



# FASHION ACCOUNTABILITY REPORT 2022

**Date** 09/23/2022

**Company/Brand Name** URBN

**Business Category** Large Company

**Scope of Evaluation** Parent Company

## Total Points

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

# 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><b>1.1.1.i) Is the company publicly disclosing full supply chain traceability?</b></p> <p><b>Company publicly discloses its Tier 1, Tier 2, Tier 3 and Raw Materials suppliers (including mines)</b></p> <p><b>Factory list (w/names, locations, number of workers, photos/video, etc)</b></p> <p><b>(1 point for tier 1 &amp; 2 (cut and sew &amp; fabric producers), 2 points for tier 3 (yarn producers) and 3 points for RM)</b></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>			

### Notes & Links

Company provides a list of "Tier 1 and Tier 2 suppliers [that] represent at least 1% of [its] total cost across apparel, home, and accessories", but it does not provide the minimum level of detail that is

now industry best practice.

Brand supplier lists should be aligned with the minimum requirements of the Transparency Pledge, whether or not they have taken the pledge. See ODSAS.

<https://www.urbn.com/making-an-impact/better-choices/suppliers>

### 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
<b>Does the company have a publicly available Code of Conduct / standard for assessing factories' compliance with international labor standards (and health and safety)?</b>	✓		
<b>CoC is equivalent to or more stringent than (1pt):</b> -ILO Standards -Fair Labor Association Code of Conduct			

#### Notes & Links

Company's Vendor Code of Conduct is not as stringent as the FLA Supplier COC, specifically when it comes to compensation and working hours.

Remake has tightened up requirements for this question in 2022.

<http://www.urbnvendor.com/us/wp-content/uploads/sites/2/2015/05/URBN-Vendor-Code-of-Conduct-and-Responsible-Sourcing-Policy-Final-Aug-5-20201.pdf>

**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**

In order to ensure that vendors comply with the Vendor Code, URBN conducts Workplace Compliance Assessments (WCA) through third party auditors, as well as through oversight by buying offices around the world. To minimize duplication of effort, URBN also accepts the results of sufficiently recent and equivalent third-party audits conducted for other companies. URBN employs a risk-based approach for identifying suppliers subject to a Workplace Compliance Assessment. URBN maintains a repository of supplier scorecards based on compliance audits.

<http://investor.urbn.com/static-files/7fbeb23d-1d42-4732-84c5-edceb7172629>

**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)
<p>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?</p>	<input type="checkbox"/>				

**Notes & Links**

No mention of collective bargaining outside of COC.

**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 outside of COC.

### 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 (&gt;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

No mention of such.

"URBN offers a competitive wage, healthcare benefits, employee discounts, 401(k) savings plans, paid time off & temperature controlled fulfillment centers."

Distribution, Fulfillment, and Call Centers

<https://www.urbn.com/work-with-us/distribution-and-fulfillment> "

**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><b>Does the company produce a majority (&gt;50% by volume or number of factories) in factories where well-being programs are implemented?</b></p> <p><b>Well-being programs can include:</b></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><b>WHAT DOESN'T COUNT:</b> trainings, one-off donations</p>	<input type="checkbox"/>		

**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

No mention of grievance mechanisms or remediation processes.

## 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 international 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><a href="#">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.</a></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><b>3.2.1.i) Do the company's purchasing practices ensure the suppliers' ability to guarantee/support social and environmental sustainability?</b></p> <p><b>This means that:</b></p> <p><b>Company makes a public capacity commitment to all Tier 1 supplier factories (not relevant for small businesses)</b></p> <p><b>Company's purchasing practices reward suppliers for safeguarding worker's rights (higher prices, repeat business, higher values etc)</b></p> <p><b>Company publicly commits to set prices high enough to cover investments in sustainability, safety and other compliance demands at the supplier level</b></p> <p><b>Company publicly commits to putting down at least 30% upfront investment in orders, to even out the risk between buyers, suppliers and garment makers</b></p> <p><b>Company publicly commits to never asking suppliers for discounts on orders</b></p>	<input type="checkbox"/>		

**Notes & Links**

Company appears to make no such commitments.

### 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

No mention of such.

