companies are unresponsive to our various attempts at engaging with them, we work to provide a fair assessment of the company's supply chain practices based on publicly available information only.

We distil complicated supply chain information by focusing on key production phases of the fashion supply chain. These are 'Raw Materials', 'Inputs Production' and 'Final Stage Production'.

Survey Support

The grades are generated as a result of the Yes/No/Partial, or percentage answers to each question. This document provides a guide to the rationale behind each question asked, and explains the validating information we require to assess each answer. Supporting information or data may be requested by our research team to put each company's answer in context.

We strive to grade all companies consistently, and consequently, every survey is cross-checked by a second member of the Ethical Fashion Team to ensure all assessments are fair and impartial, and completed to the highest quality. Baptist World Aid and Tearfund New Zealand seek to work closely with the companies we assess to develop grades that accurately reflect the labour rights management system in place and hope this document provides further guidance to understand what we are asking of your company.

Wherever possible, publicly available information has been used to pre-populate surveys (e.g. corporate social responsibility/sustainability reports, Commonwealth Modern Slavery Statements and ethical sourcing sections of websites). Companies will need to provide corresponding documentary evidence where requested, and provide responses for questions unable to be answered with publicly available information.

A. POLICIES & GOVERNANCE

1. CODE OF CONDUCT

Company has a code of conduct that requires respect for labour rights at every tier of its supply chain.

1.1 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.

Rationale: Codes of Conduct are used by companies to communicate basic working standards expected from suppliers.

Validation: Provide the Code of Conduct. Full credit is awarded where the code covers the four ILO Fundamental Principles and Rights at Work AND two ETI standards including any clarifying sentences in italics. Partial is awarded where the code covers one or some of these rights.

1. Freedom of association and the effective recognition of the right to collective bargaining
2. Elimination of all forms of forced or compulsory labour
 - a. This includes ensuring the right to freedom of movement for employees to enter and leave employment willingly and voluntarily through

the prohibition of withholding employee identity documents.

3. Effective abolition of child labour
4. Elimination of discrimination with respect to employment and occupation
5. The prohibition of regular and excessive overtime
 - a. Working hours should not exceed 60 hours in any 7-day period. Regular working hours should be made clear in a contract, and not exceed 48 hours.
6. Provisions to protect worker health and safety (WHS/OHS policy).

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

Rationale: For a company to ensure the rights of all its workers, a Code of Conduct must be communicated and enforced at all stages of the supply chain. This question asks whether the company has communicated the requirements of the Code of Conduct beyond final stage of production suppliers (cut-make-trim).

Validation: Full credit will be awarded to companies that can evidence how the Code of Conduct is communicated to both Inputs Production and Raw Materials suppliers. At the raw materials stage this may be demonstrated through some certifiers e.g. BCI.

Partial credit is awarded where Code of Conduct standards are applied across two of the three stages.

1.3 Is the code included in supplier contracts?

Rationale: Including the Code of Conduct as a compulsory element of supplier contracts is a key way for companies to enforce core working standards.

Validation: Provide the company's supplier contract.

2. ACCOUNTABILITY

Company identifies clear points of accountability for human rights and environmental sustainability at the management and board level.

2.1 Does the company have a designated senior officer responsible for implementation, and a board committee/member tasked with oversight of its supply chain policies that address human rights and environmental sustainability?

Rationale: Companies must have delegated responsibilities for the oversight and implementation of policies and must ensure that human right and environmental policies are embedded at the most senior level to ensure their implementation throughout the entire company. Having these delegated responsibilities ensures that all business activities are coherent with and account for the company's responsibility to respect human rights

and environmental sustainability. If not implemented consistently, staff continue to perform their role without awareness or regard for human rights or sustainability, and poor human rights and environmental practices can continue.

Validation: Full credit will be awarded where company can list both staff and board level positions responsible for implementation of policies with a description of their roles/how they are held accountable at both staff and board level. Partial credit will be awarded where staff positions are listed without description of roles for implementing policies, or where only one position can be listed/described.

B. TRACING & RISK

From this point on, all questions in sections 2, 3 and 4 are asked of three separate stages of the supply chain.

Final stage production	Cut-Make-Trim
Input production	Textile Production
Raw materials	Primary Fibre

For sections 2, 3 and 4, you will be reporting on all three stages of production.

Please see the graph on the right to understand which production processes we classify under each stage of production.



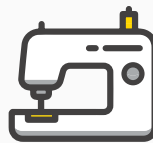
Raw Materials

- Cotton (farming)
- Wool, rawhide etc (husbandry, shearing, etc)
- Crude Oil for synthetic fibres, plastics, etc (extraction, refining)



Inputs Production

- Textiles production (ginning, spinning, knitting, dyeing, embroidery)
- Leather (tanning)
- Plastic (processing, moulding)



Final Stage Production

- Cut-make-trim (CMT) manufacturing (cutting, sewing, printing)

For Inputs Production, companies should nominate a primary production process based on human right risk. Typically, this will require companies to report on fabric mills unless the company's primary fibre differs greatly to that of a textile production chain (e.g. leather).

For Raw Materials, you may select just one fibre, which should be selected based on volume (being your most used fibre) or risk (that fibre which has demonstrated the highest labour rights risks).

3. TRACING AND TRANSPARENCY

Company traces and is transparent about its suppliers at all levels of its supply chain.

3.1 Approximately what percentage of facilities (factories, mills, farms etc.) has the company traced?

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.

3.2 Provide total number of facilities that produce for the company, including all subcontracted producers (if known).

3.3 List all countries in which production takes place for each stage of the supply chain.

Rationale: Worker exploitation and modern slavery are a greater risk at the fringes of the supply

chain in smaller, less scrutinised suppliers and subcontractors. This is a particular concern for those suppliers which are used for smaller and one-off orders where the company's compliance program may not extend, or with whom the company may have a shallower relationship.

Validation: For Inputs Production and Final Stage Production, please provide a percentage out of the total number of facilities, NOT the percentage of production volume. For Raw Materials, we will accept the volume of production due to the prevalence of sourcing raw materials through programs and initiatives that do not provide total numbers. Credit may be awarded if fibre is being sourced through reputable certification (e.g. Fairtrade, BCI).

For Inputs Production and Raw Materials, where few companies have direct relationships, outline how traceability has been achieved.

