

# Oxfam Supermarkets Scorecard

	OVERALL SCORE (%)	Transparency & accountability		Workers		Small-scale farmers		Women		Total points
	Total points out of 93, expressed as %	Points out of 24	%	Points out of 24	%	Points out of 24	%	Points out of 21	%	Out of 93
Ahold	17%	4.5	19%	4	17%	4.5	19%	3	14%	16.0
Albertsons	5%	2	8%	2	8%	1	4%	0	0%	5.0
Aldi North	5%	3	13%	0	0%	2	8%	0	0%	5.0
Aldi South	19%	7.5	31%	4.5	19%	4	17%	2	10%	18.0
Costco	10%	2	8%	5	21%	2	8%	0	0%	9.0
Edeka	1%	0	0%	0	0%	1	4%	0	0%	1.0
Jumbo	16%	6	25%	5	21%	3	13%	1	5%	15.0
Kroger	3%	1	4%	1	4%	1	4%	0	0%	3.0
Lidl	9%	5	21%	1.5	6%	2	8%	0	0%	8.5
Morrisons	16%	4	17%	9	38%	2	8%	0	0%	15.0
Plus	8%	2	8%	4	17%	1	4%	0	0%	7.0
Rewe	13%	6	25%	2	8%	4	17%	0	0%	12.0
Sainsbury's	27%	6	25%	10	42%	5	21%	4	19%	25.0
Tesco	38%	10	42%	14	58%	5	21%	6	29%	35.0
Walmart	23%	5	21%	5	21%	4	17%	7	33%	21.0
Whole Foods	3%	0	0%	1	4%	2	8%	0	0%	3.0

## Transparency and accountability

			Ahold			Alber	
Code	Indicators	Guidance	Answer	Score	References	Answer	Score
<b>T1</b>	<b>Policy and governance: Does the company have foundations in place for effectively managing human rights across its operations and supply chains?</b>						
<b>T1.1</b>	The company has made an explicit commitment to upholding the UN Guiding Principles on Business and Human Rights and to regular reporting against them.		Subsidiary only	0.5	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a> , pages 1 and 15.	No	0
<b>T1.2</b>	The company identifies who within the senior executive team has operational responsibility for ensuring human rights are respected.	Responsibility must cover own operations and supply chain.	Subsidiary only	0.5	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a> , page 5.	No	0
<b>T1.3</b>	The company discloses which governance structure (e.g. Board sub-committee) has responsibility for the oversight of human rights and discloses its reports and statements (e.g. targets, achievements) where they cover human rights issues.	Responsibility must cover own operations and supply chain.	No	0		No	0
<b>T2</b>	<b>Human Rights Due Diligence: Does the company implement a robust due diligence framework and seek to go beyond an auditing based approach?</b>						
<b>T2.1</b>	The company recognises the limitations of social audits in its food supply chains and has made a commitment to take action to move away from an exclusive reliance on social audits.		Subsidiary only	0.5	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a> , page 9.	No	0
<b>T2.2</b>	The company demonstrates that it is taking action to complement social audits for all critical suppliers in its highest risk food categories (across at least 3 food categories).	Taking action to complement social audits can be done by at least one of the following actions: a) pooling pre-competitive data and human rights risk assessments to understand salient human rights risks at country and sector levels; b) mapping where risk, value and power lie; and c) monitoring supply chain workers' and farmers' wellbeing in a range of other ways.	No	0		Yes	1
<b>T2.3</b>	The company implements a human rights due diligence process that applies to all its food supply chains and is aligned with OECD guidance and / or the UNGPs.	Relevant OCED Guidance includes the OECD-FAO Guidance on Responsible Agricultural Supply Chains and the OECD Due Diligence Guidance for Responsible Business Conduct. Please see Notes, Definitions & Criteria tab for further guidance on due diligence.	Yes	1	Ahold Delhaize Website: <a href="https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/">https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/</a> (checked 1 April 2019).	No	0
<b>T3</b>	<b>Human Rights Due Diligence: Is the company actively managing actual and potential adverse impacts on people in its food supply chains, being transparent about challenges?</b>						

T3.1	The company has undertaken a broad scoping exercise to identify and assess actual and potential adverse impacts on people across all of its food supply chains. To score the company must also disclose areas identified to have high adverse impacts.	Reporting ad hoc examples of adverse impacts in specific supply chains will not be sufficient to score. Relevant guidance can be found in the OECD Due Diligence Guidance for Responsible Business Conduct and the OECD-FAO Guidance for Responsible Agricultural Supply Chains.	No	0		No	0
T3.2	The company outlines a management strategy for ceasing, preventing or mitigating actual and potential adverse impacts on people in its food supply chains, which includes a process for monitoring the effectiveness of the strategy and regular meaningful engagement with stakeholders.	Stakeholder engagement should include, at a minimum, trade unions and civil society organisations. Relevant guidance can be found in the OECD Due Diligence Guidance for Responsible Business Conduct and the OECD-FAO Guidance for Responsible Agricultural Supply Chains.	Subsidiary only	0.5	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a>	No	0
T3.3	The company discloses challenges and lessons learnt in managing human rights. It recognises that issues may be systemic and outlines how it contributes to addressing systemic issues e.g. through collaboration with other companies, governments and trade unions.		Subsidiary only	0.5	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a> (page 4 and 9).	Yes	1
T4	<b>Grievance mechanisms: Does the company ensure that people affected by its supply chain activities have access to grievance mechanisms and remedy?</b>						

<b>T4.1</b>	The company identifies potential barriers faced by different categories of workers and small-scale farmers - with a particular focus on women - in accessing grievance mechanisms and remedy and outlines how it addresses these barriers e.g. by allowing for low literacy.		No	0		No	0
<b>T4.2</b>	The company has a public policy and time-bound plan for ensuring that workers and small-scale farmers across 3 high risk food supply chains have access to effective grievance mechanisms and to remedy, provided by the company alone or in collaboration with other companies (e.g. through a trade association) or by a third party (e.g. trade union) supported, enabled and/or welcomed by the company.		No	0		No	0
<b>T4.3</b>	The company has a public policy and time-bound plan for ensuring that workers and small-scale farmers across all its highest risk food supply chains have access to effective grievance mechanisms and to remedy, provided by the company alone or in collaboration with other companies (e.g. through a trade association) or by a third party (e.g. trade union) supported, enabled and/or welcomed by the company.	To score, plans must extend beyond pilot projects. To comply with the UNGPs grievance mechanisms should be "legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of learning, and based on engagement and dialogue." See UNGP <a href="http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf">http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf</a> pgs.33-34.	No	0		No	0
<b>T5</b>	<b>Supply chain traceability: Does the company trace and disclose information about its suppliers and update this information regularly?</b>						
<b>T5.1</b>	The company discloses the names and addresses of all first tier food supplier sites, the number of men and women workers/small-scale farmers at each site and whether the site has trade unions. To score, this information must be updated information at least annually.	Please see Notes, Definitions & Criteria tab for definition of credible trade union. Relevant information must be published on the company's website, it is not enough for this information to be available via product packaging.	No	0		No	0
<b>T5.2</b>	The company has made a time-bound commitment to disclosing the names and addresses of suppliers along all tiers of its high risk food categories, beginning with at least 3 high risk food categories. For meat and seafood supply chains, this should extend to the feed-level.	Relevant information must be published on the company's website, it is not enough for this information to be available via product packaging.	No	0		No	0
<b>T5.3</b>	The company discloses the names and addresses of suppliers along all tiers of its highest risk food categories (beginning with at least 3 food categories). For meat and seafood supply chains, this should extend to the feed-level.	Relevant information must be published on the company's website, it is not enough for this information to be available via product packaging.	No	0		No	0

<b>T6</b>	<b>Supplier support: Does the company support suppliers in respecting human rights and providing benefits for workers and small-scale farmers?</b>					
<b>T6.1</b>	The company has reviewed and published its buyer incentive policy, such that buyers are incentivised for respecting human and labour rights in supply chains.		No	0		No 0
<b>T6.2</b>	The company tracks and discloses the proportion of suppliers across all its food supply chains whose business models and/or governance systems and structures give greater power to workers, small-scale farmers and local communities	For example, through collective bargaining (conventional businesses), ownership, democratic representation in decision making, profit sharing, or presence on price-setting committees.	No	0		No 0
<b>T6.3</b>	The company provides evidence that it gives preference to suppliers whose business forms give greater power to workers, small-scale farmers and local communities, and gives examples, numbers and other details.	This could be demonstrated through a commitment to increase the number of products sourced from such suppliers, offering such suppliers more favourable terms of trade, or supporting suppliers in transitioning to producer- or worker-governed models. The company should aim to convert sourcing of whole categories of product (e.g. tea, bananas, shrimp) to these suppliers.	No	0		No 0
<b>T7</b>	<b>Ethical marketing standards: Has the company taken action to ensure its approach to marketing takes into account human rights in its supply chain?</b>					
<b>T7.1</b>	The company has made a commitment only to offer consumer promotions on food products from supply chains in which decent wages/income prevail (rather than in-work poverty).		No	0		No 0
<b>T7.2</b>	The company has made a time-bound commitment to improve the information provided to consumers about its food products to 1) align with the OECD Guidelines for Multinational Enterprises on consumer interests and 2) provide meaningful information on provenance (including at least the country of origin of key ingredients).	In particular, see point 5 on p.51 of the OECD Guidance for Multinational Enterprises - <a href="http://www.oecd.org/daf/inv/mne/48004323.pdf">http://www.oecd.org/daf/inv/mne/48004323.pdf</a> "Support efforts to promote consumer education in areas that relate to their business activities, with the aim of, inter alia, improving the ability of consumers to: i) make informed decisions involving complex goods, services and markets, ii) better understand the economic, environmental and social impact of their decisions and iii) support sustainable consumption."	No	0		No 0

<b>T7.3</b>	The company has taken action, across at least 3 food categories, to promote and raise consumer awareness of food products from suppliers that demonstrate a high level of transparency, improve incomes of small-scale farmers and workers, improve unionisation levels, and/or increase opportunities for women e.g. through choice editing or prominently promoting goods.	This could include the sale of certified products which meet the minimum criteria in the Notes, Definitions & Criteria tab. To score, promotions must be a significant effort above and beyond normal promotions, and must be led by the company, so Fairtrade fortnight, for example, wouldn't count. For choice editing, it must cover the whole food category, not just certain supply chains (i.e. it must cover all strawberries, not just strawberries from one country).	No	0		No	0
<b>T8</b>	<b>Pay ratio and gender pay gap: Does the company disclose its pay ratio and gender pay gap and that of critical suppliers?</b>						
<b>T8.1</b>	The company systematically and publicly reports the ratio between the median and CEO total pay.	Reporting in line with the US SEC Pay Ratio Disclosure, GRI Standard 102-38 or UK CEO Pay Ratio Reporting Requirements would be sufficient to score.	Yes	1	Ahold Delhaize's Annual Report 2018 ( <a href="https://www.aholddelhaize.com/media/8800/ahold-delhaize-2018-annual-report.pdf">https://www.aholddelhaize.com/media/8800/ahold-delhaize-2018-annual-report.pdf</a> ), page 71.	No	0
<b>T8.2</b>	The company systematically discloses gender data and its employee gender pay gap.	Reporting in compliance with either the UK's gender pay gap reporting requirements or gender data as part of GRI 405-1, as well as GRI 405-2 would be sufficient to score. See <a href="https://www.gov.uk/guidance/gender-pay-gap-reporting-overview">https://www.gov.uk/guidance/gender-pay-gap-reporting-overview</a> and <a href="https://www.globalreporting.org/standards/gri-standards-download-center/gri-405-diversity-and-equal-opportunity-2016/">https://www.globalreporting.org/standards/gri-standards-download-center/gri-405-diversity-and-equal-opportunity-2016/</a>	No	0		No	0
<b>T8.3</b>	The company requires critical suppliers in at least 3 of its highest risk food supply chains to disclose pay ratios, gender data and gender pay gaps.	The data on pay ratios should be aligned with indicator T8.1 and data on gender and gender pay gaps should be aligned with indicator T8.2.	No	0		No	0
				<b>4.5</b>			<b>2</b>

tsions											
References	Aldi Nord		Aldi Süd			Costco			Ede		
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score
	No	0		Yes	1	Human Rights Policy Statement, p. 1 <a href="https://cr.aldisouthgroup.com/sites/default/files/downloads/2019%20ALDI%20Human%20Rights%20Policy%20Statement.pdf">https://cr.aldisouthgroup.com/sites/default/files/do</a>	No	0		No	0
	Yes	1	<a href="https://www.aldi-nord.de/">https://www.aldi-nord.de/</a>	Yes	1	Human Rights Policy Statement, p. 3 <a href="https://cr.aldisouthgroup.com/sites/default/files/">https://cr.aldisouthgroup.com/sites/default/files/</a>	No	0		No	0
	No	0		No	0		No	0		No	0
	No	0		Yes	1	<a href="https://cr.aldisouthgroup.com/">https://cr.aldisouthgroup.c</a>	No	0		No	0
Seafood: <a href="https://www.albertsonscpanies.com/our-values/products/seafood.html">https://www.albertsonscpanies.com/our-values/products/seafood.html</a> and the STF's progress report - <a href="https://www.seafoodtaskforce.global/wp-content/uploads/2019/01/Seafood-Task-">https://www.seafoodtaskforce.global/wp-content/uploads/2019/01/Seafood-Task-</a>	No	0		No	0		Yes	1	<a href="https://www.costco.com/s">https://www.costco.com/s</a>	No	0
	Yes	1	<a href="https://www.aldi-nord.de/">https://www.aldi-nord.de/</a>	Yes	1	<a href="https://cr.aldisouthgroup.com/">https://cr.aldisouthgroup.c</a>	No	0		No	0





