The 2019 Ethical Fashion Report

THE TRUTH BEHIND THE BARCODE

tearfund

BAPTIST WORLD AID AUSTRALIA

Be love. End poverty.

THE 2019 ETHICAL FASHION REPORT
THE TRUTH BEHIND THE BARCODE

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Behind the Barcode is a project of Baptist World Aid Australia.

New Zealand headquartered companies researched in partnership with Tearfund New Zealand.

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Executive Summary

This section outlines the research aim and scope; data collection and findings; and overall results of all companies.

EXECUTIVE SUMMARY
INTRODUCTION

Baptist World Aid is pleased to deliver its sixth consecutive report on labour rights and environmental management systems in the fashion industry. The 2019 Ethical Fashion Report grades 130 companies from A+ to F, based on the strength of their systems to mitigate against the risks of forced labour, child labour, and exploitation in their supply chains.

Excitingly, in addition to its traditional focus on labour rights, this year's research also incorporates new environmental management metrics in the assessment criteria. In 2019, 75% of companies assessed actively engaged in the research process, shedding light on the global fashion industry's performance in the arenas of labour rights and environmental management.

For the 43 million workers in the Asia Pacific[1] region, and for millions of others across the world, the global fashion industry remains a significant employer. It also spurs economic growth, generates tax revenue, provides valuable skills and training, and delivers crucial foreign exchange. All of these factors can, and often do, contribute to improving the lives of workers and their communities.

Overall Grades: A–M

* = non-responsive companies

	OVERALL GRADE	Policies	Trancparency and Traceability	Auditing and supplier relationships	Worker empowerment	Environmental management
Abercrombie & Fitch*	D-	B-	D-	D-	F	D
adidas	A	A+	A+	B+	B-	A
ALDI Stores	B-	A+	A-	B-	D-	A-
Ally Fashion*	F	F	F	F	F	F
Anthea Crawford*	C	A+	D+	C-	C-	F
APG & Co.	A-	A+	A+	A	B-	B
Arcadia Group	C+	A+	B	C-	D-	C
AS Colour	A-	A+	A+	A-	B-	A-
ASICS	C	A	B	C	D-	B
ASOS	B	A+	A-	B	C-	B
Baby City*	F	F	F	F	F	F
Bardot	D+	A-	C-	D-	F	F
Barkers Clothing*	C+	A+	B+	D+	D	C+
Bec and Bridge*	F	F	F	F	F	F
Ben Sherman Australia	D+	A-	C-	C-	D-	F
Best & Less	C	A+	C+	C	D-	C+
Betts Group	D	A-	D+	D	F	F
Big W	B-	A+	B+	C	D+	C-
Bloch*	F	F	F	F	F	F
Blue Illusion	C+	A+	C+	C+	D	B+
Boardriders	C-	A-	C-	C	D	C-
Boden	C+	A+	B+	C+	D+	D
Boohoo	C-	A-	C-	C	D-	C
Brand Collective (Apparel)	C	A+	C+	D+	D	D
Brand Collective (Footwear)	C+	A+	B	C	C-	D
Camilla and Marc*	F	F	F	F	F	F
Canterbury NZ	C+	A+	A-	C	D	D+
City Chic Collective	B+	A+	A	A-	C+	D
Coles*	D+	A-	C+	D	F	F
Cotton On Group	A-	A+	A+	A-	B	B+
Country Road Group	A-	A+	A	A	B	B+
Cue	C-	A	D	C-	D+	F
David Jones	B	A+	B+	B	C-	B-
Decjuba*	D-	B+	F	F	F	F
Designworks	C+	A+	C+	C+	D	C-
Etiko	A+	A+	A	A-	A+	A+
Ezibuy	D+	A	D+	D	F	F
Factory X	B-	A+	A-	C-	C-	C+
Farmers*	F	B	F	F	F	F
Fast Future Brands	D	A-	D	D	F	D
Forever 21*	D-	C	F	F	F	D
Forever New	B	A+	A-	C+	C-	B+
Freeset T-Shirts	A+	A+	A+	A+	A+	A+
Fruit of the Loom*	D+	A	C	D	D-	D-
Gap Inc.	B	A+	A	C+	D+	A-
Gazal*	D-	A+	F	F	F	F
General Pants Group	B	A+	B+	B	D+	B+
Gildan Activewear	A-	A+	A	A	C+	A-
Gorman	B	A+	A-	C	C-	B+
H&M	B+	A+	A-	B-	C-	A+
Hallenstein Glasson Holdings	B+	A+	A-	B	C+	B+
Hanesbrands	A	A+	A	A+	B+	A+
Hot Springs*	F	F	F	F	F	F
House of Quirky	C	A+	B-	C+	D-	D-
Huffer	B-	A+	A	C-	D	D+
Hugo Boss Group	C+	A+	B+	C-	D	B
Hunting & Fishing NZ	D+	A-	C	D	F	C-
Icebreaker	A+	A+	A+	A+	A-	A+
Inditex	A	A+	A	A	B+	A+
Industrie	A-	A+	B+	B	B+	A+
Jeanswest	B+	A+	A-	B+	C	A
JETS	C	A+	C+	D+	F	C
Just Group	C+	A+	C+	B-	D+	D+
K&K	C-	A+	C	D+	D-	F
Karen Walker*	B	A+	B-	B	C-	B-
Kate Sylvester*	D+	A+	C-	D-	F	D
Kathmandu	A	A+	A+	A-	B+	B+
Kmart Australia	B+	A+	A	B+	C-	C-
Kookai	A-	A+	A-	A-	B-	B+
Kowtow	A+	A+	A+	A	A-	A+
L Brands	B	A+	B+	B+	D+	A-
Lacoste	C-	A+	C-	D+	F	D+
Levi Strauss & Co.*	B	A+	A-	B-	D-	A+
Liminal Apparel	A+	A+	A+	B+	A+	A+
Lorna Jane	C+	A+	B-	B-	C-	F
Lowes*	F	B-	F	F	F	F
Lululemon Athletica	A-	A+	A	A+	B-	A-
Macpac	B-	A+	B	B-	D+	C+
Marks & Spencer	B+	A+	A+	C	D+	A+
Max*	C	A+	B	C	D	F
Merric Apparel NZ*	F	F	F	F	F	F

EXECUTIVE SUMMARY
INTRODUCTION

At the same time, however, the fashion industry is a source of exploitation for millions.

For the majority of workers in the fashion industry, wages are so low that it leaves them, and their families, trapped in the cycle of poverty. Beyond this, fashion production throughout the Asia Pacific is marred by the prevalence of slavery and child labour. In addition, whilst safety standards have improved, fire safety, structural defects within factories, and unsafe working conditions remain reasons for continued concern.

For six years, this research has assessed companies across the globe on the strength of their labour rights management systems. In the 2018 Ethical Fashion Report, we acknowledged that a "truly ethical" company not only ensures that its supply chain empowers workers and pays them a living wage, it also understands its impact on the environment and manages its footprint to keep waterways, the earth, and the atmosphere healthy. Correspondingly, it is the workers in the fashion supply chain that most acutely feel the detrimental effects of poor environmental management. This is the first year that the Ethical Fashion Report will assess companies on their environmental management systems, alongside

Overall Grades: M–Z

* = non-responsive companies

	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+
OVERALL GRADE	A+	D	B-	A-	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C
Policies	A+	A-	A+	A+	A+	A+	A+	A+	A-	A+	A+	A+	A	A+	A+	F	A+
Trancparency and Traceability	A+	D	C+	A-	A-	B+	A-	A+	D+	A	C+	A+	D	B-	A+	D-	C
Auditing and supplier relationships	B+	D-	B	A-	C+	B-	C	B+	D	B-	B	A+	D	C-	A	F	D+
Worker empowerment	A+	F	D+	B-	D	D-	D-	B+	F	B-	D+	A+	F	D-	B	F	C-
Environmental management	A+	F	D+	A+	B+	B-	A+	A	F	B+	F	A+	D	F	A+	F	C

	Puma	PVH Corp.*	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*
OVERALL GRADE	B	C+	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F
Policies	A+	A+	A+	A+	A	A+	A+	A+	A+	A+	A+	F	A	A+	A+	F
Trancparency and Traceability	A-	B+	A-	B-	B	A	A	A+	C	B	C-	F	D+	B	B	F
Auditing and supplier relationships	B	C	B	D+	B	B	B-	B+	C-	B+	C-	F	D+	B+	D+	F
Worker empowerment	D+	D-	D-	F	D-	D+	B-	B+	D+	D	D-	F	F	C+	D+	F
Environmental management	A	B-	D	D+	D+	B	A-	A+	C-	A	D	F	F	C+	B	F

	T&T Fashions*	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	F	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
Policies	F	A+	F	A+	A+	A+	C-	A	B+	A+	A+	F	F	A	A	A
Trancparency and Traceability	F	A-	F	B	C	A-	D	C	F	A	A-	F	F	B-	F	C+
Auditing and supplier relationships	F	B	F	C-	C-	B-	F	C	F	B+	C+	F	F	C+	F	B
Worker empowerment	F	C-	F	D-	F	D+	F	D+	F	D	D+	F	F	D	F	C+
Environmental management	F	C-	F	C+	D	C-	D-	D	F	A+	A+	F	F	D	F	D+

These 130 companies represent 480 brands. To check brand grades, go to the brand index on page 45 or online at tearfund.org.nz/ethicalfashion

EXECUTIVE SUMMARY
INDUSTRY PROGRESS

The annual nature of this research enables us to track the progress in ethical sourcing, made by the fashion industry.

Since last year, improvements have been made across the industry in 79% of the areas assessed. Most noteworthy areas of improvement in 2019 are:

Gender inequality 61% of companies (an increase of 22%) have created policies addressing gender inequality in their supply chain, including the introduction of strategies addressing discrimination faced by women.

Responsible purchasing practices 45% of companies (an increase of 18%) have introduced policies addressing responsible purchasing practices, with an aim to improve working conditions.

Child and forced labour 35% of companies (an increase of 17%) have robust remediation plans to redress child or forced labour if it is found in their supply chain.

Manufacturing Restrictive Substance List (MRSL) 35% of companies (an increase of 14%) have a comprehensive MRSL that they test against to ensure workers are not exposed to hazardous chemicals with dire environmental impacts.

An important part of the annual reporting process is to give companies the opportunity to report on the improvements they have made, which encourages continual improvement across the industry. Of the companies that were assessed by both the 2018 and 2019 Ethical Fashion Reports, 38% improved their overall grade. The area showing the highest improvement in 2019 is Auditing and Supplier Relationships, followed by Environmental Management (which was assessed in 2018, but not included in the grading until 2019).

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Workers with Bangladesh Independent Garment Workers Union.

EXECUTIVE SUMMARY
INDUSTRY CHALLENGES

Despite the significant progress we've seen across the industry in the last six years, serious concerns remain that need addressing.

Traceability

A company's investment in traceability and its knowledge of suppliers remains a key pillar of a strong labour rights management system. If companies don't know (or don't care) who their suppliers are, then there's virtually no way of ensuring that the workers who make their products aren't being exploited. It is encouraging then, that this continues to be one of the most significant areas of improvement for the industry — since Baptist World Aid began publishing this research in 2013, there has been a 32% increase in companies who are tracing their inputs suppliers and a 31% increase in companies who are tracing their raw materials supplier.

Notwithstanding these improvements, traceability remains a significant challenge across the industry. While 69% of companies could demonstrate tracing all final stage suppliers, only 18% have traced all inputs suppliers, and just 8% have traced all raw material suppliers. Although the majority of companies have begun tracing suppliers at these deeper stages of their supply chain, it is evident that many still have no knowledge of where their inputs and raw materials are being sourced. With less visibility, comes greater risk. The prominence of forced and child labour is well documented at these earlier stages of production.[2]

Transparency

Investment in transparency demonstrates a company's willingness to be accountable to consumers, civil society, and workers; and makes it easier for these groups to collaborate to ensure that the rights of workers are upheld. There are many examples of corporate transparency around supply chain practices, but one of the most significant examples would be the publication of a list of suppliers, that includes supplier business names and addresses. The 2019 Ethical Fashion Report has found that 37% of companies have published a complete list of all final stage suppliers, increasing to 50% when including companies that have published information about at least some suppliers.

Despite the percentage of companies publishing full supplier lists having more than doubled since we began this research in 2013, transparency remains an ongoing challenge in the industry. Low transparency is one of the biggest determinants for the receipt of a low grade, because companies are graded based on a combination of publicly available information and any information they are willing to disclose to our researchers.

As mentioned previously, 75% of companies chose to engage with the research process this year, with most companies seeing value in the process of being benchmarked and gaining feedback.

Several companies with no publicly available information regarding their ethical sourcing practices have chosen not to engage with the research process, and so receive F grades in the 2019 Ethical Fashion Report. Without making information known, it becomes impossible for the public to know if these companies are doing anything to combat exploitation in their supply chains. A number of companies in this Report were non-responsive, but still scored reasonable grades, as high as a B, due to the amount of publicly available information they published. For more information about the research process and non-responsive companies, refer to the methodology (page 12). Non-responsive companies were also given the opportunity to provide a statement about why they chose not to engage with this research. These statements are included on page 90.

But transparency is no longer an expectation only driven by consumers, this expectation has also been legislated in a number of countries. The USA, France, the UK, and, now, Australia (through the introduction of a Commonwealth Modern Slavery Act) all require companies to publish details of the systems they have in place to ensure that workers aren't being enslaved. You can read more about the introduction of modern slavery legislation in Australia on page 18.

EXECUTIVE SUMMARY
INDUSTRY CHALLENGES

Living wage

A living wage is a wage that is sufficient for workers to be able to afford the basics (food, water, healthcare, clothing, electricity, and education) for themselves and their dependants. Yet most garment sector workers receive wages well below this figure. It comes as no surprise, then, that low wages are among the chief concerns for workers.[3]

The benefits of a living wage are substantial. In fact, payment of a living wage could transform the lives of millions by allowing people to lift themselves out of poverty and, at the same time, drive economic growth within communities and nations. However, it remains one of the most poorly assessed areas of our research.

Questions around living wage make up a significant portion of the Worker Empowerment section of this research. Worker Empowerment is 2019 Ethical Fashion Report's lowest scoring section, with a median grade of D. Just 5% of companies could demonstrate that they were paying a living wage to all workers at their final stage of production.

While the industry still has a great deal of work to do to in the area of living wage, small steps are being taken. In 2019, 48% of companies assessed reported that they had started to develop a living wage methodology and 24% of companies had published a commitment to pay a living wage. For more information on the fashion industry's approach to tackling the continuing issue of living wage, see page 19.

Environmental management

The environmental impact of the fashion industry is significant with the apparel industry accounting for 10% of global emissions.[4] Up to 20,000 litres of water is needed to produce 1 kg of cotton — with it taking up to 2,700 litres to produce the cotton needed to make a single T-shirt.[5] Globally, humans are consuming 800 billion new pieces of clothing per year, 400% more than we consumed two decades ago. Australia is the second largest consumer of new textiles after the US, averaging 27 kg of new textiles per year.[6] Even more concerningly, Australians are currently disposing of 6,000 kg of fashion and textile waste every ten minutes, with the majority of this going to landfill.[7] It is the poor and vulnerable who feel the impact of this environmental damage most acutely, with the effects of landfill, water pollution and poor chemical management impacting on the health and wellbeing of workers throughout the apparel supply chain.

This year, for the first time, the Ethical Fashion Report assesses the effort of companies to mitigate their environmental impact. 11 questions were asked in order to measure a company's impacts on climate, chemical management practices, water usage, use of sustainable fibres, provision of take-back and repair programs, and, finally, whether had completed an environmental impact assessment.

Of these areas of concern, water use is one of the most substantial issues. Up to 20,000 litres of water is needed to produce 1kg of cotton — with it taking up to 2,700 litres of water to produce a single cotton T-shirt. We found that just 12% of companies were collecting and benchmarking water use data from all of their water intensive facilities. When it comes to wastewater, again, just 12% of companies are monitoring the wastewater from all wet-processing facilities to ensure it is not environmentally hazardous.

Positively, an increased number of companies are investing in more sustainable fibres. Just over a third of companies have assessed the environmental impact of the fibres they use and are investing in more sustainable fibres in their product design and production as a result.

More information about the fashion industry's environmental impact can be found on page 22.

MADE IN NEW ZEALAND

New Zealand has a small fashion industry dominated by many small brands rather than big industry players. The majority of New Zealand brands have moved manufacturing offshore to China or South East Asia following the global trend towards cheaper production. The main brands that have most of the market share (the shops you'd see in most malls) would fall into this category and some high end designer brands do as well.

Only a handful of brands, mostly niche ethical or high-end designer brands, still manufacture in New Zealand. Being 'made in New Zealand' has a good reputation but is it an ethical choice?

It's easy to assume that if manufacturing takes place in New Zealand then workers won't be exploited; however, we know this is not always the case. Whilst New Zealand has strong Health & Safety and Employment legislation, it is not always upheld.[1]

The same workers who are most at risk in offshore production (younger people and migrant workers) are also at risk here in New Zealand. It only takes a quick Google search to bring up examples of migrant workers being exploited by actions such as having identity documents withheld or other violations of employee rights such as wages below minimum wage or wage theft.[2]

Even though risks might be lower when a company manufactures in New Zealand there are still risks; therefore, we believe it is important to require companies that manufacture in New Zealand to disclose what measures they take to ensure that no exploitation is taking place.

On a different note, even if final stage manufacturing takes place in New Zealand, a company will still have a large portion of its supply chain offshore. Most companies that manufacture here will be importing fabric and small minority will import a raw materials to produce fabric. The sourcing model that is built around this heavily relies on third parties (either agents or fabric importing businesses) and it is very hard for brands to get information about where the fabric is sourced from.

It's in these deeper parts of the supply chain and those furthest from the brand that the risk of exploitation is the highest. It's very important challenge this system and encourage these companies to trace their supply chains and ensure that no people or the planet are being exploited.

So, is 'made in New Zealand' ethical? There is no easy answer to this question. Manufacturing in New Zealand brings its own unique set of challenges that brands need to invest time in addressing. Some brands who manufacture in New Zealand are coming up with collaborative and innovative solutions to do just this!

2019 at a glance

130 Companies assessed

C+ Median grade

A+ Policies

B Traceability & Transparency

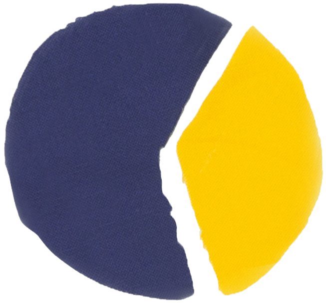
C Auditing & Supplier relationships

C- Environmental Management

D Worker Empowerment

7 Companies received A+

17 Companies received F



38% of Companies saw an improvement in their Grade from the 2018 Report

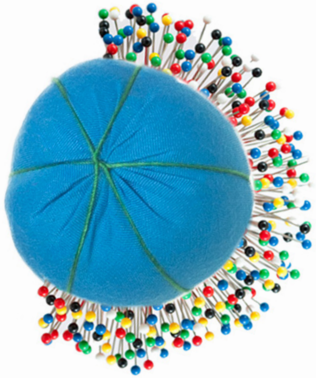
some of the biggest gains

↑22% more Companies are ready to address and Remediate Child and Forced Labour

↑17% more Companies are investing in Responsible Purchasing Practices

↑15% more companies are investing in Gender Equality within the supply chain

There have been many improvement in 2019, such as...



61%

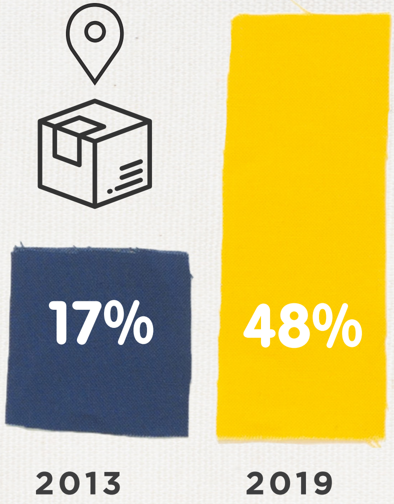
of Companies are investing in using sustainable fibres

...but despite the progress, significant issues remain:

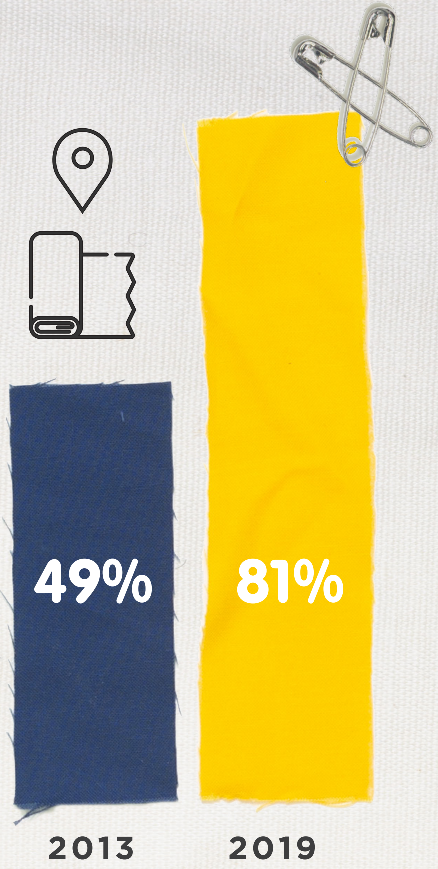
5%

of Companies can demonstrate paying a living wage to all workers at Final Stage facilities

Changes in the industry through the years



Companies working to trace where their raw materials come from



Companies working to trace where their fabrics come from

18% > 37%

From 2013 to 2019 the percentage of companies publishing full direct supplier lists has increased

2

Methodology

This section outlines the aims and scope of our research, the process of data collection and evaluation, and our company grading system.

METHODOLOGY

The 2019 Ethical Fashion Report provides a picture of ethical sourcing practices in the fashion industry as a resource for consumers, corporations, investors, and policymakers.

This research seeks to empower consumers to make more informed and ethical choices in purchasing fashion and footwear and provides insight into supply chain governance for investors. It also aims to assist companies with benchmarking and learnings, as well as identify issues for policymakers to address. By presenting the performance of companies (relative to one another) in an A+ to F grading system which is updated on an annual basis, individual companies, and the wider industry, are encouraged to engage in continuous improvement with respect to their ethical sourcing practices.

We recognise the fashion industry's potential for positive impact around the world. The ultimate goal of this project is to work collaboratively alongside companies in the fashion industry to contribute to ending worker exploitation, alleviating poverty, and building environmental sustainability throughout the fashion industry.

Scope of the research

The 2019 Ethical Fashion Report Grading Tool classifies the fashion manufacturing supply chain into three stages of production: final stage, inputs stage, and raw materials (outlined on page 15). Across these three stages of production, this research considers five broad themes of social responsibility and environmental impact: policies, traceability and transparency, auditing and supplier relationships, worker empowerment, and environmental management (outlined on page 15).

This year marks the first year that environmental management metrics have been included in the assessment criteria, expanding this research from its purely labour rights focus. It is widely understood that the fashion industry has a considerable, and often negative, impact on the environment. In order to ensure that the research remains the fashion industry benchmark when it comes to ethical and sustainable sourcing environmental metrics were developed in 2018. These metrics were initially weighted at 0%, to ensure participating companies had adequate lead time ahead of a new focus area being added to the performance assessment process. From this report onwards, the environmental metrics will inform each company's grade, contributing to 10% of the final grade.

Statement on Non-Responsive Companies

Companies that are non-responsive, along with those that do not provide any substantive information, are indicated in the Report and Guide with an asterisk (*) next to their name. These companies are also given the opportunity to provide a short statement as to why they chose not to respond, found on page 90 of this report.

We acknowledge that many of the non-responsive brands may be doing more to improve their ethical sourcing that we have been able to assess them on. However, if brands do not disclose, or are unwilling to disclose, what they are doing to ensure that workers are not exploited in their supply chains, then it becomes almost impossible for consumers and the public to know if these brands are investing sufficiently to mitigate these risks.

Companies may prefer to disclose their supply chain management practices publicly, instead of responding to our survey (e.g. they might be surveyed by multiple research projects or they might prefer a single public disclosure, rather than disclosing through the survey). By assessing non-responsive companies on publicly available information we can give due credit to these efforts. In the history of our research, non-responsive companies have received a wide range of grades based on their publicly available information. In the 2019 Ethical Fashion Report non-responsive companies received grades ranging from a B to an F.

METHODOLOGY

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Garment factory in Hung Yên,

It is worth emphasising that Baptist World Aid does not conduct site inspections of factories. Therefore, company grades are not an assessment of actual conditions in factories and farms, but rather an analysis of the strength of a company's labour rights and environmental management systems. This research relies on data that is publicly available, alongside evidence of systems and practices provided by the companies themselves.

Data collection and evaluation

As a proxy for the entire fashion supply chain, the 2019 Ethical Fashion Report assesses a large selection of companies on 44 specific criteria across the five key themes, at three critical stages of the supply chain.

The survey and the weightings applied through the Grading Tool has been developed with input from supply chain specialists, non-government organisations, and company experts (see 'acknowledgements' on page 97). The criteria contained within the Grading Tool draws upon international standards, including those articulated by the International Labour Organization, the Sustainable Development Goals, and the United Nation's Guiding Principles for Business and Human Rights. The Grading Tool will continue to evolve over time to incorporate new learnings and reflect changing industry best practice.

In conducting a company evaluation, our researchers assess a company's own publications, alongside any relevant independent reports and data. Our researchers then send the findings (marked against the assessment criteria) to the company for comment and further input. This input is then further reviewed. Baptist World Aid seeks to engage with companies, collect evidence, and understand their processes and systems; however, we do not conduct site inspections as part of the grading process.

Beyond engaging brands, our researchers also work with relevant certifiers to get a better understanding of what systems are covered by their certification. Where companies use these certifications, information from the certification body is considered in the process of the company's assessment. Certification bodies that have been engaged with include Better Cotton Initiative, the Global Organic Textile Standard, Fairtrade and Ethical Clothing Australia.

Our researchers actively seek to engage companies (and pursue contact with non-responsive companies) using at least three different mediums: phone calls, emails, and letters. All non-responsive companies receive their findings twice by post. Letters are also mailed to the company's Board Chair and CEO. This process seeks to ensure that, in almost every instance where a brand has not responded, it is because it has intentionally chosen not to do so.

In 2019, 75% of brands engaged directly with this research process.

METHODOLOGY

What the research covers

The research collects and evaluates data from fashion companies using the following classification of the supply chain and across the following themes of social responsibility.

RAW MATERIALS

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

INPUTS PRODUCTION

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

FINAL STAGE PRODUCTION

- **Cut-Make-Trim (CMT) manufacturing** *(cutting, sewing, printing)*

Policies	Transparency and Traceability	Auditing and Supplier Relationships	Worker Empowerment *(and living wage)*	Environmental Management
Why it matters: Policies form the standards that brands want their production to adhere to. They are the baseline by which a brand can measure the effectiveness of its overall efforts to uphold worker rights.	**Why it matters:** In order to ensure that worker rights are being upheld, brands need to know which facilities are responsible for the production of their product.	**Why it matters:** Monitoring facilities and building relationships are critical to ensuring policies are adhered to and improvements in working conditions are being delivered. While no monitoring process is perfect, high quality monitoring helps to provide a better understanding of the conditions of workers. A focus on strengthening relationships allows trust building, and increases a brand's capacity to drive change.	**Why it matters:** For a labour rights system to improve working conditions, workers must be empowered, allowed a voice, and have their most critical concerns addressed. It is workers themselves who have the best visibility of working conditions.	**Why it matters:** The fashion supply chain can cause significant environmental degradation, which affects the wellbeing of workers, the communities they live in, and their natural environment. By assessing the materials and facilities they use to make their products, brands can take informed steps to reduce their environmental impact from the farm to the final item of clothing.
What we assess: Provisions to prohibit forced labour and child labour, allow for freedom of association and protect worker health and safety; whether a brand intends its policies to cover the entire production process; whether the brand is undertaking important measures towards improving working conditions in facilities.	**What we assess:** How much of the supply chain a company has traced; what it does to monitor and address subcontracting; what efforts it is undertaking to trace the remainder of its supply chain; a brand's transparency and how willing they are to be held accountable through the information it shares about it's supply chain.	**What we assess:** What percentage of production facilities are audited; whether unannounced and offsite worker interviews and anonymous worker surveys are used; whether checks are done on high risk activities like labour brokers and recruitment fees; whether the brand is willing to be transparent about its results and remedial actions; whether brands are actively involved in building supplier relationships through consolidation, collaboration, supplier training and long term relationship building.	**What we assess:** Whether workers are able to unite through democratic trade unions; whether collective bargaining agreements have been established; whether effective grievance mechanisms are in place; whether workers are receiving a living wage so they can support their families; a brand's efforts in moving towards paying a living wage.	**What we assess:** Whether the company has done its own assessment of the environmental impact throughout its supply chain; the percentage of sustainable materials used; if the company has collected data on water use and chemical use in its facilities; monitoring systems to improve chemical and water management; whether take-back and repair programs have been offered to customers.

METHODOLOGY

Data verification

To verify the data provided by companies, company responses are reviewed and clarification and supporting documentation are sought where necessary. In some instances, the audit data provided by companies is relied upon to verify conditions and benefits that workers receive. Wherever possible, our researchers and company representatives work through the survey questions together, allowing both parties to be satisfied that the data presented is an accurate representation of the company's policies and processes.

To ensure consistency in the assessment of companies after completing the survey, company responses are cross-checked by another member of our research team.

Survey support document

2018 saw the introduction of the Survey Support Document (previously referenced as the "Assessment Support Document"). This document was reviewed and updated after the release of the 2018 Ethical Fashion Report. It was once again provided to companies as part of this year's research process.

The Survey Support Document acts as a helpful guide for companies. It includes a rationale for each survey question, and examples of what constitutes a strong labour rights system. The Survey Support Document also details the validation requirements that need to be adhered to, in order to demonstrate that a system or policy is in place.

Grading

The grades awarded in the Report are a measure of the efforts undertaken by each company to mitigate the risks of forced labour, child labour, worker exploitation, and environmental harm throughout their supply chains. Higher grades correspond to companies with labour rights and environmental management systems that, if implemented well, should reduce the risk and extent of worker exploitation and environmental harm in the production of that company's products. Low graded companies are those that are not taking these initiatives, or those choosing not to disclose if they are taking such initiatives.

It is important to note that a high grade does not mean that a company has a supply chain which is free from exploitation or environmental harm. Rather, it is an indicator of the efforts the company is undertaking and the strength of its systems to reduce risk. Furthermore, the 2019 Ethical Fashion Report's grading methodology is designed to spread companies out along an A+ to F continuum, based on the relative strength of their efforts and awarding grades on an adjusted bell curve (i.e. the best performers receive A+ grades, the worst receive F grades, with many others in the middle).

The adjusted bell curve is a key element to support this project's advocacy purpose. It encourages companies to continue working on improving their supply chain management, as the bell curve grades a company comparatively against industry peers. This is preferable to a fixed standard because it allows the benchmark of an ethically managed supply change to shift as the industry standard improves. Using an adjusted bell curve rather than a fixed standard, means that it is industry practice (and not Baptist World Aid) that sets the standard of ethical supply chain management. Companies are incentivised to continue improvements in order to align with the progression of the industry.

Some company structures own several brands with differing supply chain management systems in place. In these cases, the 2019 Ethical Fashion Report grades brands separately. Individual brands corresponding to a single company are listed, alongside their grade, in the Brand Index of this Report (see page 45).

Baptist World Aid's methodology and grading process has been audited, for detail please see page 94 of the Appendices.

3

Industry Influences

This section looks are three areas that are currently having a significant influence on the fashion industry; The Modern Slavery Act, Living Wages and Environmental concerns.

INDUSTRY INFLUENCES
THE MODERN SLAVERY ACT

For six years now, Baptist World Aid has called on fashion companies to disclose their efforts to address the risk of slavery in their supply chains, reporting on these efforts through the Ethical Fashion Report.

Through this research, we have become increasingly aware of the critical role that governments have to play in ending child labour and exploitation in corporate supply chains. For this reason, we have been resolute in our calls for supply chain regulation in Australia and our organisation has been invited to participate in the various conversations and inquiries to achieve this end.[1]

2018 saw the introduction of two important pieces of anti-slavery legislation in Australia.

New South Wales Modern Slavery Act[2]

In June 2018, New South Wales became the first Australian jurisdiction to introduce modern slavery legislation.

The NSW Modern Slavery Act requires commercial entities with an annual turnover of at least $50 million, and at least one employee in New South Wales, to annually report on the structure of their supply chain; key risk areas and mitigation strategies; policies and due diligence processes relating to modern slavery; and training practices relating to modern slavery.

The NSW Modern Slavery Act also provides for penalties of up to $1.1 million for non-compliance or providing false or misleading information. It also instates a state-level, independent Anti-Slavery Commissioner — tasked with educating the public on the issues of modern slavery and promoting action to end it.

Commonwealth Modern Slavery Act[3]

After years of advocacy from civil society groups, including Baptist World Aid and our Coalition partner, STOP THE TRAFFIK, Australia now has a federal Modern Slavery Act. This is a welcome first step in addressing transparency and modern slavery in corporate supply chains.

The Modern Slavery Act, which became effective on 1 January 2019, requires entities that are either based, or operating, in Australia, that have an annual consolidated revenue of more than $100 million, to report annually on the risks of modern slavery in their operations and supply chains. This annual report, known as a 'Modern Slavery Statement', must list the actions a company has taken to assess and address those risks, as well as gauge the quality of the company's response. This statement must be approved by the company's Board of Directors, or an equivalent, and signed by a Company Director. Once submitted, this statement will be made publicly available on a central repository known as the 'Modern Slavery Statements Register'[4].

It is estimated that these requirements will affect approximately 3,000 businesses.[5]

While Baptist World Aid welcomes the introduction of the Commonwealth Modern Slavery Act, we acknowledge that more work needs to be done to ensure it is as robust as possible. We will continue to call for penalties for companies that fail to comply with the reporting requirement, and an Independent Commissioner to ensure that the legislation is effectively implemented.

Impact

There is no doubt that this new legislation will be a catalyst for change in the business community. We look forward to seeing how the fashion industry responds, not only to these new legal requirements placed upon it, but also to public pressure, as consumers are presented with more detailed information about how their favourite brands produce their clothes.

We also anticipate that other groups within civil society, like investors and boutique fund managers, will now have a more direct avenue to both engage with, and measure, a company's appetite for corporate social responsibility as it relates to the issue of modern slavery. In turn, we are hopeful that this will further drive improvements in corporate practice.

Finally, this legislation adds significant weight to the efforts of Baptist World Aid in this space, as it addresses several areas that we have — and will continue to — assess companies on. There are many brands in the fashion industry that have worked collaboratively with Baptist World Aid to reduce the risk of modern slavery in their supply chains. These companies will now be well positioned to report on their achievements to date.

INDUSTRY INFLUENCES
LIVING WAGES

Low wages and excessive working hours are endemic and persistent issues in global supply chains, which, all too often, leave full-time workers, and their families, trapped in a cycle of poverty. Baptist World Aid, through this assessment of companies and their brands, promotes the adoption of a living wage that will meet a workers' basic needs and allow them to maintain a safe and decent standard of living.

State of the industry

Fashion is a lucrative industry. The Australian Fashion Industry alone, was worth close to $23.5 billion in 2018[1]. Its value is projected to continue growing, with fast fashion, in particular, expected to grow at 6.2% over the next five years[2].These profits extend beyond Australia, underpinning the economies of developing countries such as Bangladesh, Cambodia, and Vietnam, where garments are amongst the largest exports.

But in the majority of circumstances, these profits do not reach the workers who make these garments. This is because garment-producing countries, in an effort to retain the investment of foreign companies, frequently set minimum wages too low. Fearing that higher prices, might drive interested companies to competitor countries. This results in minimum wages that are far below what would regularly be considered a living wage. In Bangladesh for example, living wage estimates are 2.8 times its current minimum wage and, in Vietnam, the current minimum wage is half of the estimated living wage[3].

Not being paid a living wage is one of the most significant issues faced by fashion supply chain workers[4], as the benefits of receiving a living wage would be nothing short of life-changing. The reality is, the payment of a living wage could transform the lives of millions by allowing people

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Cotton picker in Shayampet,

to lift themselves — and their families — out of poverty and, at the same time, drive economic growth within communities and nations.

