

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Lojas Renner
Sector Apparel (supply chain only)
Overall score 15.1 out of 100

Theme score	Out of	For theme
2.2	10	A. Governance and Policy Commitments
4.8	25	B. Embedding Respect and Human Rights Due Diligence
3.5	20	C. Remedies and Grievance Mechanisms
1.6	25	D. Performance: Company Human Rights Practices
3.0	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also 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 2022 Methodology document for the sector concerned. 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

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HRs commitment: The Human Rights Policy indicates: 'This Policy formalizes and disseminates our commitment to promoting respect for human rights. [...] The human rights protection is a non-negotiable premise for Lojas Renner S.A. and we are committed to working proactively to respect them, by preventing possible violations and by promoting affirmative actions to defend human rights in our operations and relationships'. [Human Rights Policy, 14/04/2020: api.mziq.com] Score 2 <ul style="list-style-type: none"> Not Met: Commitment to UNGPs: The Human Rights Policy indicates: 'We guide our commitment based on the best practices established by international human rights initiatives, widely legitimized and recognized, such as: [...] UN Guiding Principles on Business and Human Rights'. However, 'to guide' the commitments 'based on' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, 14/04/2020: api.mziq.com] Not Met: Commitment to OECD MNE Guidelines
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Commitment to ILO core principles: The Human Rights Policy indicates: 'We guide our commitment based on the best practices established by international human rights initiatives, widely legitimized and recognized, such as: [...] International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. However, 'to guide' the commitments 'based on' is not

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Principles and Rights at Work		<p>considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, 14/04/2020: api.mziq.com]</p> <ul style="list-style-type: none"> • Not Met: Explicitly lists all four ILO core principles: The Human Rights Policy indicates: 'We reject any form of discrimination [...]; We reject any form of forced, compulsory labor or analogous to the slave labor [...]; we reject child labor [...]; We recognize the right of our employees to free union association and collective bargaining with the respective unions, within the limits provided for by local law, respecting the respective representative bodies'. However, it is not clear whether the Company requires to respect those rights in all contexts, as it indicates 'within the limits provided for by local law'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. [Human Rights Policy, 14/04/2020: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to ILO core principles: The Partners Code of Conduct has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Met: Explicitly lists all four ILO core principles for suppliers: The Partners Code of Conduct 'presents the Code of Conduct for Suppliers'. It indicates: 'Partners must not use the work of children under the age of 16 (sixteen), except as apprentices, from the age of 14. [...] Partners must not use forced, compulsory or compulsory labor. [...] Partners must not discriminate in recruitment and employment practices. [...] Partners must recognize and respect the worker's right to form or join unions, as well as to bargain collectively'. [Code of Conduct Partners, 16/02/2023: api.mziq.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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"> • Met: Commitment to respect H&S of workers: The Human Rights Policy indicates: 'We provide our employees with safe and healthy workplaces, by complying with internal laws and regulations regarding medicine and occupational safety'. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to H&S of workers: The Partners Code of Conduct indicates: 'Partners must promote a safe work environment with adequate hygienic conditions, and occupational health and safety practices that prevent accidents and injuries, including individual and collective protection equipment, protection against fire and toxic substances, must be promoted. Workers must have access to potable water, adequate and clean sanitary facilities. Training on health and safety issues should be promoted'. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The Partners Code of Conduct indicates: 'Partners must not subject workers to exhausting working hours. Regular working hours and overtime hours must be recorded and must not exceed the total allowed, according to the legislation of each country where the employment relationship occurs and must be consensual, as well as the weekly rest period. [...] Hours worked must be paid in accordance with labor legislation and/or the collective bargaining agreement, whichever is more favorable to the worker, including what refers to overtime'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and overtime paid at a premium rate. [Code of Conduct Partners, 16/02/2023: api.mziq.com]
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	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"> • Met: Commitment to women's rights: The Code of Conduct indicates: 'The Company is signatory to the Women's Empowerment Principles, a UNO Women's global initiative for encouraging the introduction of values and practices in the business, fostering the equitability of gender and empowerment of women'. A commitment to the Women's Empowerment Principles (WEP) is a proxy for 'respecting women's rights, according to CHRB standards. [Code of Conduct, 12/04/2018: mz-filemanager.s3.amazonaws.com] • Not Met: Expects suppliers to respect these rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Commitment refers to CEDAW/Women's Empowerment Principles: As indicated above: 'The Company is signatory to the Women's Empowerment Principles'. [Code of Conduct, 12/04/2018: mz-filemanager.s3.amazonaws.com] • Not Met: Expects suppliers to respect these rights