No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0

	No	0		No	0		No	0		No	0
	No	0		No	0		No	0		No	0
	No	0		No	0		No	0		No	0
	No	0		No	0		No	0		No	0
	No	0		No	0		No	0		No	0

	No	0	No	0	No	0	No	0
	No	0	No	0	Yes	1 Refer to page 22 of the 2018 Proxy Statement - <a href="http://investor.costco.com/static-files/bb86a11a-9202-46e7-a6b5-5ef10a49he6e">http://investor.costco.com/static-files/bb86a11a-9202-46e7-a6b5-5ef10a49he6e</a>	No	0
	No	0	Subsidiary only	0.5 <a href="https://www.aldi.co.uk/ger">https://www.aldi.co.uk/ger</a>	No	0	No	0
	No	0	No	0	No	0	No	0
		<b>3</b>		<b>7.5</b>		<b>2</b>		<b>0</b>





No	0	No	0	No	0	No	0	No	0	No	0
No	0	No	0	Subsidiary only	0.5	<a href="https://www.lidl.co.uk/en/H">https://www.lidl.co.uk/en/H</a>	No	0	0	No	0
No	0	No	0	No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0	No	0	No	0



No	0	No	0	No	0	No	0	No	0	Yes	
No	0	Yes	1	Annual Report p. 49: <a href="http://ir.kroger.com/Cache/1001237179">http://ir.kroger.com/Cache/1001237179</a>	No	0	No	0	No	No	
No	0	No	0		Subsidiary only	0.5	<a href="https://www.lidl.co.uk/en/GB">https://www.lidl.co.uk/en/GB</a>	Yes	1	<b>Gender Pay Report</b> <a href="https://www.morrisons-corporate.com/cr/gender-pay-report/">https://www.morrisons-corporate.com/cr/gender-pay-report/</a>	No
No	0	No	0		No	0		No	0	No	
	6		1			5			4		



Plus		Rewe			Sainsbury's			Tesco			Walmart	
Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score
0		Yes	1	Sustainability Report 2017 ( <a href="https://www.rewe-group-nachhaltigkeitsbericht.de/2017/">https://www.rewe-group-nachhaltigkeitsbericht.de/2017/</a> p. 61 and the	No	0		Yes	1	<b>Modern Slavery Statement 2017-18</b> <a href="https://www.tescopl.com/media/392433/modern_slavery_act.pdf">https://www.tescopl.com/media/392433/modern_slavery_act.pdf</a>	Yes	1
1	<a href="https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/">https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/</a>	Yes	1	<a href="http://rewe-group-nachhaltigkeitsbericht.de/">http://rewe-group-nachhaltigkeitsbericht.de/</a>	No	0		Yes	1	<b>Modern Slavery Statement 2017-18</b> <a href="https://www.tescopl.com/media/392433/modern_slavery_act.pdf">https://www.tescopl.com/media/392433/modern_slavery_act.pdf</a>	No	0
0		No	0		No	0		No	0		No	0
0		No	0		Yes	1	<b>Modern Slavery Statement 2017/18</b> <a href="https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/sainsburys-modern-slavery-report-2018.pdf">https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/sainsburys-modern-slavery-report-2018.pdf</a>	Yes	1	<b>Our approach to human rights in our supply chain updated</b> <a href="https://www.tescopl.com/reports-and-policies/our-approach-to-human-rights-in-our-supply-chain">https://www.tescopl.com/reports-and-policies/our-approach-to-human-rights-in-our-supply-</a>	No	0
0		No	0		Yes	1	<a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf</a>	Yes	1	Addressing the sustainability challenges in our top 20 products and ingredients <a href="https://sustainability.tescopl.com/sustainability/sourcing/top-20/">https://sustainability.tescopl.com/sustainability/sourcing/top-20/</a> (accessed 20.11.18)	Yes	1
0		Yes	1	Sustainability report, p. 61: <a href="https://www.rewe-group-nachhaltigkeitsbericht.de/2017/">https://www.rewe-group-nachhaltigkeitsbericht.de/2017/</a> ; Fairness guidelines pp. 6 et seq.	No	0		Yes	1	<b>Modern Slavery Statement 2017-18</b> <a href="https://www.tescopl.com/media/392433/modern_slavery_act.pdf">https://www.tescopl.com/media/392433/modern_slavery_act.pdf</a>	Yes	1



0	No	0	Yes	1 <a href="https://about.sainsburys.co">https://about.sainsburys.co</a>	No	0	No	0	
0	Yes	1	Fairness guidance, p. 24, <a href="https://www.rewe-group.com/dam/jcr:1251628b-9cab-4913-a858-cb2fabaad49e/leitlinie_fairness_de.pdf">https://www.rewe-group.com/dam/jcr:1251628b-9cab-4913-a858-cb2fabaad49e/leitlinie_fairness_de.pdf</a> .	No	0	Yes	1 <a href="https://sustainability.tesco">https://sustainability.tesco</a>	No	0
0	Yes	1	Fairness guidance, p. 24, <a href="https://www.rewe-group.com/dam/jcr:1251628b-9cab-4913-a858-cb2fabaad49e/leitlinie_fairness_de.pdf">https://www.rewe-group.com/dam/jcr:1251628b-9cab-4913-a858-cb2fabaad49e/leitlinie_fairness_de.pdf</a> .	No	0	No	0	No	0
0	No	0	No	0	No	0	No	0	
0	No	0	No	0	No	0	No	0	
0	No	0	No	0	No	0	No	0	

0		No	0		No	0		No	0		No	0
0		No	0		No	0		No	0		No	0
0		No	0		No	0		No	0		No	0
0		No	0		No	0		No	0		No	0
0		No	0		No	0		No	0		No	0

1	<a href="https://www.plus.nl/info-over-plus/pg_persinformatie/persberichten/plus-supermarkt-draagt-meeste-fairtrade-premie-af-cid-KDsKA9YQPc0AAAFoYsgdmbym">https://www.plus.nl/info-over-plus/pg_persinformatie/persberichten/plus-supermarkt-draagt-meeste-fairtrade-premie-af-cid-KDsKA9YQPc0AAAFoYsgdmbym</a>  <a href="https://www.plus.nl/info-verantwoord/een-verantwoord-assortiment/onze-keurmerken">https://www.plus.nl/info-verantwoord/een-verantwoord-assortiment/onze-keurmerken</a>  <a href="https://www.plus.nl/info-verantwoord/een-verantwoord-assortiment/onder-Highlights-2018">https://www.plus.nl/info-verantwoord/een-verantwoord-assortiment/onder "Highlights 2018</a>	No	0	Yes	1	Sourcing for Sustainable Development [p. 5] / <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/sourcing-for-sustainable-development-update-2018.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/sourcing-for-sustainable-development-update-2018.pdf</a> [p. 18]	No	0	No	0	
0		No	0	No	0		No	0	Yes	1	
0		No	0	Yes	1	<b>Gender Pay Report 2017</b> <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/sainsbury-group-gender-pay-report-2017.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/sainsbury-group-gender-pay-report-2017.pdf</a>	Yes	1	<b>Tesco Gender Pay Report 2017</b> <a href="https://www.tescopl.com/media/474535/tesco-gender-pay-report-2017.pdf">https://www.tescopl.com/media/474535/tesco-gender-pay-report-2017.pdf</a>	Subsidiary only	0
0		No	0	No	0		No	0	No	0	
2			6		6			10		5	

t	Whole Foods		
References	Answer	Score	References
<a href="https://corporate.walmart.com/responsible-sourcing">https://corporate.walmart.com/responsible-sourcing</a>	No	0	
	No	0	
	No	0	
	No	0	
1. Produce ( <a href="https://corporate.walmart.com/responsible-sourcing">https://corporate.walmart.com/responsible-sourcing</a> ) 2. Seafood - shrimp ( <a href="https://corporate.walmart.com/responsible-sourcing">https://corporate.walmart.com/responsible-sourcing</a> )	No	0	
See section of Human Rights Statement "Act with Integrity"	No	0	

	No	0
Examples from Mexico and Seafood from Thailand: <a href="https://corporate.walmart.com/2018grr/promoting-responsible-sourcing?chapter=focu">https://corporate.walmart.com/2018grr/promoting-responsible-sourcing?chapter=focu</a>	No	0
	No	0

	No	0
	No	0
	No	0
	No	0
	No	0
	No	0



	No	0
	No	0
	No	0
	No	0
	No	0

	No	0
<a href="#">See p. 78 here</a>	No	0
<a href="https://corporate">https://corporate</a>	No	0
	No	0
		0

# Workers

			Ahold			
Code	Indicators	Guidance	Answer	Score	References	Answer
<b>W1</b>	<b>Policy: Does the company have robust policies for managing labour rights?</b>					
<b>W1.1</b>	<p>The company publicly recognises (e.g. through a statement on their website) the systemic nature of labour rights violations in global supply chains and the need to understand their root causes, including that:</p> <ul style="list-style-type: none"> <li>• the worst abuses, including forced and child labour, often occur when governments fail to protect workers' rights and when trade unions are absent or weak due to restrictions on their activities;</li> <li>• workers can experience in-work poverty even where legal minimum standards are complied with;</li> <li>• the sourcing company's business practices and decision-making can contribute to poor conditions in the supply chain; and that</li> <li>• women face additional barriers to decent work, due to unequal gender norms and women's greater share of unpaid care work</li> </ul>	The company must communicate all of these points to score.	No	0		No
<b>W1.2</b>	<p>The company has published labour rights policies for its supply chains, which are based on ILO labour standards and include at least 8 of the following commitments:</p> <ul style="list-style-type: none"> <li>• No forced or child labour; should a child be found working, their best interests are protected</li> <li>• Freedom of association and the right to collective bargaining are upheld;</li> <li>• No violent or degrading treatment, harassment or disciplinary practices causing harm to workers and protection against gender-based violence;</li> <li>• Safe healthy workplace with adequate rest periods, adequate toilet breaks and access to potable water, dignified and sanitary conditions for women;</li> <li>• Living wages that ensure decent livelihoods to workers and their families. Wages should be paid on a timely basis (at least once a month) and compensation provided for overtime worked;</li> <li>• Decent living conditions for workers accommodated by the company (based on a recognised standard)</li> <li>• No discrimination in recruitment, pay or progression (including gender, minority groups, disability) and equitable treatment of temporary and migrant workers;</li> <li>• No use of repeat temporary or zero hours contracts to avoid employment responsibilities;</li> <li>• Access to social protection, including paid sick leave and maternity leave as well as protection in the case of accidents or injury</li> <li>• Working hours are not excessive.</li> </ul>		No	0		No

W1.3	The company's labour rights policies relating to its supply chains include a commitment to the proactive prevention of forced labour, including at the recruitment stage.	Examples of relevant activities include mapping the supply chain, assessing risks of forced or child labour, mitigating such risks by undertaking action, providing remedy in the case that forced or child labour is found, including by compensation to the victims and their families, and reporting actions. This could be indicated through the company being committed to the Dhaka Principles ( <a href="http://www.dhaka-principles.org/">http://www.dhaka-principles.org/</a> ) or the Consumer Goods Forum: Forced Labour Priority Industry Principles ( <a href="https://www.theconsumergoodsforum.com/initiatives/social-sustainability/key-projects/priority-industry-principles/">https://www.theconsumergoodsforum.com/initiatives/social-sustainability/key-projects/priority-industry-principles/</a> ) For UK companies, a Modern Slavery statement would only qualify if it includes reference to proactive prevention. Evidence of engagement with unions in transnational collective bargaining in order to identify, mitigate and remedy risks and demonstrate the company's engagement would also merit a score. Membership of and Leadership Group for Responsible Recruitment ( <a href="http://www.Employerpays.org">www.Employerpays.org</a> ) would qualify.	Yes		1 The Ahold Delhaize Human Rights website <a href="https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/">https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/</a> (accessed 1 April 2019)  The Ahold Delhaize Standards of Engagement: <a href="https://www.aholddelhaize.com/en/about-us/ethical-business/code-of-ethics/our-standards-of-engagement/">https://www.aholddelhaize.com/en/about-us/ethical-business/code-of-ethics/our-standards-of-engagement/</a> (accessed 1 April 2019)	No
W2	<b>Policy implementation: Does the company demonstrate how it implements its Supplier Code across its food supply chains?</b>					
W2.1	The company clearly states the scope of its Supplier Code including which suppliers are covered (e.g. critical suppliers / Tier 1 suppliers / direct vs. indirect suppliers).	Please see the Notes, Definitions & Criteria tab for the definition of 'critical suppliers'.	Yes	1	The Ahold Delhaize Human Rights website <a href="https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/">https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/</a>	Yes
W2.2	The company has established support mechanisms to enable suppliers to respect human rights e.g. funds or programmes to train workers on their rights and ensure they are aware of opportunities to join trade unions. To score, the company must demonstrate that these mechanisms have been implemented across at least 3 of its highest risk food categories.		No	0		No
W2.3	The company has taken steps to ensure that its supply chain standards are implemented beyond first tier suppliers.	For example, by engaging with and supporting critical suppliers to adopt similar practices in their own supply chains, either by the company alone or through collaborative initiatives with other companies/organisations. Solely sourcing certified products would not be sufficient to score for this indicator.	No	0		No
W3	<b>Supplier engagement: Does the company systematically engage suppliers to support continuous improvement in relation to labour standards?</b>					

