UL/RILA Code of Conduct Project

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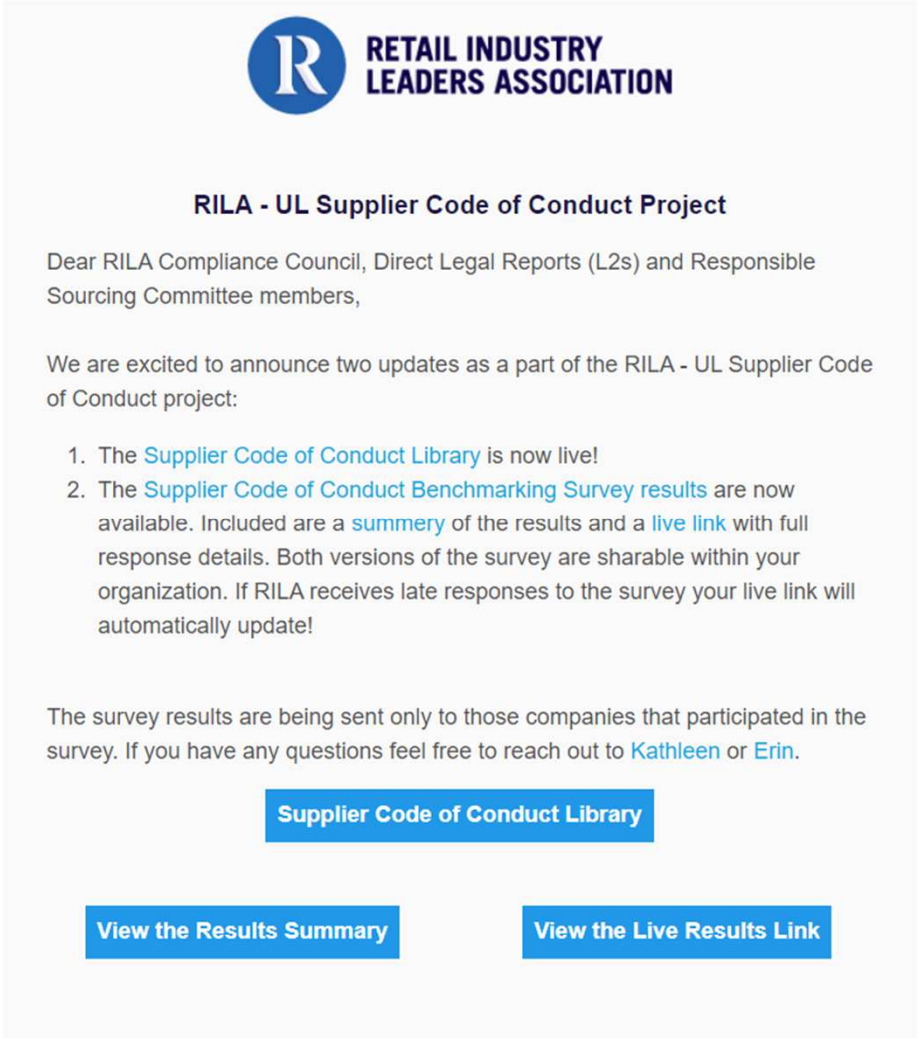
Empowering Trust™

RILA – UL Code of Conduct Project

CoC Survey Results: 31 Respondents to Survey

Supplier Code of Conduct Library: 24 RILA member Supplier Codes



RETAIL INDUSTRY LEADERS ASSOCIATION

RILA - UL Supplier Code of Conduct Project

Dear RILA Compliance Council, Direct Legal Reports (L2s) and Responsible Sourcing Committee members,

We are excited to announce two updates as a part of the RILA - UL Supplier Code of Conduct project:

1. The Supplier Code of Conduct Library is now live!
2. The Supplier Code of Conduct Benchmarking Survey results are now available. Included are a summery of the results and a live link with full response details. Both versions of the survey are sharable within your organization. If RILA receives late responses to the survey your live link will automatically update!

The survey results are being sent only to those companies that participated in the survey. If you have any questions feel free to reach out to Kathleen or Erin.

