

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	28%	8	33%	8	33%	6	25%	4	19%	26.0
Aldi North	49%	15	63%	11	46%	11	46%	9	43%	46.0
Aldi South	56%	15.5	65%	15	63%	13	54%	8.5	40%	52.0
Asda	9%	4	17%	2	8%	1	4%	1	5%	8.0
Edeka	11%	4	17%	3	13%	3	13%	0	0%	10.0
Jumbo	35%	13	54%	9	38%	4	17%	7	33%	33.0
Lidl	59%	15.5	65%	16	67%	13	54%	10	48%	54.5
Morrisons	42%	13	54%	15	63%	6	25%	5	24%	39.0
Plus	14%	8	33%	3	13%	2	8%	0	0%	13.0
Rewe	48%	14	58%	13	54%	12	50%	6	29%	45.0
Sainsbury's	55%	14	58%	13	54%	14	58%	10	48%	51.0
Tesco	61%	15	63%	19	79%	7	29%	16	76%	57.0

Transparency and accountability

			Ahold			Aldi I	
Code	Indicators	Guidance	Answer	Score	References	Answer	Score
T1	Policy and governance: Does the company have foundations in place for effectively managing human rights across its operations and supply chains?						
T1.1	The company has made an explicit commitment to upholding the UN Guiding Principles on Business and Human Rights and to regular reporting against them.		Yes		1 Ahold Press Release (15 June 2020): Ahold Delhaize publishes inaugural Human Rights Report: https://www.aholddelhaize.com/en/news/ahold-delhaize	Yes	1
T1.2	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.	Yes		1 Ahold Human Rights Report 2020: https://media.aholddelhaize.com/media/10344/ahold-delhaize-human-rights-report.pdf?t=63752287597170000	Yes	1
T1.3	The company discloses which governance structure (i.e. Board sub-committee) has responsibility for the oversight of human rights and discloses the scope of its power. Company publishes summaries of discussion that the board has on salient human rights issues.	Responsibility must cover own operations and supply chain. To score, companies should disclose details of some of the key issues related to human rights discussed at Board level in the past year. This can be the results of a sustainability report or other human rights publications.	No		0	Yes	1

T2	Human Rights Due Diligence: Does the company implement a robust due diligence framework and seek to go beyond an auditing based approach?						
T2.1	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.	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.	Subsidiary only	0.5	Due diligence bij Albert Heijn - Ketentransparantie en risico management: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	Yes	1
T2.2	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).	To score there must be evidence of 3 examples of actions within 3 high risk food categories. Food category here refers to one entire product category in countries in which companies identify high risks based on the result of due diligence, and in particular, where they could have more leverage to make changes. This could refer to one entire product category from one country, but also one entire product category from multiple countries identified with high risk. Having a due diligence process on its own will not be enough to score. Examples of actions are: a) pooling pre-	Yes	1	Ahold Press Release (15 June 2020): Ahold Delhaize publishes inaugural Human Rights Report: https://www.aholddelhaize.com/en/news/ahold-delhaize-publishes-inaugural-human-rights-report/ Ahold Human Rights Report 2020: https://media.aholddelhaize.co	Yes	1

T2.3	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 Human Rights Report 2020, p. 5: https://media.aholddelhaize.com/media/10344/ahold-delhaize-human-rights-report.pdf?t=637522875971700000	Yes	1
T3	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?						
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.	Yes		1 Mensenrechten due diligence rapport 2021: pp. 9-15. https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/ah_diligence-verslag_2021_def.pdf	Yes	1
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.	Best example would also include publishing the monitoring and evaluation (M&E) framework used to monitor and evaluate the effectiveness of the strategy. 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	Due diligence bij Albert Heijn - Ketentransparantie en risico management: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	Yes	1

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 i.e. through collaboration with other companies, governments and trade unions.		Subsidiary only	0.5	Due diligence bij Albert Heijn - Ketentransparantie en risico management: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	Yes	1
T4	Grievance mechanisms: Does the company ensure that people affected by its supply chain activities have access to grievance mechanisms and remedy?						

T4.1	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 i.e. by allowing for low literacy.	The companies can engage their respective suppliers, or be involved with MSIs, to identify and address barriers to access grievance mechanisms.	No	0		Yes	1
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T4.2	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 (i.e. through a trade association) or by a third party (i.e. trade union) supported, enabled and/or welcomed by the company.	For example, companies can work with tier 1 food suppliers in ensuring grievance mechanisms are in place and on tracking their effectiveness.	No	0	Yes	1
T4.3	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 (i.e. through a trade association) or by a third party (i.e. 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 http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf pgs.33-34.	No	0	Yes	1
T5	Supply chain traceability: Does the company trace and disclose information about its suppliers and update this information regularly?					

T5.1	The company discloses the names and addresses of all first tier food supplier sites. To score, this information must be updated at least annually.	First-tier food supply sides are suppliers with whom supermarkets have direct trading relationship.	Subsidiary only	0.5	Albert Heijn Suppliers map: https://www.ah.nl/suppliers/map Due Diligence bij Albert Heijn Ketentransparantie en risicomanagement (mei 2020): https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	No	0
T5.2	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.	This should covers all suppliers in all tiers. Relevant information must be published on the company's website, it is not enough for this information to be available via product packaging. This publication should follow data protection legislation. See the "Notes, Definitions & Criteria" tab for more details about supply chain transparency.	Subsidiary only	0.5	Albert Heijn Suppliers map: https://www.ah.nl/suppliers/map Due Diligence bij Albert Heijn Ketentransparantie en risicomanagement (mei 2020): https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	Yes	1
T5.3	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.	This should covers all suppliers in all tiers. Relevant information must be published on the company's website, it is not enough for this information to be available via product packaging. This publication should follow data protection legislation. See the "Notes, Definitions & Criteria" tab for more details about supply chain transparency.	No	0		No	0
T6	Supplier support: Does the company support suppliers in respecting human rights and providing benefits for workers and small-scale farmers?						
T6.1	The company demonstrates that its buying practices align with the company's human rights strategy.	To score, a company must reveal evidence such as guidelines, general contract terms and conditions as they relate to human rights, selection processes of how key performance indicators refer to human rights, or how suppliers are chosen according to human rights criteria. It is not enough to require buyers to buy certain amounts of certified products or to do trainings with them. https://www.ethicaltrade.org/sites/default/files/shared_resources/guide_to_buying_responsibly.pdf	No	0		No	0

T6.2	The company tracks and discloses the 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.	To score, company should disclose that it is sourcing from suppliers with equitable business model which might have one of the following features: a social mission with customers, workforce, suppliers as its beneficiaries; its board includes representatives of producers or beneficiaries/community organisation/NGOs and they have opportunity in decision making, profit sharing or price setting; or proportion of its profit is invested towards social projects; workers/small scale farmers are in the ownership structure of the company. Additionally, a company could score also in instances in which wages and prices are set through collective bargaining (conventional businesses). Concrete examples of business models benefiting workers and farmers include: Cafedirect. Divine Chocolate. Women's	No	0	No	0
T6.3	The company provides evidence that it gives preference to suppliers whose business models and/or governance systems and structures give greater power to workers, small-scale farmers and local communities, and gives examples, numbers and other details.	To score, company should source from suppliers with equitable business model that might have one of the following features: a social mission with customers, workforce, suppliers as its beneficiaries; its board includes representatives of producers or beneficiaries/community organisation/NGOs and they have opportunity in decision making, profit sharing or price setting; or proportion of its profit is invested towards social projects; workers/small-scale farmers are in the ownership structure of the company. Additionally, company could score also in instances in which wages and prices are set through collective bargaining (conventional businesses)	No	0	No	0
T7	Ethical marketing standards: Has the company taken action to ensure its approach to marketing takes into account human rights in its supply chain?					
T7.1	The company has made a commitment to offer consumer promotions on food products from supply chains in which decent wages/income prevail (rather than in-work poverty).	To score, companies must publish a statement that articulates the company's approach to promoting food products from supply chains in which decent incomes / wages prevail (this could include Fairtrade products). By promotions, we are referring to efforts to raise consumer interest in or awareness of relevant products through marketing. This statement should demonstrate that the company is deliberately bringing people's attention to relevant products and that through these promotions, the company informs consumers how these products can make a difference to people in supply chains. Scores will be awarded in this indicator for a statement that articulates a general principle rather than evidence relating to a specific product.	No	0	Yes	1