W3.1	The company states that it recognises that improving labour standards in the supply chain is a responsibility that should be shared with its suppliers, and commits to acting accordingly.	For example, by holding discussions with suppliers to agree the basis on which costs and risks will be shared with them, and spelling these out in supplier contracts. For more guidance see the Joint ETIs' Guide to Buying Responsibly.	Subsidiary only	0.5	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a> , page 3.	No
W3.2	The company offers positive incentives to suppliers that demonstrate continuous improvement in labour standards.	For example, through enhanced contract terms. Solely sourcing certified products would not be sufficient to score for this indicator.	No	0		No
W3.3	The company has committed not to 'cut and run' from suppliers when labour exploitations are exposed and instead demonstrates that it is engaging in a process that allows suppliers reasonable time to address concerns before exiting where suppliers do not do this, providing examples of where this has taken place.	The company should also encourage its suppliers to follow the same principle with their suppliers.	No	0		Yes
W4	<b>Human Rights Impact Assessments (HRIAs): Has the company assessed the impacts of its supply chain activities on workers?</b>					
W4.1	The company has committed to publishing at least 3 human rights impact assessments that focus on the impact of high risk food supply chain operations on workers. This includes a commitment to demonstrate that there has been meaningful engagement with stakeholders, including trade unions whenever existing, civil society organisations and communities.	Each HRIA could focus on a single high human rights risk supply chain (one raw material and one country). The HRIAs should differentiate between impacts on women and men, and between migrant and local workers, and be carried out with the active involvement of affected people. HRIAs should include, as per UNGP guidance, "all internationally recognized human rights as a reference point". See Implementing the United Nations "Protect, Respect and Remedy" p20 Framework <a href="http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf">http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf</a>	Yes	1	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a> , page 12.	No

<b>W4.2</b>	The company has published at least 1 human rights impact assessment in the last three years, which assesses the impact of a high risk food supply chain operations on workers, and has published an action plan for addressing the root causes of negative impacts in the impact assessment. This includes meaningful engagement with stakeholders, including trade unions whenever existing, civil society organisations and communities.	The HRIA could focus on a single high human rights risk supply chain (one raw material and one country). The HRIA should differentiate between impacts on women and men, and between migrant and local workers, and be carried out with the active involvement of affected people.	No	0	No
<b>W4.3</b>	The company has published at least 3 human rights impact assessments in the last three years, which assess the impact of high risk food supply chain operations on workers, and has published associated action plans for addressing the root causes of negative impacts identified in the impact assessments. This includes meaningful engagement with stakeholders, including trade unions whenever existing, civil society organisations and communities.	Each HRIA could focus on a single high human rights risk supply chain (one raw material and one country). The HRIsAs should differentiate between impacts on women and men, and between migrant and local workers, and be carried out with the active involvement of affected people.	No	0	No
<b>W5</b>	<b>Freedom of association: Does the company engage trade unions to enable freedom of association and collective bargaining?</b>				
<b>W5.1</b>	The company demonstrates the actions it is taking to remove barriers to worker representation across its food supply chains.	Examples of relevant action include: incorporating an objective on worker representation in the company's sustainability or responsible sourcing strategy, engaging with trade unions to remove barriers to worker representation within the last 2 years, engaging with suppliers to remove barriers to worker representation, and taking steps to promote effective representation of women workers and migrant workers. To score, the company must demonstrate two or more relevant actions for at least three high risk supply chains.	No	0	No
<b>W5.2</b>	The company has published and states that it is implementing action plans and time-bound milestones that set out how it will remove barriers to freedom of association for at least 3 high risk food supply chains.	This should include working with suppliers and trade unions to ensure that workers, including women workers and migrant workers, are aware of opportunities to join trade unions.	No	0	No
<b>W5.3</b>	The company has published and states that it is implementing action plans and time-bound milestones that set out how it will remove barriers to freedom of association across all of its high risk food supply chains.	This should include working with suppliers and trade unions to ensure that workers, including women workers and migrant workers, are aware of opportunities to join trade unions.	No	0	No
<b>W6</b>	<b>Living wages and value distribution: Is the company taking action to close the gap between current low wages and a living wage?</b>				

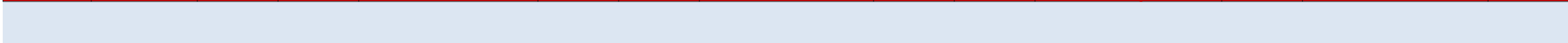
<b>W6.1</b>	Acknowledging that legal minimum wages are often not sufficient to allow workers and their families to cover their basic living costs and emergencies, the company has made a commitment to work with workers, trade unions (whenever existing) and/or with civil society organisations and other stakeholders to 1) <b>identify living wage benchmarks</b> (where they have not yet been developed) AND 2) <b>publish examples</b> within its food supply chain of the <b>gap between prevailing wages and credible living wage</b> benchmarks.	Please see Notes, Definitions & Criteria tab for what Oxfam considers to be a "credible living wage benchmark"	No	0	No
<b>W6.2</b>	The company provides examples of actions it is taking across 3 high risk food categories that ensure there is sufficient value at production level to pay a living wage to workers and provide secure contracts. At least one of the examples must relate to a company-led initiative (therefore going beyond sourcing certified products).		No	0	No
<b>W6.3</b>	The company has made a time-bound commitment to factoring living wage benchmarks as a non-negotiable cost into price negotiations and contract terms for at least 3 high risk food categories		No	0	No
<b>W7</b>	<b>Sourcing practices: Does the company seek to ensure that its sourcing practices do not undermine labour standards in its food supply chains?</b>				
<b>W7.1</b>	The company has committed to eliminating Unfair Trading Practices e.g. through appropriate pricing that takes into account production costs, long-term contracts and reasonable payment terms, and secure and predictable order volumes.		No	0	No
<b>W7.2</b>	The company reports details of significant and meaningful actions it is taking to eliminate unfair trading practices across its food supply chains e.g. disclosing contracts and the longevity of supplier relationships, appropriate pricing that takes into account higher production costs and offering reasonable payment terms.	To score, the company must go beyond ad hoc examples to score by demonstrating that it is taking action across at least 3 supply chains.  For further guidance see the Joint ETIs' Guide to Buying Responsibly.	No	0	No
<b>W7.3</b>	The company has taken steps to demonstrate to stakeholders that it is not using Unfair Trading Practices.	For example, by joining or developing a forum in which supplier contract terms are shared with a trusted civil society organisation to verify Unfair Trading Practices have not been used (whilst protecting information that is commercially sensitive).	No	0	No
<b>W8</b>	<b>Pre-competitive collaboration and advocacy: Does the company engage stakeholders with the aim of improving conditions for workers at the sector-level?</b>				
<b>W8.1</b>	The company has taken a public stance about, and advocated for, the need for strong labour rights protections, providing at least one example of relevant advocacy in the last 3 years.	This could include senior leadership speaking publicly about the significant role played by governments in ensuring that workers' rights are protected or signing a public letter to government. Membership alone of an MSI (or other organisation or association) that is undertaking advocacy would not qualify; the company must proactively and explicitly take the public stance in its own right or openly as part of an MSI action.	No	0	No

<b>W8.2</b>	The company actively participates in multi-stakeholder initiatives which address workers' rights covering at least 3 high risk food supply chains.		Subsidiary only	0.5	<p>Ahold USA:  <a href="http://www.fairfoodprogram.org/partners/">http://www.fairfoodprogram.org/partners/</a> (only Ahold USA)</p> <p>Albert Heijn Website:  <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a>, page 4.</p>	No
<b>W8.3</b>	The company actively participates in multi-stakeholder initiatives which address workers' rights covering all high risk food supply chains.		No	0		No
				<b>4</b>		





Albertsons		Aldi Nord		Aldi Süd		Costco		Edeka			
Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer



0		No	0		No	0		No	0		Yes
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0		No	0		No	0	<a href="https://www.co">1 https://www.co</a>	No	0		No
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0	No	0	Subsidiary only	0.5	<a href="https://cr.aldisouthgroup.com">https://cr.aldisouthgroup.com</a>	No	0	No	0	Yes		
1	<a href="http://suppliers.safeway.com/usa/pdf/">http://suppliers.safeway.com/usa/pdf/</a>	No	0	Yes	1	ALDI Social Standards in Production, <a href="https://corporate.aldi.us/fileadmin/fm-dam/CorporateResponsibility/">https://corporate.aldi.us/fileadmin/fm-dam/CorporateResponsibility/</a>	Yes	1	<a href="https://www.aldi.com">https://www.aldi.com</a>	No	0	Yes
0	No	0	No	0	0	No	No	0	No	No		
0	No	0	No	0	0	Yes	1	<a href="https://www.seafoodtaskforce.global">https://www.seafoodtaskforce.global</a> and <a href="https://equitablefood.org/about-efi/">https://equitablefood.org/about-efi/</a>	No	0	No	

0	No	0	Yes	1 <a href="https://cr.aldisouthgroup.co.uk">https://cr.aldisouthgroup.co.uk</a>	No	0	No	0	Yes
0	No	0	No	0	No	0	No	0	No
1 <a href="https://www.seafoodtaskforce.org/global/SupplyChainAccountability-EliminatingHumanTrafficking">https://www.seafoodtaskforce.org/global/SupplyChainAccountability-EliminatingHumanTrafficking</a>	No	0	Yes	1 <a href="https://cr.aldisouthgroup.co.uk">https://cr.aldisouthgroup.co.uk</a>	Yes	1 <a href="https://www.seafoodtaskforce.org/global/approach/elected-board/">https://www.seafoodtaskforce.org/global/approach/elected-board/</a> <a href="https://www.seafoodtaskforce.org/global/wp-content/">https://www.seafoodtaskforce.org/global/wp-content/</a>	No	0	No
0	No	0	Yes	1 <a href="https://cr.aldisouthgroup.co.uk">https://cr.aldisouthgroup.co.uk</a>	No	0	No	0	Yes



0	No	0	No	0	No	0	No	0	No
0	No	0	No	0	No	0	No	0	No
0	No	0	No	0	No	0	No	0	No
0	No	0	No	0	No	0	No	0	No
0	No	0	No	0	No	0	No	0	No
0	No	0	No	0	No	0	No	0	No
0	No	0	No	0	No	0	No	0	No

0	No	0	No	0	Yes	1 <a href="https://equitabl">https://equitabl</a>	No	0	No
0	No	0	No	0	No	0	No	0	No
2		0		4.5		5		0	

Jumbo Kroger Lidl Morrisons Plus													
Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	References
1	Jumbo human rights policy <a href="http://www.jumborapportage.com/FbContent.aspx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm">http://www.jumborapportage.com/FbContent.aspx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm</a>  (p 4 & 5, Box on Human Rights and	No	0		No	0		Yes	1	<a href="https://my.morrisons.com/c">https://my.morrisons.com/c</a>	Yes	1	<a href="https://www.plus.nl/INTER">https://www.plus.nl/INTER</a>
0		No	0		No	0		Yes	1	<b>Ethical Trading Policy 2015</b> <a href="https://www.morrisons-corporate.com/Global/corporate/EthicalTradingPolicy-Oct2015.pdf">https://www.morrisons-corporate.com/Global/corporate/EthicalTradingPolicy-Oct2015.pdf</a>  <b>Modern Slavery Statement</b> <a href="https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf">https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf</a>	Yes	1	<a href="https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/Ken%20de%20keten-aanpak/Maart%202019%20-%20Toelichting%20Ken%20de%20Keten-aanpak%20-%20beleid%2c%20focus%20en%20management%20van%20risico%27s%20PLUS.docx.pdf">https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/Ken%20de%20keten-aanpak/Maart%202019%20-%20Toelichting%20Ken%20de%20Keten-aanpak%20-%20beleid%2c%20focus%20en%20management%20van%20risico%27s%20PLUS.docx.pdf</a>  <a href="https://www.superunie.nl/app/uploads/2015/12/Gedragscode-Superunie-NL-september-2016.pdf">https://www.superunie.nl/app/uploads/2015/12/Gedragscode-Superunie-NL-september-2016.pdf</a>  <a href="https://www.superunie.nl/app/uploads/2015/12/Superunie-Code-of-conduct-EN-September-2016.pdf">https://www.superunie.nl/app/uploads/2015/12/Superunie-Code-of-conduct-EN-September-2016.pdf</a>

