

Tapestry Inc.

TICKER
NYS:TPR

MARKET CAPITALIZATION
US\$10 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: Yes

TARGETS
None

OVERALL RANKING

33 out of **37**

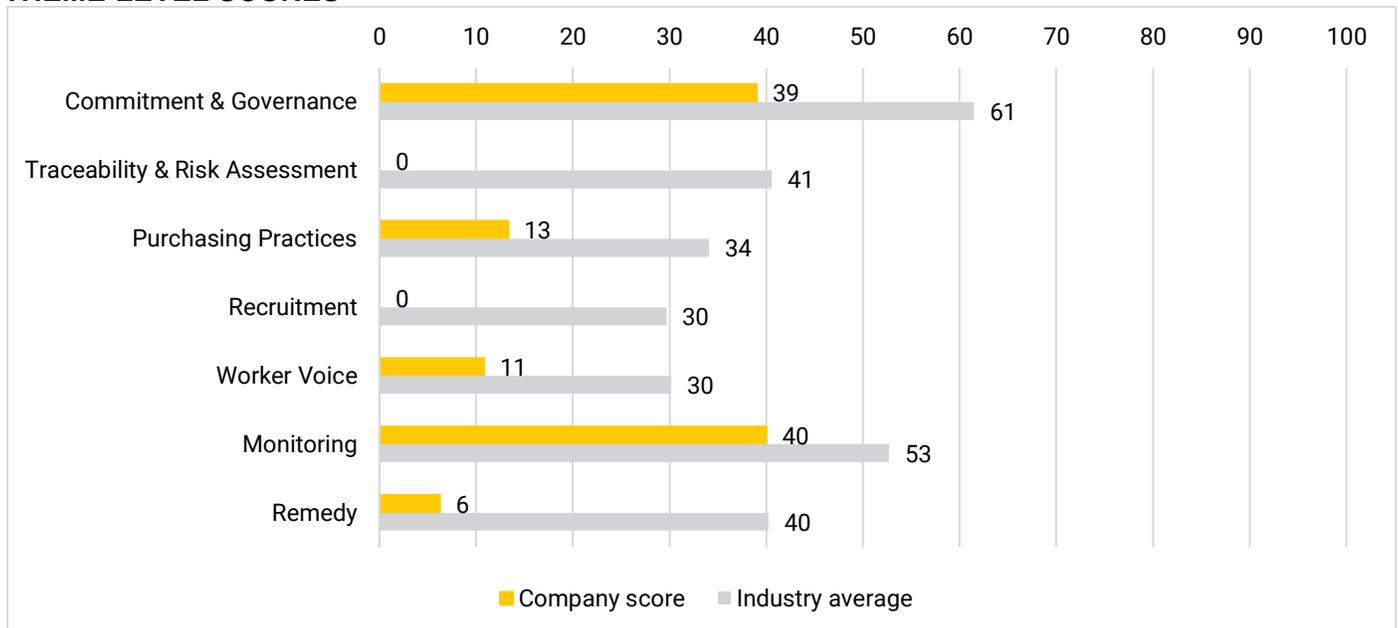
OVERALL SCORE

16 out of **100**

SUMMARY

Tapestry Inc. (Tapestry), a luxury apparel company that owns Coach, Kate Spade, and Stuart Weitzman, ranks 33rd out of 37 companies and discloses significantly less information on its forced labor policies and practices than its peers. Tapestry’s score is based on its disclosure of a supplier code of conduct (which it incorporates into supplier contracts) that prohibits forced labor and unauthorized subcontracting. It also discloses conducting training for suppliers on its supplier code and internal training for its supply chain management on the risks of forced labor and human trafficking. It further discloses having a grievance mechanism for workers in its supply chains, monitoring suppliers on the working and living conditions of their workers, and a corrective action process for suppliers. Tapestry does not disclose the steps it has taken to address the risks of alleged Uyghur forced labor across its supply chain tiers. It is encouraged to improve on the themes of Traceability & Risk Assessment, Recruitment, and Remedy.

THEME-LEVEL SCORES



KEY DATA POINTS**SUPPLIER LIST**

No

IMPROVEMENTS OF FREEDOM OF ASSOCIATION

No

HIGH-RISK RAW MATERIALS¹

Cashmere, cotton, silk, and others

DATA ON PURCHASING PRACTICES

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK SOURCING COUNTRIES

China and Vietnam

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: Tapestry discloses a supplier code of conduct that prohibits forced labor, child labor, and discrimination. It also discloses conducting training for suppliers on its supplier code of conduct and internal training for its supply chain management on the risks of modern slavery and human trafficking.

Purchasing Practices: Tapestry discloses that it requires its suppliers to provide details about its subcontractors and to ensure their compliance with its supplier code of conduct. It also requires its suppliers to contractually agree to the terms of its supplier code of conduct and discloses the contract language used.

Monitoring Process: Tapestry discloses that it monitors its suppliers on the working and living conditions of their workers; this may be carried out by its internal monitoring team or an independent third party. It states that monitoring may include unannounced visits, a review of documents including payroll, time records, employee age and country of origin verification, and confidential worker interviews. It further states that it monitors below the first tier for “key raw material” suppliers.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, Tapestry may consider disclosing the names and addresses of at least its first-tier suppliers, information on its below-first-tier suppliers, the countries from which it sources raw materials at high risk of forced labor, and several data points on its suppliers’ workforce. The company is further encouraged to assess forced labor risks across its supply chains and disclose the risks identified.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, Tapestry is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company may further consider taking steps to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers. Tapestry is also encouraged to take steps to ensure that the rights of workers in vulnerable conditions, such as women or migrant workers, are respected (e.g., to verify workers’ passports and other personal documents are not retained).

Remedy: While Tapestry discloses that it has a corrective action process for suppliers, it could consider disclosing details of this process, including whether it works with suppliers to improve their performance

and verifies remediation, and providing examples of its process in practice. It may also consider designing a procedure to ensure that remedy is provided to its suppliers' workers where such rights have been violated and disclosing examples of remedy outcomes for workers in its supply chains.

ENGAGED WITH KNOWTHECHAIN²

Informal (i.e., responsive to KnowTheChain but did not take part in the formal engagement/disclosure process).

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

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](#).