Supplier Code of Conduct Library

View the Results Summary **View the Live Results Link**

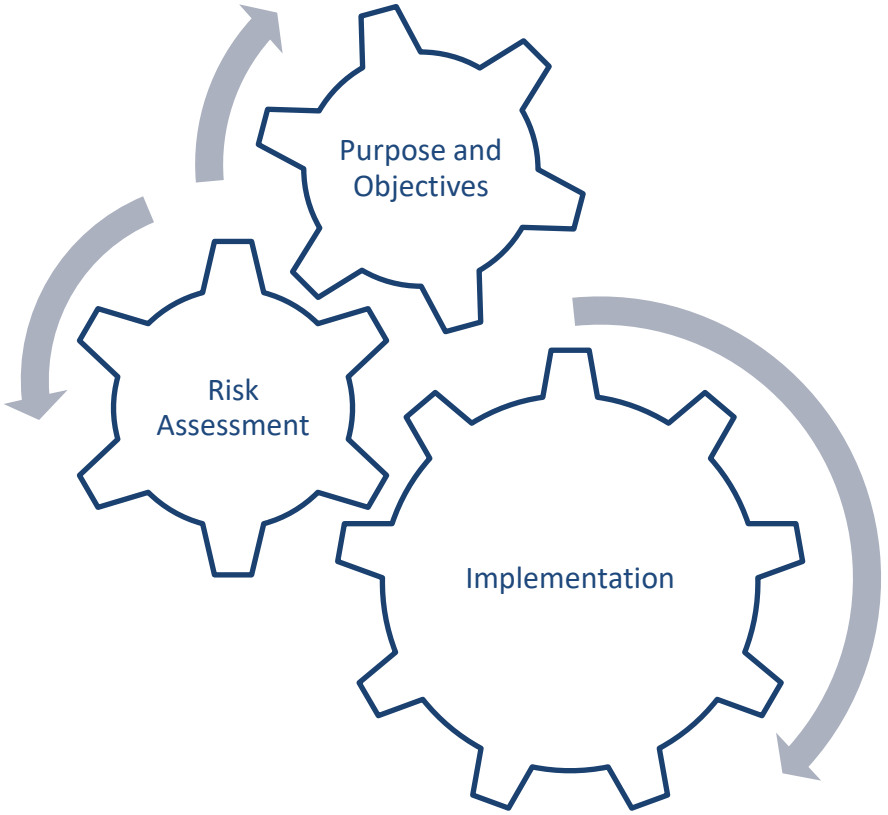
Value	Percent	Responses
Legal	48.4%	15
Sourcing/Responsible Sourcing	48.4%	15
Corporate Social Responsibility	35.5%	11
Ethics Compliance Teams	25.8%	8
Other - Write In (Required) (click to view)	19.4%	6
Merchandising/ Product Development	9.7%	3
Enterprise Risk	3.2%	1
Human Resources/ Employee Relations	0.0%	0

Total Responses

31

Identify principles and leading practices for CoC development and review

Steps are interlinked



Purpose and Objectives

Meet legal requirements

- California Supply Chain Transparency Act, UK Modern Slavery Act, Australia Modern Slavery, FCPA, UK Anti-Bribery Act etc
- Human Rights Policy – UN Guiding Principles

Align with Multistakeholder Initiatives

- RBA Code of Conduct, amfori Code of Conduct, SMETA and ETI Code etc

Purpose and Objectives

Stakeholder Expectations

- Customers
- ESG Investors

Civil Society

Company employees

Benchmarks

- Know the Chain, Corporate Human Rights Benchmark, Fashion Transparency Index
- Relied on by stakeholders

