

Moncler SpA (Moncler)

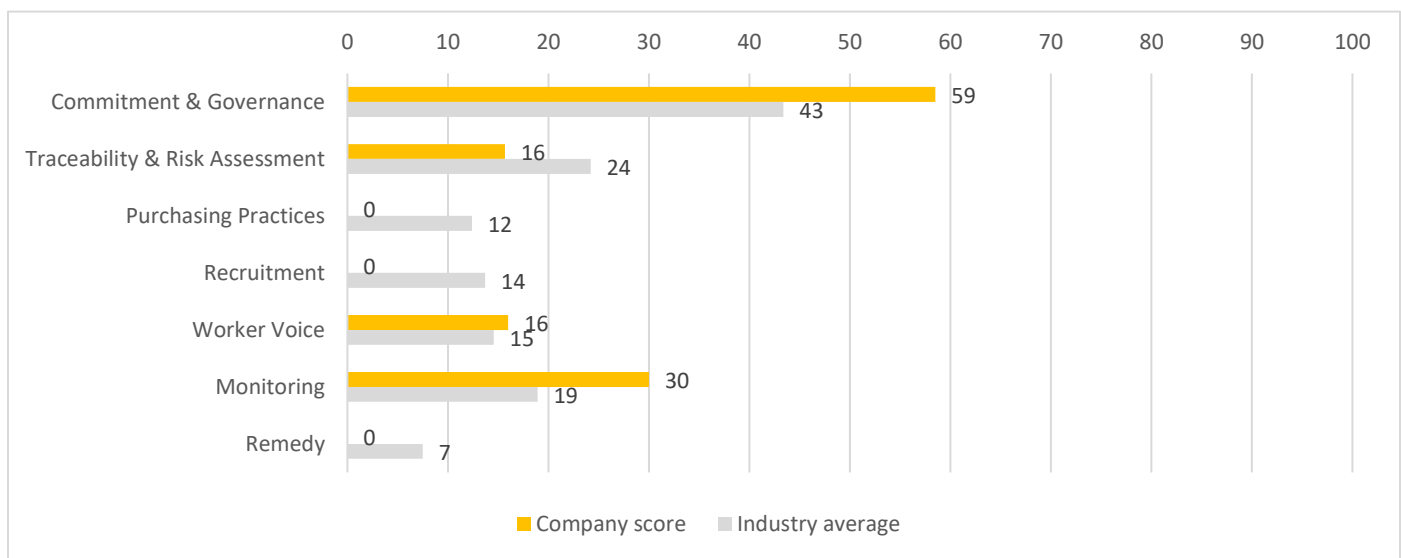
TICKER
MIL:MONC

MARKET CAPITALISATION
US\$16.33 billion

HEADQUARTERS
Italy

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: No

Australia Modern Slavery Act: Applicability not determined

OVERALL RANKING
32 out of 65
[2021 Performance](#)
OVERALL SCORE
18 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

Yes

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK RAW MATERIALS¹
 Cashmere, cotton, leather, wool

SUMMARY

Moncler SpA (Moncler), an Italian luxury outerwear company, ranks joint 32nd out of 65 companies. Since 2021, the company improved by disclosing additional information on its sustainability unit with oversight of its supply chain standards addressing forced labour, as well as board oversight, and aggregate data on women and migrant workers in its supply chains. The company's score is based on its stronger performance on the themes of Commitment & Governance and Monitoring. The company has an opportunity 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 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. 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 countries from which it sources raw materials at high risk of forced labour.

Recruitment: While the company's policy states it rejects all forms of forced labour including work performed under the constraint of debt repayment, to avoid exploitation of migrant workers in its supply chains, the company is encouraged to establish a policy requiring that workers in its supply chains are not charged fees during any recruitment-related process. The company is encouraged to clearly 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](#).