

**Company Name** Hugo Boss  
**Industry** Apparel (Supply Chain only)  
**UNGP Core Score (\*)** 8.0 out of 26

Score	Out of	For indicators
<b>Governance and Policy Commitments</b>		
1	2	A.1.1 Commitment to respect human rights
2	2	A.1.2 Commitment to respect the human rights of workers
1	2	A.1.4 Commitment to engage with stakeholders
0	2	A.1.5 Commitment to remedy
<b>Embedding respect and Human Rights Due Diligence</b>		
Embedding respect		
0	2	B.1.1 Embedding - Responsibility and resources for day-to-day human rights functions
Human Rights Due Diligence (HRDD)		
0.5	2	B.2.1 HRDD - Identifying: Processes and triggers for identifying human rights risks and impacts
0	2	B.2.2 HRDD - Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
0	2	B.2.3 HRDD - Integrating and Acting: Integrating assessment findings internally and taking appropriate action
0	2	B.2.4 HRDD - Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts
0	2	B.2.5 HRDD - Reporting: Accounting for how human rights impacts are addressed
<b>Remedies and Grievance Mechanisms</b>		
1.5	2	C.1 Grievance channels/mechanisms to receive complaints or concerns from workers
2	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
0	2	C.7 Remedying adverse impacts and incorporating lessons learned
<b>8.0</b>	<b>26</b>	

(\*) Instead of the full list of indicators in the 2020 CHRB Methodology, this year's assessment uses the CHRB Core UNGP Indicators. These are 13 non-industry specific indicators that focus on three key areas of the UNGPs: high level commitments, human rights due diligence and access to remedy.

The 13 indicators selected from the full CHRB Methodology are scored on a simple unweighted basis, with a maximum of 2 points for each indicator for a maximum total of 26 points.

In addition, allegations of severe human rights impacts (Measurement Theme E) were also assessed but do not impact overall final scores

Please note that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### Governance and Policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: General HRs commitment: The Company states in its code of conduct that it respects human rights and is committed to ensuring that it complies with them. [Code of Conduct, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: UNGPs</li> <li>• Not met: OECD</li> </ul>
A.1.2	Commitment to respect the human rights of workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: ILO Core: Hugo Boss' Social Standards document specifies 'the fundamental rights for the employees of HUGO BOSS suppliers and contain basic environmental standards. The Social Standards shall as well apply for all HUGO BOSS employees'. These standards contain explicit commitment to non-discrimination, child labour, forced labour, freedom of association and collective bargaining. Regarding these two, it states that employees 'shall have the right to establish or join the organization of their choice and, as a group, to conduct negotiation on working conditions, in particular wages, and bargain freely'. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: Explicitly list ALL four ILO for AP suppliers: Hugo Boss' Social Standards policy states that it is imperative that all suppliers adhere to the ILO Core Conventions and the United Nations Universal Declaration of Human Rights standards, explicitly committing suppliers to protect employees from child labor, forced labor, freedom of association, collective bargaining and discrimination. With respect the last two, the document says: 'The employees shall have the right to establish or join the organizations of their choice and, as a group, to conduct negotiations on working conditions, in particular wages, and bargain freely.' [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Explicit commitment to All four ILO Core: As indicated above, the Social standards for suppliers also cover the Company's own employees and contains explicit commitment to freedom of association, collective bargaining, discrimination, child and forced labour. With respect freedom of association and collective bargaining, the Company indicates: 'The employees shall have the right to establish or join the organizations of their choice and, as a group, to conduct negotiations on working conditions, in particular wages, and bargain freely.' [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: Respect H&amp;S of workers: The social standards for suppliers contains commitments and requirements regarding health and safety. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: H&amp;S applies to AP suppliers: Hugo Boss' Social Standards policy states that it is imperative that all suppliers adhere to the ILO Core Conventions and the United Nations Universal Declaration of Human Rights standards, explicitly committing suppliers to protect employees health and safety. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: working hours for workers: 'Suppliers must comply with the relevant national legislation governing working hours. In the event that national law contains no such provisions or is less stringent than the relevant provisions of the ILO Core Conventions, the normal working week will be limited to 48 hours. The working week (including voluntary overtime) may not exceed 60 hours.' The document contains requirements on maximum working hours including overtime, and rest periods and minimum leaves. The Social Standards document also applies to the Company's own employees. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Working hours for AP suppliers: See above. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to stakeholder engagement: 'HUGO BOSS strives to conduct an open, constructive dialog with stakeholders. The company has countless touch points with a variety of individuals and interest groups that are affected by the company's decisions along the entire value chain – including employees, customers and business partners, shareholders, and investors, as well as non-governmental organizations and representatives from civil society, business, academia, and politics (see the stakeholder matrix)'. [Collaboration And Dialog, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Commits to engage stakeholders in design</li> <li>• Not met: Regular stakeholder design engagement</li> </ul>
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Commits to remedy</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Not obstructing access to other remedies</li> <li>• Not met: Collaborating with other remedy initiatives</li> <li>• Not met: Work with AP suppliers to remedy impacts</li> </ul>