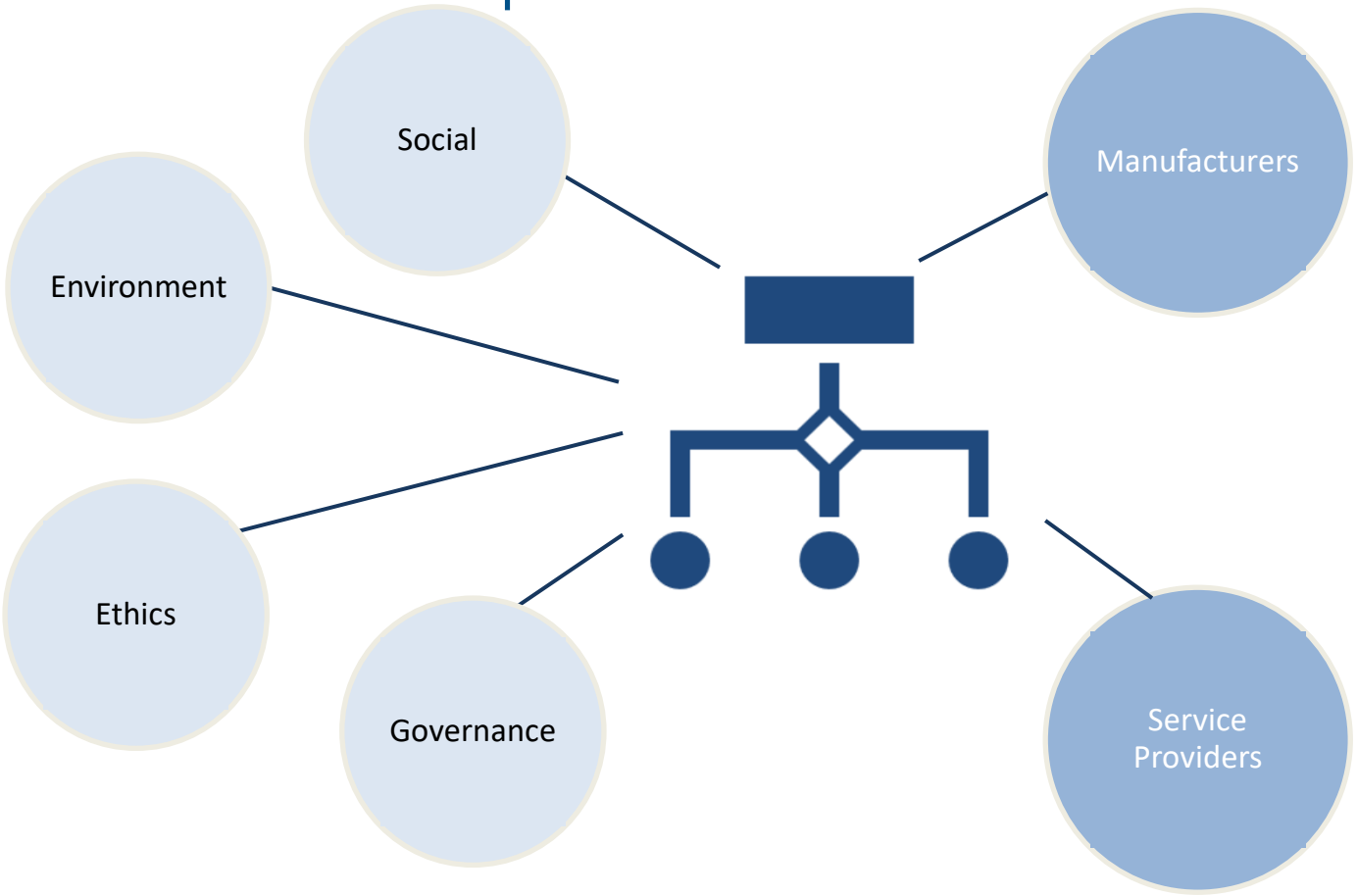
Aspirations

- Corporate mission and vision

Risk Assessment

1. Do we understand our **business** and our **full supply chain?**
2. What does our due diligence cover?
3. What impact do our business practices have?

