



FASHION ACCOUNTABILITY REPORT 2022

Date 10/1/2022

Company/Brand Name JCPenney

Business Category Large Company

Scope of Evaluation Company/Brand

Total Points

	Points Total by Section
1. Traceability (Total possible points: 8)	0
2. Wages & Well-being (Total possible points: 23)	1
3. Commercial Practices (Total possible points: 15)	0
4. Raw Materials (Total possible points: 20)	0
5. Environmental Justice (Total possible points: 42)	1
6. Governance (Total possible points: 42)	0
Total Points (Out of 150)	2

1. Traceability (Total Points: 8)

1.1 Supply Chain Traceability: Public disclosure of what a company knows about where its products are made, the people who make them, and what conditions they live and work in.

1.1.1 Supply Chain Disclosure: Company shares names and critical information about the factories and farms it sources from.

1.1.1.i) Supply Chain Disclosure (Total Points: 3)

	No	Yes	Tier 1 & 2	Tier 3	Raw Materials
<p>1.1.1.i) Is the company publicly disclosing full supply chain traceability?</p> <p>Company publicly discloses its Tier 1, Tier 2, Tier 3 and Raw Materials suppliers (including mines)</p> <p>Factory list (w/names, locations, number of workers, photos/video, etc)</p> <p>(1 point for tier 1 & 2 (cut and sew & fabric producers), 2 points for tier 3 (yarn producers) and 3 points for RM)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>			

Notes & Links

Company does not disclose any of its supplier lists.

1.1.1.ii) Supply Chain Disclosure (Total Points: 5)

	No	Yes	1. Lowest paid workers by country (1 pt)	2. Average wages by country (1pt)	3. Health and safety data violations (1 pt)	4. Hours worked/overtime (1 pt)	5. Incidents of discrimination/harassment / GBV (1 pt)
Does the company publicly share the following information about existing labor conditions for Tier 1 workers and is it working towards full supply chain transparency?	✓						

Notes & Links

Information not disclosed.

2. Wages & Well-being (Total Points: 23)

2.1 Labor Standards: Policies and mechanisms in place to ensure that the basic rights and safety of makers and workers are being protected / respected.

2.1.1 Labor Standards Oversight: Company uses a standard or product-level certification to assess factories' compliance with internationally accepted labor standards.

2.1.1.i) Labor Standards Oversight (Total Points: 1)

	No	Yes	N/A
<p>Does the company have a publicly available Code of Conduct / standard for assessing factories' compliance with international labor standards (and health and safety)?</p> <p>CoC is equivalent to or more stringent than (1pt): -ILO Standards -Fair Labor Association Code of Conduct</p>	✓		

Notes & Links

"Company's supplier principles are not as strong as FLA - especially with respect to compensation, working hours and child labor.

To note: In 2021 JCPenney was erroneously awarded points for this question.

p 2 <https://26ys1q mz96z3r9xmq1e735pc-wpengine.netdna-ssl.com/wp-content/uploads/2021/09/Supply-Chain-Supplier-Principles-2021.pdf>
<https://companyblog.jcpnewsroom.com/corporateresponsibility/responsible-sourcing/>

2.1.1.ii) Labor Standards Oversight (Total Points: 3)

	No	Yes	1. Reports should be unredacted and include (1 pt): -factory names -buyer/brand names -names of auditing partners (1 pt)	2. Company should have language specifying the frequency at which factories are assessed and if taking a risk-based approach (1 pt)	3. Company should disclose how audit information is shared (1 pt)
Does the company publicly share full apparel factory audit and remediation reports, and does it make the reports and their findings available to garment workers, union leaders and garment maker committees (in their native languages) in audited factories?				✓	

Notes & Links

"2. ""Once authorized for production, factories maintain compliance through periodic training, audits, remediation, and capacity building programs. Strategic fabric mills were added to our responsible sourcing program in 2017 and must also meet and maintain our social and environmental standards. Our risk-based approach focuses resources on strategic and higher-risk facilities to drive improvements for the workers of our suppliers who make our products.""

Audit results themselves not disclosed. Company makes no mention of how, if indeed at all, audit information and results are shared with workers.

<https://companyblog.jcpnewsroom.com/corporateresponsibility/responsible-sourcing/> SUPPLY CHAIN SECURITY

<https://26ys1qmz96z3r9xmq1e735pc-wpengine.netdna-ssl.com/wp-content/uploads/2021/09/Supply-Chain-Supplier-Principles-2021.pdf>

2.1.2 Worker / Maker Voice: Makers have channels to voice concerns, issues and suggestions, or advocate for their rights so that they can be heard and addressed (while protecting their anonymity and safety, if necessary).

2.1.2.i) Worker / Maker Voice (Total Points: 3)

	No	Yes	1. % of products sourced from unionized or cooperative factories (i.e. makers have representation and/or part ownership) is increasing, with the goal to reach 100% (1 pt)	2. Does the company disclose what % of workers are covered by collective bargaining agreements, with goals to increase? (1 pt)	3. Company uses its power to advocate for union capacity building in environments where FOA is constrained (1 pt)
Does the company take efforts to increase sourcing from factories that are unionized or are cooperatives? AND in environments where freedom of association is constrained, does the company have efforts / programs to promote trade union capacity building, or to strengthen worker-management cooperation?	✓				

Notes & Links

No mention of this beyond generic language in the Supplier COC.

<https://26ys1qmqz96z3r9xmq1e735pc-wpengine.netdna-ssl.com/wp-content/uploads/2021/09/Supply-Chain-Supplier-Principles-2021.pdf>

2.2.1 Living Wage: Makers of the product earn (or are on their way to earning) a living wage.

2.2.1.i) Living Wage (Total Points: 6)

	No	Yes	1. The company publicly discloses the percentage of garment workers receiving living wages (2pts)	2. Company is working with labor organizations to establish a living wage benchmark and is transparent about living wage benchmark methodology, i.e. the "basket of goods" a LW would need to cover (2 pts)	3. Publicly disclosed year-on-year wage data shows that the company is on track to provide 100% of makers with a living wage (2 pts)
Does the company ensure that the majority (>50% by volume or number of factories) of garment makers in its entire supply chain earn a living wage (or significantly above minimum wage / industry average, with the goal of reaching a living wage)?	✓				

Notes & Links

No mention of wages beyond generic remuneration language in Supplier COC.

