

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Page Industries
Sector Apparel (supply chain and own operations)
Overall score 10.1 out of 100

Theme score	Out of	For theme
0.3	10	A. Governance and Policy Commitments
3.0	25	B. Embedding Respect and Human Rights Due Diligence
4.0	20	C. Remedies and Grievance Mechanisms
0.8	25	D. Performance: Company Human Rights Practices
2.0	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	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: General HRs commitment: The 2021-22 Sustainability Report indicates: 'Page understands that its entire supply chain can make a significant impact in promoting human rights, fair labour practices, environmental progress, and anti-corruption policies'. However, no publicly available policy statement committing it to respect human rights found. Moreover, commitments are expected to be placed in Company policy documents. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Not Met: Universal Declaration of Human rights (UDHR) • Not Met: International Bill of Human Rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to UNGPs • Not Met: Commitment to OECD MNE Guidelines
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	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: Commitment to ILO core principles: See below. No publicly available statement found committing it to respecting the human rights that the ILO has declared to be fundamental rights at work found. Commitments are expected to be placed in Company policy documents. [Corporate Social Responsibility Policy, 13/08/2015: static01.jockey.in] • Not Met: Explicitly lists all four ILO core principles: The Company's Corporate Social Responsibility Policy covers each ILO Core commitment: discrimination, forced labour, child labour. However, no commitment to respect the right to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>freedom of association and the right to collective bargaining found. The 2021-22 Sustainability Report indicates: 'All employees have the right to join or form an association of their own choice and collectively bargain'. However, a report is not considered a suitable source of commitment. Commitments are expected to be placed in Company policy documents. [Corporate Social Responsibility Policy, 13/08/2015: static01.jockey.in]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to ILO core principles: The Supply Chain Standards and Responsibilities Code for Suppliers and Vendors has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] • Met: Explicitly lists all four ILO core principles for suppliers: The Company's Supply Chain Standards and Responsibilities Code for Suppliers and Vendors covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining. As for freedom of association and collective bargaining it indicates: 'Supplier / Vendor shall ensure that all its employees have the right to (i) join or form association of their own choice and to bargain collectively for the promotion and defence of their occupational interests and (ii) choose not to join an association. Supplier / Vendor shall not (i) interfere in its employees' decision to associate, (ii) try to influence their decision in any way; and / or (iii) discriminate against those employees who choose to associate. Supplier / Vendor shall establish internal Committee(s) as per statutory requirement, in order to (i) improve relations between the Supplier / Vendor and its employees; and (ii) provide an open working atmosphere for employees to express their grievance without inhibition. The Supplier / Vendor shall ensure that such Committee addresses issues arising during routine work, facilitates reaching of amicable solutions and improves the industrial relations climate. Supplier's / Vendor's Management shall establish other Committees, including Prevention of Sexual Harassment Committee, as per statutory requirement'. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in]
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"> • Not Met: Commitment to respect H&S of workers: The 2021-22 Sustainability Report indicates: 'Page Industries remains committed to establishing a safe work environment for its employees, contract workers, visitors, and other stakeholders engaged in its business operations. Occupational Health and Safety management is integral to our organizational culture and integrated into our sustainability framework'. However, a report is not considered a suitable source of policy statement under CHRB revised methodology. The Corporate Social Responsibility Policy states: 'The Company shall undertake specific CSR projects and programs, as approved by the Board from time to time on the recommendations made by the CSR Committee of the Company, in any of the following broad CSR categories: [...] Promoting healthcare including preventive healthcare'. However, no policy statement, in a valid policy document, committing it to respect health and safety of workers found. Commitments are expected to be placed in Company policy documents. [Corporate Social Responsibility Policy, 13/08/2015: static01.jockey.in] & [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • 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 Supply Chain Standards and Responsibilities Code for Suppliers and Vendors indicates: 'Supplier / Vendor must recognize that workers deserve a safe and healthy work environment, and supplier / Vendor shall, at a minimum, comply with applicable laws regarding working conditions and with the standards in this Code'. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] • Not Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The Supply Chain Standards and Responsibilities Code for Suppliers and Vendors indicates: 'Supplier / Vendor shall ensure that working hours do not exceed the maximum permitted by law. The overtime if any, shall be voluntary for the workers to accept and Supplier / Vendor should not take actions which are detrimental to the employee if he/she chooses to refuse overtime work. Overtime shall be used responsibly, considering all the following: a) the extent, frequency and hours worked by individual workers and the workforce; b) Overtime shall not be used to replace regular employment; and c) Overtime shall always be compensated as prescribed by applicable laws. [...] Supplier / Vendor [...] shall