1	Jumbo human rights policy <a href="http://www.jumborapportage.com/FbContent.aspx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm">http://www.jumborapportage.com/FbContent.aspx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm</a> (p.7, International Treaties, p.5)	No	0	No	0	Yes	1	<a href="https://responsiblerecruitmenttoolkit.org/supporters-sponsors/">https://responsiblerecruitmenttoolkit.org/supporters-sponsors/</a> & Modern Slavery Statement p. 2, 7 and 9: <a href="https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf">https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf</a>	Yes	1	<a href="https://www.plus.nl/INTERSECT">https://www.plus.nl/INTERSECT</a>		
1	Jumbo human rights policy <a href="http://www.jumborapportage.com/">http://www.jumborapportage.com/</a>	Yes	1	Vendor letter: <a href="https://www.thekrogerco.com/wp-content/uploads/2018/08/2018-08-20-UK-Modern-Slavery-Statement.pdf">https://www.thekrogerco.com/wp-content/uploads/2018/08/2018-08-20-UK-Modern-Slavery-Statement.pdf</a>	Yes	1	<a href="https://www.lidl-nachhaltigkeit.de/">https://www.lidl-nachhaltigkeit.de/</a>	Yes	1	<a href="https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf">https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf</a>	Yes	1	<a href="https://www.plus.nl/INTERSECT">https://www.plus.nl/INTERSECT</a>
0		No	0		No	0	No	0	No	0			
0		No	0		Subsidiary only	0.5	<a href="https://www.lidl.co.uk/en">https://www.lidl.co.uk/en</a>	Yes	1	<a href="https://my.morrisons.com/collaborative-working/Modern-Slavery-Statement-2017/18">https://my.morrisons.com/collaborative-working/Modern-Slavery-Statement-2017/18</a> <a href="https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf">https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf</a>	No	0	



1	Jumbo human rights policy http://www.jumborapportage.com/FbContent.aspx/pub_1007/downloads/v1903281342/@SIVNQk8zM Dk2X01WT2JlcmIjaHqRQ292ZXlucGRm (p. 7-10)	No	0	No	0	No	0	No	0	
0		No	0	No	0	No	0	No	0	
0		No	0	No	0	Yes	1	<a href="https://my.morrisons.com/c">https://my.morrisons.com/c</a>	No	0
1	Jumbo human rights policy http://www.jumborapportage.com/FbContent.aspx/pub_1007/downloads/v1903281342/@SIVNQk8zM Dk2X01WT2JlcmIjaHqRQ292ZXlucGRm (p. 9-10)	No	0	No	0	No	0	No	0	



0	No	0	No	0	No	0	No	0
0	No	0	No	0	No	0	No	0
0	No	0	No	0	No	0	No	0
0	No	0	No	0	Yes	1	<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/700700/">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/700700/</a>	No
0	No	0	No	0	No	0	No	0
0	No	0	No	0	No	0	No	0
0	No	0	No	0	No	0	No	0

0	No	0	Sustainability Report – see page 111 <a href="http://sustainability.kroger.com/Kroger_CSR2018.pdf">http://sustainability.kroger.com/Kroger_CSR2018.pdf</a>	No	0	Yes	1	<b>Modern Slavery Statement 207/18</b> <a href="https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf">https://www.morrisons-corporate.com/Documents/corporate2018/Morrisons_Modern-Slavery-Act-2018.pdf</a>	No	0
0	No	0		No	0	No	0		No	0
<b>5</b>		<b>1</b>			<b>1.5</b>		<b>9</b>			<b>4</b>

Rewe													
Rewe			Sainsbury's			Tesco			Walmart			Whole I	
Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score
No	0		Yes	1	<b>Sainsbury's Sustainability Standards – Overarching sustainability standard - June 2018</b> <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/reports-and-policies/Sainsburys%20Overarching%20Sustainability%20Standard.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/reports-and-policies/Sainsburys%20Overarching%20Sustainability%20Standard.pdf</a>	Yes	1	<b>Our approach to human rights in our supply chain updated 08.11.2017</b> <a href="https://www.tescopl.com/reports-and-policies/our-approach-to-human-rights-in-our-supply-chain/">https://www.tescopl.com/reports-and-policies/our-approach-to-human-rights-in-our-supply-chain/</a>	No	0		No	0
No	0		Yes	1	<b>Supplier Policy on Ethical Trade</b> <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/SP003%20Supplier%20Policy%20on%20Ethical%20Trade_External.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/SP003%20Supplier%20Policy%20on%20Ethical%20Trade_External.pdf</a> (accessed 14.11.2018) P6	Yes	1		No	0		No	0

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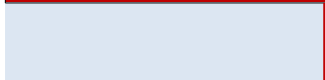
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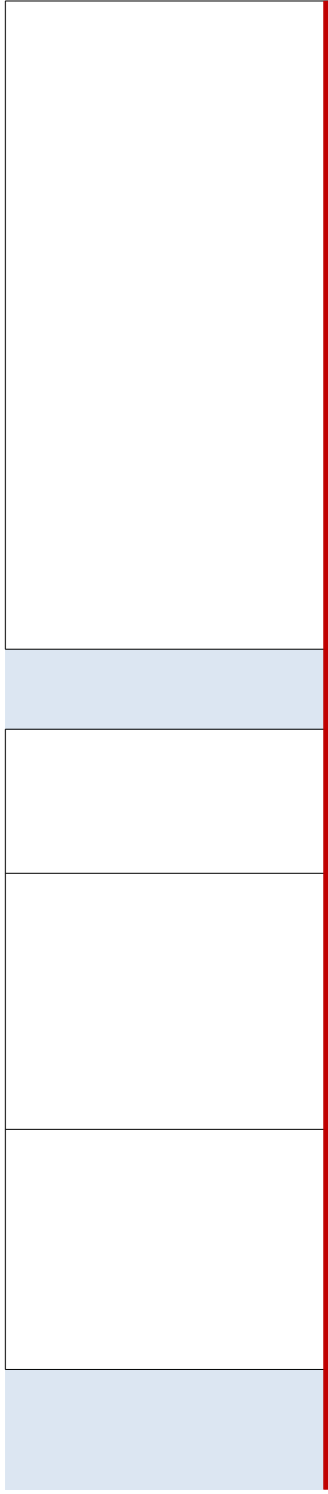
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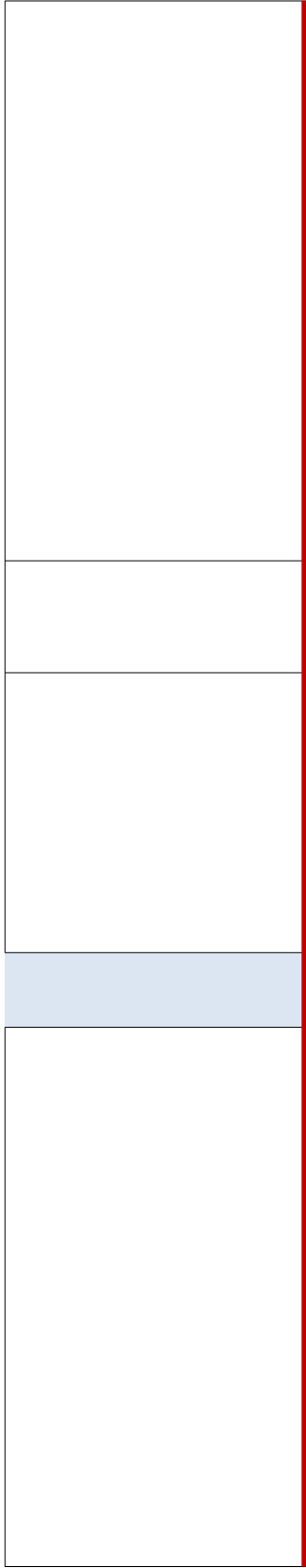


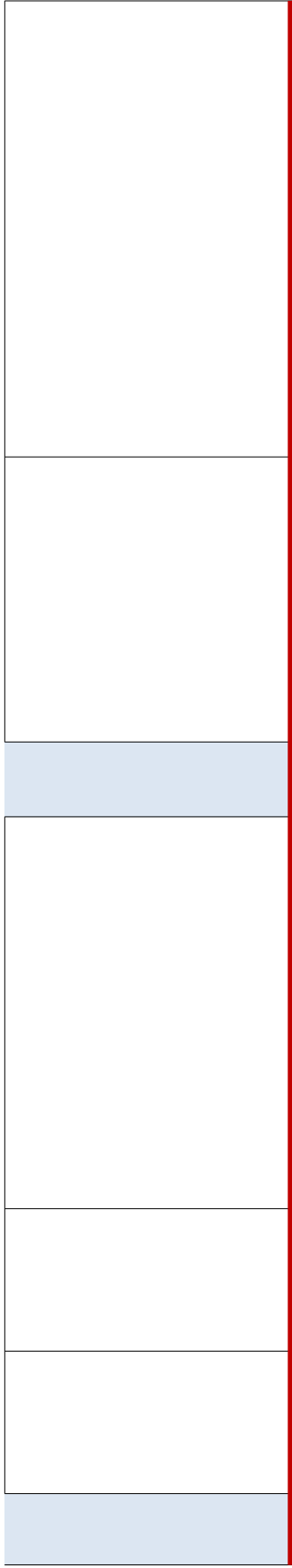
**Foods**

**References**











<http://www.fairfoodprogram>

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## Small-scale farmers

Code	Indicators	Guidance
<b>F1</b>	<b>Support for small-scale farmers: Does the company provide support to small-scale farmers in its food supply chain?</b>	
<b>F1.1</b>	The company has made an explicit commitment to support small-scale farmers in its food supply chains to increase their resilience and prosperity.	For example, by supporting them in gaining access to resources, knowledge, inputs, technologies or insurance. The company should outline how it will tailor this support to meet the needs of female and male small-scale farmers. Solely sourcing certified products would not be sufficient to score for this indicator.
<b>F1.2</b>	The company provides guidance for suppliers to support small-scale farmers in becoming more resilient.	For example, through reference in its Supplier Code to (1) training, such as on risks management, technical assistance, improved agricultural practices, developing business and negotiation skills or assessing and accessing market information, or (2) the provision of market information or (3) the facilitation of access to credit. Solely sourcing certified products would not be sufficient to score for this indicator.

F1.3	The company identifies examples across its highest risk food categories (at least 3 food categories) where it directly supports small-scale farmers in its supply chains to become resilient and prosperous.	Solely sourcing certified products would not be sufficient to score for this indicator.
F2	<b>Sourcing practices and fair deals: Does the company seek to ensure that small-scale farmers in its food supply chains receive fair deals?</b>	
F2.1	The company has made an explicit commitment to ensuring fair, transparent, stable and long term sourcing from small-scale food producers.	This should be a company wide policy applicable to all of the company's food sourcing, not something that applies to a single product or a selection of products.
F2.2	The company provides examples across at least 3 high risk food categories of sourcing practices that go beyond regular sourcing relationships in transferring value to small-scale farmers.	This could include the sale of products (within these 3 high risk food categories) that are certified by a standards body that has a mechanism to deliver an enhanced share of value to women and men producers and workers - e.g. Fairtrade.
F2.3	The company is providing specific examples across 3 high risk food categories in which sourcing practices support and encourage suppliers to provide fair, transparent, stable and long-term deals to small-scale farmers through appropriate pricing that takes into account all the costs and risks associated with food production.	Solely sourcing certified products would not be sufficient to score for this indicator.
F3	<b>Human Rights Impact Assessments (HRIAs): Has the company assessed the impacts of its food supply chain activities on small-scale farmers?</b>	
F3.1	The company has committed to publishing at least 3 human rights impact assessments that focus on the impact of its high risk food supply chain operations on small-scale farmers. This includes a commitment to demonstrate that there has been meaningful engagement with stakeholders, including producer groups, civil society organisations and communities.	Each HRIA could focus on a single high human rights risk supply chain (one raw material and one country). The HRIAs should differentiate between impacts on women and men and be carried out with the active involvement of affected people.

F3.2	The company has published at least 1 human rights impact assessment in the last 3 years, which assesses the impact of a high risk food supply chain operations on small-scale farmers, and has published an action plan for addressing the root causes of negative impacts in the impact assessment. This includes meaningful engagement with stakeholders, including producer groups, civil society organisations and communities.	The HRIA could focus on a single high human rights risk supply chain (one raw material and one country). The HRIA should differentiate between impacts on women and men and be carried out with the active involvement of affected people.
F3.3	The company has published at least 3 human rights impact assessments in the last 3 years, which assess the impact of high risk food supply chain operations on small-scale farmers, and has published associated action plans for addressing the root causes of negative impacts identified in the impact assessments. This includes meaningful engagement with stakeholders, including producer groups, civil society organisations and communities.	<p><u>Solely sourcing certified products would not be sufficient</u></p> <p>Each HRIA could focus on a single high human rights risk supply chain (one raw material and one country). The HRIAs should differentiate between impacts on women and men and be carried out with the active involvement of affected people.</p> <p>Solely sourcing certified products would not be sufficient to score for this indicator.</p>
F4	<b>Negotiating power: Do the company's sourcing practices strengthen the negotiating power of small-scale farmers?</b>	
F4.1	The company has made commitments to support small-scale farmers to organise collectively.	For example, through (a) commitments to source from small-scale farmer cooperatives or unions (b) offering better contract terms to small-scale farmer cooperatives or unions or (c) by providing assistance to cooperatives or unions to enable them to gain technical and organisational expertise (thereby increasing the resilience and negotiating power of members). Solely sourcing certified products would not be sufficient to score for this indicator.
F4.2	The company provides examples across at least 3 high risk food categories where it supports small-scale farmers to organise collectively as a meaningful way to bring about increases in incomes and fairer deals.	<p>Example of a project that would score is an initiative where the company is helping small-scale farmers to organise themselves e.g. through the provision of facilities, holding focus groups, engaging local governments to support small-scale farmers to organise themselves.</p> <p>Solely sourcing certified products would not be sufficient to score for this indicator.</p>
F4.3	The company has published evidence relating to all of its high risk food supply chains that it supports producers to organise collectively as a meaningful way to bring about increases in incomes and fairer deals.	For example, through the provision of facilities, holding focus groups or engaging local governments to support small-scale farmers to organise themselves. Solely sourcing certified products would not be sufficient to score for this indicator.
F5	<b>Living incomes: Is the company taking action to improve incomes for small-scale farmers in its food supply chains?</b>	
F5.1	The company has committed to publishing a living income assessment relating to male and female small-scale farmers in at least one high risk food supply chain.	The assessments should include: (a) the average level of income earned by the small-scale farmers in that supply chain, (b) the level of income that small-scale farmers need to earn to afford a decent standard of living for themselves and their families, and their hired labour or (c) an indication of the extent to which unpaid family workers, in particular unpaid women family workers, benefit from and have control over the existing income earned. Please see the Notes, Definitions & Criteria tab for a definition of living income.
F5.2	The company has committed to develop action plans and time-bound milestones to improve the ability of small-scale farmers across at least one high risk food supply chain to earn a living income. To score, the company must report progress at least annually, recognising challenges and lessons learnt.	This should include actions for promoting more equal sharing of income with unpaid family workers, in particular unpaid women family workers (e.g. joint contracts with husbands and wives). Solely sourcing certified products would not be sufficient to score for this indicator.
F5.3	The company has published and demonstrates that it is implementing action plans and time-bound milestones that improve the ability of small-scale farmers across all its highest risk food supply chains to earn a living income, and reports progress at least annually.	Solely sourcing certified products would not be sufficient to score for this indicator.
F6	<b>Value distribution: Is the company taking action to increase the proportion of the share of value received by small-scale farmers?</b>	