<https://26ys1qmz96z3r9xmq1e735pc-wpengine.netdna-ssl.com/wp-content/uploads/2021/09/Supply-Chain-Supplier-Principles-2021.pdf>

2.2.1.ii) Living Wage (Total Points: 6)

	No	Yes	1. The company publicly discloses the percentage of additional indirect employees (delivery drivers, models, warehouse workers, etc.) receiving living wages (2pts)	2. Company is working with labor organizations to establish a living wage benchmark and is transparent about living wage benchmark methodology, i.e. the "basket of goods" a LW would need to cover (2 pts)	3. Publicly disclosed year-on-year wage data shows that the company is on track to provide to 100% of indirect employees with a living wage, or partner with companies in these sectors that provide living wages (2 pts)
<p>Does the company ensure that the majority (>50% by volume or number of warehouses and stores) of all additional indirect employees in its entire supply chain (including drivers, models, and warehouse workers) earn a living wage (or significantly above minimum wage / industry average, with the goal of reaching a living wage)?</p>	<input type="checkbox"/>				

Notes & Links

Information not disclosed.

<https://jobs.jcp.com/>

2.2.2 Well-being: Makers of the product benefit from well-being investments / programs. Well-being initiatives include those shown to increase access to essential services (financial, health, benefits, housing, energy, water, sanitation, etc.); employment / career advancement; education.

2.2.2.i) Well-being (Total Points: 2)

	No	Yes	N/A
<p>Does the company produce a majority (>50% by volume or number of factories) in factories where well-being programs are implemented?</p> <p>Well-being programs can include:</p> <p>adequate childcare facilities, maternity benefits and maternal facilities</p> <p>worker-driven/selected benefits, housing allowance, transportation, healthcare, education stipends</p> <p>access to financial services, energy, water, sanitation, etc.</p> <p>WHAT DOESN'T COUNT: trainings, one-off donations</p>	✓		

Notes & Links

No mention of such.

2.3 Grievance Mechanisms: Company should have clear and transparent procedures for addressing worker complaints and grievances throughout its supply chain that workers feel confident using without fear of retribution.

2.3.1. Grievance Mechanisms: Effective, adequately funded, and governed operational level grievance mechanisms are in place to receive and address the concerns and grievances of affected or potentially affected stakeholders.

2.3.1.i Grievance Mechanisms (Total Points: 2)

	No	Yes	N/A
<p>Does the company have clear and effective grievance processes made accessible for workers in each part of the supply chain?</p> <p>This means that:</p> <p>The company has several access points for workers to share grievances</p> <p>The company publicly discloses, and guarantees workers' awareness of, the grievance process, including appeals</p> <p>Workers have the ability to escalate grievances up to the brand level without fear of retaliation</p> <p>The company shares data around worker satisfaction with grievance procedure and outcomes</p> <p>The company publicly discloses the number of grievances and actions taken to resolve them</p>	✓		

Notes & Links

"We also maintain an independent hotline, JCPLine, which is available around the clock for associates or vendors to raise concerns."

<https://companyblog.jcpnewsroom.com/corporateresponsibility/ethics-compliance/>

3. Commercial Practices (Total Points: 15)

3.1 Commercial Practices - Public Commitment: Company publicly acknowledges how its purchasing practices impact ability of suppliers throughout the value chain to uphold interntional labor standards.

3.1.1.i) Buyer Code of Conduct (Total Points: 1)

	No	Yes	N/A
<p>Does the company publicly commit to insert a Buyer Code of Conduct in all purchase order contracts with all Tier 1 suppliers?</p> <p>A Buyer Code should include, at a minimum, commitments to:</p> <p>Carrying out human rights due diligence, including responsible purchasing</p> <p>Selecting suppliers using both commercial and human rights standards</p> <p>Negotiating contracts fairly and agreeing to prices that cover all costs of production, including costs associated with responsible business conduct</p> <p>Engaging in ongoing dialogue with suppliers throughout the course of the contract to ensure that buyers' requirements, including change orders, do not undermine human rights</p> <p>Participating in human rights remediation processes in collaboration with other buyers, where appropriate</p> <p>Exiting contracts responsibly, by giving reasonable notice, paying outstanding invoices, and mitigating adverse impacts</p> <p>Please see this example published by the American Bar Association's Business Law Section Working Group to Draft Model Contract Clauses to Protect Human Rights in International Supply Chains, developed in wide consultation with industry stakeholders.</p> <p>The Code is legally binding, i.e. inserted into contracts</p> <p>The Code is publicly available on the company's website</p> <p>The company measures progress against the Buyer Code, including compliance in company KPIs</p>	<input checked="" type="checkbox"/>		

Notes & Links

No mention of a Buyer Code of Conduct.

3.2.1. Fair Pricing: The prices that companies pay to their suppliers for goods should foster fair pay, sustainable progress and high labor standards. This encompasses planning and forecasting; sourcing; design and development; and costing and payment terms.

3.2.1.i) Fair Pricing (Total Points: 2)

	No	Yes	N/A
<p>3.2.1.i) Do the company's purchasing practices ensure the suppliers' ability to guarantee/support social and environmental sustainability?</p> <p>This means that:</p> <p>Company makes a public capacity commitment to all Tier 1 supplier factories (not relevant for small businesses)</p> <p>Company's purchasing practices reward suppliers for safeguarding worker's rights (higher prices, repeat business, higher values etc)</p> <p>Company publicly commits to set prices high enough to cover investments in sustainability, safety and other compliance demands at the supplier level</p> <p>Company publicly commits to putting down at least 30% upfront investment in orders, to even out the risk between buyers, suppliers and garment makers</p> <p>Company publicly commits to never asking suppliers for discounts on orders</p>	<input checked="" type="checkbox"/>		

Notes & Links

Information not disclosed.

3.2.1.ii) Fair Pricing (Total Points: 1)

	No	Yes	N/A
<p>Does the company commit to responsible sourcing timelines, in order to protect worker rights and well-being?</p> <p>Company publicly commits to negotiating order timelines, factory bookings and changes in orders with respect to human rights</p>	✓		

Notes & Links

Information not disclosed.

3.2.1.iii) Fair Pricing (Total Points: 5)

	No	Yes	N/A
<p>Do the company's purchasing practices ensure the suppliers' ability to provide workers with a living wage?</p> <p>This means that:</p> <p>Company publicly commits to set prices high enough to cover living wages</p> <p>Company publicly commits to increase prices paid to suppliers in order to reflect increases in cost of living and wages and benefits over time</p> <p>WHAT DOESN'T COUNT: ACT Outcomes from ACT are as of yet unclear, thus ACT membership does not yet fulfill this requirement</p>	✓		

Notes & Links

Information not disclosed.