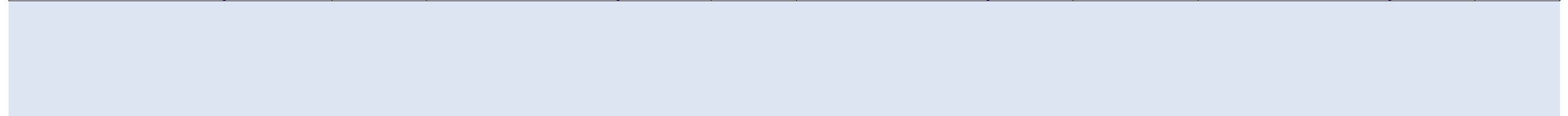
T7.2	The company has taken action to promote and raise consumer awareness of food products from supply chains in which decent wages/income prevail (rather than in-work poverty) by prominently promoting goods across at least two food categories.	By promotions, we are referring to efforts to raise consumer interest in or awareness of relevant products through marketing, i.e. the way the company promotes goods and raises awareness among consumers of how workers and producers benefit (and is therefore not just about selling Fairtrade products). 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 additional information see for example point 5 on p.51 of the OECD Guidance for Multinational Enterprises - http://www.oecd.org/daf/inv/mne/48004323.pdf 'Support efforts to promote consumer education in areas that relate to their business activities with the aim of inter	No	0	Yes	1
T7.3	The company has taken action to promote and raise consumer awareness of food products from supply chains in which decent wages/income prevail (rather than in-work poverty) through choice editing across at least two food categories.	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
T8	Pay ratio and gender pay gap: Does the company disclose its pay ratio and gender pay gap and that of critical suppliers?					
T8.1	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.	No	0	No	0
T8.2	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 https://www.gov.uk/guidance/gender-pay-gap-reporting-overview and https://www.globalreporting.org/standards/gri-standards-download-center/gri-405-diversity-and-equal-opportunity-2016/	Subsidiary only	0.5	Albert Heijn Duurzaamheidsverslag 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/duurzaamheidsverslag-2020-ah.pdf	No 0

T8.3	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. Critical suppliers are key suppliers that, according to the companies' due diligence, present high human right risks, which could include suppliers beyond tier 1.	No	0	No	0	
				8			15

Nord													
Nord			Aldi Süd			Asda			Edeka			Ju	
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score		
https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/Menschenrechte.html	Yes	1	https://cr.aldisouthgroup.com/en/download/international-policy-statement-human-rights	Yes	1	Standards for Suppliers https://www.asdasupplier.com/file-download/Standards%20for%20suppliers%20-%20final%20version	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	Yes	1		
https://www.aldi-nord.de/content/dam/aldi/germany/verantwortung/menschenrechte/AN_Human_Rights_Policy_EN.pdf.res/1642155478314/AN_Human_Rights_Policy_EN.pdf	Yes	1	https://cr.aldisouthgroup.com/en/download/international-policy-statement-human-rights	No	0		No	0		Yes	1		
https://www.aldi-nord.de/content/dam/aldi/corporate-responsibility/de/nachhaltigkeitsbericht/2017/sonstige/downloads-und-archiv/en/ALDI_Nord_Interim_Report_2020_EN.pdf.res/1630580441036/ALDI_Nord_Interim_Report_2020_EN.pdf	Yes	1	https://cr.aldisouthgroup.com/en/download/international-policy-statement-human-rights	No	0		No	0		Yes	1		

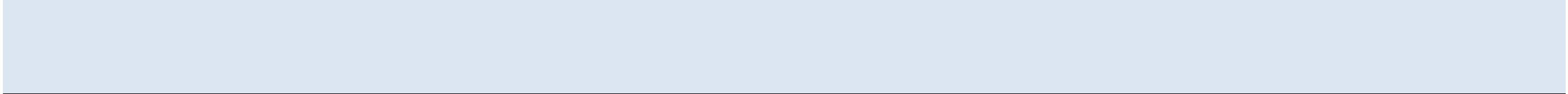
https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/cr-portal/simple-responsible/human-rights	Yes	1	Transparency Policy https://asdasupplier.com/responsible-sourcing-supplier-standards Accessed 27/01/22	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	Yes	1
https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html https://www.aldi-nord.de/unternehmen/verantwortung/produkte/tonys-open-chain-eng.html https://www.aldi-nord.de/unternehmen/verantwortung/produkte/palmoel.html	Yes	1	https://cr.aldisouthgroup.com/de/node/657	No	0		No	0		Yes	1

https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/sites/default/files/downloads/2018_EN_%20ALDI%20SOUTH%20Group%20Human%20Rights%20Policy%20Statement_final_0.pdf	No	0	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	Yes	1
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https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#detailed-results	No	0	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	Yes	1
https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/Menschenrechte.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights	No	0	No	0		Yes	1

https://www.aldi-nord.de/unternehmen/verantwortung/menschen/menschenrechte.html	Yes		1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights	No		0		No		0		Yes		1
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https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html#grievance	Yes		1	https://cr.aldisouthgroup.com/en/responsibility/our-work-action/fish-seafood#project-on-the-ground	No	0		No	0		No	0
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https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/simple-responsible/vision-2030/roadmap#upholding-human-rights-for-workers	No	0	No	0	Yes	1
https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/simple-responsible/vision-2030/roadmap#upholding-human-rights-for-workers	No	0	No	0	No	0



	No	0	No	0	No	0	Yes	1
https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/simple-responsible/vision-2030/roadmap#achieving-supply-chain-transparency	No	0	No	No	0
	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
https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/news/building-trust-and-making-difference-first-year-aldis-fairtrade-cocoa-impact-report	No	0		No	0		No	0

https://www.aldi-nord.de/unternehmen/verantwortung/lieferkette-food/tonys-open-chain-eng.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/news/making-chocolate-100-slave-free-aldi-celebrates-be-first-discount-retailer-join	Yes	1	Fairtrade search https://groceries.asda.com/search/fairtrade (carried out 4/10/2021) Why you should switch your morning coffee to a Fair Trade blend https://www.asda.com/good-living/article/fair-trade-coffee Accessed 4/10/2021	No	0	Yes	1
	No	0		No	0		No	0	No	0
	No	0		No	0		No	0	No	0
	Subsidiary only	0.5	https://www.aldi.co.uk/gender-pay	Yes	1	Why you should switch your morning coffee to a Fair Trade blend https://www.asda.com/good-living/article/fair-trade-coffee Accessed 4/10/2021	No	0	No	0

	No	0		No	0		No	0		No	0
		15.5			4			4			13

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Lidl			Morrisons			Plus			R		
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score
Jumbo human rights policy https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20due%20diligence.pdf	Yes		1 Human Rights and Environmental Due diligence, pp. 6, 28, https://unternehmen.lidl.de/pdf/show/49173	Yes		1 Our Approach to Ethical Trading https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/ Accessed 19.01.2022	No	0		Yes	1
Jumbo human rights policy 2022 https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf	Yes		1 Human Rights and Environmental Due diligence, p. 30, https://unternehmen.lidl.de/pdf/show/49173	Yes		1 Governance https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/governance/ Accessed 26.1.2022	Yes		1 Statement Ken de Keten - mensenrechten: https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/Ken%20de%20keten-aanpak/171026%20Statement%20Ken%20de%20Keten-%20mensenrechten.pdf Jaarverslag PLUS 2020: https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Over%20PLUS/Persinformatie/Jaarverslag_PLUS_2020_def.pdf	Yes	1
Jumbo human rights policy http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmljaHRQ292ZXlucGRm.p.5 Jumbo Due Diligence Rapportage 2021: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220114170012/Jumbo%20due%20diligence.pdf	Yes		1 Human Rights and Environmental Due diligence (2020), p. 30, https://unternehmen.lidl.de/pdf/show/49173 ; Lidl Buying Policy, Human rights in the supply chain (22/01/2021) https://unternehmen.lidl.de/pdf/show/48675 , p. 12.	Yes		1 Governance https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/governance/ Accessed 26.1.2022 Our Approach to Ethical Trading https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/ Accessed 19.01.2022	No	0		Yes	1

<p>Jumbo human rights policy 2022: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf</p> <p>Jumbo Due Diligence Rapportage 2021: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220114170012/Jumbo%20due%20diligence.pdf</p> <p>Coffee 2-pager: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113150129/Jumbo%20onderzoek%20koffie.pdf</p>	Yes	1	Human Rights and Environmental Due Diligence, https://unternehmen.lidl.de/pdf/show/49173 , section 1, p. 4, section 3.1, p. 8 , section 3.3 pp. 16, 17, 18-23; Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , pp. 12 - 17	Yes	1	Blog Our Approach https://my.morrisons.com/our-approach/ Accessed 14 September 2021	Yes	1	https://www.superunie.nl/app/uploads/2021/03/Sustainability-Policy-Superunie.pdf	Yes	1
<p>Jumbo Due Diligence Rapport 2020: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v210225142034/Due_diligence_rapport_2020.pdf (pages 8-10) Jumbo maakt tilapiaketen inzichtelijk met blockchain (17-10-2019):</p>	Yes	1	Living wages in the banana sector, https://www.nachhaltige-agrarlieferketten.org/en/in-practice/german-retailers-working-group/ , https://unternehmen.lidl.de/pdf/show/48675 ; p.38; Save the Children Hazlenut project, Lidl Buying Policy, Human rights in the supply chain (2021),	Yes	1	Collaborative Working https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/collaborative-working/ Morrisons Modern Slavery Statement 2020/21 https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-	No	0		Yes	1