Risk Assessment: Scope



- Private Label
- Beyond Tier 1
- Raw materials

- Customer Care
- Logistics
- Distribution
- Maintenance
- Other

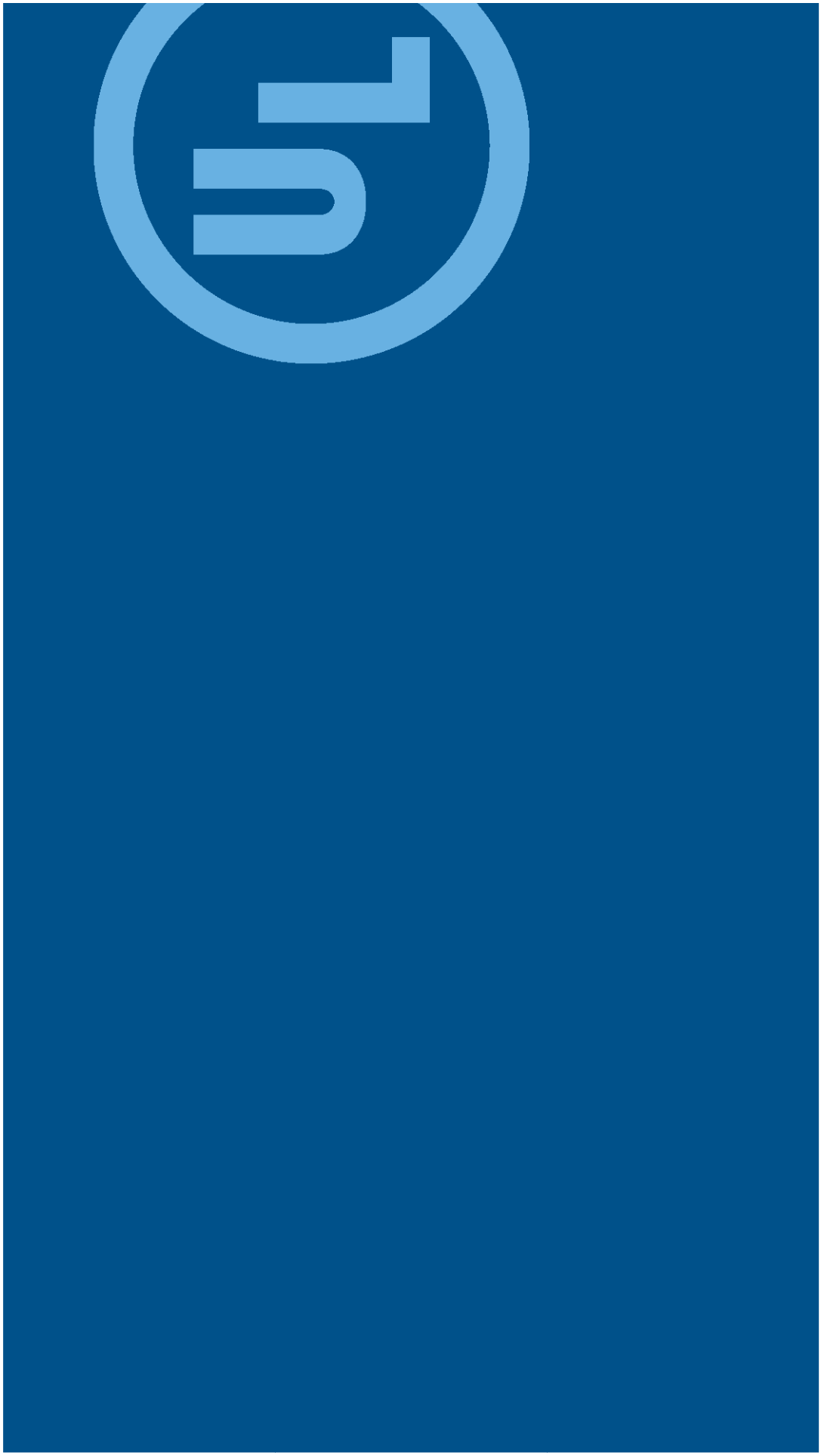
Risk Assessment

Scope of due diligence

- What do audits cover?
- What do other due diligence activities cover?

Impact of business practices

- Length of supplier relationships
- Impact of sourcing practices etc
- Leverage over suppliers

Implementation

Internal Implementation	Supplier Implementation
• Assign responsibilities appropriately • Allocate necessary budget • Review internal decision-making • Establish KPIs • Internal training	• Translation • Publicly accessible • Supplier training • Handbooks and manuals • Self-assessment questionnaires • Encourage supplier ownership of Code requirements