3.2.2 Commitment to Remediation: Companies are responsible for rectifying and remediating issues, both which arise as a result of their actions and those which they did not directly contribute to. Remediation prioritises the needs of those harmed.

3.2.2.i) Commitment to Remediation (Total Points: 2)

	No	Yes	N/A
<p>Does the company publicly commit to address concerns and grievances in a manner that prioritizes the human rights of supplier factory workers?</p> <p>This means that:</p> <p>Where the company caused or contributed to the harm, it commits to resolve and addresses the root cause of the grievance</p> <p>In instances where its actions did not cause or contribute to the harm, the company commits to support remediation proportionate to the scale and significance of the impact before terminating the contract</p>	<input type="checkbox"/>		

Notes & Links

"Once authorized for production, factories maintain compliance through periodic training, audits, remediation, and capacity building programs."

<https://companyblog.jcpnewsroom.com/corporateresponsibility/responsible-sourcing/>

3.2.3 Responsible Exits: The impact of buyer exits on the supplier and workers are considered and integrated into the supplier contract at the outset.

3.2.3.i) Responsible Exits (Total Points: 4)

	No	Yes	Acted responsibly during COVID (1 pt)	N/A
<p>Does the company publicly commit to responsible exits and works to honor contracts without delays in payments and discounts at all times, including during the pandemic or other unforeseen disruptions?</p> <p>This means that:</p> <p>Force majeure clauses are not used to refuse payment on completed or in-process goods</p> <p>If brand cancelled orders during pandemic, they corrected actions within a short amount of time.</p> <p>Exits must involve negotiations with suppliers and implemented with a commitment to mitigate any adverse human rights harms</p> <p>The company ensures that when terminating a contract with a supplier/ factory, paying out workers' wages, severance and other benefits is first priority</p> <p>All products and materials are paid for at time of exit, whether completed or in-process</p> <p><i>Company gets 1 point if it does not explicitly have a Responsible Exit policy but it acted responsibly towards its suppliers during the Covid-19 pandemic.</i></p>	✓			

Notes & Links

No mention of responsible exit strategies and company failed to #PayUp.

<https://www.workersrights.org/issues/covid-19/tracker/>

4. Raw Materials (Total Points: 20)

4.1 Raw Materials Producers' Human Rights: Use of raw materials that are produced with assurance that growers and producers have their basic human and labor rights respected.

4.1.1 Raw Materials Producers: Raw Materials used were produced with respect for human rights (and investments in well-being / livelihoods of growers and their communities).

4.1.1.i) Raw Materials Producers (Total Points: 5)

	No	Yes	N/A
<p>Does the company publicly commit to actively protecting the labor / human rights (and/or well-being) of raw material producers (through its own programs, multi-stakeholder initiatives, or certifications), ensuring that >50% of raw material is produced under such conditions, with a time-bound target to reach 100%?</p> <p>This means that:</p> <p>Company can prove how its practices have a positive social impact on the communities where it sources its raw materials from</p> <p>Year-on-year data shows that the company is on track to meet its targets</p> <p>If relevant, company addresses Uyghur forced labor</p>	✓		

Notes & Links

"BCI member.

Given the lack of evidence that Better Cotton positively impacts the lives of cotton farmers, we do not award points here for BCI membership."

<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/>

4.2 Raw Materials Environmental Sustainability: Use of raw materials that are more environmentally sustainable (e.g. inputs required, land conversion, soil health impact, deforestation, etc.) than

conventional materials.

4.2.1 Biogenic Materials: Materials made of or from life-forms (includes Manmade Cellulosic Fibers).

4.2.1.i) Biogenic Materials (Total Points: 4)

	No	Yes	N/A
<p>Does the company ensure that >50% of biogenic materials sources are net positive (protects biodiversity, restores and regenerates land and ecosystems, avoids all land conversion to agriculture) for the environment by 2025, with a time-bound target to reach 100%?</p> <p>This means that, for example:</p> <p>Year-on-year data shows that the % of regenerative agricultural materials used is increasing</p> <p>Year-on-year data shows that the % of recycled biogenic materials used is increasing</p> <p>Company can demonstrate through certifications that virgin MMCFs are sourced from responsibly managed forests</p> <p>Year-on-year data shows that company is on track to meet its net positive goals</p>	<p>✓</p>		

Notes & Links

""We have developed a five-year roadmap to use preferred sustainable fibers in 100% of our private label apparel and home products by 2026. Preferred fibers include more sustainably sourced cotton and recycled polyester.

Sustainable Cotton:

Our preferred fiber cotton portfolio includes BCI, Organic Cotton and recycled cotton.

Regenerative Cellulosic:

Our preferred fiber portfolio for regenerative cellulosic includes Tencel and EcoVero.""

Company is 6% ahead of its 2022 goal to to use preferred sustainable fibers in 10% of our private label apparel and home products. But no actual material use breakdown is given. Additionally, the company's overall preferable fiber goal seems very weak - it seemingly requires preferable materials just to be present in 100% of its private label products, not for 100% of these products to be comprise of 100% preferable materials."

4.2.2 Non-biogenic Materials: Materials that are not made of or from life-forms.

4.2.2.i) Non-biogenic Materials (Total Points: 2)

	No	Yes	N/A
<p>Does the company have a time-bound target to reduce all virgin polyester and virgin oil-derived synthetic materials in its value chain to the lowest feasible amounts?</p> <p>This means that:</p> <p>Year-on-year data shows that % of polyester and oil-derived materials is decreasing</p> <p>Data shows that company is on track to meet its oil-derived materials reduction targets</p>	✓		

Notes & Links

"As above.

""Recycled Polyester:

Our preferred fiber portfolio for polyester includes recycled polyester.

Additionally, our relationship with Unifi has grown each year since we began using their recycled polyester fiber, REPREEVE, in 2018. JCPenney was named one of Unifi's 2020 REPREEVE® Champions of Sustainability. Our products were made from the equivalent of more than 18 million recycled bottles, a 28% increase year-over-year, making JCPenney one of 40 brand and retail partners to receive the award."""