However, the reality of paying living wages is complex and difficult to implement. It is well recognised that attaining a living wage is not something that can be achieved by retailers alone. It requires a multi-stakeholder approach, that includes companies and their brands, government, civil society, consumers factory management, and workers.

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Garment factory in HCM City, Vietnam.

There are many initiatives currently working to progress the payment of living wages, two worth mentioning are the Anker Methodology, In partnership with the Global Living Wage Coalition (GLWC), and ACT.

Anker Methodology

The Anker Methodology defines a living wage as, "Remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs, including provision for unexpected events[5]."

Developed by academic researchers and economists Martha and Richard Anker in partnership with GLWC, the methodology has two main components[6]:

1. Estimating the cost of a basic decent lifestyle for workers and his/her family in a particular geographical location; and
2. Determining whether the estimated living wage is being paid to workers.

The Ankers have conducted robust research to develop living wage calculations for a number of regions across the Asia Pacific and continue to include more regions in its analysis, annually.

One of the most important first steps a company can take when seeking to pay its workers a living wage, is deciding on a robust methodology to help determine a figure for each region it sources from. 48% of companies assessed by this report received credit for taking this step. The majority cited using the Anker Methodology.

ACT

ACT (Action, Collaboration, Transformation) is an agreement between international brands, retailers, manufacturers, and trade unions, to address the issue of living wage in the textile and garment supply chain. ACT aims to improve wages in the fashion industry by establishing collective bargaining in key garment and textile sourcing countries, at an industry level, supported by world-class manufacturing standards and responsible purchasing practices.

ACT is a collaboration of global brands and the Industrial Global Union, representing garment, textile, and footwear workers from around the globe. Of the 21 brands that are members of ACT, nine are represented in the 2019 Ethical Fashion Report:

- Arcadia
- ASOS
- Canterbury
- Cotton on Group
- H&M
- Inditex
- Kmart Australia
- Next
- PVH
- Target

INDUSTRY INFLUENCES
LIVING WAGES

Members of ACT agree to the following principles[7]:

- A joint approach is needed where all participants in global supply chains assume their respective responsibilities in achieving freedom of association, collective bargaining and living wages.
- Agreement on a living wage should be reached through collective bargaining between employers and workers and their representatives, at industry level.
- Workers must be free and able to exercise their right to organise and bargain collectively in accordance with ILO Conventions.

Collective bargaining is at the heart of ACT's work. ACT believes that effective freedom of association will empower workers to negotiate tailor-made solutions which allow both flexibility and security.

Corporate response

Baptist World Aid has observed an increasing number of companies that are taking meaningful action to work towards paying a living wage to workers in their supply chains. 48% of companies have started to develop a living wage methodology for the regions they source from. 24% of companies have published a level of commitment to pay their workers a living wage, demonstrating their willingness to be held accountable and their recognition of the importance of paying a living wage.

However, when looking at tangible benefits to workers, only 20% of companies could demonstrate that they were paying a living wage to some portion of their supply chain, with a mere 5% of these companies paying a living wage to all workers in their final stage of production.

So, whilst the fashion industry's progress towards understanding the importance of a living wage is promising, much more work needs to be done in order to ensure workers receive the living wage they deserve.

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Workers in wool manufacturing plant in Bangladesh.

ENVIRONMENTAL CONCERNS

Across the last six years, the Ethical Fashion Report has assessed the labour rights management systems of fashion companies across the globe. In the 2018 Ethical Fashion Report, we acknowledged that a "truly ethical" company not only ensures their supply chain empowers workers and pays them a living wage, it also understands its impact on the environment and manages its footprint to keep waterways, the earth, and the atmosphere healthy. Correspondingly, it is the workers in the fashion supply chain that most acutely feel the detrimental effects of poor environmental management.

The significant environmental impact of the fashion industry — starting from the raw materials stage and continuing across all stages, through to the end-of-life of a garment — has been well documented. The breadth of environmental issues that the industry touches on is also wide, from carbon emissions to water consumption, and waste concerns[1]. Across time, the rapid growth of production and consumption in the fashion industry has seen the environmental impact of the industry grow[2]. The depth, breadth, and rapid scaling-up of the fashion industry's environmental impact, highlights that there is a need to understand and address the issue.

Environmental and social ethics matter deeply to consumers too. 86% of the general population think companies should be addressing social and environmental issues[3]. When looking at Gen Z — the generation that will account for 40% of consumers by 2020 — this statistic jumps to 94%[4]. The purchasing decisions of consumers are already guided by their values[5], and this trend only looks set to grow. For the fashion industry, increasing consumer concern and the continued significant environmental impact of production signal a strong impetus for change.

Environmental impact concerns in the fashion industry

Like many other industries, the fashion industry's impact on the environment is diverse. Research has documented direct impact on climate change through high CO_2 emissions; significant freshwater withdrawal to grow fibres and for the dyeing and finishing process of fabrics; impacted ecosystem quality through a range of forms of pollution; harm to human health; and resource depletion[6].

It is important to note that most of the environmental impact caused by the fashion industry occurs within its supply chains, most notably at the raw materials and input stages[7]. Therefore, companies which have put significant effort into tracing facilities deep in their supply chain are at an advantage to understand and improve environmental management practices.

The type and severity of impact that an item of clothing will have depends significantly on the material that it is made from. Cotton, polyester, neoprene, and recycled fibres are made and processed in very different ways and require different solutions to mitigate their effect on the environment. The fashion industry is a significant consumer of fresh water, using approximately 79 billion cubic metres per year[8]. Conversely, synthetic fibres made from plastic and chemically processed plant materials use less water and land to process, however they create other effects, such as a significantly higher greenhouse gas emission footprint than cotton[9]. Companies therefore need to take tailored approaches to reducing their impact, however there are some common themes of environmental impact across fashion supply chains. Chemical use, water use, and the treatment of wastewater are vital considerations when managing inputs facilities, such as dyeing and finishing facilities.

The impact of the fashion industry on the environment varies significantly depending on which stage of production is being observed, what raw material is used, and where the production is taking place. In order to capture this complexity and advocate for better practice in environmental management, we asked fashion companies to address aspects of environmental management which were at the intersection of the impact and the fashion industry's ability to act.

ENVIRONMENTAL CONCERNS

Benchmarking environmental management in the fashion industry

These are the metrics used to assess companies, including the questions asked and a rationale as to the significance of each question. Of the 44 questions asked overall in our Grading Tool, 11 were dedicated to environmental management, contributing to 10% of a company's overall grade.

Governance

This year we asked, "Has the company undertaken an assessment of its environmental impact and risks throughout its supply chain?"

A clear starting point in managing the risks of harmful environmental impact within the fashion industry, is for companies to understand the risks at play in their own supply chain. Company decision-makers will be best situated to develop a strategic approach to managing environmental matters, when they are aware of the current environmental impact of their company and the possible environmental risks throughout its supply chain.

Materials

We asked companies two questions related to the materials used in their supply chain. These were:

"Has the company assessed the environmental impact of its top three fibres and materials used in its apparel products and implemented learnings from this assessment into product design and production?" and;

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

We recognise that fibres have different impacts depending on their type, source, and how they are processed. Our first question regarding materials seeks to grow understanding of the top three fibres used by volume in a company's supply chain, then encourage implementation of that understanding into the product design stage. Environmental impact can thereby be prevented, rather than treated after-the-fact. The percentage of companies that have assessed the impact of their top three fibres and used these assessments to inform changes in their design and production increased by 7% in 2019.

Companies can (and should) also actively seek to use fibres that are available from more sustainable sources, including those cultivated from less water-intensive or chemical-intensive raw materials and recycled fibres.

Emissions

This year, we also asked, "Has the company publicly announced a net-zero carbon emissions reduction target by 2050 for its supply chain? Or is it lobbying for this target in the countries that it is operating in?"

Carbon emissions are a consequence of all stages of the supply chain. The Paris Agreement is a worldwide framework to address greenhouse

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Better Work Factory in Vietnam.

gases emissions, including carbon emissions. The net-zero carbon emissions reduction target aligns with the Paris Agreement. We believe that company commitment to this target does two things: firstly, it indicates to governments that the private sector endorses and seeks to align its practices with the Paris Agreement; and secondly, it sets a target for companies to bring their supply chain energy usage into line with. To acknowledge that companies may be taking a range of differed actions to this end, we noted in our assessment that companies may alternatively, or additionally, engage on this issue with the government in the countries where they operate through various forms of lobbying. There has been a 10% increase this year in the number of companies receiving full credit through publicly committing to a target or lobbying governments.

Chemical use

Regarding chemical use, we asked two key questions of companies this year. These were:

"Does the company have a restricted substances list against which it tests compliance?" and;

"Does the company have a manufacturing restricted substances list against which it tests compliance?"

Firstly, a restricted substance list (RSL) defines the permitted levels of chemical content and chemical exposure for final products being produced by a company. It was important for us to see that not only was this RSL being communicated to suppliers, but that quality assurance systems, including testing, were being used to ensure that final products complied with the RSL.

Secondly, and deeper into the supply chain, a manufacturing restricted substance list (MRSL) defines banned and restricted hazardous substances to prevent their use and discharge into the environment during manufacturing. Again, it was important for us to see that quality assurance systems were in place, such as monitoring of chemical management systems and water quality. Since our preliminary analysis of companies in 2018, we have seen a 14% increase in companies checking compliance with their MRSL.

Water use

This year we asked, "For what percentage of water intensive facilities has the company collected and benchmarked water use data?" and;

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

Garment production is water-intensive. Our first question aims to increase company understanding of actual and ideal water usage in water-intensive facilities throughout their supply chain, while the following question aims to encourage companies to implement these learnings.

Wastewater

Similar to the above questions, we also sought to explore wastewater management through the following questions:

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

"Of these, do all have wastewater improvement strategies?"

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

Wastewater management can be achieved through wastewater treatment systems, inputs management, wastewater quality testing, standards development and implementation, and a combination of the above.

The number of companies using wastewater improvement strategies has grown this year. For companies which are collecting wastewater quality data on their facilities, only 15% do not have improvement strategies implemented in any facility.

Material/product waste

The 2018 assessment also recognises that textile waste is a major and growing problem. We therefore asked a final question to this end, namely, *"Does the company make available to customers a take-back and/or repair program?"*.

Take-back programs have the potential to lead to textile recycling into new textiles, insulation, and other products. Repair programs allow for longevity of garment use.

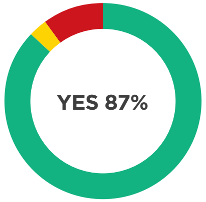
4

Policies

This section evaluates the policies that fashion companies have in place to address the risk of worker exploitation in supplier and subcontracted factories. Most companies have now adopted policies which set the minimum working conditions they expect of their suppliers and factories. Policies are the first step to creating a robust supply chain management system.

POLICIES
INDUSTRY OVERVIEW

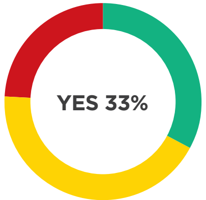
Does the company have a code that addresses the ILO Four Fundamental Principles and Rights at Work?



A Code of Conduct includes the basic worker rights which supplier factories are expected to observe. At a minimum, a good code of conduct will include the ILO's Four Fundamental Principles and Rights at Work. This prohibits child labour; forced labour; discrimination; and guarantees worker rights to freedom of association and collective bargaining.

Among the companies assessed, 87% have Codes of Conduct that include at least these basic principles.

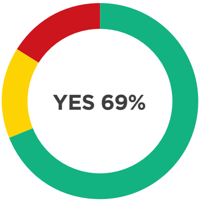
Does the code apply to multiple levels of the supply chain, including the raw materials level? (Partial = applies to inputs production)



By stating that their code applies to multiple levels of their supply chain, companies are accepting that their sphere of responsibility is not limited to their final stage manufacturers. The deeper, more removed levels of the supply chain are at greatest risk of worker exploitation, which makes efforts to ensure that these suppliers operate in line with Code standards critical.

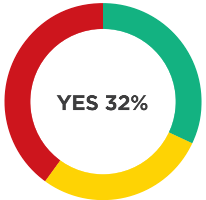
33% of companies reported applying their Code of Conduct to multiple levels of their supply chain, including to the level of raw material production, while a further 43% reported making efforts to insist standards within their Code of Conduct are adhered to as far as their fabric production suppliers.

Does the code prohibit the use of regular and excessive overtime?



Regular and excessive overtime is a significant and ongoing issue for worker welfare in the global fashion industry. Long hours reduce worker safety, as most workplace accidents happen when workers are tired. Long hours also place undue stress on a large number of workers. Excessive overtime is often driven by low and insufficient wages and pressure from managers to extend working hours or meet deadlines. The majority of companies assessed have codes that include standards addressing limits on overtime.

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



Women represent about 80% of global garment workers. Despite this, gender-based discrimination in recruitment, and sexual harassment, are widespread in the workplace. Of note, is that all countries in the Asia-Pacific record a gender pay gap. It is therefore important that companies proactively implement policies and clear strategies to address the vulnerability and discrimination faced by female workers in their supply chain.

We found that roughly a third of companies surveyed do have such systems in place. While a healthy start, this is an area that requires further industry attention.

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

POLICIES

BEST PRACTICE HIGHLIGHTS

AS Colour – Purchasing Practises

AS Colour is committed to ensuring ethical purchasing practises. Through regular factory visits and engaging in open dialogue with its suppliers, AS Colour hopes to encourage more discussions about supplier challenges as well as its own.

In line with industry-wide experience, the overriding feedback to come out of this open dialogue has been that the fast fashion buying cycle remains the biggest challenge. This is one reason that AS Colour chooses to operate outside of this sphere, developing its buying calendar in collaboration with suppliers, so as to ensure enough buffer time and stock to accommodate the setbacks which can occur in complex and people intensive supply chains. Additionally, AS Colour continues to invest its time and resource in understanding actual production lead-times.

Adherence to these processes is governed by the founder of AS Colour, who, having established these principles himself, continues to have a hands on approach signing off any new suppliers, overseeing order placement and timelines, and promoting a culture of continuous improvement from both within the company's operation as well as from its suppliers.

Finally, this year, AS Colour has invested in joining Amfori (a business association which promotes open and sustainable trade). It has also employed an ethical sourcing specialist, whose dual role is to work with the AS Colour buying team, as well as raising awareness with its retail team, who are increasingly being approached by customers who are interested in AS Colour's ethical stance and organic products.

"Whilst many supplier challenges at times seem daunting (or outside the scope of influence) for a relatively small business such as ours, the fact remains that their problems ultimately impact on our workers and our production. For these reasons, we have always believed it important to invest the time to ensure we are aware of the bigger picture, to evolve our business and purchasing practises to offer support and solutions where we can, and, as a responsible industry practitioner, work to build our influence."

AS Colour

New Balance – Gender Strategy

Across the world, women comprise the majority of the footwear and garment manufacturing workforce. In an effort to improve health, literacy, and healthcare access for women factory workers in Vietnam, New Balance has partnered with one of its key suppliers, Business for Social Responsibility, to implement their HERHealth program.

Through HERHealth, 2,000 women workers received training and participated in peer education programs on nutrition, reproductive health, pre and post-natal care, and early detection of breast cancer. Participants reported enjoying the training on nutrition — an area impacting workers beyond the factory with their eating decisions impacting on the health of their families. One supplier reported that the worker knowledge on health issues had increased and that they'd also experienced a decrease in worker turnover.

New Balance plans to take the learnings from this project to further develop and inform their strategy on women's empowerment and gender in their supply chain. At the time of writing this report, a final impact assessment of the program was underway.

5

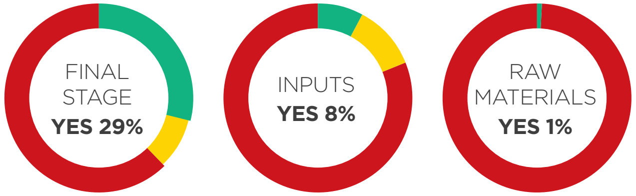
Transparency and Traceability

This section measures the degree to which a company has traced its suppliers at three key stages of production: final stage, inputs and raw materials. It also looks at how transparent the company is with respect to the location and nature of its suppliers.

TRANSPARENCY AND TRACEABILITY

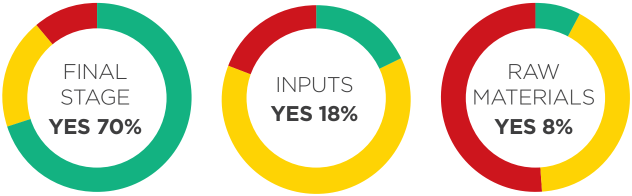
INDUSTRY OVERVIEW

Are broad auditing results shared publicly?



While most companies trace and audit their suppliers to ensure that basic working conditions are adhered to, it takes a particularly mature approach to transparency and social responsibility to admit that suppliers do not always meet standards set for them. Consequently, only 29% of companies shared data about their broad auditing results with the general public. We believe that admissions of noncompliance do not represent failures in social compliance; but rather, an important step towards greater transparency and accountability that will drive improved working conditions. It is the companies that are unable to identify or admit to concerns in their supply chain that are most hampered from improving.

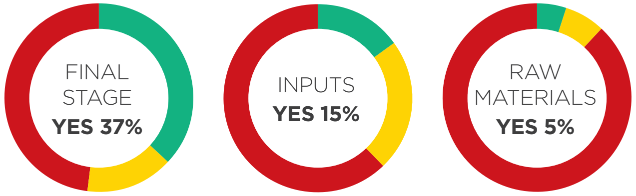
Has the company traced 100% of all of its facilities for the following stages of production (partial = some traced)?



Tracing the location of suppliers is an important way in which a company can begin to take responsibility for working conditions in its supply chain. It's almost impossible for companies to know that suppliers are adhering to Code standards if they do not know who their suppliers are.

70% of companies have traced all of their final stage facilities, but the level of traceability tapers for the more removed parts of the supply chain, particularly inputs and raw materials suppliers. It is in the parts of the supply chain, such as these, which sit outside of the purview of companies, that the risk of worker exploitation is both higher and least likely to be remedied.

Is there a public list of supplier facilities (including names and addresses)?



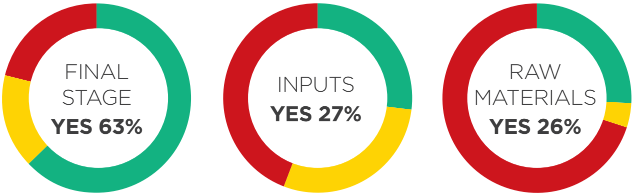
Publishing supplier lists is a way that companies can demonstrate to workers, consumers, and the public, that they are committed to being held accountable to the workers in their supply chain.

Transparency deepens the credibility of claims companies make about their supply chain systems and engenders trust. Of the companies assessed, 37% (up from 16% in 2013) published a full list of their final stage suppliers along with factory addresses. A further 15% received partial credit for disclosing a portion of their supplier list.

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

TRANSPARENCY AND TRACEABILITY
INDUSTRY OVERVIEW

Does the company ensure that there is either no subcontracting or that all subcontracted production adheres to code standards at the final stage of production?



Does the company ensure that there is either no subcontracting or that all subcontracted production adheres to code standards at the final stage of production?

It is common for direct suppliers to subcontract orders out to other facilities. Where these subcontractors are unauthorised or unmonitored, the possibility that workers will be exploited increases substantially. This remains one of the greatest areas of risk in the global fashion industry supply chain. In acknowledgement of this, 63% of companies assessed have taken some steps at the final production stage, to ensure that either, there is no subcontracting, or that all subcontracted production adheres to the standards laid out in their Code of Conduct.

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

Patagonia – Down Sourcing

While cotton is one of the most used fibres in garment production, there are a number of other raw materials that companies need to be tracing in order to ensure they are upholding ethical standards from raw material fibre to factory. Down has become a prominently used material, particularly in the outdoor apparel sector. There are many challenges in ensuring ethically sourced down.

Patagonia have been pioneers in the tracing of down products used in their garments. Starting in 2007, when an environmental impact assessment of its raw materials identified the inhumane treatment of birds throughout the global poultry industry.

Birds in the down supply chain can be forced fed (for foie gras), live plucked, and variously mistreated throughout their lives — up to, and including, processing at the slaughterhouse. Patagonia believes it is not acceptable for animals to suffer in the name of performance, luxury, or fashion, which led them to help develop the Traceable Down Standard, as well as the Responsible Wool Standard (RWS), alongside other likeminded brands, animal welfare NGOs, and certification bodies.

Patagonia became the first brand certified to these two animal welfare standards, which seek to set the highest bar for animal welfare within the fiber supply chain.

© Image provided by Patagonia

"Down is a by-product of the food industry, and the down we buy comes exclusively from slaughterhouses. After it is collected from geese that have been killed for their meat, we follow it through washing, sorting, and processing facilities to ensure proper traceability and segregation from untraceable down. We continue our audits all the way to the garment factory, where we make sure our certified traceable down is stored separately from that of other brands, so we can ensure it is certified down which is used in our clothing. Audits then continue to our distribution centre, where the down garments arrive, are checked in, and stored and packaged to send out to our customers, following the Traceable Down Standard brand requirements. It's a lot of work. But this is how we help ensure the birds whose down we use in our products have been treated humanely."

Patagonia

TRANSPARENCY AND TRACEABILITY
BEST PRACTICE HIGHLIGHTS

Outland Denim – Transparency efforts

Transparency is an essential part of Outland Denim's brand identity on a moral, customer, and industry level. Its foundations are built on a desire to eradicate human trafficking by offering opportunity to those in vulnerable communities, in the form of training, stable employment, living wage, and education.

Transparency ensures that the practises of Outland Denim are continuously, internally scrutinised and held to the highest standard. It ensures that its ethos of #ZeroExploitation remains a constant, and that the success of Outland Denim and its staff does not come at the detriment of other people or the planet.

For customers of Outland Denim, transparency provides a connection to the maker that isn't traditionally visible (much less, felt) in fashion. An increase in education surrounding the lifestyle and working conditions of garment workers has made consumers cautious of brands. Until it goes without saying that a garment was manufactured with respect to the maker and the environment, transparency is key in building this trust with customers who want to purchase from brands that mirror not only their style but their values, too.

Finally, at an industry level, transparency is a way for Outland Denim to demonstrate the effectiveness and power of its business model to other businesses who are on the journey to a more responsible supply chain or social enterprise model. It gives Outland Denim an avenue to collaborate on solutions that will change the way garments are manufactured in the fashion industry.

"Culture, location and values are factors that contribute to the type of response we receive from suppliers on the topic of transparency. It can be a new, daunting concept to some suppliers when we ask to put information about their company online. To encourage their support in our endeavours, we explain the value Outland Denim places on transparency, and we invite the supplier to set the bar high with us. We believe transparency is crucial to produce genuinely ethical fashion, so we seek to align with suppliers that hold these same values — desiring to transform the industry from the inside out."

Leisl Lancaster, Social and Environmental
Impact Manager, Outland Denim

© Outland Denim/Sophie Baker.

Outland Denim seamstresses.

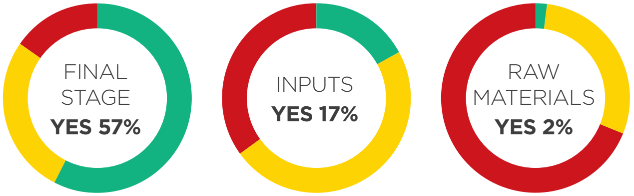
6

Auditing and Supplier Relationships

This section focusses on how a company manages its relationship with suppliers to ensure working conditions meet the standards set out in its policies. It evaluates audit processes, as well as training and other industry collaboration efforts that continue to support factories to better understand and provide decent working conditions.

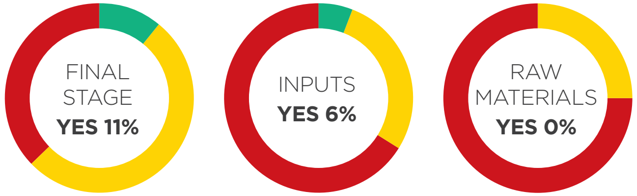
AUDITING AND SUPPLIER RELATIONSHIPS
INDUSTRY OVERVIEW

What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?



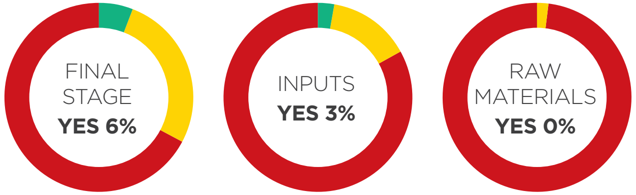
Once a company has traced the location of suppliers, audits are a useful tool to better understand the working conditions in their facilities, and to identify instances of worker exploitation. There is great diversity in the quality of audits and their capacity to effectively capture a true representation of working conditions. Brands can opt for third party or internal audits, and many use a combination of the two. Neither is necessarily better or worse than the other. Audits work best at improving working conditions when coupled with effective corrective action plans, strong supplier relationships, training programs on worker rights, and, perhaps most importantly, instruments to hear worker voice, like union engagement and effective grievance mechanisms. While it is good to see that over half of the companies surveyed know all of their final stage producers, only 2% know all of their raw material suppliers.

What percentage of companies audit all of their final stage facilites with unannounced audits, anonymous worker surveys or off-site worker interviews per year?



Unannounced audits gain a more accurate picture of everyday operations in factories because factory managers, and others in positions of influence, have less warning time to hide abuses. Workers are also more likely to feel freer to express concerns about their workplace when they are interviewed offsite, and away from factory management, or surveyed anonymously. These three measures significantly affect the quality of audits conducted. Only 11% of companies reported auditing all of their cut-make-trim facilities with either unannounced visits, offsite worker interviews, or anonymous worker surveys each year.

Are corrective action plans pertaining to wages and/or overtime resolved within 12 months?



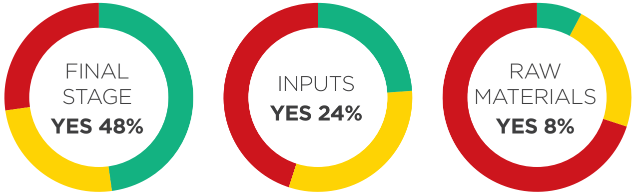
Corrective action plans (CAPs) are the main tool used for driving compliance against audit standards. Too often however, CAPs are raised on the same series of issues, in repeated audits. Full and timely resolution of these CAPs remains elusive, particularly for issues pertaining to wages and overtime.

The findings of this report confirm this practice, with only 6% of companies able to demonstrate that when CAPs are raised regarding wage and overtime issues in their final stage facilities, they are resolved within 12 months.

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

AUDITING AND SUPPLIER RELATIONSHIPS
INDUSTRY OVERVIEW

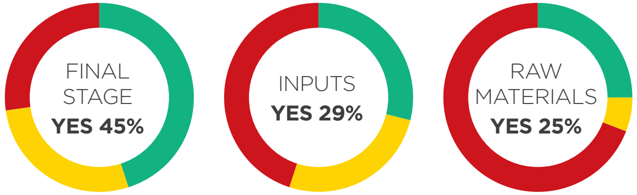
Does the company invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?



Education and awareness are essential for bringing change to the industry. Buyers, suppliers and factory managers each play key roles in the supply chain and have the opportunity to both identify risks in supply chains and set terms to prevent them. Companies that provide human rights and risk training to their buyers, suppliers and factory managers increase their awareness of these issues, and their ability to prevent and address them where they may exist.

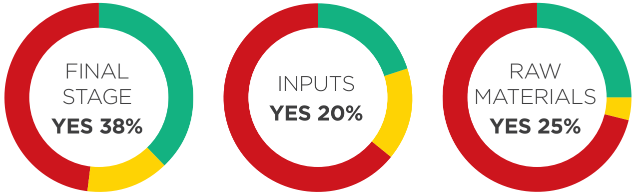
We are pleased to see 48% of surveyed companies invested in this training, with a further 25% gaining partial credit for some form of similar training program.

Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and/or industry collaboration?



For brands to drive changes in working conditions in factories, it is critical that they build leverage and deepen supplier relationships. Relationships build trust and provide a secure environment for companies and suppliers to invest in improving working conditions. Increasing leverage by consolidating a company's supplier base, or by collaborating with others in the industry, improves the capacity for a company to advance positive change in the facilities it sources from. In contrast, pursuing short term contracts based only on price and product specifications can incentivise poor working conditions. 45% of companies are fully invested in improving leverage and relationship with suppliers.

Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?



Preferred supplier programs reward suppliers with additional orders, and longer relationships for performing against key performance criteria, including social criteria. These programs represent an effective tool for companies to drive ongoing labour rights improvements amongst its suppliers and to identify and strategically invest in those suppliers that are most able to uphold worker rights.

It is also a positive tool for suppliers, as it rewards their efforts to invest in workers, creating greater stability for them, and better conditions for their workers.

We're pleased to see that 38% of surveyed companies had a preferred supplier program that offered incentive to suppliers to have a strong labour rights record.

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

AUDITING AND SUPPLIER RELATIONSHIPS
BEST PRACTICE HIGHLIGHTS

KOOKAI – Supplier Relationships

KOOKAÏ is a family owned women's fashion label. The Australian and New Zealand retail boutiques and online stores offer styles which are designed in-house at its Melbourne studio.

Dissatisfied by the working conditions of some of the factories it had visited internationally, KOOKAÏ decided to open its own manufacturing facilities. 13 years ago, a factory was established in Fiji (being the homeland of one of the founders). This gave KOOKAÏ visibility over its supply chain and enabled the founders of the business to contribute to the education, training, and employment of Fijian people.

Three years ago, KOOKAÏ opened another factory in Sri Lanka. KOOKAÏ now employs almost 1,000 Fijian residents and 600 Sri Lankan residents.

Owning and operating its own factories, where the vast majority of its Australian and New Zealand garments are made, allows KOOKAÏ to ensure production is carried out in an ethical and sustainable way. KOOKAÏ has full transparency of the working environment of those who produce its garments, with regular visits and communication between Melbourne Head Office and the factories.

KOOKAÏ is committed to the prosperity and wellbeing of its employees and offers its factory employees a range of benefits. These include ongoing training and mentoring programs, education on social issues, free health checks, a full-time counsellor on site available to employees, a safe workplace with security on site, transport for employees, and food or meals at subsidized prices.

Its Fiji factory was awarded the Employer of Choice Award at the Women in Business Awards in 2018.

Bangladesh Accord – Industry Collaboration

Following the Rana Plaza building collapse in April 2013, a number of clothing companies, unions, and affiliates began their work towards a safer ready-made garment industry by signing the five-year, legally-binding Accord on Fire and Building Safety in Bangladesh (The Accord).

In the five years following its implementation, significant improvements were made in the areas of fire and building safety, with over 85% of identified hazards being resolved as part of The Accord's remediation process. Furthermore, workplace programs to educate and empower Bangladeshi factory workers, such as a complaints mechanism, have also been implemented as part of The Accord. This impacts on large numbers of Bangladeshi factory workers, with more than two million people, in over 1,600 factories, being covered by The Accord.

Last year, the process of handing over responsibility for The Accord's continued implementation, to a national regulatory body, began. As such, the 2018 Transition Accord was put into effect on 1 June 2018. Signed by global unions and over 200 companies, the 2018 Transition Accord serves to continue this important work, as well as facilitate its handover to the Government of Bangladesh Remediation and Coordination Cell. Its primary objective is to ensure that workplace safety remains a priority for Bangladeshi factory workers.

Without effective collaboration between all signatories, it would not have been possible to achieve this level of impact. The ongoing leadership of brands in this process is crucial to ensuring that factories remain in a position to deliver worker rights and safety.

Signatories to The Accord in the 2019 Ethical Fashion Report:

- Adidas
- Aldi
- APG & Co
- Arcadia Group
- Big W
- Cotton On Group
- Desigworks
- Forever New
- H&M
- Hugo Boss
- Inditex
- Kmart Australia
- Marks & Spencer
- Next
- Sussan Group
- Puma
- PVH Corp
- Target Australia

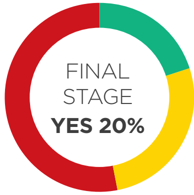
7

Worker Empowerment

This section focuses on how workers are empowered to make their collective voice heard in the supply chain through trade unions, collective bargaining agreements, and grievance mechanisms.

WORKER EMPOWERMENT
INDUSTRY OVERVIEW

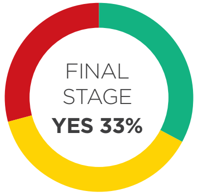
Are democratically elected unions in at least 50% of final stage facilities? (partial = some)



Freedom of association and the right to collective bargaining are together one of the ILO's Four Fundamental Principles and Rights at Work. Effective recognition of these rights empowers workers to negotiate decent working conditions and fairer wages. Disappointingly, too few facilities in the apparel industry actually have an effective, democratically elected trade union. This is a practical limit on the expression of the right to join or not join a worker representative body.

Just 1 in 5 companies could demonstrate the presence of trade unions and/or collective bargaining agreements in the majority of final stage facilites. This still stands in sharp contrast to the 87% of companies whose policies uphold the right to freedom of association and collective bargaining. It appears that while auditors routinely ask workers if they feel they are free to express this right, companies are less robust in checking for the presence of avenues for workers to do so in practice.

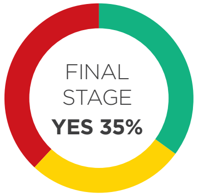
Does the company have a functioning grievance mechanism which workers can access anonymously and in their native language?

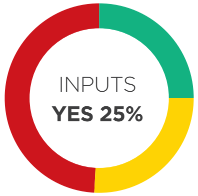


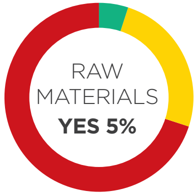
Grievance mechanisms enable workers to voice concerns about violations to their rights and safety and to remedy them within the factory. Many companies rightly ask factories to establish internal grievance mechanisms for workers to resolve complaints directly with their employers.

It is important that workers are additionally provided with an avenue to express their concerns to a third party, particularly since the factory may be responsible for the abuse and may have already refused to rectify it. An alternative avenue for raising grievances is also necessary because audits only capture a snapshot of what is occurring in factories. Of the companies assessed, 71% reported providing workers in a portion of their supply chain with access to some form of grievance mechanism.

Does the company have any systems or policies in place to rehabilitate child or forced labourers if discovered?







Documented cases of child and forced labour have been associated with every stage of the global fashion industry supply chain. It is important that brands have a remediation plan in place so that they are in a good position to respond to the risk of these worst forms of abuse occurring in their supply chain. If child labour is found, companies should, ideally, be prepared to find a way to remove them from the situation, provide for the child's education, and replace the lost income to the family. If forced labour is found, brands should facilitate the individual's reintegration into the labour market and transition to decent work with compensation for any unpaid wages. Of the companies assessed, 35% reported having systems or policies in place to rehabilitate child or forced labourers if they were discovered in their final stage facilities, with a further 28% reporting some less formal commitments to action in this area.

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

WORKER EMPOWERMENT
BEST PRACTICE HIGHLIGHTS

Kathmandu – Grievance Mechanism

Previously, Kathmandu's grievance mechanism relied on its factory workers — the majority of whom do not understand English or use email — to contact the company using an email address, which was written in English.

Similarly, the only time workers were interviewed about grievances was during an audit when they were taken aside to speak privately with the auditor, but this often occurred in full view of their management. Unsurprisingly, Kathmandu received zero contact to its grievance email address and workers rarely communicated they were unhappy, unsafe, or concerned about their working conditions when interviewed.

Kathmandu has since recognised that workers needed to be able to communicate with them in their own language and by means which were more accessible. The majority of Kathmandu's workers are based in China and use social media platform — WeChat — to share their experiences, make purchases, and communicate with others. So, Kathmandu cleverly added a WeChat QR code to every Code of Conduct posted in every facility making its product. This simple solution means that workers can now use their mobile phones to scan a code and communicate directly and confidentially with the company in their own language, using a tool they are familiar with.

Furthermore, in collaboration with its social auditing partner, ELEVATE, Kathmandu also began using Laborlink, a mobile platform that establishes a two-way communication channel for workers to share their views in real-time. As part of every full audit, Kathmandu now includes an anonymous worker survey, which can be completed after hours on their own mobile phones, through the Laborlink portal. This provides the company with clearer visibility of worker well-being throughout its supply chain.

"Both of these tools have led to an increase in communication from workers and the discovery of several grievances. In one example, we were alerted to the fact that one supplier was subcontracting the production of our apparel to an unauthorised factory. This information helped us to align five other global brands using the same supplier and, together, we had much greater influence. By cooperating, we were able to facilitate immediate action and transparency on behalf of the supplier. This ultimately led to an investment in the management systems, an improvement in working conditions, and a change in understanding and attitude that was in keeping with our own values and best practice."