Indicator Code	Indicator name	Score (out of 2)	Explanation
			ensure that compensation provided includes overtime pay and benefits that at a minimum satisfy applicable laws'. 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 consensual overtime paid at a premium rate. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in]
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Commitment to women's rights: The Corporate Social Responsibility Policy states: 'The Company shall undertake specific CSR projects and programs, as approved by the Board from time to time on the recommendations made by the CSR Committee of the Company, in any of the following broad CSR categories: [...] Promoting gender equality and women's empowerment'. However, no commitment to respects women's rights found. [Corporate Social Responsibility Policy, 13/08/2015: static01.jockey.in] • Not Met: Commitment to children's rights • Not Met: Commitment to migrant worker's rights • Not Met: Expects suppliers to respect these rights Score 2 <ul style="list-style-type: none"> • Not Met: Commitment refers to CEDAW/Women's Empowerment Principles • Not Met: Commitment refers to Child Rights Convention/Business Principles • Not Met: Commitment refers to Convention on migrant workers • Not Met: Expects suppliers to respect these rights
A.1.4	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Commitment to remedy adverse HRs impacts • Not Met: Expects suppliers to make this commitment: The Supply Chain Standards and Responsibilities Code for Suppliers and Vendors indicates: 'Suppliers / Vendors understand and accept this Code and agree that PAGE reserves the right to inspect, seek proof of compliance, audit and seek remediation as and when PAGE deems fit. [...] PAGE requires Suppliers / Vendors to take corrective actions for deviations from the Code. PAGE is also entitled to track Suppliers' / Vendors' remediation efforts'. However, it is not clear the Company expects suppliers to commit to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to, as the evidence found seems to be limited to remediation being carried out in the specific context of auditing findings that deviates from the Code. This subindicator looks for a general requirement for suppliers to remedy any adverse impact caused or contributed to. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs • Not Met: Expects suppliers to make this commitment Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board level responsibility for HRs • Not Met: Describes HRs expertise of Board member Score 2 <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications
A.2.2	Board responsibility	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Process to review HRs strategy at board level • Not Met: Example of HRs issues/trends discussed in last reporting period Score 2 <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

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A.2.3	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: At least one board member incentive 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 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 instituted a Sustainability Steering Committee that oversees the implementation, monitoring, and reporting of sustainability and ESG performance, and this Committee is comprised of senior management personnel including Managing Director, Chief Financial Officer, Chief Human Resource Officer, and Function heads. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Describes day-to-day responsibility for implementing HRs commitments • 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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: HRs risks integrated as part of enterprise risk system: The Company indicates that identified sustainability risks based on the material focus areas are integrated in the Risk Management framework as part of the Strategic Risks and that the leadership team discusses regularly on key sustainability objectives and potential ESG risks for the business. However, no evidence that these sustainability risks cover human rights was found. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Provides an example • Not Met: Risk assesment by Audit Committee or independent third party
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 states that the Code of Conduct is communicated to all employees at the time of joining and periodically through the employee portal, however, the Code does not mention human rights. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a