4.2.2.ii) Non-biogenic Materials (Total Points: 4)

	No	Yes	N/A
<p>Does the company have a time-bound target to ensure that the highest feasible amount of non-biogenic materials used in its products are recycled and that these recycled materials are sourced and processed responsibly?</p> <p>This means that, for example:</p> <p>Year-on-year data shows that the ratio of recycled oil-derived materials to virgin oil-derived materials used is increasing (OR that company is on track to reduce its use of oil-derived materials to the lowest feasible amount).</p> <p>Company discloses where it sources its post-consumer PET</p> <p>Company prioritizes sourcing from local waste-management systems rather than outsourcing collection of plastic waste for fabric production to developing countries</p> <p>Year on year data shows that the company is on track to phase out materials for which there is not currently fiber-to-fiber recycling technology within five years</p>	<p>✓</p>		

Notes & Links

""Recycled Polyester:
Our preferred fiber portfolio for polyester includes recycled polyester.

Additionally, our relationship with Unifi has grown each year since we began using their recycled polyester fiber, REPREEVE, in 2018. JCPenney was named one of Unifi’s 2020 REPREEVE® Champions of Sustainability. Our products were made from the equivalent of more than 18 million recycled bottles, a 28% increase year-over-year, making JCPenney one of 40 brand and retail partners to receive the award.""

No overall oil-based synthetic material breakdown and no transparency about where or how REPREEVE plastic bottles are sourced."

"<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/>
<https://repreve.com/champions-of-sustainability> "

4.3 Raw Materials and Animal Welfare

4.3.1 Animal Welfare: Welfare is respected in use of animal-sourced materials.

4.3.1.i) Animal Welfare (Total Points: 5)

	No	Yes	1. Company's animal welfare practices reflect an animal welfare policy that is dated and revised at least every three years (1 pt)	2. The policy recognise/ references the overarching requirements for animal welfare (1 pt) i.e. The Five Freedoms or The Five Domains/ Five Provisions	3. The policy recognise major species-specific animal welfare challenges (1 pt)	4. The company has a clearly defined policy against the use of furs and exotic skins (1 pt)	5. The policy includes clear, measurable targets for improvement, and year-on-year data shows company is on track to meet these targets (1 pt): - volume of traceable product - volume of certified products (material specific and certification specification)
<p>Does the company have a public commitment to guarantee the welfare of the animals in its value chain (that applies to materials derived from animals)?</p> <p>If the product was NOT made with animal-sourced materials, answer N/A here</p>	<p>∨</p>						

Notes & Links

Company does not appear to have an animal welfare policy.

5. Environmental Justice (Total Points: 42)

5.1 Commitment to Intersectional Environmentalism

5.1.1 Intersectional Environmentalism: Company has commitment, plan, and resources dedicated to assess and reduce environmental impact, especially in communities most adversely affected - both by its operations and the climate crisis more generally.

5.1.1.i) Intersectional Environmentalism (Total Points: 2)

	No	Yes	N/A
<p>Does the company demonstrate a commitment to intersectional environmental sustainability (through environmental sustainability policies, goals, collections etc., especially in the geographical locations that are being most impacted by the climate crisis or where the company itself has an environmental impact)?</p> <p>This means that:</p> <p>The company demonstrates its understanding of the relationship between social and environmental impacts</p> <p>There is language on the website about commitment to intersectional environmentalism and goals - particularly in the global South/ regions where the company is sourcing and manufacturing.</p> <p>Red flag: does the company have lawsuits against it by communities over environmental justice?</p>	✓		

Notes & Links

5.2 Climate Change + Energy: Reducing greenhouse gas emissions from production.

5.2.1 GHG Emissions Measurement & Disclosure: Company measures and discloses greenhouse gas emissions associated with manufacturing its products.

5.2.1.i) GHG Emissions Measurement & Disclosure: (Total Points: 1)

	No	Yes	N/A
<p>Does the company publicly disclose CO2 emissions across its value chain?</p> <p>- CO2 emissions at product level from manufacturing stage only; company discloses aggregate Scope 3 emissions</p>	✓		

Notes & Links

""Energy conservation and responsible environmental stewardship are core principles of JCPenney's operations. For 15 consecutive years, we have been awarded ENERGY STAR Partner of the Year. We conduct audits and closely manage energy performance at our facilities around the world. These efforts enabled us to reduce our greenhouse gas emissions by 98,000 metric tons between 2019 and 2020.""

No actual emissions figures given."

"CARBON FOOTPRINT:

<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/> "

5.2.2 GHG Emissions Reduction: Company is taking action to reduce GHG emissions from the manufacturing of its products.

5.2.2.i) GHG Emissions Reduction (Total Points: 3)

	No	Yes	N/A
<p>Does the company have absolute, time-bound science-based targets to reduce its GHG emissions across its entire value chain, that are in line with the 1.5 degree pathway?</p> <p>This means that:</p> <p>Company is pursuing at least a 45% reduction in net CO2 emissions by 2030 compared to 2020 levels Company is pursuing net-zero emissions by 2050 Year-on-year emissions data shows that company is reducing its emissions every year and is on track to meet its targets</p> <p>WHAT DOESN'T COUNT: Carbon-offsetting</p>	✓		

Notes & Links

Company does not appear to have set SBTs.

"<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/>
<https://sciencebasedtargets.org/companies-taking-action>

5.2.2.ii) GHG Emissions Reduction (Total Points: 2)

	No	Yes	N/A
<p>Does the company provide financial incentives to suppliers implementing low carbon processes?</p> <p>Could be in the form of:</p> <p>Better prices Preferred Supplier Status Extension of Credit Better contract terms</p>	✓		

Notes & Links

Unclear.

"Energy conservation and responsible environmental stewardship are core principles of JCPenney's operations. For 15 consecutive years, we have been awarded ENERGY STAR Partner of the Year. We conduct audits and closely manage energy performance at our facilities around the world. These efforts enabled us to reduce our greenhouse gas emissions by 98,000 metric tons between 2019 and 2020."

"CARBON FOOTPRINT:

<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/> "

5.2.2.iii) GHG Emissions Reduction (Total Points: 2)

	No	Yes	N/A
<p>Does the company invest in eliminating negative health impacts of pollution along its value chain?</p> <p>- The company can demonstrate that it is working to remedy the health of both human beings and ecosystems along its value chain, as it relates to emissions pollution</p>	✓		

Notes & Links

No mention of such.

5.3 Water Stewardship: Contributing to sustainability of water resources.

5.3.1 Water Stewardship Disclosure: Company discloses its water footprint and water stewardship strategy associated with manufacturing its products.