### 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

"Responsible Sourcing

At URBN, we are committed to making supplier decisions with social and environmental factors in mind. Overall, we put the customer at the center of all of our supplier relationship decisions. We follow high ethical and legal standards and work with vendors and suppliers who share our commitment."

<http://investor.urbn.com/responsible-sourcing>

**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><b>Does the company publicly commit to address concerns and grievances in a manner that prioritizes the human rights of supplier factory workers?</b></p> <p><b>This means that:</b></p> <p><b>Where the company caused or contributed to the harm, it commits to resolve and addresses the root cause of the grievance</b></p> <p><b>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</b></p>	✓		

#### Notes & Links

No mention of grievance mechanisms or remediation processes.

**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><b>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?</b></p> <p><b>This means that:</b></p> <p><b>Force majeure clauses are not used to refuse payment on completed or in-process goods</b></p> <p><b>If brand cancelled orders during pandemic, they corrected actions within a short amount of time.</b></p> <p><b>Exits must involve negotiations with suppliers and implemented with a commitment to mitigate any adverse human rights harms</b></p> <p><b>The company ensures that when terminating a contract with a supplier/ factory, paying out workers' wages, severance and other benefits is first priority</b></p> <p><b>All products and materials are paid for at time of exit, whether completed or in-process</b></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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

## Notes & Links

No mention of mitigating any human rights harms or ensuring workers are adequately compensated for cancelled POs.

Additionally, company has still not paid up all money owed for orders canceled during the pandemic.

Cancelled Orders

<http://www.urbnvendor.com/us/wp-content/uploads/sites/2/2015/05/ Vendor-Procedures-July-2020.pdf>

<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><b>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 &gt;50% of raw material is produced under such conditions, with a time-bound target to reach 100%?</b></p> <p><b>This means that:</b></p> <p><b>Company can prove how its practices have a positive social impact on the communities where it sources its raw materials from</b></p> <p><b>Year-on-year data shows that the company is on track to meet its targets</b></p> <p><b>If relevant, company addresses Uyghur forced labor</b></p>	✓		

## Notes & Links

"Raw Materials

Our mission is to create and incite meaningful change in the front-end of our own brand supply chain, from start to finish, to make URBN and all its subsidiaries more environmentally sustainable and socially conscious."



**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><b>Does the company ensure that &gt;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%?</b></p> <p><b>This means that, for example:</b></p> <p><b>Year-on-year data shows that the % of regenerative agricultural materials used is increasing</b></p> <p><b>Year-on-year data shows that the % of recycled biogenic materials used is increasing</b></p> <p><b>Company can demonstrate through certifications that virgin MMCFs are sourced from responsibly managed forests</b></p> <p><b>Year-on-year data shows that company is on track to meet its net positive goals</b></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

**Notes & Links**

Still extremely vague natural fiber statements and commitments:

"By 2023, we aim to source at least 30% of our direct-sourced cotton consumption more sustainably, either through sustainably farmed virgin fibers or recycled textiles. As of February 2022, 5% direct-sourced cotton is recycled, or sustainable virgin fiber."

"By 2023, we will source 100% of our direct-sourced viscose from responsible and sustainable sources such as Lenzing and recycled options. As of February 2022, 18% of directly sourced viscose is recycled, or sustainable virgin fiber."

"As of February 2021, we directly source 100% of linen from EU Flax sources."

<https://www.urbn.com/making-an-impact/better-choices/raw-materials> <https://www.urbn.com/making-an-impact/commitments/product-creation>

**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><b>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?</b></p> <p><b>This means that:</b></p> <p><b>Year-on-year data shows that % of polyester and oil-derived materials is decreasing</b></p> <p><b>Data shows that company is on track to meet its oil-derived materials reduction targets</b></p>	<p>✓</p>		

**Notes & Links**

"By 2023, we will source at least 40% of our direct-sourced polyester from recycled sources, eliminating the equivalent of 2.5M plastic bottles worth of virgin plastic from our supply chain. As of February 2022, 5% of direct-sourced polyester is recycled, reducing our dependence on virgin petroleum-derived product."

