

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Tapestry
Sector Apparel (supply chain only)
Overall score 6.8 out of 100

Theme score	Out of	For theme
0.2	10	A. Governance and Policy Commitments
1.1	25	B. Embedding Respect and Human Rights Due Diligence
3.0	20	C. Remedies and Grievance Mechanisms
1.2	25	D. Performance: Company Human Rights Practices
1.4	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 2022 California Transparency Act & UK Modern Slavery Act Statement indicates: 'We have aligned our strategies and operations to the UNGC's Ten Principles on human rights, labor, the environment and anticorruption'. The 2022 Corporate Responsibility Report adds: 'We recognize our responsibility to respect and uphold human rights throughout our entire supply chain'. However, no formal commitment to respect Human Rights found. Commitments are expected to be placed in Company policy documents not in yearly publication according to CHRB revised methodology. [2022 California Transparency Act & UK Modern Slavery Act Statement, 11/08/2022: tapestry.com] & [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] • 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	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 ILO core principles: The 2022 California Transparency Act & UK Modern Slavery Act Statement indicates: 'Tapestry is a member of the United Nation's International Labour Organization's Better Work Programme which works to improve working conditions in the garment industry'. However, no publicly available statement found committing it to respecting the human rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Principles and Rights at Work		<p>that the ILO has declared to be fundamental rights at work. Moreover, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. [2022 California Transparency Act & UK Modern Slavery Act Statement, 11/08/2022: tapestry.com]</p> <ul style="list-style-type: none"> • Not Met: Explicitly lists all four ILO core principles: The Code of Conduct indicates: ‘Tapestry will not knowingly employ individuals who are under 15 years of age [...]. Everyone should work in an environment that promotes equal employment opportunities and prohibits discriminatory practices, including harassment’. However, no evidence found that the Company explicitly commits to respect the rights to freedom of association and the right to collective bargaining and the rights not to be subject to forced labour. [Code of Conduct, 2017: tapestry.gcs-web.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expects suppliers to commit to ILO core principles: The Supplier Code of Conduct indicates: ‘This Code makes references to internationally recognized standards, including the standards set forth in the International Labor Organization’s Conventions’. However, ‘to make references’ is not considered a formal statement of commitment according to CHRB wording criteria. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Not Met: Explicitly lists all four ILO core principles for suppliers: The supplier code has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining. As for freedom of association and collective bargaining, it notes: ‘suppliers must respect the legal rights of employee to freely and without intimidation or harassment participate in worker organization of their choice, and to refrain from joining organizations if that is their wish. Suppliers must not threaten or penalize employees for their efforts to organize or bargain collectively where authorized by applicable law, nor may they discriminate against workers as a result of any such organization affiliation’. However, it is not clear whether the Company requires to respect those rights in all contexts, as it indicates ‘legal rights’ and ‘applicable 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. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.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 Code of Conduct indicates: ‘Tapestry will provide employees with safe and healthy working environments’. [Code of Conduct, 2017: tapestry.gcs-web.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Code of Conduct indicates: ‘Hours worked each day, and days worked each week, shall not exceed the legal limitations of the jurisdictions in which we operate’. The Global Operation Principles health and safety the same provisions. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [Code of Conduct, 2017: tapestry.gcs-web.com] & [Global Operation Principles, N/A: tapestry.gcs-web.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to H&S of workers: The Supplier Code of Conduct indicates: ‘Suppliers must provide a safe and healthy workplace, which is maintained to prevent accidents, illness and injuries arising out of or occurring during the course of work’. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Not Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The Supplier Code of Conduct indicates: ‘employees shall not work more than the regular and overtime hours permitted under applicable laws of the country, state or region where they are employed. Except in exceptional circumstances, the total of regular and overtime hours worked in a week by a worker cannot exceed 60 hours and daily overtime cannot exceed 12 hours, even if permitted under applicable law. [...] Suppliers must also meet all legal requirements to ensure that all overtime is paid at a premium rate’. 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. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	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 women's rights • Not Met: Commitment to children's rights: The Code of Conduct indicates: 'while the legal definition of "children" may vary from jurisdiction to jurisdiction, Tapestry will not knowingly employ individuals who are under 15 years of age'. However, although the Company commits to not employ children, no evidence found that the Company is committed to respect children's rights. [Code of Conduct, 2017: tapestry.gcs-web.com] • Not Met: Commitment to migrant worker's rights: Regarding Migrant Workers/Ethical Recruitment, the Supplier Code of Conduct indicates: 'Suppliers must verify worker eligibility prior to employment. Employees and other workers of suppliers must not be charged any fee or cost related to their recruitment, directly or indirectly, in whole or in part. Suppliers should communicate to migrant workers the terms of their employment in the worker's native language prior to departure from their home country'. However, this seems to be a supplier document, moreover, no commitment to respect migrant workers' rights found. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Not Met: Expects suppliers to respect these rights: The Supplier Code of Conduct indicates: 'Suppliers must verify worker eligibility prior to employment. Employee and other workers of suppliers must not be charged any fee or cost related to their recruitment [...]. Suppliers should communicate to migrant workers the terms of their employment in the worker's native language prior to departure from their home country'. However, no requirement to formally respect migrant's rights was found. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] <p>Score 2</p> <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	<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 2022 California Transparency Act & UK Modern Slavery Act Statement indicates: 'In instances where non-compliances are identified as part of Tapestry's monitoring efforts, Tapestry examines the specific situation and develops specific strategies to remediate the findings'. However, no publicly available statement found of a commitment to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to. Commitments are expected to be placed in Company policy documents. [2022 California Transparency Act & UK Modern Slavery Act Statement, 11/08/2022: tapestry.com] • Not Met: Expects suppliers to make this commitment <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: The 2022 Corporate Responsibility Report indicates: 'We work closely with our suppliers through the remediation process, including root cause analysis, goal setting, corrective action planning and follow-up'. However, no evidence found of a general commitment to cooperate with suppliers in remedy any adverse impact linked to the Company's operations. As indicated above, commitments are expected to be placed in Company policy documents. [2022 Corporate Responsibility Report, 2023: assets.tapestry.com]
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	<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: Board level responsibility for HRs • 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

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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
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	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: Senior responsibility for HRs implementation and decision making 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 Not Met: Provides an example Score 2 <ul style="list-style-type: none"> 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 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 commitment(s) to business relationships	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Meets ILO requirement for suppliers on A.1.2.a Met: Requires suppliers to communicate HRs policies: The Supplier Code of Conduct indicates: 'Suppliers must communicate the principles and standards set forth in this Code to their workers, as well as subcontractors, agents, and representatives, and take appropriate steps to ensure compliance'. The Purchase Order Terms & Conditions indicates: 'Seller acknowledges that it has been made aware of the Supplier Code of Conduct'. It adds: 'These terms and conditions and any attachments and any specifications and other materials expressly referred to in

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			<p>this document shall govern any purchase order or other ordering document (“Purchase Order”) entered into by Buyer and Seller (collectively, the “Agreement”). This Agreement shall become effective immediately upon Seller’s acceptance of any Purchase Order’. The Code contains human rights provisions. [Supplier Code of Conduct, 01/2023: tapeststry.gcs-web.com] & [Purchase Order Terms & Conditions, N/A: tapeststry.gcs-web.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how HRs policies are contractual/binding for suppliers: The Purchase Order Terms & Conditions indicates: ‘Seller acknowledges that it has been made aware of the Supplier Code of Conduct’. It adds: ‘These terms and conditions and any attachments and any specifications and other materials expressly referred to in this document shall govern any purchase order or other ordering document (“Purchase Order”) entered into by Buyer and Seller (collectively, the “Agreement”). This Agreement shall become effective immediately upon Seller’s acceptance of any Purchase Order’. The Code contains human rights provisions. However, the Purchase Order Terms & Conditions indicates that suppliers have to acknowledge they are aware of the Code, it is not clear they have a contractual obligation to follow it. [Purchase Order Terms & Conditions, N/A: tapeststry.gcs-web.com] & [Supplier Code of Conduct, 01/2023: tapeststry.gcs-web.com] • Not Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers: The Supplier Code of Conduct indicates: ‘Suppliers must communicate the principles and standards set forth in this Code to their workers, as well as subcontractors, agents, and representatives, and take appropriate steps to ensure compliance’. However, in order to meet the requirement of this indicator, the Company is expected to demonstrate it requires business partners to cascade the contractual or other binding requirements down their supply chain. Alternatively, the Company could disclose specific requirements ensuring that they will be held accountable of their own suppliers performance. [Supplier Code of Conduct, 01/2023: tapeststry.gcs-web.com]