5.3.1.i) Water Stewardship Disclosure (Total Points: 1)

	No	Yes	N/A
<p>Does the company publicly disclose its water footprint and water risks throughout the value chain?</p> <p>All the way up to raw material and animal by-product (cotton, leather etc.)</p>	✓		

Notes & Links

No mention of water footprint.

5.3.2 Sustainable Water Management: Company is taking action to responsibly and sustainably source water used in its products.

5.3.2.i) Sustainable Water Management (Total Points: 3)

	No	Yes	N/A
<p>Does the company have time-bound targets to ensure that water is sustainably managed on a local level by 2030?</p> <p>This means that:</p> <p>Targets focus on water-stressed areas Targets are context-based; taking into account local ecological limits Year-on-year data shows the company is on track to meet its water stewardship targets</p>	✓		

Notes & Links

No mention of water footprint.

5.3.2.ii) Sustainable Water Management (Total Points: 2)

	No	Yes	N/A
<p>Does the company invest in local programs and provide financial incentives to farmers and suppliers to implement water-efficient technologies and processes?</p> <p>Company is investing in local programs and providing financial incentives to suppliers to increase water efficiency/use-reduction</p> <p>Could be in the form of:</p> <p>Better prices Preferred Supplier Status Extension of Credit Better contract terms</p>	✓		

Notes & Links

No mention of water footprint.

5.3.3 Water Quality: Company is avoiding the discharge of hazardous chemicals from manufacturing.

5.3.3) Water Quality (Total Points: 2)

	No	Yes	N/A
Does the company publicly publish their wastewater guidelines and test results which are in line with ZDHC wastewater guidelines?	✓		
Test results show year-on-year reduction in water pollution			

Notes & Links

5.4 Health + Environmental Hazards: Avoiding chemicals and manufacturing processes that are harmful to human health and the environment.

5.4.1 Avoidance / Ban of Hazardous Chemicals: Company avoids the use of hazardous chemicals.

5.4.1.i) Avoidance / Ban of Hazardous Chemicals (Total Points: 3)

	No	Yes	1. Publicly shared metrics show a reduction in hazardous chemicals year-on-year (that applies to all suppliers) (1 pt)	2. The company uses and enforces a Manufacturing Restricted Substances List (MRSL) that is equivalent to or more stringent than the ZDHC MRSL, and this MRSL is updated regularly (1 pt)	3. The company also discloses a list of chemicals that ARE used along the value chain (1 pt)
Does the company have time-bound targets to eventually eliminate the use of hazardous chemicals throughout the entirety of its supply chain?				✓	

Notes & Links

2. "JCPenney cares about the safety of our associates, our customers and the workers who make our products. We encourage factories and mills within our supply chain to become OEKO-TEX®-certified to ensure fabrics are free of harmful chemicals. We are also working to implement new chemicals standards in the manufacturing process and encouraging safer chemical alternatives guided by the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL)."

["https://www.roadmapzero.com/contributor-category/signatory-brands-brands-and-retailers](https://www.roadmapzero.com/contributor-category/signatory-brands-brands-and-retailers)

5.4.1.ii) Avoidance / Ban of Hazardous Chemicals (Total Points: 1)

	No	Yes	N/A
<p>Is the company actively working to reduce chemical pollution in garment supply chains more generally?</p> <p>This means that:</p> <p>Company is supporting suppliers to implement new technologies that reduce chemical usage OR Company is involved in R&D to develop cleaner, safer chemistry and less-chemical intensive processes</p>	✓		

Notes & Links

Unclear.

"JCPenney cares about the safety of our associates, our customers and the workers who make our products. We encourage factories and mills within our supply chain to become OEKO-TEX®-certified to ensure fabrics are free of harmful chemicals."

"Sustainable Manufacturing:
<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/>

5.4.1.iii) Avoidance / Ban of Hazardous Chemicals (Total Points: 2)

	No	Yes	N/A
<p>Does the company seek to eliminate negative health impacts of chemical pollution along its value chain?</p> <p>The company can demonstrate that it is working to improve the health of both human beings and ecosystems along its value chain, as it relates to the impacts of chemical pollution</p>	✓		

Notes & Links

No mention of such.

5.5 Product Life Cycle Stewardship: Taking responsibility for the product and its social and

environmental impact throughout the upstream and downstream value chain.

5.5.1 Product Design: The company prioritizes decreasing product output, increasing product quality and reducing environmental impact right from product inception.

5.5.1.i) Product Design (Total Points: 2)

	No	Yes	1. Year-on-year data shows that the amount of textile waste throughout the product manufacturing process is decreasing (1 pt)	2. Data shows that the company is on track to meet its textile waste elimination targets (1 pt)
Does the company have a time-bound target to eliminate both pre- and post-consumer textile waste to landfill through innovative design techniques?	✓			

Notes & Links

""We have partnered with the Ellen MacArthur Foundation’s Jeans Redesign program to fundamentally tackle the issue of significant waste and pollution in the fashion industry starting with one of the most iconic products: jeans. Offering a set of guidelines to make products in accordance with the principles of a circular economy, Jeans Redesign aims to ensure durability, material health, recyclability and traceability.""

Goals or progress of the program not disclosed.

<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/>

5.5.1.ii) Product Design (Total Points: 2)

	No	Yes	1. The % of the company's products that are designed for ease of maintenance and repair is increasing year-on-year (1 pt)	2. Year-on-year data shows that discard rate of company's products is decreasing (1 pt)
Does the company prioritize creating durable, high-quality products, made to last, over more low-quality garments?	✓			

Notes & Links

No mention of such.

5.5.1.iii) Product Design (Total Points: 2)

	No	Yes	1. Year-on-year data shows that an increasing % of the company's materials and products are designed in such a way that minimises shed of synthetic microfibers during washing (1 pt)	2. Year-on-year data shows that an increasing % of the company's materials and products are designed such that minimal washing, or only less environmentally impactful washing methods are required (1 pt)
Does the company design for minimal environmental impact (minimal energy, water, material use) during product's "use phase"?	✓			

Notes & Links

No mention of such.

5.5.1.iii) Product Design (Total Points: 2)

	No	Yes	1. As blended fibers are still challenging to recycle, brand shows that year-on-year % of mono-material garments is increasing (1 pt)	2. Year-on-year data shows that % of products designed for ease of disassembly is increasing (1 pt)
Does the company design with the post-consumer phase in mind? Products are designed with recycling ease in mind:	✓			

Notes & Links

No mention of such.