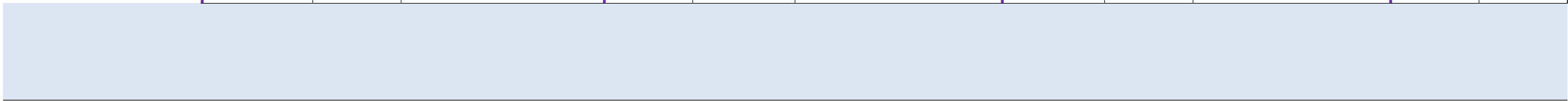
<p>Jumbo Due Diligence Rapportage 2021: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220114170012/Jumbo%20due%20diligence.pdf</p> <p>Jumbo human rights policy http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlclmljaHQRQ292ZXlucGRm</p> <p>(p 5, p 8, Our Due diligence process, para 1)</p> <p>+ - Publicatie mensenrechtenbeleid (eind maart): https://www.jumborapportage.com/Aandachtspunt_mensenrechten</p> <p>- Publicatie risicoanalyses deel A en B: https://www.jumborapportage.com/Aandachtspunt_mensenrechten</p> <p>Jumbo world map with 46 priority commodities: https://www.jumborapportage.com/inzicht-keten-</p>	Yes	1	<p>Lidl, Human Rights and Environmental Due Diligence Policy (2020), https://unternehmen.lidl.de/pdf/show/49173, section 3, pp. 7 et seq.; Lidl Buying Policy, Human rights in the supply chain (21/01/2022), https://unternehmen.lidl.de/pdf/show/48675; pp. 12 - 19;</p>	No	0	Yes	1	<p>Superunie Due Diligence Project: Products opportunity hotspot analysis – Full report (15 June 2020): https://www.superunie.nl/app/uploads/2020/08/Superunie-Due-Diligence-Project-Full-Report.pdf</p> <p>Corporate Sustainability Policy Superunie www.superunie.nl/app/uploads/2021/03/Sustainability-Policy-Superunie.pdf</p> <p>Superunie product en keten webpage: https://www.superunie.nl/product-en-keten/</p>	Yes	1
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<p>Jumbo Due Diligence Rapportage 2021: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220114170012/Jumbo%20due%20diligence.pdf</p>	Yes	1	<p>Lidl, Human Rights and Environmental Due Diligence (2020), https://unternehmen.lidl.de/pdf/show/49173, section 3, p. 9; Lidl Buying Policy, Human rights in the supply chain (21/01/2022)</p>	Yes	1	<p>Morrisons Modern Slavery Statement 2020/21 https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-responsibility/ethical-trading/24629_morrisons_modern_slavery_act_2021_web.pdf</p>	Yes	1	<p>Superunie Jaarverslag Duurzame Handel 2020: https://www.superunie.nl/app/uploads/2021/04/Superunie-Jaarverslag-Duurzame-Handel-2020-2.pdf</p>	Yes	1
<p>https://www.jumborapportage.com/Aandachtspunt_mensenrechten</p> <p>https://www.jumborapportage.com/fbcontent.ashx/pub_1009/downloads/Rapportage%20website%20risicoanalyse%20deel%20A.pdf</p>	Yes	1	<p>Lidl, Human Rights and Environmental Due Diligence (2020); https://unternehmen.lidl.de/pdf/show/49173, pp. 3, 8, 27 and the whole of section 3;</p>	No	0	No	0	Yes	1		

<p>Jumbo Due diligence rapportage 2020: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v210225142034/Due_diligence_rapport_2020.pdf</p> <p>https://www.jumborapportage.com/Aandachtspunt_mensenrechten</p> <p>https://www.jumborapportage.com/fbcontent.ashx/pub_1009/downloads/Rapportage%20website%20risicoanalyse%20deel%20A.pdf</p> <p>https://www.jumborapportage.com/FbContent.ashx/pub_1009/downloads/v191030165050/Rapportage%20website%20risicoanalyse%20deel%20B.pdf</p> <p>2-pagers per product: Roses: https://www.jumborapportage.com/FbContent.ashx/pub_1011/downloads/</p>	Yes	1	Human Rights and Environmental Due Diligence (2020), https://unternehmen.lidl.de/pdf/show/49173 , section 2, p. 5, section 3, in particular 3.4 and 3.5, pp. 17, 27 and 28; Buying policy Human Rights, https://unternehmen.lidl.de/pdf/show/48675 , pp. 6, 13 . 15,	Yes	1	Our Approach to Ethical Trading https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/ Accessed 19.01.2022	No	0	Yes	1
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	Yes	1	Buying policy gender justice in the supply chain, https://unternehmen.lidl.de/pdf/show/48786 , p. 38	No	0	No	0	Yes	1
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<p>Jumbo Due diligence rapportage 2020: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v210225142034/Due_diligence_rapport_2020.pdf</p> <p>Jumbo's commitment: https://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v190328134223/@SIVNQk8zMDk2X01WT2JlclmljaHQRQ292ZXlucGRm</p> <p>Jumbo policy on Human Rights: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf</p>	Yes	1	<p>Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675, p. 18; https://unternehmen.lidl.de/verantwortung/handlungsfeld-geschaeftpartner/menschenrechte; Buying policy, gender justice in supply chains, https://unternehmen.lidl.de/pdf/show/48786, p. 38.</p>	No	0		No	0		Yes	1
	No	0		No	0		No	0		Yes	1



Inzicht in de keten: raadpleeg de wereldkaart: https://www.jumborapportage.com/inzicht-keten-wereldkaart	No	0	Yes	1	Morrisons Own-Brand Food Homewares Health And Beauty Supplier List 02-2021 https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-responsibility/ethical-trading/morrisons-own-brand-food-homewares-health-and-beauty-supplier-list-02-2021.pdf Accessed 30/9/2021	Yes	1	Superunie: Webpage Leveranciers: https://www.superunie.nl/leveranciers/	No	0
	Yes	1	https://unternehmen.lidl.de/pdf/show/50835 ; https://unternehmen.lidl.de/pdf/show/50407 ; https://unternehmen.lidl.de/pdf/show/50834 ; Buying policy Human Rights, https://unternehmen.lidl.de/pdf/show/48675 , p. 14	Yes	1	Webpage Transparency https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/governance/transparency/	No	0	No	0
https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220222125822/Jumbo%20transparantie%20ananas.pdf	Yes	1	https://unternehmen.lidl.de/pdf/show/50835 ; https://unternehmen.lidl.de/pdf/show/50407 ; https://unternehmen.lidl.de/pdf/show/50834 ; Buying policy Human Rights, https://unternehmen.lidl.de/	No	0	No	0	No	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	https://unternehmen.lidl.de/verantwortung/lidl-und-fairtrade/fairtrade_kakao ; https://www.lidl.de/de/asset/other/2021-Way-To-Go-Broschuere.pdf ; https://unternehmen.lidl.de/verantwortung/lidl-und-fairtrade ; Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , p. 21	Yes	1	Morrisons announces 'Milk for Farmers' that supports British farmers https://www.morrisons-corporate.com/media-centre/corporate-news/morrisons-announces-milk-for-farmers-that-supports-british-farmers/ Accessed 18.02.2022 About 'For Farmers' https://my.morrisons.com/made-for-farmers/ Accessed 18.02.2022	Yes	1	Plus webpage Verantwoorde herkomst van producten: https://www.plus.nl/info-verantwoord/een-verantwoord-assortiment Plus Jaarverslag 2020: https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Over%20PLUS/Persinformatie/Jaarverslag_PLUS_2020_def.pdf	Yes	1

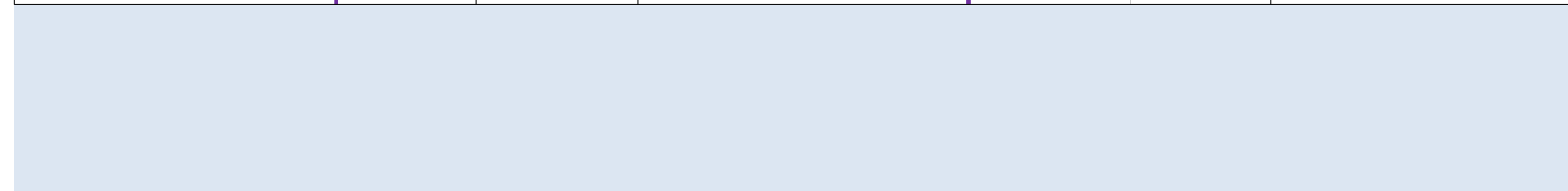
https://www.jumbo.com/inspiratie/fairtrade-original https://www.jumbo.com/inspiratie/fairtrade-original https://nieuws.jumbo.com/persbericht/mpanga-koffie-van-jumbo-draagt-bij-aan-beter-bestaan-voor-boeren-in-rwanda/609/	Yes	1	https://unternehmen.lidl.de/verantwortung/lidl-und-fairtrade/fairtrade_kakao ; https://www.lidl.de/de/asset/other/2021-Way-To-Go-Broschuere.pdf ; https://unternehmen.lidl.de/verantwortung/lidl-und-fairtrade ; https://unternehmen.lidl.de/verantwortung/lidl-und-fairtrade/fairtrade-bananen ; https://www.google.com/imgres?imgurl=https%3A%2F%2Fstatic.jedewoche-	Yes	1	About 'For Farmers' https://my.morrisons.com/made-for-farmers/ Accessed 18.02.2022 Backing British For Farmers Range https://www.morrisons-farming.com/backing-british-for-farmers-range/ Accessed 18.02.2022	Yes	1	https://www.plus.nl/info-wat-betekent-fairtrade https://youtu.be/kx9PXJNJmc8 .	Yes	1
	No	0		No	0	Yes	1	Nieuwsbericht 2021: PLUS steunt boeren en arbeiders in ontwikkelingslanden met hoogste Fairtrade premie ooit https://www.plus.nl/nieuws/plus-steunt-boeren-en-arbeiders-in-ontwikkelingslanden-met-hoogste-fairtrade-premie-ooit-cid-AGEKKOKY9ikAAAF4MEp	No	0	
	No	0		Yes	1	Morrisons Annual Report & Financial Statements 2020/21 https://www.morrisons-corporate.com/globalassets/corporatesite/investor-centre/financialreports/documents/2020-21/morrisons_ar20-21_web.pdf Accessed 29/9/2021	No	0	No	0	
Subsidiary only		0.5	https://corporate.lidl.co.uk/sustainability/supporting-our-colleagues/gender-pay-gap	Yes	1	Gender Pay Report https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-responsibility/gender-pay-report/gender_pay_report_2021-22.pdf Accessed 19.1.2022	No	0	No	0	

