



Workers’ Rights Recommendations for Food Retailers:

Adopt a Human Rights Due Diligence Approach, Prevent Human Rights Harms and Ensure Dignified Jobs for Workers in Food Supply Chains

	High-level Commitment	Know and show risks for workers’ rights	Act in own supply chain	Act beyond supply chain
Adopt a Human Rights Due Diligence Approach	<ul style="list-style-type: none"> ➤ Commit to publish by the end of 2019, the company’s labour and human rights policy that is aligned with relevant ILO Conventions/Recommendations and national labour laws, including zero-tolerance of inaction on forced and child labour. ➤ Commit to the UN Women’s Empowerment Principles. ➤ Commit to disclose, by the end of 2019, senior executive who holds operational responsibility for human, labour rights and remedy in the company’s supply chains and committee that has oversight. 	<ul style="list-style-type: none"> ➤ Commit to carry out by the end of 2021, a Human Rights Due Diligence assessment (aligned with the UN Guiding Principles on Business and Human Rights and/or OECD Guidance) to map significant risks in supply chains. ➤ Based on the findings of HRDD conducted, commit to conduct and publish by the end of 2021, a Human Rights Impact Assessment for at least 3 high-risk food products (based on meaningful consultation with relevant stakeholders) and to conduct and publish at least 3 HRIAs annually for the following 3 years. 	<ul style="list-style-type: none"> ➤ Commit to publish a three-year action plan to address human rights risks by the end 2023 for all high-risk food products following meaningful consultation with trade unions and civil society organizations (<i>ref. to accompanied guidance for a full list of expected details of the action plan</i>). 	<ul style="list-style-type: none"> ➤ Commit to join and actively participate in effective and inclusive multi-stakeholder initiatives (MSIs) which effectively address labour issues in high-risk supply chains.



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Prevent Human Rights Harms in Supply Chains	<ul style="list-style-type: none"> ➤ Commit to disclose the company's gender pay gap by the end of 2019 and publish a gender policy by the end of 2021 to address this and other gaps in gender equality. ➤ Commit to publish by the end of 2019, the company's buyer incentive policy – to incentivise buyers to respect human/ labour rights in supply chains. 	<ul style="list-style-type: none"> ➤ Commit to publish by the end of 2021, all first and second tier food suppliers on website and update regularly. ➤ Commit to ensure effective grievance mechanisms in line with UNGPs are available for all supply chains by the end of 2021 and report on outcomes. ➤ Commit to publish the gender ratio of male/female workers and their median wage at each production site-level location for three high-risk food products, identified through the Human Rights Due Diligence assessment by the end of 2021. 	<ul style="list-style-type: none"> ➤ Commit to guarantee regular, meaningful and constructive engagement with trade unions. By the end of 2020, publish a statement/policy of strict neutrality in relation to workers organising, both in the company's own operations as with suppliers. 	<ul style="list-style-type: none"> ➤ Commit to reform or pull out of trade associations/chamber of commerce which lobby against labour rights and freedoms by 2021, and report on outcomes and/or progress of the reform.



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Achieve Positive Social Impacts for Stakeholders	<ul style="list-style-type: none"> ➤ Commit to disclose annually by the end of 2019, the company's pay ratio between CEO and median pay and the direct economic value generated and distributed. 	<ul style="list-style-type: none"> ➤ Commit to systematically track and publish the gender ratio of workers in the company's supply chains for 3 high-risk products by 2021— and for all products by 2026 to show whether women are moving into higher level positions. ➤ Commit to estimate and publish by 2021, the labour share of value for the lowest paid workers at each stage of the supply chain for at least 3 high-risk supply chains. 	<ul style="list-style-type: none"> ➤ Commit to publish an action plan by the end 2021 to prioritise suppliers that give greater voice, power and value to workers and farmers, through the ownership and governance structure of their business. ➤ Commit to achieve a living wage in at least 3 high-human-rights-risk sectors by the end of 2021. Commit to publish progress on advancing living wages annually. 	<ul style="list-style-type: none"> ➤ Commit to ongoing advocacy with governments and to publish by 2021 an advocacy policy to promote labour rights protections based on relevant ILO Conventions and Recommendations.