

Columbia Sportswear Co.

TICKER

NasdaqGS:COLM

MARKET CAPITALIZATION

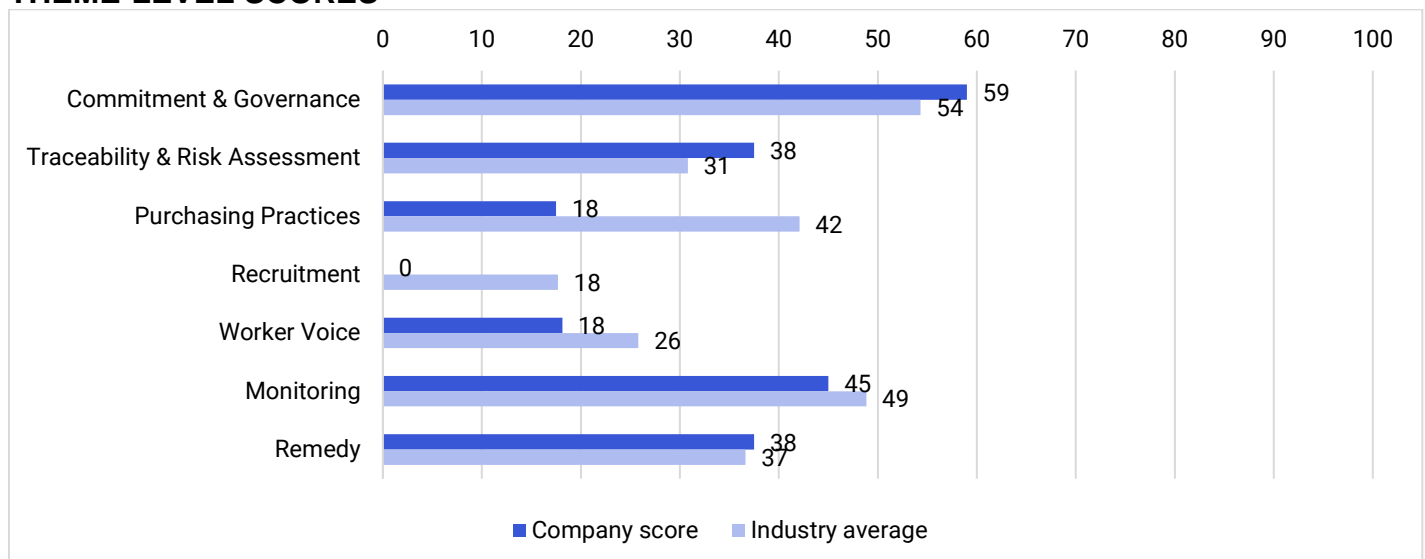
US\$5 billion

HEADQUARTERS

United States

COMPLIANCE
UK Modern Slavery Act: [Disclosure available, but not compliant](#)
California Transparency in Supply Chains Act: [Yes](#)
COMMITMENTS
[None](#)
OVERALL RANKING
25 out of 43
OVERALL SCORE
31 out of 100
SUMMARY

Columbia Sportswear Co. (Columbia Sportswear), a US-based company, operates in the global active lifestyle apparel, footwear, and accessories industry. It ranks 25th out of 43 companies and discloses less information on its forced labor policies and practices than its peers. The company's score is based on its good performance on the themes of Commitment & Governance, Traceability & Risk Assessment, and Monitoring. Notably, the company discloses a transparency map which shows detailed information on its first-tier suppliers and their workforce. The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment, and Worker Voice.

THEME-LEVEL SCORES


LEADING PRACTICES

Traceability & Risk Assessment: Columbia Sportswear publishes a transparency map which shows its supplier factory names and addresses. The map includes data on the workforce of each factory, including the gender ratio and approximate number of employees.

Monitoring: Columbia Sportswear discloses that all its supplier audits are conducted on an unannounced basis. It reports that 95% of its finished goods suppliers were audited in 2016.

NOTABLE FINDINGS

Commitment & Governance: Columbia Sportswear discloses that it has manufacturing liaison offices in eight Asian countries, allowing it to oversee production and monitor its suppliers' compliance with labor standards. It reports that its supply chain management staff receive regular training on slavery and human trafficking, with a focus on risk mitigation, as well as training on the supplier code of conduct.

Worker Voice: Columbia Sportswear requires its supplier factories to post its supplier code of conduct addressing forced labor on the production floor in the local languages of workers.

Corrective Action Plans: Columbia Sportswear discloses it works together with suppliers to develop corrective action plans after audits and identify root causes of issues. It notes that, if necessary, it also requires supplier management to participate in training programs to help build management skills to prevent issues from occurring. The company states that, depending on the findings, it re-audits suppliers and that it may terminate business relationships when non-compliances with its code are not remediated in a given timeframe.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To enforce its expectations with its suppliers, the company may consider integrating its supply chain standards addressing forced labor and human trafficking into contracts with its suppliers. To ensure that labor rights are respected across its supply chains, the company may consider requiring that its first-tier suppliers ensure that their own suppliers implement standards that are in-line with the company's standards.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company may consider requiring recruitment agencies used by its suppliers to uphold workers' rights and ensuring that workers in its supply chains are not charged fees during any recruitment-related process. The company is also encouraged to confirm that recruitment agencies used by its suppliers are audited and to work with suppliers to ensure that migrant workers' rights are respected (e.g., to confirm workers' passports or other personal documents are not retained).

Worker Voice: To support collective worker empowerment, the company is encouraged to work with suppliers to improve their practices regarding freedom of association and collective bargaining and to work with local or global trade unions to support freedom of association in its supply chains. Where there are regulatory constraints on freedom of association, the company may consider ensuring workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)