A.1.4	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"> • Not Met: Commitment to remedy adverse HRs impacts: The Human Rights Policy indicates: 'The human rights protection is a non-negotiable premise for Lojas Renner S.A. and we are committed to working proactively to respect them, by preventing possible violations and by promoting affirmative actions to defend human rights in our operations and relationships; in addition to applying our best efforts to remedy impacts and negative consequences of the Company's or third parties' operations with whom we have commercial relations in our chain'. However, 'applying our best efforts' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Expects suppliers to make this commitment: The Partners Code of Conduct indicates: 'Our Partners and contractors must follow the same line adopted by Lojas Renner S.A. in accordance with the Human Rights Policy, and in the event of any risk of possible violation of human rights, we must be notified immediately, being informed about the measures adopted by the Partner, regarding remediation to avoid any irregularity'. However, although it expects suppliers to notify any Human Rights violation and remediation to address it, no evidence found that it expects its suppliers to commit it to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to. [Code of Conduct Partners, 16/02/2023: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms • Not Met: Commitment to work with suppliers on remedy
A.1.5	Commitment to respect the rights of human rights defenders	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"> • Not Met: Zero tolerance of threats/attacks on HRDs • Not Met: Expects suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	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"> • Met: Board level responsibility for HRs: The Company indicates that the Sustainability Committee is responsible for managing the human rights policy and guiding and establishing 'competencies for the adoption of measures necessary for the elimination or mitigation of socio-environmental risks, understood as deviations from or infringements of human rights'. [Human Rights Policy, 14/04/2020: api.mziq.com] & [Internal Charter of the Sustainability Committee, 18/10/2018: mz-filemanager.s3.amazonaws.com] • Not Met: Describes HRs expertise of Board member <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications
A.2.2	Board responsibility	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"> • Met: Process to review HRs strategy at board level: The Company states that the Human Rights Policy: 'will be reviewed and updated every two years, whenever new relevant trends in human rights are identified or whether any significant changes in the strategic aspects of the Company are made, at the discretion of the responsible bodies'. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Example of HRs issues/trends discussed in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	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"> • Not Met: At least one board member incentive linked to HRs commitments • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks • Not Met: Describes frequency and triggers for reviewing business model Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: The Company states that it has a Business Ethics Committee at management level tasked with the implementation of the Code of Conduct, which comprises human rights. [Code of Conduct, 12/04/2018: mz-filemanager.s3.amazonaws.com] & [Corporate Governance, Risk and Compliance Policy, 19/11/2020: api.mziq.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes day-to-day responsibility for implementing HRs commitments: The Company indicates that the Sustainability Management, the Corporate Compliance department, the Legal department, and the Supplier Compliance Management department support in supervising and executing the implementation of the Human Rights Policy. However, no description of how the Company assigns these responsibilities was found. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Day-to-day resources and expertise allocation in own operations • Not Met: Resources and expertise allocation in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Senior manager incentives linked to HRs commitments • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: The Company states that 'socio-environmental risks' throughout the lifecycle of the product are included in its monitored risks. [2021 Annual Report, 27/04/2022: api.mziq.com] • Not Met: Provides an example Score 2 <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party: The Company states that 'Our Risk Department works closely with the business areas, providing advisory support for the identification, prevention and treatment of the main risks, and also promoting the areas' awareness of a preventive risk management culture. The Risk Management and Internal Audit teams support the areas in identifying the main ordinary and extraordinary risks, as well as in structuring and implementing risk mitigation action plans, working together with the business areas, identifying risks that generated hundreds of plans of action.' However, it is not clear whether these committees also oversee the integration of human rights risks in the enterprise risk management. [2021 Annual Report, 27/04/2022: api.mziq.com]
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a • Not Met: Communicates HRs policies to all workers in own operations: The Company indicates that employees of all positions must receive training on the Human Rights Policy and comply with it in the event of its publication and changes in its content. The Company also states that new employees will receive training at the time of integration upon hiring. It also states in its 2022 Annual Report that 'All