Kathmandu

ACT – Living Wage Initiative

ACT (Action, Collaboration, Transformation) is an agreement between international brands, retailers, manufacturers, and trade unions, to address the issue of living wage in the textile and garment supply chain.

By establishing collective bargaining, at industry level, in key sourcing countries, supported by world-class manufacturing standards and responsible purchasing practices, ACT aims to empower workers to negotiate tailor-made solutions. which allow both flexibility and security.

"It's a groundbreaking collaboration and the only way forward to create lasting systematic change."

H&M

"Inditex became a founding member of ACT because we have always believed that we must work collaboratively to bring sustainable improvements to working conditions and living wages in the garment supply chain."

Inditex

"We're always looking to better understand the reasons behind poor labour practices and to ultimately create long-term improvements in workers' lives. That's why we partner with a range of expert organisations, industry groups, and other brands on projects, like ACT, that are designed to help us do just that."

ASOS

"As a proud member of ACT, the Cotton On Group is committed to working collaboratively with fellow signatories towards the establishment of industry wide collective bargaining to create positive change to the way wages and working conditions are set. This will directly support the Group's own journey toward paying fair wages."

Cotton On Group

Of the 21 brands that are members of ACT, nine are represented in the 2019 Ethical Fashion Report. See a full list of ACT members featured in this report on page 21.

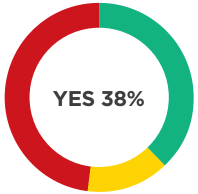
8

Environmental Management

This section assesses a companyís environmental management system, focusing on how well the company understands the impact supply chain practices have on the environment and how they manage its footprint to keep waterways, the earth, and the atmosphere healthy.

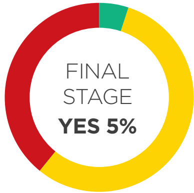
ENVIRONMENTAL MANAGEMENT
INDUSTRY OVERVIEW

Has the Company undertaken an assessment of it's environmental impacts and risks throughout the supply chain?



A clear starting point in managing the risks of harmful environmental impacts of a supply chain is for companies to understand the risks at play in their own supply chain. Company decision-makers will be best situated to develop a strategic approach to managing environmental matters when they understand their company's environmental impacts and risks throughout the supply chain.

Is 100% of the Companies final product made from sustainable fibres? (partial = some)

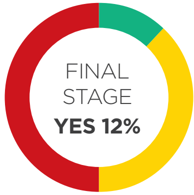


We recognise that fibres have different impacts depending on their type, source and how they are processed. Our first question regarding materials seeks to grow understanding of the top 3 fibres used by volume in a company's supply chain, and then encourage implementation of that understanding into the product design stage. Environmental impacts can thereby be prevented, rather than treated after-the-fact

The percentage of companies that have assessed the impact of their top 3 fibres and used these assessments to inform changes in their design and production increased by 7% in 2019.

Companies can and should also actively seek to use the fibres that are available from more sustainable sources than those that are conventionally sourced, including fibres cultivated from less water- or chemical-intensive raw materials and recycled fibres.

Has the company collected and benchmarked water use data for all water intensive facilities?



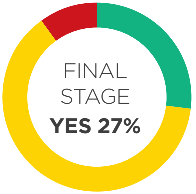
Wet-processing facilities include those that undertake viscose-manufacturing, weaving, dyeing, printing and finishing processes. These facilities are more likely to have effluent that is environmentally hazardous if not treated prior to release into the environment.

Wastewater management can be achieved through wastewater treatment systems, inputs management, wastewater quality testing, standards development and implementation, and a combination of the above.

The number of companies using wastewater improvement strategies has grown this year. For companies which are collecting wastewater quality data on their facilities, only 15% have no improvement strategies implemented in any facility — a decrease of 5% from 2018.

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

Does the brand make available to customers a take-back and/ or repair program?



We also recognised in our assessment this year that textile waste is a major and growing problem. We therefore asked a final question in our assessment to this end; namely, "Does the company make available to customers a take-back and/or repair program?".

Take back programs have the potential to lead to textile recycling into new textiles, insulation and other products. Repair programs allow for longevity of garment use. 27% of companies had developed a take-back or repair program, with a further 11% taking steps to develop such programs.

ENVIRONMENTAL MANAGEMENT BEST PRACTICE HIGHLIGHTS

Gorman – Sustainable fibres

Gorman's use of sustainable fibres came about as a result of its research on the impact of cotton on the environment. In response to its findings, the company made a conscious decision to introduce organic cotton to lessen the environmental and social impact of their cotton range. This happened in 2008, when awareness about the environmental impact of cotton was not as widespread as it is today.

Initially, Gorman received a lot of positive attention about its organic range, but discovered that converting this consumer interest into action was a much slower process. More than a decade later, Gorman reports that the wider community is more educated about environmental risks than it used to be. Today, there is a growing market of conscious consumers who are looking for more sustainable wardrobe options.

Gorman also seeks to use other environmentally sustainable fabrics in its range, which, in 2017/2018, included recycled wool and recycled PET.

Jeanswest – Managing water use in the supply chain

Tracking and improving water use in the supply chain has been an increasing priority for Jeanswest in recent years. This is because the company recognises that it's crucial to have initial benchmarks in place, to be able to assess risk and make progress going forward.

While benchmarking water use is already a process in place for the majority of Jeanswest suppliers, the company's biggest challenge will be to ensure continuous improvement in this area. This will necessitate working closely with its factory partners in the years ahead.

"We're prepared for this to be a lengthy process, working closely with our suppliers. Water is one of the most valuable resources we have on this planet and, as an industry, we need to look at how to best reduce our impact.

Since implementing this strategy, we have benchmarks and a starting point to work from. Which, in itself, is a success."

Jeanswest

Huffer – Take-back program

Huffer collect and distribute pre-owned down or puffer jackets to those who need them. Down and Puffer Jackets can be donated at any Huffer store, in exchange for a $50 voucher towards a new Huffer Down Jacket. All collected jackets are then donated to local charites.

This initiative was conceived by a Huffer team member who wanted to encourage a more ethical alternative for people who were buying Huffer Jackets when they already owned one. The initiative aims to collect jackets that might otherwise lie around at home, or end up in landfill, and donate them to charities who will then distribute them to those in need.

"It's our responsibility to care for this world. We aspire to leave it a better place than when we arrived. Our social responsibility lives within our people. It's our social responsibility to all — we have each other's back — from retail staff through to the talented makers that craft all aspects of our down products, both near and far. At Huffer, we take this seriously so commit to the highest of manufacturing standards offering, down garments we know customers will not only love, but also have the confidence to wear knowing they have been made in accordance with the internationally recognised Responsible Down Standard."

Huffer.

HanesBrands – Energy management and environmental stewardship

In 2007, HanesBrands launched a comprehensive energy management policy lead by the company's CEO. The aim of the policy was to advance two key goals:

1) formalising the company's commitment to mitigating its environmental footprint, and
2) generating cost savings through energy efficiency.

Because HanesBrands believes that environmental stewardship is good business.

Since its launch, employee adoption has seen it flourish — reducing greenhouse gas emissions by 28 percent, water use by 30 percent, and saving more than $10 million annually through enhanced energy efficiency. The company reinforces the value of environmental stewardship by using some of these cost savings to fund community improvement projects, undertaken by employee volunteers. Employees have refurbished schools and hospitals, created after-school programs, conducted tree plantings and beach clean-ups, initiated community water and energy projects, and received medical and surgery support as part of HanesBrands' Green for Good program.

The company has 2020 goals to reduce carbon emissions by 40 percent, reduce water use by 50 percent, achieve zero landfill, and source clean energy for 40 percent of its worldwide needs. In recognition of its achievements, Hanesbrands earned an A– rating and scored in the top 6 percent of nearly 7,000 companies that participated in the Carbon Disclosure Project (CDP) 2018 Climate Change Report.

Good environmental stewardship will remain a key focus for HanesBrands going forward.

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Garment factory in HCM City, Vietnam.

9

Brand Index

This section lists grades for the 480 brands associated with the 130 companies assessed in this report. While some companies assessed are a single-brand company, others hold multiple brands.

BRAND INDEX
GRADES BY COMPANY

A–B

* = non-responsive companies

Parent Company	Brand	Grade
Abercrombie & Fitch*	Abercrombie & Fitch*	D–
Abercrombie & Fitch*	Hollister Co.*	D–
Abercrombie & Fitch*	Gilly Hicks*	D–
Abercrombie & Fitch*	Abercrombie Kids*	D–
adidas	adidas	A
adidas	Reebok	A
ALDI Stores	Aldi	B–
ALDI Stores	Barely Basics	B–
ALDI Stores	Barely Essentials	B–
ALDI Stores	Crane Performance	B–
ALDI Stores	Crane Snow Extreme	B–
ALDI Stores	Crane	B–
ALDI Stores	INOC	B–
ALDI Stores	Serra	B–
ALDI Stores	Lily and Dan	B–
ALDI Stores	Torque	B–
ALDI Stores	Workzone	B–
ALDI Stores	West Bay	B–
ALDI Stores	Higgledee Baby	B–
ALDI Stores	Higgledee	B–
Ally Fashion*	Ally Fashion*	F
Anthea Crawford*	Anthea Crawford*	C
APG & CO	SABA	A–
APG & CO	Sportscraft	A–
APG & CO	Jag	A–
Arcadia Group	Burton Menswear	C+
Arcadia Group	Dorothy Perkins	C+
Arcadia Group	Evans	C+
Arcadia Group	Miss Selfridge	C+
Arcadia Group	Topshop	C+
Arcadia Group	Topman	C+
Arcadia Group	Wallis	C+
Arcadia Group	Outfit	C+
Arcadia Group	Outfit Kids	C+
AS COLOUR	AS Colour	A–
ASICS	ASICS	C
ASICS	Ontisuka Tiger	C
ASICS	ASICS Tiger	C
ASICS	HAGLOFS	C
ASOS	ASOS DESIGN	B
ASOS	ASOS EDITION	B
ASOS	ASOS WHITE	B
ASOS	ASOS MADE IN KENYA	B
ASOS	ASOS 4505	B
ASOS	ASOS collabs	B
ASOS	Supply	B
ASOS	Made In.	B
ASOS	Venture Brands	B
ASOS	Reclaimed Vintage	B
ASOS	Crooked Tongues	B
ASOS	Noak	B
ASOS	Heart and Dagger	B
ASOS	Collusion	B
Baby City*	Baby City*	F
Bardot Pty Ltd	Bardot	D+
Bardot Pty Ltd	Bardot Junior	D+
Barkers Clothing*	Barkers*	C+
Bec and Bridge*	Bec and Bridge*	F
Ben Sherman Australia	Ben Sherman	D+
Best & Less	Edited	C
Best & Less	Best & Less	C
Best & Less	Edited Plus	C
Best & Less	Mango	C
Best & Less	Tilt	C
Best & Less	Mantaray	C
Best & Less	Breakers	C
Best & Less	Bad Boy	C
Best & Less	Baby Baby	C
Best & Less	Baby Berry	C
Betts Group	Betts	D
Betts Group	Airflex	D
Betts Group	Zu	D
Big W	Big W	B–
Big W	Denim1964	B–
Big W	B-Collection	B–
Big W	Wave Zone	B–
Big W	Joe & Co.	B–
Big W	Brilliant Basic	B–
Big W	B Athletic	B–
Big W	Black Smith	B–
Big W	Circuit	B–
Big W	Circuit Curve	B–
Big W	Dymples	B–
Big W	Layla & Co	B–
Big W	Avella	B–
Big W	Emerson	B–
Big W	MB by Michelle Bridges	B–

BRAND INDEX
GRADES BY COMPANY

B–F

* = non-responsive companies

Parent Company	Brand	Grade
Bloch*	Bloch*	F
Blue Illusion	Blue Illusion	C+
Boardriders	Quicksilver	C–
Boardriders	Billabong	C–
Boardriders	Roxy	C–
Boardriders	DC Shoes	C–
Boardriders	RVCA	C–
Boardriders	Element	C–
Boardriders	Von Zipper	C–
Boardriders	Xcel	C–
Boden	Boden	C+
Boohoo	Boohoo	C–
Boohoo	boohooMAN	C–
Boohoo	PrettyLittleThing	C–
Boohoo	Nasty Gal	C–
Brand Collective (Apparel)	Elka Collective	C
Brand Collective (Apparel)	Elwood	C
Brand Collective (Apparel)	Mossimo	C
Brand Collective (Footwear)	Hush Puppies	C+
Brand Collective (Footwear)	Julius Marlow	C+
Brand Collective (Footwear)	Grosby	C+
Brand Collective (Footwear)	Clarks	C+
Brand Collective (Footwear)	Volley	C+
Camilla and Marc*	Camilla and Marc*	F
Camilla and Marc*	C&M*	F
Canterbury of NZ	Canterbury of NZ	C+
City Chic Collective	City Chic	B+
Coles*	Mix*	D+
Coles*	Coles*	D+
Cotton On Group	Cotton On	A–
Cotton On Group	Cotton On Kids	A–
Cotton On Group	Body	A–
Cotton On Group	Rubi	A–
Cotton On Group	Factorie	A–
Cotton On Group	Typo	A–
Cotton On Group	Supre	A–
Country Road Group	Country Road	A–
Country Road Group	MIMCO	A–
Country Road Group	Trenery	A–
Country Road Group	Witchery	A–
Country Road Group	Politix	A–
Cue Clothing Co*	Cue*	C–
Cue Clothing Co*	Dion Lee*	C–
David Jones	Milana	B
David Jones	Alta Linea	B
David Jones	Agenda	B
David Jones	David Jones	B
David Jones	David Jones Classic Collection	B
David Jones	Organic Baby by David Jones	B
David Jones	David Jones Junior	B
Decjuba*	Decjuba*	D–
Designworks	Republic	C+
Designworks	Suburban	C+
Designworks	Review Kids	C+
Designworks	Mooks	C+
Designworks	Sista	C+
Designworks	B.O.D.	C+
Etiko	Etiko	A+
Ezibuy	Ezibuy	D+
Ezibuy	Capture	D+
Ezibuy	Emerge	D+
Ezibuy	Gracehill	D+
Ezibuy	Capture European	D+
Ezibuy	Heine	D+
Ezibuy	Sara	D+
Ezibuy	Euro Edit	D+
Ezibuy	Together	D+
Ezibuy	Mia Lucce	D+
Ezibuy	South Cape	D+
Ezibuy	Urban	D+
Factory X	Pulp Fashion	B–
Factory X	Autonomy	B–
Factory X	Alannah Hill	B–
Factory X	Dangerfield	B–
Factory X	Jack London	B–
Factory X	Claude Maus	B–
Factory X	L'URV	B–
Factory X	Princess Highway	B–
Factory X	Revival	B–
Farmers*	Farmers*	F
Fast Future Brands	Valleygirl	D
Fast Future Brands	TEMPT	D
Fast Future Brands	Mirrou	D
Forever 21*	Forever 21*	D–
Forever New	Forever New	B
Freeset T-Shirts	Freeset T-Shirts	A+
Fruit of the Loom*	Vanity Fair*	D+

BRAND INDEX
GRADES BY COMPANY

F–H

* = non-responsive companies

Parent Company	Brand	Grade
Fruit of the Loom*	Fruit of the Loom*	D+
Fruit of the Loom*	Spalding*	D+
Fruit of the Loom*	Russel Athletic*	D+
Gap Inc.	GAP	B
Gap Inc.	Banana Republic	B
Gap Inc.	Old Navy	B
Gap Inc.	Athleta	B
Gap Inc.	Intermix	B
Gazal*	Gazal*	D–
General Pants Group	General Pants Group	B
General Pants Group	Arvust	B
General Pants Group	Alice in the Eve	B
General Pants Group	Ksubi	B
General Pants Group	Insight	B
General Pants Group	Subtitled	B
General Pants Group	Don't Ask Amanda	B
General Pants Group	Neon Hart	B
General Pants Group	BNWR	B
General Pants Group	Standard	B
General Pants Group	GP Tees	B
General Pants Group	Candidate	B
General Pants Group	GP Co Basics	B
Gildan Activewear	Gildan	A–
Gildan Activewear	American Apparel	A–
Gildan Activewear	Anvil	A–
Gildan Activewear	Comfort Colors	A–
Gildan Activewear	Alstyle	A–
Gildan Activewear	Gold Toe	A–
Gildan Activewear	Secret	A–
Gildan Activewear	Silks	A–
Gildan Activewear	Therapy Plus	A–
Gildan Activewear	Kushyfoot	A–
Gildan Activewear	Peds	A–
Gorman	Gorman	B
H&M	H&M	B+
H&M	Monki	B+
H&M	COS	B+
H&M	Weekday	B+
H&M	Cheap Monday	B+
H&M	Other Stories	B+
H&M	Arket	B+
Hallenstein Glasson Holdings	Hallenstein Brothers	B+
Hallenstein Glasson Holdings	Glassons	B+
Hanesbrands	JMS	A
Hanesbrands	Alternative Apparel	A
Hanesbrands	Berlei	A
Hanesbrands	Bonds	A
Hanesbrands	Bras N Things	A
Hanesbrands	Champion	A
Hanesbrands	Dunlopillo	A
Hanesbrands	Fairydown	A
Hanesbrands	Hanes	A
Hanesbrands	Hestia	A
Hanesbrands	Explorer	A
Hanesbrands	Jockey (AU and NZ)	A
Hanesbrands	Kayser	A
Hanesbrands	Playtex	A
Hanesbrands	Platinum	A
Hanesbrands	Razza Matazz	A
Hanesbrands	Red Robin	A
Hanesbrands	Rio	A
Hanesbrands	Sheridan	A
Hanesbrands	Sheer Relief	A
Hanesbrands	Voodoo	A
Hanesbrands	Bali	A
Hanesbrands	Barely There	A
Hanesbrands	Wonderbra	A
Hanesbrands	C9 by Champion	A
Hanesbrands	Maidenform	A
Hanesbrands	Gear for Sports	A
Hanesbrands	DIM	A
Hanesbrands	Knights Apparel	A
Hanesbrands	GTM	A
Hanesbrands	Leggs	A
Hot Springs*	P.E. Nation*	F
Hot Springs*	Lover*	F
Hot Springs*	Cooper St*	F
Hot Springs*	Rebecca Vallance*	F
Hot Springs*	Jasmine & Will*	F
House of Quirky	MinkPink	C
House of Quirky	Staple	C
House of Quirky	Twiin	C
Huffer	Huffer	B–
Hugo Boss Group	Boss	C+
Hugo Boss Group	Hugo	C+
Hugo Boss Group	Boss Orange	C+
Hugo Boss Group	Boss Green	C+

BRAND INDEX
GRADES BY COMPANY

H–N

* = non-responsive companies

Parent Company	Brand	Grade
Hunting & Fishing NZ	Hunting & Fishing NZ	D+
Icebreaker	Icebreaker	A+
Inditex	Zara	A
Inditex	Zara Home	A
Industrie	Industrie	A–
Industrie	Indie kids	A–
Industrie	Roler	A–
Jeanswest	Jeanswest	B+
JETS	JETS Swimwear	C
Just Group	Just Jeans	C+
Just Group	Jay Jays	C+
Just Group	Jacqui E	C+
Just Group	Portmans	C+
Just Group	Dotti	C+
Just Group	Peter Alexander	C+
K&K	K&K	C–
Karen Walker*	Karen Walker*	B
Kate Sylvester*	Kate Sylvester*	D+
Kathmandu	Kathmandu	A
Kmart Australia	Kmart	B+
Kookai	Kookai	A–
Kowtow	Kowtow	A+
L Brands	PINK	B
L Brands	Victoria's Secret	B
Lacoste	Lacoste	C–
Levi Strauss & Co*	Levi's Signature*	B
Levi Strauss & Co*	Dockers*	B
Levi Strauss & Co*	Denizen*	B
Liminal Apparel	Liminal Apparel	A+
Lorna Jane	Lorna Jane	C+
Lowes*	Lowes*	F
Lowes*	Beare & Ley*	F
lululemon athletica	Lululemon Athletica	A–
Macpac	Macpac	B–
Marks & Spencer	Marks & Spencer	B+
Max*	Max*	C
Merric Apparel NZ*	Merric*	F
Mighty Good Group	Mighty Good Undies	A+
Munro Footwear Group	I love Billy	D
Munro Footwear Group	Silent D by Django & Juliette	D
Munro Footwear Group	Django & Juliette	D
Munro Footwear Group	Top End	D
Munro Footwear Group	Mollini	D
Munro Footwear Group	Gamins	D
Munro Footwear Group	Colorado	D
Munro Footwear Group	Cinori	D
Munro Footwear Group	Diana Ferrari	D
Munro Footwear Group	Supersoft by Diana Ferrari	D
Munro Footwear Group	Isabella Rossi	D
Munro Footwear Group	Lynx	D
Munro Footwear Group	Wanted	D
Munro Footwear Group	Midas	D
Myer	Myer	B–
Myer	Basque	B–
Myer	Piper	B–
Myer	Blaq	B–
Myer	Reserve	B–
Myer	AHG	B–
Myer	Vue	B–
Myer	Heritage	B–
Myer	Regatta	B–
Myer	Tokito	B–
Myer	Miss Shop	B–
Myer	Sprout	B–
Myer	Milkshake	B–
Myer	Soho	B–
Myer	Chloe & Lola	B–
Myer	Trent Nathan	B–
Nature Baby	Nature Baby	A–
New Balance	New Balance	B
Next	Next	B–
Next	Lipsy	B–
Next	Label/Mix	B–
Nike	Nike	B–
Nike	Converse	B–
Nike	Hurley	B–
Nike	Jordan Brand	B–
Nobody Denim	Nobody Denim	A–
Noni B Group	Rockmans	D
Noni B Group	Beme	D
Noni B Group	W.Lane	D
Noni B Group	Table Eight	D
Noni B Group	Amber Rose	D
Noni B Group	Noni B	D
Noni B Group	Liz Jordan	D
Noni B Group	Millers	D
Noni B Group	Katies	D

BRAND INDEX
GRADES BY COMPANY

N–T

* = non-responsive companies

Parent Company	Brand	Grade
Noni B Group	Autograph	D
Noni B Group	Maggie T	D
Noni B Group	Rivers	D
Noni B Group	Crossroads	D
Nudie Jeans Co.	Nudie Jeans Co..	B+
Oroton Group	Oroton	C+
Outland Denim	Outland Denim	A+
Oxford	Oxford	D
Pagani	Pagani	C–
Patagonia	Patagonia	A
Pavement United Brands*	Pavement*	F
Pavement United Brands*	Lemonade*	F
Pavement United Brands*	Non Sense*	F
Pavement United Brands*	Petals*	F
Pavement United Brands*	Pom Pom*	F
Pavement United Brands*	Co Co Beach*	F
Pavement United Brands*	Zom–B*	F
Pavement United Brands*	Scram*	F
Pavement United Brands*	Wax*	F
Postie+	Postie	C
Puma	Puma	B
Puma	Cobra Golf	B
PVH Corp*	Calvin Klein*	C+
PVH Corp*	Tommy Hilfiger*	C+
PVH Corp*	Van Heusen*	C+
PVH Corp*	IZOD*	C+
PVH Corp*	ARROW*	C+
PVH Corp*	Speedo*	C+
PVH Corp*	Warner's*	C+
PVH Corp*	Olga by Warners*	C+
PVH Corp*	Geoffrey Beene*	C+
PVH Corp*	True & Co.*	C+
R.M. Williams	R.M. Williams	B–
Ralph Lauren*	Ralph Lauren*	C–
Ralph Lauren*	RLX*	C–
Ralph Lauren*	American Living*	C–
Ralph Lauren*	Chaps*	C–
Ralph Lauren*	Club Monaco*	C–
Retail Apparel Group	Tarocash	C+
Retail Apparel Group	yd.	C+
Retail Apparel Group	Connor	C+
Retail Apparel Group	Johnny Bigg	C+
Retail Apparel Group	Rockwear	C+
Rip Curl	Rip Curl	B+
Rodd & Gunn	Rodd & Gunn	A–
RREPP	Rrepp	A
RUBY Apparel	Ruby	C
Seafolly	Seafolly	B
Seed Heritage	Seed Heritage	C–
Showpo*	Showpo*	F
Simon de Winter Group	Simon de Winter	D+
Simon de Winter Group	Darn Tough	D+
Sussan Group	Sussan	B
Sussan Group	Suzanne Grae	B
Sussan Group	Sportsgirl	B
Swanndri NZ	Swanndri	C+
3 Wise Men Limited*	3 Wise Men*	F
T&T Fashions*	T&T*	F
Target Australia	Target	B
The Baby Factory*	The Baby Factory*	F
The Iconic*	Atmos&Here *	C+
The Iconic*	The Iconic*	C+
The Iconic*	Spurr*	C+
The Iconic*	Staple Superior*	C+
The Iconic*	Double Oak Mills*	C+
The Iconic*	H-Wood*	C+
The Iconic*	Dazie*	C+
The PAS Group Limited	Yarra Trail	C–
The PAS Group Limited	Review	C–
The PAS Group Limited	Marco Polo	C–
The PAS Group Limited	Black Pepper	C–
The PAS Group Limited	Extra Pepper	C–
The PAS Group Limited	Breakaway	C–
The PAS Group Limited	Equus	C–
The Warehouse Group	Active Intent	B–
The Warehouse Group	Amco	B–
The Warehouse Group	An'D	B–
The Warehouse Group	Back Country	B–
The Warehouse Group	Basics Brand	B–
The Warehouse Group	Basics Maternity	B–
The Warehouse Group	Beach Works	B–
The Warehouse Group	Blue Denim Co	B–
The Warehouse Group	Debut	B–
The Warehouse Group	Garage	B–
The Warehouse Group	H&H	B–
The Warehouse Group	Intrepid	B–
The Warehouse Group	Kate Madison	B–

BRAND INDEX
GRADES BY COMPANY

T–Z

* = non-responsive companies

Parent Company	Brand	Grade
The Warehouse Group	Match	B–
The Warehouse Group	Maya	B–
The Warehouse Group	Navigator South	B–
The Warehouse Group	Pickaberry	B–
The Warehouse Group	Rivet	B–
The Warehouse Group	Schooltex	B–
The Warehouse Group	Urban Equip	B–
The Warehouse Group	The Warehouse	B–
Tigerlily*	Tigerlily*	D–
Tree of Life	Tree of Life	C
Tree of Life	Peace Angel	C
Trelise Cooper*	Cooper by Trelise*	F
Trelise Cooper*	little trelise*	F
Trelise Cooper*	Trelise Cooper*	F
UNIQLO	UNIQLO	B+
VF Corp	Jansport	B
VF Corp	Bulwark	B
VF Corp	Lee	B
VF Corp	Rustler	B
VF Corp	Majestic	B
VF Corp	Nautica	B
VF Corp	Wrangler	B
VF Corp	Eagle Creek	B
VF Corp	The North Face	B
VF Corp	RIDERS by LEE	B
VF Corp	Reef	B
VF Corp	Kipling	B
VF Corp	Red Kap	B
VF Corp	Horace Small	B

Parent Company	Brand	Grade
VF Corp	Napapiriji	B
VF Corp	Eastpak	B
VF Corp	VANS	B
VF Corp	Timberland	B
VF Corp	Rock & Republic	B
VF Corp	Williamson Dickie	B
VF Corp	Smartwool	B
VF Corp	VF Outlet	B
Voyager Distributing Co*	Jump*	F
Voyager Distributing Co*	Kachel*	F
Voyager Distributing Co*	Ping Pong*	F
Wish Designs Pty Ltd*	Wish*	F
Workwear Group	King Gee	C
Workwear Group	Hard Yakka	C
WORLD*	WORLD*	D–
Zimmermann	Zimmermann	B–

BRAND INDEX
GRADES BY BRAND

A–B

* = non-responsive companies

Brand	Parent Company	Grade
Abercrombie & Fitch*	Abercrombie & Fitch*	D–
Abercrombie Kids*	Abercrombie & Fitch*	D–
Active Intent	The Warehouse Group	B–
adidas	adidas	A
Agenda	David Jones	B
AHG	Myer	B–
Airflex	Betts Group	D
Alannah Hill	Factory X	B–
Aldi	ALDI Stores	B–
Alice in the Eve	General Pants Group	B
Ally Fashion*	Ally Fashion*	F
Alstyle	Gildan Activewear	A–
Alta Linea	David Jones	B
Alternative Apparel	Hanesbrands	A
Amber Rose	Noni B Group	D
Amco	The Warehouse Group	B–
American Apparel	Gildan Activewear	A–
American Living*	Ralph Lauren*	C–
An'D	The Warehouse Group	B–
Anthea Crawford*	Anthea Crawford*	C
Anvil	Gildan Activewear	A–
Arket	H&M	B+
ARROW*	PVH Corp*	C+
Arvust	General Pants Group	B
AS Colour	AS COLOUR	A–
ASICS	ASICS	C
ASICS Tiger	ASICS	C
ASOS 4505	ASOS	B
ASOS collabs	ASOS	B
ASOS DESIGN	ASOS	B
ASOS EDITION	ASOS	B
ASOS MADE IN KENYA	ASOS	B
ASOS WHITE	ASOS	B
Athleta	Gap Inc.	B
Atmos&Here *	The Iconic*	C+
Autograph	Noni B Group	D
Autonomy	Factory X	B–
Avella	Big W	B–
B Athletic	Big W	B–
B.O.D.	Designworks	C+
Baby Baby	Best & Less	C
Baby Berry	Best & Less	C
Baby City*	Baby City*	F
Back Country	The Warehouse Group	B–
Bad Boy	Best & Less	C
Bali	Hanesbrands	A
Banana Republic	Gap Inc.	B
Bardot	Bardot Pty Ltd	D+
Bardot Junior	Bardot Pty Ltd	D+
Barely Basics	ALDI Stores	B–
Barely Essentials	ALDI Stores	B–
Barely There	Hanesbrands	A
Barkers*	Barkers Clothing*	C+
Basics Brand	The Warehouse Group	B–
Basics Maternity	The Warehouse Group	B–
Basque	Myer	B–
B-Collection	Big W	B–
Beach Works	The Warehouse Group	B–
Beare & Ley*	Lowes*	F
Bec and Bridge*	Bec and Bridge*	F
Beme	Noni B Group	D
Ben Sherman	Ben Sherman Australia	D+
Berlei	Hanesbrands	A
Best & Less	Best & Less	C
Betts	Betts Group	D
Big W	Big W	B–
Billabong	Boardriders	C–
Black Pepper	The PAS Group Limited	C–
Black Smith	Big W	B–
Blaq	Myer	B–
Bloch*	Bloch*	F
Blue Denim Co	The Warehouse Group	B–
Blue Illusion	Blue Illusion	C+
BNWR	General Pants Group	B
Boden	Boden	C+
Body	Cotton On Group	A–
Bonds	Hanesbrands	A
Boohoo	Boohoo	C–
boohooMAN	Boohoo	C–
Boss	Hugo Boss Group	C+
Boss Green	Hugo Boss Group	C+
Boss Orange	Hugo Boss Group	C+
Bras N Things	Hanesbrands	A
Breakaway	The PAS Group Limited	C–
Breakers	Best & Less	C
Brilliant Basic	Big W	B–
Bulwark	VF Corp	B

BRAND INDEX
GRADES BY BRAND

B–G

* = non-responsive companies

Brand	Parent Company	Grade
Burton Menswear	Arcadia Group	C+
C&M*	Camilla and Marc*	F
C9 by Champion	Hanesbrands	A
Calvin Klein*	PVH Corp*	C+
Candidate	General Pants Group	B
Canterbury of NZ	Canterbury of NZ	C+
Capture	Ezibuy	D+
Capture European	Ezibuy	D+
Camilla and Marc*	Camilla and Marc*	F
Champion	Hanesbrands	A
Chaps*	Ralph Lauren*	C–
Cheap Monday	H&M	B+
Chloe & Lola	Myer	B–
Cinori	Munro Footwear Group	D
Circuit	Big W	B–
Circuit Curve	Big W	B–
City Chic	City Chic Collective	B+
Clarks	Brand Collective (Footwear)	C+
Claude Maus	Factory X	B–
Club Monaco*	Ralph Lauren*	C–
Co Co Beach*	Pavement United Brands*	F
Cobra Golf	Puma	B
Coles*	Coles*	D+
Collusion	ASOS	B
Colorado	Munro Footwear Group	D
Comfort Colors	Gildan Activewear	A–
Connor	Retail Apparel Group	C+
Converse	Nike	B–
Cooper by Trelise*	Trelise Cooper*	F
Cooper St*	Hot Springs*	F
COS	H&M	B+
Cotton On	Cotton On Group	A–
Cotton On Kids	Cotton On Group	A–
Country Road	Country Road Group	A–
Crane	ALDI Stores	B–
Crane Performance	ALDI Stores	B–
Crane Snow Extreme	ALDI Stores	B–
Crooked Tongues	ASOS	B
Crossroads	Noni B Group	D
Cue*	Cue Clothing Co*	C–
Dangerfield	Factory X	B–
Darn Tough	Simon de Winter Group	D+
David Jones	David Jones	B
David Jones Classic Collection	David Jones	B
David Jones Junior	David Jones	B
Dazie*	The Iconic*	C+
DC Shoes	Boardriders	C–
Debut	The Warehouse Group	B–
Decjuba*	Decjuba*	D–
Denim1964	Big W	B–
Denizen*	Levi Strauss & Co*	B
Diana Ferrari	Munro Footwear Group	D
DIM	Hanesbrands	A
Dion Lee*	Cue Clothing Co*	C–
Django & Juliette	Munro Footwear Group	D
Dockers*	Levi Strauss & Co*	B
Don't Ask Amanda	General Pants Group	B
Dorothy Perkins	Arcadia Group	C+
Dotti	Just Group	C+
Double Oak Mills*	The Iconic*	C+
Dunlopillo	Hanesbrands	A
Dymples	Big W	B–
Eagle Creek	VF Corp	B
Eastpak	VF Corp	B
Edited	Best & Less	C
Edited Plus	Best & Less	C
Element	Boardriders	C–
Elka Collective	Brand Collective (Apparel)	C
Elwood	Brand Collective (Apparel)	C
Emerge	Ezibuy	D+
Emerson	Big W	B–
Equus	The PAS Group Limited	C–
Etiko	Etiko	A+
Euro Edit	Ezibuy	D+
Evans	Arcadia Group	C+
Explorer	Hanesbrands	A
Extra Pepper	The PAS Group Limited	C–
Ezibuy	Ezibuy	D+
Factorie	Cotton On Group	A–
Fairydown	Hanesbrands	A
Farmers*	Farmers*	F
Forever 21*	Forever 21*	D–
Forever New	Forever New	B
Freeset T-Shirts	Freeset T-Shirts	A+
Fruit of the Loom*	Fruit of the Loom*	D+
Gamins	Munro Footwear Group	D
GAP	Gap Inc.	B