Please note that although Questions 3.2 and 3.3 are non-assessable, and will not be made public, they will be used to validate company answers for subsequent questions. It is therefore important that this information is provided.

3.4 Is the company involved in a tracing project to identify the location of unknown suppliers?

Rationale: Companies that have not fully traced their supply chains have a higher risk of poor human rights and environmental practices occurring in their

supply chain. We encourage companies to prioritise tracing their supply chain in full, and here seek to credit those companies with active tracing projects underway.

Validation: Describe the company's efforts to trace the location of unknown facilities at each stage of production. How does the company collect information including the names and addresses of facilities used beyond first tier suppliers?

If all suppliers at any of the production stages have been traced, select N/A for that stage.

3.5 Is there a public list of facilities?

Must include names and addresses.

Rationale: Publishing supplier lists is a key way for companies can demonstrate their commitment to being held accountable for issues in their supply chain. Transparency about supplier locations in particular is a valuable tool for civil society to verify that working conditions meet the standards companies claim to enforce and also identify a company to contact should a concern require remediation.

Validation: Provide a link to supplier lists. Full credit is awarded where there is a public list of all traced facilities at that stage of production, which includes the name and address of each facility. Partial credit is awarded where there is an incomplete list of traced facilities.

3.6 In addition to the facilities' names and addresses, does the company also publish at least three of the following indicators about each facility:

- The parent company of the business at the site
- Type of products made
- Worker numbers at each site
- Percentage of female workers at each site
- Percentage of migrant/temporary workers at each site
- Date of last audit
- Audit report and/or Corrective Action Plan

Rationale: This question exists to credit those companies that are going above and beyond the minimum expectations when it comes to corporate transparency.

Validation: Provide a link to where this information is published. Full credit will be awarded where at least three of the listed indicators are published for all facilities. Partial credit will be given for less than three indicators, or where additional information is provided for some of the suppliers that are publicly listed.

Example: See Nike's [Interactive Manufacturing Map](#).

4. RISK

Company assesses and discloses material human rights and environmental risks throughout its supply chain.

4.1 Has the company conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?

Please identify material human rights risks identified at each stage, including ongoing COVID-19 related risks.

Rationale: Labour rights risks can vary according to different regional contexts, making it important for companies to understand the specific labour rights risks across its supply chain. By conducting a risk assessment, a company can not only better understand the risks, but also implement learnings to improve its labour rights management systems.

Validation: Describe what risk assessment has been done and for what portion of the supply chain, including details of how this assessment has been implemented to improve labour rights management systems.

Full credit is applied when a risk assessment has been conducted and it can be demonstrated that the assessment has been used to improve the company's labour rights management system. Partial credit is applied when a risk assessment has been conducted,

without any clear steps to improve the company's labour rights management system.

Companies submitting a Modern Slavery Statement under the Australian Modern Slavery Act (Cth) may wish to provide and outline the key processes of risk assessment and reporting that the company is using and/or has used in relation to meeting its mandatory reporting requirements under the Act.

4.2 Has the company undertaken an assessment of its environmental impacts and risks throughout its supply chain?

Rationale: When company decision-makers understand their environmental impacts and risks throughout the supply chain, they're better situated to develop a strategic approach to environmental issues.

Validation: Describe what risk assessment has been done and for what portion of the supply chain, including details of how this assessment has been implemented to reduce environmental impacts and risks.

Full credit is applied when a risk assessment has been conducted and it can be demonstrated that the assessment has been used to improve the company's environmental management system. Partial credit is applied when a risk assessment has been conducted, without any clear steps to improve the company's environmental management system.

A robust risk assessment may include environmental profit and loss statement, or environmental impact and risk assessment.

C. SUPPLIER RELATIONSHIPS & HUMAN RIGHTS MONITORING

5. RESPONSIBLE PURCHASING

Company adopts fair and responsible policies and behaviours for supplier orders and contracts.

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

Rationale: Labour rights must be upheld and precede the importance of delivery dates, lead times, and costings. Research from the International Labour Organisation demonstrates a negative correlation between companies' purchasing behaviour and the ability of fashion industry suppliers to uphold company mandated Codes of Conduct. This puts the lives and dignity of workers at risk, and leads to harmful impacts on workers such as failure to pay wages and benefits, use of excessive overtime (which may be forced), use of subcontractors (where WHS and labour conditions are unmonitored), and precarious employment resulting from increased use of temporary labour.

It is essential that all teams within a company, including, but not limited to; design, product development, production, and buying teams, are aware of the impact their purchasing and order behaviour has on the experience of workers and the conditions they work in.

Validation: Please provide a policy and accompanying strategy that addresses responsible purchasing practices. For full credit, the policy must include reference to the following points:

- Education/training of internal staff (buyers, production, design etc.) on responsible purchasing practices and the impact of their behaviour on garment workers;
- Implementation of sufficient lead times through production planning, capacity, and forecasting;
- Maintenance of last-minute order changes, including acceptance of financial liability for resulting overtime and additional material costs;
- Pricing negotiations and payment, including: ensuring negotiations do not undercut the supplier's base costs, ringfencing labour costs to include allowance for legal minimum wage rises, contractual agreement of prices, and on-time payment;
- Opening a purposeful dialogue with suppliers to gauge constructive feedback on the success or harm resulting from the company's purchasing

behaviour, enabling all parties to collaborate for the benefit of workers.

The accompanying strategy must demonstrate that the company has a credible plan in place for the implementation of each policy point.

Full credit will be awarded where both policy and strategy are provided, with strong links between the pair.

Best practice companies may also describe efforts to extend responsible purchasing practices and implementation of applicable policy points beyond final stage suppliers to include inputs and/or raw materials suppliers.

Example: We recommend that you review the Ethical Trade Initiative's (ETI) Guide to Buying Responsibly in developing/updating your policy on purchasing practices.

5.2 Does the company track data related to responsible purchasing practices including percentage of orders paid on time and percentage of retrospective changes made to orders or payment terms?

Rationale: Tracking data related to responsible purchasing practices is essential to ensure that the standards put in place are met, with worker welfare being central to the process. Tracking data such as order payments and retrospective order changes is beneficial to understanding the ongoing relationship

between your efforts towards responsible purchasing practices and the flow-on impacts these may have on suppliers.

Validation: Describe how the company tracks data related to responsible purchasing practices, using the list of points in question 5.1 above as a guide. For full credit, the following data points must be tracked and disclosed:

- Percentage of orders paid on time (within 60 days); and
- Percentage of retrospective changes made to orders or payment terms after the original purchase order agreement was made.