Indicator Code	Indicator name	Score (out of 2)	Explanation
	commitment(s) to business relationships		<ul style="list-style-type: none"> • Met: Describes steps to communicate HRs policies to supply chain: The Company indicates that all vendors and suppliers are communicated the Supply Chain Standards and Responsibilities Code at the time of engagement, and this Code covers prevention of child labour and forced labour, employee rights to a fair wage and working hours, occupational health and safety, freedom of association, anti-discrimination, etc. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Not Met: Requires suppliers to communicate HRs policies <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The Company states that it ensures human rights are upheld by third parties through stringent terms and conditions, and that it requires its Suppliers and Vendors to comply with the Supply Chain Standards and Responsibilities Code. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] & [Corporate Social Responsibility Policy, 13/08/2015: static01.jockey.in] • Not Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers: It is stated that the suppliers and vendors shall ensure that their vendors, suppliers and subcontractors adhere to the standards and practices of the Supply Chain Standards and Responsibilities Code. However, no information was found on how suppliers are required to hold their suppliers accountable or enforce compliance. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in]
B.1.5	Training on Human Rights	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: Describes how workers are trained on HRs policy commitments: The Company states that 'All employees and workers are trained on the company's Human Rights policies during induction and periodically during their tenure.' However, there is no description of how this training is conducted. [2023 Annual Report, 31/03/2023: static05.jockey.in] • Not Met: Trains relevant managers including procurement on HRs: The Company indicates that it has trained the security personnel in human rights, however, no evidence was found that it trains in human rights the employees working on procurement. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] <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 indicates that it ensures strict compliance with the Supplier Code by educating the partners on the minimum standards for engaging in a business, however, no description of how this educating process occurs was found. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Not Met: Discloses % suppliers trained
B.1.6	Monitoring and corrective actions	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: Monitors implementation of HRs policy commitments across global ops and supply chain: The company states that it conducts Supplier Sustainability Assessments, which cover human rights, and periodic audits, to ensure compliance with the Supplier Code. The Company also indicates that its unit has undergone human rights assessments by internal and external parties. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • 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 that it requires Suppliers and Vendors to take corrective actions for deviations from the Code and that it is also entitled to track Suppliers' and Vendors' remediation efforts. However, no information related to the corrective process in its own operations was found. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	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"> • Met: HRs performance affects selection suppliers: The Company states that it strongly believes in engaging with suppliers and vendors who are committed to the same principles, and adhere to the Supply Chain Standards and Responsibilities

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Code for Supplier and Vendors. It also indicates that it evaluates its prospective Suppliers/Vendors rigorously against the set criteria before it embarks upon any relationship. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] & [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in]</p> <ul style="list-style-type: none"> • Met: HRs performance affects continuation supplier relationships: The Company states that its suppliers and vendors shall ensure that they meet the standards in the Supplier and Vendor Code as a condition of doing business with the Company, and that, for alleged violation of the Code, it may terminate its business relationship. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships • Met: Works with suppliers to meet HRs requirements: The Company indicates that its Responsible Supply Chain Management strategy focuses on co-creation with suppliers by raising awareness and encouraging suppliers to integrate and drive sustainability into their business through setting expectations, ongoing engagement, monitoring and partnering with suppliers to create and protect long-term environmental, social, and economic value for all stakeholders. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in]
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	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 process of identifying risks in own operations • Not Met: Describes process for identifying risks in business relationships <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation • 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	<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 assessment process and discloses salient HRs risks • Not Met: Describes how process applies to supply chain • Not Met: Public disclosure of results of HRs risk assessment <p>Score 2</p> <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	<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 system to prevent, mitigate and remediate HRs issues • Not Met: Describes how global system applies to supply chain • Not Met: Example of actions decided on at least 1 salient HRs issue <p>Score 2</p> <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	<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 system for evaluation effectiveness of actions • Not Met: Example of lessons learned from evaluation effectiveness of actions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Provides two examples of comms with stakeholders Score 2 • 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	The individual elements of the assessment are met or not as follows: Score 1 • Met: Grievance mechanism accessible to all workers: The Company indicates that it has constituted a Vigil mechanism / Whistle Blower mechanism available to employees to report genuine concerns about unethical behavior, actual or suspected fraud. [Annual Report 2021-22: static05.jockey.in] Score 2 • Not Met: Grievance mechanism available in appropriate languages and workers made aware • Met: Describes how workers in supply chain access grievance mechanism: The Company states that: 'all supplier grievances can be reported in the following e-mail ID, vendor.support@jockeyindia.com, particularly with respect to the ethical code as stated in Supply Chain Standards and Responsibilities Code for Suppliers and Vendors'. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Not Met: Expects suppliers to convey expectation to their suppliers
C.2	Grievance mechanism(s) for external individuals and communities	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Grievance mechanism accessible to all external individuals and communities: The Company states that the vigil mechanism/Whistle Blower Policy is accessible to all stakeholders. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] Score 2 • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware • Not Met: Describes how external individuals/communities access grievance mechanism • 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	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Describes how users engaged on design and performance • Not Met: Provides user engagement examples (at least two) on design and performance Score 2 • 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	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Describes procedure and timescales for managing complaints or concerns: The Company describes the procedures for managing the complaints and investigation, however, no timescales for this process were found. [Vigil Mechanism, 07/2017: static01.jockey.in] • Not Met: Describes technical, financial, advisory support to enable equal access Score 2 • Not Met: Describe types of outcome to complainant through use of mechanism • Met: Describes escalation to senior levels / independent adjudicators: The Company states that the Whistle Blower Policy Vigil: 'makes provision for direct access to the chairperson of the Audit Committee in appropriate or exceptional cases'. In addition, it indicates that employees can raise their concerns to the Works committee at all units, and this committee, constituted of senior managers, reviews the grievances regularly and will be inspected monthly by the Head of HR – Manufacturing. It also indicates that the unresolved issues may be escalated to the Executive VP – Manufacturing & Operations and Sr. VP - Human Resources and CEO/MD in case of major concerns. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in]
C.5	Prohibition of retaliation for raising	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Met: Public statement prohibiting retaliation against workers/stakeholders: The company states in its Whistle Blower Policy that it condemns any kind of discrimination, harassment, victimization, or any other unfair employment practice