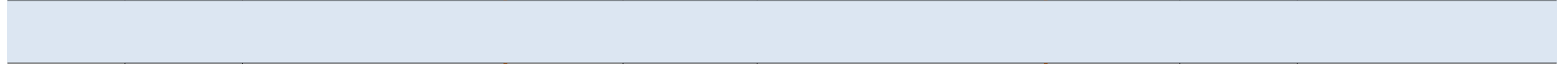
<b>F6.1</b>	The company publicly recognises the importance to small-scale farmers of a fair system of value distribution.	The company should provide examples where it is innovating and exploring better ways of sharing value. Solely sourcing certified products would not be sufficient to score for this indicator.
<b>F6.2</b>	The company measures and discloses the share of value going to small-scale farmers for 3 high risk food categories.	
<b>F6.3</b>	The company has published and demonstrates that it is implementing action plans with time-bound milestones for increasing the share of value received by small-scale farmers across all its highest risk food supply chains, and reports progress at least annually, recognising challenges and lessons learnt.	For example, by channelling a portion of the margin currently retained by the company and/or by preventing value from being captured by actors in the chain who do not add value, at least until living income benchmarks are reached.
<b>F7</b>	<b>Pre-competitive collaboration: Does the company engage stakeholders with the aim of improving conditions for small-scale farmers?</b>	
<b>F7.1</b>	The company meaningfully engages farmer groups and civil society organisations across at least 3 of its highest risk food supply chains as part of its strategy to support small-scale farmers.	The company must provide examples of such engagement across at least 3 food supply chains to score.
<b>F7.2</b>	The company actively participates in multi-stakeholder initiatives which address issues concerning small-scale farmers covering at least 3 high risk food supply chains.	
<b>F7.3</b>	The company actively participates in multi-stakeholder initiatives which address issues concerning small-scale farmers covering all high risk food supply chains.	
<b>F8</b>	<b>Advocacy: Does the company engage in advocacy that influences public authorities to support small-scale farmers?</b>	
<b>F8.1</b>	The company publicly recognises the important role played by governments in ensuring that small-scale farmers are resilient and prosperous, earn a living income and receive a fair share of the value accumulated in food supply chains.	
<b>F8.2</b>	Senior leadership have spoken publicly e.g. in the media or at public events on the need for action to support small-scale farmers in being resilient and prosperous, earn a living income and receive a fair share of the value accumulated in food supply chains (in the last 3 years).	Examples of "public speaking" could include media articles and interviews, records/transcripts or videos of speeches at events published on the company's website or speaking at public events (i.e. not restricted to members, staff or investors only).
<b>F8.3</b>	The company has made commitments to advocate towards governments (including sourcing country governments) or to join existing advocacy initiatives to ensure that small-scale farmers are resilient and prosperous, earn a living income and receive a fair share of the value accumulated in the food supply chain or the company demonstrates that it has already engaged in such activities.	



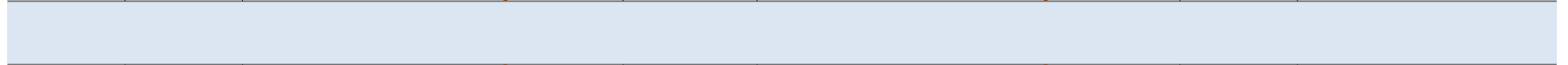
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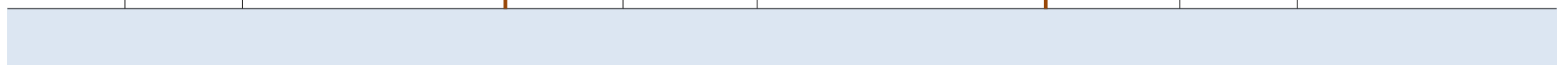
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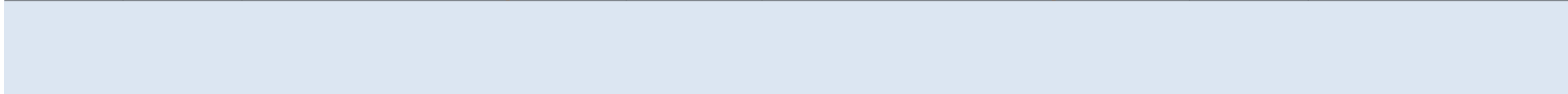


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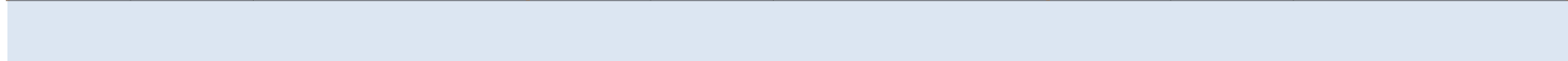


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Aldi Süd			Costco			Edeka		
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Yes	1	<a href="https://cr.aldisouthgroup.com">https://cr.aldisouthgroup.com</a>	Yes	1	<a href="https://www.costco.com/s">https://www.costco.com/s</a>	No	0	
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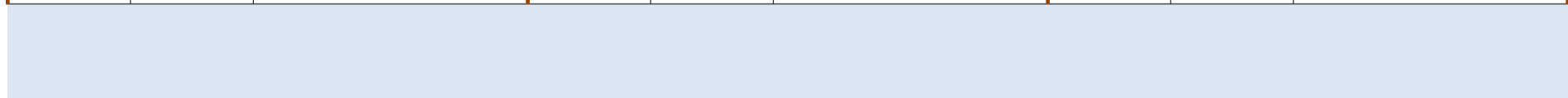
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Yes	1	Aldi South International CR Report 2017, P. 24-27  <a href="https://blog.aldi-sued.de/gastbeitrag-mein-besuch-bei-den-kafeeckleinbauern-in-honduras/">https://blog.aldi-sued.de/gastbeitrag-mein-besuch-bei-den-kafeeckleinbauern-in-honduras/</a>	No	0		No	0
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Yes	1	<a href="https://cr.aldisouthgroup.com">https://cr.aldisouthgroup.com</a>	No	0		No	0
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No	0	No	0	Yes	1	Nachhaltigkeitsbericht Edeka Südwest 2016, p. 50 Nachhaltigkeitsbericht Edeka Minden-Hannover 2015, p. 25 Netto Nachhaltigkeitsbericht
No	0	No	0	No	0	

No	0	Yes	1	<a href="https://www.costco.com/s">https://www.costco.com/s</a>	No	0
No	0	No	0		No	0
No	0	No	0		No	0

No	0	No	0		No	0
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Jumbo			Kroger			Lidl		
Answer	Score	References	Answer	Score	References	Answer	Score	References
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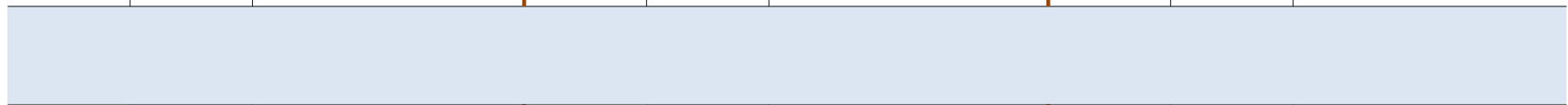
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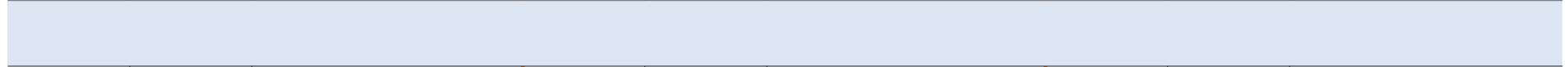
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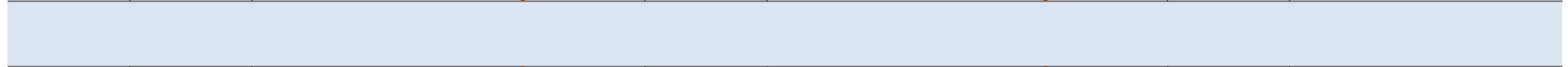


Yes	1	Jumbo human rights policy <a href="http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/">http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/</a>	No	0	No	0
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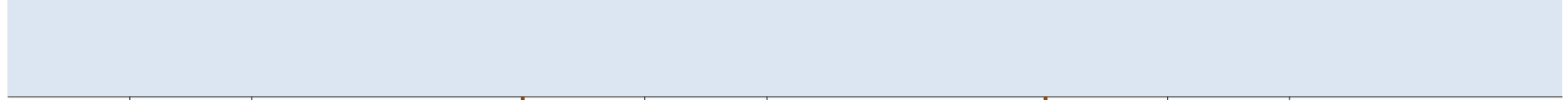
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No	0	No	0	No	0



Yes	1	Jumbo human rights policy <a href="http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm">http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm</a> (p. 9-10)	No	0	Yes	1	Lidl International policy statement on corporate due diligence, p. 13: <a href="https://www.lidl.de/de/sortiment/s7377407">https://www.lidl.de/de/sortiment/s7377407</a>
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No	0		No	0	No	0	



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No	0	No	0	No	0
No	0	No	0	No	0



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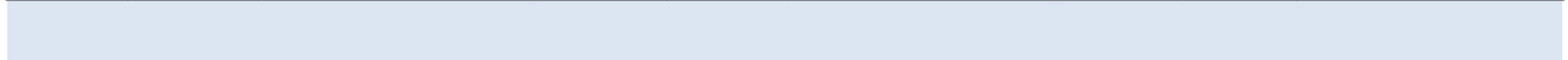


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No	0	No	0	No	0
No	0	No	0	No	0

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Morrisons			Plus			Rewe		
Answer	Score	References	Answer	Score	References	Answer	Score	References
Yes	1	<a href="https://my.morrisons.com/">https://my.morrisons.com/</a>	No	0		No	0	
No	0		No	0		No	0	

