

Tapestry Inc. (Tapestry)

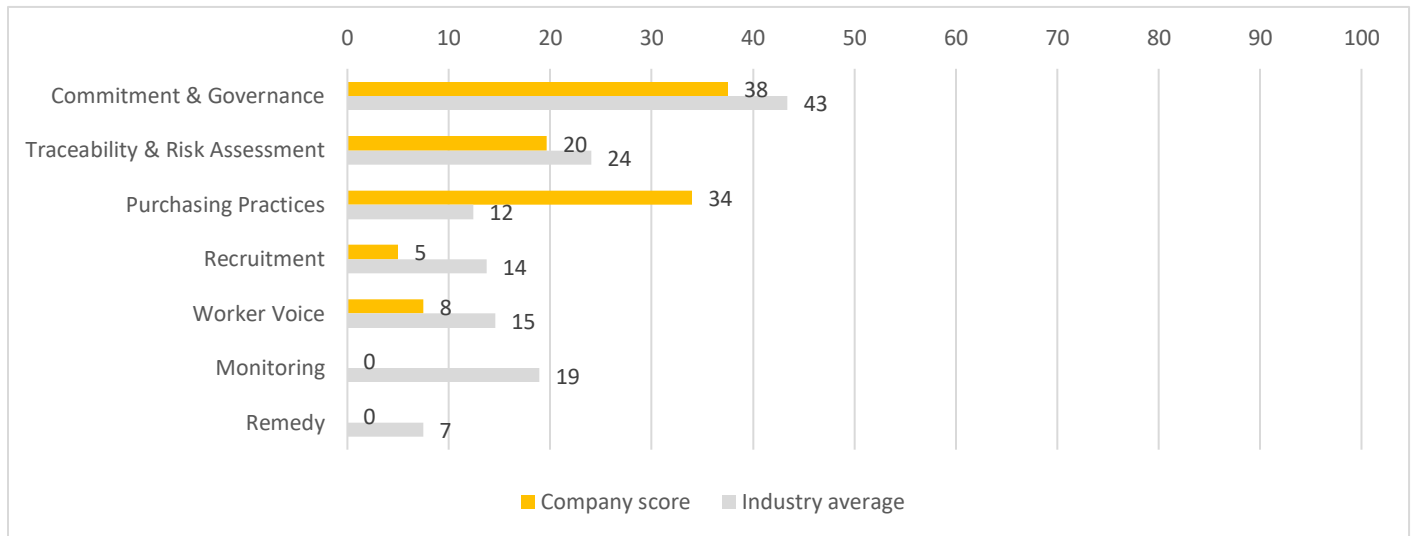
TICKER
NYS:TPR

MARKET CAPITALISATION
US\$10.80 billion

HEADQUARTERS
United States

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: Applicability not determined

OVERALL RANKING
36 out of 65
[2021 Rank:](#) 33 out of 37

OVERALL SCORE
16 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

Yes

RISK ASSESSMENT
 No

DATA ON PURCHASING PRACTICES

Yes (one data point)

ENGAGED WITH KNOWTHECHAIN²

Yes (Informal)

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK RAW MATERIALS¹
 Cashmere, cotton, leather, viscose, and others

SUMMARY

Tapestry Inc. (Tapestry), a premium and luxury apparel company that owns Coach, Kate Spade, and Stuart Weitzman, ranks joint 36th out of 65 companies. Since 2021, the company has improved by disclosing a first-tier supplier list covering 95% of its first-tier supply chain, a policy provision prohibiting the charging of recruitment-related fees to workers, data on the percentage of women workers per supplier in its first tier, participation in the Better Work program, and its payment terms. The company's score is based on its stronger performance on the theme of Purchasing Practices due to the above improvements. However, the company did not improve across other themes and performed particularly poorly on the themes of Monitoring and Remedy, scoring 0. As such, it was overtaken by other companies in the benchmark that presented stronger disclosure, and its rank has dropped by 3 places.³ The company has an opportunity to further 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 strengthen its no-fee policy to 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.

Worker Voice: To evidence its commitment to improving working conditions in its supply chains, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company 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, such as migrant workers. 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.

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.

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 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. In addition, the number of companies assessed in the ranking has increased from 37 in 2021 to 65 in 2023. See [here](#) for more information.