Partial credit will be awarded where description is provided without data points, or data points without description.

6. SUPPLIER RELATIONSHIPS

Company establishes strong supplier relationships to incentivise good labour rights and environmental practices.

6.1 Does the company invest in training suppliers and factory managers, in order to increase awareness of labour rights and health and safety risks?

Rationale: Monitoring methods such as audits can only provide a snapshot of working conditions as observed at periodic intervals. It is important

that suppliers and factory managers are skilled at identifying workplace issues which may arise in front of them. Training is one way a company can support this and ensure that problems are properly remediated.

Validation: Detail training and who it is provided to. Training should specify the workers' rights to:

- Employment under and with full understanding of the legal conditions of their employment
- A safe and healthy workplace
- Freedom of association
- Access to and function of grievance mechanisms.

Full credit is awarded where training in all of these areas is provided to suppliers/factory managers. Partial credit will be awarded where suppliers/factory managers are trained in some but not all areas.

6.2 Does the company actively improve and leverage relationships with suppliers, through industry collaboration and/or multi-stakeholder initiatives (MSIs)?

Rationale: This question seeks to credit industry collaboration with other companies to improve relationships with suppliers, for greater leverage regarding labour rights.

Multi Stakeholder Initiatives (MSIs) are also a beneficial way companies can engage with industry collaboration. Examples of strong MSIs include:

International Accord for Health and Safety in the Textile and Garment Industry (New Bangladesh Accord), Fair Labor Association, Ethical Clothing Australia, Business Social Compliance Initiative (BSCI), Action Collaboration Transformation (ACT), Partnership for Sustainable Textiles, Sustainable Apparel Coalition.

Validation: Please describe the program and activities. Full credit is given where membership is demonstrated, alongside evidence showing positive improvement on supplier relations.

Example: A best practice example of industry collaboration would be when multiple brands work together to resolve CAPs in shared facilities.

6.3 Does the company have a preferred supplier program by which suppliers are incentivised for strong labour rights and/or environmental sustainability records?

Rationale: Factory managers may require assurance of future orders before they are prepared to invest in improving working conditions and wages. A preferred supplier program which links continuously improving and high levels of social and environmental compliance with the selection of suppliers for orders is a direct incentive for factories to strive for continued improvement. This question is looking for a correlation between strong labour conditions and/or environmental performance, and

increased orders to that facility.

Validation: Please describe the program in place. For full credit, the program must:

- Show a standard of distinction (either between approved suppliers, or a high standard required of all suppliers) on the basis of labour rights records/ environmental sustainability, and;
- Exhibit preferential treatment based on that distinction, e.g. increased orders, guaranteed orders, training within facilities. The program must incentivise strong labour rights/environmental sustainability and not just communicate them as a minimum standard, and it needs to have been communicated to suppliers (therefore not just an internal ranking system).

7. FORCED LABOUR, CHILD LABOUR AND HUMAN TRAFFICKING

Company identifies and works to address risks of forced labour, child labour and human trafficking throughout its supply chain.

7.1 Has the company produced a Modern Slavery Statement in compliance with the Commonwealth Modern Slavery Act 2018 ?

Rationale: The Commonwealth Modern Slavery Act came into force on the 1st of January 2019, requiring businesses in the Australian market with a consolidated revenue of at least AUD\$100 million

to submit a Modern Slavery Statement annually. For companies under this threshold, we are seeking an equivalent assessment of modern slavery risks and mitigation measures.

Validation: Please provide a link to your Modern Slavery Statement, either on your website or on the registry. The statement must outline the actions taken by the company to assess and address the risks of modern slavery in their global supply chains. For full credit, all 7 mandatory criteria as stipulated by the Act must be covered. Partial credit may be awarded where only some of the criteria are included.

If the company is under the revenue threshold for submission, they must demonstrate some level of effort that matches the intentions of the Act with regards to disclosure of modern slavery risks in their supply chain, and efforts to address these.

7.2 Does the company ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?

Rationale: Worker exploitation is most likely to arise in more distant and removed parts of the supply chain, such as subcontracted facilities. This question is asking whether there are steps taken to ensure that the standards laid out in the code are adhered to in subcontracted facilities.

Validation: Please provide information on the program or steps undertaken for each stage of production.

7.3 Does the company track suppliers' use of vulnerable workers?

Incl. migrant, temporary/contract and female workers.

Rationale: Vulnerable workers are common to most supply chains. Temporary and contract workers commonly fill positions created by a short-term increase in demand, while migrant workers travel away from home for work where factories are located. These workers are vulnerable as the nature of their employment is less stable, which can leave them more likely to be exploited as they feel less secure about asserting their rights at work. Distance from home and visas which link residence to employment can also make vulnerable workers feel apprehensive about asserting workplace rights. There is nothing inherently wrong with a factory employing temporary/contract, migrant or female workers, but the presence of these workers in a factory may signify a portion of the workforce who require additional attention to ensure their rights are upheld. For example, a disproportionately high use of temporary and contract workers within a workplace may signify a systemic attempt to get around legislative protections for permanent workers.

Validation: Describe how this is tracked for each stage of production and provide data showing results.

7.4 Are suppliers monitored for their use of labour brokers and recruitment fees?

Rationale: The use of labour brokers means that there is another party involved in the recruitment of workers which raises concerns for instances of modern slavery including forced labour and debt bondage. Modern slavery typically arises where there is deception, coercion or fraud in the recruitment process, and the presence of a broker between a worker and their employer increases the risk of this occurring. Charging recruitment fees to new employees often creates debt bondage which amounts to a form of forced labour. For this reason, companies must monitor any use of labour brokers to ensure exploitative practices are not occurring.

Validation: Describe how this monitoring takes place.

8. GENDER INEQUALITY

Company identifies and works to address gender inequality and discrimination throughout its supply chain.

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

Rationale: This question aims to determine whether the company has a policy and an implementing strategy that addresses the differential impacts the garment industry has on female workers.

This includes (but is not limited to):

- Verbal and physical abuse;
- Sexual harassment;
- Reproductive discrimination;
- Full and equal participation;
- Gendered processes of migration;
- Health impacts;
- Childcare responsibilities.

Validation: Please provide a policy that addresses gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry.

