

## Urban Outfitters Inc.

**TICKER**  
NAS:URBN

**MARKET CAPITALIZATION**  
US\$3 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**

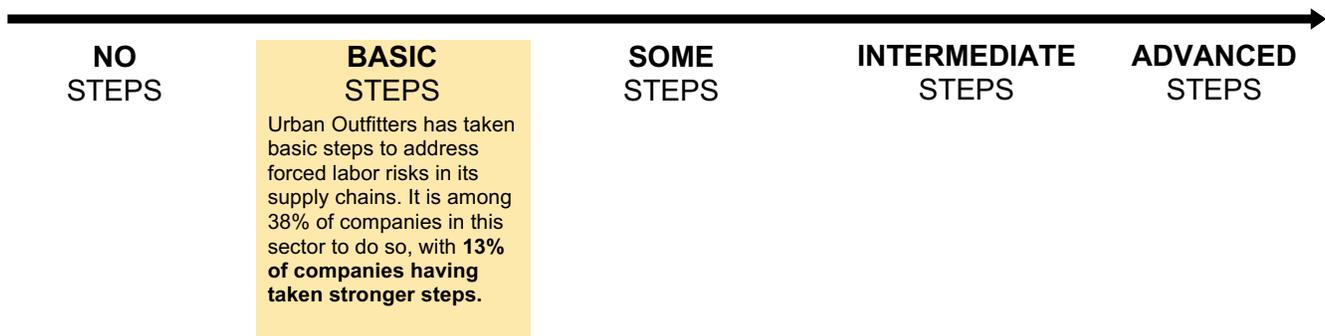
UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: Yes

**TARGETS**  
None

Urban Outfitters Inc. (Urban Outfitters), 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 American Eagle or Gap disclose taking stronger steps. Urban Outfitters' supplier code includes a section on "XUAR sourcing," which states that it does not knowingly source from Xinjiang. However, it does not disclose the steps it has taken to address the risks of alleged Uyghur forced labor across its supply chain tiers, including at the raw material level.

### 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 MATERIALS<sup>1</sup>**

🚩 Cotton, viscose, and wool

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

**SUBSET OF INDICATORS**

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

Urban Outfitters has adopted a supplier code of conduct addressing the ILO core labor standards, which it integrates into its supplier contracts. It also discloses internal responsibility for assessing supplier compliance with the terms of its supplier code.

Additional steps the company could take include

- disclosing the names and addresses of its suppliers and data points on its suppliers' workforce;
- assessing forced labor risks in its supply chains and disclosing the risks identified; and
- ensuring a formal mechanism is available to its suppliers' workers and their representatives to report grievances regarding labor conditions in its supply chains.

**COMPANY ENGAGED WITH KNOWTHECHAIN<sup>2</sup>**

No.

<sup>2</sup> 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](#).