BRAND INDEX
GRADES BY BRAND

G–L

* = non-responsive companies

Brand	Parent Company	Grade
Garage	The Warehouse Group	B–
Gazal*	Gazal*	D–
Gear for Sports	Hanesbrands	A
General Pants Group	General Pants Group	B
Geoffrey Beene*	PVH Corp*	C+
Gildan	Gildan Activewear	A–
Gilly Hicks*	Abercrombie & Fitch*	D–
Glassons	Hallenstein Glasson Holdings	B+
Gold Toe	Gildan Activewear	A–
Gorman	Gorman	B
GP Co Basics	General Pants Group	B
GP Tees	General Pants Group	B
Gracehill	Ezibuy	D+
Grosby	Brand Collective (Footwear)	C+
GTM	Hanesbrands	A
H&H	The Warehouse Group	B–
H&M	H&M	B+
HAGLOFS	ASICS	C
Hallenstein Brothers	Hallenstein Glasson Holdings	B+
Hanes	Hanesbrands	A
Hard Yakka	Workwear Group	C
Heart and Dagger	ASOS	B
Heine	Ezibuy	D+
Heritage	Myer	B–
Hestia	Hanesbrands	A
Higgledee	ALDI Stores	B–
Higgledee Baby	ALDI Stores	B–
Hollister Co.*	Abercrombie & Fitch*	D–
Horace Small	VF Corp	B
Huffer	Huffer	B–
Hugo	Hugo Boss Group	C+
Hunting & Fishing NZ	Hunting & Fishing NZ	D+
Hurley	Nike	B–
Hush Puppies	Brand Collective (Footwear)	C+
H-Wood*	The Iconic*	C+
I love Billy	Munro Footwear Group	D
Icebreaker	Icebreaker	A+
Indie kids	Industrie	A–
Industrie	Industrie	A–
INOC	ALDI Stores	B–
Insight	General Pants Group	B
Intermix	Gap Inc.	B
Intrepid	The Warehouse Group	B–
Isabella Rossi	Munro Footwear Group	D
IZOD*	PVH Corp*	C+
Jack London	Factory X	B–
Jacqui E	Just Group	C+
Jag	APG & CO	A–
Jansport	VF Corp	B
Jasmine & Will*	Hot Springs*	F
Jay Jays	Just Group	C+
Jeanswest	Jeanswest	B+
JETS Swimwear	JETS	C
JMS	Hanesbrands	A
Jockey (AU and NZ)	Hanesbrands	A
Joe & Co.	Big W	B–
Johnny Bigg	Retail Apparel Group	C+
Jordan Brand	Nike	B–
Julius Marlow	Brand Collective (Footwear)	C+
Jump*	Voyager Distributing Co*	F
Just Jeans	Just Group	C+
K&K	K&K	C–
Kachel*	Voyager Distributing Co*	F
Karen Walker*	Karen Walker*	B
Kate Madison	The Warehouse Group	B–
Kate Sylvester*	Kate Sylvester*	D+
Kathmandu	Kathmandu	A
Katies	Noni B Group	D
Kayser	Hanesbrands	A
King Gee	Workwear Group	C
Kipling	VF Corp	B
Kmart	Kmart Australia	B+
Knights Apparel	Hanesbrands	A
Kookai	Kookai	A–
Kowtow	Kowtow	A+
Ksubi	General Pants Group	B
Kushyfoot	Gildan Activewear	A–
Label/Mix	Next	B–
Lacoste	Lacoste	C–
Layla & Co	Big W	B–
Lee	VF Corp	B
Leggs	Hanesbrands	A
Lemonade*	Pavement United Brands*	F
Levi's Signature*	Levi Strauss & Co*	B
Lily and Dan	ALDI Stores	B–
Liminal Apparel	Liminal Apparel	A+
Lipsy	Next	B–

BRAND INDEX
GRADES BY BRAND

L–R

* = non-responsive companies

Brand	Parent Company	Grade
little trelise*	Trelise Cooper*	F
Liz Jordan	Noni B Group	D
Lorna Jane	Lorna Jane	C+
Lover*	Hot Springs*	F
Lowes*	Lowes*	F
Lululemon Athletica	lululemon athletica	A–
L'URV	Factory X	B–
Lynx	Munro Footwear Group	D
Macpac	Macpac	B–
Made In.	ASOS	B
Maggie T	Noni B Group	D
Maidenform	Hanesbrands	A
Majestic	VF Corp	B
Mango	Best & Less	C
Mantaray	Best & Less	C
Marco Polo	The PAS Group Limited	C–
Marks & Spencer	Marks & Spencer	B+
Match	The Warehouse Group	B–
Max*	Max*	C
Maya	The Warehouse Group	B–
MB by Michelle Bridges	Big W	B–
Merric*	Merric Apparel NZ*	F
Mia Lucce	Ezibuy	D+
Midas	Munro Footwear Group	D
Mighty Good Undies	Mighty Good Group	A+
Milana	David Jones	B
Milkshake	Myer	B–
Millers	Noni B Group	D
MIMCO	Country Road Group	A–
MinkPink	House of Quirky	C
Mirrou	Fast Future Brands	D
Miss Selfridge	Arcadia Group	C+
Miss Shop	Myer	B–
Mix*	Coles*	D+
Mollini	Munro Footwear Group	D
Monki	H&M	B+
Mooks	Designworks	C+
Mossimo	Brand Collective (Apparel)	C
Myer	Myer	B–
Napapiriji	VF Corp	B
Nasty Gal	Boohoo	C–
Nature Baby	Nature Baby	A–
Nautica	VF Corp	B
Navigator South	The Warehouse Group	B–
Neon Hart	General Pants Group	B
New Balance	New Balance	B
Next	Next	B–
Nike	Nike	B–
Noak	ASOS	B
Nobody Denim	Nobody Denim	A–
Non Sense*	Pavement United Brands*	F
Noni B	Noni B Group	D
Nudie Jeans Co.	Nudie Jeans co	B+
Old Navy	Gap Inc.	B
Olga by Warners*	PVH Corp*	C+
Ontisuka Tiger	ASICS	C
Organic Baby by David Jones	David Jones	B
Oroton	Oroton Group	C+
Other Stories	H&M	B+
Outfit	Arcadia Group	C+
Outfit Kids	Arcadia Group	C+
Outland Denim	Outland Denim	A+
Oxford	Oxford	D
P.E. Nation*	Hot Springs*	F
Pagani	Pagani	C–
Patagonia	Patagonia	A
Pavement*	Pavement United Brands*	F
Peace Angel	Tree of Life	C
Peds	Gildan Activewear	A–
Petals*	Pavement United Brands*	F
Peter Alexander	Just Group	C+
Pickaberry	The Warehouse Group	B–
Ping Pong*	Voyager Distributing Co*	F
PINK	L Brands	B
Piper	Myer	B–
Platinum	Hanesbrands	A
Playtex	Hanesbrands	A
Politix	Country Road Group	A–
Pom Pom*	Pavement United Brands*	F
Portmans	Just Group	C+
Postie	Postie+	C
PrettyLittleThing	Boohoo	C–
Princess Highway	Factory X	B–
Pulp Fashion	Factory X	B–
Puma	Puma	B
Quicksilver	Boardriders	C–
R.M. Williams	R.M. Williams	B–

BRAND INDEX
GRADES BY BRAND

R–T

* = non-responsive companies

Brand	Parent Company	Grade
Ralph Lauren*	Ralph Lauren*	C–
Razza Matazz	Hanesbrands	A
Rebecca Vallance*	Hot Springs*	F
Reclaimed Vintage	ASOS	B
Red Kap	VF Corp	B
Red Robin	Hanesbrands	A
Reebok	adidas	A
Reef	VF Corp	B
Regatta	Myer	B–
Republic	Designworks	C+
Reserve	Myer	B–
Review	The PAS Group Limited	C–
Review Kids	Designworks	C+
Revival	Factory X	B–
RIDERS by LEE	VF Corp	B
Rio	Hanesbrands	A
Rip Curl	Rip Curl	B+
Rivers	Noni B Group	D
Rivet	The Warehouse Group	B–
RLX*	Ralph Lauren*	C–
Rock & Republic	VF Corp	B
Rockmans	Noni B Group	D
Rockwear	Retail Apparel Group	C+
Rodd & Gunn	Rodd & Gunn	A–
Roler	Industrie	A–
Roxy	Boardriders	C–
Rrepp	RREPP	A
Rubi	Cotton On Group	A–
Ruby	RUBY Apparel	C
Russel Athletic*	Fruit of the Loom*	D+
Rustler	VF Corp	B
RVCA	Boardriders	C–
SABA	APG & CO	A–
Sara	Ezibuy	D+
Schooltex	The Warehouse Group	B–
Scram*	Pavement United Brands*	F
Seafolly	Seafolly	B
Secret	Gildan Activewear	A–
Seed Heritage	Seed Heritage	C–
Serra	ALDI Stores	B–
Sheer Relief	Hanesbrands	A
Sheridan	Hanesbrands	A
Showpo*	Showpo*	F
Silent D by Django & Juliette	Munro Footwear Group	D
Silks	Gildan Activewear	A–
Simon de Winter	Simon de Winter Group	D+
Sista	Designworks	C+
Smartwool	VF Corp	B
Soho	Myer	B–
South Cape	Ezibuy	D+
Spalding*	Fruit of the Loom*	D+
Speedo*	PVH Corp*	C+
Sportscraft	APG & CO	A–
Sportsgirl	Sussan Group	B
Sprout	Myer	B–
Spurr*	The Iconic*	C+
Standard	General Pants Group	B
Staple	House of Quirky	C
Staple Superior*	The Iconic*	C+
Subtitled	General Pants Group	B
Suburban	Designworks	C+
Supersoft by Diana Ferrari	Munro Footwear Group	D
Supply	ASOS	B
Supre	Cotton On Group	A–
Sussan	Sussan Group	B
Suzanne Grae	Sussan Group	B
Swanndri	Swanndri NZ	C+
3 Wise Men*	3 Wise Men Limited*	F
T&T*	T&T Fashions*	F
Table Eight	Noni B Group	D
Target	Target Australia	B
Tarocash	Retail Apparel Group	C+
TEMPT	Fast Future Brands	D
The Baby Factory*	The Baby Factory*	F
The Iconic*	The Iconic*	C+
The North Face	VF Corp	B
The Warehouse	The Warehouse Group	B–
Therapy Plus	Gildan Activewear	A–
Tigerlily*	Tigerlily*	D–
Tilt	Best & Less	C
Timberland	VF Corp	B
Together	Ezibuy	D+
Tokito	Myer	B–
Tommy Hilfiger*	PVH Corp*	C+
Top End	Munro Footwear Group	D
Topman	Arcadia Group	C+
Topshop	Arcadia Group	C+

BRAND INDEX
GRADES BY BRAND

T–Z

* = non-responsive companies

Brand	Parent Company	Grade
Torque	ALDI Stores	B–
Tree of Life	Tree of Life	C
Trelise Cooper*	Trelise Cooper*	F
Trenery	Country Road Group	A–
Trent Nathan	Myer	B–
True & Co.*	PVH Corp*	C+
Twiin	House of Quirky	C
Typo	Cotton On Group	A–
UNIQLO	UNIQLO	B+
Urban	Ezibuy	D+
Urban Equip	The Warehouse Group	B–
Valleygirl	Fast Future Brands	D
Van Heusen*	PVH Corp*	C+
Vanity Fair*	Fruit of the Loom*	D+
VANS	VF Corp	B
Venture Brands	ASOS	B
VF Outlet	VF Corp	B
Victoria's Secret	L Brands	B
Volley	Brand Collective (Footwear)	C+
Von Zipper	Boardriders	C–
Voodoo	Hanesbrands	A
Vue	Myer	B–
W.Lane	Noni B Group	D
Wallis	Arcadia Group	C+
Wanted	Munro Footwear Group	D
Warner's*	PVH Corp*	C+
Wave Zone	Big W	B–

Brand	Parent Company	Grade
Wax*	Pavement United Brands*	F
Weekday	H&M	B+
West Bay	ALDI Stores	B–
Williamson Dickie	VF Corp	B
Wish*	Wish Designs Pty Ltd*	F
Witchery	Country Road Group	A–
Wonderbra	Hanesbrands	A
Workzone	ALDI Stores	B–
WORLD*	WORLD*	D–
Wrangler	VF Corp	B
Xcel	Boardriders	C–
Yarra Trail	The PAS Group Limited	C–
yd.	Retail Apparel Group	C+
Zara	Inditex	A
Zara Home	Inditex	A
Zimmermann	Zimmermann	B–
Zom-B*	Pavement United Brands*	F
Zu	Betts Group	D

BRAND INDEX

BRANDS RANKED HIGHEST TO LOWEST

* = non-responsive companies

Parent Company	Brand	Grade
Etiko	Etiko	A+
Freeset T-Shirts	Freeset T-Shirts	A+
Icebreaker	Icebreaker	A+
Kowtow	Kowtow	A+
Liminal Apparel	Liminal Apparel	A+
Mighty Good Group	Mighty Good Undies	A+
Outland Denim	Outland Denim	A+
adidas	adidas	A
adidas	Reebok	A
Hanesbrands	JMS	A
Hanesbrands	Alternative Apparel	A
Hanesbrands	Berlei	A
Hanesbrands	Bonds	A
Hanesbrands	Bras N Things	A
Hanesbrands	Champion	A
Hanesbrands	Dunlopillo	A
Hanesbrands	Fairydown	A
Hanesbrands	Hanes	A
Hanesbrands	Hestia	A
Hanesbrands	Explorer	A
Hanesbrands	Jockey (AU and NZ)	A
Hanesbrands	Kayser	A
Hanesbrands	Playtex	A
Hanesbrands	Platinum	A
Hanesbrands	Razza Matazz	A
Hanesbrands	Red Robin	A
Hanesbrands	Rio	A
Hanesbrands	Sheridan	A
Hanesbrands	Sheer Relief	A
Hanesbrands	Voodoo	A
Hanesbrands	Bali	A
Hanesbrands	Barely There	A
Hanesbrands	Wonderbra	A
Hanesbrands	C9 by Champion	A
Hanesbrands	Maidenform	A
Hanesbrands	Gear for Sports	A
Hanesbrands	DIM	A
Hanesbrands	Knights Apparel	A
Hanesbrands	GTM	A
Hanesbrands	Leggs	A
Inditex	Zara	A
Inditex	Zara Home	A
Kathmandu	Kathmandu	A
Patagonia	Patagonia	A
RREPP	Rrepp	A
APG & CO	SABA	A–
APG & CO	Sportscraft	A–
APG & CO	Jag	A–
AS COLOUR	AS Colour	A–
Cotton On Group	Cotton On	A–
Cotton On Group	Cotton On Kids	A–
Cotton On Group	Body	A–
Cotton On Group	Rubi	A–
Cotton On Group	Factorie	A–
Cotton On Group	Typo	A–
Cotton On Group	Supre	A–
Country Road Group	Country Road	A–
Country Road Group	MIMCO	A–
Country Road Group	Trenery	A–
Country Road Group	Witchery	A–
Country Road Group	Politix	A–
Gildan Activewear	Gildan	A–
Gildan Activewear	American Apparel	A–
Gildan Activewear	Anvil	A–
Gildan Activewear	Comfort Colors	A–
Gildan Activewear	Alstyle	A–
Gildan Activewear	Gold Toe	A–
Gildan Activewear	Secret	A–
Gildan Activewear	Silks	A–
Gildan Activewear	Therapy Plus	A–
Gildan Activewear	Kushyfoot	A–
Gildan Activewear	Peds	A–
Industrie	Industrie	A–
Industrie	Indie kids	A–
Industrie	Roler	A–
Kookai	Kookai	A–
lululemon athletica	Lululemon Athletica	A–
Nature Baby	Nature Baby	A–
Nobody Denim	Nobody Denim	A–
Rodd & Gunn	Rodd & Gunn	A–
City Chic Collective	City Chic	B+
H&M	H&M	B+
H&M	Monki	B+
H&M	COS	B+
H&M	Weekday	B+
H&M	Cheap Monday	B+
H&M	Other Stories	B+

BRAND INDEX

BRANDS RANKED HIGHEST TO LOWEST

* = non-responsive companies

Parent Company	Brand	Grade
H&M	Arket	B+
Hallenstein Glasson Holdings	Hallenstein Brothers	B+
Hallenstein Glasson Holdings	Glassons	B+
Jeanswest	Jeanswest	B+
Kmart Australia	Kmart	B+
Marks & Spencer	Marks & Spencer	B+
Nudie Jeans Co.	Nudie Jeans Co..	B+
Rip Curl	Rip Curl	B+
UNIQLO	UNIQLO	B+
ASOS	ASOS DESIGN	B
ASOS	ASOS EDITION	B
ASOS	ASOS WHITE	B
ASOS	ASOS MADE IN KENYA	B
ASOS	ASOS 4505	B
ASOS	ASOS collabs	B
ASOS	Supply	B
ASOS	Made In.	B
ASOS	Venture Brands	B
ASOS	Reclaimed Vintage	B
ASOS	Crooked Tongues	B
ASOS	Noak	B
ASOS	Heart and Dagger	B
ASOS	Collusion	B
David Jones	Milana	B
David Jones	Alta Linea	B
David Jones	Agenda	B
David Jones	David Jones	B
David Jones	David Jones Classic Collection	B
David Jones	Organic Baby by David Jones	B

Parent Company	Brand	Grade
David Jones	David Jones Junior	B
Forever New	Forever New	B
Gap Inc.	GAP	B
Gap Inc.	Banana Republic	B
Gap Inc.	Old Navy	B
Gap Inc.	Athleta	B
Gap Inc.	Intermix	B
General Pants Group	General Pants Group	B
General Pants Group	Arvust	B
General Pants Group	Alice in the Eve	B
General Pants Group	Ksubi	B
General Pants Group	Insight	B
General Pants Group	Subtitled	B
General Pants Group	Don't Ask Amanda	B
General Pants Group	Neon Hart	B
General Pants Group	BNWR	B
General Pants Group	Standard	B
General Pants Group	GP Tees	B
General Pants Group	Candidate	B
General Pants Group	GP Co Basics	B
Gorman	Gorman	B
Karen Walker*	Karen Walker*	B
L Brands	PINK	B
L Brands	Victoria's Secret	B
Levi Strauss & Co*	Levi's Signature*	B
Levi Strauss & Co*	Dockers*	B
Levi Strauss & Co*	Denizen*	B
New Balance	New Balance	B
Puma	Puma	B

Parent Company	Brand	Grade
Puma	Cobra Golf	B
Seafolly	Seafolly	B
Sussan Group	Sussan	B
Sussan Group	Suzanne Grae	B
Sussan Group	Sportsgirl	B
Target Australia	Target	B
VF Corp	Jansport	B
VF Corp	Bulwark	B
VF Corp	Lee	B
VF Corp	Rustler	B
VF Corp	Majestic	B
VF Corp	Nautica	B
VF Corp	Wrangler	B
VF Corp	Eagle Creek	B
VF Corp	The North Face	B
VF Corp	RIDERS by LEE	B
VF Corp	Reef	B
VF Corp	Kipling	B
VF Corp	Red Kap	B
VF Corp	Horace Small	B
VF Corp	Napapiriji	B
VF Corp	Eastpak	B
VF Corp	VANS	B
VF Corp	Timberland	B
VF Corp	Rock & Republic	B
VF Corp	Williamson Dickie	B
VF Corp	Smartwool	B
VF Corp	VF Outlet	B
ALDI Stores	Aldi	B-

BRAND INDEX
BRANDS RANKED HIGHEST TO LOWEST

* = non-responsive companies

Parent Company	Brand	Grade
ALDI Stores	Barely Basics	B–
ALDI Stores	Barely Essentials	B–
ALDI Stores	Crane Performance	B–
ALDI Stores	Crane Snow Extreme	B–
ALDI Stores	Crane	B–
ALDI Stores	INOC	B–
ALDI Stores	Serra	B–
ALDI Stores	Lily and Dan	B–
ALDI Stores	Torque	B–
ALDI Stores	Workzone	B–
ALDI Stores	West Bay	B–
ALDI Stores	Higgledee Baby	B–
ALDI Stores	Higgledee	B–
Big W	Big W	B–
Big W	Denim1964	B–
Big W	B-Collection	B–
Big W	Wave Zone	B–
Big W	Joe & Co.	B–
Big W	Brilliant Basic	B–
Big W	B Athletic	B–
Big W	Black Smith	B–
Big W	Circuit	B–
Big W	Circuit Curve	B–
Big W	Dymples	B–
Big W	Layla & Co	B–
Big W	Avella	B–
Big W	Emerson	B–
Big W	MB by Michelle Bridges	B–
Factory X	Pulp Fashion	B–
Factory X	Autonomy	B–
Factory X	Alannah Hill	B–
Factory X	Dangerfield	B–
Factory X	Jack London	B–
Factory X	Claude Maus	B–
Factory X	L'URV	B–
Factory X	Princess Highway	B–
Factory X	Revival	B–
Huffer	Huffer	B–
Macpac	Macpac	B–
Myer	Myer	B–
Myer	Basque	B–
Myer	Piper	B–
Myer	Blaq	B–
Myer	Reserve	B–
Myer	AHG	B–
Myer	Vue	B–
Myer	Heritage	B–
Myer	Regatta	B–
Myer	Tokito	B–
Myer	Miss Shop	B–
Myer	Sprout	B–
Myer	Milkshake	B–
Myer	Soho	B–
Myer	Chloe & Lola	B–
Myer	Trent Nathan	B–
Next	Next	B–
Next	Lipsy	B–
Next	Label/Mix	B–
Nike	Nike	B–
Nike	Converse	B–
Nike	Hurley	B–
Nike	Jordan Brand	B–
R.M. Williams	R.M. Williams	B–
The Warehouse Group	Active Intent	B–
The Warehouse Group	Amco	B–
The Warehouse Group	An'D	B–
The Warehouse Group	Back Country	B–
The Warehouse Group	Basics Brand	B–
The Warehouse Group	Basics Maternity	B–
The Warehouse Group	Beach Works	B–
The Warehouse Group	Blue Denim Co	B–
The Warehouse Group	Debut	B–
The Warehouse Group	Garage	B–
The Warehouse Group	H&H	B–
The Warehouse Group	Intrepid	B–
The Warehouse Group	Kate Madison	B–
The Warehouse Group	Match	B–
The Warehouse Group	Maya	B–
The Warehouse Group	Navigator South	B–
The Warehouse Group	Pickaberry	B–
The Warehouse Group	Rivet	B–
The Warehouse Group	Schooltex	B–
The Warehouse Group	Urban Equip	B–
The Warehouse Group	The Warehouse	B–
Zimmermann	Zimmermann	B–
Arcadia Group	Burton Menswear	C+
Arcadia Group	Dorothy Perkins	C+

BRAND INDEX
BRANDS RANKED HIGHEST TO LOWEST

* = non-responsive companies

Parent Company	Brand	Grade
Arcadia Group	Evans	C+
Arcadia Group	Miss Selfridge	C+
Arcadia Group	Topshop	C+
Arcadia Group	Topman	C+
Arcadia Group	Wallis	C+
Arcadia Group	Outfit	C+
Arcadia Group	Outfit Kids	C+
Barkers Clothing*	Barkers*	C+
Blue Illusion	Blue Illusion	C+
Boden	Boden	C+
Brand Collective (Footwear)	Hush Puppies	C+
Brand Collective (Footwear)	Julius Marlow	C+
Brand Collective (Footwear)	Grosby	C+
Brand Collective (Footwear)	Clarks	C+
Brand Collective (Footwear)	Volley	C+
Canterbury of NZ	Canterbury of NZ	C+
Designworks	Republic	C+
Designworks	Suburban	C+
Designworks	Review Kids	C+
Designworks	Mooks	C+
Designworks	Sista	C+
Designworks	B.O.D.	C+
Hugo Boss Group	Boss	C+
Hugo Boss Group	Hugo	C+
Hugo Boss Group	Boss Orange	C+
Hugo Boss Group	Boss Green	C+
Just Group	Just Jeans	C+
Just Group	Jay Jays	C+
Just Group	Jacqui E	C+
Just Group	Portmans	C+
Just Group	Dotti	C+
Just Group	Peter Alexander	C+
Lorna Jane	Lorna Jane	C+
Oroton Group	Oroton	C+
PVH Corp*	Calvin Klein*	C+
PVH Corp*	Tommy Hilfiger*	C+
PVH Corp*	Van Heusen*	C+
PVH Corp*	IZOD*	C+
PVH Corp*	ARROW*	C+
PVH Corp*	Speedo*	C+
PVH Corp*	Warner's*	C+
PVH Corp*	Olga by Warners*	C+
PVH Corp*	Geoffrey Beene*	C+
PVH Corp*	True & Co.*	C+
Retail Apparel Group	Tarocash	C+
Retail Apparel Group	yd.	C+
Retail Apparel Group	Connor	C+
Retail Apparel Group	Johnny Bigg	C+
Retail Apparel Group	Rockwear	C+
Swanndri NZ	Swanndri	C+
The Iconic*	Atmos&Here *	C+
The Iconic*	The Iconic*	C+
The Iconic*	Spurr*	C+
The Iconic*	Staple Superior*	C+
The Iconic*	Double Oak Mills*	C+
The Iconic*	H-Wood*	C+
The Iconic*	Dazie*	C+
Anthea Crawford*	Anthea Crawford*	C
ASICS	ASICS	C
ASICS	Ontisuka Tiger	C
ASICS	ASICS Tiger	C
ASICS	HAGLOFS	C
Best & Less	Edited	C
Best & Less	Best & Less	C
Best & Less	Edited Plus	C
Best & Less	Mango	C
Best & Less	Tilt	C
Best & Less	Mantaray	C
Best & Less	Breakers	C
Best & Less	Bad Boy	C
Best & Less	Baby Baby	C
Best & Less	Baby Berry	C
Brand Collective (Apparel)	Elka Collective	C
Brand Collective (Apparel)	Elwood	C
Brand Collective (Apparel)	Mossimo	C
House of Quirky	MinkPink	C
House of Quirky	Staple	C
House of Quirky	Twiin	C
JETS	JETS Swimwear	C
Max*	Max*	C
Postie+	Postie	C
RUBY Apparel	Ruby	C
Tree of Life	Tree of Life	C
Tree of Life	Peace Angel	C
Workwear Group	King Gee	C
Workwear Group	Hard Yakka	C
Boardriders	Quicksilver	C–

BRAND INDEX
BRANDS RANKED HIGHEST TO LOWEST

* = non-responsive companies

Parent Company	Brand	Grade
Boardriders	Billabong	C–
Boardriders	Roxy	C–
Boardriders	DC Shoes	C–
Boardriders	RVCA	C–
Boardriders	Element	C–
Boardriders	Von Zipper	C–
Boardriders	Xcel	C–
Boohoo	Boohoo	C–
Boohoo	boohooMAN	C–
Boohoo	PrettyLittleThing	C–
Boohoo	Nasty Gal	C–
Cue Clothing Co*	Cue*	C–
Cue Clothing Co*	Dion Lee*	C–
K&K	K&K	C–
Lacoste	Lacoste	C–
Pagani	Pagani	C–
Ralph Lauren*	Ralph Lauren*	C–
Ralph Lauren*	RLX*	C–
Ralph Lauren*	American Living*	C–
Ralph Lauren*	Chaps*	C–
Ralph Lauren*	Club Monaco*	C–
Seed Heritage	Seed Heritage	C–
The PAS Group Limited	Yarra Trail	C–
The PAS Group Limited	Review	C–
The PAS Group Limited	Marco Polo	C–
The PAS Group Limited	Black Pepper	C–
The PAS Group Limited	Extra Pepper	C–
The PAS Group Limited	Breakaway	C–
The PAS Group Limited	Equus	C–
Bardot Pty Ltd	Bardot	D+
Bardot Pty Ltd	Bardot Junior	D+
Ben Sherman Australia	Ben Sherman	D+
Coles*	Mix*	D+
Coles*	Coles*	D+
Ezibuy	Ezibuy	D+
Ezibuy	Capture	D+
Ezibuy	Emerge	D+
Ezibuy	Gracehill	D+
Ezibuy	Capture European	D+
Ezibuy	Heine	D+
Ezibuy	Sara	D+
Ezibuy	Euro Edit	D+
Ezibuy	Together	D+
Ezibuy	Mia Lucce	D+
Ezibuy	South Cape	D+
Ezibuy	Urban	D+
Fruit of the Loom*	Vanity Fair*	D+
Fruit of the Loom*	Fruit of the Loom*	D+
Fruit of the Loom*	Spalding*	D+
Fruit of the Loom*	Russel Athletic*	D+
Hunting & Fishing NZ	Hunting & Fishing NZ	D+
Kate Sylvester*	Kate Sylvester*	D+
Simon de Winter Group	Simon de Winter	D+
Simon de Winter Group	Darn Tough	D+
Betts Group	Betts	D
Betts Group	Airflex	D
Betts Group	Zu	D
Fast Future Brands	Valleygirl	D
Fast Future Brands	TEMPT	D
Fast Future Brands	Mirrou	D
Munro Footwear Group	I love Billy	D
Munro Footwear Group	Silent D by Django & Juliette	D
Munro Footwear Group	Django & Juliette	D
Munro Footwear Group	Top End	D
Munro Footwear Group	Mollini	D
Munro Footwear Group	Gamins	D
Munro Footwear Group	Colorado	D
Munro Footwear Group	Cinori	D
Munro Footwear Group	Diana Ferrari	D
Munro Footwear Group	Supersoft by Diana Ferrari	D
Munro Footwear Group	Isabella Rossi	D
Munro Footwear Group	Lynx	D
Munro Footwear Group	Wanted	D
Munro Footwear Group	Midas	D
Noni B Group	Rockmans	D
Noni B Group	Beme	D
Noni B Group	W.Lane	D
Noni B Group	Table Eight	D
Noni B Group	Amber Rose	D
Noni B Group	Noni B	D
Noni B Group	Liz Jordan	D
Noni B Group	Millers	D
Noni B Group	Katies	D
Noni B Group	Autograph	D
Noni B Group	Maggie T	D
Noni B Group	Rivers	D

BRAND INDEX
BRANDS RANKED HIGHEST TO LOWEST

* = non-responsive companies

Parent Company	Brand	Grade
Noni B Group	Crossroads	D
Oxford	Oxford	D
Abercrombie & Fitch*	Abercrombie & Fitch*	D–
Abercrombie & Fitch*	Hollister Co.*	D–
Abercrombie & Fitch*	Gilly Hicks*	D–
Abercrombie & Fitch*	Abercrombie Kids*	D–
Decjuba*	Decjuba*	D–
Forever 21*	Forever 21*	D–
Gazal*	Gazal*	D–
Tigerlily*	Tigerlily*	D–
WORLD*	WORLD*	D–
Ally Fashion*	Ally Fashion*	F
Baby City*	Baby City*	F
Bec and Bridge*	Bec and Bridge*	F
Bloch*	Bloch*	F
Camilla and Marc*	Camilla and Marc*	F
Camilla and Marc*	C&M*	F
Farmers*	Farmers*	F
Hot Springs*	P.E. Nation*	F
Hot Springs*	Lover*	F
Hot Springs*	Cooper St*	F
Hot Springs*	Rebecca Vallance*	F
Hot Springs*	Jasmine & Will*	F
Lowes*	Lowes*	F
Lowes*	Beare & Ley*	F
Merric Apparel NZ*	Merric*	F
Pavement United Brands*	Pavement*	F
Pavement United Brands*	Lemonade*	F
Pavement United Brands*	Non Sense*	F

Parent Company	Brand	Grade
Pavement United Brands*	Petals*	F
Pavement United Brands*	Pom Pom*	F
Pavement United Brands*	Co Co Beach*	F
Pavement United Brands*	Zom-B*	F
Pavement United Brands*	Scram*	F
Pavement United Brands*	Wax*	F
Showpo*	Showpo*	F
3 Wise Men Limited*	3 Wise Men*	F
T&T Fashions*	T&T*	F
The Baby Factory*	The Baby Factory*	F
Trelise Cooper*	Cooper by Trelise*	F
Trelise Cooper*	little trelise*	F
Trelise Cooper*	Trelise Cooper*	F
Voyager Distributing Co*	Jump*	F
Voyager Distributing Co*	Kachel*	F
Voyager Distributing Co*	Ping Pong*	F
Wish Designs Pty Ltd*	Wish*	F

10

Survey Data

This section provides a breakdown of the data behind each grade for the 130 companies assessed in the Report. The data is presented in a section-by-section and question-by-question breakdown.

SURVEY DATA
POLICIES

A–K

	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co.	Arcadia Group	AS Colour	ASICS	ASOS	Baby City*	Bardot	Barkers Clothing*	Bec and Bridge*
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B	F	D+	C+	F
POLICIES GRADE	B-	A+	A+	F	A+	A+	A+	A+	A	A+	F	A-	A+	F
CODE OF CONDUCT														
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟨	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟥
Q2 Does the code prohibit the use of regular and excessive overtime?	🟨	🟩	🟨	🟥	🟩	🟩	🟩	🟩	🟨	🟩	🟥	🟥	🟩	🟥
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟨	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟥
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟥
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟥	🟩	🟨	🟥	🟨	🟨	🟩	🟨	🟨	🟨	🟥	🟨	🟨	🟥
Q6 Is the code included in supplier contracts?	🟨	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟥
POLICIES														
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟨	🟩	🟨	🟥	🟥	🟩	🟨	🟨	🟥	🟨	🟥	🟥	🟩	🟥
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟥	🟩	🟨	🟥	🟨	🟩	🟨	🟩	🟥	🟩	🟥	🟥	🟩	🟥

	Ben Sherman Australia	Best & Less	Betts Group	Big W	Bloch*	Blue Illusion	Boardriders	Boden	Boohoo	Brand Collective (Apparel)	Brand Collective (Footwear)	Camilla and Marc*	Canterbury NZ	City Chic Collective
OVERALL GRADE	D+	C	D	B-	F	C+	C-	C+	C-	C	C+	F	C+	B+
POLICIES GRADE	A-	A+	A-	A+	F	A+	A-	A+	A-	A+	A+	F	A+	A+
CODE OF CONDUCT														
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩
Q2 Does the code prohibit the use of regular and excessive overtime?	🟩	🟩	🟨	🟩	🟥	🟩	🟨	🟩	🟩	🟩	🟩	🟥	🟩	🟥
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟩	🟩	🟩	🟩	🟥	🟩	🟨	🟩	🟩	🟩	🟩	🟥	🟩	🟩
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟥	🟨	🟥	🟨	🟥	🟨	🟨	🟨	🟥	🟨	🟩	🟥	🟨	🟨
Q6 Is the code included in supplier contracts?	🟨	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩
POLICIES														
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟥	🟨	🟥	🟩	🟥	🟨	🟥	🟥	🟥	🟩	🟩	🟥	🟨	🟩
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟥	🟨	🟥	🟩	🟥	🟥	🟥	🟨	🟥	🟩	🟩	🟥	🟩	🟩

	Coles*	Cotton On Group	Country Road Group	Cue	David Jones	Decjuba*	Designworks	Etiko	Ezibuy	Factory X	Farmers*	Fast Future Brands	Forever 21*	Forever New
OVERALL GRADE	D+	A-	A-	C-	B	D-	C+	A+	D+	B-	F	D	D-	B
POLICIES GRADE	A-	A+	A+	A	A+	B+	A+	A+	A	A+	B	A-	C	A+
CODE OF CONDUCT														
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟨	🟩
Q2 Does the code prohibit the use of regular and excessive overtime?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟨	🟩	🟥	🟨	🟥	🟩
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟨	🟥	🟩
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟥	🟩	🟩	🟨	🟩	🟥	🟨	🟩	🟨	🟨	🟥	🟨	🟥	🟨
Q6 Is the code included in supplier contracts?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟨	🟨	🟩
POLICIES														
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟥	🟩	🟨	🟥	🟨	🟥	🟩	🟩	🟥	🟨	🟥	🟥	🟥	🟥
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟥	🟩	🟩	🟥	🟩	🟥	🟨	🟩	🟥	🟩	🟥	🟥	🟥	🟩

	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*	General Pants Group	Gildan Activewear	Gorman	H&M	Hallenstein Glasson Holdings	Hanesbrands	Hot Springs*	House of Quirky	Huffer	Hugo Boss Group
OVERALL GRADE	A+	D+	B	D-	B	A-	B	B+	B+	A	F	C	B-	C+
POLICIES GRADE	A+	A	A+	A+	A+	A+	A+	A+	A+	A+	F	A+	A+	A+
CODE OF CONDUCT														
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩
Q2 Does the code prohibit the use of regular and excessive overtime?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟩	🟨	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟩	🟨	🟩	🟩	🟨	🟩	🟨	🟩	🟨	🟨	🟥	🟨	🟩	🟩
Q6 Is the code included in supplier contracts?	🟩	🟩	🟩	🟨	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩
POLICIES														
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟩	🟥	🟩	🟨	🟩	🟩	🟨	🟩	🟩	🟨	🟥	🟨	🟥	🟨
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟩	🟥	🟨	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟥	🟨	🟥

	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia	Kookai	Kowtow
OVERALL GRADE	D+	A+	A	A-	B+	C	C+	C-	B	D+	A	B+	A-	A+
POLICIES GRADE	A-	A+	A+	A+	A+	A+	A+	A+	A+	A+	A+	A+	A+	A+
CODE OF CONDUCT														
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
Q2 Does the code prohibit the use of regular and excessive overtime?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟨	🟩	🟩	🟩	🟩	🟩	🟩
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟨	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟥	🟩	🟩	🟩	🟨	🟩	🟩	🟨	🟨	🟥	🟨	🟩	🟨	🟨
Q6 Is the code included in supplier contracts?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
POLICIES														
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟥	🟩	🟩	🟩	🟨	🟩	🟥	🟥	🟩	🟨	🟨	🟨	🟩	🟨
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟥	🟩	🟨	🟩	🟩	🟩	🟩	🟨	🟩	🟨	🟩	🟩	🟩	🟩