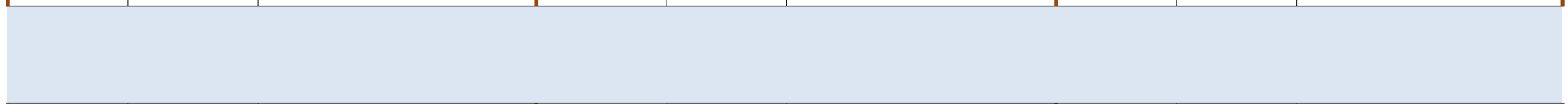
No	0	No	0	Yes	1	p. 110 of its sustainability report 2017 <a href="https://rewe-group-nachhaltigkeitsbericht.de/2017/">https://rewe-group-nachhaltigkeitsbericht.de/2017/</a> ; <a href="https://rewe-group-nachhaltigkeitsbericht.de/2017/lieferkette/bananen/index">https://rewe-group-nachhaltigkeitsbericht.de/2017/lieferkette/bananen/index</a> ; <a href="https://www.rewe-group.com/de/newsroom/pressemitteilungen/1688-rewe-und-penny-fuehren-fairtrade-orangensaft-ein">https://www.rewe-group.com/de/newsroom/pressemitteilungen/1688-rewe-und-penny-fuehren-fairtrade-orangensaft-ein</a> ; <a href="https://www.rewe-group.com/de/newsroom/stories/rewe-group-und-fairtrade">https://www.rewe-group.com/de/newsroom/stories/rewe-group-und-fairtrade</a>
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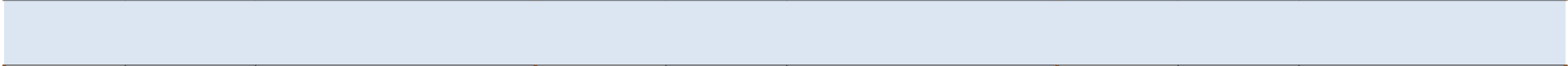
Yes	1	<a href="https://my.morrisons.com/">https://my.morrisons.com/</a>	Yes	1	<a href="https://www.plus.nl/INTERS">https://www.plus.nl/INTERS</a>	1	<a href="https://rewe-group-nachhaltigkeitsbericht.de/2017/sites/default/files/pdfs/de/REWE_Group_Kakaorichtlinie/index.pdf">https://rewe-group-nachhaltigkeitsbericht.de/2017/sites/default/files/pdfs/de/REWE_Group_Kakaorichtlinie/index.pdf</a> ; <a href="https://www.rewe-group.com/de/newsroom/pressemitteilungen/1651-rewe-group-setzt-bei-schokolade-auf-fairtrade">https://www.rewe-group.com/de/newsroom/pressemitteilungen/1651-rewe-group-setzt-bei-schokolade-auf-fairtrade</a> , coffee ( <a href="https://rewe-group-nachhaltigkeitsbericht.de/2017/gri-bericht/produkte/gri-204-fp1-rohstoffe/index">https://rewe-group-nachhaltigkeitsbericht.de/2017/gri-bericht/produkte/gri-204-fp1-rohstoffe/index</a> ) and tea ( <a href="https://www.rewe.de/nachhaltigkeit/nachhaltig-einkaufen/gruene-produkte/siegelkunde/">https://www.rewe.de/nachhaltigkeit/nachhaltig-einkaufen/gruene-produkte/siegelkunde/</a> ); <a href="http://aloeland.de/epages/aloeland.de-Online-ShopfuerAloeVeraProdukteundNaturkosmetik.sf/?.Locale=de_DE&amp;ObjectPath=/Shops/aloeland.de-Online-ShopfuerAloeVeraProdukteundNaturkosmetik/Products/51980&amp;ViewAction=ViewProductViaPortal">http://aloeland.de/epages/aloeland.de-Online-ShopfuerAloeVeraProdukteundNaturkosmetik.sf/?.Locale=de_DE&amp;ObjectPath=/Shops/aloeland.de-Online-ShopfuerAloeVeraProdukteundNaturkosmetik/Products/51980&amp;ViewAction=ViewProductViaPortal</a> ).
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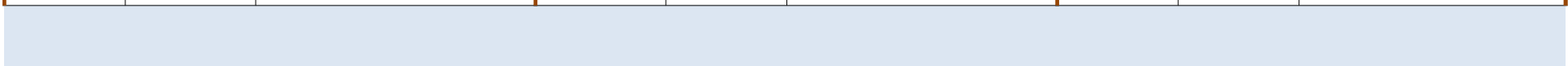
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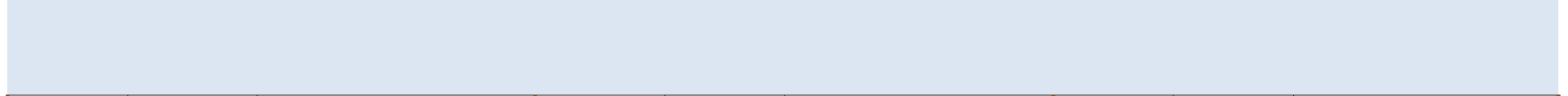
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No	0	No	0	No	0
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No	0	No	0	Yes	1 <a href="#">p. 110 of its sustainability</a>
No	0	No	0	No	0
No	0	No	0	No	0



No	0	No	0	Yes	1 p. 50 of the sustainability report: <a href="https://rewe-group-nachhaltigkeitsbericht.de/2017/">https://rewe-group-nachhaltigkeitsbericht.de/2017/</a> ; Fairness guideline n. 17 and n
No	0	No	0	No	0
No	0	No	0	No	0



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Sainsbury's			Tesco			Walmart		
Answer	Score	References	Answer	Score	References	Answer	Score	References
Yes		<p>1 <b>Sourcing with Integrity Commitments &amp; KPIs</b>  <a href="http://view.ceros.com/msl/sustainability-plan/p/12">http://view.ceros.com/msl/sustainability-plan/p/12</a>  <b>Funding positive futures</b>  <a href="https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/funding-positive-futures">https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/funding-positive-futures</a>  <b>Supporting Women in Madagascar</b>  <a href="https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/supporting-women-in-madagascar">https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/supporting-women-in-madagascar</a>  <b>Sainsbury's launches women's coffee</b>  <a href="https://www.about.sainsburys.co.uk/news/latest-news/2014/06-03-2014">https://www.about.sainsburys.co.uk/news/latest-news/2014/06-03-2014</a></p>	Yes		<p>1 <b>Our approach to human rights in our supply chain</b> updated 08.11.2017  <a href="https://www.tescopl.com/reports-and-policies/our-approach-to-human-rights-in-our-supply-chain/">https://www.tescopl.com/reports-and-policies/our-approach-to-human-rights-in-our-supply-chain/</a></p>	Yes		1 <a href="https://corporate.walmart.com">https://corporate.walmart.com</a>
Yes		<p>1 <b>SPA Tool</b>  <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/sourcing-for-sustainable-development-update-2018.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/sourcing-for-sustainable-development-update-2018.pdf</a> [p. 8-9] <b>Peru project</b>  <a href="https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/in-deserts-of-peru-we-help-put-down-roots">https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/in-deserts-of-peru-we-help-put-down-roots</a>  <b>Funding positive futures (Fair Development Fund)</b>  <a href="https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/funding-positive-futures">https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/funding-positive-futures</a> (accessed 15.11.2018)</p>	No	0		Yes		1 <a href="https://corporate.walmart.com">https://corporate.walmart.com</a>

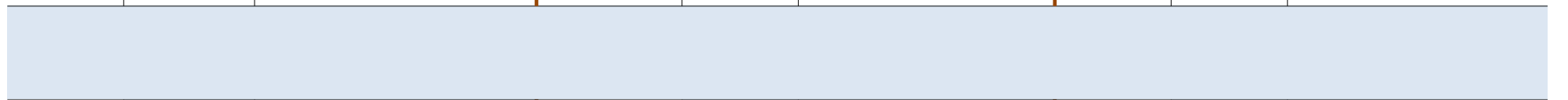
Yes	1	<b>Funding positive futures</b> <a href="https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/funding-positive-future">https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/funding-positive-future</a>	No	0	Yes	1	<a href="https://corporate.walmart.com">https://corporate.walmart.com</a>
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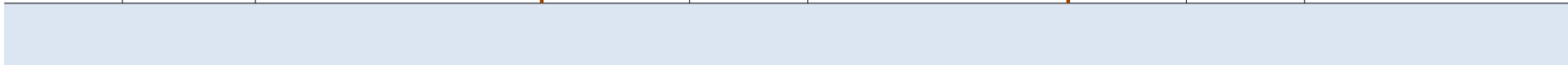
Yes	1	<b>Sustainability Update 2018</b> <a href="https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Sustainability_Update_2018.pdf">https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Sustainability_Update_2018.pdf</a> <b>Sainsbury's Fairly traded tea pilot</b> <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/adding_value_from_leaf_to_cup.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/adding_value_from_leaf_to_cup.pdf</a>	Yes	1	<a href="https://www.tescopl.com">https://www.tescopl.com</a>	Yes	1	<a href="#">Blog on benefits f FT: htt</a>
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No	0		Yes	1	<a href="https://sustainability.tesc.com">https://sustainability.tesc.com</a>	No	0
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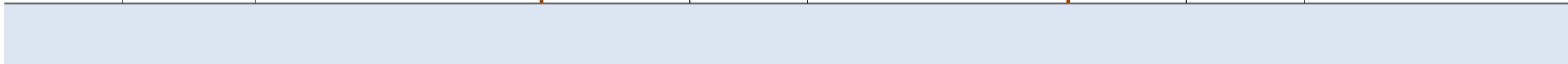
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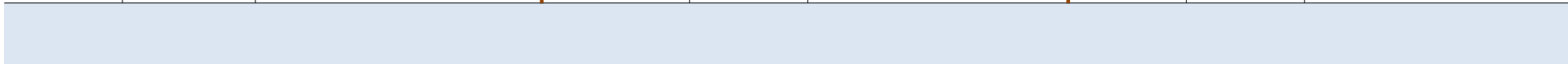
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No	0		Yes	1	<a href="https://sustainability.tesc">https://sustainability.tesc</a>	No	0
No	0		No	0		No	0
No	0		No	0		No	0



Yes	1	<b>Madagascar cashews and Indian grapes:</b> <a href="https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2019/04-2019-funding-positive-futures">https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2019/04-2019-funding-positive-futures</a> <b>Uganda coffee:</b> <a href="https://www.twin.org.uk/framework/main.php?url=/projects-partnerships/matthew-algie-and-sainsburys-sustainable-coffee/">https://www.twin.org.uk/framework/main.php?url=/projects-partnerships/matthew-algie-and-sainsburys-sustainable-coffee/</a>	No	0		No	0
No	0		No	0		No	0
No	0		No	0		No	0



No	0		Yes	1	LITTLE HELPS PLAN <a href="https://www.tescopl.com/little-helps-plan/reports-policies-and-disclosure/our-approach-to-human-">https://www.tescopl.com/little-helps-plan/reports-policies-and-disclosure/our-approach-to-human-</a>	No	0
No	0		No	0		No	0
No	0		No	0		No	0

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Whole Foods		
Answer	Score	References
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No	0	

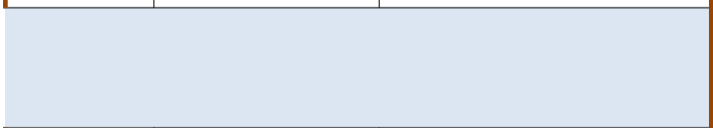
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No	0
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Yes	1 <a href="https://www.wholefoodsmarket.com/mission-values/whole-trade-program/certifier-partners">https://www.wholefoodsmarket.com/mission-values/whole-trade-program/certifier-partners</a>
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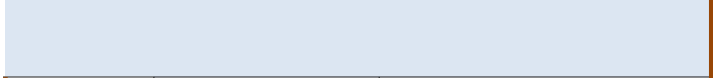
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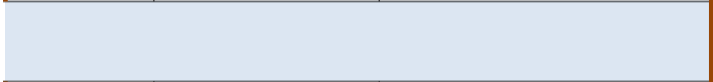
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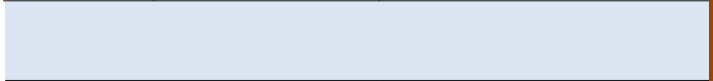
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Yes	1	<a href="https://www.wholefoodsmarket.com/mission-values/caring-communities/local-producer-loan-program">https://www.wholefoodsmarket.com/mission-values/caring-communities/local-producer-loan-program</a>
No	0	
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No	0	
No	0	
No	0	
No	0	



# Women

			Ahold			Albe	
Code	Indicators	Guidance	Answer	Score	References	Answer	Score
<b>G1</b>	<b>Best practice standards: Does the company implement the UN Women's Empowerment Principles?</b>						
<b>G1.1</b>	The company has signed the UN Women's Empowerment Principles.	The company therefore commits to: 1. Establish high-level corporate leadership for gender equality. 2. Treat all women and men fairly at work – respect and support human rights and non-discrimination. 3. Ensure the health, safety and well-being of all women and men workers. 4. Promote education, training and professional development for women. 5. Implement enterprise development, supply chain and marketing practices that empower women. 6. Promote equality through community initiatives and advocacy. 7. Measure and publicly report on progress to achieve gender equality.	Yes		1 Ahold Delhaize Website: <a href="https://www.aholddelhaize.com/en/media/latest/media-releases/signature-moment-frans-muller-signs-un-statement-supporting-gender-equality/">https://www.aholddelhaize.com/en/media/latest/media-releases/signature-moment-frans-muller-signs-un-statement-supporting-gender-equality/</a> (accessed 1 April 2019).	No	0
<b>G1.2</b>	The company demonstrates that it encourages its suppliers to sign the UN Women's Empowerment Principles.	For example, by integrating these criteria into sourcing specifications or through preferential sourcing policies with companies that have signed the principles.	No	0		No	0
<b>G1.3</b>	The company has published policies for its own operations and its supply chain that include: • the prevention of gender discrimination in hiring, training and promotion • the prevention of sexual harassment and abuse during the recruitment process, in the workplace and when travelling to and from work • women's safe and effective access to grievance mechanisms and remedy • recognition of hidden or unpaid productive roles and women's greater unpaid care work	These issues could be covered within a stand-alone gender policy or an element within broader policies.	No	0		No	0
<b>G2</b>	<b>Transparency: Does the company track and disclose information on women in its food supply chains?</b>						
<b>G2.1</b>	The company commits to systematically tracking the gender profile of its food supply chains to establish which of them have a high proportion of women represented as small-scale farmers, small-scale processors/traders, waged labourers, and unpaid female family labour.	Please see Notes, Definitions & Criteria tab for definition of "systematically"	No	0		No	0