<https://www.urbn.com/making-an-impact/better-choices/raw-materials> <https://www.urbn.com/making-an-impact/commitments/product-creation>

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

	No	Yes	N/A
<p><b>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?</b></p> <p><b>This means that, for example:</b></p> <p><b>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).</b></p> <p><b>Company discloses where it sources its post-consumer PET</b></p> <p><b>Company prioritizes sourcing from local waste-management systems rather than outsourcing collection of plastic waste for fabric production to developing countries</b></p> <p><b>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</b></p>	<input checked="" type="checkbox"/>		

#### Notes & Links

"We are actively sourcing recycled textiles and working them into garments."

"By 2023, we will source at least 40% of our direct-sourced polyester from recycled sources, eliminating the equivalent of 2.5M plastic bottles worth of virgin plastic from our supply chain. As of February 2022, 5% of direct-sourced polyester is recycled, reducing our dependence on virgin petroleum-derived product."

"Meet Free People's new sustainable activewear line made of ECONYL®; an innovative yarn that uses 100% regenerated nylon fiber made of discarded waste collected from landfills and oceans. For every pound of ECONYL® used, we avoid 6.3lbs of CO2 emissions. The result? Game-changing styles and a smaller energy footprint."

<https://www.urbn.com/making-an-impact/better-choices/raw-materials> <https://www.urbn.com/making-an-impact/commitments/product-creation> <https://www.urbn.com/making-an-impact/reuse-and-renewal>

### **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>	<input type="checkbox"/>						

## Notes & Links

"Animal Welfare

URBN believes in the humane treatment of animals and aims to source all animal derived materials in a sustainable, ethical manner. URBN Vendors are expected to be transparent about their sourcing practices as well as their manufacturing processes and should source animal derived materials in a

manner that meets or exceeds all applicable laws and best business practices."

<http://www.urbnvendor.com/us/wp-content/uploads/sites/2/2015/05/URBN-Vendor-Code-of-Conduct-and-Responsible-Sourcing-Policy-Final-Aug-5-20201.pdf>

## 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><b>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)?</b></p> <p><b>This means that:</b></p> <p><b>The company demonstrates its understanding of the relationship between social and environmental impacts</b></p> <p><b>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.</b></p> <p><b>Red flag: does the company have lawsuits against it by communities over environmental justice?</b></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><b>Does the company publicly disclose CO2 emissions across its value chain?</b></p> <p>- CO2 emissions at product level from manufacturing stage only; company discloses aggregate Scope 3 emissions</p>	✓		

**Notes & Links**

Website page does not appear to be working/ updated.

<https://www.urbn.com/making-an-impact/commitments/energy-consumption>

**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><b>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?</b></p> <p><b>This means that:</b></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><b>WHAT DOESN'T COUNT:</b>            Carbon-offsetting</p>	✓		

## Notes & Links

Website page does not appear to be working/ updated.

<https://www.urbn.com/making-an-impact/commitments/energy-consumption>

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

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

## Notes & Links

No indication that this is the case.

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

	No	Yes	N/A
<b>Does the company invest in eliminating negative health impacts of pollution along its value chain?</b>  <b>- 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</b>	✓		

## 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 or water risks.

**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 targets disclosed.

### 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 indication that this is the case.

**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
<p>Does the company publicly publish their wastewater guidelines and test results which are in line with ZDHC wastewater guidelines?</p> <p>Test results show year-on-year reduction in water pollution</p>	✓		

#### Notes & Links

"Mills

By 2023, our goal is to source 70% of our fabrics from mills certified ZDHC Compliant, and Bluesign certified. As of February 2022, 30% of direct-sourced fabric is ZDHC or Bluesign certified."

No mention of wastewater test results.

<https://www.urbn.com/making-an-impact/commitments/product-creation>

**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**

"Mills

By 2023, our goal is to source 70% of our fabrics from mills certified ZDHC Compliant, and Bluesign certified. As of February 2022, 30% of direct-sourced fabric is ZDHC or Bluesign certified."

"We expect large brands to follow/disclose an MRSL. Company does not disclose what percentage of fabrics are "direct-sourced" vs not. We will reassess next year to discern whether the portion of ZDHC and bluesign certified fabrics is increasing."

<https://www.urbn.com/making-an-impact/commitments/product-creation>

#### 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&amp;D to develop cleaner, safer chemistry and less-chemical intensive processes</p>	✓		

#### Notes & Links

No indication that this is the case.