Example: See Clean Clothes Campaign's [Made by Women](#) report and Fair Labour Association's report [Triple Discrimination: Woman, Pregnant and Migrant](#) for further information.

9. MONITORING

Company regularly monitors labour rights standards throughout its supply chain including implementation of its code of conduct and supply chain policies.

9.1 What percentage of facilities are monitored over a 2-year period by trained social auditors or through worker-led processes (i.e. includes worker participation and is guided by workers'

rights and priorities)? This may also include shared monitoring through collaboration with MSIs or other companies.

Rationale: Social audits by trained social auditors and other equivalent monitoring processes provide an independent snapshot of working conditions by staff qualified to look specifically for exploitative practices. Only what is detected can be remediated, which makes monitoring an invaluable part of a labour rights management system.

Traditional forms of social auditing are not always the most reliable methods for uncovering issues. We welcome other innovative forms of monitoring which are worker centric and aim to address issues present in audits. Worker-led monitoring processes must include worker participation and be guided by workers' rights and priorities.

Audit/monitoring fatigue and COVID-19 have both had negative impacts on companies' ability to perform effective audits. Evidence of the use of audit sharing platforms and alternative forms of monitoring will be accepted.

Validation: Describe the monitoring process and frequency, and provide a breakdown of the percentage of facilities that are monitored by internally trained staff and third-parties, and/or through worker-led processes. We collect this data

to obtain a fuller understanding of the monitoring processes in place.

If audits are the company's primary form of supplier monitoring please include the names of the third-party/third parties used and/or the social audit training provided to staff who conduct audits. Please do not answer based on self-assessment questionnaires, or monitoring visits conducted for other purposes such as product quality or environmental compliance.

If companies use other forms of monitoring, including worker-led processes, please also provide a description of these and explain how the company came to use these processes alongside, or as an alternative to, traditional auditing.

9.2 What percentage of facilities are monitored with unannounced audits over a 2-year period?

Rationale: Announced audits alone can only provide a snapshot of working conditions in a facility and audit quality can vary greatly. Unannounced audits can add another dimension to the social compliance program and enhance the accuracy of data gathered.

Validation: Provide a breakdown specifying what percentage of factories receive unannounced audits and examples of findings gathered from these audits.

9.3 What percentage of facilities are known to have other worker voice processes such as anonymous worker surveys or off-site worker interviews in place?

Rationale: Processes such as anonymous worker surveys and off-site interviews allow for a more in-depth assessment of factory conditions and add an important dimension to collective bargaining. Such processes, when conducted in a way that the workers trust (at arm's length from factory management), allow for workers' concerns to be heard, particularly in regions where independent union activity is outlawed or heavily restricted.

Validation: Provide a breakdown specifying what percentage of factories use other worker voice processes such as anonymous worker surveys and off-site worker interviews to hear workers' concerns. Please outline the processes in place and provide examples of the findings.

9.4 Does the company publicly report on the results of supplier monitoring and evaluation procedures?

(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.)

Rationale: Disclosure of instances of worker exploitation or violations of the Code of Conduct

is a measure of a mature social compliance system, rather than an indication of failure. It is undetected and un-remediated breaches which are the greatest concern. We are looking for broad disclosure of the breaches found through the company's compliance monitoring, along with description of remediation steps undertaken.

Validation: Provide a link to where this information is publicly available. This information could include:

- Percentage breakdown or number of facilities with remediation plans;
- Selected audit findings on multiple topics;
- Summary of assessment findings or aggregate facility ratings.

Best practice reports should be published with details of how these breaches are being remediated, but this is not necessary for credit for this question.

10. REMEDY AND CORRECTIVE ACTION

Company ensures all labour rights issues and violations are remediated in the best interests of the impacted workers and their communities

10.1 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?

Rationale: Corrective action plans (CAPs) addressing issues such as wages and excessive

overtime are often not resolved efficiently or effectively. These issues often occur repeatedly in facilities and little to no progress is made towards remediating them over time.

Validation: In addition to selecting the correct percentage for each stage of production, we also require audit evidence. Please provide relevant audit documentation (for example, the CAP and the follow-up audit) demonstrating how wage and/or overtime issues have been resolved in 12 months.

In 2021, any company who is seeking more credit or is newly providing evidence for this question must provide maximum 5 CAPs and follow-up audits for each stage, but we may use discretion based on the size of supply chain regarding how many are asked for, e.g. if the company has 1000 suppliers, we will for 5; if 4 suppliers, we will request 1 or 2.

If a company is claiming that no CAPs have been raised, then they must provide audits that demonstrate no CAPs raised.

If a company is claiming over 50%, instead of asking for greater than 5 CAPs/follow-up audits, we will enquire as to how you have closed so many CAPs, including the processes used to identify, track and resolve wage and overtime issues long term.

10.2 Where child and/or forced labour is found to exist, does the company have a process for responding to violations through dialogue with and primary consideration for the best interests of the affected stakeholders?

Rationale: The mark of a strong social compliance system isn't necessarily the absence of child or forced labour, but the discovery and effective remediation of it. This question credits those companies that have been proactive and prepared for the event that child or forced labour is discovered in their supply chain, no matter how unlikely they feel that is.

Validation: Please provide the company's child and forced labour remediation policies and outline the remediation procedures in place. Where the company can demonstrate a robust remediation procedure for both child AND forced labour, full credit will be awarded.

A robust corrective action process includes: a process for responding to violations through dialogue with and primary consideration for the affected stakeholders, including evidence that remedy(ies) are satisfactory to the victims or groups representing the victims, means to verify remediation and/or implementation of corrective actions, and potential actions taken in cases of non-compliance.

Examples and Resources:

- Impactt Limited's [Child Labour Operational Principles](#)

- International Labour Organization's [Guidance Tool on "How to do Business with Respect for Children's Right to be Free from Child Labour"](#)
- International Labour Organization's [Child Labour Platform](#)
- International Labour Organization's [Combating Forced Labour: A Handbook for Employers and Business](#)

D. WORKER EMPOWERMENT

11. LIVING WAGES

Company commits to pay living wages and is progressing against a timebound plan to meet this goal.

11.1 Has the company published a credible commitment to pay living wages based on a clear methodology with timeline and key milestones?

Rationale: This is a strong step in transparency, demonstrating a company's willingness to be held publicly accountable for making progress towards paying living wages in its supply chain.

