



## 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

<b>1.1 Board level responsibility for labour standards issues in the supply chain</b> -No reported evidence of formal board sub-committee or board member with explicit responsibility for labour standards issues in supply chain	0	40
<b>1.2 Reporting of labour standards issues in the supply chain as a risk factor</b> -No mention of labour standards issues as a risk factor	0	30
<b>1.3 Risk analysis of labour standards issues in the company's existing supply chain</b> -there is reported evidence of ongoing risk analysis of labour standards issues in the company's supply chain <a href="http://www.tjx.com/corprespons/vendorcomp.html">http://www.tjx.com/corprespons/vendorcomp.html</a>	100	30
<b>Section total score / section weighting</b>	<b>30</b>	<b>X 10%</b>

### 2. Code for Labour Standards in the Supply Chain

<b>2.1 Quality and scope of the code for labour standards in the supply chain</b> -There is a Vendor Code of Conduct -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 where such rights are recognized by law." -It does not include a living wage requirement -It does not meet the hours of work standards	0	60
<b>2.2 Publication and availability of the code for labour standards in the supply chain</b> -It is published on their website <a href="http://www.tjx.com/corprespons/vendorcomp_code.html">http://www.tjx.com/corprespons/vendorcomp_code.html</a>	100	20
<b>2.3 Application of the code for supply chain labour standards</b> -Code applies to entire breadth of production <i>see above link</i>	100	20
<b>Section total score / section weighting</b>	<b>40</b>	<b>X 15%</b>

### 3. Stakeholder Engagement

<b>3.1 Multi-stakeholder processes</b> -No reported evidence	0	30
<b>3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain</b> -No reported evidence	0	30
<b>3.3 Worker and third party complaints</b> - no reported evidence	0	40
<b>Section total score / section weighting</b>	<b>0</b>	<b>X 20%</b>

## 4. Management

<b>4.1 Resource Commitment</b> -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) <a href="http://www.tjx.com/corprespons/vendorcomp.html">http://www.tjx.com/corprespons/vendorcomp.html</a>	50	25
<b>4.2 Training for Buying agents</b> -There is mention of buying agent training and a commitment to ongoing training. <i>see above link</i>	100	25
<b>4.3 Training for factory management personnel and workers</b> -There is evidence of training for factory management personnel on an ongoing basis, but no mention of training of factory workers. <i>see above link</i>	33.3	25
<b>4.4 Rewards and Incentives</b> -No reported evidence	0	25
<b>Section total score / section weighting</b>		<b>45.8 X 20%</b>

## 5. Supply Chain Auditing and Reporting

<b>5.1 Commitment to auditing labour standards in the supply chain</b> -There is an internal auditing program that applies to all factories in supply chain <a href="http://www.tjx.com/corprespons/vendorcomp.html">http://www.tjx.com/corprespons/vendorcomp.html</a> ,	100	15
<b>5.2 Status of the audit schedule</b> -No reported evidence	0	5
<b>5.3 Public disclosure of manufacturing sites</b> -No reported evidence	0	10
<b>5.4 Transparency of the labour standards auditing methodology</b> -The auditing methodology is publicly available and follows generally accepted practices <a href="http://www.tjx.com/corprespons/vendorcomp.html">http://www.tjx.com/corprespons/vendorcomp.html</a>	100	15
<b>5.5 External verification of labour standard audits</b> -CSCC and Intertek conduct third party audits -There is no reported evidence of input from NGOs or labour in country of supply <a href="http://www.tjx.com/corprespons/vendorcomp.html">http://www.tjx.com/corprespons/vendorcomp.html</a> ,	33.3	20
<b>5.6 Reporting the results of audits of labour standards in the supply chain</b> -No reported evidence	0	20
<b>5.7 Dealing with non-compliance</b> -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
<b>Section total score / section weighting</b>		<b>51.7 X 35%</b>

**Total Score 36 /100**