

American Eagle Outfitters Inc.

TICKER
NYS:AEO

MARKET CAPITALIZATION
US\$4 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: Yes

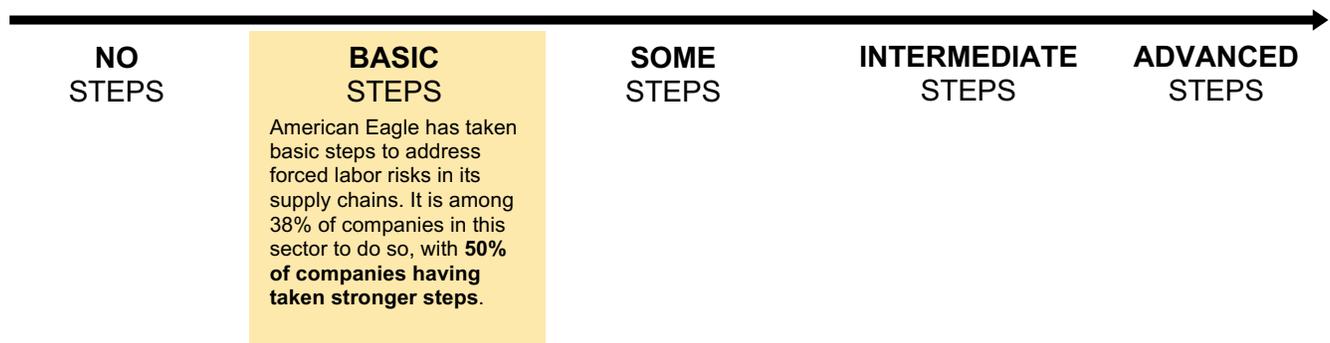
California Transparency in Supply Chains Act: Yes

TARGETS

None

American Eagle Outfitters Inc. (American Eagle), a US apparel retailer, has taken basic steps to address forced labor risks in its supply chains. It discloses less information than the global sector average. Other US apparel retailers such as L Brands or Gap disclose taking stronger steps. While the company discloses that it prohibits its suppliers from manufacturing in or sourcing materials from Xinjiang, it appears to have neither disclosed any steps it has taken to enforce this policy nor addressed the risks of alleged Uyghur forced labor beyond Xinjiang.

STEPS TAKEN TO ADDRESS FORCED LABOR RISKS IN SUPPLY CHAINS



SUPPLY CHAIN TRANSPARENCY

Supplier List

🚩 No

Information on Supply Chain Workers

🚩 No

HIGH-RISK RAW MATERIALS¹

🚩 Cotton, viscose, and wool

HIGH-RISK SOURCING COUNTRIES

🚩 China, India, and Vietnam

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2021 Apparel and Footwear Benchmark Report](#).

SUBSET OF INDICATORS

	 NOT MET  PARTIALLY MET  MET	Policy / Process	Outcomes
Supplier Code of Conduct and Integration into Supplier Contracts			
Management and Accountability			Not Applicable
Internal Management Board Oversight			
Stakeholder Engagement			Not Applicable
Local Stakeholders Peers			
Risk Assessment			
Purchasing Practices			
Recruitment Fees			
Freedom of Association			Not Applicable
Working with Unions Examples of Improvements			
Grievance Mechanism			
Remedy Programs / Remedy Outcomes and Response to Allegations			

American Eagle discloses having adopted training on its responsible sourcing program, its supplier code of conduct, and the forced labor risks in its apparel supply chains for employees who engage with suppliers. It also discloses board oversight over policies, including those relating to “ethical and sustainable sourcing” and “workplace and human rights practices.” Further, the company discloses assessing forced labor risks when it begins sourcing from new countries.

Additional steps the company could take include

- disclosing the names and addresses of its suppliers and data points on its suppliers’ workforce;
- implementing the [AAFA/FLA Commitment on Responsible Recruitment](#) it has signed on to and ensuring that workers in its supply chains do not pay recruitment fees; and
- taking steps to verify that supply chain workers and their representatives have access to effective grievance mechanisms.

COMPANY ENGAGED WITH KNOWTHECHAIN²

Yes ([Provided Additional Disclosure](#)).

² Research conducted through November 2020 or through February 2021, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company’s positive and negative human rights impact, see the [Business & Human Rights Resource Centre website](#).