5.5.2 Product Life Extension: The company is prioritizing implementation of repair, rental, or resale initiatives above the production of new garments

5.5.2.i) Product Life Extension (Total Points: 4)

	No	Yes	1. Company discloses % of brick-and-mortar stores in which these services are available (1 pt)	2. Company can prove that it is increasing consumer accessibility to its repair and upcycling services (2 pts)	3. Company can prove that it is increasing consumer awareness about these services AND that it is incentivizing use of them (1 pt)
Does the company provide repair and upcycling services AND does it provide incentives to encourage consumers to prioritize use of these services over purchasing new products?	✓				

Notes & Links

Company does not appear to provide repair or upcycling services.

5.5.2.ii) Product Life Extension (Total Points: 1)

	No	Yes	N/A
<p>Does the company have rental initiatives to increase product lifespan and reduce reliance on the production and consumption of new garments?</p> <p>This means that:</p> <p>For garments that tend to have shorter consumer phases (i.e. baby and children's clothing, maternity wear, occasion wear, work wear) company prioritizes rental over new production and consumption AND Company has initiatives in place to reduce carbon and energy impacts of rental:</p> <p>Company prioritizes renting and shipping locally/regionally</p> <p>Company uses brick-and-mortar stores</p> <p>Company actively educates consumers about more sustainable rental behaviour, i.e. longer renting periods vs one-time wears and sending clothes back and forth</p>	<input type="checkbox"/>		

Notes & Links

Company does not appear to provide rental services.

5.5.2.iii) Product Life Extension (Total Points: 1)

	No	Yes	N/A
<p>Does the company have resale initiatives to increase product lifespan and reduce reliance on the production and consumption of new garments?</p> <p>This means that:</p> <p>Company is transparent about its resale initiatives, including where clothes that aren't resold end up (exported, sold to shredding companies, etc.)</p> <p>Resale stock is pre-owned and not unsold products</p> <p>Company prioritizes the resale of its own products</p> <p>Garment makers and supply chain workers financially benefit from the resale of company's own products</p>	✓		

Notes & Links

Company does not appear to engage in resale.

5.5.2.iiii) Product Life Extension (Total Points: 1)

	No	Yes	N/A
<p>Does the company acknowledge that circularity must be used to replace linear production, not merely run parallel to the production of new goods?</p> <p>Company is transparent about its circularity commitments and how they plan to replace their linear business model with circular business models</p>	✓		

Notes & Links

No mention of circularity beyond:

"We have partnered with the Ellen MacArthur Foundation's Jeans Redesign program to fundamentally tackle the issue of significant waste and pollution in the fashion industry starting with one of the most iconic products: jeans. Offering a set of guidelines to make products in accordance with the principles

of a circular economy, Jeans Redesign aims to ensure durability, material health, recyclability and traceability."

<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/>

5.5.3 Post-Consumer Phase: The company takes full responsibility for its downstream value chain.

5.5.3.i) Post-Consumer Phase (Total Points: 1)

	No	Yes	N/A
<p>Is the company transparent about what happens to garments once they have been collected via take-back schemes?</p> <p>Company publicly discloses:</p> <p>quantity of items collected via takeback scheme annually</p> <p>quantity or % of items recycled</p> <p>quantity or % of items exported for resale in a secondhand market in the global south</p> <p>quantity or % of items sent to landfill</p> <p>quantity or % of items incinerated</p>	<input type="checkbox"/>		

Notes & Links

Company does not appear to have a take back scheme.

5.5.3.ii) Post-Consumer Phase (Total Points: 1)

	No	Yes	N/A
<p>Is the company transparent about both its non-profit and for-profit clothing donation programs?</p> <p>This means that:</p> <p>Company publicly discloses its takeback partners and whether they are non-profit or for-profit</p> <p>Company publicly discloses quantities of clothing sent to each country</p> <p>Company makes consumers aware of this data (i.e. company does not greenwash its takeback schemes)</p> <p>Company is transparent about its use of profits from resale</p>	✓		

Notes & Links

Unclear whether or not company has a clothing donation program.

5.5.4 Packaging: Company is reducing the environmental impact of its packaging.

5.5.4.i) Packaging (Total Points: 1)

	No	Yes	N/A
<p>Does the company have time-bound targets to reduce the amount of packaging sent to landfill AND to source packaging raw materials sustainably/responsibly?</p> <p>This means that:</p> <p>Year-on-year data shows that the amount of packaging produced is decreasing</p> <p>Year-on-year data shows that company is on track to eliminate virgin plastics in its packaging</p> <p>Year-on-year data shows that % of fiber-to-fiber recycled and recyclable packaging is increasing</p> <p>Year-on-year data shows that company is on track to eliminate packaging raw materials sourced from endangered forests</p>	✓		

Notes & Links

No mention of such.

6. Governance (Total Points: 42)

6.1 Growth: Business strategy acknowledges that the pursuit of exponential growth of material goods, which ultimately outstrips all environmental sustainability efforts, is incompatible with the 1.5 degree pathway.

6.1.1 Growth and Production: Company's financial philosophy and production trajectory takes into account the climate crisis and finite planetary boundaries.

6.1.1.i) Growth and Production (Total Points: 1)

	No	Yes	N/A
<p>Does the company publicly disclose how many items it produces every year?</p> <p>The company discloses the actual number of garments, not, for example, the total mass of the garments produced annually</p>	✓		

Notes & Links

Information not disclosed.

6.1.1.ii) Growth and Production (Total Points: 3)

	No	Yes	N/A
<p>Does the company recognize that the pursuit of exponential growth of products, virgin resources and energy is incompatible with the 1.5 degree pathway?</p> <p>This means that:</p> <p>Given the climate crisis and our finite planetary boundaries, the company needs to demonstrate that it's producing fewer new products year-over-year (not relevant to small businesses)</p> <p>For companies of all sizes: The company demonstrates that it recognizes that limits come with opportunities</p>	✓		

Notes & Links

This is not the case.

https://corporate.jcpenny.com/newsroom/news-releases/2022/0404_shopping_is_back.html

6.1.1.iii) Growth and Production (Total Points: 3)

	No	Yes	N/A
<p>Does the company have a time-bound strategy in place to move away from a linear growth model?</p> <p>This means that:</p> <p>For companies of all sizes: the company has identified, and begun to pursue, ways to make revenue in sustainable and resilient ways</p> <p>The company does not have plans to increase its virgin product offering or the number of brick-and-mortar stores (not relevant to small businesses)</p> <p>Year-on-year data shows that the company is on track to reduce its overall environmental impacts, a.k.a its net impact</p>	✓		

Notes & Links

This is not the case.

https://corporate.jcpenney.com/newsroom/news-releases/2022/0404_shopping_is_back.html

6.1.2 Changing Business Models and Just Transitions: Company is rethinking its business models while considering the wages and employment of the workers along its value chains.