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>employees must read and declare to know the Code at the time of their hiring, or whenever the document is updated, and they also have training on the Code at Renner University'. However, no information related to communication in other languages was found [Human Rights Policy, 14/04/2020: api.mziq.com] & [2022 Annual Report, 20/04/2023: api.mziq.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders: The company states that the Human Rights Policy will also be widely disseminated among its customers, investors, and other stakeholders in the communication channels of each public. However, no description of how this communication is conducted was found. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	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"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Describes steps to communicate HRs policies to supply chain: The Company indicates that: 'suppliers must receive training on this Human Rights Policy in the event of its publication and on changes in its content' and that the Human Rights Policy will be widely disseminated among its suppliers in the proper communication channel. It is also stated in the 2022 Annual Report that 'Suppliers...declare that they know the Code upon hiring, having to disclose the publication to their employees and receive continuous content and training on the subject', and the Partners Code comprises human rights. However, it is not clear if this applies to all business partners. [Human Rights Policy, 14/04/2020: api.mziq.com] & [2022 Annual Report, 20/04/2023: api.mziq.com] • Met: Requires suppliers to communicate HRs policies: The Company states in the Supplier Code of Conduct that its resale suppliers, administrative suppliers and sellers: 'must ensure the communication and application of this Code of Conduct to their employees, as well as to all their contractors used in the production of our products'. [Code of Conduct Partners, 16/02/2023: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The company indicates that its suppliers and contractors must act by the Company's Human Rights Policy and that it must be notified in the event of any risk of possible violation of human rights, being informed about the remediation provided by the Partner. The Company also indicates that, in condition to remain in the Renner Partners base, the Company must fully comply with the Code and that 'Failure to comply with any item in this Code may generate corrective measures, from blocking the supplier for new orders or contracting, to the termination of current contracts'. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers
B.1.5	Training on Human Rights	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"> • Not Met: Score of at least 1 on A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: The Company states that employees of all positions receive training on the Human Rights Policy in the event of its publication and changes in its content and that new employees will receive training at the time of integration upon hiring. It is also stated in the 2022 Annual Report that 'All employees must read and declare to know the Code at the time of their hiring, or whenever the document is updated, and they also have training on the Code at Renner Universit', and the Code comprises human rights. [Human Rights Policy, 14/04/2020: api.mziq.com] & [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Trains relevant managers including procurement on HRs <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet HRs commitments: The Company states that its products and/or services' suppliers must receive training on the Human Rights Policy in the event of its publication and on changes in its content. However, no description of the training was found. [Human Rights Policy, 14/04/2020: api.mziq.com] • Met: Discloses % suppliers trained: The Company indicates that 100% of its suppliers were trained in the code of conduct in the last three years, and the Code introduces and requires compliance with the Human Rights Policy. [2021 Annual Report, 27/04/2022: api.mziq.com]

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B.1.6	Monitoring and corrective actions	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"> • Not Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and supply chain: The Company indicates that it monitors compliance with its partners' code of conduct, which includes the obligation to follow the Company's Human Rights Policy, through 'routine audit for their entry and maintenance in the supply network, where they must authorize unannounced technical visits by Lojas Renner S.A., granting full access to its facilities, documentation related to health, safety and environment, employee records and conducting private interviews with its employees, acting with transparency. The Partner must guarantee the same conditions as before to its contractors'. However, no information related to how the Company monitors the implementation of its human rights policy across the Company's own operations was found. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Discloses % of supply chain monitored • Not Met: Describes how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Describes corrective actions process: The Company indicates in the Human Rights Policy that, for complaints, the Corporate Compliance department is responsible for controlling the application of appropriate corrective measures in proven cases of violation. However, no description of the corrective action process was found. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	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"> • Met: HRs performance affects selection suppliers: The Company indicates in the partners' code of conduct, in which is presented the obligation to follow the Company's Human Rights Policy, that its partners undergo a homologation and routine audit for their entry into the supply network. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Met: HRs performance affects continuation supplier relationships: The Company indicates in the partners' code of conduct that its partners, which includes suppliers, undergo a homologation and routine audit for their maintenance in the supply network. It is also stated that: 'Failure to comply with any item in this Code may generate corrective measures, from blocking the supplier for new orders or contracting, to the termination of current contracts' [Code of Conduct Partners, 16/02/2023: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships • Not Met: Works with suppliers to meet HRs requirements