Validation: Provide a link to where this is information is made publicly available. Full credit will only be given if all criteria are met (clear methodology, timeline with measurable key milestones). Partial credit will be given if only some of the criteria are met.

11.2 Has the company adopted a living wage methodology and calculated a living wage for each region that it operates in?

Rationale: The debate over what constitutes a living wage has often been an obstacle to developing a living wage standard which can be applied across a vast supply chain. Consequently, credit is awarded for the adoption of industry accepted methodologies, such as calculations done using the [Anker methodology](#) by the ISEAL Alliance or the Asia Floor Wage.

Validation: For full credit, please outline steps taken to adopt an existing methodology which provides a calculation for a living wage in each of the company's sourcing regions. Please include the calculated result for each region. If there is no accepted methodology for any of the company's sourcing regions, we will accept an independent calculation based on an assessment of what is required to meet a family's needs (with some discretionary income/savings) in each region, and how this amount will be earned without working overtime. This process should involve consultation with local labour organisations. Partial credit will be awarded if the company can demonstrate initiatives in some of their sourcing regions.

11.3 What percentage of facilities pay a living wage?

Validation: In addition to selecting the correct percentage for each stage of production, please

provide relevant audit documentation demonstrating that a living wage (aligned with the calculations provided above) is being paid.

If the company is seeking 1–25% credit, please provide a sample of 5 audits for each stage of production. If claiming more than 25% credit, please explain how this has been achieved, and provide a list of all facilities the company claims pay workers a living wage. From this list, our researchers will select a random sample for which we request to see audit documentation.

11.4 What percentage of facilities have projects to improve wages?

Select 100% if all factories pay a living wage.

Rationale: This question aims to award credit for other efforts to improve worker incomes. It is not prescriptive about how this may be achieved but rather seeks to reward initiative toward the goal of paying a living wage in the absence of a widely agreed standard and solution.

Validation: Detail projects and how they work to improve wages or worker income in other ways. Partial credit will be awarded if the company can demonstrate initiatives in some of their sourcing regions.

Example: FairTradeUSA's Apparel Standard seeks to improve worker incomes by paying a 'fair trade premium' which a committee of workers votes to

decide how to disperse. This may be either among workers or to contribute to community development initiatives which will improve their welfare.

12. WORKER ENGAGEMENT

Company supports worker-led initiatives and other programs to educate workers in its supply chain on their labour rights.

12.1 Are workers trained on their rights and entitlements, including: conditions of employment, freedom of association, and use of grievance mechanisms?

Rationale: Workers are best able to advocate for their rights and safety when they are equipped with knowledge about their legal rights and entitlements, as well as the mechanisms available to them.

Essential knowledge includes:

- **Conditions of employment:** a contract which outlines the worker's terms of employment, including pay, hours, rights and entitlements, and length of contract (if relevant), provides a foundation for workers to be able to advocate for their rights.
- **The worker's right to freedom of association:** an understanding of the right to organise and collectively bargain to ensure rights are respected is critical to ensuring workers are able to voice and resolve workplace issues

- **Grievance mechanisms:** A worker's right to raise a grievance is only effective if the worker understands how to raise an issue. Involving workers in the development and implementation of a grievance mechanism and all workers to use the mechanism builds confidence in the systems and improves uptake rates.

It is crucial that workers understand these rights and are assured that they will not face discrimination or harassment if they choose to exercise their rights to freely associate.

Validation: Describe how workers are trained or otherwise informed in each area and how consistently training is provided across the supply chain.

13. FREEDOM OF ASSOCIATION

Company supports the ability of workers in its supply chain to freely form unions or associations and to collectively bargain for their rights.

13.1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements in place?

Rationale: Workers that engage with unions are best placed to voice and resolve workplace issues. One of the most effective ways to address exploitation is ensuring that workers can organise and collectively bargain to see their rights realised.

Validation: List facilities with active unions and provide the names of the unions. For facilities with no unions, list and indicate if there is an active Collective Bargaining Agreement in place. Please note, in lieu of providing a list of facility and union names, we will consider audit reports with union names redacted, if it is clear from the available documentation that there is an independent, democratically elected trade union present in the facility.

For facilities in countries where independent union activity is heavily regulated or illegal, such as China, we do give credit for other forms of democratically elected worker representative groups. The company must demonstrate how they test that the groups are worker-led and independent of factory management.

14. GRIEVANCE MECHANISM

Company ensures mechanism(s) are in place which enable worker complaints to be heard anonymously and in their native language.

14.1 Does the company have a functioning grievance mechanism which workers can access anonymously and in their native language?

Company must do more than hear complaints; must include investigation and efforts to address grievance.

Rationale: Grievance mechanisms are a key method for workers to report issues to an outside party so that unresolved issues may be addressed. It is particularly useful for protracted problems which

factory managers have not resolved, or where workers are not comfortable reporting issues to factory management out of fear of retribution.

Validation: Please describe mechanism. A robust grievance mechanism will meet the following criteria, derived from Principle 31 of The United Nations Guiding Principles of Business and Human Rights:

- Available in workers' native language;
- Anonymity is ensured;
- Enables trust from workers and provides assistance for those who face barriers to access;
- Clear and known procedure and timeframe;
- Thorough investigation and remediation of grievances;
- Avenue to escalate concerns to an external party if the worker feels their concern has not been sufficiently addressed.

For full credit, the company must evidence a grievance mechanism that meets the above criteria and provide data showing worker use of the mechanism and issues remediated by the company.

E. ENVIRONMENTAL SUSTAINABILITY

15. FIBRE AND MATERIAL USE

Company assesses and seeks to improve the environmental impacts of the fibres and materials used in its products.

15.1 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?

Rationale: Fibres have different impacts depending on their type, source and how they are processed. This question seeks to improve understanding of the top 3 fibres used by volume and implement that understanding into the product design stage. Environmental impacts can thereby be prevented rather than treated after the fact.

Validation: For full credit, please identify your top 3 fibres by volume, demonstrate that the company has assessed the impacts of these fibres using a recognised methodology (e.g. Natural Capital Accounting, Lifecycle Assessment, Environmental Profit and Loss Statement) and explain how these assessments have been used to set targets with accompanying strategies for improving the areas identified as highest impact in product design and production e.g. a material sustainability index, using more sustainable fibres, less water-intensive dyeing processes.