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 • 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 regarding human rights and supply chain labour practices, it provides suppliers with onboarding and biennial topic-specific training. However, no further details found. [2022 Corporate Responsibility Report, 2023: assets.tapeststry.com] • Not Met: Discloses % suppliers trained
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 • Not Met: Discloses % of supply chain monitored: The Company reports that ‘In FY2022, we conducted approximately 150 audits; 89.4% of the audits were of our Tier 1 suppliers and 10.6% were facilities beyond Tier 1. Of these audits, approximately 94% were semi-announced and 6% were announced. Over 2,200 workers were interviewed throughout this year’s audit process, and around 14% of the audits performed included an interview with a trade union representative.’ However, no information was found on what percentage of the Company’s supply chain was covered by those audits. [2022 Corporate Responsibility Report, 2023: assets.tapeststry.com] • Not Met: Describes how workers are involved in monitoring: The 2022 Corporate Responsibility Report notes: ‘Over 2,200 workers [in the supply chain] were interviewed throughout this year’s audit process, and around 14% of the audits performed included an interview with a trade union representative’. However, although the Company indicates how workers were heard, this subindicator looks for a description of how the Company’s workers are involved in carrying out the monitoring process itself. [2022 Corporate Responsibility Report, 2023: assets.tapeststry.com] <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 2022 Corporate Responsibility Report notes: ‘When a factory is found in violation, we work with them to support

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			remediation and develop a corrective action plan based on the audit findings and reserve the right to develop exit plans or terminate our relationship with suppliers based on compliance issues. We also provide our suppliers with onboarding and biennial topic-specific training'. However, no further description of the corrective action process found. This indicator looks for the standard process it has in place to implement corrective action plans where non-compliances are found as part of the monitoring process. [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] <ul style="list-style-type: none"> • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: HRs performance affects selection suppliers: The Company states that: 'When onboarding direct suppliers that we contract to make our branded products, we request a credible social compliance audit report that was conducted within six months of the date of submission. Suppliers that fail to meet our standards are not approved until an acceptable audit report is provided.' [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] • Met: HRs performance affects continuation supplier relationships: The Company states that: 'When a factory is found in violation, we work with them to support remediation and develop a corrective action plan based on the audit findings and reserve the right to develop exit plans or terminate our relationship with suppliers based on compliance issues.' [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes how workers and communities identified and engaged in the last two years: The 2022 Corporate Responsibility Report notes: 'In 2021, we conducted a materiality assessment to update our last assessment, fielded in 2017. We periodically collect stakeholder input and feedback outside of our formal stakeholder engagement process to better understand the issues most important to the stakeholder groups and to our business'. However, no description found of how it identifies affected stakeholders whose human rights might be impacted. Current evidence refers to engagement stakeholders in the context of materiality assessment. This subindicator looks for evidence on how the Company identifies the stakeholders whose human rights may be at risk and engages with them in this context. [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] • Not Met: Discloses stakeholders whose HRs may be affected • Not Met: Provides two examples of engagement with stakeholders Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes process of identifying risks in own operations: The 2022 Corporate Responsibility Report notes: 'In 2021, we conducted a materiality assessment to update our last assessment, fielded in 2017. We periodically collect stakeholder input and feedback outside of our formal stakeholder engagement process to better understand the issues most important to the stakeholder groups and to our business'. Human rights is included in its 2021 Materiality Assessment Matrix. However, no evidence found of the process it has in place to identify its human rights risks and impacts in specific locations or activities, covering its own operations. Current evidence refers to a materiality analysis which does not necessarily entail a due diligence process with specific steps to identify potential human rights risks and impacts. [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] • Not Met: Describes process for identifying risks in business relationships: See above. However, no evidence found of the process it has in place to identify its human rights risks and impacts in specific locations or activities, covering its supply chain.