6.1.2.i) Growth and Production (Total Points: 2)

	No	Yes	N/A
<p>Does the company place the well-being of its employees and the workers along its value chains at the center of its business model transition plans?</p> <p>This means that:</p> <p>The company prioritizes the needs and voices of employees and factory workers in its business model transition plans The company has a responsible transition plan including paying living wages and a humane pace of production</p>	<input checked="" type="checkbox"/>		

Notes & Links

No indication that this is the case.

6.2 Diversity, Equity and Inclusion: The company takes a "top down and bottom up" approach to investing in historically marginalized communities.

6.2.1 Hiring Policies: The company's hiring policies take into account regional histories and recognize that traditional methodologies may be limiting.

6.2.1.i) Hiring Policies (Total Points: 2)

	No	Yes	N/A
<p>Is the company investing in the communities where it operates in terms of its hiring practices, taking into account class, gender and race?</p> <p>The company is building relationships with local communities and HBCUs to create career pipelines and opportunities for historically marginalized communities?</p>	<input checked="" type="checkbox"/>		

Notes & Links

"Vague language.

"JCPenney has a legacy of developing strong, vibrant communities. With a commitment to helping close the opportunity gap, we are passionate about providing students in under-resourced communities the tools for success. We connect Company, community, and cause by investing our

time and resources in three primary impact areas: professional clothing needs, youth programming, and career readiness support. Through the volunteer spirit of our associates and strategic investment in the work of our nonprofit partners, JCPenney and the JCPenney Communities Foundation are working to improve the communities where we live and work."

"The Young, Gifted and Black (YGB) Design Challenge is designed to offer HBCU students the opportunity to have their design celebrated and recognized on a national scale. Winners will also participate in dedicated mentorship sessions and receive a cash prize."

"Philanthropy:

<https://www.jcpenney.com/m/company-info>

<https://companyblog.jcpnewsroom.com/blog/2022/05/02/embracing-unity-with-jcpenneys-second-annual-young-gifted-and-black-design-challenge/> "

6.2.1.ii) Hiring Policies (Total Points: 2)

	No	Yes	N/A
<p>Do the company's job descriptions and requirements take into account local/ regional history?</p> <p>The company recognizes that a pool of uniquely qualified candidates may not meet the criteria usually sought out in traditional job descriptions</p>	<input checked="" type="checkbox"/>		

Notes & Links

"Vague language:

"Our associates are leading the way to shape a more transparent and intentional Company by building on existing programs, creating annual commitments, and supporting the hiring, development, and advancement of diverse talent across our organization."

"Inclusion & Diversity:

<https://www.jcpenney.com/m/company-info> "

6.2.1.iii) Hiring Policies (Total Points: 4)

	No	Yes	N/A
<p>Does the company's board and leadership reflect the region's population?</p> <p>The demographic of the company's board/ leadership team is reflective of that of the region</p> <p>WHAT DOESN'T COUNT: Tokensim</p>	✓		

Notes & Links

Unable to find a comprehensive up-to-date org chart. But majority of executive team appears to be white and male.

"<https://www.linkedin.com/company/jcpenney/people/?keywords=chief> <https://www.zippia.com/jc-penney-careers-6297/executives/> "

6.2.2 Retaining and Investing In Employees: DEI goes beyond "box-ticking" - the company is invested in setting all of its employees up for success throughout their career trajectories.

6.2.2.i) Retaining and Investing in Employees (Total Points: 4)

	No	Yes	1. The company publicly discloses the percentage of direct employees receiving living wages (1 pts)	2. Company is transparent about living wage benchmark it uses i.e. MIT Living Wage Calculator (1 pts)	3. Publicly disclosed year-on-year wage data shows that the company is on track to provide 100% of direct employees with a living wage (2 pts)
Does the company provide all of its direct employees with a living wage?	✓				

Notes & Links

Cannot find mention of such.

6.2.2.ii) Retaining and Investing in Employees (Total Points: 2)

	No	Yes	1. Does the company disclose what % of direct employees are covered by collective bargaining agreements, with goals to increase? (1 pt)	2. Company uses its corporate power to advocate for union capacity building in environments where FOA is constrained (1 pt)
Does the company actively support and promote the participation of its direct employees in trade unions and other collective bargaining associations?	✓			

Notes & Links

Cannot find mention of such.

6.2.2.iii) Retaining and Investing in Employees (Total Points: 4)

	No	Yes	N/A
<p>Does the company have the infrastructure in place to be able to welcome and retain employees from diverse backgrounds?</p> <p>The company incentivizes employees, removes hurdles and sets them up for success:</p> <p>paid a living wage and can demonstrate year-over-year improvements on wages that keep pace with the cost of living</p> <p>investment in employee education</p> <p>job training</p> <p>travel stipend</p> <p>mutual aid</p> <p>employees have the right to unionize and their collective bargaining rights are protected</p> <p>employees can air and escalate grievances without fear of retaliation/retribution</p>	✓		

Notes & Links

"Inclusion & Diversity is the journey of growth that we take together every day to ensure our customers, associates, and vendors of all backgrounds, including those with disabilities feel safe, valued, and respected at JCPenney. Through education, accountability, and investment, we courageously strive to inspire our customers, cultivate confident leaders, innovate through strategic partnerships, and serve our communities."

"Inclusion & Diversity:

<https://www.jcpenney.com/m/company-info> "

6.2.3 Investment in BIPOC and Marginalized Communities:

6.2.3.i) Investment in BIPOC and Marginalized Communities (Total Points: 3)

	No	Yes	N/A
<p>Does the company invest in the same communities it extracts value from?</p> <p>This means that:</p> <p>Company reinvests the profits it extracts from marginalized communities back into those communities</p> <p>Company does not exploit, wokewash or co-opt movements and cultures for profit</p> <p>DOES NOT COUNT: selling product, merch around BLM, Pride etc. simply because it is trending</p>	✓		

Notes & Links

"Company appears to regularly capitalize off of marginalized communities and movements:

""JCPenney will also mark the holiday with the launch of a new Juneteenth collection from Hope & Wonder™, a private label brand of collections designed to engage the community in a positive way and bring key cultural and seasonal moments to life. Hope & Wonder is a multifaceted private brand that leverages the Company's national platform to raise awareness, celebrate diversity and uplift our communities. This brand empowers our associates to design and create a product that best represents the moment, play a key role in selecting our nonprofit partners and even participate as models in marketing material. JCPenney donates 100% of net profits from the four cultural moment collections to nonprofit partners; the Juneteenth collection supports Opal's Walk for Freedom, presented by Unity Unlimited.""