15.2 What percentage of the company's final product is made from sustainable fibres?

Rationale: Many fibres are available from more sustainable sources than conventionally sourced. This includes fibres that are cultivated using less water- or chemical-intensive processes,

recycled fibres, and other new and innovative sustainable fibres.

Validation: Explain what sustainable fibres you use and what this represents as a percentage of the company’s final product volume. We credit in alignment with [Textile Exchange’s Preferred Fibre or Material list](#).

We give credit for the following sustainable fibres, in alignment with [Textile Exchange’s Preferred Fibre or Material portfolio](#) (refer to pages 23-25). These fibres have been selected because of their more sustainable properties in comparison to conventional options.

MANUFACTURED FIBRES

Synthetics fibres	Man made cellulosic fibres
Recycled polyester (rPET)	Lyocell (e.g. FSC, PEFC, wood and bamboo)
Recycled nylon (rPA)	Preferred modal (pModal) (e.g. FSC, PEFC)
Bio-based polyester (bPET, bPTT, PLA)	Preferred viscose (pViscose) (e.g. FSC, PEFC, EU Eco Label)
Bio-based nylon	Recycled cotton/cellulose waste (e.g. Lenzing Refibra)
Artificial Spider Silk (e.g. Spiber, Bolt Threads, SM Silk)	Recycled biomass/waste (e.g. citrus waste)

NATURAL FIBRES

Plant-based fibres	Animal fibres
Organic Fair Trade cotton	Organic wool
Organic cotton	Responsible wool
Fair Trade cotton	Responsible cashmere
CmiA cotton	Recycled wool
BCI cotton	Certified down (Responsible Down, Traceable Down)
REEL cotton	Recycled down
Recycled cotton	Organic silk
Organic linen	Fair Trade silk
Organic hemp	Ahimsa/Peace Silk
	Organic leather

The sustainable quality of the above fibres has been determined through consideration of their water use, wastewater discharge, chemical use, energy use, land management and waste impact. If you seek credit for a fibre not in this list, please provide a rationale according to the same criteria. We recommend reviewing information provided by [Textile Exchange](#).

16. WATER AND CHEMICAL USE

Company assesses, monitors, and seeks to improve water and chemical use and pollution throughout its supply chain.

16.1 Does the company have a restricted substances list (RSL), and a manufacturing restricted substances list (MRSL) against which it tests compliance?

Rationale: A restricted substances list (‘RSL’) defines permitted levels of chemical content and chemical exposure (and other harmful substances) for final products. A manufacturing restricted substances list (‘MRSL’) defines banned and restricted hazardous substances potentially used and discharged into the environment during manufacturing. Quality assurance systems including testing should be used to ensure that facilities comply with the RSL and MRSL.

Validation: For full credit, companies must provide:

- RSL and evidence of compliance testing and/or quality assurance systems; and
- MRSL and evidence of compliance testing and/or quality assurance systems.

Partial credit will be awarded if the company can provide evidence of some but not all requirements above.

NB—some companies find that RSLs and MRSLs are managed by their compliance department rather than their ethical sourcing department, so we recommend checking this internally with your colleagues.

Example: A company example of both an RSL and MRSL list, including provisions for compliance testing, can be found from Marks & Spencer.

16.2 For what percentage of water intensive facilities has the company collected and benchmarked water use data?

Rationale: Apparel production is water-intensive. Water-intensive facilities undertake washing, dyeing and finishing treatments. The majority of high water-intensity facilities are found at the inputs production tier.

This question aims to increase company understanding of actual and ideal water usage in water-intensive facilities throughout their supply chain.

Validation: Please list identified facilities, water use data collected for these facilities, and a benchmarking methodology. Benchmarking means identifying current facility usage, ideal/efficient facility water usage, and any gap to be improved upon. Note: this question is assessed on percentage of water intensive facilities by volume of production, not number of facilities.

16.3 Has the company used the above data to implement a water use plan?

Rationale: This question aims to implement the learnings from the previous question. Once the benchmarking process has been completed and the

ideal water usage identified, a water use plan will map out steps to help reach this goal.

Validation: Provide a water consumption reduction plan for identified facilities based on benchmarking data. This should include water reduction targets and strategies for improvement, and data on your progress.

16.4 For what percentage of wet-processing facilities has the company collected wastewater quality data?

Rationale: Wet-processing facilities include those that undertake manufacturing, dyeing, printing and finishing processes. These facilities are more likely to have effluent that is environmentally hazardous if not treated prior to release into the environment.

Validation: List identified facilities and wastewater quality data collected. Please advise how the wastewater quality data was collected. Note: this question is assessed on percentage of water intensive facilities by volume of production, not number of facilities.

16.5 Of these, do all have wastewater improvement strategies?

E.g. Wastewater quality testing to a standard, wastewater treatment systems.

Rationale: Wastewater management can be achieved through wastewater treatment systems, inputs management, wastewater quality testing,

standards development and implementation, and a combination of the above. Once the benchmarking process has been completed and the metrics for appropriate wastewater quality are identified, a wastewater improvement strategy will map out steps to help reach this goal.

Validation: For full credit, explain the wastewater quality and disposal improvement strategies for all wet-processing facilities and provide data on progress.

17. CLIMATE IMPACT

Company has made a public commitment and is making progress to reduce climate impact throughout its supply chain.

17.1 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?

Rationale: Carbon emissions are a consequence of all stages of the supply chain. The 2018 UN Fashion Industry Charter for Climate Action (UNFICCA) is a worldwide framework to address the impact of the fashion industry on global environmental degradation, including carbon emissions. Company commitment to this target does two things: firstly, it indicates to governments that the private sector endorses and seeks to align its practices with the

Charter; and secondly, it sets a target for companies to bring their supply chain energy usage into line with global standards.

Validation: Provide a link to public commitment. Full credit is given if the company can provide:

- A public commitment to reduce aggregate greenhouse gas emissions by 30% by 2030 (against a baseline of no earlier than 2015) across supply chain operations;
- Evidence that the company has undertaken a supply chain assessment to identify and assess/benchmark areas of greatest climate impact, with targets and an accompanying strategy to reach 30% by 2030; and
- Data demonstrating progress against specified targets.

Further resources:

- UNFICCA Climate Action Playbook—this document provides strategies for implementing a decarbonisation strategy, including a description of scopes 1, 2, and 3.

18. IN-USE AND END-OF-LIFE ENVIRONMENTAL IMPACT

Company assesses and seeks to improve the environmental impacts and resulting waste from its products while they are being used and at their end of life.