	No	0	No	0	No	0	No	0
		15.5		13		8		14

ewe	Sainsbury's			Tesco		
References	Answer	Score	References	Answer	Score	References
Fairness Guideline, pp. 5 and 29, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312	Yes		1 Our policy on Human Rights https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/Human	Yes		1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/human-rights
Human Rights policy statement, https://www.rewe-group.com/content/uploads/2020/12/grundsatzerklaerung-menschenrechte.pdf?t=2022020211 , p. 4; Fairness Guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312 , p. 13	Yes		1 More on Human Rights https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022	Yes		1 Tesco Modern Slavery Statement 2020/21 https://www.tescopl.com/media/757633/tesco-modern-slavery-statement_2021.pdf Accessed 7.9.21
Fairness Guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312 , p. 13	Yes		1 More on Human Rights https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022	Yes		1 Tesco Modern Slavery Statement 2020/21 https://www.tescopl.com/media/757633/tesco-modern-slavery-statement_2021.pdf Accessed 7.9.21

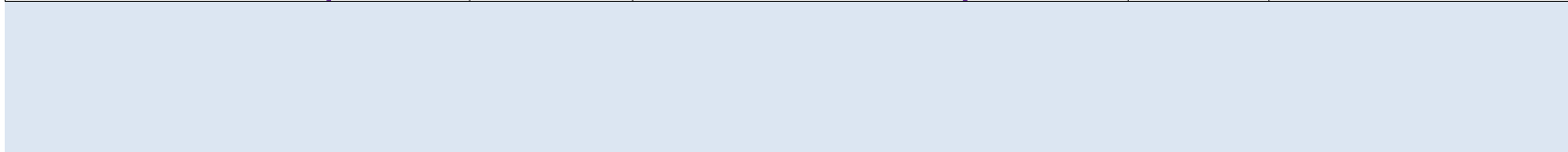
<p>Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312, pp. 17-18</p>	<p>Yes</p>		<p>1 More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p>	<p>Yes</p>	<p>1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p>
<p>Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312, pp. 18</p>	<p>Yes</p>		<p>1 Modern Slavery Statement 2020/21 https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/Modern%20Slavery%20Report%202020-2021.pdf Accessed 20/7/2021</p>	<p>Yes</p>	<p>1 Webpage: Top 20 Products https://www.tescopl.com/sustainability/taking-action/healthy-sustainable-products/top-20-products/ Accessed 7.9.21</p> <p>Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/</p>

Fairness guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312 , p. 8	No	0		Yes	1 Tesco Modern Slavery Statement 2020/21 https://www.tescopl.com/media/757633/tesco-modern-slavery-statement_2021.pdf Accessed 7.9.21
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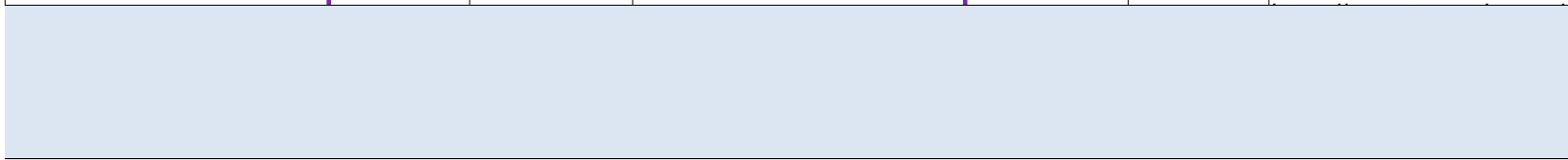
Fairness guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312 , p. 12	Yes	1	More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human	Yes	1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022
Fairness guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312 , pp. 9, 24, 26, 28	No	0		Yes	1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022

<p>Human rights policy statement, https://www.rewe-group.com/content/uploads/2020/12/grundsatzerklaerung-menschenrechte.pdf?t=2022020211, p. 3; https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312, pp. 12, 28,</p>	<p>Yes</p>		<p>1 Modern Slavery Statement 2020/21 (11th June 2021) https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/Modern%20Slavery%20Report%202020-2021.pdf Accessed 20/7/2021</p> <p>More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p>	<p>Yes</p>		<p>1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p>
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<p>Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312, p. 24.</p>	<p>Yes</p>		<p>1 More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p> <p>Sustainable Sourcing Policy – Goods for Resale Sainsbury's Brand (1st April 2020) https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/SP003%20-%20Sustainable%20Sourcing%20Policy%20Goods%20for%20Resale%20April%202020.pdf Accessed 13 September 2021</p>	<p>Yes</p>	<p>1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p>
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<p>Fairness Guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312, pp. 13, 24 - 26</p>	No	0		Yes	<p>1 Protecting workers' rights in global food supply chains https://www.tescopl.com/blog/protecting-workers-rights-in-global-food-supply-chains/ Accessed 25.1.2022</p> <p>Gender equality - supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022</p> <p>Memorandum of Understanding, dated January 21, 2022 https://www.iuf.org/wp-content/uploads/2022/01/MoU-Tesco-and-IUF-Jan-2022-e-signatures.pdf Accessed 3.2.2022</p>
<p>Fairness Guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022011312, pp. 13, 24 - 26</p>	No	0		Yes	<p>1 Protecting workers' rights in global food supply chains https://www.tescopl.com/blog/protecting-workers-rights-in-global-food-supply-chains/ Accessed 25.1.2022</p> <p>Gender equality - supply chain strategy Last updated 25/01/2022</p>



	Yes	1	Food Supplier List Tier 1 - 2022 https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/Food%20Supplier%20List%20Tier%201%202022.pdf Accessed 18.02.222	Yes	1	Tesco UK Stores LTD - first tier food and grocery non-food sites https://www.tescopl.com/media/758347/primary-supplier-list_jan-2022.pdf Accessed 17.01.2022 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022
	Yes	1	More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022	No	0	
	No	0		No	0	
	No	0		No	0	

	No	0		No	0	
	No	0		No	0	
https://pro-planet.info/ ; https://pro-planet.info/pro-planet/was-ist-pro-planet ; https://pro-planet.info/faq	No	0		No	0	

https://pro-planet.info/produkte; prospects; https://einzelhandelaktuell.de/rewe-und-penny-verkaufen-very-fair-schokolade/	Yes	1 Sainsbury's Fairtrade https://www.sainsburys.co.uk/shop/gb/groceries/get-ideas/values/sainsburys-fairtrade Accessed 18.02.2022 Sainsbury's Fairtrade Cashew Nuts https://www.sainsburys.co.uk/gol-ui/product/eat-better/sainsburys-fairtrade	No	0
	Yes	1 A stable and secure banana supply chains https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2020/bananas-supply-chain Accessed 27/9/2021 Sourcing for sustainable development Sainsbury's	No	0
	Yes	1 J S Sainsbury Annual report & financial statements 2021 https://www.about.sainsburys.co.uk/sustainability/plan-for-better/~/_media/Files/S/Sainsburys/documents/reports-and-presentations/annual-reports/sainsburys-ar2021.pdf Accessed 13 September 2021	Yes	1 Annual Report & Accounts 2020 (P77) https://www.tescopl.com/media/757589/tesco_annual_report_2021.pdf Accessed 7.9.21
	Yes	1 Ethnicity and gender pay gap report 2020 https://www.about.sainsburys.co.uk/~/_media/Files/S/Sainsburys/Gender%20Ethnicity%20Pay%20Gap%20Report	Yes	1 Tesco Gender Pay Gap Report https://www.tescopl.com/media/757363/tesco-gender-pay-report-2020-8.pdf Accessed 7.9.21