B.1.8	Approach to engagement with affected stakeholders	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"> • Not Met: Describes how workers and communities identified and engaged in the last two years • Not Met: Discloses stakeholders whose HRs may be affected • Not Met: Provides two examples of engagement with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	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"> • Met: Describes process of identifying risks in own operations: The Company indicates that in the 2020 due diligence process, it aimed to: 'identify the main violation risks and opportunities to promote human rights, based on the UN Ruggie Framework and considering references on the subject from the Sustainable Apparel Coalition, the Sustainable Development Goals, and capital market indexes.' The Company also states that: 'Violation risks were mapped according to each right-holder group: Lojas Renner S.A. employees, Brazilian Resale Suppliers, international Resale Suppliers, Back-Office Suppliers, customers and society' [2020 Annual Report, 31/03/2021: api.mziq.com] & [2021 Annual Report, 27/04/2022: api.mziq.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describes process for identifying risks in business relationships: The Company indicates that the identifying process mapped violation risks related to the Brazilian Resale Suppliers, international Resale Suppliers and Back-Office Suppliers. [2020 Annual Report, 31/03/2021: api.mziq.com] Score 2 <ul style="list-style-type: none"> • Met: Describes global risk identification system incl. stakeholder consultation: The Company indicates that the identifying process mapped violation risks related to international resale suppliers, customers, and society. It is also stated that 'In 2022, we conducted a new cycle of impact diligence of our chain in Human Rights, based on UN Ruggie Framework methodology, which updated the 2020 matrix, expanding its reach to the whole ecosystem and business of Lojas Renner S.A., involving consultations to experts and representative of the rights' holders'. [2020 Annual Report, 31/03/2021: api.mziq.com] & [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Describes how risk identification system is triggered by new circumstances • Not Met: Describes risks identified in relation to new circumstances
B.2.2	Assessing human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes assessment process and discloses salient HRs risks: The Company indicates that it has identified 12 main priority risks in the 2020 human rights due diligence process, the main ones being: Discrimination among employees; Fraud, corruption, and labor violations in the international reseller supply chain; and Damage to the environment in the production process. However, no description of how relevant factors are taken into account to determine the saliency of these risks was found. [2021 Annual Report, 27/04/2022: api.mziq.com] • Not Met: Describes how process applies to supply chain • Not Met: Public disclosure of results of HRs risk assessment Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Describes system to prevent, mitigate and remediate HRs issues: The Company indicates that 'In total, 22 risks were identified in all operations of the Company, classified in a matrix according to probability and severity, to guide prioritization and management. To advance in the mitigation of risks identified, considering the most prioritized in the matrix, we defined seven fronts of action to address 11 risks of Human Rights violation, and are fully aligned to our ESG strategy'. The indicated advance recommendations are: Strengthening of responsible purchasing to reduce violation risk in the supply chain; Action during raw material production based on traceability processes built; Promotion of circular economy; Expansion of harassment and discrimination awareness processes; Leveling of practices related to harassment and discrimination risks; Actions on the agenda to fight unequal pay; Leveling of practices of climate action in all businesses. [2021 Annual Report, 27/04/2022: api.mziq.com] • Not Met: Describes how global system applies to supply chain • Not Met: Example of actions decided on at least 1 salient HRs issue Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how stakeholders involved in decisions about actions taken
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes system for evaluation effectiveness of actions • Not Met: Example of lessons learned from evaluation effectiveness of actions Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders Score 2 <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for 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"> • Met: Grievance mechanism accessible to all workers: The Company indicates that to support its Ethics and Human Rights Protection Program in the Operation and Supply Chain, it has a whistleblower channel available to all society. [2022 Annual Report, 20/04/2023: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: The Company indicates the channel is available in Portuguese, Spanish, and English. It also states that it discloses the channel in the website, as well as 'to employees and suppliers upon hiring, in workshops and e-mails' and that among the resale and civil construction suppliers it demands the dissemination of the channel to their employees and contractors, through posters in areas where work circulates. [2022 Annual Report, 20/04/2023: api.mziq.com] • Met: Describes how workers in supply chain access grievance mechanism: The Company indicates that the channel is open to all society and it covers complaints related to its supply chain. [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Expects suppliers to convey expectation to their suppliers
C.2	Grievance mechanism(s) for external individuals and communities	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"> • Met: Grievance mechanism accessible to all external individuals and communities: The Company indicates that the channel is open to all society. [2022 Annual Report, 20/04/2023: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The Company indicates the channel is available in Portuguese, Spanish, and English, however, no information related to how it communicates the mechanism to all affected stakeholders was found. [2022 Annual Report, 20/04/2023: api.mziq.com] • Met: Describes how external individuals/communities access grievance mechanism: The Company discloses that the mechanism is available to all and it covers complaints related to its supply chain. [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Expects supplier to convey expectation to their suppliers
