

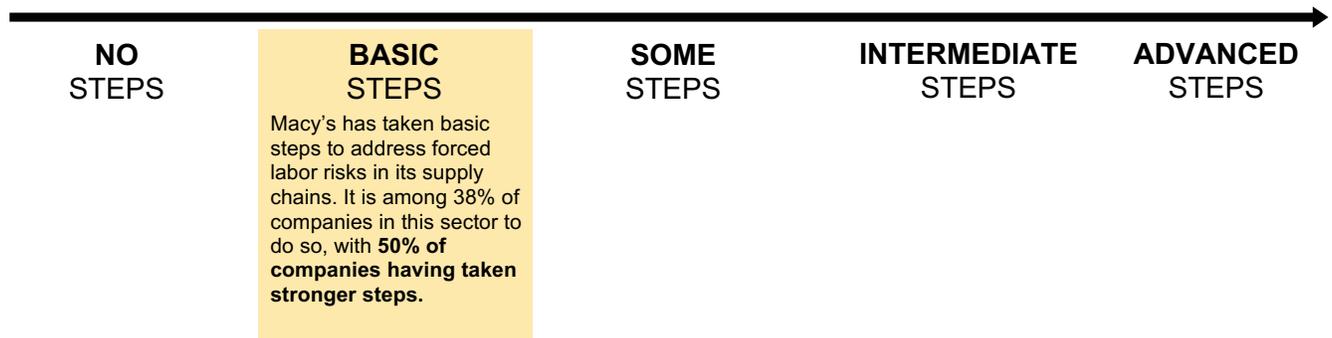
Macy's Inc.

TICKER NYS:M	MARKET CAPITALIZATION US\$8 billion	HEADQUARTERS United States
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DISCLOSURES UK Modern Slavery Act: Not applicable California Transparency in Supply Chains Act: Yes	TARGETS Yes
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Macy's Inc. (Macy's), the largest department store in the US,¹ has taken basic steps to address forced labor risks in its supply chains. It discloses less information than the global sector average. Other department stores such as Kohl's or Marks and Spencer disclose taking stronger steps. The company does not disclose any steps it has taken to address the risks of alleged Uyghur forced labor across its supply chain tiers.

STEPS TAKEN TO ADDRESS FORCED LABOR RISKS IN SUPPLY CHAINS



SUPPLY CHAIN TRANSPARENCY

Supplier List	❑ No (countries only)
Information on Supply Chain Workers	❑ No

HIGH-RISK RAW MATERIALS²

❑ Cashmere, cotton, silk, and others

HIGH-RISK SOURCING COUNTRIES

❑ Argentina, Brazil, China, and others

¹ Vox (30 November 2020), "[The death of the department store and the American middle class.](#)"

² 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			

Macy's supplier code of conduct addresses the ILO core labor standards. The company discloses that it includes a requirement for suppliers to adhere to the code as part of its purchase orders. Macy's states that its supply and legal executives meet on an annual basis, and informally as needed, to assess forced labor supply chain risks and whether its policies and procedures address those risks. The company does not disclose how it addresses risks in relation to third-party retailing.

Additional steps the company could take include

- assessing forced labor risks in its supply chains and disclosing the risks identified;
- 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
- developing a formal mechanism to report grievances regarding labor conditions in its supply chains for its suppliers' workers and relevant stakeholders.

COMPANY ENGAGED WITH KNOWTHECHAIN³

No.

³ 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](#).