	No	0		No	0	
		14			15	

Workers

			Ahold			Aldi	
Code	Indicators	Guidance	Answer	Score	References	Answer	Score
W1	Policy: Does the company have robust policies for managing labour rights?						
W1.1	The company publicly recognises (i.e. 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: <ul style="list-style-type: none"> 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; workers can experience in-work poverty even where legal minimum standards are complied with; the sourcing company's business practices and decision-making can contribute to poor conditions in the supply chain; and that women face additional barriers to decent work, due to unequal gender norms and women's greater share of 	The company must communicate all of these points to score.	Subsidiary only	0.5	Due diligence bij Albert Heijn - Ketentransparantie en risico management: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf Vrouwenrechten bij Albert Heijn: https://static.ah.nl/binari	Yes	1
W1.2	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: <ul style="list-style-type: none"> No forced or child labour; should a child be found working, their best interests are protected Freedom of association and the right to collective bargaining are upheld; No violent or degrading treatment, harassment or disciplinary practices causing harm to workers and protection against gender-based violence; Safe healthy workplace with adequate rest periods, adequate toilet breaks and access to potable water, dignified and sanitary conditions for women; 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; Decent living conditions for workers accommodated by the company (based on a recognised standard) No discrimination in recruitment, pay or progression 		No	0		No	0
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 (http://www.dhaka-principles.org/) or the Consumer Goods Forum: Forced Labour Priority Industry Principles (https://www.theconsumergoodsforum.com/initiatives/social-sustainability/key-projects/priority-industry-principles/) For UK companies, a Modern Slavery statement would only qualify if it includes reference to proactive prevention	Yes	1	AD webpage Product safety and sustainability: https://www.aholdelhaize.com/en/sustainability/our-position-on-social-and-environmental-topics/product-safety-and-sustainability/ AD Own Brand Product Safety & Sustainability Definitions and KPIs: https://www.aholdelhaize.com/media/10404/ow	Yes	1

W2	Policy implementation: Does the company demonstrate how it implements its Supplier Code across its food supply chains?						
W2.1	The company clearly states the scope of its Supplier Code including which suppliers are covered (i.e. 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 https://www.aholddelhaize.com/en/sustainability/our-position-on-societal-and-	Yes	1
W2.2	The company has established mechanisms to enable respect for human rights at suppliers level, through funds or programmes to inform and train workers on their human rights, and ensure they are aware of and/or able to access 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.	Food category here refers to one entire product category in countries in which companies identify high risks based on the result of due diligence, and in particular, where they could have more leverage to make changes. This could refer to one entire product category from one country, but also one entire product category from multiple countries identified with high risk.	No	0		No	0
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. Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third party scheme. Such	Subsidiary only	0.5	https://www.aholddelhaize.com/media/2220/ahold_usa-fair_food_program_factsheet.pdf	Yes	1
W3	Supplier engagement: Does the company systematically engage suppliers to support continuous improvement in relation to labour standards?						

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, spelling these out in supplier contracts, and ensuring sourcing policies, practice and strategy (including selection and retention of suppliers, ordering and pricing) support suppliers' ability to improve supply chain labour standards. For more guidance see the Joint ETIs' Guide to Buying Responsibly.	Subsidiary only	0.5	Due diligence bij Albert Heijn - Ketentransparantie en risico management: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	Yes	1
W3.2	The company offers positive incentives to suppliers that demonstrate continuous improvement in labour standards.	Examples of buying practices to incentivise and reward suppliers for improving labour standards include: joint business plans/long-term contracts which incorporate mutual expectations on improving labour standards; KPIs covering lead-time, number of orders based on prices that cover the cost of production and living wages, agreement to cover any increase in the legal minimum wage with immediate effect; preferential payment terms; supermarket committing to helpful behaviour and solutions focus during peak seasons and when suppliers face problems. See ETI guide to buying practices https://www.ethicaltrade.org/sites/default/files/shared_resources/guide_to_buying_responsibly.pdf Sourcing practices for a supply chain may be supported.	No	0		No	0
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	1
W4	Human Rights Impact Assessments (HRIAs): Has the company assessed the impacts of its supply chain activities on workers?						

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. To score, the company should commit to publish the assessments within two years after the commitment.	Each HRIA focusing on a single high human rights risk supply chain (one raw material and one country) should include, as per UNGP guidance, 'all internationally recognized human rights as a reference point'. The HRIA should also, at the very minimum, be public, and sufficiently meet the elements in the Oxfam's HRIA Assessment Framework that are based on the UNGPs.	Yes	1	<p>Albert Heijn Duurzaamheidsverslag 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/duurzaamheidsverslag-2020-ah.pdf</p> <p>Due diligence bij Albert Heijn - Ketentransparantie en risico management: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf</p> <p>Mensenrechten due diligence rapport 2021: pp. 9-15. https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/ah_diligence-verslag_2021_def.pdf</p>	Yes	1
W4.2	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, at the very minimum, be public, and sufficiently meet the elements in the Oxfam's HRIA Assessment Framework that are based on the UNGPs.	Yes	1	<p>Mensenrechten due diligence rapport 2021: p 19 and pp. 22-32. https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/ah_diligence-verslag_2021_def.pdf</p> <p>CBL 2021 HRIA Italian processed tomato chain: https://www.cbl.nl/app/uploads/2022/01/HRIA-Italian-processed-tomato-chain-final-10012022.pdf</p>	Yes	1

W4.3	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 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. The HRIA should, at the very minimum, be public, and sufficiently meet the elements in the Oxfam's HRIA Assessment Framework that are based on the UNGPs.	Yes	1	Mensenrechten due diligence rapport 2021: p 19 and pp. 22-32. https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/ah_diligence-verslag_2021_def.pdf CBL 2021 HRIA Italian processed tomato chain: https://www.cbl.nl/app/uploads/2022/01/HRIA-Italian-processed-tomato-chain-final-10012022.pdf	No	0
W5	Freedom of association: Does the company engage trade unions to enable freedom of association and collective bargaining?						
W5.1	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. Membership of MSIs which engage with trade unions could count if the companies can demonstrate that actions that the MSI is taking are meaningful and have an impact on workers' representation in the company's supply chains. To score, the company must demonstrate two or more relevant actions for at least three high risk supply chains.	No	0		No	0

W5.2	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	0
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W5.3	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	0	
W6	Living wages and value distribution: Is the company taking action to close the gap between current low wages and a living wage?						
W6.1	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) identify living wage benchmarks (where they have not yet been developed) AND 2) publish examples within its food supply chain of the gap between prevailing wages and credible living wage benchmarks.	Please see Notes, Definitions & Criteria tab for what Oxfam considers to be a "credible living wage benchmark"	Subsidiary only	0.5	Mensenrechten due diligence rapport 2021: p. 3 and p. 16. https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/ah_diligence-verslag_2021_def.pdf	Yes	1

W6.2	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).	Ensuring sufficient value meaning that prices commensurate with cost of sustainable production, including living wage.	No	0	No	0
W6.3	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	Ensuring sufficient value meaning that prices commensurate with cost of sustainable production, including living wage.	No	0	No	0
W7	Sourcing practices: Does the company seek to ensure that its sourcing practices do not undermine labour standards in its food supply chains?					
W7.1	The company has committed to eliminating Unfair Trading Practices i.e. through appropriate pricing that takes into account production costs, long-term contracts and reasonable payment terms, and secure and predictable order volumes.		No	0	Yes	1
W7.2	The company reports details of significant and meaningful actions it is taking to eliminate unfair trading practices across its food supply chains i.e. 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. At least one of the examples should demonstrate companies engaging with workers representatives and other stakeholders in eliminating unfair trading practices. For further guidance see the Joint ETIs' Guide to Buying Responsibly.	No	0	No	0
W7.3	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	0
W8	Pre-competitive collaboration and advocacy: Does the company engage stakeholders with the aim of improving conditions for workers at the sector-level?					