18.1 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?

Rationale: The environmental impact of a product continues throughout its entire lifecycle, from cradle to grave. It is essential that designers are aware of the impacts their products can have once they are in the hands of consumers, and beyond this, at their end-of-life. Designers have a responsibility to address and reduce these impacts through responsible, considered design which looks at the full lifecycle of a garment, not just its production and inputs materials. Garments should be designed for longevity leading into circularity. The fashion industry must move towards a circular system, where clothing and footwear are designed to re-enter the value chain at their end-of-life as a valuable asset which will help to eliminate wastage of resources whilst ensuring a sustainable supply of material inputs.

This question is in alignment with agreement 10 from the UN's [Fashion Industry Charter for Climate Action](#).

Validation: For full credit, the company must demonstrate that they have evaluated the environmental impacts of their product at the in-use AND end-of-life phases, and applied findings into their design to reduce the product's impact. This may include elements of design for circularity, or

initiatives that support circular or 'cradle to cradle' models such as design for durability, disassembly, recyclability and biodegradability.

Example:

- The use of monofibres simplifies the textile recycling process helping to loop the product back into the value chain at its end of life. Use of [C2C certified fabrics](#) are a great way to start implementing circularity. This is an example of design for recyclability.
- Decreasing the usage of coatings and glues allows the product to be easily separated into different components at its end of life and thus recycled. This is an example of design for disassembly.

We recommend that you refer to Global Fashion Agenda's [Circular Design Toolbox](#) for further information and suggestions on implementing circularity into fashion design.

18.2 Does the company communicate environmental impacts of product use and disposal with consumers, providing actionable strategies for reducing impact?

Rationale: Consumer use and post-consumer clothing disposal is responsible for a large proportion of environmental impact over the course of garment lifecycles. [The Ellen MacArthur Foundation](#) estimates that a garbage truck load of textiles is incinerated or dumped in landfill every second, globally. Companies

must work to minimise the impact of their textile product over the course of its life, even after a product leaves the store.

It is essential that consumers are engaged in education as part of a fully circular approach to mitigating environmental detriment. Garments should be designed/guaranteed for longevity of use (with repair programs forming part of this), but once the item is no longer able to be repaired or used by the consumer it has the potential to re-enter the circular value chain as a new textile product. Take-back programs enable used textiles to be recycled into new materials, reducing landfill as well as the virgin resources required for new production.

Validation: For full credit, the company must demonstrate that they have communicated the environmental impacts for both in-use AND disposal with consumers, and have provided practical steps for them to take as a result of their impact assessment. A robust response will include a repair and/or take-back program that the company provides or substantively makes available to customers through partnership with a third-party organisation.

Partial credit will be awarded where only in-use or disposal impacts are referenced.

Example:

- Public explanation of the impacts of laundering (GHG emissions, microfibre water pollution).

An appropriate recommendation would be using a microfibre filter washing bag (prevents microfibres from entering wastewater).

- Global Fashion Agenda's Garment Collection Toolbox provides information and suggestions for implementing garment collection into business models.

18.3 Has the company assessed the environmental impacts of over-production of finished goods, and implemented a strategy to reduce this impact?

Rationale: The overproduction and subsequent disposal of garments is a major contributor to environmental degradation, increasing landfill rates, emissions from incineration, and overloading used clothing markets. Overproduction begins in the production forecasting phase, and ends with the company's strategy for the disposal of unsold products. For the fashion industry to improve its sustainability, conscious production and disposal methods for unsold clothing is critical.

Validation: For full credit, company must provide a strategy and process for more sustainable production forecasting (reducing the amount of unsold clothing) AND a strategy and process for the sustainable disposal of unsold products. The strategies must include current baseline metrics for unsold clothing/disposal processes, with a

description of the current processes in place and the timebound goals that the strategies aim to reach.

Example:

- Production forecasting: the company may provide evidence of an analysis undertaken to determine the quantity of unsold products in a line/season and demonstrate how the results of this analysis were used to forecast future ranges with a goal to eliminate unsold inventory.
- Disposal of unsold products: the company may provide an assessment of the environmental impact of the product disposal methods available, and demonstrates how they have taken action to deal with unsold clothing using a lower-impact method.

Appendix 4: Company Statements

All company grades are determined on the basis of the evidence they provide in response to 46 questions covering different aspects of their supply chain. Full methodology details can be found on pages 3–5.

* Companies with an asterisk (*) beside their grade have been assessed on ‘Public Information Only’. This may be because they have chosen to only provide evidence through their public transparency initiatives or because they have opted not to engage. All evidence is assessed using the same validation criteria.

i Companies with an ‘i’ beside their grades did not engage with the research process and have ‘Insufficient Public Information’ to assess more than 20 per cent of the EFR survey questions. Some of these companies may have additional measures in place within their supply chains but the grade remains an accurate reflection of their transparency. This transparency is critical as it enables accountability and provides the basis for informed consumer decisions.

ASOS

We’re committed to driving positive change for workers and human rights—with ethical trade at the heart of our approach to business. Our 2030 Fashion With Integrity Strategy lays out our path to accelerating progress on these topics, including:

- Publishing our Human Rights Strategy, Implementation Report and progress towards achieving living wage by 2023
- Mapping our supply chains to farm (tier 5) for 100% of ASOS own-brand products by 2030 (tiers 1–3 are already mapped, with tier 4 underway)
- 100% of third-party brands committing to our Transparency Pledge and Ethical Trading Policy by 2025

Boohoo

The boohoo group are committed to acting more openly and transparently. In line with this commitment we have already published our UK manufacturers list and our global list will be published before the end of September 2021. The Group appointed Sir Brian Leveson to oversee the implementation of our Agenda for Change programme. His reports have all been published and in his latest report he states that it is his view that no-one is going further than boohoo to forensically map their supply chain.

Coles

As Coles Supermarkets is a food and grocery retailer rather than an apparel business, we have not participated in the 2021 Fashion Report survey. Coles engages with more than 700 Coles Own Brand, fresh produce and meat suppliers, who operate over 2,000 sites located in more than 40 countries, with more than 1,500 of these sites located in Australia. We take very seriously the need to safeguard human rights through ethical business practices within these supply chains. Details about our program can be found in our annual Modern Slavery Statement and Sustainability Report, both available on our website: www.colesgroup.com.au.