G2.2	The company is systematically tracking and disclosing gender disaggregated data. The company must disclose at least 3 types of data for 3 high risk food supply chains to score.	Examples of data could include: gender wage data, access to benefits, overtime premiums, annual leave, workers on temporary or informal contracts, membership of trade unions or small-scale farmer cooperatives, length of employment, and the proportion of women in low vs. high paid positions (e.g. supervisor/ management roles)  Please see Notes, Definitions & Criteria tab for definition of "systematically"	No	0		No	0
G2.3	The company is systematically tracking and disclosing gender disaggregated data across all its highest risk food supply chains.	Please see Notes, Definitions & Criteria tab for definition of "systematically."  Examples of the type of data could include: gender wage data, social security, overtime premiums, annual leave, workers on temporary or informal contracts, membership of trade unions or small-scale producer cooperatives, length of employment, and the proportion of women in low vs. high paid positions (e.g. supervisor/ management roles).  The company must disclose at least 3 types of data for each supply chain to score.	No	0		No	0
G3	<b>Impact assessments: Does the company assess the impacts of its food supply chain activities on women?</b>						
G3.1	The company has committed to publishing at least one human rights impact assessment that focuses on the impact of high risk food supply chain operations on women. This includes a commitment to demonstrate that there has been meaningful engagement with stakeholders, including civil society organisations that represent women and/or women's rights organisations.	The HRIA could focus on a single high human rights risk supply chain (one raw material and one country).	Yes	1	Albert Heijn Website: <a href="https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf">https://static.ahold.com/media/002146100/000/002146118_001_Albert_Heijn_Due_Diligence.pdf</a> , page 11 and 12.	No	0
G3.2	The company has published at least one human rights impact assessment in the last 3 years, which assesses the impact of a high risk food supply chain operations on women, and has published an action plan for addressing the root causes of negative impacts in the impact assessment. This includes meaningful engagement with stakeholders, including civil society organisations that represent women and/or women's rights organisations.	The HRIA could focus on a single high human rights risk supply chain (one raw material and one country). Root causes of negative impacts experienced by women include systemic violence against women and girls, women's under-representation in leadership and governance, unequal land and property rights, and unequal access to basic services such as education and health services.	No	0		No	0

G3.3	The company has published at least 3 human rights impact assessments in the last 3 years, which assess the impact of high risk food supply chain operations on women, and has published associated action plans for addressing the root causes of negative impacts identified in the impact assessments. This includes a commitment to demonstrate that there has been meaningful engagement with stakeholders, including civil society organisations that represent women and/or women's rights organisations.	Each HRIA could focus on a single high human rights risk supply chain (one raw material and one country). Root causes of negative impacts experienced by women include systemic violence against women and girls, women's under-representation in leadership and governance, unequal land and property rights, and unequal access to basic services such as education and health services.	No	0	No	0
G4	<b>Targets and action plans: Is the company taking action to improve the position of women in its food supply chains?</b>					
G4.1	The company recognises and discloses specific challenges that disproportionately impact women in agricultural supply chains, and seeks to understand the "root causes" of negative impacts experienced by women.	Examples of root causes include unequal gender norms, violence against women, unpaid care responsibilities and women's often precarious and informal employment in food supply chains in which prices are too low to allow fair wages to be paid.	No	0	No	0
G4.2	The company has set time-bound targets for improving the position of women across all of its highest risk food supply chains. The company must set at least 3 targets for at least 3 high risk food supply chains to score.		No	0	No	0
G4.3	The company systematically reports progress against targets for improving the position of women across all its highest risk food supply chains, disclosing challenges and lessons learnt.	This could include targets to increase the proportion of women: 1) in higher paid and management positions, 2) who belong to trade unions or small-scale producer cooperatives and, 3) who have been offered permanent contracts, 4) who earn a living income or living wage, 5) who have been recruited or progressed into technical and management roles. Ideally, companies would also be planning to scale up successes in this area.  Please see Notes, Definitions & Criteria tab for definition of "systematically"	No	0	No	0
G5	<b>Supplier partnerships: Has the company developed strong supply chain partnerships that enable women's rights to be respected?</b>					
G5.1	The company commits to increasing the proportion of its sourcing from women agricultural producers or processors wherever commercially viable and to regularly report progress.		No	0	No	0

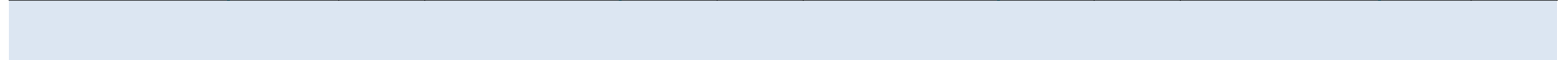
G5.2	The company provides at least 3 examples of support it provides to suppliers to address the root causes of gender inequality faced by women workers and small-scale farmers.	This could include working with suppliers to ensure that women are aware of opportunities to join trade unions, employee groups and small-scale producer cooperatives. It could also include examples of capacity building to improve women's access to land and production inputs, increase women's representation among the governance structures of producer groups, support and promote more women in management positions, raise awareness to challenge gender norms, and encourage men to share income and labour equitably with their female family members. Root causes include unequal gender norms, violence against women and unpaid care responsibilities.	No	0		No	0
G5.3	The company offers incentives to suppliers that demonstrate continuous improvement in gender equality, and that have challenged the root causes of gender inequality, covering all highest risk food categories.	Root causes include unequal gender norms, violence against women and unpaid care responsibilities. Examples of incentives include: offering more business, better contract terms or financial incentives.	No	0		No	0
G6	<b>Pre-competitive collaboration: Does the company engage stakeholders with the aim of improving conditions for women in food supply chains?</b>						
G6.1	The company provides at least 1 example where it has engaged women's civil society organisations and / or women's rights organisations to understand and identify solutions to addressing gender inequalities in its food supply chains, and to understand and identify solutions to the "root causes" of these inequalities.	Root causes include unequal gender norms, violence against women and unpaid care responsibilities.	No	0		No	0

<b>G6.2</b>	The company uses pre-competitive collaboration as part of multi-stakeholder initiatives to understand and address the position of women across at least 3 high risk food supply chains.	These initiatives must involve meaningful engagement with women's rights organisations and/or involve local women's groups and organisations in their governance, and must address sourcing practices as part of their strategy.	No	0		No	0
<b>G6.3</b>	The company uses pre-competitive collaboration as part of multi-stakeholder initiatives to understand and address the position of women across all of its highest risk food supply chains.	These initiatives must involve meaningful engagement with women's rights organisations and/or involve local women's groups and organisations in their governance, and must address sourcing practices as part of their strategy.	No	0		No	0
<b>G7</b>	<b>Advocacy: Does the company engage in advocacy around women's rights?</b>						
<b>G7.1</b>	The company has individually engaged or participated in collective advocacy to address the "root causes" of gender inequality in its food supply chains within the last 3 years.	Root causes include unequal gender norms, violence against women and unpaid care responsibilities. Examples could include supporting maternity rights and inheritance rights.	No	0		No	0
<b>G7.2</b>	Senior leadership have spoken publicly e.g. in the media or at public events on the need for their company and others across the food sector to take action to promote women's economic empowerment and address the root causes of gender inequalities (in the last 3 years).	Root causes include unequal gender norms, violence against women and unpaid care responsibilities.	Yes	1	Ahold Delhaize Website: <a href="https://www.aholddelhaize.com/en/media/latest/media-releases/signature-moment-frans-muller-signs-un-statement">https://www.aholddelhaize.com/en/media/latest/media-releases/signature-moment-frans-muller-signs-un-statement</a>	No	0
<b>G7.3</b>	The company has publicly challenged the root causes of gender inequality across the food sector, including its own operations e.g. through advertising or by developing marketing strategies that challenge them.	Root causes include unequal gender norms, violence against women and unpaid care responsibilities.	No	0		No	0
				<b>3</b>			<b>0</b>

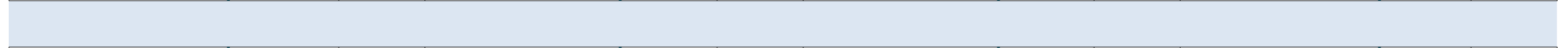




Wartsons	Aldi Nord		Aldi Süd		Costco		Ed				
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score



	No	0		No	0		No	0		No	0
	No	0		No	0		No	0		No	0
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No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
No	0	Yes	1 <a href="https://cr.aldisouthgroup.com">https://cr.aldisouthgroup.com</a>	No	0	No	0
No	0	No	0	No	0	No	0

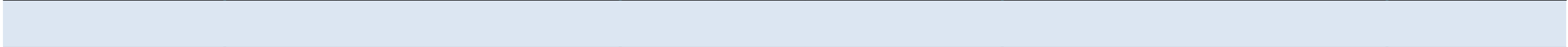
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No	0	Yes	1	<a href="https://cr.aldisouthgroup.com">https://cr.aldisouthgroup.com</a>	No	0	No	0
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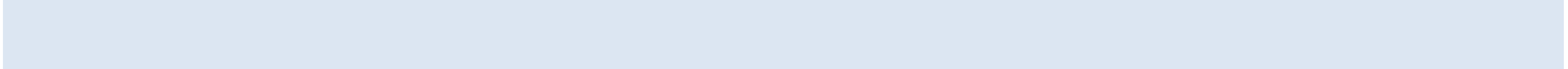
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No	0	No	0	No	0	No	0
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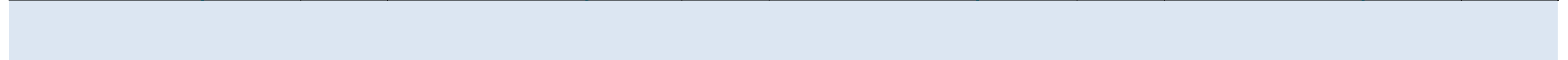


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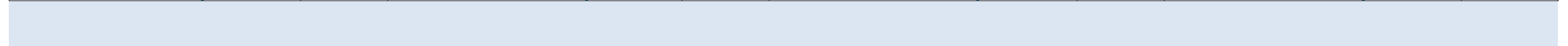
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leka	Jumbo			Kroger			Lidl			Mori	
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score



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	No	0		No	0		No	0		No	0
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No	0	No	0	No	0	No	0	
No	0	No	0	No	0	No	0	
Yes	1	Jumbo human rights policy <a href="http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm">http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm</a> (p 9&10)	No	0	No	0	No	0
No	0	No	0	No	0	No	0	

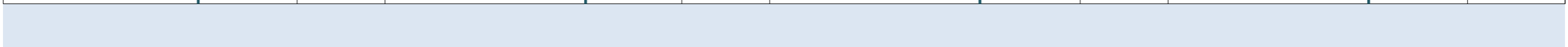
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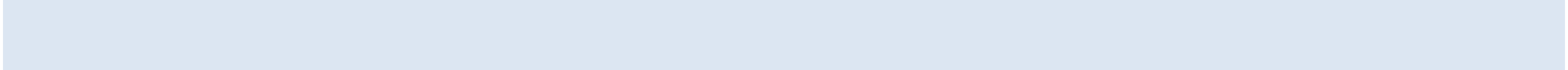
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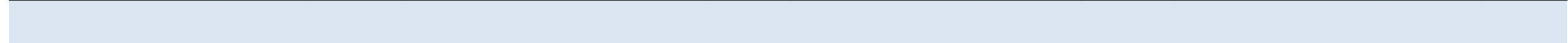
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References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score
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	No	0		No	0		No	0		No	0
	No	0		No	0		No	0		No	0
	No	0		No	0		Yes	1	1 <b>Managing Risk</b> <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence</a>	No	0

No	0	No	0	No	0	No	0
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No	0	No	0	No	0	Yes	1
No	0	No	0	No	0	No	0

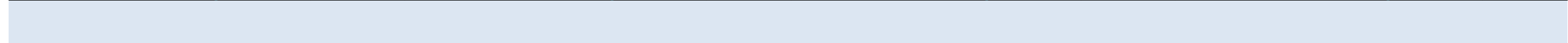
No	0	No	0	No	0	No	0
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No	0	No	0	Yes	1	<b>Managing Risk</b> <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf</a>	Yes	1
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No	0	No	0	No	0	No	0
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No	0	No	0	No	0	No	0
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No	0	No	0	No	0	Yes	1
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No	0	No	0	Yes	1	<p><b>Supporting women in the Madagascar cashew nut supply chain:</b>  <a href="https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/supporting-women-in-madagascar">https://www.about.sainsburys.co.uk/making-a-difference/our-values/our-stories/2017/supporting-women-in-madagascar</a></p> <p><b>Moroccan strawberries project with Oxfam - pg 20</b></p> <p><b>Fair Development Fund - Indian grapes pg 8</b>  <a href="https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Sustainability_Update_2018.pdf">https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Sustainability_Update_2018.pdf</a></p>	No	0
No	0	No	0	No	0		No	0
No	0	No	0	Yes	1	<a href="http://bananalink.org.uk/com">http://bananalink.org.uk/com</a>	Yes	1

No	0	No	0	No	0	Yes	1
No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0
	0		0		4		6

sco	Walmart			Whole Foods		
References	Answer	Score	References	Answer	Score	References
<a href="https://sustainability.tescd">https://sustainability.tescd</a>	No	0		No	0	
	No	0		No	0	
	No	0		No	0	
	No	0		No	0	



	No	0		No	0	
	No	0		No	0	
<a href="https://sustainability.tesco.com">https://sustainability.tesco.com</a>	No	0		No	0	
	No	0		No	0	

	No	0		No	0
<a href="https://sustainability.tesco.com">https://sustainability.tesco.com</a>	Yes	1	<a href="https://corporate.walmart.com">https://corporate.walmart.com</a>	No	0
	No	0		No	0
	No	0		No	0
<a href="https://sustainability.tesco.com">https://sustainability.tesco.com</a>	Yes	1	See p.48-49: <a href="https://corporate.walmart.com">https://corporate.walmart.com</a>	No	0

	Yes	1	<a href="#">See p.48-49:https://corpor</a>	No	0
	No	0		No	0
<a href="http://www.bananalink.org.uk/gender-meeting-2017">http://www.bananalink.org.uk/gender-meeting-2017</a> <a href="http://www.bananalink.org.uk/gender-equity-headlines-first-day-world-banana-forum">http://www.bananalink.org.uk/gender-equity-headlines-first-day-world-banana-forum</a>	Yes	1	<a href="#">See p.48-49:https://corpor</a>	No	0

the World Banana Forum Task Force on Gender Equity: <a href="http://www.fao.org/world-banana-forum/working-groups/social/gender-equity/en/">http://www.fao.org/world-banana-forum/working-groups/social/gender-equity/en/</a> ; Malawi 2020 ; <a href="http://www.bananalink.org.uk/comparative-analysis-work-towards-gender-equity-supply-chains">http://www.bananalink.org.uk/comparative-analysis-work-towards-gender-equity-supply-chains</a>	No	0	No	0
	No	0	No	0
	Yes	1 <a href="https://corporate.walmart.com">https://corporate.walmart.com</a>	No	0
	Yes	1 <a href="https://www.csis.org/podcasts">https://www.csis.org/podcasts</a>	No	0
	Yes	1 <a href="https://news.walmart.com/">https://news.walmart.com/</a>	No	0
		7		0

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**Version 2.2: Published 3 July 201**  
This is the second publication of Ox

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**Overview of assessment process**  
Our expert assessors, Oxfam staff & frameworks, codes of conduct etc. T discussion and feedback, with nece:

The assessments were conducted fi subsequently have changed what is in the next annual scorecard assess

**Structure of the assessment tool:**  
Under each of the four themes there indicator T1.1 should be easier to ac

**Methodology update:**  
Oxfam has edited some indicators in consultation with Oxfam's thematic & including: to incorporate feedback a external standards, and to set a mor make the requirements for scoring c indicator text. Edits were made to a

**Approach to assessing parent an**  
The assessment applies to the food whole company (parent and food rei

**Scope of the assessment:**  
The assessment tool is not limited to and small-scale farmers in those su corporate responsibility.