C.3	Users are involved in the design and performance of the mechanism(s)	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"> • Not Met: Describes how users engaged on design and performance • Not Met: Provides user engagement examples (at least two) on design and performance <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	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"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The Company indicates that: 'The investigation of complaints will be conducted in an unbiased and independent manner, through the Corporate Compliance department, responsible for controlling the application of appropriate corrective measures in proven cases of violation'. However, no information related to timescales was found. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Describes technical, financial, advisory support to enable equal access <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Describes escalation to senior levels / independent adjudicators
C.5	Prohibition of retaliation for raising complaints or concerns	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"> • Not Met: Public statement prohibiting retaliation against workers/stakeholders: The Company indicates that it has a whistleblower protection mechanism to prevent any retaliation, however, no public statement prohibiting retaliation was found. [Human Rights Policy, 14/04/2020: api.mziq.com] • Met: Describes practical measures to prevent retaliation: The Company indicates the complaints can be done anonymously. [Human Rights Policy, 14/04/2020: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights • Not Met: Does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes approach taken to remedy adverse HRs impacts • Not Met: Describes how remedy would be provided if no adverse impact identified Score 2 <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Not Met: Describes approach to monitoring/implementing agreed remedy • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The Company states that 'In 2022, there were 1,063 well-founded complaints; the three main themes involved moral harassment (462), inappropriate behavior (771) and non compliance with internal policies and procedures (297).' However, there were not evidences of whether the cases were addressed. [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Example of how lessons from mechanism improved HRs management system Score 2 <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result: The Company indicates that it uses the 'solved cases as a source of continuous learning, identifying improvements', however, no description of the process to review the effectiveness of the mechanism was found. [Human Rights Policy, 14/04/2020: api.mziq.com] • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.b	Living wage (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on living wage in supplier codes and contracts: The Company states that 'we achieved fair living wage monitoring in 100% of Renner's national Resale Supplier chain.' And, it indicates that 'To foster the adoption of living wages by strategic suppliers.' is among the 2030 Commitment Goals of the Company. However, it does not indicate to have living wage requirements in all the suppliers contracts. [2022 Annual Report, 20/04/2023: api.mziq.com] • Met: Describes work with suppliers on living wage: The Company states that 'The promotion of fair wage in the fashion chain is a global challenge [...]. In this scenario, we guide the living wage management in our chain in good global practices that propose paths for evolution, like the Platform Living Wage Financials and ratings and indices of the capital market that address the theme in their assessment processes, like Dow Jones Sustainability Index, FTSE and MSCI.' [2022 Annual Report, 20/04/2023: api.mziq.com] Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of scope of payment below living wage in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes practices to avoid price or short notice requirements that undermine HRs • Not Met: Describes practices to pay suppliers in line with agreed timeframes

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Reviews own operations to mitigate negative impact of purchasing practices: The Company indicates that it has Product, Purchasing, Style and Planning teams, led by the Sustainability and Supplier Management areas, to discuss its main steps forward in responsible purchasing, guided by the seven principles of Better Buying's Responsible Purchasing, and that 'The principles prioritized in 2021 were planning and forecasting, costs and negotiation'. However, no clear information was found on whether this includes a review of the Company's own practices. [2021 Annual Report, 27/04/2022: api.mziq.com] Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Example of assessing and changing of purchasing practices
D.2.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Identifies direct and indirect suppliers including manufacturing sites: The Company discloses a map containing its supplier's locations and information, however, it does not include the product source, and no evidence was found that it comprises indirect suppliers. [Suppliers webpage: lojasrennersa.com.br] Score 2 <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of supply chain and how significance was defined: The Company provides through the map the location and names of the suppliers, however, no evidence was found that it includes indirect suppliers. Furthermore, no indication was found on whether the information provided relates to significant parts of the supply chain. [Suppliers webpage: lojasrennersa.com.br] • Not Met: Discloses direct or indirect suppliers involved in higher-risk activities