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

* = non-responsive companies

SURVEY DATA
POLICIES

L–Z

	L Brands	Lacoste	Levi Strauss & Co.*	Liminal Apparel	Lorna Jane	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby	New Balance	Next	Nike	Nobody Denim	Noni B Group
OVERALL GRADE	B	C-	B	A+	C+	F	A-	B-	B+	C	F	A+	D	B-	A-	B	B-	B-	A-	D
POLICIES GRADE	A+	A+	A+	A+	A+	B-	A+	A+	A+	A+	F	A+	A-	A+	A+	A+	A+	A+	A+	A-
CODE OF CONDUCT																				
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
Q2 Does the code prohibit the use of regular and excessive overtime?	🟩	🟨	🟩	🟩	🟨	🟨	🟨	🟩	🟩	🟩	🟥	🟩	🟨	🟩	🟩	🟩	🟩	🟩	🟩	🟥
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟥	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟨	🟩	🟩	🟩	🟨	🟥	🟨	🟩	🟩	🟨	🟥	🟩	🟥	🟩	🟨	🟥	🟩	🟩	🟨	🟨
Q6 Is the code included in supplier contracts?	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩
POLICIES																				
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟥	🟨	🟩	🟩	🟨	🟥	🟥	🟩	🟩	🟩	🟥	🟨	🟥	🟥	🟩	🟩	🟥	🟩	🟩	🟥
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟨	🟩	🟥	🟩	🟨	🟥	🟩	🟩	🟨	🟩	🟥	🟩	🟥	🟩	🟩	🟩	🟥	🟥	🟩	🟥

	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp.*	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*
OVERALL GRADE	B+	C+	A+	D	C-	A	F	C	B	C+	B-	C-	C+	B+	A-	A	C	B	C-	F
POLICIES GRADE	A+	A+	A+	A	A+	A+	F	A+	A+	A+	A+	A+	A	A+	A+	A+	A+	A+	A+	F
CODE OF CONDUCT																				
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥
Q2 Does the code prohibit the use of regular and excessive overtime?	🟩	🟥	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟨	🟨	🟨	🟨	🟩	🟩	🟩	🟩	🟩	🟩	🟥
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟩	🟨	🟩	🟨	🟥	🟩	🟥	🟨	🟩	🟩	🟩	🟨	🟨	🟨	🟩	🟩	🟨	🟨	🟨	🟥
Q6 Is the code included in supplier contracts?	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥
POLICIES																				
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟩	🟨	🟩	🟥	🟨	🟩	🟥	🟩	🟩	🟨	🟥	🟨	🟥	🟨	🟨	🟩	🟨	🟨	🟨	🟥
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟩	🟨	🟩	🟥	🟨	🟩	🟥	🟩	🟨	🟩	🟨	🟨	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥

	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*	T&T Fashions*	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	D+	B	C+	F	F	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
POLICIES GRADE	A	A+	A+	F	F	A+	F	A+	A+	A+	C-	A	B+	A+	A+	F	F	A	A	A
CODE OF CONDUCT																				
Q1 Does the brand have a Code of Conduct for suppliers that covers the ILO Four Fundamental Principles and Rights at Work?	🟩	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟩	🟨	🟩	🟩	🟩	🟩	🟥	🟥	🟩	🟩	🟩
Q2 Does the code prohibit the use of regular and excessive overtime?	🟩	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟨	🟥	🟩	🟥	🟩	🟨	🟥	🟥	🟩	🟩	🟩
Q3 Are suppliers required to ensure freedom of movement for employees and their right to enter and leave employment willingly and voluntarily? E.g. suppliers are prohibited from withholding employee identity documents, including passports.	🟩	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟩	🟥	🟩	🟨	🟩	🟩	🟥	🟥	🟩	🟩	🟩
Q4 Does the code include provisions to protect worker health and safety?	🟩	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟥	🟩	🟩	🟩
Q5 Does the code apply to multiple levels of the supply chain including the raw materials level?	🟨	🟨	🟩	🟥	🟥	🟩	🟥	🟩	🟨	🟨	🟥	🟨	🟥	🟩	🟩	🟥	🟥	🟨	🟥	🟨
Q6 Is the code included in supplier contracts?	🟨	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟩	🟥	🟨	🟩	🟩	🟩	🟥	🟥	🟩	🟩	🟩
POLICIES																				
Q1 Does the brand have a policy addressing gender inequality in the supply chain, including a strategy to address discrimination faced by women in the apparel industry?	🟥	🟩	🟩	🟥	🟥	🟨	🟥	🟨	🟩	🟩	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟨	🟥
Q2 Does the brand have a policy on responsible purchasing practices in relation to supplier engagement that aims to improve working conditions?	🟥	🟥	🟨	🟥	🟥	🟩	🟥	🟩	🟨	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

* = non-responsive companies

SURVEY DATA

TRACEABILITY AND TRANSPARENCY FINAL STAGE PRODUCTION

A–K

FINAL STAGE PRODUCTION

	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co.	Arcadia Group	AS Colour	ASICS	ASOS	Baby City*	Bardot	Barkers Clothing*	Bec and Bridge*	Ben Sherman Australia	Best & Less	Betts Group	Big W
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B	F	D+	C+	F	D+	C	D	B-
TRACEABILITY AND TRANSPARENCY GRADE	D-	A+	A-	F	D+	A+	B	A+	B	A-	F	C-	B+	F	C-	C+	D+	B+
TRACEABILITY																		
Q1 Approximately what percentage of factories has the brand traced?	1-25%	100%	100%	0%	76-99%	100%	100%	100%	100%	100%	0%	100%	100%	0%	100%	100%	76-99%	100%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	NO	YES	N/A	NO	YES	N/A	N/A	N/A	N/A	N/A	NO	N/A	N/A	NO	N/A	YES	YES	YES
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	NO	YES	YES	NO	YES	YES	PARTIAL	YES	YES	YES	NO	PARTIAL	PARTIAL	NO	YES	YES	YES	YES
Q4 Does the brand track suppliers' use of temporary or contract workers?	NO	YES	PARTIAL	NO	YES	YES	YES	YES	YES	YES	NO	NO	PARTIAL	NO	PARTIAL	YES	PARTIAL	YES
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	NO	YES	YES	NO	NO	YES	YES	YES	PARTIAL	YES	NO	NO	NO	NO	NO	PARTIAL	NO	YES
TRANSPARENCY																		
Q1 Is there a public list of supplier factories?	PARTIAL	YES	NO	NO	NO	YES	YES	PARTIAL	YES	YES	NO	NO	PARTIAL	NO	NO	NO	NO	YES
Q2 Does the public list contain detailed indicators about each factory?	NO	YES	NO	NO	NO	YES	NO	YES	YES	YES	NO	NO	PARTIAL	NO	NO	NO	NO	NO
Q3 Are broad monitoring results shared publicly	YES	YES	NO	NO	NO	NO	YES	YES	PARTIAL	PARTIAL	NO	NO	YES	NO	NO	NO	NO	YES

	Bloch*	Blue Illusion	Boardriders	Boden	Boohoo	Brand Collective (Apparel)	Brand Collective (Footwear)	Camilla and Marc*	Canterbury of NZ	City Chic Collective	Coles*	Cotton On Group	Country Road Group	Cue	David Jones	Decjuba*	Designworks	Etiko
OVERALL GRADE	F	C+	C-	C+	C-	C	C+	F	C+	B+	D+	A-	A-	C-	B	D-	C+	A+
TRACEABILITY AND TRANSPARENCY GRADE	F	C+	C-	B+	C-	C+	B	F	A-	A	C+	A+	A	D	B+	F	C+	A
TRACEABILITY																		
Q1 Approximately what percentage of factories has the brand traced?	0%	100%	100%	100%	76-99%	100%	100%	0%	100%	100%	76-99%	100%	100%	51-75%	100%	1-25%	100%	100%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	NO	N/A	N/A	N/A	YES	N/A	N/A	NO	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	N/A	N/A
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	NO	YES	NO	YES	YES	YES	YES	NO	YES	YES	YES	YES	YES	YES	YES	NO	YES	YES
Q4 Does the brand track suppliers' use of temporary or contract workers?	NO	YES	YES	YES	YES	YES	YES	NO	YES	YES	YES	YES	YES	YES	YES	NO	YES	YES
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	NO	PARTIAL	NO	PARTIAL	NO	NO	NO	NO	YES	YES	YES	YES	YES	NO	YES	NO	PARTIAL	YES
TRANSPARENCY																		
Q1 Is there a public list of supplier factories?	NO	NO	NO	YES	NO	YES	YES	NO	YES	YES	YES	YES	PARTIAL	NO	NO	NO	NO	PARTIAL
Q2 Does the public list contain detailed indicators about each factory?	NO	NO	NO	YES	NO	PARTIAL	PARTIAL	NO	YES	YES	NO	YES	PARTIAL	NO	NO	NO	NO	NO
Q3 Are broad monitoring results shared publicly	NO	NO	NO	NO	NO	NO	NO	NO	YES	PARTIAL	NO	PARTIAL	NO	NO	YES	NO	NO	NO

	Ezibuy	Factory X	Farmers*	Fast Future Brands	Forever 21*	Forever New	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*	General Pants Group	Gildan Activewear	Gorman	H&M	Hallenstein Glasson Holdings	Hanesbrands	Hot Springs*	House of Quirky
OVERALL GRADE	D+	B-	F	D	D-	B	A+	D+	B	D-	B	A-	B	B+	B+	A	F	C
TRACEABILITY AND TRANSPARENCY GRADE	D+	A-	F	D	F	A-	A+	C	A	F	B+	A	A-	A-	A-	A	F	B-
TRACEABILITY																		
Q1 Approximately what percentage of factories has the brand traced?	51-75%	100%	1-25%	51-75%	1-25%	100%	100%	100%	100%	1-25%	100%	100%	100%	100%	100%	100%	1-25%	100%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	YES	N/A	NO	YES	YES	N/A	N/A	NO	N/A	NO	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	PARTIAL	YES	YES	NO	NO	YES	YES	PARTIAL	YES	NO	NO	PARTIAL	YES	YES	YES	YES	NO	YES
Q4 Does the brand track suppliers' use of temporary or contract workers?	PARTIAL	YES	NO	NO	NO	YES	YES	NO	PARTIAL	NO	YES	YES	YES	YES	YES	YES	NO	YES
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	PARTIAL	YES	NO	NO	NO	YES	YES	NO	YES	NO	YES	YES	YES	YES	YES	YES	NO	YES
TRANSPARENCY																		
Q1 Is there a public list of supplier factories?	NO	YES	NO	NO	NO	PARTIAL	YES	YES	YES	NO	PARTIAL	PARTIAL	YES	YES	PARTIAL	YES	NO	NO
Q2 Does the public list contain detailed indicators about each factory?	NO	YES	NO	NO	NO	PARTIAL	YES	NO	PARTIAL	NO	NO	NO	YES	YES	NO	YES	NO	NO
Q3 Are broad monitoring results shared publicly	NO	YES	NO	NO	NO	NO	YES	YES	YES	NO	NO	YES	YES	NO	YES	PARTIAL	NO	NO

	Huffer	Hugo Boss Group	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia	Kookai	Kowtow
OVERALL GRADE	B-	C+	D+	A+	A	A-	B+	C	C+	C-	B	D+	A	B+	A-	A+
TRACEABILITY AND TRANSPARENCY GRADE	A	B+	C	A+	A	B+	A-	C+	C+	C	B-	C-	A+	A	A-	A+
TRACEABILITY																
Q1 Approximately what percentage of factories has the brand traced?	100%	76-99%	100%	100%	100%	100%	100%	100%	100%	100%	76-99%	100%	100%	100%	100%	100%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	N/A	YES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	N/A	N/A	N/A	N/A
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	YES	PARTIAL	NO	YES	YES	YES	YES	YES	YES	NO	YES	NO	YES	YES	YES	PARTIAL
Q4 Does the brand track suppliers' use of temporary or contract workers?	YES	YES	NO	YES	YES	YES	YES	NO	YES	PARTIAL	YES	NO	YES	YES	YES	NO
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	PARTIAL	YES	NO	YES	YES	YES	NO	NO	NO	YES	YES	YES	YES	YES	PARTIAL	YES
TRANSPARENCY																
Q1 Is there a public list of supplier factories?	YES	YES	NO	YES	PARTIAL	NO	YES	PARTIAL	NO	NO	NO	NO	YES	YES	PARTIAL	YES
Q2 Does the public list contain detailed indicators about each factory?	YES	PARTIAL	NO	YES	NO	NO	YES	NO	NO	NO	NO	NO	YES	NO	PARTIAL	YES
Q3 Are broad monitoring results shared publicly	YES	YES	NO	YES	YES	NO	PARTIAL	NO	NO	NO	NO	NO	YES	YES	NO	NO

Key: YES PARTIAL NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

TRACEABILITY AND TRANSPARENCY FINAL STAGE PRODUCTION L–Z

FINAL STAGE PRODUCTION

TRACEABILITY

Q1 Approximately what percentage of factories has the brand traced?

Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?

Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?

Q4 Does the brand track suppliers' use of temporary or contract workers?

Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?

TRANSPARENCY

Q1 Is there a public list of supplier factories?

Q2 Does the public list contain detailed indicators about each factory?

Q3 Are broad monitoring results shared publicly

	OVERALL GRADE	TRACEABILITY AND TRANSPARENCY GRADE	TRACEABILITY Q1	TRACEABILITY Q2	TRACEABILITY Q3	TRACEABILITY Q4	TRACEABILITY Q5	TRANSPARENCY Q1	TRANSPARENCY Q2	TRANSPARENCY Q3
L Brands	B	B+	100%	▫	🟩	🟩	🟩	🟨	🟥	🟨
Lacoste	C-	C-	51-75%	🟩	🟨	🟨	🟨	🟥	🟥	🟥
Levi Strauss & Co.*	B	A-	100%	▫	🟨	🟩	🟨	🟩	🟩	🟥
Liminal Apparel	A+	A+	100%	▫	🟩	🟩	🟩	🟩	🟩	🟥
Lorna Jane	C+	B-	100%	▫	🟩	🟩	🟥	🟩	🟩	🟥
Lowes*	F	F	1-25%	🟥	🟩	🟥	🟥	🟥	🟥	🟥
Lululemon Athletica	A-	A	100%	▫	🟩	🟩	🟩	🟩	🟩	🟥
Macpac	B-	B	100%	▫	🟨	🟩	🟨	🟥	🟥	🟥
Marks & Spencer	B+	A+	100%	▫	🟩	🟩	🟩	🟨	🟩	🟩
Max*	C	B	76-99%	▫	🟩	🟩	🟩	🟩	🟩	🟩
Merric Apparel NZ*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Mighty Good Group	A+	A+	100%	▫	🟩	🟥	🟩	🟩	🟥	🟥
Munro Footwear Group	D	D	100%	▫	🟥	🟥	🟥	🟥	🟥	🟥
Myer	B-	C+	100%	▫	🟩	🟩	🟨	🟥	🟥	🟩
Nature Baby	A-	A-	100%	▫	🟩	🟩	🟩	🟥	🟥	🟨
New Balance	B	A-	100%	▫	🟩	🟩	🟩	🟩	🟨	🟥
Next	B-	B+	76-99%	🟩	🟩	🟩	🟩	🟩	🟨	🟨
Nike	B-	A-	100%	▫	🟩	🟩	🟩	🟩	🟩	🟩
Nobody Denim	A-	A+	100%	▫	🟨	🟨	🟩	🟩	🟩	🟨
Noni B Group	D	D+	51-75%	🟩	🟨	🟨	🟨	🟥	🟥	🟥
Nudie Jeans Co.	B+	A	100%	▫	🟩	🟩	🟩	🟩	🟩	🟩
Oroton Group	C+	C+	100%	▫	🟩	🟩	🟨	🟥	🟥	🟥
Outland Denim	A+	A+	100%	▫	🟩	🟩	🟩	🟩	🟩	🟩
Oxford	D	D	1-25%	🟩	🟩	🟩	🟥	🟩	🟨	🟥
Pagani	C-	B-	100%	▫	🟩	🟩	🟥	🟩	🟩	🟩
Patagonia	A	A+	100%	▫	🟩	🟩	🟩	🟩	🟩	🟩
Pavement United Brands*	F	D-	51-75%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Postie+	C	C	100%	▫	🟨	🟥	🟩	🟥	🟥	🟥
Puma	B	A-	100%	▫	🟩	🟩	🟩	🟨	🟩	🟩
PVH Corp.*	C+	B+	100%	▫	🟩	🟩	🟩	🟨	🟨	🟩
R.M. Williams	B-	A-	100%	▫	🟩	🟩	🟥	🟩	🟥	🟥
Ralph Lauren*	C-	B-	76-99%	▫	🟩	🟥	🟩	🟥	🟥	🟩
Retail Apparel Group	C+	B	100%	▫	🟩	🟩	🟨	🟥	🟥	🟥
Rip Curl	B+	A	100%	▫	🟩	🟩	🟩	🟩	🟩	🟥
Rodd & Gunn	A-	A	100%	▫	🟩	🟩	🟩	🟨	🟨	🟩
RREPP	A	A+	100%	▫	🟩	🟩	🟩	🟩	🟩	🟥
Ruby Apparel	C	C	100%	▫	🟨	🟨	🟥	🟥	🟥	🟥
Seafolly	B	B	100%	▫	🟩	🟩	🟨	🟥	🟥	🟥
Seed Heritage	C-	C-	100%	🟩	🟨	🟨	🟥	🟥	🟥	🟥
Showpo*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Simon de Winter Group	D+	D+	100%	▫	🟩	🟥	🟥	🟥	🟥	🟥
Sussan Group	B	B	100%	▫	🟩	🟩	🟨	🟥	🟥	🟥
Swanndri NZ	C+	B	100%	▫	🟨	🟨	🟨	🟥	🟥	🟥
3 Wise Men Ltd.*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
T&T Fashions*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Target Australia	B	A-	100%	▫	🟩	🟩	🟩	🟩	🟥	🟩
The Baby Factory*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
The Iconic*	C+	B	100%	▫	🟨	🟩	🟨	🟩	🟩	🟩
The PAS Group	C-	C	100%	▫	🟨	🟩	🟥	🟨	🟥	🟥
The Warehouse Group	B-	A-	76-99%	🟩	🟩	🟩	🟩	🟩	🟨	🟩
Tigerlily*	D-	D	76-99%	🟥	🟨	🟥	🟥	🟥	🟥	🟥
Tree of Life	C	C	100%	🟩	🟨	🟩	🟥	🟥	🟥	🟥
Trelise Cooper*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
UNIQLO	B+	A	100%	🟩	🟩	🟩	🟩	🟨	🟥	🟨
VF Corp.	B	A-	100%	▫	🟩	🟩	🟥	🟩	🟨	🟩
Voyager Distributing Co*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Wish Designs*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Workwear Group	C	B-	100%	▫	🟩	🟩	🟩	🟥	🟥	🟨
WORLD*	D-	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Zimmermann	B-	C+	100%	▫	🟩	🟩	🟥	🟥	🟥	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% ▫ N/A

* = non-responsive companies

SURVEY DATA

TRACEABILITY AND TRANSPARENCY INPUTS PRODUCTION

A–K

INPUTS PRODUCTION	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co.	Arcadia Group	AS Colour	ASICS	ASOS	Baby City*	Bardot
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B	F	D+
TRACEABILITY AND TRANSPARENCY GRADE	D-	A+	A-	F	D+	A+	B	A+	B	A-	F	C-
TRACEABILITY												
Q1 Approximately what percentage of factories has the brand traced?	1–25%	76–99%	76–99%	0%	0%	76–99%	1–25%	100%	1–25%	26–50%	0%	51–75%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟩	🟩	⬜	🟥	🟥	🟩	🟩	⬜	🟩	🟩	🟥	🟩
Q5 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟥	🟨	🟨	🟥	🟥	🟩	🟥	🟩	🟨	🟨	🟥	🟨
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟩	🟨	🟥	🟥	🟥
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟥	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟨	🟨	🟥	🟥
TRANSPARENCY												
Q1 Is there a public list of supplier factories?	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥

INPUTS PRODUCTION	Barkers Clothing*	Bec and Bridge*	Ben Sherman Australia	Best & Less	Betts Group	Big W	Bloch*	Blue Illusion	Boardriders	Boden	Boohoo	Brand Collective (Apparel)
OVERALL GRADE	C+	F	D+	C	D	B-	F	C+	C-	C+	C-	C
TRACEABILITY AND TRANSPARENCY GRADE	B+	F	C-	C+	D+	B+	F	C+	C-	B+	C-	C+
TRACEABILITY												
Q1 Approximately what percentage of factories has the brand traced?	51–75%	0%	1–25%	26–50%	1–25%	1–25%	0%	26–50%	26–50%	51–75%	1–25%	0%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟩	🟥	🟥	🟩	🟨	🟩	🟥	🟩	🟩	🟩	🟩	🟩
Q5 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟨	🟥	🟨	🟩	🟥	🟩	🟥	🟨	🟥	🟩	🟨	🟩
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟨	🟥	🟥	🟨	🟥	🟩	🟥	🟨	🟨	🟩	🟨	🟥
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟥	🟥	🟥	🟨	🟥	🟩	🟥	🟨	🟥	🟨	🟥	🟥
TRANSPARENCY												
Q1 Is there a public list of supplier factories?	🟨	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Does the public list contain detailed indicators about each factory?	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly?	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥

INPUTS PRODUCTION	Brand Collective (Footwear)	Camilla and Marc*	Canterbury of NZ	City Chic Collective	Coles*	Cotton On Group	Country Road Group	Cue	David Jones	Decjuba*	Designworks	Etiko
OVERALL GRADE	C+	F	C+	B+	D+	A-	A-	C-	B	D-	C+	A+
TRACEABILITY AND TRANSPARENCY GRADE	B	F	A-	A	C+	A+	A	D	B+	F	C+	A
TRACEABILITY												
Q1 Approximately what percentage of factories has the brand traced?	26–50%	0%	100%	76–99%	0%	51–75%	100%	1–25%	51–75%	1–25%	26–50%	100%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟩	🟥	⬜	🟩	🟥	🟩	⬜	🟥	🟩	🟥	🟩	⬜
Q5 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟩	🟥	🟥	🟨	🟥	🟩	🟨	🟥	🟨	🟥	🟨	🟩
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟥	🟥	🟥	🟨	🟥	🟩	🟨	🟥	🟨	🟥	🟩	🟩
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟥	🟥	🟥	🟨	🟥	🟩	🟩	🟥	🟩	🟥	🟨	🟩
TRANSPARENCY												
Q1 Is there a public list of supplier factories?	🟩	🟥	🟥	🟩	🟥	🟩	🟨	🟨	🟥	🟥	🟥	🟨
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟥	🟥	🟨	🟥	🟩	🟨	🟨	🟥	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly?	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥

INPUTS PRODUCTION	Ezibuy	Factory X	Farmers*	Fast Future Brands	Forever 21*	Forever New	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*	General Pants Group	Gildan Activewear
OVERALL GRADE	D+	B-	F	D	D-	B	A+	D+	B	D-	B	A-
TRACEABILITY AND TRANSPARENCY GRADE	D+	A-	F	D	F	A-	A+	C	A	F	B+	A
TRACEABILITY												
Q1 Approximately what percentage of factories has the brand traced?	1–25%	26–50%	0%	1–25%	0%	76–99%	100%	1–25%	76–99%	0%	76–99%	76–99%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟥	🟩	🟥	🟩	🟥	🟩	⬜	🟥	🟩	🟥	🟩	🟩
Q5 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟥	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟨
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟨	🟨	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟨	🟩
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟨	🟩	🟥	🟥	🟥	🟩	🟩	🟥	🟩	🟥	🟩	🟩
TRANSPARENCY												
Q1 Is there a public list of supplier factories?	🟥	🟥	🟥	🟥	🟥	🟨	🟩	🟩	🟨	🟥	🟨	🟨
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟨	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly?	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩

INPUTS PRODUCTION	Gorman	H&M	Hallenstein Glasson Holdings	Hanesbrands	Hot Springs*	House of Quirky	Huffer	Hugo Boss Group	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie
OVERALL GRADE	B	B+	B+	A	F	C	B-	C+	D+	A+	A	A-
TRACEABILITY AND TRANSPARENCY GRADE	A-	A-	A-	A	F	B-	A	B+	C	A+	A	B+
TRACEABILITY												
Q1 Approximately what percentage of factories has the brand traced?	26–50%	51–75%	51–75%	76–99%	0%	26–50%	76–99%	1–25%	100%	100%	100%	100%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟩	🟥	🟩	🟩	🟥	⬜	🟩	🟩	⬜	⬜	⬜	⬜
Q5 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟩	🟨	🟩	🟨	🟥	🟩	🟥	🟨	🟥	🟩	🟩	🟩
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟨	🟨	🟨	🟨	🟥	🟩	🟥	🟨	🟥	🟩	🟩	🟨
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟩	🟩	🟩	🟨	🟥	🟩	🟥	🟩	🟥	🟩	🟩	🟩
TRANSPARENCY												
Q1 Is there a public list of supplier factories?	🟥	🟩	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟩	🟨	🟥
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥
Q3 Are broad monitoring results shared publicly?	🟨	🟥	🟩	🟨	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥

INPUTS PRODUCTION	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia	Kookai	Kowtow
OVERALL GRADE	B+	C	C+	C-	B	D+	A	B+	A-	A+
TRACEABILITY AND TRANSPARENCY GRADE	A-	C+	C+	C	B-	C-	A+	A	A-	A+
TRACEABILITY										
Q1 Approximately what percentage of factories has the brand traced?	100%	26–50%	76–99%	26–50%	76–99%	1–25%	76–99%	26–50%	100%	100%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	⬜	🟩	🟩	🟥	🟩	🟩	🟩	🟩	⬜	⬜
Q5 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟨	🟨	🟨	🟥	🟩	🟥	🟩	🟩	🟩	🟨
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟨	🟥	🟨	🟨	🟥	🟥	🟨	🟩	🟩	🟥
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟩	🟨	🟨
TRANSPARENCY										
Q1 Is there a public list of supplier factories?	🟨	🟨	🟥	🟥	🟥	🟥	🟨	🟨	🟨	🟩
Q2 Does the public list contain detailed indicators about each factory?	🟨	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟩
Q3 Are broad monitoring results shared publicly?	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% ⬜ N/A

* = non-responsive companies

SURVEY DATA

TRACEABILITY AND TRANSPARENCY INPUTS PRODUCTION

L–Z

INPUTS PRODUCTION

	OVERALL GRADE	TRACEABILITY AND TRANSPARENCY GRADE	TRACEABILITY Q1 Approximately what percentage of factories has the brand traced?	Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	Q5 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	Q4 Does the brand track suppliers' use of temporary or contract workers?	Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	TRANSPARENCY Q1 Is there a public list of supplier factories?	Q2 Does the public list contain detailed indicators about each factory?	Q3 Are broad monitoring results shared publicly
L Brands	B	B+	76–99%	🟨	🟨	🟨	🟨	🟥	🟥	🟨
Lacoste	C-	C-	1–25%	🟩	🟨	🟨	🟨	🟥	🟥	🟥
Levi Strauss & Co.*	B	A-	76–99%	🟥	🟨	🟩	🟨	🟩	🟥	🟥
Liminal Apparel	A+	A+	100%	N/A	🟩	🟩	🟩	🟩	🟩	🟥
Lorna Jane	C+	B-	1–25%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Lowes*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Lululemon Athletica	A-	A	100%	N/A	🟩	🟩	🟩	🟨	🟥	🟥
Macpac	B-	B	76–99%	🟩	🟨	🟩	🟥	🟥	🟥	🟥
Marks & Spencer	B+	A+	100%	🟩	🟩	🟥	🟩	🟨	🟥	🟥
Max*	C	B	1–25%	N/A	🟥	🟥	🟥	🟥	🟥	🟥
Merric Apparel NZ*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Mighty Good Group	A+	A+	76–99%	N/A	🟩	🟥	🟩	🟩	🟨	🟥
Munro Footwear Group	D	D	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Myer	B-	C+	1–25%	🟥	🟩	🟩	🟨	🟥	🟥	🟩
Nature Baby	A-	A-	100%	N/A	🟩	🟨	🟩	🟥	🟥	🟨
New Balance	B	A-	100%	N/A	🟨	🟥	🟩	🟨	🟥	🟥
Next	B-	B+	51–75%	🟩	🟥	🟥	🟩	🟥	🟥	🟥
Nike	B-	A-	1–25%	🟩	🟨	🟨	🟨	🟩	🟨	🟥
Nobody Denim	A-	A+	100%	N/A	🟨	🟨	🟩	🟩	🟩	🟥
Noni B Group	D	D+	1–25%	🟥	🟥	🟨	🟨	🟥	🟥	🟥
Nudie Jeans Co.	B+	A	76–99%	🟩	🟨	🟥	🟨	🟨	🟨	🟨
Oroton Group	C+	C+	76–99%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Outland Denim	A+	A+	100%	N/A	🟩	🟩	🟩	🟩	🟩	🟩
Oxford	D	D	1–25%	🟩	🟥	🟥	🟥	🟩	🟥	🟥
Pagani	C-	B-	1–25%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Patagonia	A	A+	76–99%	🟩	🟩	🟩	🟩	🟨	🟩	🟨
Pavement United Brands*	F	D-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Postie+	C	C	26–50%	🟩	🟨	🟥	🟥	🟥	🟥	🟥
Puma	B	A-	26–50%	🟩	🟩	🟨	🟨	🟨	🟨	🟨
PVH Corp.*	C+	B+	1–25%	🟩	🟥	🟥	🟥	🟨	🟨	🟥
R.M. Williams	B-	A-	100%	N/A	🟩	🟩	🟥	🟩	🟥	🟥
Ralph Lauren*	C-	B-	76–99%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Retail Apparel Group	C+	B	100%	N/A	🟩	🟩	🟥	🟥	🟥	🟥
Rip Curl	B+	A	76–99%	🟩	🟩	🟩	🟩	🟨	🟨	🟥
Rodd & Gunn	A-	A	76–99%	N/A	🟨	🟨	🟩	🟨	🟨	🟨
RREPP	A	A+	100%	N/A	🟩	🟩	🟩	🟩	🟩	🟥
Ruby Apparel	C	C	51–75%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Seafolly	B	B	76–99%	🟩	🟥	🟨	🟨	🟥	🟥	🟥
Seed Heritage	C-	C-	1–25%	🟩	🟨	🟨	🟥	🟥	🟥	🟥
Showpo*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Simon de Winter Group	D+	D+	1–25%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Sussan Group	B	B	76–99%	🟩	🟩	🟩	🟨	🟥	🟥	🟥
Swanndri NZ	C+	B	100%	N/A	🟨	🟨	🟨	🟥	🟥	🟥
3 Wise Men Ltd.*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
T&T Fashions*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Target Australia	B	A-	1–25%	🟩	🟩	🟩	🟩	🟩	🟥	🟩
The Baby Factory*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
The Iconic*	C+	B	0%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
The PAS Group	C-	C	26–50%	🟨	🟥	🟩	🟥	🟥	🟥	🟥
The Warehouse Group	B-	A-	51–75%	🟩	🟨	🟨	🟩	🟨	🟨	🟩
Tigerlilly*	D-	D	26–50%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Tree of Life	C	C	76–99%	🟩	🟥	🟨	🟥	🟥	🟥	🟥
Trelise Cooper*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
UNIQLO	B+	A	76–99%	🟩	🟨	🟨	🟨	🟨	🟥	🟥
VF Corp.	B	A-	76–99%	🟩	🟨	🟨	🟥	🟨	🟨	🟨
Voyager Distributing Co.*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Wish Designs*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Workwear Group	C	B-	26–50%	🟩	🟨	🟨	🟨	🟥	🟥	🟨
WORLD*	D-	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Zimmermann	B-	C+	76–99%	🟩	🟨	🟨	🟥	🟥	🟥	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

TRACEABILITY AND TRANSPARENCY RAW MATERIALS PRODUCTION

A–K

RAW MATERIALS PRODUCTION

	OVERALL GRADE	TRACEABILITY AND TRANSPARENCY GRADE	TRACEABILITY Q1 Approximately what percentage of factories has the brand traced?	TRACEABILITY Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	TRACEABILITY Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	TRACEABILITY Q4 Does the brand track suppliers' use of temporary or contract workers?	TRACEABILITY Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	TRANSPARENCY Q1 Is there a public list of supplier factories?	TRANSPARENCY Q2 Does the public list contain detailed indicators about each factory?	TRANSPARENCY Q3 Are broad monitoring results shared publicly
Abercrombie & Fitch*	D-	D-	0%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
adidas	A	A+	76–99%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
ALDI Stores	B-	A-	100%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Ally Fashion*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Anthea Crawford*	C	D+	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
APG & Co.	A-	A+	0%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Arcadia Group	C+	B	1–25%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
AS Colour	A-	A+	1–25%	🟩	🟥	🟨	🟩	🟥	🟥	🟥
ASICS	C	B	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
ASOS	B	A-	51–75%	🟩	🟩	🟩	🟩	🟨	🟥	🟥
Baby City*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Bardot	D+	C-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Barkers Clothing*	C+	B+	1–25%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Bec and Bridge*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Ben Sherman Australia	D+	C-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Best & Less	C	C+	0%	🟨	🟥	🟥	🟥	🟥	🟥	🟥
Betts Group	D	D+	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Big W	B-	B+	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Bloch*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Blue Illusion	C+	C+	1–25%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Boardriders	C-	C-	0%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Boden	C+	B+	1–25%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Boohoo	C-	C-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Brand Collective (Apparel)	C	C+	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Brand Collective (Footwear)	C+	B	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Camilla and Marc*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Canterbury of NZ	C+	A-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
City Chic Collective	B+	A	1–25%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Coles*	D+	C+	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Cotton On Group	A-	A+	1–25%	🟩	🟩	🟩	🟩	🟨	🟩	🟥
Country Road Group	A-	A	51–75%	🟩	🟩	🟩	🟩	🟨	🟥	🟥
Cue	C-	D	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
David Jones	B	B+	1–25%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Decjuba*	D-	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Designworks	C+	C+	1–25%	🟩	🟨	🟥	🟥	🟥	🟥	🟥
Etiko	A+	A	100%	N/A	🟩	🟩	🟩	🟨	🟥	🟥
Ezibuy	D+	D+	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Factory X	B-	A-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Farmers*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Fast Future Brands	D	D	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Forever 21*	D-	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Forever New	B	A-	0%	🟩	🟥	🟥	🟨	🟥	🟥	🟥
Freeset T-Shirts	A+	A+	100%	N/A	🟩	🟩	🟩	🟩	🟩	🟥
Fruit of the Loom*	D+	C	0%	🟨	🟥	🟥	🟥	🟥	🟥	🟥
Gap Inc.	B	A	1–25%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Gazal*	D-	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
General Pants Group	B	B+	1–25%	🟩	🟥	🟥	🟩	🟥	🟥	🟥
Gildan Activewear	A-	A	26–50%	🟩	🟥	🟥	🟩	🟥	🟥	🟥
Gorman	B	A-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
H&M	B+	A-	1–25%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Hallenstein Glasson Holdings	B+	A-	1–25%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Hanesbrands	A	A	1–25%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Hot Springs*	F	F	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
House of Quirky	C	B-	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Huffer	B-	A	100%	N/A	🟩	🟥	🟥	🟩	🟩	🟩
Hugo Boss Group	C+	B+	1–25%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Hunting & Fishing NZ	D+	C	76–99%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Icebreaker	A+	A+	76–99%	🟩	🟩	🟨	🟩	🟨	🟨	🟩
Inditex	A	A	1–25%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Industrie	A-	B+	1–25%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Jeanswest	B+	A-	1–25%	🟩	🟩	🟨	🟩	🟥	🟥	🟥
JETS	C	C+	51–75%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Just Group	C+	C+	1–25%	🟨	🟥	🟥	🟥	🟥	🟥	🟥
K&K	C-	C	0%	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Karen Walker*	B	B-	0%	🟨	🟥	🟥	🟥	🟥	🟥	🟥
Kate Sylvester*	D+	C-	0%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Kathmandu	A	A+	51–75%	🟩	🟩	🟩	🟩	🟨	🟨	🟥
Kmart Australia	B+	A	76–99%	🟩	🟩	🟩	🟩	🟥	🟥	🟥
Kookai	A-	A-	26–50%	🟩	🟥	🟥	🟥	🟥	🟥	🟥
Kowtow	A+	A+	100%	N/A	🟩	🟩	🟩	🟩	🟩	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