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation: See above. The subindicator looks for a description of the global systems it has in place to identify its human rights risks and impacts on a regular basis across its activities involving consultation with affected stakeholders and internal or independent external human rights experts. No further evidence found. • 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: The 2022 Corporate Responsibility Report notes: ‘In 2021, we conducted a materiality assessment to update our last assessment, fielded in 2017. We periodically collect stakeholder input and feedback outside of our formal stakeholder engagement process to better understand the issues most important to the stakeholder groups and to our business’. Human rights is included in its 2021 Materiality Assessment Matrix. However, it is not clear the process it has in place to assess its human rights risks. This description should include how relevant factors are taken into account, such as geographical, economic, social and other factors. [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] • 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: The 2022 Corporate Responsibility Report notes: ‘Our 2025 goals include a commitment to provide 100,00 people working in the factories crafting our products access to empowerment programs by 2025. To help us reach this goal, we’re continuing our partnership with BSR’s HERproject, a collaborative initiative that looks to empower low-income women in global supply chains through workplace-based programs. HERproject brings together global brands, factories and local NGOs to support programs on health, financial inclusion and gender equality. The initiative uses a data-driven approach to help understand and analyze the impact of its programs, including through baseline and end-line assessment surveys. Its forward-looking model uses a “peer-to-peer methodology” and by doing so, creates a platform for longevity’. However, it is not clear what specific actions have been taken in the context of program to face a specific human rights issue that the Company considers salient. [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] <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
B.2.5	Communicating on human rights 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: Provides two examples of comms with stakeholders <p>Score 2</p> <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 webpage section EthicsPoint indicates: 'Tapestry, Inc. has established this website, maintained by EthicsPoint (an independent reporting service), to provide the company, all of its brands and subsidiaries, with a forum to hear your concerns or reports of misconduct. Through this site, employees, business partners and members of the general public may report their concerns confidentially and, if desired, anonymously'. [EthicsPoint_web, N/A: secure.ethicspoint.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and workers made aware: Ethicspoint is available in in ten languages. However, it is not clear how the Company ensures workers are made aware of it. [EthicsPoint_web, N/A: secure.ethicspoint.com] • Met: Describes how workers in supply chain access grievance mechanism: The Company states that: 'Suppliers are required to report any known or suspected violations of the Supplier Code of Conduct, including the policies referenced herein. If any suppliers have questions, need to make disclosures, or are concerned about conduct that a supplier believes violates the Company's standards or the applicable law, contact the Legal Department at 212-946-8400. Suppliers may also report a matter (anonymously, if desired) by contacting the Tapestry Ethics and Compliance Reporting system online or calling a representative or the international phone numbers available under the Contacting the Board section.' The supplier code of conduct includes human rights commitments. The Company provided feedback to CHRB regarding this indicator, however, key evidence was already in use. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Met: Expects suppliers to convey expectation to their suppliers: See above. The Supplier Code of Conduct indicates: 'Suppliers must communicate the principles and standards set forth in this Code to their workers, as well as subcontractors, agents, and representatives, and take appropriate steps to ensure compliance'. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com]
C.2	Grievance mechanism(s) for external individuals and communities	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: Grievance mechanism accessible to all external individuals and communities: The webpage section EthicsPoint indicates: 'Tapestry, Inc. has established this website, maintained by EthicsPoint (an independent reporting service), to provide the company, all of its brands and subsidiaries, with a forum to hear your concerns or reports of misconduct. Through this site, employees, business partners and members of the general public may report their concerns confidentially and, if desired, anonymously'. [EthicsPoint_web, N/A: secure.ethicspoint.