






Roadmap 2019

Primark Limited

has set the following targets for the year 2019:


	Mandatory targets:	5
	Recommended targets:	1
	Already achieved goals:	8
	Not achieved, continued goals:	0
	Voluntary targets:	3

Mandatory and recommended targets

Policy statement

Corruption prevention policy

Target demand: Commitment to a zero tolerance towards all forms of corruption including extortion and bribery in the own organisation

 *Target already met*


Our Anti-Bribery and Corruption Policy and procedure form part of our Code of Conduct, and all suppliers are assessed for Anti-Bribery and Corruption as part of our General Terms and Conditions of Business.

Identify your own risks and impacts

Identification of deeper supply chain actors

Target demand: Identification of additional actors in the deeper supply chain

We will expand the Primark Sustainable Cotton Programme (PSCP) in 2019, and by 2022, over 30,000 farmers will be enrolled in the programme. Within the PSCP, we monitor and record data on yarn production, ginning, and cotton growing, at farmer level, enabling us to have full traceability.




Explanation

The Primark Sustainable Cotton Programme was designed to provide sustainable cotton for Primark and to train smallholder farmers in sustainable farming methods, reducing our environmental impact and improving their livelihoods. Farmers are trained by CottonConnect in the most appropriate farming techniques for their land. Over 30,000 farmers will be trained in sustainable farming methods by 2022. Our long-term aim is for all our cotton to be sustainable. More information can be found on our website: <https://www.primark.com/en/our-ethics/planet-and-environment/raw-materials>

Cross topic

Risk-based selection of suppliers & procurement


Target demand: Selection of suppliers and award of contracts taking into account the identified social risks and potential negative impacts

 *Target already met*

Every factory producing for Primark is audited before the start and at least once a year throughout the entire business relationship. Suppliers' performances are tracked through an internal system, which is used by buying teams to support order placement decisions.

Prohibition of subcontracting

Target demand: It is prohibited for producers and business partners to award sub-contracts without authorisation


 *Target already met*

Undisclosed sub-contracting is prohibited and constitutes a breach of our Supplier Code of Conduct and General Terms and Conditions of Business.

Social standards

Promotion of living wages

Target demand: Initiation or involvement in a measure that aims to pay living wages for employees in production countries

 *Target already met*

Primark and other leading retailers developed the 'ACT on Living Wages' initiative to provide a global framework on living wages. The initiative aims to improve wages in the global garment sector by establishing industry-wide collective bargaining in sourcing countries

Chemical and environmental management

Reduction of hazardous chemicals

Target demand: Measures to increase ZDHC conformity of the used chemical products in the supply chain

In 2019, our Environmental Sustainability team will continue to support the implementation of ZDHC's chemical gateway for suppliers in our extended supply chain by providing training through workshops, factory visits and supplier meetings.



Explanation

Primark is aware of the risks associated with chemical substances in the global garment production, both to the environment as well as to the workers handling them. We work collaboratively with other signatory brands, retailers and chemical manufacturers towards the elimination of certain substances, through the Zero Discharge of Hazardous Chemicals Foundation (ZDHC). More information: <https://www.roadmaptozero.com/>

Orderly & environmentally responsible housekeeping

Target demand: Support of producers in the supply chain to improve proper and environmentally sound business management

In 2019, our Environmental Sustainability team will continue to support the implementation of ZDHC's chemical gateway for suppliers in our extended supply chain by providing training through workshops, factory visits and supplier meetings.



Explanation

In 2018 we continued the rollout of our Chemical Management Implementation Toolkit which allows us to assess the current standard of chemical management and housekeeping within our global supply chain. Our in-country teams will provide guidance and support to our suppliers through in-person meetings, workshops and site visits. Primark currently also uses the SAC HIGG Facilities Environmental Module 3.0 to communicate our expected level of environmental management to Suppliers. More information: <https://www.primark.com/en/our-ethics/planet-and-environment>

Communication of wastewater guidelines

Target demand: Communication of the wastewater standard to 100% of producers and business partners

Target already met



We have communicated the ZDHC wastewater standard to 100% of producers and business partners in 2018. We will continue to support the implementation of the ZDHC Wastewater Guidelines by scaling up our testing and continuous improvement programme in line with our commitments to ZDHC.

Natural fibers

Increase sustainable cotton

Increase share of sustainable cotton to 10 %
Including organic cotton (as a share of the total amount of cotton) 10 %



In 2017 we launched our first sustainable cotton products, and announced our ambition for all our cotton to be sustainable. We are investing further in expanding our Primark Sustainable Cotton Programme to over 30,000 farmers in India and Pakistan.