""As part of our commitment to the LGBTQ+ community, JCPenney will offer a limited-edition Hope & Wonder™ Pride Collection and provide a \$100,000 donation to Point Foundation. Hope & Wonder is a private label brand of collections designed to empower our associates and leverage JCPenney's national platform to raise awareness, celebrate diversity and uplift our communities. Point Foundation is one of four major nonprofit organizations selected by JCPenney associates to receive donations derived by the Hope & Wonder brand in 2022."

"https://corporate.jcpenny.com/newsroom/news-releases/2022/0523_builds_on_long_standing_tradition_of_diversity_and_inclusion_with_juneteenth_celebrations.html <https://companyblog.jcpnewsroom.com/blog/2022/06/01/taking-pride-in-our-diverse-communities/> "

6.3. Corporate Strategy and Environmental Justice

6.3.1 Corporate Strategy: The company's long term policies and frameworks center around social and environmental justice.

6.3.1.i) Corporate Strategy (Total Points: 2)

	No	Yes	N/A
<p>Does the company have an overall environmental justice strategy to address community impacts where their biggest supply chain footprint is?</p> <p>This means that:</p> <p>There is a board- or executive-level policy in place A system exists by which to consult stakeholder communities There are investments to address impacts</p>	<input type="checkbox"/>		

Notes & Links

Company's environmental goals appear to be relatively new. The extent to which they do or will inform the company's long-term policies or business model is unclear.

<https://companyblog.jcpnewsroom.com/corporateresponsibility/environment-sustainability/>

6.3.2 Board and Executive-Level KPIs and Remuneration: Environmental Justice is embedded in KPIs

6.3.2.i) Board and Executive-Level KPIs and Remuneration (Total Points: 4)

	No	Yes	N/A
<p>Does the company link the compensation of its executives and key teams to the achievement of publicly disclosed social and environmental targets along its value chain?</p> <p>This means that:</p> <p>There is board-level accountability for human and environmental rights in the supply chain Compensation of C-suite, Buying teams etc. is tied to the meeting of social and environmental justice targets Performance targets are made public</p>	✓		

Notes & Links

Information not disclosed.

6.4 Worker-Driven Advocacy + Enforceable Agreements: The company recognizes that brand-driven voluntary efforts and unenforceable agreements and codes of conduct have been ineffective in reforming the fashion industry and empowering garment workers. The company will work to adopt binding contractual agreements and legislation that centers people and planet over profit.

6.4.1 Give Workers Center Stage: Garment maker representation must extend to the governance structures of brand-funded multi-stakeholder initiatives and major conferences and events that shape the ethical and sustainable fashion agenda.

6.4.1.i) Give Workers Center Stage (Total Points: 2)

	No	Yes	N/A
<p>Does the company ensure representation of women garment worker voices in its conversations about worker's rights?</p> <p>When the company hosts any kind of public-facing event on its ethics or supply chain performance, including webinars and IG Lives or attending major conferences, it includes garment workers from its own supply chain in those discussions</p>	✓		

Notes & Links

No indication that this is the case.

6.4.2 Sign Enforceable Contracts and Help Pass Laws: Brands must commit to worker-driven binding agreements and support legal reforms that hold companies accountable for preserving human and labor rights in their supply chains.

6.4.2.i) Give Workers Center Stage (Total Points: 4)

	No	Yes	N/A
<p>Does the company support brand accountability for garment makers in legislation and private regulatory schemes, such as bans?</p> <p>This means that (4 pts): -The company does not lobby against, or pay dues to, industry groups that advocate against labor and human rights regulations that hold brands accountable to their supply chain -The company endorses national and international labor and human rights policies/ regulations that hold brands accountable for their supply chains</p> <p>For example, the company has:</p> <p>Signed The International Accord Endorsed SB62 Endorsed Mandatory Human Rights Due Diligence Endorsed End Uyghur Forced Labor Call to Action Endorsed EUFL CTA Signed The Lesotho GBV Agreement Endorsed The FABRIC Act Endorsed The Fashion Workers Act</p> <p>NOTE: If a company has actively lobbied against even one of these regulatory mechanisms, their endorsement of any other law or agreement is nullified and no points will be awarded for this question.</p>	<p>✓</p>		

Notes & Links

No indication that this is the case.

<https://cleanclothes.org/campaigns/protect-progress/brand-tracker>

1.1.1.ii Calc	0
2.1.1.ii Calc	1
2.2.1.i Calc	0
3.2.1.ii Calc	0

3.3 SPOTLIGHT ISSUE: BRAND BEHAVIOR DURING THE PANDEMIC

3.3.1 Keep Workers Safe: Brands must ensure that workers legally owed wages and severance are paid in full and on time.

3.3.1 Keep Workers Safe: As the pandemic enters its third year, brands have an obligation to ensure that its disruptions do not impact workers' paychecks, safety or human rights. The pandemic must not be used as a cover to suppress wages or erode labor and human rights (either by, for example, arbitrarily cutting or withholding pay; firing workers and hiring them back at a lower level; or harassing and intimidating women and union organizers).

All legal wages must be paid in full and on time, including severance in the instance of furloughs or layoffs, and all internationally recognized human and labor rights must be protected. Brands will do their part to ensure these conditions are met.

4.2.2.ii Calc	0
5.2.2.iii Calc	0
5.3.2.ii Calc	0
5.4.1.iii Calc	0
5.5.2.iii Calc	0
6.1.1.iii Calc	0
6.2.1.ii Calc	0
6.2.2.ii Calc	0

6.4.2.i) SPOTLIGHT ISSUE: The International Accord for Health and Safety in the Textile and Garment Industry

	No (-5 pts)	Yes	N/A
<p>Has the company signed the International Accord, the extended and expanded Accord on Fire and Building Safety in Bangladesh?</p> <p>Was the brand an initial signatory to the 2013 Accord, did the brand resign?</p> <p>If the brand sources from Bangladesh but was not a part of the original Accord, has it signed onto the new agreement?</p>			

Notes & Links