



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 | 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 -there is reported evidence of ongoing risk analysis of labour standards issues in the company's supply chain http://www.tjx.com/corprespons/vendorcomp.html | 100 | 30 |
| Section total score / section weighting | 30 | 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 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 |
| 2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website http://www.tjx.com/corprespons/vendorcomp_code.html | 100 | 20 |
| 2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production <i>see above link</i> | 100 | 20 |
| Section total score / section weighting | 40 | X 15% |

3. Stakeholder Engagement

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

4. Management

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| 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 | 50 | 25 |
| 4.2 Training for Buying agents -There is mention of buying agent training and a commitment to ongoing training. <i>see above link</i> | 100 | 25 |
| 4.3 Training for factory management personnel and workers -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 |
| 4.4 Rewards and Incentives -No reported evidence | 0 | 25 |
| Section total score / section weighting | | 45.8 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 http://www.tjx.com/corprespons/vendorcomp.html | 100 | 15 |
| 5.5 External verification of labour standard audits -CSCC and Intertek conduct 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 | | 51.7 X 35% |

Total Score 36 /100