#### 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 indication that this is the case.

**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

No mention of textile waste.

### 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 such services.

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

	No	Yes	N/A
<p><b>Does the company have rental initiatives to increase product lifespan and reduce reliance on the production and consumption of new garments?</b></p> <p><b>This means that:</b></p> <p><b>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:</b></p> <p><b>Company prioritizes renting and shipping locally/regionally</b></p> <p><b>Company uses brick-and-mortar stores</b></p> <p><b>Company actively educates consumers about more sustainable rental behaviour, i.e. longer renting periods vs one-time wears and sending clothes back and forth</b></p>		<input checked="" type="checkbox"/>	

#### Notes & Links

"Customers can experience the NUULY brand in multiple ways. First, through Nuuly Rent, our women's clothing subscription, which offers 1000s of styles from more than 300 designer and contemporary brands, including Free People, Urban Outfitters and Anthropologie."

-Rental garments are mended and stains are professionally treated and removed to further extend their lifespan.

-Repaired rentals are hand inspected before returning to the shared closet.

-Damaged rentals are repurposed and remixed via our Re\_Nuuly line, reducing clothing waste.

-Out-of-circulation Nuuly Rent garments are not discarded, they are resold through Nuuly Thrift.

<https://www.nuuly.com/rent>



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

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

**Notes & Links**

Peer-to-peer resale:

"They can also buy and sell women's, mens and kids clothing, accessories and shoes through Nuuly Thrift, our community resale marketplace. Nuuly Thrift isn't just for URBN brands: Anyone can resell products from anywhere and earn Nuuly Cash – a way to make your earnings on Nuuly Thrift worth 10% more at Nuuly Thrift, Free People, Anthropologie, Urban Outfitters, BHLDN and Terrain – while doing it."

Company does not appear to be using resale to reduce reliance on virgin production. No prioritization of company's own products. Not evident that garment workers are benefitting from the resale of garments."

<https://www.nuuly.com/thrift> <https://www.nuuly.com/thrift/help>

### 5.5.2.iii) 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

"Circularity

Nuuly's fashion ecosystem reduces the waste of one-off purchases and offers secondhand items a new life. For most of us, fashion starts and ends with a new purchase: an item is bought, worn, discarded and a new item is bought. Nuuly shifts fashion from a cycle of buying and discarding to a system that minimizes ownership and maximizes newness. Less cycle, more circular."

No specific commitments or goals.

<https://www.nuuly.com/rent/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>	✓		

## 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><b>Is the company transparent about both its non-profit and for-profit clothing donation programs?</b></p> <p><b>This means that:</b></p> <p><b>Company publicly discloses its takeback partners and whether they are non-profit or for-profit</b></p> <p><b>Company publicly discloses quantities of clothing sent to each country</b></p> <p><b>Company makes consumers aware of this data (i.e. company does not greenwash its takeback schemes)</b></p> <p><b>Company is transparent about its use of profits from resale</b></p>	✓		

## Notes & Links

Company does not appear to have any clothing donation programs.

**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

Company appears to have improved on its packaging use and sustainability since last year.

<https://www.urbn.com/making-an-impact/better-choices/consumer-packaging>  
<https://www.urbn.com/making-an-impact/commitments/plastic-and-packaging>  
<https://www.urbn.com/making-an-impact/reuse-and-renewal>

## 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

"We directly sourced over 44M individual products last year."

This does not appear to be the total number of garments and products produced.

Better Choices

<https://www.urbn.com/making-an-impact/better-choices>

### 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

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

	No	Yes	N/A
<p><b>Does the company have a time-bound strategy in place to move away from a linear growth model?</b></p> <p><b>This means that:</b></p> <p><b>For companies of all sizes: the company has identified, and begun to pursue, ways to make revenue in sustainable and resilient ways</b></p> <p><b>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)</b></p> <p><b>Year-on-year data shows that the company is on track to reduce its overall environmental impacts, a.k.a its net impact</b></p>	✓		

#### Notes & Links

URBN has expanded its business ventures into the restaurant world. But there is nothing to indicate that the company has plans to reduce its virgin product offering.