Indicator Code	Indicator name	Score (out of 2)	Explanation
	complaints or concerns		<p>being adopted against Whistle Blowers. [Vigil Mechanism, 07/2017: static01.jockey.in]</p> <ul style="list-style-type: none"> • Not Met: Describes practical measures to prevent retaliation: The Company's states that anonymous disclosure shall not be entertained by the Vigilance and Ethics Officer. Other information was not found. [Vigil Mechanism, 07/2017: static01.jockey.in] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The Company indicates that complete protection will be given against any unfair practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his functions. However, no information related to legal action or violence was found. [Vigil Mechanism, 07/2017: static01.jockey.in] • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Company states that its suppliers and vendors shall protect worker whistleblower confidentiality and prohibit retaliation against workers who report workplace grievances, however, it is not clear if this comprises other stakeholders. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	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: Complainants not asked to waive legal rights • Not Met: Does not require confidentiality provisions <p>Score 2</p> <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	<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 approach taken to remedy adverse HRs impacts • Not Met: Describes how remedy would be provided if no adverse impact identified <p>Score 2</p> <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	0.5	<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: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The Company discloses data regarding the number of complaints related to child labour/forced labour/involuntary labour, sexual harassment and discriminatory employment that were filed during the financial year and pending at the end of it, which are indicated to be zero. The Company also indicates that the number of other human rights related issues is zero. [Annual Report 2021-22: static05.jockey.in] & [2023 Annual Report, 31/03/2023: static05.jockey.in] • Not Met: Example of how lessons from mechanism improved HRs management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result • 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.a	Living wage (in own production or manufacturing operations)	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: Pays living wage or sets time-bound target • Not Met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying a living wage • Not Met: Reviews definition living wage with unions

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.b	Living wage (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 living wage in supplier codes and contracts • Not Met: Describes work with suppliers on living wage 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 • Not Met: Reviews own operations to mitigate negative impact of purchasing practices 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 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 • Not Met: Discloses direct or indirect suppliers involved in higher-risk activities
D.2.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Indicates it does not use child labour: The Company indicates that it received no complaints related to child labour during the financial year (2022-2022), however, it is not clear if any cases have been identified by other means. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Age verification of recruited workers • Not Met: Remediation if child labour found in operations
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 that it does not tolerate the use of child labor and that its suppliers and vendors must employ workers whose age is in line with minimum age for employment in the country of manufacture. However, no requirements related to verifying the age of workers recruited and remediation programmes were found. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Describes work with suppliers on eliminating child labour • Not Met: Assessment of scope of child labour in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.a	Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Job seekers/workers do not pay recruitment fee • Not Met: Commitment to fully reimburse recruitment fees paid Score 2 <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers
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 • 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

