



Winners (TJX)

Type of company: Public, NYSE: TJX

Notes: Winners is a subsidiary of TJX companies.

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

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| 1.1 Board level responsibility for labour standards issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for labour standards issues in supply chain -The social compliance committee is not a board subcommittee <i>2004 annual report, http://www.tjx.com/corprespons/vendorcomp.html</i> | 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

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|--|-------|-------|
| 2.1 Quality and scope of the code for labour standards in the supply chain -There is a Buying Policy -It does not meet the core ILO conventions with respect to child labour: -Defines child as "anyone below 14 years of age" -It limits the company's commitment to: -Freedom of association: "Our vendors must respect the rights of their workers to choose (or choose not) to freely associate and to bargain collectively <i>where such rights are recognized by law.</i> " -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 -It is published on their website <i>http://www.tjx.com/corprespons/vendorcomp_code.html</i> | 100 | 20 |
| 2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) <i>see above link</i> | 66.7 | 20 |
| Section total score / section weighting | 33.34 | X 15% |

3. Stakeholder Engagement

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|---|---|-------|
| 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 -No reported evidence | 0 | 50 |
| Section total score / section weighting | 0 | X 20% |

4. Management

| | | |
|---|----|-------------------|
| 4.1 Resource Commitment -There is mention of a Global Social Compliance manager who is responsible for overseeing ethical sourcing program -This person is more than two reporting levels from the board (reports to VP, who is 2 levels from the board) http://www.tjx.com/corprespons/vendorcomp.html , 2004 annual report | 50 | 30 |
| 4.2 Training for Buying agents -There is mention of buying agent training. -There is no indication, however, of whether this is ongoing and scheduled or carried out on an ad-hoc basis <i>see above link</i> | 50 | 25 |
| 4.3 Training for factory management personnel and workers -No reported evidence of training for factory management personnel or factory workers -Mention of training for vendor agents but there is no reported evidence that the training was conducted at the site of production or that it was directed specifically at factory management personnel or workers <i>see above link</i> | 0 | 25 |
| 4.4 Rewards and Incentives -No reported evidence | 0 | 20 |
| Section total score / section weighting | | 27.5 X 20% |

5. Supply Chain Auditing and Reporting

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| 5.1 Commitment to auditing labour standards in the supply chain -There is an internal auditing program that applies to all factories in supply chain http://www.tjx.com/corprespons/vendorcomp.html , | 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 publicly available and follows generally accepted practices -TJX provides internal audit process <i>See above link</i> | 100 | 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 country of supply http://www.tjx.com/corprespons/vendorcomp.html , | 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>See above link</i> | 100 | 15 |
| Section total score / section weighting | | 51.66 X 35% |

Total Score **29** /100