<https://www.urbn.com/our-brands/menus-venues>

**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>	✓		

#### Notes & Links

**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>	✓		

#### Notes & Links

Impacts of last year's programs and investments unclear, little evidence of long-lasting relationships: "Cultivating relationships with the top 20 HBCU's, including two schools in the Philadelphia area....These efforts combined raised a total of \$925,969 to support BIPOC communities... Ultimately, creating long-lasting relationships and driving recruitment of top talent for both our full-time positions and internship programs."

Company's latest initiatives include internships and tuition grants for Black students. NGE for points for this question.

<https://www.urbn.com/diversity-and-inclusion>

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

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

**Notes & Links**

Not explicitly clear that this is the case.

<https://www.urbn.com/work-with-us>

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

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

**Notes & Links**

<https://www.urbn.com/who-we-are/senior-leadership> <https://www.urbn.com/who-we-are/board-of-directors>

**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

Information not disclosed.

<https://www.urbn.com/work-with-us/home-office>

### 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

Information not disclosed.

<https://www.urbn.com/work-with-us/home-office>

**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>	<input type="checkbox"/>		

**Notes & Links**

Nothing to indicate that the company is working to ensure equity for a diverse range of employees.

<https://www.urbn.com/work-with-us/benefits> <https://www.urbn.com/work-with-us/home-office>

**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><b>Does the company invest in the same communities it extracts value from?</b></p> <p><b>This means that:</b></p> <p><b>Company reinvests the profits it extracts from marginalized communities back into those communities</b></p> <p><b>Company does not exploit, wokewash or co-opt movements and cultures for profit</b></p> <p><b>DOES NOT COUNT: selling product, merch around BLM, Pride etc. simply because it is trending</b></p>	<input checked="" type="checkbox"/>		

#### Notes & Links

Cannot see evidence of expansion of last year's investment efforts.

Company has been accused of plagiarizing the designs of small, independent brands and creators.

<https://remake.world/stories/free-people-copied-design-heres-what-that-tells-you-about-fast-fashion/>

### 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><b>Does the company have an overall environmental justice strategy to address community impacts where their biggest supply chain footprint is?</b></p> <p><b>This means that:</b></p> <p><b>There is a board- or executive-level policy in place</b></p> <p><b>A system exists by which to consult stakeholder communities</b></p> <p><b>There are investments to address impacts</b></p>	<input checked="" type="checkbox"/>		

## Notes & Links

"URBN maintains an Impact Committee to set sustainability policies and goals, provide oversight of those policies, and track and report progress towards our goals. The Impact Committee is co-chaired by URBN's Chief Sourcing Officer and its Chief Administrative Officer. The Committee reports to the Board at least annually, and the Chief Administrative Officer has performance goals tied to the progress and success of sustainability and social responsibility objectives."

"The Committee also maintains a functional Working Group which focuses on three areas: Environmental & Social, Data Privacy & Security, and Governance. The Working Group is comprised of operational management representatives and is responsible for recommending policies and goals to the Committee, implementing policies established by the Committee, and tracking and reporting to the Committee on progress towards goals falling within the Working Group's remit."

Not apparent that the company is centering social and environmental justice, specifically.

<https://www.urbn.com/making-an-impact/committee>

**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><b>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?</b></p> <p><b>This means that:</b></p> <p><b>There is board-level accountability for human and environmental rights in the supply chain</b>  <b>Compensation of C-suite, Buying teams etc. is tied to the meeting of social and environmental justice targets</b>  <b>Performance targets are made public</b></p>	<input checked="" type="checkbox"/>		

## Notes & Links

Does not appear to be the case.

**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

**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>	✓		

**Notes & Links**

<b>1.1.1.ii Calc</b>	0
<b>2.1.1.ii Calc</b>	0
<b>2.2.1.i Calc</b>	0
<b>3.2.1.ii Calc</b>	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.

<b>4.2.2.ii Calc</b>	0
<b>5.2.2.iii Calc</b>	0
<b>5.3.2.ii Calc</b>	0
<b>5.4.1.iii Calc</b>	0
<b>5.5.2.iii Calc</b>	0
<b>6.1.1.iii Calc</b>	0
<b>6.2.1.ii Calc</b>	0
<b>6.2.2.ii Calc</b>	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**