W8.1	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 in high risk supply chains 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	Yes	1	
W8.2	The company actively participates in multi-stakeholder initiatives which address workers' rights covering at least 3 high risk food supply chains.	Please see the criteria for qualifying MSIs in the "Notes, Definition, & Criteria" tab.	Yes	1	Due diligence bij Albert Heijn - Ketentransparantie en risico management: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf https://rspo.org/members/153/Royal-Ahold-Delhaize-N.V https://www.sustainablerice.org/wp-content/uploads/2021/11/SRP-Member-List-Nov-2021.pdf https://www.seafoodtaskforce.global/about/current-members/	No	0

W8.3	The company actively participates in multi-stakeholder initiatives which address workers' rights covering six high risk food supply chains, with at least one addressing the company's buying practices that are linked to the outcomes for workers.	Buying practices we are looking for could refer to: joint business plans/long-term contracts which incorporate mutual expectations on improving labour standards; KPIs covering lead-time, number of orders based on prices that cover the cost of production and living wages, agreement to cover any increase in the legal minimum wage with immediate effect; preferential payment terms; supermarket committing to helpful behaviour and solutions focus during peak seasons and when suppliers face problems.	No	0	No	0
				8		11

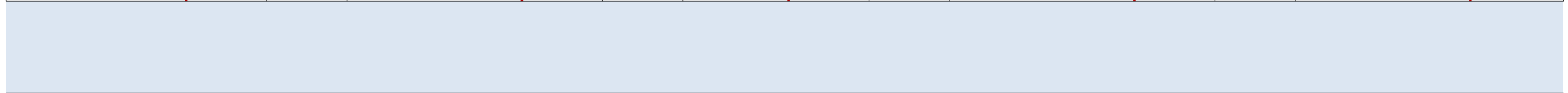
Nord													
Nord	Aldi Süd			Asda			Edeka			Jumbo			
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer
https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html	Yes		1 https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights	No	0		No	0		Yes		1 Jumbo human rights policy 2022 https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf	Yes
	Yes		1 https://cr.aldisouthgroup.com/en/responsibility/simply-responsible/memberships-partnerships	No	0		No	0		Yes		1 Jumbo human rights policy 2022 https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf Jumbo human rights policy http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmlijaHQRQ292ZXlucGRm (p 4 & 5, Box on Human Rights and para 1 under	Yes
https://www.aldi-nord.de/content/dam/aldi/germany/corporate/verantwortung/AN_Forced_Labour_policy_EN_final.pdf.res/1612450836333/AN_Forced_Labour_policy_EN_final.pdf	Yes		1 https://cr.aldisouthgroup.com/en/downloads/international-policy-forced-labour	Yes		1 Asda Modern Slavery Statement 2021 https://corporate.asda.com/media-library/document/asda-modern-slavery-statement-2021/_proxyDocument?id=00000179-	No	0		Yes		1 Jumbo human rights policy 2022 https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf Jumbo human rights policy http://www.jumborapportage.com/FbContent.ashx/	Yes

https://www.aldi-nord.de/unternehmen/verantwortung/menschen/sichere-und-faire-arbeitsbedingungen.html	Yes	1	https://cr.aldisouthgroup.com/en/downloads/aldi-social-standards-in-production	Yes	1	Standards for Suppliers https://www.asdasupplier.com/file-	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/sortiment/sozialstandards.html	Yes	1	Jumbo's Supplier Code of Conduct: https://www.jumborapportage.com/FbContent.ashx/nub_1011/downloads/	Yes
	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-work-action/nuts#project-on-the-ground-social-dialogue-in-cashew-nut-supply-chains https://cr.aldisouthgroup.com/en/download/human-rights-impact-assessment-report-avocados-from-peru https://cr.aldisouthgroup.com/en/responsibility/news/aldi-sued-announces-living-wage-commitments-banana-supply-chain	No	0		No	0		No	0		Yes
https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-work-action/supply-chain#aldi-social-assessments-asas-aldi-producer-assessments-apas	No	0		No	0		No	0		Yes

https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#beyond-audit-approach	No	0	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	Yes	1	Jumbo human rights policy 2022 https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf Jumbo human rights policy http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm (p. 7-10)	Yes
	No	0		No	0	No	0		No	0		No
https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html	Yes	1	https://cdn.aldi-digital.co.uk/ngEBw2hOk\$XjCDJtGC7Rbgg\$T6w.pdf https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#working-with-	No	0	No	0		Yes	1	Jumbo Due Diligence Rapportage 2021: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220114170012/Jumbo%20due%20diligence.pdf https://	Yes

<p>https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html</p>	Yes		<p>1 https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#human-rights-impact-assessments</p> <p>https://cr.aldisouthgroup.com/en/responsibility/news/increasing-transparency-importance-human-rights-impact-assessments</p>	No	0		No	0		Yes	1	<p>Jumbo human rights policy http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmJjaHQrQ292ZXlucGRm (p. 9-10)</p> <p>Jumbo Due diligence rapportage 2020: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v210225142034/Due_diligence_rapport_2020.pdf</p> <p>Jumbo 2-pager on tomatoes HRIA incl action plan: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111024/Jumbo%20onderzoek%20tomaten.pdf</p>	Yes
<p>https://www.aldi-nord.de/content/dam/aldi/germany/verantwortung/menschenrechte/AN_HRIA-Report-Fish-Seafood_final.pdf.res/1642408707502/AN_HRIA-Report-Fish-Seafood_final.pdf</p> <p>https://www.aldi.nl/verantwoord/onze-verantwoordelijkheid/mensenrechtenbeleid.html</p>	Yes		<p>1 https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#human-rights-impact-assessments</p> <p>https://cr.aldisouthgroup.com/en/responsibility/news/increasing-transparency-importance-human-rights-impact-assessments</p>	No	0		No	0		Yes	1	<p>Tomatoes Due Diligence Report 2022: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111024/Jumbo%20onderzoek%20tomaten.pdf</p> <p>Tomatoes Jumbo action plan (2022): https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111024/Jumbo%20onderzoek%20tomaten.pdf</p>	Yes

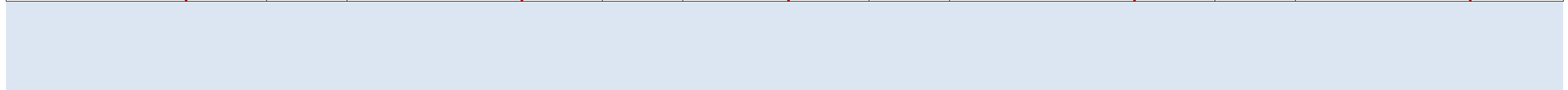
Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#human-rights-impact-assessments https://cr.aldisouthgroup.com/en/responsibility/news/increasing-transparency-importance-human-rights-impact-assessments	No	0	No	0	No	0	Yes
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No	0		No	0	No	0	No	0	Yes
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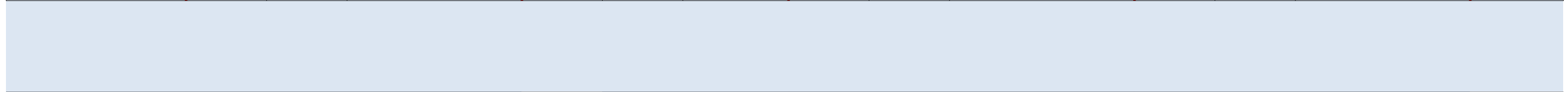
No	0	No	0	No	0	No	0	No
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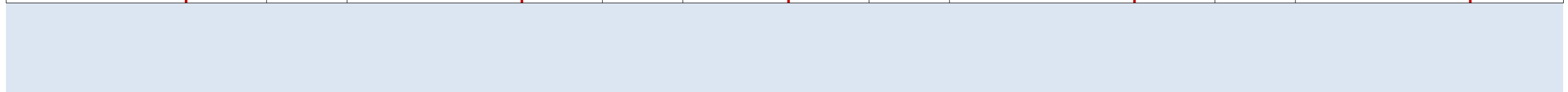


https://www.aldi-nord.de/content/dam/aldi/germany/verantwortung/AN_Livingwages_Positionspapier_EN_final.pdf.res/1622184288543/AN_Livingwages_Positionspapier_EN_final.pdf https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/downloads/international-position-statement-living-wages-living-incomes https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#living-wages-living-incomes	No	0		No	0		Yes	1	<p>Jumbo onderzoek Bananen: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220126072027/Jumbo%20onderzoek%20bananen.pdf</p> <p>https://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v190328134223/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXlucGRm</p>	Yes
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No	0	No	0	No	0	No	0	No	0
No	0	No	0	No	0	No	0	No	0



https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#our-support-for-international-standards-legislation	No	0	No	0	No	0	Yes
	No	0		No	0	No	0	No	0	No
	No	0		No	0	No	0	No	0	No



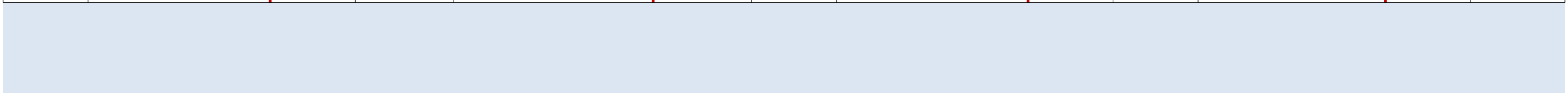
<p>https://www.business-humanrights.org/en/latest-news/eu-mandatory-due-diligence/</p> <p>https://www.seafoodsource.com/news/environment-sustainability/international-seafood-buyers-urge-thailand-to-stand-strong-on-fisheries-reforms</p> <p>https://www.aldi-nord.de/content/dam/aldi/germany/corporate/presse/pressemitteilung/ALDI_Nord_Position_Paper_on_Human_Rights.pdf.re/s/1601362389750/ALDI_Nord_Position_Paper_on_Human_Rights.pdf</p>	Yes		1 https://www.business-humanrights.org/en/thailand-intl-seafood-buyers-urge-govt-to-stay-strong-in-transition-towards-ethical-sustainable-fishing-sector#c203273	No	0	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	No	0		Yes
	Yes		1 https://cr.aldisouthgroup.com/en/responsibility/simple-responsible/memberships-partnerships	No	0	No	0		No	0		Yes