### Embedding Respect and Human Rights Due Diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to ILO core conventions: See indicator A.1.2 [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Senior responsibility for HR: The Company states: The sustainability strategy is based on the six fields of action defined by the Company – We, Environment, Employees, Partners, Products and Society'. Also, 'The central committee for controlling the sustainability strategy is the Sustainability Committee, chaired by the Chief Executive Officer'. However, there is no explicit mention neither details related to human rights approach. [Sustainability Report 2019, 05/2020: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Sustainability Program, N/A]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Day-to-day responsibility</li> <li>• Not met: Day-to-day responsibility for AP in supply chain: The Company states briefly how suppliers are generally expected to manage human rights issues, but failed to disclose how the Company has allocated day-to-day responsibility for managing human rights issues in the supply chain. "The supplier will make sure to appoint a company representative being in charge of implementing the Social Standards. The designated person's name will be submitted to HUGO BOSS. The supplier must document, in a reasonable manner, the activities he undertakes in order to comply with these Social Standards." [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Identifying risks in own operations: The Company indicates that assess its human rights risks. Additionally, it states: 'HUGO BOSS assesses these risks for its entire value chain in a systematic due diligence process that is integrated into the risk management system. However, no evidence found in relation to the process of identification of these risks including own operations. [Sustainability Report 2019, 05/2020: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: Identifying risks in AP suppliers: The Company explicitly states that the "evaluation of country risk" is a part of including new suppliers in its supplier portfolio. "In order to be able to better assess and manage social and environmental risks in the supply chain in general, HUGO BOSS creates special country scorecards in its supplier management." [Sourcing and Production, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Ongoing global risk identification: As indicated above, evaluation of country risk in the context of social and environmental risks is part of including new suppliers in the supplier portfolio. [Sourcing and Production, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: In consultation with stakeholders</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: In consultation with HR experts</li> <li>• Not met: Triggered by new circumstances</li> </ul>
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Salient risk assessment (and context)</li> <li>• Not met: Public disclosure of salient risks</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Action Plans to mitigate risks</li> <li>• Not met: Including in AP supply chain: The Company discloses its social compliance process which includes the development of corrective action plan in case of non conformity with its suppliers code requirements. However, no details found regarding prevention or remediation of salient human rights risks. [Social aspects of supply chain, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Example of Actions decided</li> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: System to check if Actions are effective [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Lessons learnt from checking effectiveness</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Comms plan re identifying risks</li> <li>• Not met: Comms plan re assessing risks</li> <li>• Not met: Comms plan re action plans for risks</li> <li>• Not met: Comms plan re reviewing action plans</li> <li>• Not met: Including AP suppliers</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Responding to affected stakeholders concerns</li> <li>• Not met: Ensuring affected stakeholders can access communications</li> </ul>

