

Ryohin Keikaku Co. Ltd.

TICKER
TKS:7453

MARKET CAPITALIZATION
US\$6 billion

HEADQUARTERS
Japan

DISCLOSURES

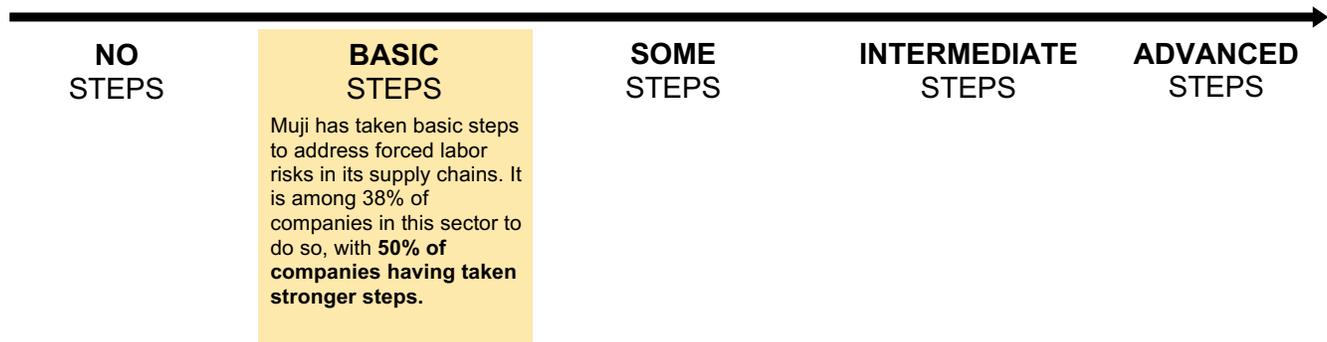
UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: No

TARGETS
None

Ryohin Keikaku Co. Ltd. (Muji), one of Japan's largest casualwear brands,¹ has taken basic steps to address forced labor risks in its supply chains. It discloses less information than the global sector average. Other Japanese apparel and footwear retailers such as Asics or Fast Retailing disclose taking stronger steps. Muji 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

Information on Supply Chain Workers

🚩 No

HIGH-RISK RAW MATERIALS²

🚩 Cashmere, cotton, silk, and others

HIGH-RISK SOURCING COUNTRIES

🚩 China

¹ Financial Times (15 October 2020), "[Uniqlo and Muji expect record profits as pandemic boosts Asia online sales.](#)"

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			

Muji discloses a supplier code of conduct that addresses the ILO core labor standards, states that “workers shall not be required to pay commission fees or deposits in exchange for employment,” and requires suppliers to institute a grievance mechanism for workers. It discloses internal responsibility for implementing supply chain policies that address forced labor and states that it carries out human rights due diligence to assess forced labor risks in its supply chains. It does not disclose addressing forced labor risks related to third-party products.

Additional steps the company could take include

- disclosing the names and addresses of suppliers and data points on its suppliers’ workforce;
- working with trade unions to support freedom of association in its supply chains and disclosing examples of how it improved freedom of association for supply chain workers; and
- establishing a process to ensure that remedy is provided to supply chain workers in cases of labor rights violations and disclosing examples of remedy outcomes for workers.

COMPANY ENGAGED WITH KNOWTHECHAIN³

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

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](#).