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Pays workers regularly, in full and on time • Not Met: Payslip workers shows wages and legitimate deductions Score 2 <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers
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: The Company indicates its suppliers and vendors must pay its workers in a timely manner and shall not make any illegal deductions, withhold part or full wages, which is part of the minimum wage in the form of any welfare schemes. It is also indicated that they shall ensure that no deductions are made from wages as a disciplinary measure, nor are any other deductions made without the express written permission of the worker concerned, unless required by law. However, no information related to paying worker regularly was found. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Describes work with suppliers on paying workers regularly, in full and on time • Not Met: Assessment scope of failure to pay workers in full and on time in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Does not retain documents or restrict movement of workers Score 2 <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers
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 that its suppliers and vendors should not ask workers to surrender government issued identifications, passports, or work permits as a condition of employment, and that employment must be voluntary and workers must be free to leave work and terminate their employment upon reasonable notice. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Describes working with suppliers on free movement of workers • Not Met: Assessment of scope of restriction of movement in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Commits to measures prohibiting interference with trade unions: The Company states that all employees have the right to join or form an association of their own choice and collectively bargain. However, no measures to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union were found. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] Score 2 <ul style="list-style-type: none"> • Not Met: Discloses % total workforce covered by CB agreements: The Company discloses that there were no collective agreements. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Not Met: Meets both requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.6.b	Freedom of association and collective bargaining (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 FoA/CB in suppliers codes and contracts: The Company states that its supplier and vendor shall ensure that all its employees have the right to join or form association of their own choice and to bargain collectively for the promotion and defence of their occupational interests. It also indicates that they shall not discriminate against those employees who choose to associate, however, no prohibition of intimidation, harassment, retaliation and violence against trade union members were found. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] • Not Met: Describes work with suppliers on FoA/CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of FoA/CB in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	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: Describes process to identify H&S risks and impacts: The Company indicates that it has a Occupational Health Risk Assessment system that proactively identifies the hazards, assesses their potential risks, and implements appropriate measures to mitigate the same in order to protect the health and wellbeing for all its employees and contract workers. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Met: Discloses injury rate or lost days for own workers in last reporting period: The Company discloses the Lost Time Accident Frequency rate / Rate of recordable work-related injuries, which was 0.03 in 2021 and 0 in 2022. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Met: Discloses fatalities for own workers in last reporting period: The Company indicates that it had zero fatalities cases in 2021 and 2022. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Not Met: Discloses occupational disease rate for own workers in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets for H&S performance • Not Met: Met targets or explains why not or how improve H&S management systems
D.2.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (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 H&S in supplier codes and contracts: The Company states that its suppliers and vendors must recognize that workers deserve a safe and healthy work environment, and shall, at a minimum, comply with applicable laws regarding working conditions. It also states that they shall establish a process to identify the health and safety risks associated with their labor practices and develop appropriate processes to control identified risks and ensure regulatory compliance. However, no specific and clear requirements regarding health and safety were found. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] • Not Met: Discloses injury rate or lost days in supply chain in last reporting period • Not Met: Discloses fatalities for workers in supply chain in last reporting period • Not Met: Discloses occupational disease rate in supply chain in last reporting period <p>Score 2</p> <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.a	Women's rights (in own production or manufacturing operations)	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: Describes processes to stop harassment and violence against women: The Company indicates that it has zero tolerance towards workplace discrimination and harassment and is committed to achieve 100% sensitization towards sexual harassment. It also states that POSH (Prevention of Sexual Harassment) awareness programmes are provided to all employees including contract workers which delineates the Do's and Don'ts of providing a safe working environment and the reporting process. [2021-22 Sustainability Report, 07/11/2022: static01.jockey.in] • Not Met: Working conditions take into account gender issues • Not Met: Measures and steps to address gender pay gap at all levels of employment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Analysis of trends demonstrating progress closing gender pay gap
D.2.8.b	Women's rights (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 women's rights in contracts/codes with suppliers: The Company states that its suppliers and vendors shall not engage in or permit physical or psychological coercion, including threats of violence, sexual harassment, verbal or physical abuse. It also states that their management shall establish a Prevention of Sexual Harassment Committee and indicates that it expects them to provide equal opportunity. However, no requirement of measures to ensure equal opportunities and to eliminate health and safety concerns that are particularly prevalent among women workers were found. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] • Not Met: Describes work with suppliers on women's rights <p>Score 2</p> <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
D.2.9.a	Working hours (in own production or manufacturing operations)	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: Respects HRs regarding working hours/breaks/rest • Not Met: Assesses ability of workers to comply with working hours commitments when allocating work <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations
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 that its suppliers and vendors shall ensure that working hours do not exceed the maximum permitted by law and that the overtime, if any, shall be voluntary for the workers to accept. However, this does not encompass the international standards concerning maximum hours, minimum breaks and rest periods. [Supply Chain Standards and Responsibilities Code for Suppliers and Vendors, N/A: static01.jockey.in] • 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 8.08 out of 80 points scored in themes A-D has been applied to produce a score of 2.02 out of 20 points for theme E.

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