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 Ethicspoint is available in in ten languages. However, it is not clear how the Company ensures all affected external stakeholders at its own operations are made aware of it. [EthicsPoint_web, N/A: secure.ethicspoint.com] • Not Met: Describes how external individuals/communities access grievance mechanism: As indicated above, 'Tapestry, Inc. has established this website, maintained by EthicsPoint (an independent reporting service), to provide the company, all of its brands and subsidiaries, with a forum to hear your concerns or reports of misconduct. Through this site, employees, business partners and members of the general public may report their concerns confidentially and, if desired, anonymously'. However, it is not clear that external individuals and communities have access to it, in order to raise complaints or concerns about human rights issues at the Company's suppliers. [EthicsPoint_web, N/A: secure.ethicspoint.com] • Not Met: Expects supplier to convey expectation to their suppliers: The Supplier Code of Conduct indicates: 'Suppliers are required to report any known or suspected violations of this Supplier Code of Conduct, including the policies referenced herein. If any suppliers have questions, need to make disclosures, or are concerned about conduct that a supplier believes violates the Company's standards or the applicable law, contact the Legal Department at 212-946-8400. Suppliers may also report a matter (anonymously, if desired) by contacting the Tapestry Ethics and Compliance Reporting System online [...] or the international phone numbers available [...]'.It adds: 'Suppliers must communicate the principles and standards

Indicator Code	Indicator name	Score (out of 2)	Explanation
			set forth in this Code to their workers, as well as subcontractors, agents, and representatives, and take appropriate steps to ensure compliance'. However, it is not clear the Company expects suppliers to convey expectations [to have a channel from which external individuals and communities can access to raise Complaints or concerns about human rights issues at the Company's suppliers] on access to grievance mechanism(s) to their suppliers. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com]
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 <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 Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns • Not Met: Describes technical, financial, advisory support to enable equal access Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Public statement prohibiting retaliation against workers/stakeholders: The Code of Conduct indicates: 'It is unlawful and expressly against Tapestry policy for anyone to retaliate against any employee either for reporting violations of the Code or for cooperating with an investigation. Anyone who engages in retaliatory conduct against an employee will be terminated'. However, it is not clear the non-retaliation policy also covers other stakeholders, as the Company explicitly indicates 'any worker'. The Company provided feedback to CHRB regarding this indicator referring to the Supplier Code of Conduct, however, no further evidence found. [Code of Conduct, 2017: tapestry.gcs-web.com] & [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Met: Describes practical measures to prevent retaliation: See above. The webpage section EthicsPoint indicates: 'When you submit a report, you have the choice to remain anonymous or identify yourself'. [EthicsPoint_web, N/A: secure.ethicspoint.com] Score 2 <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The Code of Conduct indicates: 'It is unlawful and expressly against Tapestry policy for anyone to retaliate against any employee either for reporting violations of the Code or for cooperating with an investigation. Anyone who engages in retaliatory conduct against an employee will be terminated'. However, no further evidence found explicitly indicating that it will not retaliate against workers and stakeholders through: legal action against persons or organisations who have brought or tried to bring a case against it involving credible allegation of adverse human rights impacts, or against the lawyers representing them as well as through firing or engaging in economic forms of retaliation against any workers or their representatives who have brought or tried to bring a case against it involving an allegation of human rights abuse and engaging in violent acts or threats to the livelihoods, careers or reputation of claimants or their lawyers. The Company provided feedback to CHRB regarding this indicator referring to the Supplier Code of Conduct, however, no further evidence found. [Code of Conduct, 2017: tapestry.gcs-web.com] & [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Code of Conduct indicates: 'It is unlawful and expressly against Tapestry policy for anyone to retaliate against any employee either for reporting violations of the Code or for cooperating with an investigation. Anyone who engages in retaliatory conduct against an employee will be terminated'. However, this subindicator looks for evidence that the Company expects its suppliers to prohibit retaliation against workers and other stakeholders (including those that represent them) for raising human rights related concerns. [Code of Conduct, 2017: tapestry.gcs-web.com]
C.6	Company involvement with state-	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

Indicator Code	Indicator name	Score (out of 2)	Explanation
	based judicial and non-judicial grievance mechanisms		<ul style="list-style-type: none"> • 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 • 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 • 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	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: 'Suppliers must pay all employees at least minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements as to wages and provide any fringe benefits required by law or contract.' However, 'at least minimum wage' is not considered as a commitment to pay a living wage. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes work with suppliers on living wage • Not Met: Assessment of scope of payment below living wage in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.2	Aligning purchasing decisions with 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: Describes practices to avoid price or short notice requirements that undermine HRs: The Purchase Order Terms & Conditions includes requirements on price: 'The prices to be paid for the goods ordered or services to be performed shall be as set forth in the Purchase Order unless otherwise agreed to in writing by Buyer. All charges are included in the price and no extra charges of any kind shall be allowed unless specifically agreed to in this Agreement. If Seller's current lawful price is lower than stated in the Purchase Order, the Purchase Order shall be filled by Seller at such lower price. Unless otherwise agreed to in writing by Buyer, Seller shall apply and collect all applicable United States Federal, state, local and foreign (for purposes of clarity, non-United States) taxes, tax assessments and other governmental charges assessments and duties as are required by law in connection with the goods and services being provided hereunder, except for those for which an exemption may be claimed by Buyer. All taxes, assessments, duties or any charge or increase not in effect on the date of this Agreement which may, prior to the completion of deliveries of goods or performance of services, be levied by any governmental agency on products, containers for products or services shall be the liability of Seller without recourse to Buyer. If during the term of this Agreement, Seller makes or offers to make sales of the same goods or services to any third party, in like quantities and of like quality, at prices lower than the prices then in effect under this Agreement, said lower prices shall apply on all goods thereafter shipped to or services performed for Buyer under this Agreement, and Seller shall give Buyer notice of said lower prices'. However, this subindicator looks for actual practices adopted to avoid price or short notice requirements or other business considerations undermining human rights, no further evidence found. [Purchase Order Terms & Conditions, N/A: tapestry.gcs-web.com] • Not Met: Describes practices to pay suppliers in line with agreed timeframes: See above. No description found of the practices it adopts to pay suppliers in line with agreed timeframe and for the amount agreed in the payment terms. • Not Met: Reviews own operations to mitigate negative impact of purchasing practices <p>Score 2</p> <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	<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: Identifies direct and indirect suppliers including manufacturing sites: The Company has listed up its Tier 1 Suppliers and reports that it organizes its suppliers into four tiers. Tier 1 suppliers are finished goods factories, where the final transformation of a product occurs. The List contents information on factory name, address, country, number of workers, parent company, tier type, percent of female workers, and product category. However, no information was found of the Company listing indirect suppliers or other tier suppliers. [Tier 1 Supplier List, 2022: tapestry.com] <p>Score 2</p> <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.b	Prohibition of child labour: Age verification and corrective actions (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 child labour in supplier codes and contracts: The Company states that: 'Workers and employees of our suppliers must be at least 15 years old or over the age required for completion of compulsory education in the country, state or region in which they are working, whichever is higher.' However, the Company does not have a policy for remediation programmes for child labour. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Not Met: Describes work with suppliers on eliminating child labour <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of child labour in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	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: Requirements on debt/fees in supplier codes and contracts: The Company states that: 'Suppliers must verify worker eligibility prior to employment. Employees and other workers of suppliers must not be charged any fee or cost related to their recruitment, directly or indirectly, in whole or in part.' Regarding forced or compulsory labour and human trafficking, the Company also states that: 'Suppliers, and their sub-suppliers, must also ensure that no fees or costs have been charged, directly or indirectly, in whole or part, to job-seekers and workers for services directly related to recruitment or job placement.' [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Not Met: Describes work with suppliers on debt/fees for job seekers/workers <p>Score 2</p> <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	<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 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 <p>Score 2</p> <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
D.2.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	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: Requirements on free movement in supplier codes and contracts: The Company states that: 'Suppliers, and their sub-suppliers, are prohibited from permitting the trafficking in persons for the purposes of forced or compulsory labour. To that end, suppliers, and their sub-suppliers, must not require workers to lodge a deposit, original passport, or original identity papers as a condition of employment. Employee's freedom of movement must be respected.' [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • Not Met: Describes working with suppliers on free movement of workers <p>Score 2</p> <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	<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: 'Suppliers must respect the legal rights of employees to freely and without intimidation or harassment participate in worker organizations of their choice, and to refrain from joining organizations if that is their wish. Suppliers must not threaten or penalize employees for their efforts to organize or bargain collectively where authorized by applicable law, nor may they discriminate against workers as a result of any such organization affiliation.' However, it is not clear whether the Company requires suppliers to respect the workers' right to bargain collectively in all circumstances. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • 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.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	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: Requirements on H&S in supplier codes and contracts: The Company states that: 'The Company believes in doing business with those suppliers who have demonstrated concern for and commitment to health and safety of their employees. Suppliers must provide a safe and healthy workplace, which is maintained to prevent accidents, illness and injuries arising out of or occurring during the course of work.' [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] • 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

Indicator Code	Indicator name	Score (out of 2)	Explanation
			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
D.2.9.b	Working hours (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 working hours in codes/contracts with suppliers: The Company states that: 'Employees shall not work more than the regular and overtime hours permitted under the applicable laws of the country, state or region where they are employed. Except in exceptional circumstances, the total of regular and overtime hours worked in a week by a worker cannot exceed 60 hours and daily overtime cannot exceed 12 hours, even if permitted under applicable law. Workers must have at least 24 consecutive hours of rest in every seven-day period.' However, it is not clear whether the requirements for a regular work week are in line with international standards. [Supplier Code of Conduct, 01/2023: tapestry.gcs-web.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes work with suppliers on working hours • 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		<ul style="list-style-type: none"> • Area: FoA/CB • Headline: Kate Spade' supplier Superl accused of taking advantage of the pandemic and firing union workers in Cambodia • Story: On March 31, 2020, several dozen union workers at the Superl leatherwear factory on the outskirts of Phnom Penh, Cambodia, which produces handbags for brands like Kate Spade (owner Tapestry), Michael Kors (owner Capri Holdings), and Tory Burch, were told they were dismissed. <p>Soy Sros, a factory shop steward and the local president of the Collective Union of Movement of Workers, wrote about the Company's actions on Facebook, stating it violated a March 6 appeal from the Cambodian government saying Covid should not be used as a chance to discriminate against union members.</p> <p>Twenty-four hours later, Ms. Sros was forced by factory management to take down her post and make a thumbprint on a warning letter accusing her of defamation. Later on, she was removed from the factory floor by the police and charged with posting fake information on social media. In particular, at the police station Sros, a single mother of two young children, discovered the Company had filed criminal charges, claiming that she had incited social unrest, defamed the factory and spread "fake news". The Cambodian courts charged her with an additional two criminal charges for provocation, charges that carry prison terms of up to three years.</p> <p>[Business & Human Rights Resource Centre, 01/06/2020, "Cambodia: Unions urge factory producing for intl. apparel brands to withdraw charges against jailed union leader released on bail; Incl. company responses": business-humanrights.org] [The Guardian, 16/06/2020, "Jailed for a Facebook post: garment workers' rights at risk during Covid-19": theguardian.com]</p>
E(1).1	The company has responded publicly to the allegation	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Public response: Tapestry responded to questions by media and shared that after it had learnt about the allegations in May, the company reached out to Superl Holdings (parent company of the factory). Tapestry reportedly stated that the worker was released on 28 May 2020 and resumed work at Superl Cambodia on 15 June 2020 after the local labour union and the worker had reached a mutual

Indicator Code	Indicator name	Score (out of 2)	Explanation
			agreement with Superl Cambodia. [Vogue Business, 05/08/2020, "Michael Kors, Tory Burch linked to "unfair" factory dismissals, report says": voguebusiness.com] Score 2 <ul style="list-style-type: none"> • Not Met: Detailed response: Although Tapestry contacted the parent company of its supplier about the allegations, the company did not go into further details regarding the arrest of the worker.
E(1).2	The company has investigated and taken appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Engaged with stakeholders • Not Met: Identified cause Score 2 <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements: In its 2022 Corporate Responsibility Report, Tapestry outlines its Human Rights and Supply Chain Labor Practices, which includes providing supply chain workers with grievance mechanisms so that they can report any wrongdoings. There is, however, limited information regarding worker representation. It is not clear whether the steps outlined in the sustainability report were taken in response to the alleged rights violations. [2022 Corporate Responsibility Report, 2023: assets.tapestry.com] • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provided remedy • Not Met: Evidence for lack of Impact or link Score 2 <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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