No	0	No	0	No	0	No	0	No
	15		2		3		9	

Lidl													
Lidl		Morrisons			Plus			Rewe			Sains		
Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score	
1	Human Rights and Environmental Due diligence, https://unternehmen.lidl.de/pdf/show/49173 , pp. 4, 5, 10, 11, 14, 19 - 20; Buying policy, Gender justice in supply chains, https://unternehmen.lidl.de/pdf/show/48786 , pp. 5 - 6; buying policy human rights, https://unternehmen.lidl.de/pdf/show/48786 , pp. 12 et seqq.	Yes	1	Blog Our Approach https://my.morrisons.com/our-approach/ Accessed 14 September 2021	Yes	1	https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/2019/Maart%202019%20-%20Toelichting%20Ken%20de%20Keten-aanpak%20-%20beleid%2c%20focus%20en%20management%20van%20risico%27s%20PLUS.docx.pdf?s=683581	Yes	1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022020208 , pp. 8- 9; Guidance Women in supply chains, https://www.rewe-group.com/content/uploads/2021/03/leitlinie-frauen-in-der-lieferkette-03-05-2021.pdf?t=2022020201 , p. 4; Guidance Child Labour, https://www.rewe-group.com/content/uploads/2020/12/leitlinien-	Yes	1	
1	https://unternehmen.lidl.de/verantwortung/code-of-conduct ; Lidl Buying policy human rights in the supply chain, https://unternehmen.lidl.de/pdf/show/48675 , p. 9 et seqq.	Yes	1	Ethical Trading Code 2015 https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-responsibility/ethical-trading/ethical-trading-code---october-2015-1.pdf Accessed 14 September 2021	Yes	1	https://www.superunie.nl/app/uploads/2019/09/Gedragcode-Superunie-NL-september-2016.pdf	Yes	1	https://www.rewe-group.com/content/uploads/2021/06/rewe-group-supplier-code-of-conduct.pdf?t=2022020210	Yes	1	
1	Human Rights and Environmental Due Diligence (2020), https://unternehmen.lidl.de/pdf/show/48675 , section 2, p. 6; Lidl Buying Policy, Human rights in the supply chain (2021), https://unternehmen.lidl.de/pdf/show/48675 , pp. 24-25	Yes	1	Morrisons Modern Slavery Statement 2020/21 https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-responsibility/ethical-trading/24629_morrisons_modern_slavery_act_2021_web.pdf Accessed 14/9/2021 Responsible Recruitment Toolkit https://responsiblerecruitmenttoolkit.org/	No	0		Yes	1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2021/06/rewe-group-supplier-code-of-conduct.pdf?t=2021092408 , p. 5	Yes	1	

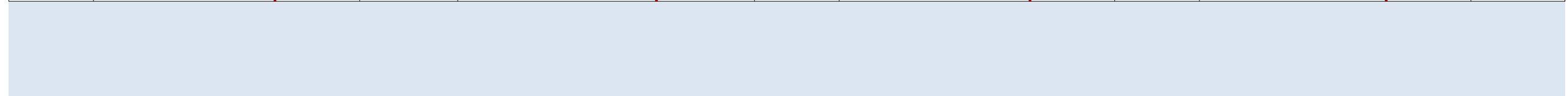
1	https://unternehmen.lidl.de/verantwortung/code-of-conduct ; Buying policy Human Rights in the	Yes	1	Ethical Trading Policy 2015 https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-responsibility/ethical-trading/	Yes	1	https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/	Yes	1	Supplier Code, p. 2, https://www.rewe-group.com/content/uploads/2021/06/rewe-group-supplier-code-of-conduct.pdf ?	Yes	1
1	https://corporate.lidl.co.uk/sustainability/bananas ; Save the Children Hazlenut project, Lidl Buying Policy, Human rights in the supply chain (2021), https://unternehmen.lidl.de/pdf/show/48675 , p. 28; Spanish Ethical Fora and Stronger Together, https://corporate.lidl.co.uk/sustainability/our-partners?_ga=2.8212471.458413680.1612371617-1386065121.1608553578 ; https://corporate.lidl.co.uk/sustainability/seafood : download seafood policy;	Yes	1	Preparing for multi-stakeholder efforts to achieve decent remuneration for all https://www.bananalink.org.uk/news/blog-cote-divoire-preparing-for-multi-stakeholder-efforts-to-achieve-decent-remuneration-for-all/ Accessed 19.1.22 Our approach to ethical trading: https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/ Accessed 19.01.2022	No	0		Yes	1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf ? t=2022011312, pp. 18	Yes	1
1	Lidl Buying policy human rights in the supply chain, p. 12; INA project on living wage/income in bananas: http://live-ina.ichwillfair.de/en/in-practice/german-retailers-working-group/ , https://www.nachhaltige-	Yes	1	Collaborative Working https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/collaborative-working/ Morrisons Modern Slavery Statement 2020/21 https://www.morrisons-	No	0		Yes	1	Fairness Guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf ? t=2022020208, pp. 14-15	Yes	1

1	Human Rights and Environmental Due Diligence, https://unternehmen.lidl.de/pdf/show/49173 , p. 6.	Yes	1	Our Approach to Ethical Trading https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/ Accessed 19.01.2022	No	0	Yes	1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf ? t=2022020208, p. 14.	Yes	1
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1	Human Rights and Environmental Due Diligence, p. 18; Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , p. 19	Yes	1	Blog Our Approach https://my.morrisons.com/our-approach/ Accessed 14 September 2021	No	0	Yes	1	Fairness Guideline, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf ? t=2022020208, p. 18	Yes	1



1	Lidl, Human rights, https://unternehmen.lidl.de/verantwortung/handlungsfeld-geschaeftpartner/menschenrechte ; Buying policy on human rights, Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , p. 14	Yes		1	Risk Assessment https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/risk-assessment/ Accessed 18.02.2022	No	0	No	0		Yes		1
1	Lidl, Menschenrechte, https://unternehmen.lidl.de/verantwortung/handlungsfeld-geschaeftpartner/menschenrechte ; https://unternehmen.lidl.de/pdf/show/50819 ; https://corporate.lidl.nl/duurzaamheid/duurzaamassortiment/mensenrechten/human-rights-impact-assessments	No	0	0	No	0	No	0	0		No		0

1	Lidl, Menschenrechte, https://unternehmen.lidl.de/verantwortung/handlungsfeld-geschaeftpartner/menschenrechte ; https://unternehmen.lidl.de/pdf/show/50819 ; https://corporate.lidl.nl/duurzaamheid/duurzaamassortiment/mensenrechten/human-rights-impact-assess	No	0	No	0	No	0	No	0
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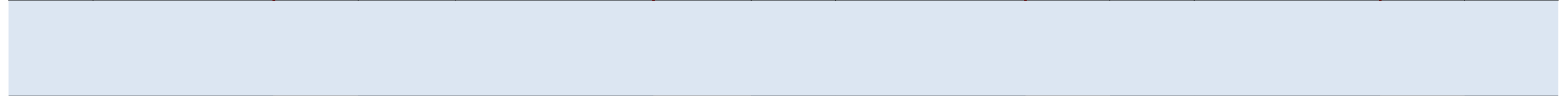


1	Lidl, Buying policy, human rights in the supply chain, https://unternehmen.lidl.de/pdf/show/48675 , p. 29	Yes	1	Ethical Trading Initiative https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/collaborative-working/ethical-trading-initiative/ Accessed 18.02.2022	No	0	Yes	1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf ? t=2022020208, p. 18; https://panao.org/ueberuns/ ; https://www.nachhaltige-agrarlieferketten.org/en/in-practice/german-retailers-working-group/	No	0
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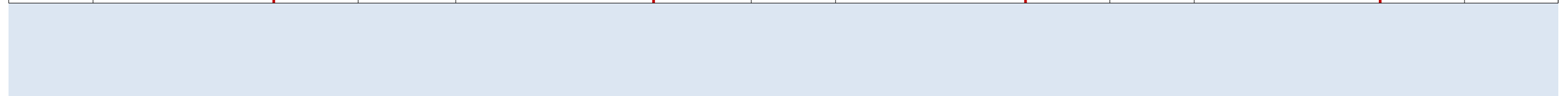
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1	Human rights and environmental due diligence, https://unternehmen.lidl.de/pdf/show/48675 , pp. 19 - 21; INA project on bananas from Ecuador, http://live-ina.ichwillfair.de/en/in-practice/german-retailers-working-group/	Yes	1	Risk Assessment https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/risk-assessment/ Accessed 18.02.2022	No	0	Yes	1	Guideline living wages, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-existenzsichernde-loehne-und-einkommen-09-04-2021.pdf?t=2022020210 , pp. 5, 9, 14-19; https://www.nachhaltige-agrarlieferketten.org/en/in-practice/german-retailers-working-group/	Yes	1

