

# Macy's Inc. (Macy's)

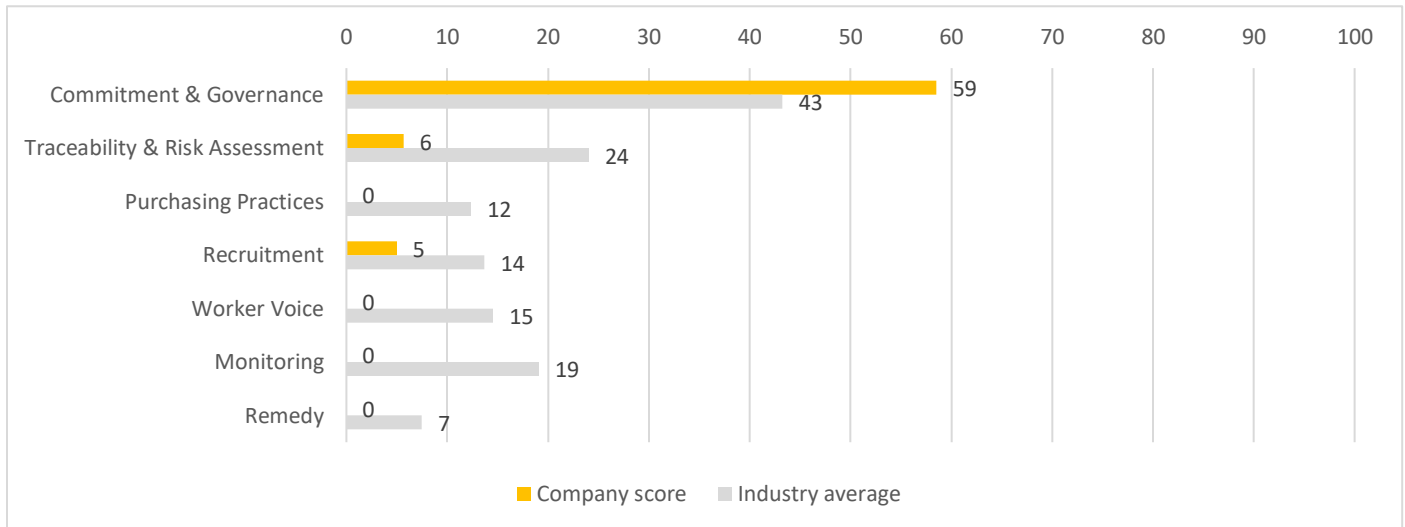
**TICKER**  
NYS:M

**MARKET CAPITALISATION**  
US\$7.58 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: Not applicable

**OVERALL RANKING**
**40 out of 65**
[2021 Performance](#)
**OVERALL SCORE**
**12 out of 100**
**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**

Yes (names only, not addresses)

**RISK ASSESSMENT**
 No

**DATA ON PURCHASING PRACTICES**
 No

**ENGAGED WITH KNOWTHECHAIN<sup>2</sup>**
 No

**NO-FEE POLICY**

Yes

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK RAW MATERIALS<sup>1</sup>**
 Cotton, Cashmere, Wool, Rubber, and others.

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## SUMMARY

Macy's Inc. (Macy's), a major US department store chain, ranks 40<sup>th</sup> out of 65 companies. The company's score is based on stronger performance on the theme of Commitment & Governance, but poor performance across all other themes. Since 2021, the company disclosed further information on the team responsible for implementing its supply chain standards addressing forced labour, disclosed the names of its first-tier suppliers, and updated its supplier code to prohibit recruitment fees. The company scores below average on the themes of Traceability & Risk Assessment and Recruitment. It does not disclose a full first-tier supplier list or sourcing countries of high-risk raw materials, despite sourcing at least five such raw materials. KnowTheChain identified one allegation of Uyghur forced labour in the company's supply chains. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers.

The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Purchasing Practices, and Worker Voice.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Traceability & Risk Assessment:** While the company discloses the names and countries of its "core and strategic Tier 1 factories", the company is encouraged to disclose a full first tier supplier list with names and addresses, 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. Furthermore, the company is encouraged to assess and disclose forced labour risks across different tiers of its supply chains and disclose how it engages with relevant stakeholders including workers, unions, and civil society organisations to address forced labour risks identified.

**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.

**Worker Voice:** The company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations. The company is further encouraged to take steps to ensure that a formal mechanism to report grievances regarding labour conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders (e.g. worker organisations or labour NGOs).

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

<sup>2</sup> 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](#).