



Roots Canada Ltd.

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Workplace Code of Conduct" -It covers the core ILO conventions but limits the company's commitment to: -Freedom of association: "Suppliers must not interfere with workers who wish to <i>lawfully</i> and peacefully associate, organize, or bargain collectively." -Discrimination: Code only prohibits " <i>unlawful</i> " discrimination -It does not include a living wage requirement -It does not meet the hours of work standards	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Workplace Code of Conduct is available on their website: http://www.roots.com/new_canada/html/pr_code_of_conduct.shtml	100	20
2.3 Application of the code for supply chain labour standards -Applies to entire supply chain (but not to their own procurement) -"[the ROOTS Workplace Code of Conduct] is a formal statement that outlines the conditions we require our suppliers to respect if they want to do business with us"	66.7	20
Section total score / section weighting	33.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -Mention of engagement with MSN and OXFAM but it is not clear if engagement is over time. -No mention of engagement with NGOs onsite. http://www.roots.com/new_canada/html/pr_open_letter.shtml	33.3	50
Section total score / section weighting	16.65	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -There is mention of training for production and sourcing staff “to ensure that our own employees understand and comply with Roots standards and guidelines” -There is no indication, however, of whether this is ongoing and scheduled or carried out on an ad-hoc basis http://www.roots.com/new_canada/html/pr_open_letter.shtml	50	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	12.5	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -Mention of conducting audits of supply chain through third party http://www.roots.com/new_canada/html/pr_open_letter.shtml	100	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is not publicly available	0	15
5.5 External verification of labour standard audits -CSCC conducts third party audits -There is no reported evidence of input from NGOs or labour in the country of supply http://www.roots.com/new_canada/html/about_us_social_resp.shtml	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>An Open letter About Roots 2005</i>	100	15
Section total score / section weighting	36.66	X 35%

Total Score **24** /100