TRACEABILITY AND TRANSPARENCY RAW MATERIALS PRODUCTION

L–Z

RAW MATERIALS PRODUCTION

	L Brands	Lacoste	Levi Strauss & Co.*	Liminal Apparel	Lorna Jane	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby
OVERALL GRADE	B	C-	B	A+	C+	F	A-	B-	B+	C	F	A+	D	B-	A-
TRACEABILITY AND TRANSPARENCY GRADE	B+	C-	A-	A+	B-	F	A	B	A+	B	F	A+	D	C+	A-
TRACEABILITY															
Q1 Approximately what percentage of factories has the brand traced?	0%	0%	1–25%	100%	0%	0%	1–25%	100%	26–50%	0%	0%	100%	0%	1–25%	1–25%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟨	🟩	🟩	⬜	🟥	🟥	🟩	⬜	🟨	🟥	🟥	⬜	🟥	🟥	🟩
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟥	🟥	🟩	🟩	🟥	🟥	🟨	🟩	🟩	🟥	🟥	🟩	🟥	🟥	🟥
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟩	🟥	🟥	🟥
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟥	🟥	🟩	🟩	🟥	🟥	🟨	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟩
TRANSPARENCY															
Q1 Is there a public list of supplier factories?	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟩	🟥	🟥	🟥
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥

	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp.*
OVERALL GRADE	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C	B	C+
TRACEABILITY AND TRANSPARENCY GRADE	A-	B+	A-	A+	D+	A	C+	A+	D	B-	A+	D-	C	A-	B+
TRACEABILITY															
Q1 Approximately what percentage of factories has the brand traced?	0%	1–25%	1–25%	0%	0%	1–25%	1–25%	100%	0%	0%	26–50%	0%	0%	1–25%	1–25%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟩	🟩	🟩	🟩	🟥	🟩	🟩	⬜	🟩	🟥	🟩	🟥	🟥	🟩	🟩
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟩	🟩
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟩	🟩
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟥	🟩	🟩	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟩	🟩
TRANSPARENCY															
Q1 Is there a public list of supplier factories?	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥

	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*	T&T Fashions*
OVERALL GRADE	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F	F
TRACEABILITY AND TRANSPARENCY GRADE	A-	B-	B	A	A	A+	C	B	C-	F	D+	B	B	F	F
TRACEABILITY															
Q1 Approximately what percentage of factories has the brand traced?	1–25%	1–25%	1–25%	1–25%	26–50%	100%	1–25%	51–75%	0%	0%	0%	0%	76–99%	0%	0%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟥	🟨	🟥	🟩	🟩	⬜	🟩	🟩	🟩	🟥	🟥	🟩	⬜	🟥	🟥
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟥	🟨	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟥	🟨	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥
TRANSPARENCY															
Q1 Is there a public list of supplier factories?	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥

	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlilly*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
TRACEABILITY AND TRANSPARENCY GRADE	A-	F	B	C	A-	D	C	F	A	A-	F	F	B-	F	C+
TRACEABILITY															
Q1 Approximately what percentage of factories has the brand traced?	51–75%	0%	1–25%	0%	0%	0%	0%	0%	100%	1–25%	0%	0%	1–25%	0%	0%
Q2 If not fully traced, is brand involved in a tracing project to locate unknown suppliers?	🟩	🟥	🟨	🟨	🟥	🟥	🟩	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟨
Q3 Does the brand ensure that there is either no subcontracting or that all subcontracted production adheres to code standards?	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟥
Q4 Does the brand track suppliers' use of temporary or contract workers?	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟥
Q5 Has the brand conducted a labour rights risk assessment of its supply chain to improve its labour rights management system?	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟥
TRANSPARENCY															
Q1 Is there a public list of supplier factories?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Does the public list contain detailed indicators about each factory?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Are broad monitoring results shared publicly	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% ⬜ N/A

* = non-responsive companies

SURVEY DATA

AUDITING AND SUPPLIER RELATIONSHIPS FINAL STAGE PRODUCTION

A–K

FINAL STAGE PRODUCTION

	OVERALL GRADE	AUDITING AND SUPPLIER RELATIONSHIPS GRADE	AUDITING Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	What percentage of facilities are internally audited by staff with social audit training?	What percentage of facilities are audited by third party auditors that specialise in labour standards?	Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	SUPPLIER RELATIONSHIPS Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?
Abercrombie & Fitch*	D-	D-	51–75%	0%	51–75%	0%	🟩	0%	🟨	🟨	🟥	0%
adidas	A	B+	51–75%	26–50%	1–25%	26–50%	🟩	0%	🟩	🟩	🟩	76–99%
ALDI Stores	B-	B-	100%	26–50%	100%	1–25%	🟨	0%	🟩	🟩	🟩	51–75%
Ally Fashion*	F	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
Anthea Crawford*	C	C-	100%	0%	100%	100%	🟥	76–99%	🟨	🟨	🟥	0%
APG & Co.	A-	A	100%	51–75%	26–50%	76–99%	🟩	26–50%	🟩	🟩	🟩	76–99%
Arcadia Group	C+	C-	100%	1–25%	100%	1–25%	🟨	0%	🟩	🟩	🟥	26–50%
AS Colour	A-	A-	100%	0%	100%	100%	🟩	1–25%	🟨	🟩	🟩	76–99%
ASICS	C	C	100%	26–50%	51–75%	0%	🟨	0%	🟩	🟩	🟥	51–75%
ASOS	B	B	100%	76–99%	1–25%	76–99%	🟩	0%	🟩	🟩	🟥	51–75%
Baby City*	F	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
Bardot	D+	D-	51–75%	0%	51–75%	0%	🟥	0%	🟥	🟥	🟥	51–75%
Barkers Clothing*	C+	D+	100%	0%	100%	0%	🟥	0%	🟥	🟨	🟥	51–75%
Bec and Bridge*	F	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
Ben Sherman Australia	D+	C-	100%	0%	100%	1–25%	🟨	0%	🟨	🟨	🟥	76–99%
Best & Less	C	C	100%	1–25%	100%	0%	🟥	0%	🟨	🟨	🟨	76–99%
Betts Group	D	D	76–99%	0%	76–99%	1–25%	🟥	1–25%	🟥	🟥	🟥	26–50%
Big W	B-	C	100%	1–25%	100%	1–25%	🟩	1–25%	🟩	🟩	🟨	1–25%
Bloch*	F	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
Blue Illusion	C+	C+	100%	0%	100%	1–25%	🟥	1–25%	🟩	🟩	🟨	76–99%
Boardriders	C-	C	100%	76–99%	76–99%	0%	🟩	0%	🟩	🟨	🟨	51–75%
Boden	C+	C+	100%	1–25%	100%	1–25%	🟨	0%	🟩	🟩	🟩	26–50%
Boohoo	C-	C	76–99%	51–75%	26–50%	51–75%	🟨	0%	🟩	🟩	🟩	26–50%
Brand Collective (Apparel)	C	D+	76–99%	1–25%	51–75%	0%	🟨	0%	🟨	🟨	🟨	26–50%
Brand Collective (Footwear)	C+	C	76–99%	76–99%	51–75%	26–50%	🟩	0%	🟩	🟨	🟨	26–50%
Camilla and Marc*	F	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
Canterbury of NZ	C+	C	51–75%	0%	100%	26–50%	🟩	0%	🟩	🟩	🟥	51–75%
City Chic Collective	B+	A-	100%	0%	100%	76–99%	🟩	76–99%	🟩	🟩	🟩	76–99%
Coles*	D+	D	100%	0%	100%	0%	🟩	0%	🟨	🟥	🟥	0%
Cotton On Group	A-	A-	100%	76–99%	1–25%	100%	🟩	51–75%	🟩	🟩	🟩	26–50%
Country Road Group	A-	A	100%	0%	100%	1–25%	🟩	51–75%	🟩	🟩	🟨	76–99%
Cue	C-	C-	100%	0%	100%	100%	🟥	100%	🟨	🟨	🟥	51–75%
David Jones	B	B	100%	26–50%	100%	1–25%	🟩	1–25%	🟩	🟩	🟩	51–75%
Decjuba*	D-	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
Designworks	C+	C+	100%	100%	100%	51–75%	🟩	0%	🟨	🟨	🟩	51–75%
Etiko	A+	A-	100%	0%	100%	1–25%	🟩	0%	🟨	🟩	🟩	100%
Ezibuy	D+	D	76–99%	0%	76–99%	0%	🟨	0%	🟥	🟨	🟥	51–75%
Factory X	B-	C-	51–75%	1–25%	26–50%	1–25%	🟩	0%	🟨	🟨	🟥	51–75%
Farmers*	F	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
Fast Future Brands	D	D	26–50%	26–50%	0%	51–75%	🟥	0%	🟨	🟥	🟥	26–50%
Forever 21*	D-	F	1–25%	1–25%	1–25%	1–25%	🟥	0%	🟨	🟥	🟥	0%
Forever New	B	C+	100%	76–99%	1–25%	1–25%	🟩	0%	🟩	🟨	🟥	26–50%
Freeset T-Shirts	A+	A+	100%	0%	100%	100%	🟩	100%	🟩	🟩	🟩	100%
Fruit of the Loom*	D+	D	76–99%	0%	76–99%	0%	🟥	0%	🟨	🟨	🟥	0%
Gap Inc.	B	C+	100%	51–75%	26–50%	26–50%	🟩	26–50%	🟩	🟩	🟩	0%
Gazal*	D-	F	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	0%
General Pants Group	B	B	100%	0%	100%	0%	🟩	0%	🟩	🟨	🟩	76–99%
Gildan Activewear	A-	A	100%	100%	1–25%	100%	🟩	1–25%	🟩	🟩	🟩	51–75%
Gorman	B	C	51–75%	26–50%	26–50%	1–25%	🟩	0%	🟨	🟨	🟨	51–75%
H&M	B+	B-	100%	100%	1–25%	0%	🟩	0%	🟨	🟩	🟩	26–50%
Hallenstein Glasson Holdings	B+	B	100%	1–25%	100%	0%	🟩	26–50%	🟩	🟨	🟩	51–75%
Hanesbrands	A	A+	100%	76–99%	100%	100%	🟩	76–99%	🟩	🟩	🟩	51–75%
Hot Springs*	F	F	1–25%	0%	1–25%	0%	🟥	0%	🟥	🟥	🟥	0%
House of Quirky	C	C+	76–99%	26–50%	51–75%	76–99%	🟩	1–25%	🟨	🟥	🟨	51–75%
Huffer	B-	C-	51–75%	0%	51–75%	0%	🟥	0%	🟨	🟨	🟥	51–75%
Hugo Boss Group	C+	C-	76–99%	26–50%	26–50%	1–25%	🟥	0%	🟩	🟩	🟨	26–50%
Hunting & Fishing NZ	D+	D	0%	0%	0%	0%	🟥	0%	🟥	🟥	🟥	76–99%
Icebreaker	A+	A+	100%	0%	100%	0%	🟩	1–25%	🟩	🟩	🟩	51–75%
Inditex	A	A	100%	26–50%	51–75%	100%	🟩	1–25%	🟩	🟩	🟩	51–75%
Industrie	A-	B	100%	0%	100%	0%	🟩	1–25%	🟩	🟩	🟩	51–75%
Jeanswest	B+	B+	100%	1–25%	76–99%	1–25%	🟨	51–75%	🟩	🟩	🟩	76–99%
JETS	C	D+	100%	0%	100%	100%	🟥	0%	🟥	🟥	🟥	0%
Just Group	C+	B-	76–99%	0%	76–99%	1–25%	🟩	0%	🟩	🟩	🟥	26–50%
K&K	C-	D+	51–75%	0%	51–75%	0%	🟥	0%	🟨	🟥	🟨	76–99%
Karen Walker*	B	B	100%	51–75%	100%	1–25%	🟩	0%	🟩	🟩	🟥	76–99%
Kate Sylvester*	D+	D-	26–50%	0%	26–50%	0%	🟥	0%	🟥	🟨	🟥	1–25%
Kathmandu	A	A-	100%	1–25%	100%	26–50%	🟩	1–25%	🟩	🟩	🟨	76–99%
Kmart Australia	B+	B+	100%	0%	100%	1–25%	🟩	76–99%	🟩	🟩	🟩	26–50%

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

AUDITING AND SUPPLIER RELATIONSHIPS FINAL STAGE PRODUCTION

K–Z

FINAL STAGE PRODUCTION

	Kookai	Kowtow	L Brands	Lacoste	Levi Strauss & Co.*	Lorna Jane	Liminal Apparel	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer
OVERALL GRADE	A-	A+	B	C-	B	C+	A+	F	A-	B-	B+	C	F	A+	D	B-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	A-	A	B+	D+	B-	B-	B+	F	A+	B-	C	C	F	B+	D-	B
AUDITING																
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	100%	76–99%	100%	76–99%	100%	100%	100%	100%	100%	76–99%	100%	100%	0%	100%	26–50%	100%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	100%	0%	26–50%	0%	100%	0%	76–99%	26–50%	100%	0%	0%	0%	0%	1–25%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	100%	76–99%	26–50%	76–99%	26–50%	100%	100%	100%	1–25%	100%	100%	100%	0%	100%	26–50%	100%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	1–25%	1–25%	26–50%	0%	1–25%	100%	100%	0%	1–25%	76–99%	1–25%	100%	0%	1–25%	0%	26–50%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	YES	PARTIAL	YES	YES	YES	YES	NO	NO	YES	PARTIAL	YES	NO	NO	NO	NO	YES
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	100%	0%	100%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%
SUPPLIER RELATIONSHIPS																
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	YES	YES	YES	PARTIAL	YES	PARTIAL	PARTIAL	NO	YES	NO	YES	PARTIAL	NO	YES	NO	YES
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	YES	YES	NO	NO	PARTIAL	PARTIAL	YES	NO	YES	NO	PARTIAL	PARTIAL	NO	YES	NO	YES
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	YES	YES	YES	PARTIAL	YES	YES	YES	NO	YES	PARTIAL	YES	YES	NO	YES	NO	YES
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	76–99%	51–75%	76–99%	1–25%	0%	100%	N/A	0%	76–99%	51–75%	1–25%	51–75%	0%	N/A	51–75%	51–75%

	Nature Baby	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp.*
OVERALL GRADE	A-	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C	B	C+
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	A-	C+	B-	C	B+	D	B-	B	A+	D	C-	A	F	D+	B	C
AUDITING																
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	100%	76–99%	76–99%	100%	100%	76–99%	100%	100%	100%	100%	100%	100%	0%	100%	100%	76–99%
What percentage of facilities are internally audited by staff with social audit training?	0%	51–75%	76–99%	26–50%	0%	0%	0%	76–99%	100%	51–75%	0%	76–99%	0%	0%	26–50%	1–25%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	100%	1–25%	1–25%	26–50%	100%	76–99%	100%	100%	100%	100%	100%	1–25%	0%	100%	26–50%	1–25%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	26–50%	1–25%	76–99%	1–25%	51–75%	0%	76–99%	76–99%	100%	51–75%	0%	26–50%	0%	0%	1–25%	1–25%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	YES	YES	YES	YES	PARTIAL	PARTIAL	NO	YES	YES	NO	YES	YES	NO	YES	YES	YES
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	76–99%	1–25%	0%	0%	1–25%	0%	100%	26–50%	0%	76–99%	0%	0%	51–75%	0%
SUPPLIER RELATIONSHIPS																
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	YES	YES	YES	YES	YES	NO	YES	YES	YES	YES	PARTIAL	YES	NO	PARTIAL	YES	YES
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	YES	YES	YES	YES	YES	PARTIAL	YES	YES	YES	PARTIAL	PARTIAL	YES	NO	PARTIAL	YES	YES
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	YES	PARTIAL	NO	YES	YES	NO	NO	YES	YES	NO	NO	YES	NO	NO	YES	YES
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	26–50%	26–50%	51–75%	0%	100%	51–75%	26–50%	100%	N/A	1–25%	100%	76–99%	0%	0%	26–50%	0%

	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd*	T&T Fashions*
OVERALL GRADE	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F	F
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	B	D+	B	B	B-	B+	C-	B+	C-	F	D+	B+	D+	F	F
AUDITING															
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	100%	76–99%	100%	76–99%	100%	100%	26–50%	100%	51–75%	0%	100%	100%	0%	0%	0%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	51–75%	0%	0%	0%	100%	1–25%	0%	1–25%	0%	0%	0%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	100%	100%	100%	76–99%	100%	100%	26–50%	100%	51–75%	0%	100%	100%	0%	0%	0%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	1–25%	51–75%	51–75%	0%	1–25%	1–25%	1–25%	100%	0%	0%	0%	51–75%	0%	0%	0%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	YES	NO	YES	YES	YES	YES	PARTIAL	PARTIAL	PARTIAL	NO	NO	YES	PARTIAL	NO	NO
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	1–25%	0%	1–25%	0%	1–25%	0%	1–25%	1–25%	0%	0%	0%	1–25%	0%	0%	0%
SUPPLIER RELATIONSHIPS															
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	YES	YES	NO	YES	PARTIAL	PARTIAL	PARTIAL	YES	YES	NO	NO	PARTIAL	NO	NO	NO
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	PARTIAL	PARTIAL	YES	YES	PARTIAL	YES	YES	YES	PARTIAL	NO	NO	YES	PARTIAL	NO	NO
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	YES	NO	YES	YES	NO	YES	NO	NO	NO	NO	NO	YES	NO	NO	NO
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	26–50%	0%	76–99%	76–99%	100%	N/A	76–99%	76–99%	51–75%	0%	100%	76–99%	76–99%	0%	0%

	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	B	F	C-	C-	B-	F	C	F	B+	C+	F	F	C+	F	B
AUDITING															
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	100%	0%	100%	100%	76–99%	1–25%	76–99%	0%	100%	100%	0%	0%	100%	0%	100%
What percentage of facilities are internally audited by staff with social audit training?	1–25%	0%	0%	100%	26–50%	0%	0%	0%	1–25%	100%	0%	0%	1–25%	0%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	100%	0%	100%	51–75%	100%	1–25%	76–99%	0%	76–99%	1–25%	0%	0%	76–99%	0%	100%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	1–25%	0%	1–25%	1–25%	26–50%	0%	1–25%	0%	76–99%	1–25%	0%	0%	1–25%	0%	76–99%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	YES	NO	NO	NO	YES	NO	PARTIAL	NO	YES	YES	NO	NO	YES	NO	YES
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	76–99%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS															
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	YES	NO	YES	PARTIAL	YES	NO	NO	NO	YES	PARTIAL	NO	NO	YES	NO	PARTIAL
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	YES	NO	PARTIAL	PARTIAL	YES	NO	PARTIAL	NO	YES	PARTIAL	NO	NO	YES	NO	PARTIAL
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	YES	NO	NO	PARTIAL	YES	NO	PARTIAL	NO	NO	PARTIAL	NO	NO	NO	NO	NO
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	26–50%	0%	100%	76–99%	26–50%	1–25%	76–99%	0%	0%	26–50%	0%	0%	76–99%	0%	76–99%

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

AUDITING AND SUPPLIER RELATIONSHIPS INPUTS PRODUCTION

A–K

INPUTS PRODUCTION

	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co.	Arcadia Group	AS Colour	ASICS	ASOS	Baby City*	Bardot	Barkers Clothing*	Bec and Bridge*	Ben Sherman Australia	Best & Less	Betts Group	Big W	Bloch*	Blue Illusion	Boardriders	Boden	Boohoo
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B	F	D+	C+	F	D+	C	D	B-	F	C+	C-	C+	C-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	D-	B+	B-	F	C-	A	C-	A-	C	B	F	D-	D+	F	C-	C	D	C	F	C+	C	C+	C
AUDITING																							
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	1–25%	26–50%	1–25%	0%	0%	51–75%	0%	51–75%	1–25%	1–25%	0%	0%	51–75%	0%	0%	26–50%	1–25%	100%	0%	26–50%	1–25%	1–25%	1–25%
What percentage of facilities are internally audited by staff with social audit training?	0%	26–50%	1–25%	0%	0%	26–50%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	1–25%	0%	100%	0%	0%	1–25%	1–25%	1–25%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	1–25%	0%	1–25%	0%	0%	1–25%	0%	51–75%	1–25%	1–25%	0%	0%	51–75%	0%	0%	51–75%	1–25%	100%	0%	26–50%	1–25%	1–25%	1–25%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	1–25%	0%	0%	0%	51–75%	0%	26–50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	1–25%	1–25%	0%	51–75%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟩	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	0%	0%	1–25%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	1–25%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																							
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟩	🟩	🟥	🟥	🟩	🟥	🟨	🟩	🟨	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟨	🟥	🟨	🟨	🟨	🟩
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟩	🟩	🟨	🟥	🟥	🟨	🟥	🟥	🟨	🟥	🟨	🟥	🟩	🟨	🟩	🟨
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟨	🟥	🟩	🟨
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	0%	26–50%	0%	0%	0%	51–75%	0%	76–99%	0%	0%	0%	0%	1–25%	0%	0%	76–99%	0%	0%	0%	51–75%	1–25%	1–25%	26–50%

	Brand Collective (Apparel)	Brand Collective (Footwear)	Camilla and Marc*	Canterbury of NZ	City Chic Collective	Coles*	Cotton On Group	Country Road Group	Cue	David Jones	Decjuba*	Designworks	Etiko	Ezibuy	Factory X	Farmers*	Fast Future Brands	Forever 21*	Forever New	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*
OVERALL GRADE	C	C+	F	C+	B+	D+	A-	A-	C-	B	D-	C+	A+	D+	B-	F	D	D-	B	A+	D+	B	D-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	D+	C	F	C	A-	D	A-	A	C-	B	F	C+	A-	D	C-	F	D	F	C+	A+	D	C+	F
AUDITING																							
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	0%	0%	0%	0%	51–75%	0%	100%	51–75%	0%	26–50%	0%	1–25%	100%	1–25%	1–25%	0%	26–50%	0%	26–50%	100%	76–99%	0%	0%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	0%	0%	76–99%	0%	0%	1–25%	0%	1–25%	0%	0%	0%	0%	26–50%	0%	26–50%	0%	0%	0%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	0%	0%	0%	0%	51–75%	0%	1–25%	51–75%	0%	26–50%	0%	1–25%	100%	1–25%	1–25%	0%	0%	0%	1–25%	100%	76–99%	0%	0%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	0%	0%	0%	1–25%	0%	100%	0%	0%	0%	0%	1–25%	1–25%	0%	1–25%	0%	1–25%	0%	1–25%	100%	0%	0%	0%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟩	🟥	🟥	🟨	🟥	🟩	🟨	🟥	🟨	🟥	🟩	🟩	🟨	🟨	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	0%	76–99%	0%	51–75%	51–75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																							
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟥	🟥	🟨	🟨	🟥	🟩	🟩	🟥	🟩	🟥	🟨	🟨	🟥	🟥	🟥	🟨	🟥	🟥	🟩	🟨	🟥	🟥
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟥	🟥	🟥	🟨	🟥	🟩	🟩	🟥	🟨	🟥	🟨	🟩	🟥	🟨	🟥	🟥	🟥	🟨	🟩	🟨	🟨	🟥
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟨	🟥	🟨	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	0%	0%	0%	0%	76–99%	0%	26–50%	76–99%	1–25%	1–25%	0%	0%	100%	1–25%	1–25%	0%	1–25%	0%	51–75%	100%	0%	0%	0%

	General Pants Group	Gildan Activewear	Gorman	H&M	Hallenstein Glasson Holdings	Hanesbrands	Hot Springs*	House of Quirky	Huffer	Hugo Boss Group	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia
OVERALL GRADE	B	A-	B	B+	B+	A	F	C	B-	C+	D+	A+	A	A-	B+	C	C+	C-	B	D+	A	B+
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	B	A	C	B-	B	A+	F	C+	C-	C-	D	A+	A	B	B+	D+	B-	D+	B	D-	A-	B+
AUDITING																						
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	26–50%	100%	100%	100%	51–75%	51–75%	0%	76–99%	1–25%	1–25%	0%	100%	100%	1–25%	26–50%	26–50%	26–50%	1–25%	100%	0%	51–75%	100%
What percentage of facilities are internally audited by staff with social audit training?	0%	100%	100%	100%	1–25%	76–99%	0%	26–50%	0%	1–25%	0%	0%	26–50%	0%	26–50%	0%	0%	0%	1–25%	0%	0%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	26–50%	1–25%	100%	0%	51–75%	100%	0%	51–75%	1–25%	1–25%	0%	100%	51–75%	1–25%	1–25%	26–50%	26–50%	1–25%	100%	0%	51–75%	100%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	100%	1–25%	0%	0%	100%	0%	26–50%	0%	0%	0%	0%	100%	0%	0%	1–25%	0%	0%	1–25%	0%	0%	1–25%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟨	🟩	🟨	🟨	🟨	🟩	🟥	🟩	🟥	🟥	🟥	🟩	🟩	🟨	🟨	🟥	🟨	🟥	🟩	🟥	🟨	🟩
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	1–25%	0%	0%	1–25%	76–99%	0%	0%	0%	0%	0%	76–99%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	76–99%
SUPPLIER RELATIONSHIPS																						
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟩	🟩	🟨	🟨	🟨	🟩	🟥	🟨	🟥	🟨	🟥	🟩	🟩	🟩	🟩	🟥	🟩	🟨	🟩	🟥	🟩	🟨
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟨	🟩	🟨	🟩	🟨	🟩	🟥	🟨	🟥	🟨	🟥	🟩	🟩	🟨	🟩	🟥	🟩	🟥	🟩	🟥	🟩	🟩
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟩	🟩	🟨	🟩	🟩	🟩	🟥	🟥	🟥	🟨	🟥	🟩	🟩	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟨	🟩
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	1–25%	1–25%	0%	0%	51–75%	51–75%	0%	51–75%	51–75%	1–25%	76–99%	51–75%	51–75%	51–75%	1–25%	0%	0%	100%	1–25%	0%	51–75%	26–50%

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

AUDITING AND SUPPLIER RELATIONSHIPS INPUTS PRODUCTION

K–Z

INPUTS PRODUCTION	Kookai	Kowtow	L Brands	Lacoste	Levi Strauss & Co.*	Liminal Apparel	Lorna Jane	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby	New Balance	Next	Nike	Nobody Denim
OVERALL GRADE	A-	A+	B	C-	B	A+	C+	F	A-	B-	B+	C	F	A+	D	B-	A-	B	B-	B-	A-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	A-	A	B+	D+	B-	B+	B-	F	A+	B-	C	C	F	B+	D-	B	A-	C+	B-	C	B+
AUDITING																					
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	1–25%	76–99%	1–25%	76–99%	100%	100%	0%	0%	100%	76–99%	1–25%	0%	0%	100%	0%	100%	100%	1–25%	1–25%	1–25%	100%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	1–25%	0%	26–50%	100%	0%	0%	76–99%	26–50%	0%	0%	0%	0%	0%	1–25%	0%	1–25%	1–25%	1–25%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	100%	76–99%	1–25%	76–99%	26–50%	100%	0%	0%	1–25%	1–25%	1–25%	0%	0%	100%	0%	100%	100%	1–25%	0%	1–25%	100%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	1–25%	1–25%	1–25%	0%	1–25%	100%	0%	0%	1–25%	0%	0%	0%	0%	1–25%	0%	1–25%	1–25%	0%	1–25%	0%	1–25%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟩	🟨	🟨	🟩	🟩	🟥	🟥	🟥	🟩	🟨	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟨	🟨	🟨	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1–25%	0%
SUPPLIER RELATIONSHIPS																					
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟩	🟩	🟨	🟨	🟨	🟨	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟩	🟥	🟩	🟩	🟨	🟨	🟥	🟨
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟩	🟩	🟥	🟥	🟨	🟩	🟥	🟥	🟩	🟥	🟨	🟥	🟥	🟩	🟥	🟩	🟩	🟩	🟨	🟩	🟩
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟨	🟩	🟨	🟨	🟨	🟩	🟥	🟥	🟩	🟨	🟥	🟥	🟥	🟩	🟥	🟩	🟩	🟥	🟥	🟥	🟩
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	76–99%	26–50%	51–75%	1–25%	0%	N/A	26–50%	0%	76–99%	76–99%	0%	0%	0%	N/A	0%	1–25%	26–50%	0%	26–50%	0%	51–75%

INPUTS PRODUCTION	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp.*	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*
OVERALL GRADE	D	B+	C+	A+	D	C-	A	F	C	B	C+	B-	C-	C+	B+	A-	A	C	B	C-	F
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	D	B-	B	A+	D	C-	A	F	D+	B	C	B	D+	B	B	B-	B+	C-	B+	C-	F
AUDITING																					
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	1–25%	26–50%	0%	100%	76–99%	0%	51–75%	0%	1–25%	76–99%	1–25%	100%	0%	76–99%	26–50%	26–50%	100%	0%	76–99%	1–25%	0%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	76–99%	0%	26–50%	0%	0%	51–75%	1–25%	0%	0%	0%	26–50%	0%	0%	0%	76–99%	1–25%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	1–25%	26–50%	0%	100%	0%	0%	26–50%	0%	1–25%	1–25%	1–25%	100%	0%	100%	26–50%	26–50%	100%	0%	76–99%	1–25%	0%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	1–25%	0%	100%	51–75%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	1–25%	1–25%	0%	26–50%	0%	0%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟨	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟨	🟩	🟩	🟥	🟩	🟨	🟨	🟩	🟥	🟨	🟨	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	100%	0%	0%	26–50%	0%	0%	51–75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																					
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟨	🟥	🟩	🟨	🟥	🟩	🟥	🟨	🟨	🟥	🟨	🟥	🟥	🟨	🟨	🟨	🟥	🟩	🟨	🟥
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟨	🟥	🟩	🟨	🟥	🟩	🟥	🟥	🟩	🟩	🟥	🟥	🟨	🟨	🟨	🟩	🟨	🟨	🟨	🟥
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟨	🟥	🟨	🟩	🟥	🟩	🟥	🟥	🟥	🟥
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	1–25%	26–50%	76–99%	NA	0%	1–25%	76–99%	0%	0%	26–50%	0%	26–50%	0%	51–75%	51–75%	100%	N/A	26–50%	51–75%	51–75%	0%

INPUTS PRODUCTION	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*	T&T Fashions*	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	D+	B	C+	F	F	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	D+	B+	D+	F	F	B	F	C-	C-	B-	F	C	F	B+	C+	F	F	C+	F	B
AUDITING																				
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	0%	51–75%	0%	0%	0%	100%	0%	0%	0%	26–50%	0%	26–50%	0%	76–99%	26–50%	0%	0%	26–50%	0%	51–75%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	100%	0%	0%	1–25%	0%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	0%	51–75%	0%	0%	0%	100%	0%	0%	0%	1–25%	0%	26–50%	0%	76–99%	1–25%	0%	0%	1–25%	0%	51–75%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	26–50%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟨	🟨	🟥	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟨	🟥	🟨
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	1–25%	0%	0%	0%	76–99%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																				
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟩	🟥	🟨
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟨	🟨	🟥	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟨	🟥	🟥
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	100%	76–99%	100%	0%	0%	26–50%	0%	100%	0%	26–50%	0%	26–50%	0%	0%	1–25%	0%	0%	51–75%	0%	76–99%

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

AUDITING AND SUPPLIER RELATIONSHIPS RAW MATERIALS PRODUCTION

A–K

RAW MATERIALS PRODUCTION	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co.	Arcadia Group	AS Colour	ASICS	ASOS	Baby City*	Bardot	Barkers Clothing*	Bec and Bridge*	Ben Sherman Australia	Best & Less	Betts Group
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B	F	D+	C+	F	D+	C	D
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	D-	B+	B-	F	C-	A	C-	A-	C	B	F	D-	D+	F	C-	C	D
AUDITING																	
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	0%	1–25%	1–25%	0%	0%	0%	1–25%	26–50%	0%	26–50%	0%	0%	0%	0%	0%	0%	0%
What percentage of facilities are internally audited by staff with social audit training?	0%	1–25%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	0%	1–25%	1–25%	0%	0%	0%	1–25%	26–50%	0%	26–50%	0%	0%	26–50%	0%	0%	0%	0%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	1–25%	1–25%	0%	0%	0%	1–25%	0%	0%	26–50%	0%	0%	0%	0%	0%	0%	0%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟨	🟨	🟥	🟥	🟥	🟨	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																	
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟩	🟨	🟥	🟥	🟥	🟨	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟩	🟩	🟥	🟥	🟥	🟩	🟨	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟩	🟩	🟥	🟥	🟥	🟩	🟨	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	0%	1–25%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%

RAW MATERIALS PRODUCTION	Big W	Bloch*	Blue Illusion	Boardriders	Boden	Boohoo	Brand Collective (Apparel)	Brand Collective (Footwear)	Camilla and Marc*	Canterbury of NZ	City Chic Collective	Coles*	Cotton On Group	Country Road Group	Cue	David Jones	Decjuba*
OVERALL GRADE	B-	F	C+	C-	C+	C-	C	C+	F	C+	B+	D+	A-	A-	C-	B	D-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	C	F	C+	C	C+	C	D+	C	F	C	A-	D	A-	A	C-	B	F
AUDITING																	
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	26–50%	1–25%	0%	1–25%	0%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	1–25%	0%	1–25%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	26–50%	1–25%	0%	1–25%	0%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	26–50%	1–25%	0%	1–25%	0%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟨	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	51–75%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																	
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟩	🟥
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟩	🟥
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟩	🟥
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	26–50%	1–25%	0%	0%	0%

RAW MATERIALS PRODUCTION	Designworks	Etiko	Ezibuy	Factory X	Farmers*	Fast Future Brands	Forever 21*	Forever New	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*	General Pants Group	Gildan Activewear	Gorman	H&M	Hallenstein Glasson Holdings
OVERALL GRADE	C+	A+	D+	B-	F	D	D-	B	A+	D+	B	D-	B	A-	B	B+	B+
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	C+	A-	D	C-	F	D	F	C+	A+	D	C+	F	B	A	C	B-	B
AUDITING																	
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	0%	1–25%	0%	0%	0%	0%	0%	0%	1–25%	0%	1–25%	0%	0%	0%	0%	1–25%	1–25%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	1–25%	1–25%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	0%	1–25%	0%	0%	0%	0%	0%	0%	1–25%	0%	1–25%	0%	0%	0%	0%	1–25%	1–25%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	1–25%	0%	0%	0%	0%	0%	0%	1–25%	0%	1–25%	0%	0%	0%	0%	1–25%	1–25%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																	
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟨	🟥	🟥	🟥	🟥	🟨	🟨
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟩	🟥	🟥	🟥	🟥	🟩	🟩
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟩	🟥	🟥	🟥	🟥	🟩	🟩
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	1–25%

RAW MATERIALS PRODUCTION	Hanesbrands	Hot Springs*	House of Quirky	Huffer	Hugo Boss Group	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia
OVERALL GRADE	A	F	C	B-	C+	D+	A+	A	A-	B+	C	C+	C-	B	D+	A	B+
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	A+	F	C+	C-	C-	D	A+	A	B	B+	D+	B-	D+	B	D-	A-	B+
AUDITING																	
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	0%	0%	0%	100%	1–25%	0%	51–75%	1–25%	0%	1–25%	0%	1–25%	0%	0%	0%	1–25%	1–25%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	1–25%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	0%	0%	0%	100%	1–25%	0%	51–75%	1–25%	0%	1–25%	0%	1–25%	0%	0%	0%	1–25%	1–25%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	0%	0%	0%	1–25%	0%	1–25%	1–25%	0%	1–25%	0%	0%	0%	0%	0%	1–25%	1–25%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟥	🟥	🟥	🟨	🟥	🟩	🟨	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟨	🟨
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																	
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟥	🟥	🟥	🟨	🟥	🟩	🟨	🟥	🟨	🟥	🟨	🟥	🟥	🟥	🟨	🟨
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟨	🟥	🟥	🟥	🟩	🟥	🟨	🟩	🟥	🟩	🟥	🟨	🟥	🟥	🟥	🟩	🟩
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟥	🟥	🟥	🟥	🟩	🟥	🟩	🟩	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟩	🟩
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	0%	0%	0%	0%	0%	76–99%	76–99%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

