

# Hanesbrands Inc.

**TICKER**  
 NYS:HBI

**MARKET CAPITALIZATION**  
 US\$7 billion

**HEADQUARTERS**  
 United States

**DISCLOSURES**
UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: Yes

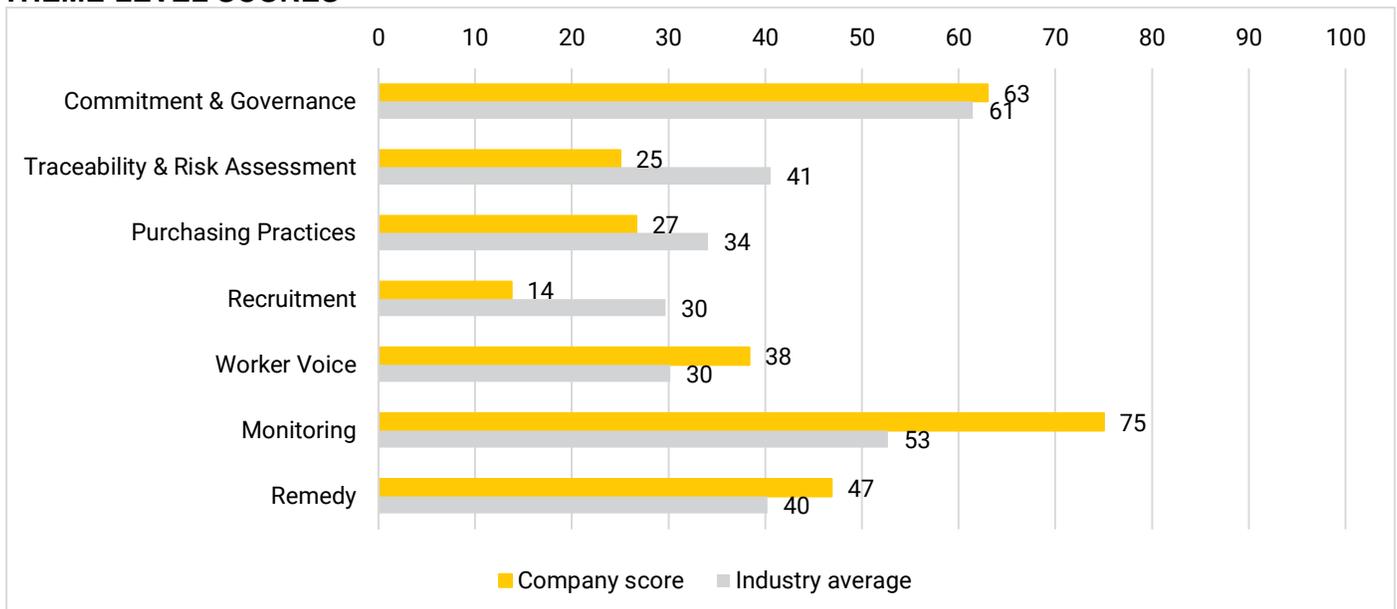
**TARGETS**  
 None

**OVERALL RANKING**
**21 out of 37**

(2018 Rank: 15 out of 43)

**OVERALL SCORE**
**41 out of 100**
**SUMMARY**

Hanesbrands Inc. (Hanesbrands), a US manufacturer of innerwear and activewear, ranks 21<sup>st</sup> out of 37 companies, disclosing about the same amount of information on its forced labor policies and practices as its peers. Since 2018, it has improved by disclosing information on its purchasing practices, strengthening its migrant worker policies, and disclosing working with Chinese suppliers on establishing worker committees. However, as it has not improved across themes, its rank decreased by six places. It scores higher than average on the themes of Commitment & Governance, Worker Voice, Monitoring, and Remedy and lower than average on the remaining themes. It states that it is doing “extensive due diligence and training to ensure that [it is] fully compliant with US laws and restrictions on the use of Xinjiang cotton and other materials from Xinjiang.” However, it does not disclose details of the steps it has taken to address the risks of alleged Uyghur forced labor across its supply chain tiers. Hanesbrands has an opportunity to improve on the themes of Recruitment, Worker Voice, and Remedy.

**THEME-LEVEL SCORES**


**KEY DATA POINTS**
**SUPPLIER LIST**

Yes

**IMPROVEMENTS OF FREEDOM OF ASSOCIATION**

No

**HIGH-RISK RAW MATERIALS<sup>1</sup>**

Cotton, viscose, and wool

**DATA ON PURCHASING PRACTICES**

No

**REMEDY FOR SUPPLY CHAIN WORKERS**

Yes (Limited)

**HIGH-RISK SOURCING COUNTRIES**

China, India, Thailand, and others

**LEADING PRACTICES**

None.

**NOTABLE FINDINGS**

**Commitment & Governance:** Hanesbrands discloses internal responsibility for establishing and implementing its CSR policies, stating that it has a steering committee that meets quarterly to assess the effectiveness of this program and that day-to-day responsibility rests with its sustainability officer. The Fair Labor Association (FLA) discloses information on board oversight over the company's supplier compliance program. Hanesbrands also discloses that it conducts internal training to mitigate the risks of forced labor.

**Freedom of Association:** Hanesbrands states that it worked with a supplier, unions, the FLA, and the Worker Rights Consortium to address issues relating to the right to freedom of association and collective bargaining. It also states that a subsidiary has worked on a pilot project with Verité at two Chinese suppliers on a "worker feedback participation committee and a worker participation management committee."

**Monitoring:** Hanesbrands states that it conducts unannounced monitoring visits on its suppliers and that its monitoring process includes assessments by the FLA that include a review of relevant documents (including payroll), worker interviews, and worker housing. It discloses that about 25-50 workers are interviewed in each visit. It further discloses the third-party bodies used for monitoring and detail on their training relevant to detecting forced labor.

**OPPORTUNITIES FOR IMPROVEMENT**

**Recruitment:** To avoid the exploitation of migrant workers in its supply chains, Hanesbrands may consider taking steps to ensure that recruitment fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers. It is encouraged to ensure that employment and/or recruitment agencies used in its supply chains are monitored, and it may also consider providing details of how it supports responsible recruitment in its supply chains.

**Worker Voice:** To prevent forced labor in its supply chains, Hanesbrands is encouraged to work with relevant stakeholders to ensure workers in its supply chains are aware of their labor rights. It may consider disclosing evidence of the positive impact of worker engagement in its supply chains and providing examples of worker engagement initiatives covering different supply chain contexts. Further, it is encouraged to disclose examples covering different supply chain contexts of how it improved freedom of association and/or collective bargaining with clear outcomes for its suppliers' workers.

**Remedy:** The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labor and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. While it discloses one example, it may consider disclosing multiple instances in which supply chain workers were provided with remedy outcomes.

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

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

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

<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](#).