

# Skechers USA Inc.

**TICKER**  
NYSE:SKX

**MARKET CAPITALIZATION**  
US\$7 billion

**HEADQUARTERS**  
United States

**COMPLIANCE**

UK Modern Slavery Act: [Yes](#)

California Transparency in Supply Chains Act: [Yes](#)

**COMMITMENTS**

[None](#)

**OVERALL RANKING**

**34 out of 43**

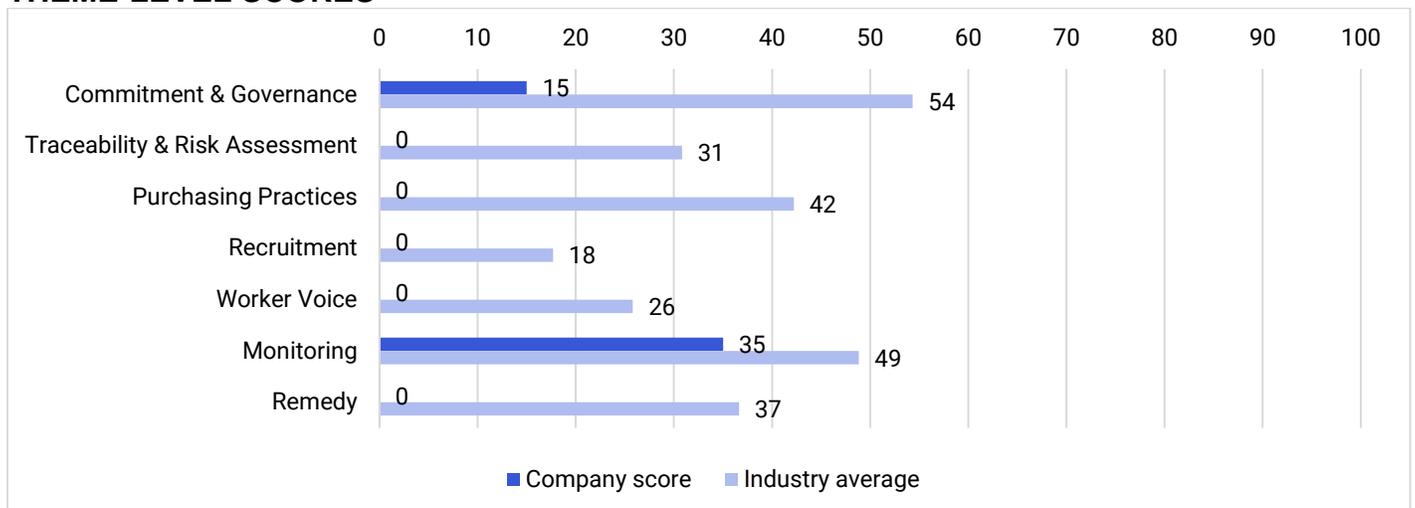
**OVERALL SCORE**

**7 out of 100**

**SUMMARY**

Skechers USA Inc. (Skechers), a US-based company which designs and markets branded footwear, ranks 34th out of 43 companies and discloses significantly less information on its forced labor policies and practices than its peers. The company's score is based on its disclosure on the themes of Commitment & Governance and Monitoring. The company is encouraged to improve its performance and disclosure on the themes of Commitment & Governance, Traceability & Risk Assessment, and Worker Voice and to disclose a supplier code of conduct that includes standards addressing forced labor.

**THEME-LEVEL SCORES**



Research conducted through June 2018, or through August 2018 where companies provided additional disclosure or links. For more information, see the full dataset [here](#).

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## LEADING PRACTICES

None.

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## NOTABLE FINDINGS

**Commitment:** Skechers states that it is “never acceptable for any Skechers products to be produced using forced or child labor,” and that it is committed to working with suppliers who are socially responsible.

**Training:** Skechers discloses that it trains its employees who oversee production and auditing of manufacturers on forced labor and human trafficking. It states that it also makes materials on forced labor related policies available to its staff.

**Monitoring:** Skechers discloses that its in-house auditors, who receive training on forced labor, audit suppliers to verify the absence of forced labor. It reports that audits include interviews with workers and may be conducted on an unannounced basis. It notes that its staff are either on-site during production at its lower-volume manufacturers or they make unannounced visits.

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## OPPORTUNITIES FOR IMPROVEMENT

**Commitment & Governance:** The company is encouraged to develop and disclose a supplier code of conduct that includes all four rights outlined in the ILO Declaration on Fundamental Rights and Freedoms at Work, including the prohibition of forced labor and human trafficking. It is further encouraged to establish responsibilities and accountability for the implementation of such a standard and train internal staff and suppliers on this standard.

**Traceability & Risk Assessment:** To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries of its below-first-tier suppliers, the sourcing countries of raw materials at high risk of forced labor, and information on its suppliers' workforce. The company is further encouraged to assess forced labor risks across its supply chains and disclose the risks identified.

**Worker Voice:** To prevent and address forced labor and human trafficking risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labor conditions is available and communicated to its suppliers' workers and relevant stakeholders such as worker organizations or labor NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are educated on their rights and are able to exercise their right to freedom of association.

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## COMPANY PROVIDED ADDITIONAL DISCLOSURE

[No.](#)