D.2.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on child labour in supplier codes and contracts: The Company states in the partners' code of conduct that: 'Partners must not use the work of children under the age of 16 (sixteen), except as apprentices, from the age of 14. (fourteen years). Workers under the age of 18 (eighteen years), including apprentices, cannot be exposed to night work or situations that are dangerous, unsafe or unhealthy'. However, no information related to verifying the age of workers recruited, and remediation programmes was found. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Describes work with suppliers on eliminating child labour Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of scope of child labour in supply chain: The Company indicates that: 'Three suppliers with no commitment against child labor were identified in China, of which two obtained a D rating in the audit and were removed from Renner's supply chain and one remains a supplier of Camicado , where it is developing/implementing an action plan to solve the identified non-conformities'. However, no information was found on how the cases identified relate to the entire supply chain. No further information on the scope of child labour in the supply chain was found. [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Analysis of trends demonstrating progress
D.2.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on debt/fees in supplier codes and contracts: The Company states in its partners' code of conduct that workers may not be required to make deposits as a condition of admission, however, no information related to financial burdens imposed by any third-party recruitment intermediaries was found. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Describes work with suppliers on debt/fees for job seekers/workers Score 2 <ul style="list-style-type: none"> • Not Met: Assessment scope of payment of recruitment fees in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on paying in full and on time in supplier codes and contracts • Not Met: Describes work with suppliers on paying workers regularly, in full and on time Score 2 <ul style="list-style-type: none"> • Not Met: Assessment scope of failure to pay workers in full and on time in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Requirements on free movement in supplier codes and contracts: The Company indicates in its partners' code of conduct that: 'Workers may not have their documents withheld'. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Describes working with suppliers on free movement of workers Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of movement in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on FoA/CB in suppliers codes and contracts: The Company states in the partners' code of conduct that its partners must recognize and respect the worker's right to form or join unions, as well as to bargain collectively. However, no prohibition of intimidation, harassment, retaliation and violence against trade union members and trade union representatives was found. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Describes work with suppliers on FoA/CB: The Company indicates that it monitors compliance with freedom of association and collective bargaining in its supply chain, however, no description was found of how it supports the practices of its suppliers in relation to freedom of association and collective bargaining. [2022 Annual Report, 20/04/2023: api.mziq.com] Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of FoA/CB in supply chain: The Company discloses that: 'two suppliers with non-compliance in relation to freedom of association were identified in Bangladesh, which obtained a D rating in the audit and were removed from Renner's supply chain'. However, it is not clear what the scope of the issue is. [2021 Annual Report, 27/04/2022: api.mziq.com] • Not Met: Analysis of trends demonstrating progress
D.2.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Requirements on H&S in supplier codes and contracts: The Company states in its partners' code of conduct that: 'Partners must promote a safe work environment with adequate hygienic conditions, and occupational health and safety practices that prevent accidents and injuries, including individual and collective protection equipment, protection against fire and toxic substances, must be promoted. Workers must have access to potable water, adequate and clean sanitary facilities. Training on health and safety issues should be promoted'. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Discloses injury rate or lost days in supply chain in last reporting period: The Company states that the Loss time accident frequency rate in 2022 was 1.2. However, no information was found on the supply chain. [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Discloses fatalities for workers in supply chain in last reporting period: The Company states that the Work-related fatalities in 2022 was 0. However, no information was found on the supply chain. [2022 Annual Report, 20/04/2023: api.mziq.com] • Not Met: Discloses occupational disease rate in supply chain in last reporting period Score 2 <ul style="list-style-type: none"> • Not Met: Describes work with suppliers of H&S • Not Met: Assessment of scope of H&S issues in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.8.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on women's rights in contracts/codes with suppliers • Not Met: Describes work with suppliers on women's rights Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of scope of unsafe working conditions/discrimination against women in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.9.b	Working hours (in the supply chain)	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"> • Not Met: Requirements on working hours in codes/contracts with suppliers: The Company indicates in its partners' code of conduct that its partners must not subject workers to exhausting working hours, which must not exceed the total allowed according to the legislation of each country and must be consensual. However, no information related to international standards concerning maximum hours, minimum breaks, and rest periods was found. [Code of Conduct Partners, 16/02/2023: api.mziq.com] • Not Met: Describes work with suppliers on working hours <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of excessive working hours in supply chain • Not Met: Analysis of trends demonstrating progress

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 12.08 out of 80 points scored in themes A-D has been applied to produce a score of 3.02 out of 20 points for theme E.

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