



OUR RATINGS EXPLAINED

Overall Rating: Not My Style is based on a green, amber and red rating system. We review a brand’s website and other public facing materials and award points based on what we find. We also invite companies to share any updates with us as well as correct us if our ratings are inaccurate. Brands are ranked and rated relative to each other.

Indicator	How We Rate
Leading Transparency Initiatives	
Do they disclose a full list of their suppliers?	<i>Has a brand disclosed on their website a full list of their first tier suppliers, including country and factory name?</i>
Are they taking steps to ensure full living wage is paid to the staff in their factories?	<p><i>The Ethical Trading Initiative (ETI) Base Code describes a living wage as ‘wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.’</i></p> <p><i>Not My Style does NOT follow the ETI base code definition.</i></p> <p><i>Our view aligns with the Labour Behind the Label Report definition which states; ‘A living wage, by definition, means that a working person must be able to support themselves and their family.’</i></p> <p><i>Legal minimum wages in garment-producing countries all over the world often fall short of a living wage, meaning garment workers are unable to provide the most basic needs for themselves and their families.</i></p> <p><i>When reviewing whether brands are taking steps to pay a full living wage, do not consider repetition of the ETI base code as evidence.</i></p>
Do they disclose the outcomes of their factory audits publicly?	<i>To receive a full score in this area, we are looking to companies that publicly share the findings of their audits.</i>



Recognition of Challenges	
<p>Do they discuss child labour on their website?</p> <p>Do they discuss forced labour on their website?</p> <p>Do they discuss right to organise on their website?</p> <p>Do they discuss health, safety and working conditions?</p>	<p>Points are awarded in this section if a company mentions key supply chain issues on their website, for example in a policy or code of conduct. We look at four key issues for points in this section; points are awarded for each one:</p> <ul style="list-style-type: none"> • Child labour • Forced labour • Right to organise, which includes collective bargaining, adequate protection against anti-union discrimination, and other industrial relations activities • Health, safety and working conditions
<p>Do they disclose their process for auditing factories?</p>	<p>We are looking for disclosure of the process in which a brand undertakes to audit their factories; a clear explanation of the audit process - how often audits are conducted, who conducts the audit, what information is audited, etc., to award points for this question.</p>
<p>Do they publish their code of conduct for suppliers?</p>	<p>For points to be awarded, we must see the full Code of Conduct that is shared with suppliers, not a partial code of conduct, or a reference to what is in their code of conduct.</p>
Accessibility of Information Disclosed	
<p>From the company's main consumer facing website, how many clicks does it take to get to information concerning treatment of workers / workers rights information?</p>	<p>For this section, we start on the homepage on the main consumer website and see how many clicks it takes to find the information concerning the treatment of garment workers. If we move off a main website, we continue to count the clicks. What's important is that the information is accessible from their main website.</p> <p>In the event that there is no link from the main consumer site to the corporate site, the brand will receive a 'NO INFO' rating. We will however use the information on the corporate site to inform other metrics.</p>
Certifications	
<p>There are a number of industry-wide initiatives and organisations that a company can join. Some of these require brands to abide by a binding code, and report on their progress. Others just ask their members agree to a set of principles. We believe being part of certification schemes helps make brands more accountable to the public and each other, and creates opportunities for them to work together. We recognise this list is not exhaustive, and welcome feedback on additional certifications or memberships we should be including in our ratings.</p>	

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Are they members of the Ethical Trading Initiative?	Points are awarded for membership; See http://www.ethicaltrade.org/
Are they members of the Fairwear Foundation?	Points are awarded for membership; See https://www.fairwear.org/
Are they members of the Fair Labour Association?	Points are awarded for membership; See www.fairlabor.org/
Are they members of the Sustainable Apparel Coalition?	Points are awarded for membership; See http://apparelcoalition.org/
Are they signatories to the Bangladesh Accord on Fire and Building Safety?	Points are awarded for membership; See http://bangladeshaccord.org/
Are they participants in the International Labor Organization's Better Work programme?	Points are awarded for membership; See http://betterwork.org/
Are they a member of ACT (Action, Collaboration, Transformation)?	Points are awarded for membership; See http://www.hiil.org/project/act-towards-living-wages-in-global-supply-chains
Active Steps on Key Challenges	
<p>We believe sharing policies is good, but sharing information about how brands are addressing key supply chain issues is better. We award points in this section if a brand discloses information on their website to illustrate they are taking steps to deal with key issues of forced labour, child labour, working conditions, and right to organise. A brand can demonstrate they are sharing active steps by sharing an illustration of the process they take, or a case study. Points are not awarded if an issue is only mentioned, or if a brand only refers to the ETI base code.</p>	
Are they taking steps to ensure there is no forced labour in their supply chain?	We award points when brands describe taking active steps to ensure they are managing their supply chains adequately to avoid forced labour. This may be mentioned in their audit section, their Modern Slavery report, or they may disclose detail in their supplier code of conduct.
Are they taking steps to ensure there is no child labour in their supply chain?	We award points when brands describe taking active steps to ensure there is no child labour in their supply chain, and if incidences of child labour are found, how they respond.
Are they taking steps to ensure their working conditions of their workers are fair and safe?	We award points for brands that are going above basic standards to ensure the working conditions of their staff are safe. This may include following a Safety Accord, ensuring fair compensation for worker injury or death on the job.

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	<i>Health and safety should relate exclusively to conditions in the workplace. Programmes that offer additional health service or training for staff may be awarded points in other sections (e.g., publicly partnering with NGOs).</i>
Are they taking steps to ensure their workers have freedom of association/right to organise?	<i>To receive full marks, brands should disclose the opportunities employees have to engage in their treatment, such as collective bargaining.</i>
Are they publicly partnering or supporting NGOs working on fair working issues?	<i>In this section, we want to see examples of partnerships to support fair working conditions. Charity or partnerships unrelated to working conditions are not awarded points.</i>