## Remedies and Grievance Mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The Company states that, for suppliers and own operations, 'In any case a system of grievance will be in place for the employees'. 'Employees as well as third parties may also contact the external ombudsman in confidence'. In addition, the Company indicates on its website 'Social aspects of supply chain' that 'Employees of HUGO BOSS, its partners, and its suppliers, as well as customers of the company and other third parties, have the possibility to contact the HUGO BOSS ombudsman directly with any questions or complaints about social standards, working conditions, or human rights.' The website includes contact details. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Social aspects of supply chain, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Number grievances filed, addressed or resolved</li> <li>• Met: Channel is available in all appropriate languages: The Company's Ombudsman website is available in 12 languages. In addition, the Company discloses a list of 28 international phone numbers indicating 'Any language barriers will be eliminated by arranging professional interpreters when needed'. In addition, the Company has established separate phone numbers for HUGO BOSS persons of trust for China, Hong-Kong and Sri Lanka. [Social aspects of supply chain, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>Met: Opens own system to AP supplier workers: As indicated above, the Company indicates on its website 'Social aspects of supply chain' that 'Employees of HUGO BOSS, its partners, and its suppliers, as well as customers of the company and other third parties, have the possibility to contact the HUGO BOSS ombudsman directly with any questions or complaints about social standards, working conditions, or human rights'. [Social aspects of supply chain, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Grievance mechanism for community: The Company's grievance mechanism is accessible to all external individuals and communities who may be adversely impacted by the Company. As can be seen in the following paragraph: "Employees as well as third parties may also contact the external ombudsman in confidence." [Code of Conduct, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Met: Describes accessibility and local languages: The Company's Ombudsman website is available in 12 languages. In addition, the Company discloses a list of 28 international phone numbers indicating 'Any language barriers will be eliminated by arranging professional interpreters when needed.' In addition, the Company has established separate phone numbers for HUGO BOSS persons of trust for China, Hong-Kong and Sri Lanka. [Social aspects of supply chain, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>Met: AP supplier communities use global system: The Company states that 'in any case a system of grievance will be in place for the employees', 'as well as third parties'. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Code of Conduct, N/A: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not met: Describes how remedy has been provided</li> <li>Not met: Says how it would remedy key sector risks</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Changes introduced to stop repetition</li> <li>Not met: Approach to learning from incident to prevent future impacts</li> <li>Not met: Evaluation of the channel/mechanism</li> </ul>

### Performance: Responses to Serious Allegations (Not included in the overall score)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> <li>Headline: Hugo Boss accused of forced labour in India</li> <li>Area: Forced labour - restriction of movement</li> <li>Story: In January 2018, the Guardian reported that worker confinement has been found in the supply chain of Hugo Boss. One of the suppliers of the Company, Best Corporation, has been accused of several transgressions, including refusing to allow its female garment workers to leave its factory on their own free will, banning workers from having mobile phones or only permitting telephone calls under managers' supervision and the denial of independent inspections by local labour and human rights organisations.</li> <li>Sources: [Triple Pundit, 08/01/2018: <a href="http://triplepundit.com">triplepundit.com</a>][APPAREL RESOURCES, 08/01/2018: <a href="http://apparelresources.com">apparelresources.com</a>][The Guardian, 04/01/2018: <a href="http://theguardian.com">theguardian.com</a>]</li> </ul>
E(1).1	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Public response available: Both the Company and the supplier have responded to the case. The Company stated that "Hugo Boss has been in regular contact and intensive exchange with the body-wear supplier to work on changes together and to achieve improvements in the mentioned areas". [The Guardian's article on forced labour in India, 2018: <a href="http://theguardian.com">theguardian.com</a> &amp; Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Response goes into detail: The Company does not disclose the details of the case.</li> </ul>
E(1).2	The Company has appropriate policies in place	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Company policies address the general issues raised: The Company states that "No person may be employed or compelled to work against his or her will. In particular, suppliers may in no way use forced laborers, indentured servants, slaves or prisoners. Employees may not be restricted in their freedom of movement either during or after working hours. ." [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Modern Slavery Act, 2019: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Policies apply to the type of business relationships involved: The policy also applies to the Company's suppliers. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>] Score 2</li> <li>• Met: Policies address the specific rights in question: The Company has a policy to prohibit restrictions on employees' freedom of movement. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
E(1).3	The Company has taken appropriate action	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Engages with affected stakeholders: CHRB did not find the evidence of the Company's engagement with affected stakeholders.</li> <li>• Met: Encourages linked business to engage affected stakeholders: The Company states that "Hugo Boss has been in regular contact and intensive exchange with the body-wear supplier to work on changes together and to achieve improvements in the mentioned areas". [The Guardian's article on forced labour in India, 2018: <a href="http://theguardian.com">theguardian.com</a>]</li> <li>• Not met: Provides remedies to affected stakeholders: CHRB did not find evidence of the Company providing remedies.</li> <li>• Met: Has reviewed management systems to prevent recurrence: The Company has also affiliated itself with the Systemic Improvement of Labour Conditions in the Tamil Nadu Textile and Garment Industry initiative run by the German Partnership for Sustainable Textiles in order to improve the working conditions. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Remedies are satisfactory to the victims</li> <li>• Not met: Has improved systems and engaged affected stakeholders: The Company states that "The case of forced labor in India that was detected in 2016, was resolved in 2017 and long-term improvement measures were introduced. ", however, the details are not disclosed. In addition, there is no evidence of the Company's engagement with the affected stakeholders of the case. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>

## Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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