

Burberry Group plc (Burberry)

TICKER
LON:BRBY

MARKET CAPITALISATION
US\$10.34 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

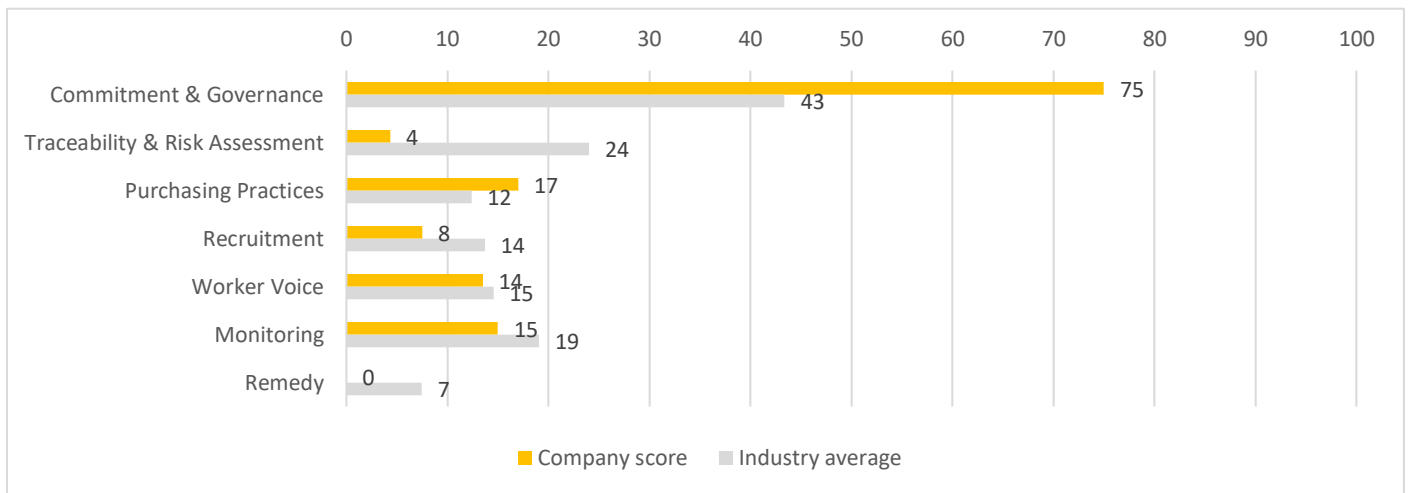
30 out of 65

[2021 Rank:](#) 11 out of 37

OVERALL SCORE

19 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

No

RISK ASSESSMENT

Yes

DATA ON PURCHASING PRACTICES

No

ENGAGED WITH KNOWTHECHAIN²

No

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK RAW MATERIALS¹

Cashmere, cotton, leather, wool

SUMMARY

Burberry Group plc (Burberry), the third-largest luxury brand in the UK,³ ranks 30th out of 65 companies. Since 2021, the company strengthened its existing policy on recruitment fees to require that all recruitment fees be repaid to workers (as opposed to excessive fees only). However, the company did not improve across other themes and does not seem to have taken other steps to strengthen its performance and disclosure on forced labour issues within its supply chains. The company performed particularly poorly on the themes of Traceability & Risk Assessment, and Remedy. As such, the company's rank has dropped by 19 places.⁴ The company's score is based on its stronger performance on the theme of Commitment & Governance, and the disclosure of its payment terms for suppliers. However, the company scores lower than average across all other themes. The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Recruitment, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers (either across high-risk commodities or across all first-tier suppliers), the names and locations of below-first-tier suppliers, and the raw material sourcing countries from which it sources commodities at high risk of forced labour. While the company reports carrying out a human rights impact assessment every two years, it is encouraged to disclose detail on the forced labour risks identified across different tiers of its supply chains.

Recruitment: The company discloses a migrant worker policy which states employers must bear the full costs of recruitment. It states it is working on establishing measures for ethical recruitment routes for migrant workers. The company is encouraged to disclose how it ensures the implementation of its policy 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. While the company notes an instance of fee repayment to supply chain workers in 2020 (but provides no further detail), 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 across supply chain contexts.

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](#).

³ Statista (2022), "[Leading luxury brand revenues originating from the United Kingdom \(UK\) in 2021](#)." Accessed 29 November 2023.

⁴ KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. See [here](#) for more information. In addition, the number of companies assessed in the ranking has increased from 37 in 2021 to 65 in 2023.