

SUPPLY CHAIN TRANSPARENCY PLEDGE

“THE TRANSPARENCY PLEDGE”

This Transparency Pledge helps demonstrate apparel and footwear companies' commitment towards greater transparency in their manufacturing supply chain.

Transparency of a company's manufacturing supply chain better enables a company to collaborate with civil society in identifying, assessing, and avoiding actual or potential adverse human rights impacts. This is a critical step that strengthens a company's human rights due diligence.

Each company participating in this Transparency Pledge commits to taking **at least** the following steps by December 31, 2017.

PUBLISH MANUFACTURING SITES

The company will publish on its website on a regular basis (such as twice a year) a list naming all sites that manufacture its products. The list should provide the following information in English:

- 1 The full name of all authorized production units and processing facilities.¹
- 2 The site addresses.
- 3 The parent company of the business at the site.²
- 4 Type of products made.³
- 5 Worker numbers at each site.⁴

Companies will publish the above information in a spreadsheet or other searchable format.

* The coalition invites additional endorsements from labor and human rights organizations, apparel companies, and investors interested in supporting the move for industry-wide minimum standards for transparency in garment supply chains, starting with the Transparency Pledge. Inquiries may be sent to: transparency@hrw.org or any coalition member.

¹ Processing factories include printing, embroidery, laundry, and so on.

² A parent company is a company that has majority ownership or control over a disclosed factory in the apparel company's supply chain. Because human rights due diligence responsibilities in subcontracted relationships flow through the supplier, the coalition set the minimum threshold limit for data at parent companies of cut-make-trim factories. If the vendor is the parent company of the factory disclosed, then please indicate whether the vendor owns or has a contractual relationship with the factory.

³ Please indicate the broad category—apparel, footwear, home textile, accessories.

⁴ Please indicate whether the site falls under the following categories by number of workers: Less than 1000 workers; 1001 to 5000 workers; 5001 to 10,000 workers; More than 10,000 workers.