The focus of the assessments is on

**Alignment with existing standard:**  
In developing these indicators, Oxfa Behind the Brands Scorecard, Oxfai Benchmark, KnowTheChain, OECD Responsible Business Conduct and

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Further information on the methodol

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**Certification schemes**

**Critical suppliers**

**Due diligence process**

**Food Categories**

**High risk supply chains**

<b>Human Rights Impact Assessment</b>
<b>In-work poverty</b>
<b>Living income</b>
<b>Living wage</b>
<b>Living wage benchmark</b>
<b>Multi-Stakeholder Initiatives (MSIs)</b>
<b>Small-scale farmer</b>

**Supply chain**

**Systematically**

**Trade union**

**Unfair Trading Practices**



# Oxfam's Supermarkets Scorecard Methodology Notes

9

oxfam's methodology and assessments for its Supermarkets Scorecard.

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and consultants with many years of experience of engagement with the private sector and human rights issues, have used these to answer yes or no against the sub-indicators in the assessment tool. Initial assessments and necessary updates being made accordingly.

From November 2018 to 15th April 2019. Website links provided in the reference columns were accessed during the period. Links published on their websites and weblinks may no longer be active. Any relevant changes made by the companies during this period are noted in the assessment.

There are up to eight indicators. Each indicator has three sub-indicators which, in most cases, represent increasing levels of ambition to achieve than T1.3 (though Oxfam considers all the indicators to be achievable).

From the Supermarkets Scorecard for the Year 2 assessments. The update process was completed between September 2018 and September 2019. Updates were undertaken by Oxfam experts as well as external organisations including the companies assessed in the scorecard. Updates have been made to reflect learning from the first round of assessments, to improve alignment with Oxfam's Workers Rights Recommendations, to ensure a more achievable first step for companies while retaining a high level of ambition. In addition, we have edited the language to be clearer. This has often involved moving examples or advisory text from the indicator text to the guidance text or moving text to a limited number of indicators (fifteen) to enable the overall scores to remain comparable over time.

## Full company and subsidiary companies:

Assessments cover the retailing operations of the company as a whole; where parent companies and subsidiaries are covered by the assessment (including retailing subsidiaries) will merit a full point. On certain indicators, where a policy applies only to a subsidiary company, the parent company will not receive a full point.

Own-brand products. Food retailers may work in collaboration with the brands that supply them to bring about more sustainable practices. Own-brand products are treated, for instance by giving preference to and commercially rewarding those brands which demonstrate better practices.

production-level workers including farm, fishing, processing and plantation workers.

S:

Oxfam has reviewed existing standards and methodologies and sought alignment where possible. Relevant documents include Oxfam's Steps Towards a Living Wage report, the UN Guiding Principles (on Business and Human Rights) Reporting Guidelines, ILO –FAO Guidance on Responsible Agricultural Supply Chains, ETI Human Rights Due Diligence Framework, OECD Guidelines for Multinational Enterprises, and the GRI Sustainability Reporting Standards.

Methodology for Oxfam's Supermarket Scorecard is available via: <https://policy-practice.oxfam.org.uk>

## Definitions & Criteria

Certification schemes that empower and share value with producers and workers - such as Fairtrade - are particularly recognised that food retailing companies sourcing such certified products are making a good start in committing they will go beyond this first step and seek ways to ensure that their own purchasing practices support and enhance with workers and producers.

A supplier that is very important for the company's business, because of the volume sourced, the level of spend

Oxfam shares the UN's definition of a credible due diligence process, ie: "An ongoing risk management process needs to follow in order to identify, prevent, mitigate and account for how it addresses its adverse human rights impacts; assessing actual and potential human rights impacts; integrating and acting on the findings; tracking responses; and ensuring that all human rights impacts are addressed."

<http://www.ungpreporting.org/glossary/human-rights-due-diligence/>

For relevant guidance please see:

OECD Due Diligence Guidance for Responsible Business Conduct - <http://mneguidelines.oecd.org/OECD-Due-Diligence-Guidance-for-Responsible-Business-Conduct.pdf> p.21

OECD-FAO Guidance on Responsible Agricultural Supply Chains - <https://mneguidelines.oecd.org/oecd-fao-guidance-on-responsible-agricultural-supply-chains.pdf>

UN Guiding Principles on Business and Human Rights - <https://www.ohchr.org/documents/publications/GuidingPrinciples.pdf>

Oxfam's definition of a food category in this context is all food products of a particular category (eg tea, strawberries) (NB Whereas the definition of a single supply chain is restricted to a product from a particular country, a food category includes all supply chains.)

Oxfam follows the criteria for high risk supply chains given in the OECD – FAO Guidance for Responsible Agricultural Supply Chains. Examples of situations that warrant enhanced due diligence: Red flags

- Red flag locations - Operations are planned in or agricultural products originate from areas:

- affected by conflicts or considered as high-risk areas

- considered as weak governance areas

- where national or local governments do not observe internationally agreed responsible business conduct standards or do not provide support to the enterprise to ensure the observance of these standards, such as by proposing agricultural land on which local communities have legitimate tenure rights and have not been consulted, or which is located in protected areas

- where violations of human rights or labour rights have been reported

- where tenure rights are weakly defined or contested

- where communities face food insecurity or water shortages

- affected by environmental degradation or defined as protected areas.

- Red flag products

- The production of the agricultural commodity is known to have adverse environmental, social or human rights impacts in certain contexts.

- The agri-food product does not conform to health and food safety standards.

- Red flag business partners

- Business partners are known not to have observed the standards contained in this Guidance.

- They are known to have sourced agricultural products from a red flag location in the last twelve months.

- They have shareholder or other interests in enterprises that do not observe the standards contained in this Guidance or that supply agricultural products from or operate in a red flag location.

<http://mneguidelines.oecd.org/OECD-FAO-Guidance.pdf>

See also ETI's Human Rights Due Diligence Framework: <http://www.ethicaltrade.org/resources/human-rights-due-diligence-framework>

HRIAs are studies that show the impact that the companies own supply chain activities, including its purchasing having on the human rights of the workers and producers within their supply chains. Needs assessments or risk assessments, unless they very specifically address the impact of the companies' actions rather than broader human rights, are not as important that the HRIA involves meaningful engagement with appropriate stakeholders, including strong community representatives.

This refers to the phenomenon of people being in employment yet still experiencing poverty because their wages are not sufficient to cover their basic needs or those of their families. For more information see Oxfam's publication 'In work but trapped in poverty' ([https://www.oxfam.org/sites/www.oxfam.org/files/file\\_attachments/ib-in-work-trapped-poverty-290915-en.pdf](https://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/ib-in-work-trapped-poverty-290915-en.pdf))

A living income is the income available to a small-scale producer and her or his family in a particular place, based on a full-time work week, sufficient to afford a decent standard of living for the small-scale producer and her or his family. Elements of a living income include: food, water, housing, education, health care, transport, clothing and other essential needs including provision of services. For the 2016 Global Living Wage Coalition definition of a living wage, <https://www.elgaronline.com/view/9781786431>

Oxfam defines a living wage as 'one which for a full-time working week (without overtime) would be enough for a person to meet their basic needs and a small amount for discretionary spending'. (<http://policy-practice.oxfam.org.uk/publications/steps-towards-a-living-wage>)

Oxfam considers a living wage benchmarking methodology to be credible when it:

1. involves participation of local people and organisations (including, wherever possible, trade unions)
2. includes housing and other costs\* differentiated for different parts of the country where significant differences exist
3. is transparent and provides detailed documentation of the methodology and the analysis on which the benchmarking is based

Examples include the Anker methodology promoted and implemented by the Global Living Wage Coalition - ([www.livingwage.org.uk](http://www.livingwage.org.uk)) and the USA's MIT Living Wage Calculator (<http://livingwage.mit.edu>)

\* The ITUC and its affiliates have identified the following list of items that should be considered in a living wage benchmarking methodology: food, clothing, medical expenses, education expenses, household bills and utilities, recreation, essential care costs (childcare, elderly care, emergencies).

The purpose of the MSI indicators is to assess whether companies are actively collaborating with relevant stakeholders on the specific issues detailed in the scorecard for workers/farmers/women.

To determine which MSIs merit a score, Oxfam has applied three tests:

- 1) Active participation: In many cases, active participation can be demonstrated through formal membership of a union. If formal membership is not an option or the requirements of formal membership are insufficient, companies must demonstrate active participation and committed. Relevant components to review include evidence of the amount and depth of engagement; consistency of engagement; and integration of MSI standards in company's own operations.
- 2) Governance test: To merit a score, the MSI must involve companies and allow civil society to participate fully in decision-making functions (e.g. governing bodies). Affected people / rights holders should also be involved in decision-making (e.g. through civil society organizations or trade unions).
- 3) Relevance test: The MSI must be relevant to the issues covered in the corresponding scorecard theme.

Relevant indicators: W8.2, W8.3, F7.2, F7.3, G6.2 and G6.3.

This refers to small-scale farmers, small-scale fishermen and women, and other food producers within the supply chain. Small-scale producers typically engage in farming, fishing etc as a business, combining family labour with hired labour. For more information see IFAD (2007), quoted in Fraser, A. (2009) p.8 (Fraser, A. (2009) 'Harnessing Agriculture for Growth', Oxfam International, <http://www.oxfam.org/sites/www.oxfam.org/files/bp-harnessing-agriculture-250909.pdf>) and OECD (2011) p.15 (Wegner, L. and Zwart, G. (2011) 'Who Will Feed the World? The production challenge', Oxford: Oxfam, <http://www.oxfam.org/sites/www.oxfam.org/files/who-will-feed-the-world-rr-260411-en.pdf>)

All stages and workers linked to supply from inputs, through production to distribution that involves a particular material/ingredient or product line from a particular country e.g. Strawberries from Morocco or bananas from Costa Rica (countries would not be counted as a single supply chain).

Goes beyond ad hoc disclosure and regularly updates relevant information. E.g. Publishes pay and gender gap reports.

By "credible trade unions" Oxfam means trade unions that are democratic and independent from employer/government and represent the interests of all workers including women and migrants. Ideally they would be affiliates of, or recommended by, the International Labour Organisation (ILO).

The EU commission defines Unfair Trading Practices as:  
"...practices that grossly deviate from good commercial conduct, are contrary to good faith and fair dealing and are to the detriment of the partner on its counterparty." [http://europa.eu/rapid/press-release\\_MEMO-14-485\\_en.htm](http://europa.eu/rapid/press-release_MEMO-14-485_en.htm)

There are many unfair trading practices, but these are a few examples for guidance:

- negotiating aggressively on price, pushing for prices below the cost of production
- providing insufficient lead times for delivery
- cancelling or reducing orders at too short notice for producer/supplier without paying compensation
- fining suppliers for failing to meet delivery criteria
- charging suppliers for supplying the company
- making the supplier solely responsible for the cost of improvements in working conditions

See also Fairtrade Advocacy Office's "Who's Got the Power" report, pages 33-37 for a comprehensive list of Unfair Trading Practices (UTPs) [http://fairtrade-advocacy.org/images/Whos\\_got\\_the\\_power-full\\_report.pdf](http://fairtrade-advocacy.org/images/Whos_got_the_power-full_report.pdf) and the Joint ETI-ILO Global Survey of Unfair Trading Practices (UTPs) <http://ilo.org/travail/information/publications/publication.asp?lang=en&sn=1&snvid=781111> overview of the kinds of purchasing practices that can negatively affect working conditions, <http://ilo.org/travail/information/publications/publication.asp?lang=en&sn=1&snvid=781111>