

Boohoo group Plc (Boohoo)

TICKER
LON:BOO

MARKET CAPITALISATION
US\$1.52 billion

HEADQUARTERS
United Kingdom

DISCLOSURES

UK Modern Slavery Act: [Yes](#)

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

Australia Modern Slavery Act: Applicability not determined

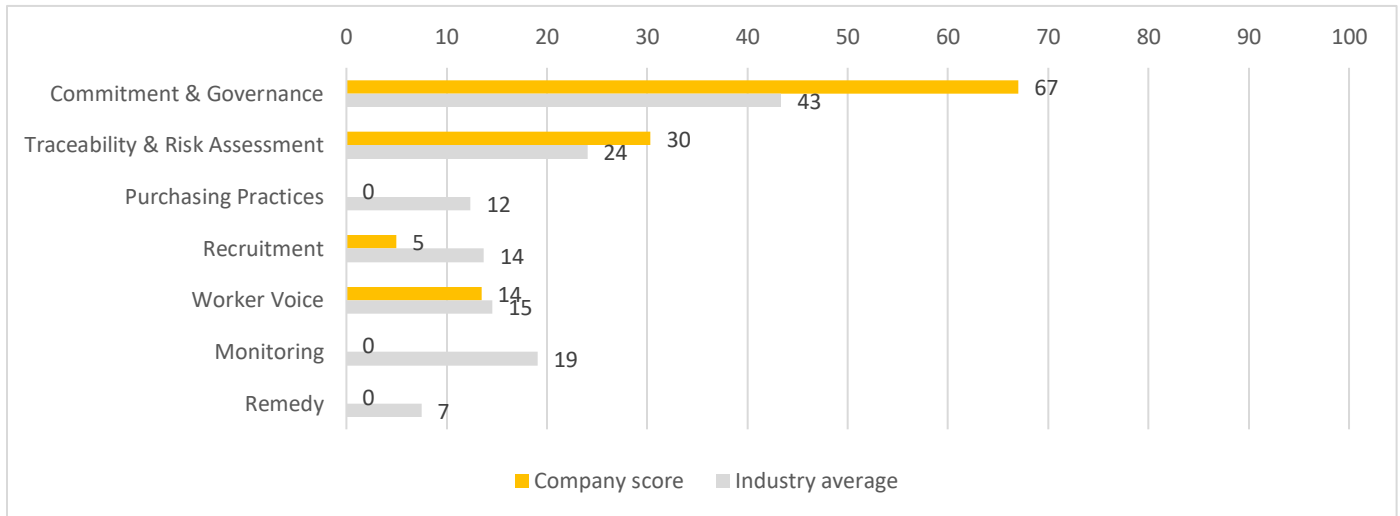
OVERALL RANKING

28 out of 65

OVERALL SCORE

21 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

Yes (Names only, not addresses)

RISK ASSESSMENT

Yes

DATA ON PURCHASING PRACTICES

No

ENGAGED WITH KNOWTHECHAIN²

Informal

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK RAW MATERIALS¹

Cotton, leather, viscose, wool

SUMMARY

Boohoo Group plc (Boohoo), a British online fast-fashion retailer, ranks joint 28th out of 65 companies. The company's score is based on its stronger performance on the themes of Commitment & Governance and Traceability & Risk Assessment. In particular, the company discloses strong information on the internal teams responsible for the implementation of its supply chain standards addressing forced labour, as well as board oversight. However, the company scores lower than average across all other themes. Notably, the company is the lowest-scoring online retailer assessed in the benchmark. The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: The company discloses a set of principles on responsible purchasing practices which include references to “fair” prices and “reasonable” lead times but does not define these terms or disclose concrete data on its purchasing practices. To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company may further consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Recruitment: While the company discloses a policy that prohibits the charging of recruitment fees to workers, the company is encouraged to explicitly require that such fees be paid by the employer (“Employer Pays Principle”) and disclose how it ensures the implementation of this through the prevention of fees in its supply chains, such as through: mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly. It may also consider steps to ensure that such fees are reimbursed to the workers and/or to provide evidence of payment of recruitment-related fees by suppliers.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 apparel & footwear benchmark [findings report](#).

² Research conducted through June 2023 or through September 2023, 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](#).