

Levi Strauss & Co. (Levi Strauss)

TICKER
NYS:LEVI

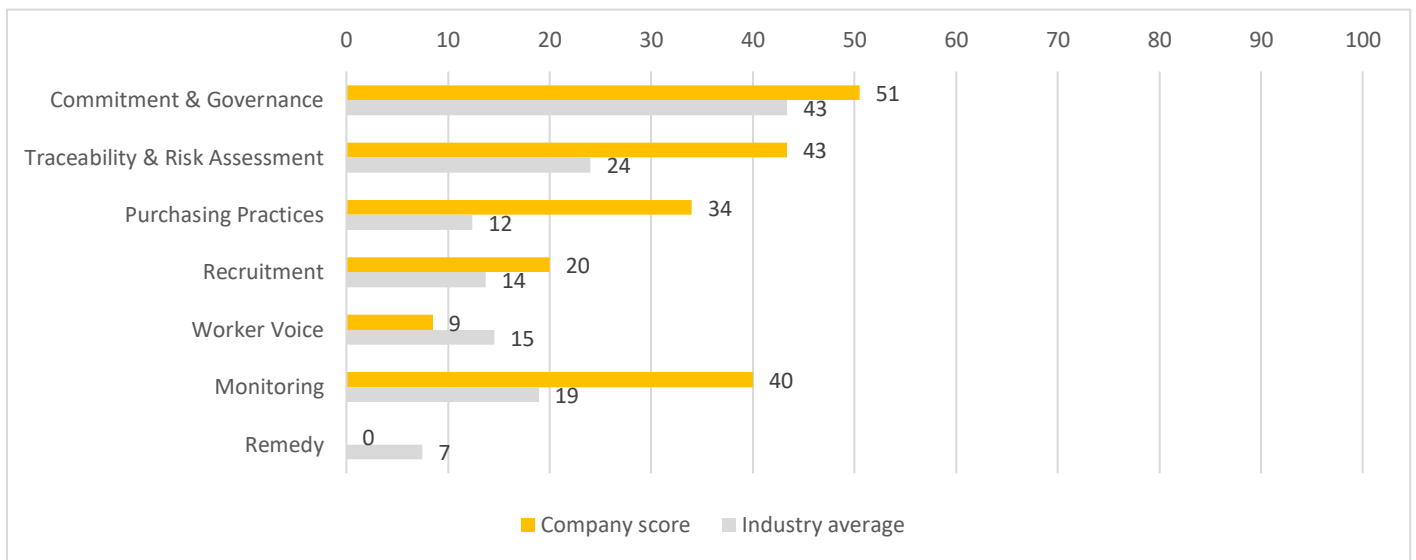
MARKET CAPITALISATION
US\$9.02 billion

HEADQUARTERS
United States

DISCLOSURES

 UK Modern Slavery Act: [Yes](#)

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

 Australia Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)
OVERALL RANKING
19 out of 65
[2021 Performance](#)
OVERALL SCORE
30 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

Yes

RISK ASSESSMENT

Yes

DATA ON PURCHASING PRACTICES

Yes (one data point)

ENGAGED WITH KNOWTHECHAIN²

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK RAW MATERIALS¹
 Cotton, leather, viscose, wool

SUMMARY

Levi Strauss & Co. (Levi Strauss), the world's largest denim jeans company,³ ranks joint 19th out of 65 companies. Since 2021, the company improved by, among other steps, disclosing conducting a country-level human rights risk assessment and taking steps to analyse its purchasing practices. However, the company did not improve across other themes and performed particularly poorly on the themes of Worker Voice and Remedy. The company's score is based on its stronger performance on the themes of Commitment & Governance, Traceability & Risk Assessment, and Monitoring.

KnowTheChain identified one public allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. The company does not disclose the concrete steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers.

The company has an opportunity to improve its performance and disclosure on the themes of Recruitment, Worker Voice, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment: To avoid exploitation of migrant workers in its supply chains, the company is encouraged to disclose how it ensures that its policy requiring that workers in its supply chains are not charged fees during recruitment is implemented, 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.

Worker Voice: The company is encouraged to ensure that a formal mechanism to report grievances regarding labour conditions in the company's supply chains is available and actively communicated to its suppliers' workers and relevant stakeholders (e.g. worker organisations or labour NGOs). The company may wish to ensure input from suppliers' workers or labour representatives in the design and functioning of such mechanism. Further, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved.

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, including with respect to specific allegations in its supply chains. To demonstrate leadership, the company is encouraged to consider actively supporting remediation requests from supply chain workers (e.g. by publicly supporting such requests, or by contributing to funds for affected workers).⁴

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 Britannica (29 November 2023), "[Levi Strauss & Co.](#)" Accessed 5 December 2023.

⁴ The #PayYourWorkers campaign calls for brands to sign a [legally binding agreement](#) which would include signing on to a negotiated severance fund, as well as settling any outstanding wage payments.