Ralph Lauren Corp.

TICKER
NYS:RL

MARKET CAPITALIZATION
US$10 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: Yes

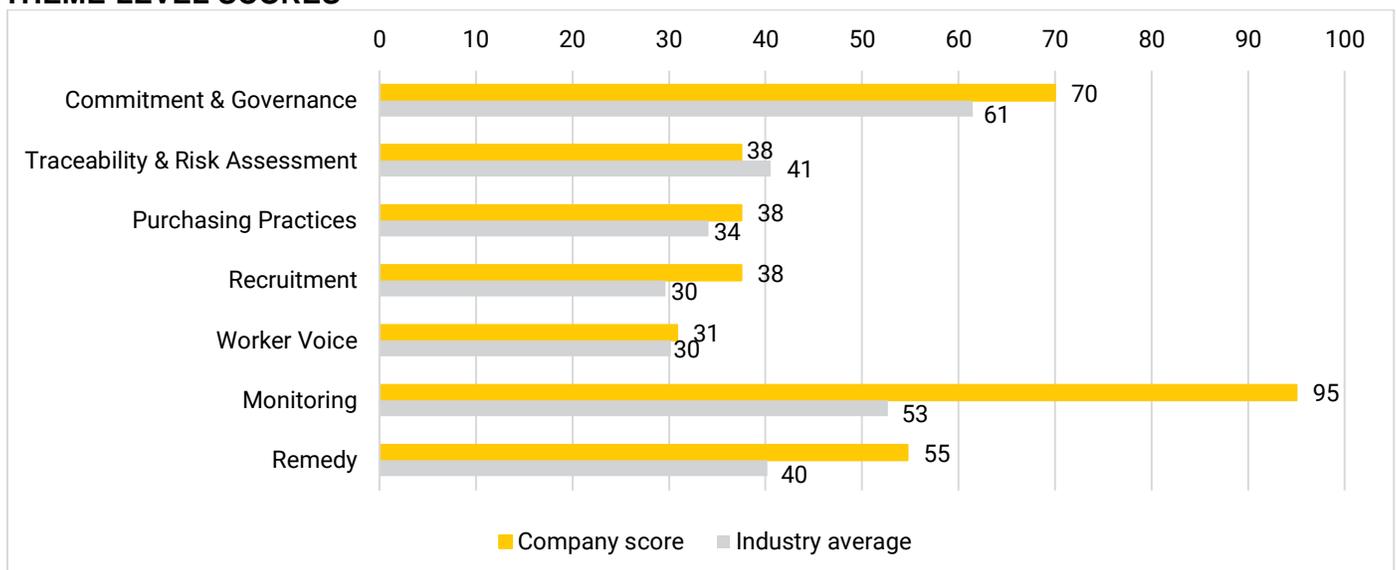California Transparency in Supply Chains Act: Yes

TARGETS
Yes

OVERALL RANKING

12 out of 37

(2018 Rank: 12 out of 43)

OVERALL SCORE

52 out of 100

SUMMARY

Ralph Lauren Corp. (Ralph Lauren), one of the largest apparel companies in the world,[1] ranks 12th out of 37 companies, disclosing more information on its forced labor policies and practices than its peers on all themes except Traceability & Risk Assessment. Ralph Lauren maintained its 2018 rank despite a strengthened methodology. It began disclosing training suppliers on its supplier code of conduct, strengthened migrant worker policies, and it offered an example of working with a union in Bangladesh to resolve grievances. Ralph Lauren discloses having taken limited steps to address the risks of alleged Uyghur forced labor, namely that it prohibits suppliers from sourcing cotton grown in the region and that it is working with suppliers and with the industry to identify solutions to trace cotton. However, it does not disclose how it addresses the alleged risks across its supply chain tiers and raw materials. KnowTheChain identified one additional allegation of indicators of forced labor in Ralph Lauren's supply chains. It states that it required the supplier to complete a formal remediation program, including an assessment of root causes, worker interviews, and training. However, it does not disclose engagement with affected stakeholders or remedy outcomes for workers. Ralph Lauren has an opportunity to improve on the themes of Traceability & Risk Assessment, Worker Voice, and Remedy.

THEME-LEVEL SCORES

Theme	Company score	Industry average
Commitment & Governance	70	61
Traceability & Risk Assessment	38	41
Purchasing Practices	38	34
Recruitment	38	30
Worker Voice	31	30
Monitoring	95	53
Remedy	55	40

KEY DATA POINTS

SUPPLIER LIST
No

DATA ON PURCHASING PRACTICES
No

IMPROVEMENTS OF FREEDOM OF ASSOCIATION
No

REMEDY FOR SUPPLY CHAIN WORKERS
Yes (Limited)

HIGH-RISK RAW MATERIALS[2]
Cashmere, cotton, silk, and others

HIGH-RISK SOURCING COUNTRIES
China, India, Malaysia, and others

LEADING PRACTICES
None.

NOTABLE FINDINGS

Training: Ralph Lauren discloses that it provides internal training on preventing forced labor and human trafficking. It states that it held two supplier summits targetting regional issues in 2020; one focused on compliance with its supplier code of conduct, including strategies for improving and maintaining compliance. It further states that it conducts capacity-building training so that its suppliers can cascade learnings throughout their own supply chains.

Supplier Selection: Ralph Lauren states that it requires potential suppliers to meet its standards before receiving an order. It disclosed that it screened potential suppliers through 106 on-site assessments and 65 social audits and that this resulted in capacity-building programs that included training for nine suppliers. It also states that it prohibits unauthorized subcontracting, that its teams are trained to recognize signs of suppliers being overloaded, and that it works with its merchandising teams to mitigate problems.

Monitoring Process: Ralph Lauren discloses the percentage of unannounced visits it conducts and states that visits include document reviews, worker interviews, and inspections of worker housing. It states that it expands the scope of supplier monitoring, where relevant, to ensure that the migrant worker population is properly represented by including a proportionate amount of items relating to migrant workers in document reviews and requiring that migrant workers are adequately represented in samples for worker interviews.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, Ralph Lauren may consider disclosing the names and addresses of at least its first-tier suppliers and the countries from which it sources raw materials at high risk of forced labor. While it discloses an aggregate data point on its suppliers' workforce, it is encouraged to disclose a data point per supplier. It is further encouraged to disclose details of forced labor risks across its supply chain tiers.

Worker Voice: Ralph Lauren may consider disclosing evidence of the positive impact of worker engagement in its supply chains and examples of worker engagement initiatives covering different supply chain contexts. Where there are regulatory constraints on freedom of association, it may consider advancing workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing. Further, it is encouraged to disclose examples covering different supply chain contexts of how it improved freedom of association and/or collective bargaining for its suppliers' workers.

Remedy: Ralph Lauren 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. With respect to specific allegations in its supply chains, it is encouraged to disclose examples of remedy provided to its suppliers' workers and evidence that the remedy is satisfactory to the workers.

ENGAGED WITH KNOWTHECHAIN[3]
Yes ([Provided Additional Disclosure](#)).

---

[1] Statista (7 April 2021), "[Revenue of Polo Ralph Lauren worldwide from 2002 to 2020](#)."

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

[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](#).