AUDITING AND SUPPLIER RELATIONSHIPS RAW MATERIALS PRODUCTION

K–Z

RAW MATERIALS PRODUCTION	Kookai	Kowtow	L Brands	Lacoste	Levi Strauss & Co.*	Liminal Apparel	Lorna Jane	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma
OVERALL GRADE	A-	A+	B	C-	B	A+	C+	F	A-	B-	B+	C	F	A+	D	B-	A-	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C	B
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	A-	A	B+	D+	B-	B+	B-	F	A+	B-	C	C	F	B+	D-	B	A-	C+	B-	C	B+	D	B-	B	A+	D	C-	A	F	D+	B
AUDITING																															
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	0%	100%	0%	0%	1–25%	1–25%	0%	0%	1–25%	51–75%	1–25%	0%	0%	1–25%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	1–25%	0%	76–99%	0%	0%	1–25%	0%	0%	1–25%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	1–25%	0%	0%	0%	1–25%	51–75%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	0%	100%	0%	0%	1–25%	1–25%	0%	0%	1–25%	51–75%	1–25%	0%	0%	1–25%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	1–25%	0%	76–99%	0%	0%	1–25%	0%	0%	1–25%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	0%	1–25%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	1–25%	0%	0%	1–25%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	1–25%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟨	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟨
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																															
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟥	🟩	🟥	🟨	🟨	🟨	🟥	🟥	🟨	🟥	🟨	🟥	🟥	🟩	🟥	🟨	🟨	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟨
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟥	🟩	🟥	🟥	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟩	🟥	🟥	🟩
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟨	🟩	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟩
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	26–50%	0%	0%	26–50%	0%	N/A	0%	0%	1–25%	1–25%	0%	0%	0%	N/A	0%	0%	1–25%	0%	0%	0%	0%	0%	1–25%	76–99%	N/A	0%	0%	1–25%	0%	0%	0%

RAW MATERIALS PRODUCTION	PVH Corp.*	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*	T&T Fashions*	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	C+	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F	F	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
AUDITING AND SUPPLIER RELATIONSHIPS GRADE	C	B	D+	B	B	B-	B+	C-	B+	C-	F	D+	B+	D+	F	F	B	F	C-	C-	B-	F	C	F	B+	C+	F	F	C+	F	B
AUDITING																															
Q1 What percentage of facilities are audited over a 2-year period by trained social auditors (internal and/or third party)?	1–25%	0%	1–25%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%
What percentage of facilities are internally audited by staff with social audit training?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%
What percentage of facilities are audited by third party auditors that specialise in labour standards?	1–25%	0%	1–25%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%
Q2 What percentage of facilities are audited with unannounced audits, anonymous worker surveys or off-site worker interviews per year?	1–25%	0%	1–25%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%
Q3 Are suppliers monitored for their use of labour brokers and recruitment fees?	🟥	🟥	🟨	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥
Q4 What percentage of corrective action plans pertaining to wages and/or overtime are resolved within 12 months?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SUPPLIER RELATIONSHIPS																															
Q1 Does the brand invest in training buyers and suppliers/factory managers, in order to increase awareness of human rights and health and safety risks?	🟩	🟥	🟨	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥
Q2 Does the company actively improve leverage and relationships with suppliers, through supplier consolidation and industry collaboration?	🟩	🟥	🟨	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟨	🟥	🟥
Q3 Does that company have a preferred supplier program by which suppliers are incentivised by strong labour rights records?	🟩	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟥
Q4 For companies more than 10 years old: What proportion of suppliers has the company sourced from for at least 5 years?	0%	1–25%	0%	0%	0%	1–25%	N/A	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Key: 🟩 YES 🟨 PARTIAL 🟥 NO

100% 76–99% 51–75% 26–50% 1–25% 0% N/A

* = non-responsive companies

SURVEY DATA

WORKER EMPOWERMENT FINAL STAGE PRODUCTION

A–K

FINAL STAGE PRODUCTION	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co.	Arcadia Group	AS Colour	ASICS	ASOS	Baby City*	Bardot	Barkers Clothing*	Bec and Bridge*
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B	F	D+	C+	F
WORKER EMPOWERMENT GRADE	F	B-	D-	F	C-	B-	D-	B-	D-	C-	F	F	D	F
WAGES														
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟨	🟥	🟥	🟥	🟩	🟨	🟩	🟥	🟨	🟥	🟥	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟨	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟨	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	0%	26–50%	0%	0%	100%	1–25%	1–25%	51–75%	1–25%	1–25%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	100%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE														
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	0%	1–25%	0%	0%	100%	76–99%	1–25%	26–50%	1–25%	1–25%	0%	0%	0%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟩	🟥	🟥	🟨	🟥	🟨	🟨	🟥	🟨	🟥	🟥	🟥	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟨	🟩	🟨	🟥	🟩	🟩	🟥	🟩	🟨	🟨	🟥	🟨	🟩	🟥
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟨	🟩	🟨	🟥	🟨	🟩	🟥	🟩	🟥	🟨	🟥	🟥	🟨	🟥
CHILD & FORCED LABOR REMEDIATION PLAN														
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟩	🟥	🟥	🟥	🟨	🟥	🟩	🟨	🟩	🟥	🟥	🟨	🟥

FINAL STAGE PRODUCTION	Ben Sherman Australia	Best & Less	Betts Group	Big W	Bloch*	Blue Illusion	Boardriders	Boden	Boohoo	Brand Collective (Apparel)	Brand Collective (Footwear)	Camilla and Marc*	Canterbury of NZ	City Chic Collective
OVERALL GRADE	D+	C	D	B-	F	C+	C-	C+	C-	C	C+	F	C+	B+
WORKER EMPOWERMENT GRADE	D-	D-	F	D+	F	D	D	D+	D-	D	C-	F	D	C+
WAGES														
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟩
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟩
Q3 What percentage of facilities have projects to improve wages?	0%	1–25%	0%	1–25%	0%	1–25%	0%	0%	0%	0%	1–25%	0%	26–50%	26–50%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	26–50%
WORKER VOICE														
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	0%	0%	1–25%	1–25%	0%	1–25%	0%	1–25%	0%	0%	26–50%	0%	0%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟥	🟥	🟨	🟥	🟨	🟥	🟨	🟥	🟥	🟩	🟥	🟨	🟩
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟨	🟨	🟥	🟨	🟥	🟨	🟩	🟨	🟨	🟨	🟨	🟥	🟨	🟩
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟨	🟥	🟥	🟨	🟥	🟥	🟨	🟨	🟥	🟩	🟩	🟥	🟨	🟩
CHILD & FORCED LABOR REMEDIATION PLAN														
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟨	🟨	🟥	🟩	🟥	🟩	🟨	🟩	🟩	🟩	🟩	🟥	🟩	🟩

FINAL STAGE PRODUCTION	Coles*	Cotton On Group	Country Road Group	Cue	David Jones	Decjuba*	Designworks	Etiko	Ezibuy	Factory X	Farmers*	Fast Future Brands	Forever 21*	Forever New
OVERALL GRADE	D+	A-	A-	C-	B	D-	C+	A+	D+	B-	F	D	D-	B
WORKER EMPOWERMENT GRADE	F	B	B	D+	C-	F	D	A+	F	C-	F	F	F	C-
WAGES														
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟩	🟨	🟥	🟨	🟥	🟨	🟩	🟥	🟩	🟥	🟥	🟥	🟨
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟩	🟥	🟩	🟥	🟥	🟥	🟨
Q3 What percentage of facilities have projects to improve wages?	0%	1–25%	26–50%	100%	1–25%	0%	0%	100%	0%	0%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	1–25%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	1–25%
WORKER VOICE														
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	0%	1–25%	76–99%	100%	1–25%	0%	1–25%	100%	0%	1–25%	0%	0%	0%	1–25%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟩	🟩	🟨	🟨	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟨
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟩	🟨	🟩	🟨	🟥	🟨	🟩	🟥	🟩	🟥	🟨	🟥	🟨
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟩	🟩	🟨	🟨	🟥	🟨	🟩	🟥	🟨	🟥	🟨	🟥	🟨
CHILD & FORCED LABOR REMEDIATION PLAN														
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟩	🟩	🟥	🟩	🟥	🟨	🟨	🟨	🟩	🟥	🟥	🟥	🟨

FINAL STAGE PRODUCTION	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*	General Pants Group	Gildan Activewear	Gorman	H&M	Hallenstein Glasson Holdings	Hanesbrands	Hot Springs*	House of Quirky	Huffer	Hugo Boss Group
OVERALL GRADE	A+	D+	B	D-	B	A-	B	B+	B+	A	F	C	B-	C+
WORKER EMPOWERMENT GRADE	A+	D-	D+	F	D+	C+	C-	C-	C+	B+	F	D-	D	D
WAGES														
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟩	🟨	🟥	🟥	🟥	🟨	🟩	🟨	🟨	🟩	🟥	🟥	🟨	🟨
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟩	🟥	🟥	🟥	🟥	🟨	🟩	🟨	🟨	🟨	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	100%	1–25%	51–75%	0%	0%	0%	0%	26–50%	1–25%	76–99%	0%	0%	51–75%	1–25%
Q4 What percentage of facilities pay a living wage?	100%	0%	0%	0%	0%	0%	0%	0%	1–25%	51–75%	0%	0%	0%	0%
WORKER VOICE														
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	100%	0%	0%	0%	1–25%	26–50%	1–25%	1–25%	51–75%	1–25%	0%	1–25%	0%	26–50%
Q2 Are all workers trained on their rights regarding freedom of association?	🟩	🟥	🟨	🟥	🟨	🟨	🟥	🟨	🟥	🟩	🟥	🟨	🟥	🟨
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟩	🟨	🟩	🟥	🟨	🟨	🟩	🟨	🟩	🟩	🟥	🟨	🟥	🟨
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟩	🟨	🟨	🟥	🟨	🟨	🟨	🟨	🟩	🟩	🟥	🟨	🟥	🟨
CHILD & FORCED LABOR REMEDIATION PLAN														
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟩	🟥	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟨	🟥	🟥	🟨	🟨

FINAL STAGE PRODUCTION	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia	Kookai	Kowtow
OVERALL GRADE	D+	A+	A	A-	B+	C	C+	C-	B	D+	A	B+	A-	A+
WORKER EMPOWERMENT GRADE	F	A-	B+	B+	C	F	D+	D-	C-	F	B+	C-	B-	A-
WAGES														
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟨	🟨	🟩	🟨	🟥	🟨	🟩	🟥	🟨	🟩	🟨	🟨	🟨
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟨	🟨
Q3 What percentage of facilities have projects to improve wages?	0%	0%	76–99%	0%	51–75%	0%	0%	0%	0%	0%	76–99%	26–50%	1–25%	100%
Q4 What percentage of facilities pay a living wage?	0%	0%	26–50%	51–75%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	26–50%
WORKER VOICE														
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	0%	76–99%	1–25%	76–99%	26–50%	0%	0%	0%	0%	0%	76–99%	1–25%	51–75%	76–99%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟩	🟨	🟩	🟩	🟥	🟥	🟥	🟩	🟥	🟩	🟩	🟩	🟨
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟩	🟩	🟩	🟨	🟥	🟨	🟨	🟩	🟥	🟩	🟩	🟨	🟨
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟩	🟩	🟩	🟩	🟥	🟨	🟥	🟩	🟥	🟩	🟩	🟩	🟨
CHILD & FORCED LABOR REMEDIATION PLAN														
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟩	🟩	🟩	🟨	🟥	🟩	🟥	🟩	🟥	🟩	🟥	🟩	🟨

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0%

* = non-responsive companies

SURVEY DATA

WORKER EMPOWERMENT FINAL STAGE PRODUCTION

L–Z

FINAL STAGE PRODUCTION

	L Brands	Lacoste	Levi Strauss & Co.*	Liminal Apparel	Lorna Jane	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby
OVERALL GRADE	B	C-	B	A+	C+	F	A-	B-	B+	C	F	A+	D	B-	A-
WORKER EMPOWERMENT GRADE	D+	F	D-	A+	C-	F	B-	D+	D+	D	F	A+	F	D+	B-
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟨	🟥	🟥	🟩	🟥	🟨	🟨
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟨	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	1–25%	0%	0%	100%	1–25%	0%	0%	0%	1–25%	0%	0%	100%	0%	0%	26–50%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	100%	0%	0%	1–25%	0%	0%	0%	0%	100%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	0%	0%	0%	100%	100%	0%	51–75%	76–99%	1–25%	0%	0%	100%	0%	0%	76–99%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟥	🟥	🟩	🟩	🟥	🟩	🟥	🟨	🟩	🟥	🟩	🟥	🟨	🟨
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟨	🟥	🟨	🟩	🟩	🟥	🟩	🟩	🟩	🟩	🟥	🟩	🟥	🟩	🟩
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟩	🟥	🟥	🟩	🟩	🟥	🟩	🟨	🟨	🟨	🟥	🟩	🟥	🟩	🟨
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟩	🟥	🟨	🟨	🟨	🟥	🟨	🟥	🟨	🟩	🟥	🟨	🟥	🟩	🟩

	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp.*
OVERALL GRADE	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C	B	C+
WORKER EMPOWERMENT GRADE	D	D-	D-	B+	F	B-	D+	A+	F	D-	B	F	C-	D+	D-
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟨	🟨	🟥	🟨	🟥	🟨	🟥	🟩	🟨	🟥	🟩	🟥	🟨	🟨	🟨
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	0%	1–25%	1–25%	51–75%	0%	1–25%	26–50%	100%	0%	0%	51–75%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	51–75%	0%	1–25%	0%	100%	0%	0%	1–25%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	1–25%	0%	0%	51–75%	0%	100%	100%	100%	0%	0%	1–25%	0%	51–75%	1–25%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟨	🟨	🟨	🟨	🟥	🟩	🟥	🟩	🟥	🟥	🟩	🟥	🟨	🟨	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟨	🟨	🟨	🟩	🟥	🟩	🟨	🟩	🟨	🟩	🟩	🟥	🟨	🟩	🟨
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟩	🟨	🟨	🟨	🟥	🟩	🟩	🟩	🟥	🟥	🟩	🟥	🟥	🟨	🟨
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟨	🟨	🟨	🟩	🟨	🟨	🟥	🟩	🟥	🟨	🟩	🟥	🟩	🟨	🟨

	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*	T&T Fashions*
OVERALL GRADE	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F	F
WORKER EMPOWERMENT GRADE	D-	F	D-	D+	B-	B+	D+	D	D-	F	F	C+	D+	F	F
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟨	🟨	🟨	🟩	🟨	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟨	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	1–25%	0%	0%	0%	0%	100%	1–25%	0%	0%	0%	0%	26–50%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	26–50%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	26–50%	0%	0%	0%	51–75%	0%	26–50%	0%	1–25%	0%	0%	76–99%	0%	0%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟥	🟩	🟨	🟩	🟩	🟥	🟨	🟩	🟥	🟥	🟨	🟥	🟥	🟥
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟥	🟥	🟨	🟩	🟩	🟥	🟨	🟨	🟥	🟥	🟨	🟥	🟥	🟥
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟥	🟥	🟩	🟩	🟨	🟨	🟨	🟥	🟥	🟥	🟩	🟩	🟥	🟥

	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
WORKER EMPOWERMENT GRADE	C-	F	D-	F	D+	F	D+	F	D	D+	F	F	D	F	C+
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟨	🟥	🟥	🟥	🟨	🟥	🟨	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	26–50%	0%	0%	0%	1–25%	0%	0%	0%	0%	1–25%	0%	0%	1–25%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions and/or collective bargaining agreements?	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	1–25%	0%	76–99%
Q2 Are all workers trained on their rights regarding freedom of association?	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟨	🟥	🟨
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟩	🟥	🟨	🟨	🟨	🟥	🟨	🟥	🟨	🟨	🟥	🟥	🟨	🟥	🟩
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟨	🟥	🟩
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟨	🟥	🟩	🟥	🟩	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟨	🟨	🟩

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0%

* = non-responsive companies

SURVEY DATA

WORKER EMPOWERMENT INPUTS PRODUCTION

A–K

INPUTS PRODUCTION

WAGES

Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?

Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?

Q3 What percentage of facilities have projects to improve wages?

Q4 What percentage of facilities pay a living wage?

WORKER VOICE

Q1 What percentage of facilities are known to have independent democratically elected trade unions?

Q2 Are all workers trained on their rights regarding freedom of association?

Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?

Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?

CHILD & FORCED LABOR REMEDIATION PLAN

Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?

	OVERALL GRADE	WORKER EMPOWERMENT GRADE	WAGES Q1	WAGES Q2	WAGES Q3	WAGES Q4	WORKER VOICE Q1	WORKER VOICE Q2	WORKER VOICE Q3	WORKER VOICE Q4	CHILD & FORCED LABOR REMEDIATION PLAN Q1
Abercrombie & Fitch*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
adidas	A	B-	🟨	🟥	0%	0%	1–25%	🟨	🟨	🟨	🟩
ALDI Stores	B-	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Ally Fashion*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Anthea Crawford*	C	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
APG & Co.	A-	B-	🟨	🟥	1–25%	1–25%	26–50%	🟥	🟩	🟩	🟨
Arcadia Group	C+	D-	🟨	🟨	0%	0%	0%	🟥	🟥	🟥	🟥
AS Colour	A-	B-	🟨	🟥	51–75%	0%	26–50%	🟥	🟩	🟩	🟩
ASICS	C	D-	🟥	🟥	0%	0%	0%	🟥	🟨	🟥	🟨
ASOS	B	C-	🟥	🟥	0%	0%	0%	🟥	🟨	🟨	🟩
Baby City*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Bardot	D+	F	🟥	🟥	0%	0%	0%	🟥	🟨	🟥	🟥
Barkers Clothing*	C+	D	🟥	🟥	0%	0%	0%	🟥	🟩	🟨	🟨
Bec and Bridge*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Ben Sherman Australia	D+	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Best & Less	C	D-	🟥	🟥	0%	0%	0%	🟥	🟨	🟥	🟨
Betts Group	D	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Big W	B-	D+	🟥	🟥	0%	0%	0%	🟨	🟨	🟨	🟩
Bloch*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Blue Illusion	C+	D	🟥	🟥	0%	0%	0%	🟨	🟨	🟥	🟨
Boardriders	C-	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Boden	C+	D+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟩
Boohoo	C-	D-	🟥	🟥	0%	0%	0%	🟥	🟨	🟥	🟩
Brand Collective (Apparel)	C	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Brand Collective (Footwear)	C+	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Camilla and Marc*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Canterbury of NZ	C+	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
City Chic Collective	B+	C+	🟨	🟥	0%	0%	0%	🟨	🟨	🟨	🟨
Coles*	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Cotton On Group	A-	B	🟩	🟩	0%	0%	1–25%	🟩	🟩	🟩	🟩
Country Road Group	A-	B	🟨	🟥	1–25%	0%	1–25%	🟨	🟨	🟨	🟩
Cue	C-	D+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
David Jones	B	C-	🟨	🟥	1–25%	0%	0%	🟨	🟨	🟨	🟩
Decjuba*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Designworks	C+	D	🟨	🟥	0%	0%	0%	🟥	🟨	🟨	🟨
Etiko	A+	A+	🟩	🟩	100%	100%	100%	🟩	🟩	🟩	🟨
Ezibuy	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟨
Factory X	B-	C-	🟨	🟨	0%	0%	0%	🟥	🟩	🟨	🟩
Farmers*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Fast Future Brands	D	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Forever 21*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Forever New	B	C-	🟥	🟨	0%	0%	26–50%	🟨	🟥	🟥	🟨
Freeset T-Shirts	A+	A+	🟩	🟩	100%	100%	100%	🟩	🟩	🟩	🟩
Fruit of the Loom*	D+	D-	🟨	🟥	0%	0%	0%	🟥	🟨	🟨	🟥
Gap Inc.	B	D+	🟥	🟥	0%	0%	0%	🟥	🟨	🟥	🟥
Gazal*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
General Pants Group	B	D+	🟥	🟥	0%	0%	0%	🟨	🟥	🟥	🟩
Gildan Activewear	A-	C+	🟨	🟨	0%	0%	1–25%	🟨	🟨	🟨	🟩
Gorman	B	C-	🟨	🟨	0%	0%	0%	🟥	🟩	🟥	🟩
H&M	B+	C-	🟨	🟨	1–25%	0%	0%	🟥	🟥	🟥	🟩
Hallenstein Glasson Holdings	B+	C+	🟨	🟨	0%	0%	1–25%	🟥	🟩	🟩	🟩
Hanesbrands	A	B+	🟩	🟨	76–99%	51–75%	1–25%	🟩	🟩	🟩	🟨
Hot Springs*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
House of Quirky	C	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Huffer	B-	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟨
Hugo Boss Group	C+	D	🟨	🟥	0%	0%	1–25%	🟥	🟥	🟥	🟨
Hunting & Fishing NZ	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Icebreaker	A+	A-	🟨	🟥	0%	0%	76–99%	🟩	🟩	🟩	🟩
Inditex	A	B+	🟨	🟨	76–99%	1–25%	1–25%	🟨	🟩	🟩	🟩
Industrie	A-	B+	🟩	🟥	0%	1–25%	51–75%	🟨	🟨	🟨	🟩
Jeanswest	B+	C	🟨	🟥	0%	1–25%	1–25%	🟥	🟨	🟨	🟥
JETS	C	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Just Group	C+	D+	🟨	🟥	0%	0%	0%	🟥	🟥	🟥	🟩
K&K	C-	D-	🟨	🟥	0%	0%	0%	🟥	🟨	🟥	🟥
Karen Walker*	B	C-	🟥	🟥	0%	0%	0%	🟩	🟩	🟩	🟨
Kate Sylvester*	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Kathmandu	A	B+	🟩	🟨	1–25%	0%	1–25%	🟨	🟨	🟨	🟩
Kmart Australia	B+	C-	🟨	🟥	1–25%	0%	1–25%	🟩	🟩	🟩	🟥
Kookai	A-	B-	🟥	🟨	1–25%	1–25%	1–25%	🟩	🟨	🟩	🟩
Kowtow	A+	A-	🟨	🟨	76–99%	26–50%	76–99%	🟨	🟨	🟨	🟨

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0%

* = non-responsive companies

SURVEY DATA

WORKER EMPOWERMENT INPUTS PRODUCTION

L–Z

INPUTS PRODUCTION	L Brands	Lacoste	Levi Strauss & Co.*	Lorna Jane	Liminal Apparel	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby
OVERALL GRADE	B	C-	B	C+	A+	F	A-	B-	B+	C	F	A+	D	B-	A-
WORKER EMPOWERMENT GRADE	D+	F	D-	C-	A+	F	B-	D+	D+	D	F	A+	F	D+	B-
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟨	🟩
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	1-25%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	1-25%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	100%	0%	1-25%	0%	0%	0%	0%	26-50%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	0%	0%	0%	0%	100%	0%	26-50%	0%	0%	0%	0%	100%	0%	0%	1-25%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟥	🟥	🟥	🟩	🟥	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟨	🟨
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟨	🟥	🟨	🟥	🟩	🟥	🟩	🟩	🟩	🟥	🟥	🟩	🟥	🟩	🟩
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟨	🟥	🟥	🟥	🟩	🟥	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟩	🟨
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟨	🟥	🟨	🟥	🟨	🟥	🟨	🟥	🟥	🟥	🟥	🟨	🟥	🟩	🟩

INPUTS PRODUCTION	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp.*
OVERALL GRADE	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C	B	C+
WORKER EMPOWERMENT GRADE	D	D-	D-	B+	F	B-	D+	A+	F	D-	B	F	C-	D+	D-
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟨	🟨	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	1-25%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	0%	1-25%	0%	100%	0%	0%	1-25%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	0%	0%	0%	26-50%	0%	51-75%	0%	100%	0%	0%	1-25%	0%	51-75%	1-25%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟨	🟨	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟥	🟨	🟨	🟥	🟨	🟥	🟩	🟥	🟥	🟨	🟥	🟨	🟨	🟨
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟥	🟨	🟨	🟥	🟨	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟨	🟨
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟨	🟥	🟨	🟨	🟨	🟨	🟥	🟩	🟥	🟥	🟩	🟥	🟩	🟨	🟨

INPUTS PRODUCTION	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*	T&T Fashions*
OVERALL GRADE	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F	F
WORKER EMPOWERMENT GRADE	D-	F	D-	D+	B-	B+	D+	D	D-	F	F	C+	D+	F	F
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟨	🟨	🟨	🟩	🟨	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟨	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	0%	0%	0%	0%	1-25%	100%	1-25%	0%	0%	0%	0%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	1-25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	1-25%	0%	0%	0%	26-50%	0%	1-25%	0%	0%	0%	0%	26-50%	0%	0%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟨	🟨	🟥	🟥	🟨	🟥	🟥	🟥
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟨	🟨	🟥	🟥	🟨	🟥	🟥	🟥
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟥	🟥	🟥	🟩	🟨	🟨	🟨	🟥	🟥	🟥	🟩	🟩	🟥	🟥

INPUTS PRODUCTION	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
WORKER EMPOWERMENT GRADE	C-	F	D-	F	D+	F	D+	F	D	D+	F	F	D	F	C+
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟨	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	1-25%	0%	0%	0%	1-25%	0%	0%	0%	0%	1-25%	0%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	1-25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	1-25%	0%	0%	0%	0%	0%	0%	0%	0%	1-25%	0%	0%	0%	0%	51-75%
Q2 Are all workers trained on their rights regarding freedom of association?	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟩	🟥	🟥	🟥	🟨	🟥	🟨	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟨
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟨	🟥	🟥	🟥	🟩	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟨	🟥	🟩

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76-99% 51-75% 26-50% 1-25% 0%

* = non-responsive companies

SURVEY DATA

WORKER EMPOWERMENT RAW MATERIALS PRODUCTION

A–K

RAW MATERIALS PRODUCTION

WAGES

Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?

Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?

Q3 What percentage of facilities have projects to improve wages?

Q4 What percentage of facilities pay a living wage?

WORKER VOICE

Q1 What percentage of facilities are known to have independent democratically elected trade unions?

Q2 Are all workers trained on their rights regarding freedom of association?

Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?

Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?

CHILD & FORCED LABOR REMEDIATION PLAN

Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?

	OVERALL GRADE	WORKER EMPOWERMENT GRADE	WAGES Q1	WAGES Q2	WAGES Q3	WAGES Q4	WORKER VOICE Q1	WORKER VOICE Q2	WORKER VOICE Q3	WORKER VOICE Q4	CHILD & FORCED LABOR REMEDIATION PLAN Q1
Abercrombie & Fitch*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
adidas	A	B-	🟥	🟥	100%	0%	1–25%	🟨	🟨	🟨	🟨
ALDI Stores	B-	D-	🟥	🟥	100%	0%	1–25%	🟨	🟨	🟨	🟨
Ally Fashion*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Anthea Crawford*	C	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
APG & Co.	A-	B-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Arcadia Group	C+	D-	🟥	🟥	100%	0%	1–25%	🟨	🟥	🟥	🟨
AS Colour	A-	B-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
ASICS	C	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
ASOS	B	C-	🟥	🟥	100%	0%	1–25%	🟨	🟨	🟨	🟨
Baby City*	F	F	🟥	🟥	0%	0%	0	🟥	🟥	🟥	🟥
Bardot	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Barkers Clothing*	C+	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Bec and Bridge*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Ben Sherman Australia	D+	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Best & Less	C	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Betts Group	D	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Big W	B-	D+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Bloch*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Blue Illusion	C+	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Boardriders	C-	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Boden	C+	D+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Boohoo	C-	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Brand Collective (Apparel)	C	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Brand Collective (Footwear)	C+	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Camilla and Marc*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Canterbury of NZ	C+	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
City Chic Collective	B+	C+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Coles*	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Cotton On Group	A-	B	🟩	🟩	100%	0%	1–25%	🟩	🟩	🟩	🟩
Country Road Group	A-	B	🟨	🟥	100%	1–25%	1–25%	🟨	🟨	🟨	🟨
Cue	C-	D+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
David Jones	B	C-	🟨	🟥	100%	0%	1–25%	🟨	🟨	🟨	🟨
Decjuba*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Designworks	C+	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Etiko	A+	A+	🟨	🟩	100%	0%	100%	🟩	🟨	🟨	🟨
Ezibuy	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Factory X	B-	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Farmers*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Fast Future Brands	D	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Forever 21*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Forever New	B	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Freeset T-Shirts	A+	A+	🟨	🟥	100%	0%	100%	🟩	🟨	🟨	🟨
Fruit of the Loom*	D+	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Gap Inc.	B	D+	🟥	🟥	100%	0%	1–25%	🟨	🟥	🟨	🟨
Gazal*	D-	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
General Pants Group	B	D+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Gildan Activewear	A-	C+	🟨	🟨	0%	0%	0%	🟥	🟥	🟥	🟩
Gorman	B	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
H&M	B+	C-	🟥	🟥	100%	0%	1–25%	🟨	🟨	🟨	🟨
Hallenstein Glasson Holdings	B+	C+	🟥	🟥	100%	0%	1–25%	🟨	🟥	🟥	🟩
Hanesbrands	A	B+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Hot Springs*	F	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
House of Quirky	C	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Huffer	B-	D	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟨
Hugo Boss Group	C+	D	🟥	🟥	1–25%	0%	1–25%	🟨	🟨	🟨	🟨
Hunting & Fishing NZ	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Icebreaker	A+	A-	🟨	🟥	0%	0%	0%	🟨	🟩	🟨	🟩
Inditex	A	B+	🟥	🟨	0%	0%	1–25%	🟨	🟨	🟨	🟩
Industrie	A-	B+	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Jeanswest	B+	C	🟥	🟥	1–25%	1–25%	0%	🟨	🟨	🟨	🟥
JETS	C	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Just Group	C+	D+	🟥	🟥	0%	0%	0%	🟨	🟥	🟥	🟨
K&K	C-	D-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Karen Walker*	B	C-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Kate Sylvester*	D+	F	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Kathmandu	A	B+	🟩	🟨	100%	0%	1–25%	🟨	🟨	🟨	🟨
Kmart Australia	B+	C-	🟥	🟥	100%	0%	1–25%	🟨	🟥	🟨	🟨
Kookai	A-	B-	🟥	🟥	0%	0%	0%	🟥	🟥	🟥	🟥
Kowtow	A+	A-	🟨	🟥	100%	0%	100%	🟩	🟨	🟨	🟨

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0%

* = non-responsive companies

SURVEY DATA

WORKER EMPOWERMENT RAW MATERIALS PRODUCTION

L–Z

RAW MATERIALS PRODUCTION

	L Brands	Lacoste	Levi Strauss & Co.*	Liminal Apparel	Lorna Jane	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby
OVERALL GRADE	B	C-	B	A+	C+	F	A-	B-	B+	C	F	A+	D	B-	A-
WORKER EMPOWERMENT GRADE	D+	F	D-	A+	C-	F	B-	D+	D+	D	F	A+	F	D+	B-
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟩
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	0%	0%	100%	100%	0%	0%	0%	0%	100%	0%	0%	100%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	0%	0%	1–25%	100%	0%	0%	0%	0%	1–25%	0%	0%	100%	0%	0%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟩	🟥	🟥	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟥
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟨	🟥	🟥	🟥
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟥	🟨	🟨	🟥	🟥	🟨	🟥	🟨	🟥	🟥	🟨	🟥	🟥	🟥

	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans Co.	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp.*
OVERALL GRADE	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C	B	C+
WORKER EMPOWERMENT GRADE	D	D-	D-	B+	F	B-	D+	A+	F	D-	B	F	C-	D+	D-
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	0%	100%	100%	0%	0%	0%	0%	76–99%	0%	0%	0%	0%	0%	100%	100%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	0%	1–25%	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	0%	0%	1–25%	1–25%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟨	🟨
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟨	🟥
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟩	🟥	🟥	🟨	🟨

	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd.*	T&T Fashions*
OVERALL GRADE	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F	F
WORKER EMPOWERMENT GRADE	D-	F	D-	D+	B-	B+	D+	D	D-	F	F	C+	D+	F	F
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	0%	1–25%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	0%	1–25%	0%	0%	0%	1–25%	100%	0%	0%	0%	0%	0%	0%	0%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟥	🟨	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟥	🟨	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟥	🟨	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥

	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp.	Voyager Distributing Co.*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
WORKER EMPOWERMENT GRADE	C-	F	D-	F	D+	F	D+	F	D	D+	F	F	D	F	C+
WAGES															
Q1 Has the company developed a living wage methodology and calculated a living wage for each region that it operates in?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q2 Has the brand published a commitment to pay living wages, which is timebound and measurable, including a methodology or benchmark?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Q3 What percentage of facilities have projects to improve wages?	100%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%
Q4 What percentage of facilities pay a living wage?	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WORKER VOICE															
Q1 What percentage of facilities are known to have independent democratically elected trade unions?	1–25%	0%	0%	0%	0%	0%	0%	0%	1–25%	1–25%	0%	0%	0%	0%	0%
Q2 Are all workers trained on their rights regarding freedom of association?	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥
Q3 Does the company have a functioning grievance mechanism which workers can access annonymously and in their native language?	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥
Q4 Are workers trained on their rights and entitlements, including how to use grievance mechanisms?	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥
CHILD & FORCED LABOR REMEDIATION PLAN															
Q1 Where child labour and/or forced labour is found to exist, does the company consult with credible civil society organisations in developing a plan for redress?	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟥	🟥	🟥	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0%

* = non-responsive companies

SURVEY DATA

ENVIRONMENTAL MANAGEMENT GOVERNANCE, MATERIALS, EMISSIONS, CHEMICAL USE

A–K

	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co	Arcadia Group	AS Colour	ASICS	ASOS	Baby City*	Bardot	Barkers Clothing*	Bec and Bridge*
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B	F	D+	C+	F
ENVIRONMENTAL MANAGEMENT GRADE	D	A	A-	F	F	B	C	A-	B	B	F	F	C+	F
GOVERNANCE														
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟥	🟩	🟩	🟥	🟥	🟨	🟥	🟨	🟩	🟩	🟥	🟥	🟥	🟥
MATERIALS														
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟨	🟨	🟥	🟥	🟥	🟩	🟩	🟩	🟨	🟩	🟥	🟥	🟨	🟥
Q2 What percentage of the brand’s final product is made from sustainable fibres?	0%	1–25%	1–25%	0%	0%	1–25%	1–25%	1–25%	1–25%	1–25%	0%	0%	1–25%	0%
EMISSIONS														
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟩	🟥
CHEMICAL USE														
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟥	🟩	🟩	🟥	🟥	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟨	🟥
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟩	🟨	🟥	🟥	🟥	🟨	🟥

	Ben Sherman Australia	Best & Less	Betts Group	Big W	Bloch*	Blue Illusion	Boardriders	Boden	Boohoo	Brand Collective (Apparel)	Brand Collective (Footwear)	Camilla and Marc*	Canterbury of NZ	City Chic Collective
OVERALL GRADE	D+	C	D	B-	F	C+	C-	C+	C-	C	C+	F	C+	B+
ENVIRONMENTAL MANAGEMENT GRADE	F	C+	F	C-	F	B+	C-	D	C	D	D	F	D+	D
GOVERNANCE														
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟥	🟩	🟥	🟩	🟥	🟨	🟥	🟥	🟨	🟨	🟨	🟥	🟨	🟥
MATERIALS														
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟥	🟨	🟥	🟥	🟥	🟩	🟨	🟨	🟨	🟥	🟥	🟥	🟨	🟥
Q2 What percentage of the brand’s final product is made from sustainable fibres?	0%	1–25%	0%	1–25%	0%	1–25%	1–25%	1–25%	0%	0%	0%	0%	0%	1–25%
EMISSIONS														
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥
CHEMICAL USE														
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟥	🟥	🟥	🟨	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟨

	Coles*	Cotton On Group	Country Road Group	Cue	David Jones	Decjuba*	Designworks	Etiko	Ezibuy	Factory X	Farmers*	Fast Future Brands	Forever 21*	Forever New
OVERALL GRADE	D+	A-	A-	C-	B	D-	C+	A+	D+	B-	F	D	D-	B
ENVIRONMENTAL MANAGEMENT GRADE	F	B+	B+	F	B-	F	C-	A+	F	C+	F	D	D	B+
GOVERNANCE														
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟥	🟩	🟩	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟩
MATERIALS														
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟥	🟨	🟩	🟥	🟩	🟥	🟥	🟩	🟥	🟩	🟥	🟨	🟥	🟩
Q2 What percentage of the brand’s final product is made from sustainable fibres?	0%	1–25%	51–75%	0%	1–25%	0%	1–25%	100%	0%	1–25%	0%	1–25%	0%	1–25%
EMISSIONS														
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟥	🟩	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟩	🟥
CHEMICAL USE														
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟥	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟩	🟨	🟥	🟨	🟩	🟩
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟥	🟩	🟥	🟥	🟨	🟥	🟩	🟩	🟥	🟨	🟥	🟥	🟥	🟩

	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*	General Pants Group	Gildan Activewear	Gorman	H&M	Hallenstein Glasson Holdings	Hanesbrands	Hot Springs*	House of Quirky	Huffer	Hugo Boss Group
OVERALL GRADE	A+	D+	B	D-	B	A-	B	B+	B+	A	F	C	B-	C+
ENVIRONMENTAL MANAGEMENT GRADE	A+	D-	A-	F	B+	A-	B+	A+	B+	A+	F	D-	D+	B
GOVERNANCE														
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟩	🟥	🟩	🟥	🟩	🟩	🟥	🟩	🟩	🟩	🟥	🟥	🟥	🟩
MATERIALS														
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟩	🟥	🟨	🟥	🟩	🟥	🟩	🟩	🟩	🟩	🟥	🟥	🟨	🟩
Q2 What percentage of the brand’s final product is made from sustainable fibres?	100%	0%	26–50%	0%	1–25%	1–25%	26–50%	26–50%	1–25%	1–25%	0%	0%	1–25%	1–25%
EMISSIONS														
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟩	🟥	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟨	🟥	🟥	🟩	🟨
CHEMICAL USE														
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟩	🟨	🟩	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟨	🟥	🟩
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟩	🟥	🟩	🟥	🟨	🟩	🟩	🟩	🟩	🟩	🟥	🟨	🟥	🟨