Explanation

Current quantity sustainable cotton

Share of SUSTAINABLE cotton in total amount of cotton
1.9 %

Of which ORGANIC cotton as a percentage of the total amount of cotton
No entry

Corruption prevention

Zero tolerance regarding corruption within supply

Target demand: Act on / Stand up against all forms of corruption including bribery and extortion in the own organization and towards producers and business partners.

Target already met



Our Anti-Bribery and Corruption Policy and procedure form part of our Code of Conduct, and we have a defined process to ensure all suppliers are assessed for Anti-Bribery and Corruption as part of our General Terms and Conditions of Business. All relevant personnel receives ABC-training regularly.

Monitoring & auditing of guidelines

Target demand: Introducing an effective system for inspecting and monitoring the implementation of measures to improve social and environmental conditions in the supply chain

Target already met



All factories are audited against our CoC before being approved for Primark production. Our team follow up on any issues identified & produce a CAP for the factory. In addition, factories must submit environmental management data through the HIGG Self Assessment tool and IPE in China.

Access to effective complaint mechanisms

Target demand: Initiation or involvement in a measure that aims to improve employee access to complaints mechanisms

In 2019, we will design and prepare a pilot for using a hotline as point of access to the grievance mechanism to be launched with our suppliers in the UK. Following a successful design, we envision implementation of the pilot in 2020.



Explanation

Enabling workers and affected parties throughout the supply chain to raise grievances is important. However, access to grievance mechanisms is often not easily obtainable – especially for vulnerable persons. For this reason we aim to strengthen the facilitation of grievances by designing, piloting and learning from easier access to grievance mechanisms. This process also includes thorough expert consultations and advise on best practice in the field.

Disclosure of manufactures & business partners

Target demand: Systematic identification and publication of all business partners and producers

Target already met



Primark has mapped and assessed all its Tier 1 suppliers with which it has a contractual relationship, and in 2018 published its Global Sourcing Map. This map is updated every six months and includes information such as the address, number of workers and gender split.

Raising awareness regarding sustainable textiles

Target demand: Implementation of measures to raise awareness about sustainable textile production in the following topics

In 2019, we will expand our range of products with sustainable features such as sustainable cotton and recycled fabric, and actively communicate this to our customers. This includes launching Primark denim made with 100% sustainable cotton.



Explanation

Context The initiative "Primark Cares" highlights Primark's commitment to Quality, Ethical Trade and Environmental Sustainability to customers. It has so far included, among others, general information about Primark's activities with regards to Ethical Trade and Environmental Sustainability in the supply chain, as well as introduced products with more sustainable features for our customers, such as products with Sustainable Cotton, and other recycled fibres. This underlines Primark's vision to make sustainability affordable for all.

Voluntary targets

Own internal Policy

Target demand: Adoption of a policy on the topics:

Human Rights



Primark will publish its human rights policy in 2019 following extensive preparatory consultation with internal business and external stakeholders. It will align with the UN Guiding Principles, core UN conventions and OECD Due Diligence Guidance.

Explanation

Respecting the human rights of those who may be impacted by our business activities is key to our business success. We believe that business can be a force for good if it acts responsibly towards those within its supply chain, and we are committed to respecting the human rights of our stakeholders – our employees, workers, our business partners, our customers, and communities affected by our activities. See primark.com/en/our-ethics for more information.

Policy-Expansion

Target demand: Expansion of the policy to include the following topics:

h) Forced labour
Grievance mechanisms



In 2019 we will publish a revised copy of our Code of Conduct which includes updates on forced labour and inclusion of a new clause on grievance mechanisms.

Explanation

Primark's Supplier Code of Conduct sets out our requirements to ensure that workers in our supply chain have good working conditions and workplace rights are afforded and respected. The Code of Conduct is based on international best practice and is reviewed regularly to ensure it remains effective and reflects best practice, in consultation with our external stakeholders. It is approved by the Primark Board of Directors and is accessible on Primark's website.

Expanding the requirements

Target demand: Expanding our requirements to the supply chain to include:

j) Use of safe chemicals



Over 2019, we will align our Chemicals and Pollution Management programme, part of our Environmental Management system, with existing requirements within our direct sites (stores, offices, distribution and inspection centres). An analysis of chemical products used and stored will be completed to ensure compliance with Primark's RSL / MRSL.

Explanation

Primark is currently trialling a number of initiatives to reduce the volume of cleaning chemicals used throughout our operations. We are also trialling a range of concentrated cleaning agents that are 100% biodegradable, Ecocertified, made with natural formulas and made from renewable plant-based raw materials with the lowest hazard classification and containing no artificial substances. More information: <https://www.primark.com/-/media/ourethics/detox/pdf-report/primark-detox-environmental-performance-report-2018.ashx>