Cotton On Group

As a fashion retailer, our responsibility goes far beyond selling great product, and we’re committed to making a positive difference in people’s lives.

The Good is our constantly evolving journey to make good on this purpose, by improving the livelihoods of workers in our supply chain, and reducing our environmental footprint.

Since 2009, our Ethical Sourcing Program has been a cornerstone in our efforts to ‘do good’, ensuring our products are made in a safe, fair and sustainable way.

We’ll continue to evolve our programs, particularly in the worker empowerment space, where we know there is opportunity to do more.

Cue Clothing Co.

In 1968 we founded our business on responsible and ethical operations. Now we are the largest local manufacturer of fashion in Australia and our facilities are accredited by Ethical Clothing Australia. Support, respect, and care is fundamental to the way we work. These principles govern our supply chain through our Modern Slavery Statement, Code of Conduct and Supplier Agreements. We have longstanding partnership with renowned fabric mills such as Manteco and Can Tekstil who have won multiple international sustainability awards! We also have dedicated sustainability ranges that feature GRS recycled fabrics, OEKO-TEX wool, ECOVERO viscose and more! Find out more at www.cue.com/Company/Our-Commitment.

Etiko

Etiko is proud to have received an A+ rating in the Ethical Fashion Report for seven years in a row. Since its inception, Etiko has worked tirelessly to ensure those within its supply chain are treated fairly, and we have continued to seek new improvement opportunities. Throughout 2020 and 2021, we focused on improving both our social and environmental impact. Changes included, but were not limited to, updating our Supplier Code of Conduct and transitioning towards becoming a more circular fashion brand. Etiko is excited about the

potential impacts of these changes and other projects we have coming soon.

Forever 21

Forever 21 places great value on its corporate social responsibilities. Forever 21's new ownership, in place since early 2020, has undertaken a thorough review, restructuring and reengaging of all aspects of our company. This includes major strides and improvements in the areas of factory worker protection, Code of Conduct enforcement, product quality, sustainability and environmental protection. Forever 21 did not participate in BWA's 2021 Survey, so the Ethical Fashion Report does not accurately reflect the current state of our accomplishments in these areas. Nevertheless, Forever 21 will continue to support the work of BWA. See www.forever21.com for more information.

General Pants Group

We appreciate participating in Baptist World as it provides us with a clear framework one step at a time. We are extremely positive with the changes we have already implemented and we will continue to evolve and work actively with our partners.

HanesBrands

HanesBrands is proud to be recognised with another A grade rating in Baptist World Aid's 2021 Ethical Fashion Report. This Report plays an important role

in improving the transparency of ethical sourcing practices within the apparel industry. HanesBrands has long committed to upholding the rights of all people who play a role in creating and bringing our products to life for our customers – whether they are employees in our own manufacturing facilities or work for a third party supplier. You can read more about HanesBrands action to minimise our impact on the planet and help our people and communities thrive here.

Hotsprings

Hotsprings & Brands, PE NATION and REBECCA VALLANCE work closely with our Supply Chain Partners to ensure that Workers are employed in safe environments where their rights and freedom are protected at all times. Our Workers Rights and Environment Sustainability programs are detailed throughout our website where our partnerships with SEDEX and THE ETHICAL TRADING INITIATIVE provide us with World leading platforms and support for our ongoing improvement programs which have also benefited from the work and commitment of the Baptist World Aid team and their Industry surveys program.

Industrie

After many years of participating in the BWA fashion report Industrie has taken the decision to withdraw from the process. In 2020 Industries' market leading

response to the Covid crises was immediate. Despite much business uncertainty, Industrie focused on protecting its factories and factory workers completely. Appropriate information to support this was provided to BWA for the “covid edition” report. However, we do not believe that the result awarded reflected this. This left Industrie questioning the methodology that BWA was using and fair grading in future reports. For clarity: Industrie scored an A- in 2019, this same ethical sourcing program is in place today and is even stronger. BWA have chosen to award a grade of “D” due to non-participation in 2021. Industrie does not accept or recognise this result, it does not reflect the Industrie ethical sourcing program. Any suggestion or inference from this report that Industries’ approach to ethical sourcing or sustainability has changed, is inaccurate and misleading. Please see our website for further details.

Macpac

Macpac is delighted that this score reflects the hard work we have done in some key areas of our better business journey. We look forward to focussing on our next priority areas, of human rights and worker empowerment in our supply chain.

Mighty Good Basics

MG/B are proud to receive an A+ rating for the 6th year running. We’re grateful for BWA, who are helping build an ethical fashion movement

and holding brands like ours accountable. Each report is an opportunity to reflect on the impact of our brand, and ensure we are steadfast in our values. Throughout the pandemic, we were proud to prioritise the health and safety of workers in our supply chain, rather than our bottom line. We look forward to responding to the expectations of our workers and communities in 2022, striving to be a fully circular, ethical and sustainable brand.

Myer

Myer’s ethical sourcing program is well established and has been in place for over 10 years. It continues to evolve and improve each year, with the Baptist providing consistently and considerably higher grades over many years. We are proud of the progress and enhancements made to improve working conditions, transparency and worker voice, for example, we introduced a QR Code that allows workers to report concerns to us directly. Myer strongly disagrees with this year’s grading, as it fails to accurately reflect our program and continuous improvements made, with the result also inconsistent with previous years higher grades and benchmarking.

Rip Curl

Rip Curl has one clear vision ‘to be regarded in all that we do as the Ultimate Surfing Company’. Alongside our vision sits five core company values, with one being ‘Community and the Environment’

meaning respect for each other, the environment, and all humanity. Our 2021 focus remains on supporting supplier relationships through the covid pandemic, tracking our global carbon emissions, alignment of accreditation across our group of brands, and implementing a revised compliance program. Rip Curl is proud to hold a B rating within a moving scale since the 2019 ethical fashion report

The Warehouse Group

At The Warehouse we are proud of our ethical sourcing programme and the work we do with our suppliers and their workforce. When we last joined this survey in 2019 our overall rating was B minus – this included an A+ and A minus – for some areas. We have maintained these high standards since and worked hard to lift labour and environmental standards throughout our supply chain and product ranges. You can read more about this work in our online report here. Queries welcome at ethical.sourcing@thewarehouse.co.nz.

Zimmermann

For further details regarding Zimmermann’s sustainability initiatives please refer to our website using the following link www.zimmermannwear.com/sustainability.