	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia	Kookai	Kowtow
OVERALL GRADE	D+	A+	A	A-	B+	C	C+	C-	B	D+	A	B+	A-	A+
ENVIRONMENTAL MANAGEMENT GRADE	C-	A+	A+	A+	A	C	D+	F	B-	D	B+	C-	B+	A+
GOVERNANCE														
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟥	🟩	🟩	🟩	🟨	🟥	🟥	🟥	🟩	🟥	🟩	🟩	🟨	🟩
MATERIALS														
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟥	🟩	🟩	🟨	🟩	🟨	🟥	🟥	🟩	🟥	🟩	🟨	🟩	🟩
Q2 What percentage of the brand’s final product is made from sustainable fibres?	1–25%	76–99%	1–25%	1–25%	1–25%	51–75%	1–25%	0%	0%	0%	26–50%	1–25%	1–25%	100%
EMISSIONS														
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟩	🟥
CHEMICAL USE														
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟥	🟩	🟩	🟩	🟩	🟩	🟩	🟨	🟥	🟥	🟨	🟨	🟩	🟩
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟥	🟩	🟩	🟩	🟨	🟩	🟨	🟥	🟩	🟥	🟨	🟥	🟩	🟩

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0%

* = non-responsive companies

SURVEY DATA

ENVIRONMENTAL MANAGEMENT GOVERNANCE, MATERIALS, EMISSIONS, CHEMICAL USE

L–Z

	L Brands	Lacoste	Levi Strauss & Co*	Liminal Apparel	Lorna Jane	Lowes*	Lululemon Athletica	Macpac	Marks & Spencer	Max*	Merric Apparel NZ*	Mighty Good Group	Munro Footwear Group	Myer	Nature Baby
OVERALL GRADE	B	C-	B	A+	C+	F	A-	B-	B+	C	F	A+	D	B-	A-
ENVIRONMENTAL MANAGEMENT GRADE	A-	D+	A+	A+	F	F	A-	C+	A+	F	F	A+	F	D+	A+
GOVERNANCE															
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟩	🟥	🟩	🟩	🟥	🟥	🟩	🟨	🟩	🟥	🟥	🟩	🟥	🟨	🟩
MATERIALS															
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟥	🟥	🟩	🟩	🟥	🟥	🟩	🟨	🟩	🟥	🟥	🟩	🟥	🟥	🟩
Q2 What percentage of the brand's final product is made from sustainable fibres?	0%	0%	1-25%	100%	0%	0%	1-25%	1-25%	26-50%	0%	0%	100%	1-25%	0%	76-99%
EMISSIONS															
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟨	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟩
CHEMICAL USE															
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟩	🟩	🟩	🟩	🟥	🟥	🟩	🟨	🟩	🟨	🟥	🟩	🟥	🟩	🟩
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟩	🟥	🟩	🟩	🟥	🟥	🟥	🟨	🟩	🟥	🟥	🟩	🟥	🟩	🟩

	New Balance	Next	Nike	Nobody Denim	Noni B Group	Nudie Jeans co	Oroton Group	Outland Denim	Oxford	Pagani	Patagonia	Pavement United Brands*	Postie+	Puma	PVH Corp*
OVERALL GRADE	B	B-	B-	A-	D	B+	C+	A+	D	C-	A	F	C	B	C+
ENVIRONMENTAL MANAGEMENT GRADE	B+	B-	A+	A	F	B+	F	A+	D	F	A+	F	C	A	B-
GOVERNANCE															
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟩	🟨	🟩	🟩	🟥	🟩	🟨	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟩
MATERIALS															
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟨	🟩	🟩	🟩	🟥	🟩	🟥	🟩	🟨	🟥	🟩	🟥	🟥	🟨	🟨
Q2 What percentage of the brand's final product is made from sustainable fibres?	1-25%	1-25%	51-75%	1-25%	0%	76-99%	0%	100%	26-50%	0%	51-75%	0%	1-25%	1-25%	1-25%
EMISSIONS															
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟥	🟥	🟨	🟩	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥	🟥	🟨	🟨
CHEMICAL USE															
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟥	🟥	🟩	🟥	🟩	🟩	🟩
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟩	🟩	🟩	🟩	🟥	🟨	🟥	🟩	🟥	🟥	🟩	🟥	🟥	🟩	🟩

	R.M. Williams	Ralph Lauren*	Retail Apparel Group	Rip Curl	Rodd & Gunn	RREPP	Ruby Apparel	Seafolly	Seed Heritage	Showpo*	Simon de Winter Group	Sussan Group	Swanndri NZ	3 Wise Men Ltd*	T&T Fashions*
OVERALL GRADE	B-	C-	C+	B+	A-	A	C	B	C-	F	D+	B	C+	F	F
ENVIRONMENTAL MANAGEMENT GRADE	D	D+	D+	B	A-	A+	C-	A	D	F	F	C+	B	F	F
GOVERNANCE															
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟨	🟨	🟥	🟩	🟩	🟩	🟥	🟥	🟨	🟥	🟥	🟥	🟩	🟥	🟥
MATERIALS															
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟥	🟨	🟥	🟩	🟩	🟩	🟩	🟩	🟥	🟥	🟥	🟩	🟨	🟥	🟥
Q2 What percentage of the brand's final product is made from sustainable fibres?	0%	1-25%	0%	26-50%	26-50%	100%	1-25%	26-50%	1-25%	0%	1-25%	26-50%	51-75%	0%	0%
EMISSIONS															
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟥	🟥	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥
CHEMICAL USE															
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟩	🟩	🟩	🟩	🟩	🟩	🟥	🟩	🟩	🟥	🟥	🟩	🟩	🟥	🟥
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟥	🟥	🟩	🟥	🟩	🟩	🟥	🟩	🟥	🟥	🟥	🟩	🟩	🟥	🟥

	Target Australia	The Baby Factory*	The Iconic*	The PAS Group	The Warehouse Group	Tigerlily*	Tree of Life	Trelise Cooper*	UNIQLO	VF Corp	Voyager Distributing Co*	Wish Designs*	Workwear Group	WORLD*	Zimmermann
OVERALL GRADE	B	F	C+	C-	B-	D-	C	F	B+	B	F	F	C	D-	B-
ENVIRONMENTAL MANAGEMENT GRADE	C-	F	C+	D	C-	D-	D	F	A+	A+	F	F	D	F	D+
GOVERNANCE															
Q1 Has the brand undertaken an assessment of its environmental impacts and risks throughout its supply chain?	🟩	🟥	🟩	🟥	🟨	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟨	🟥	🟥
MATERIALS															
Q1 Has the brand assessed the environmental impact of its top 3 fibres and materials used in its apparel products and implemented learnings from assessment into product design and production?	🟨	🟥	🟨	🟥	🟨	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟨
Q2 What percentage of the brand's final product is made from sustainable fibres?	1-25%	0%	1-25%	0%	0%	1-25%	26-50%	1-25%	0%	26-50%	0%	0%	1-25%	0%	0%
EMISSIONS															
Q1 Has the brand announced net-zero carbon emissions reduction target by 2050 for its supply chain, or is it lobbying for this target in the countries that it is operating in?	🟥	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟨	🟥	🟥	🟥	🟥	🟥
CHEMICAL USE															
Q1 Does the brand have a restricted substances list against which it tests compliance?	🟩	🟥	🟩	🟩	🟨	🟥	🟥	🟥	🟩	🟩	🟥	🟥	🟩	🟥	🟩
Q2 Does the brand have a manufacturing restricted substances list against which it tests compliance?	🟥	🟥	🟨	🟩	🟨	🟨	🟥	🟥	🟩	🟩	🟥	🟥	🟥	🟥	🟨

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76-99% 51-75% 26-50% 1-25% 0%

* = non-responsive companies

SURVEY DATA

ENVIRONMENTAL MANAGEMENT WATER USE, WASTE WATER, MATERIAL/PRODUCT WASTE A–K

	Abercrombie & Fitch*	adidas	ALDI Stores	Ally Fashion*	Anthea Crawford*	APG & Co	Arcadia Group	AS Colour	ASICS	ASOS
OVERALL GRADE	D-	A	B-	F	C	A-	C+	A-	C	B
ENVIRONMENTAL MANAGEMENT GRADE	D	A	A-	F	F	B	C	A-	B	B
WATER USE										
Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	1–25%	1–25%	76–99%	0%	0%	26–50%	1–25%	51–75%	1–25%	1–25%
Q2 Has the brand used the above data to implement a water use plan?	🟥	🟩	🟥	🟥	🟥	🟨	🟥	🟥	🟨	🟨
WASTE WATER										
Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	1–25%	76–99%	76–99%	0%	0%	26–50%	0%	51–75%	1–25%	1–25%
Q2 Of these, do all have wastewater improvement strategies?	🟥	🟩	🟩	🟥	🟥	🟨	🟥	🟥	🟨	🟨
MATERIAL/PRODUCT WASTE										
Q1 Does the brand make available to customers a take-back and/or repair program?	🟥	🟩	🟥	🟥	🟥	🟥	🟩	🟨	🟩	🟩

	Baby City*	Bardot	Barkers Clothing*	Bec and Bridge*	Ben Sherman Australia	Best & Less	Betts Group	Big W	Bloch*	Blue Illusion
OVERALL GRADE	F	D+	C+	F	D+	C	D	B-	F	C+
ENVIRONMENTAL MANAGEMENT GRADE	F	F	C+	F	F	C+	F	C-	F	B+
WATER USE										
Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	0%	0%	51–75%	0%	0%	26–50%	1–25%	1–25%	0%	1–25%
Q2 Has the brand used the above data to implement a water use plan?	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟩	🟥	🟥
WASTE WATER										
Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	0%	0%	1–25%	0%	0%	1–25%	1–25%	1–25%	0%	26–50%
Q2 Of these, do all have wastewater improvement strategies?	🟥	🟥	🟥	🟥	🟥	🟨	🟨	🟩	🟥	🟩
MATERIAL/PRODUCT WASTE										
Q1 Does the brand make available to customers a take-back and/or repair program?	🟥	🟥	🟥	🟥	🟥	🟨	🟥	🟥	🟥	🟩

	Boardriders	Boden	Boohoo	Brand Collective (Apparel)	Brand Collective (Footwear)	Camilla and Marc*	Canterbury of NZ	City Chic Collective	Coles*	Cotton On Group
OVERALL GRADE	C-	C+	C-	C	C+	F	C+	B+	D+	A-
ENVIRONMENTAL MANAGEMENT GRADE	C-	D	C	D	D	F	D+	D	F	B+
WATER USE										
Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	0%	0%	1–25%	0%	0%	0%	0%	0%	0%	1–25%
Q2 Has the brand used the above data to implement a water use plan?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨
WASTE WATER										
Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	1–25%	0%	0%	0%	0%	0%	0%	0%	0%	1–25%
Q2 Of these, do all have wastewater improvement strategies?	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟨
MATERIAL/PRODUCT WASTE										
Q1 Does the brand make available to customers a take-back and/or repair program?	🟩	🟥	🟨	🟥	🟥	🟥	🟥	🟥	🟥	🟨

	Country Road Group	Cue	David Jones	Decjuba*	Designworks	Etiko	Ezibuy	Factory X	Farmers*	Fast Future Brands
OVERALL GRADE	A-	C-	B	D-	C+	A+	D+	B-	F	D
ENVIRONMENTAL MANAGEMENT GRADE	B+	F	B-	F	C-	A+	F	C+	F	D
WATER USE										
Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	1–25%	0%	1–25%	0%	1–25%	100%	0%	1–25%	0%	0%
Q2 Has the brand used the above data to implement a water use plan?	🟨	🟥	🟥	🟥	🟥	🟩	🟥	🟨	🟥	🟥
WASTE WATER										
Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	1–25%	0%	0%	0%	1–25%	100%	0%	1–25%	0%	0%
Q2 Of these, do all have wastewater improvement strategies?	🟩	🟥	🟥	🟥	🟩	🟩	🟥	🟨	🟥	🟥
MATERIAL/PRODUCT WASTE										
Q1 Does the brand make available to customers a take-back and/or repair program?	🟩	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟥	🟥

	Forever 21*	Forever New	Freeset T-Shirts	Fruit of the Loom*	Gap Inc.	Gazal*	General Pants Group	Gildan Activewear	Gorman	H&M
OVERALL GRADE	D-	B	A+	D+	B	D-	B	A-	B	B+
ENVIRONMENTAL MANAGEMENT GRADE	D	B+	A+	D-	A-	F	B+	A-	B+	A+
WATER USE										
Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	0%	1–25%	100%	1–25%	26–50%	0%	1–25%	51–75%	26–50%	100%
Q2 Has the brand used the above data to implement a water use plan?	🟥	🟨	🟩	🟨	🟨	🟥	🟨	🟨	🟨	🟩
WASTE WATER										
Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	0%	1–25%	100%	0%	26–50%	0%	1–25%	51–75%	26–50%	100%
Q2 Of these, do all have wastewater improvement strategies?	🟥	🟩	🟩	🟥	🟩	🟥	🟩	🟩	🟨	🟩
MATERIAL/PRODUCT WASTE										
Q1 Does the brand make available to customers a take-back and/or repair program?	🟩	🟥	🟥	🟥	🟥	🟥	🟩	🟥	🟥	🟩

	Hallenstein Glasson Holdings	Hanesbrands	Hot Springs*	House of Quirky	Huffer	Hugo Boss Group	Hunting & Fishing NZ	Icebreaker	Inditex	Industrie
OVERALL GRADE	B+	A	F	C	B-	C+	D+	A+	A	A-
ENVIRONMENTAL MANAGEMENT GRADE	B+	A+	F	D-	D+	B	C-	A+	A+	A+
WATER USE										
Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	1–25%	100%	0%	0%	0%	1–25%	76–99%	100%	100%	100%
Q2 Has the brand used the above data to implement a water use plan?	🟨	🟩	🟥	🟥	🟥	🟥	🟥	🟨	🟩	🟩
WASTE WATER										
Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	1–25%	100%	0%	0%	0%	1–25%	1–25%	100%	51–75%	100%
Q2 Of these, do all have wastewater improvement strategies?	🟨	🟩	🟥	🟥	🟥	🟨	🟩	🟩	🟩	🟩
MATERIAL/PRODUCT WASTE										
Q1 Does the brand make available to customers a take-back and/or repair program?	🟨	🟨	🟥	🟥	🟩	🟥	🟨	🟩	🟩	🟥

	Jeanswest	JETS	Just Group	K&K	Karen Walker*	Kate Sylvester*	Kathmandu	Kmart Australia	Kookai	Kowtow
OVERALL GRADE	B+	C	C+	C-	B	D+	A	B+	A-	A+
ENVIRONMENTAL MANAGEMENT GRADE	A	C	D+	F	B-	D	B+	C-	B+	A+
WATER USE										
Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	51–75%	0%	1–25%	0%	0%	0%	1–25%	1–25%	1–25%	100%
Q2 Has the brand used the above data to implement a water use plan?	🟩	🟥	🟩	🟥	🟥	🟥	🟩	🟥	🟨	🟩
WASTE WATER										
Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	51–75%	0%	0%	0%	0%	1–25%	1–25%	0%	1–25%	100%
Q2 Of these, do all have wastewater improvement strategies?	🟩	🟥	🟥	🟥	🟥	🟨	🟨	🟥	🟩	🟩
MATERIAL/PRODUCT WASTE										
Q1 Does the brand make available to customers a take-back and/or repair program?	🟩	🟥	🟥	🟥	🟩	🟩	🟩	🟥	🟥	🟨

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76–99% 51–75% 26–50% 1–25% 0%

* = non-responsive companies

SURVEY DATA

ENVIRONMENTAL MANAGEMENT WATER USE, WASTE WATER, MATERIAL/PRODUCT WASTE L–Z

	OVERALL GRADE	ENVIRONMENTAL MANAGEMENT GRADE	WATER USE Q1 For what percentage of water intensive facilities has the brand collected and benchmarked water use data?	WATER USE Q2 Has the brand used the above data to implement a water use plan?	WASTE WATER Q1 For what percentage of wet-processing facilities has the brand collected wastewater quality data?	WASTE WATER Q2 Of these, do all have wastewater improvement strategies?	MATERIAL/PRODUCT WASTE Q1 Does the brand make available to customers a take-back and/or repair program?
L Brands	B	A-	100%	🟩	26-50%	🟩	🟥
Lacoste	C-	D+	1-25%	🟨	1-25%	🟥	🟩
Levi Strauss & Co*	B	A+	1-25%	🟩	76-99%	🟩	🟩
Liminal Apparel	A+	A+	100%	🟩	100%	🟩	🟥
Lorna Jane	C+	F	0%	🟥	0%	🟥	🟩
Lowes*	F	F	0%	🟥	0%	🟥	🟥
Lululemon Athletica	A-	A-	51-75%	🟥	76-99%	🟨	🟨
Macpac	B-	C+	1-25%	🟨	1-25%	🟩	🟩
Marks & Spencer	B+	A+	1-25%	🟥	100%	🟨	🟩
Max*	C	F	0%	🟥	1-25%	🟥	🟥
Merric Apparel NZ*	F	F	0%	🟥	0%	🟥	🟥
Mighty Good Group	A+	A+	100%	🟩	100%	🟩	🟨
Munro Footwear Group	D	F	0%	🟥	0%	🟥	🟥
Myer	B-	D+	0%	🟥	0%	🟥	🟥
Nature Baby	A-	A+	100%	🟩	100%	🟩	🟩
New Balance	B	B+	26-50%	🟨	26-50%	🟩	🟥
Next	B-	B-	1-25%	🟥	0%	🟥	🟥
Nike	B-	A+	26-50%	🟩	26-50%	🟩	🟩
Nobody Denim	A-	A	26-50%	🟩	1-25%	🟩	🟩
Noni B Group	D	F	0%	🟥	0%	🟥	🟥
Nudie Jeans co	B+	B+	1-25%	🟥	0%	🟩	🟩
Oroton Group	C+	F	0%	🟥	0%	🟥	🟥
Outland Denim	A+	A+	100%	🟩	100%	🟩	🟩
Oxford	D	D	0%	🟥	0%	🟥	🟨
Pagani	C-	F	0%	🟥	0%	🟥	🟥
Patagonia	A	A+	100%	🟩	100%	🟩	🟩
Pavement United Brands*	F	F	0%	🟥	0%	🟥	🟥
Postie+	C	C	26-50%	🟥	26-50%	🟥	🟥
Puma	B	A	76-99%	🟥	51-75%	🟩	🟥
PVH Corp*	C+	B-	1-25%	🟨	0%	🟨	🟥
R.M. Williams	B-	D	0%	🟥	0%	🟥	🟩
Ralph Lauren*	C-	D+	0%	🟥	0%	🟥	🟥
Retail Apparel Group	C+	D+	0%	🟥	1-25%	🟩	🟥
Rip Curl	B+	B	0%	🟥	1-25%	🟨	🟩
Rodd & Gunn	A-	A-	1-25%	🟩	1-25%	🟩	🟩
RREPP	A	A+	100%	🟩	100%	🟩	🟥
Ruby Apparel	C	C-	0%	🟥	0%	🟥	🟨
Seafolly	B	A	51-75%	🟩	51-75%	🟩	🟥
Seed Heritage	C-	D	0%	🟥	1-25%	🟥	🟥
Showpo*	F	F	0%	🟥	0%	🟥	🟥
Simon de Winter Group	D+	F	0%	🟥	0%	🟥	🟥
Sussan Group	B	C+	0%	🟥	0%	🟨	🟥
Swanndri NZ	C+	B	0%	🟥	0%	🟥	🟥
3 Wise Men Ltd*	F	F	0%	🟥	0%	🟥	🟥
T&T Fashions*	F	F	0%	🟥	0%	🟥	🟥
Target Australia	B	C-	0%	🟥	0%	🟥	🟥
The Baby Factory*	F	F	0%	🟥	0%	🟥	🟥
The Iconic*	C+	C+	0%	🟥	0%	🟥	🟨
The PAS Group	C-	D	0%	🟥	0%	🟥	🟥
The Warehouse Group	B-	C-	0%	🟥	1-25%	🟩	🟥
Tigerlily*	D-	D-	0%	🟥	1-25%	🟨	🟥
Tree of Life	C	D	1-25%	🟥	1-25%	🟨	🟥
Trelise Cooper*	F	F	0%	🟥	0%	🟥	🟥
UNIQLO	B+	A+	76-99%	🟨	76-99%	🟩	🟩
VF Corp	B	A+	76-99%	🟥	100%	🟩	🟩
Voyager Distributing Co*	F	F	0%	🟥	0%	🟥	🟥
Wish Designs*	F	F	0%	🟥	0%	🟥	🟥
Workwear Group	C	D	0%	🟥	0%	🟥	🟨
WORLD*	D-	F	0%	🟥	0%	🟥	🟥
Zimmermann	B-	D+	0%	🟥	0%	🟥	🟥

Key: 🟩 YES 🟨 PARTIAL 🟥 NO 100% 76-99% 51-75% 26-50% 1-25% 0%

* = non-responsive companies

Appendices

STATEMENTS FROM NON-RESPONSIVE COMPANIES

Of the 130 company surveys covered in our 2019 report, 34 companies chose not to engage with our research and they have been listed as "non-responsive". Each non-responsive company was offered the chance to include a short statement in The Report, regarding its decision not to participate in this research. The following eight companies provided statements:

Karen Walker

We commend Baptist World Aid Australia/ Tearfund New Zealand for their advocacy and we're grateful for the insights we've gained from participating in previous surveys.

The survey is suited to mass market brands and manufacturers, not to boutique brands like ours with less than a handful of manufacturing partners and production runs of around 50 units per style.

We're very happy with where we're at in terms of our manufacturing and sourcing. We're confident in our plan going forward; continuing to make measurable in-the-field improvements and sharing this information directly with our community.

By not participating in the survey, we're given a grade by Tearfund solely based on what information was available online at the time of grading. The grade does not reflect our ethical standards and social responsibility systems. It merely reflects Tearfund's evaluation of information online. The information we've shared on our website is very extensive and it's important to us that our community's able to read about the many ways in which we action our core beliefs and that our colleagues in the fashion industry can see our actions and commitments also. We're always happy to answer any further questions directly via: https://www.karenwalker.com/socialresponsibility.

WORLD

WORLD has chosen not to partake in the Tearfund questionnaire. Whilst WORLD appreciates what Tearfund is endeavouring to achieve, we do not believe at this time, that the Tearfund Survey is applicable to, or understanding of New Zealand garment production. WORLD will continue to champion New Zealand manufacturing and help maintain a local industry that is receding at an alarming rate, whilst applying our community's high ethical and moral standards.

Kate Sylvester

Kate Sylvester believes the true value of clothing is in its design, how it was made and how long it will last and we take a considered and kind approach to everything we do. At Kate Sylvester we are deeply committed to social and environmental responsibility and commend Tearfund and Baptist World Aid on what is a valuable report for the fashion industry. Whilst this survey is a framework for responsible practice, we feel it has limitations for small, boutique fashion businesses. After discussion with Tearfund about our unique local industry, we decided that instead of participating in the survey this year, we will instead put our resources into two special projects for 2019. The first is co-founding Mindful Fashion New Zealand, a New Zealand fashion industry collective that is committed to supporting the future of our local garment industry and create benchmarks for ethical clothing production in New Zealand. Secondly, we have publicly released our first annual Progress Report which identifies where Kate Sylvester is focussing their sustainability resources, measures and shares our sustainability goals and results, and talks transparently with our customers. Find out more about our initiatives at katesylvester.com

Max

Max continues to be committed to an ethical and sustainable sourcing business model. We have taken the decision not to participate in the Ethical Fashion Survey but to instead focus on initiatives that make real change to our sourcing model and sustainable business practises. We have made significant progress in the past year in our ethical production practises and have collaborated with the Tearfund team to demonstrate the progress we have made and to identify new areas of opportunity. We are transparent about our sourcing practises and publish these in detail on our website: Maxshop.com.

In addition we are delighted to announce that Max has achieved CEMARS certification for measuring our carbon emissions and has developed a carbon management plan and a pathway to take the business carbon neutral. We are also proud of the work we have done recently to remove over 900,000 plastic bags per year from our business operations. Operating an ethical and sustainable business has become part of the Max strategic plan, with progress reported to our Board, and we are committed to this being a significant part of our business operations into the future.

Barkers

In the past 12 months Barkers has undertaken a huge focus to strategically reposition the brand to become a responsible business with a core focus on environmental, ethical and transparent sourcing. Due to our small team and limited resources, this year we decided not to participate in the Ethical Fashion Survey but instead chose to put our energies and focus into making some real change in the development and sourcing of our product, and the transparency of our supply chain — including a substantial increase in the use of Organic, Recycled and Responsibly sourced products which we are very proud of. However our goals and aspirations are high and we still have a lot of work ahead of us to get to our goals of Carbon Neutral and 100% responsibly sourced.

In January this year we launched a full Transparency website under the banner “Made for life” which goes deep into our ethos, strategies, policies, and goals for our supply chain. We also publicly released our very first annual Transparency report in March which goes into further detail about our Environmental and Ethical Responsibility journey and sets us a benchmark to measure ourselves against to ensure we continually improve and make progress toward our goals, which we will share publicly each year.

Whilst we didn’t participate directly in the survey due to these reasons, we fully support the principles and work of the Ethical Fashion Report, and have collaborated closely with the Tear Fund team sharing with them our developments and taking on board feedback to further improve what we are doing in this space.

The Baby Factory

“Because we are such a small company operating in predominantly one small market (NZ), and our clothing volumes are small, we only use overseas and local agents to source our clothing, which comes predominantly from China . Manufacturers do not wish to deal with is directly because of the small MOQ’s we use. We are therefore unable to obtain the information you have requested.”

The Iconic

THE ICONIC is deeply committed to social and environmental responsibility. While we recognise there is still much work to do, we have invested heavily over the past year to proactively work with our supply chain to ensure decent working conditions are a reality for the more than 10,000 people involved in manufacturing our own-brand products.

The report by Baptist World Aid has played an important role in enabling customers to learn more about the brands they purchase, while prompting change in our industry. However, we believe reducing the complexities involved in supply chain management into a single score is potentially misleading. We also feel the significant time and resources required to respond to the Baptist World Aid questionnaire is better spent on our continued work with our supply chain.

Therefore, rather than participate in a private evaluation process, we have opted for Baptist World Aid to assess THE ICONIC’s social and environmental responsibility journey through the publicly available information detailed on our website. While this reduced opportunity to clarify perceived actions during assessment, we believe our customers and stakeholders have the right to receive the same information as Baptist World Aid, and we urge them to make their own assessment about our performance.

Publicly available information is the greatest form of transparency and accountability, and we hope to set a new standard amongst our industry peers to follow suit over time. We will continue to regularly update information about our sustainability and ethical sourcing journey on our website, and we welcome any reader, customer or member of the general public to contact our team for any questions or feedback. https://www.theiconic.com.au/sustainability-ethical-sourcing/.

Fruit of the Loom

At Fruit of the Loom we are committed to conducting business in accordance with the highest standards of business ethics and respect for human rights and the environment. We operate in accordance with these standards as set forth in our Code of Conduct in all facilities that supply our products. We take pride in creating an environment of continuous improvement where both employees and the business can be successful, balancing the needs of the business with our impact on the environment, the people involved in our supply chain, and the communities in which we operate.

We choose suppliers that share our commitment and work with us to achieve a sustainable supply chain by adhering to our Code of Conduct, which is monitored through regular assessments conducted by third party firms.

Fruit of the Loom also takes the matter of worker safety as a critically important aspect of our CSR program. Accordingly, we have adopted a “Factory Safety Policy” to clarify our expectations of all suppliers to honor our commitment to worker safety. In addition, we support the major initiative supporting Bangladesh Worker Safety: The Accord on Fire and Building Safety in Bangladesh.

Beyond these efforts, Fruit of the Loom is a signatory to the Apparel & Footwear Industry Commitment to Responsible Recruitment to join the industry to address potential forced labor risks with regards to migrant workers, and we are committed to be in full alignment with the Transparency Pledge with respect to our Supply Chain.

Additional information on our CSR program can be found by visiting our Corporate Social Responsibility website at http://www.fotlinc.com.

Bec and Bridge

Formalising and publishing ethical and sustainable practices in Bec and Bridge is our top priority for 2019. Whilst we have always operated with this ethos, we understand the need to validate and publish our systems. We are currently part way through formalising this process, working with David Nesbitt (Ethical Sourcing Agency) as our Ethical and Sustainability consultant to build our framework, policies and procedures. This process is no small undertaking and as a small business we need to invest time and money to ensure it is done correctly. We maintain local, Australian manufacturing and strive to ensure a safe, supportive and fair working environment for all of our employees, and the employees of our suppliers. We are extremely proud of the fact that we have been able to sustain our Australian made identity. Continuing to develop our ethical and sustainability practices will allow us to fully participate in the survey in future years in a meaningful way. Bec and Bridge appreciates the work Baptist World Aid Australia do in researching and reporting on Corporate and Social Responsibility systems and we look forward to being part of the survey in the near future.

Baptist World Aid Australia is grateful for the time that companies have taken to provide these statements and welcomes their input. It remains open to working with all companies assessed by The Report, to better understand the systems they have in place to ensure workers are not being exploited.

Baptist World Aid Australia appreciates that companies of all sizes have engaged, with most finding the process of being benchmarked and gaining feedback helpful. Strong systems, matched by full, open, and honest disclosures by companies (preferably public) continue to be the best way for consumers to evaluate that companies are taking the appropriate measures to address exploitation in their supply chain.

STATEMENTS FROM NON-RESPONSIVE COMPANIES

CAMILLA AND MARC

CAMILLA AND MARC value the intent of the Baptist World Aid Survey in their work to research and inform consumers on Corporate and Social Responsibility (CSR) systems. These efforts are commendable and CAMILLA AND MARC strongly maintain that consumers have the right to be aware and assured of the ethical standards surrounding clothing manufacture domestically and abroad.

We have chosen not to be involved in the survey as we believe the nature and format of the questioning does not provide a comprehensive picture of CAMILLA AND MARC's CSR practices and the information as such, can be misleading. We encourage our customers to be informed and we welcome any community questions or concerns that may arise around such matters.

CAMILLA AND MARC, as a matter of practice monitor closely all aspects of our supply chain and we have a zero tolerance for unfair and unsafe working conditions. We have a strong relationship with our manufacturers that is built on a mutual appreciation and maintenance of ethical production, upheld by accountability, constant communication and transparency. CAMILLA AND MARC also ensure there is a growing focus on sustainability.

We are confident that the standards in our Code of Conduct are being met and will continue to communicate with our manufacturers and raw material supply partners to ensure to the best of our ability that proper standards of conduct are maintained.

LETTER FROM AUDITOR

Grant Thornton
An instinct for growth™

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29 March 2019

Dear Gabriel,

ATTESTATION LETTER – Independent Review of Baptist World Aid Australia's End-to-End Process and Methodology for the 2019 Ethical Fashion Report

Background

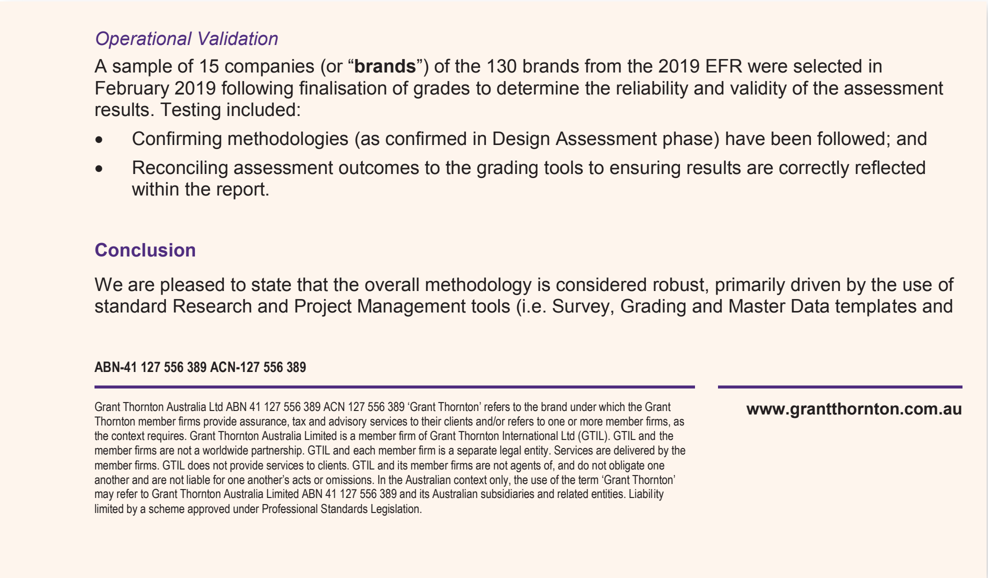
Grant Thornton Australia Limited ("**Grant Thornton**") was engaged to undertake an independent review of the Advocacy Tools and End-to-End Processes for the Ethical Fashion Report (EFR) published by Baptist World Aid Australia ("**BWAA**") as part of BWAA's Behind the Barcode project.

Our Objective and Approach

The overall objective of the independent review was to assess the end-to-end methodology from both a design and operating effectiveness viewpoint for developing the EFR. An overview of Grant Thornton's 2-phase approach is outlined as follows:

Design assessment

- Discussed with relevant stakeholders and reviewed relevant documentation (e.g. Survey Support Document) to obtain understanding and assess the end-to-end processes and controls as part of the methodology for developing the EFR;
- Performed walkthrough of the advocacy tools and assessed the adequacy and effectiveness of controls in the tools and processes; and
- Mapped out and evaluated the overall processes and controls in place, both from a robustness as well as from an efficiency standpoint.



Operational Validation

A sample of 15 companies (or "**brands**") of the 130 brands from the 2019 EFR were selected in February 2019 following finalisation of grades to determine the reliability and validity of the assessment results. Testing included:

- Confirming methodologies (as confirmed in Design Assessment phase) have been followed; and
- Reconciling assessment outcomes to the grading tools to ensuring results are correctly reflected within the report.

Conclusion

We are pleased to state that the overall methodology is considered robust, primarily driven by the use of standard Research and Project Management tools (i.e. Survey, Grading and Master Data templates and

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ABOUT BAPTIST WORLD AID AUSTRALIA & TEARFUND NEW ZEALAND

BAPTIST
WORLD AID
AUSTRALIA
Be love. End poverty.

Baptist World Aid Australia is an international aid and development organisation, with a vision to see a world where poverty has ended, where all people enjoy the fullness of life God intends.

In order to achieve this vision, Baptist World Aid Australia works through two equally important partnerships:

- It partners with like-minded agencies overseas to empower communities to lift themselves out of poverty, challenge injustice and build resilience; and
- It partners with Christians and churches in Australia, particularly those from the Baptist movement, in generous giving, ethical consumption, courageous advocacy and faithful prayer in order to achieve justice for people living in poverty.

Established in 1959, Baptist World Aid Australia works with local partners in 25 countries in the Pacific, Middle East, Southeast Asia, South Asia and Africa. Its activities cover four key areas:

- Community Development projects build lasting solutions to poverty for entire communities;
- Its Child Sponsorship program assists children to break down the barriers of poverty — for themselves and their whole community;
- Its work in disaster saves lives before, during and after a disaster strikes; and
- Baptist World Aid Australia stands with the oppressed and marginalised, advocating for a more just world.

Baptist World Aid Australia has been campaigning various industries to end worker exploitation for over nine years, beginning its research into the fashion and electronics industries in 2010. This report is the sixth of its kind.

tearfund

Tearfund is an international aid and development organisation passionate about seeing individuals and communities transformed by hope, opportunity and dignity.

In our work of seeking justice and an end to poverty and exploitation, Tearfund wants to encourage companies and consumers to connect with the people who make their clothes.

Our Protect cause combats human trafficking and exploitation, both forced labour and commercial sexual exploitation. We use a '5Ps' approach to describe our activities: Prevention, Prosecution, Protection, Policy and Partnerships. We also work with communities who are vulnerable to labour exploitation, helping reduce their risk and providing post-trauma care and vocational training for those who have been released from trafficking.

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