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



1	Lidl Buying Policy, Human rights in the supply chain (2021), https://unternehmen.lidl.de/pdf/show/48675 , p. 19, https://corporate.lidl.co.uk/	Yes	1	Morrisons Annual Report & Financial Statements 2020/21 https://www.morrisons-corporate.com/globalassets/corporatesite/investor-	No	0	Yes	1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf ?t=2022020208, pp. 6, 13, 29	Yes	1
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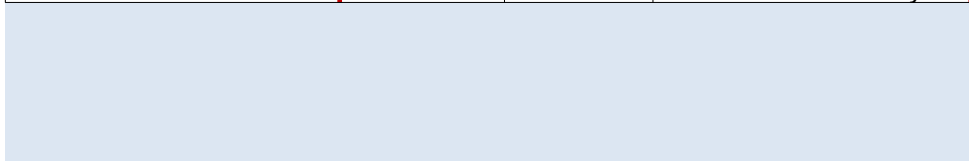


0	Yes	1 Ethical Trading Initiative https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/collaborative-working/ethical-trading-initiative/ Accessed 18.02.2022	No	0	No	0	No	0
16		15		3		13		13

Sainsbury's			
Sainsbury's		Tesco	
References	Answer	Score	References
Managing Risk https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf Accessed 13.09.2021	Yes		1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022
Sustainable Sourcing Policy – Goods for Resale Sainsbury's Brand (1st April 2020) https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/SP003%20-%20Sustainable%20Sourcing%20Policy%20Goods%20for%20Resale%20April%202020.pdf Accessed 13.09.2021	Yes		1 Human rights requirements for food and grocery non-food suppliers (dated August 2020) https://www.tescopl.com/media/757353/60585v10en-human-rights-requirements-for-food-and-grocery-non-food-suppliers-october-2020.pdf Accessed 7.9.21
Sustainable Sourcing Policy – Goods for Resale Sainsbury's Brand (1st April 2020) https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/SP003%20-%20Sustainable%20Sourcing%20Policy%20Goods%20for%20Resale%20April%202020.pdf	Yes		1 Human rights requirements for food and grocery non-food suppliers (dated August 2020) https://www.tescopl.com/media/757353/60585v10en-human-rights-requirements-for-food-and-grocery-non-food-suppliers-october-2020.pdf Accessed 7.9.21

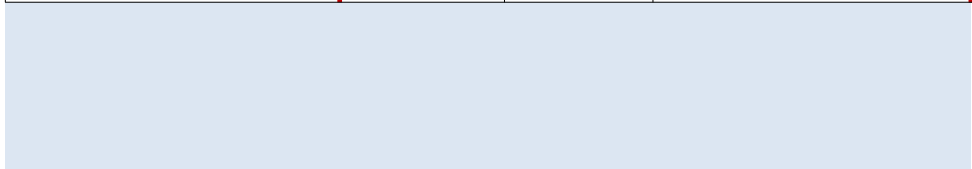
Sustainable Sourcing Policy – Goods for Resale Sainsbury's Brand (1st April 2020) https://	Yes		1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/
More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022	Yes		1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022 Tesco and multi-stakeholder initiatives for responsible sourcing https://www.tescopl.com/sustainability/documents/policies/tesco-and-multi-stakeholder-initiatives-for-responsible-sourcing/ Accessed 7.9.21
Ethical Trade: Working in Partnership https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/Copy%20of%20Working_in_Partnership_2019.pdf Accessed 14/02/2022	Yes		1 Tesco Modern Slavery Statement 2020/21 https://www.tescopl.com/media/757633/tesco-modern-slavery-statement_2021.pdf Accessed 7.9.21

<p>Sustainable Sourcing Policy – Goods for Resale Sainsbury's Brand https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/SP003%20-%20Sustainable%20Sourcing%20Policy%20Goods%20for%20Resale%20April%202020.pdf Accessed 13.09.2021</p>	<p>Yes</p>	<p>1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p>
	<p>Yes</p>	<p>1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p> <p>Tesco Modern Slavery Statement 2020/21 https://www.tescopl.com/media/757633/tesco-modern-slavery-statement_2021.pdf Accessed 7.9.21</p>
<p>Managing Risk https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf Accessed 14/02/2022</p>	<p>Yes</p>	<p>1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p> <p>Tesco Modern Slavery</p>



<p>More on Human Rights https://about.sainsburys.co.uk/~/media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p>	<p>Yes</p>		<p>1 Our approach to human rights (Last updated 11/01/2022) https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 21.01.2022</p>
	<p>Yes</p>		<p>1 Human Rights Impact Assessment of Tesco's shrimp supply chain in Vietnam February 2021 https://www.tescopl.com/media/758000/hria-of-tesco-s-shrimp-supply-chain-in-vietnam.pdf Accessed 20.10.2021</p> <p>Vietnamese Prawn Human Rights Impact Assessment Action Plan - December 2021 https://www.tescopl.com/sustainability/documents/policies/vietnamese-prawn-human-rights-impact-assessment-action-plan/ Accessed 17.01.2022</p>

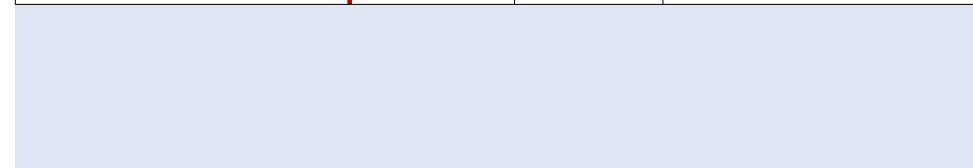
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	Yes	1	Our approach to human rights (Last updated 11/01/2022) https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 21.01.2022
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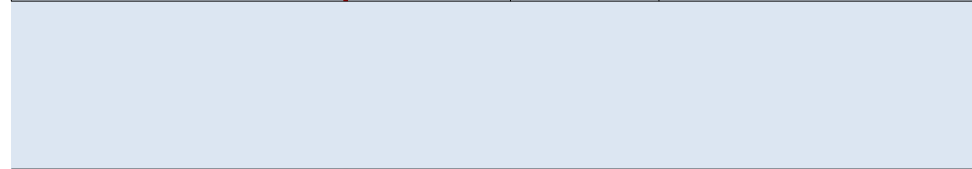
	Yes	<p>1 Protecting workers' rights in global food supply chains https://www.tescopl.com/blog/protecting-workers-rights-in-global-food-supply-chains/ Accessed 25.1.2022</p> <p>Gender equality - supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022</p> <p>Memorandum of Understanding, dated January 21, 2022 https://www.iuf.org/wp-content/uploads/2022/01/MoU-Tesco-and-IUF-Jan-2022-e-signatures.pdf Accessed 3.2.2022</p>
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	Yes	<p>1 Protecting workers' rights in global food supply chains https://www.tescopl.com/blog/protecting-workers-rights-in-global-food-supply-chains/ Accessed 25.1.2022</p> <p>Gender equality - supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022</p> <p>Memorandum of Understanding, dated January 21, 2022 https://www.iuf.org/wp-content/uploads/2022/01/MoU-Tesco-and-IUF-Jan-2022-e-signatures.pdf Accessed 3.2.2022</p>
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<p>More on Human Rights https://about.sainsburys.co.uk/~/_media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p>	Yes	<p>1 Our approach to human rights (Last updated 11/01/2022) https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 21.01.2022</p>
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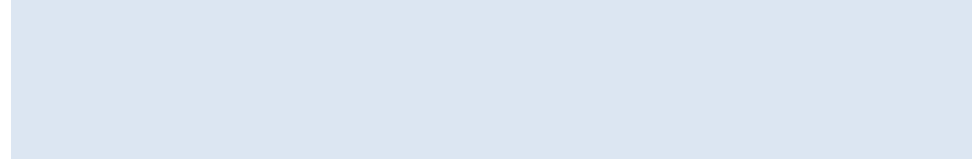
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Working in partnership https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/Copy%20of%20Working in Partnershi	Yes	1	Tesco Modern Slavery Statement 2020/21 https://www.tescopl.com/media/757633/tesco-modern-slavery-statement_2021.pdf
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<p>Joint open letter on the preservation of fisheries regulations and reforms in order to prevent illegal, unreported and unregulated (IUU) fishing (September 2019) https://ejfoundation.org/resources/downloads/Joint-statement_Preservation-of-fisheries-regulations_English-2.pdf Accessed 27/9/21</p>	<p>Yes</p>		<p>1 Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p> <p>Leading businesses and investors call for new UK law to prevent human rights abuse and environmental harm (dated 22 October 2021) https://www.business-humanrights.org/en/from-us/media-centre/leading-businesses-and-investors-call-for-new-uk-law-to-prevent-human-rights-abuse-and-environmental-harm/ Accessed 20.10.2021</p>
<p>Modern Slavery Statement 2020/21 (11th June 2021) https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/Modern%20Slavery%20Report%202020-2021.pdf Accessed 20/7/2021</p>	<p>Yes</p>		<p>1 Our approach to human rights (Last updated 27/05/2020) https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 6.9.21</p> <p>Tesco and multi-stakeholder initiatives for responsible sourcing https://www.tescopl.com/sustainability/documents/policies/tesco-and-multi-stakeholder-initiatives-for-responsible-sourcing/ Accessed 7.9.21</p>

	Yes	1 Our approach to human rights (11/01/2022) https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 21.01.2022 Tesco and multi-stakeholder initiatives for responsible sourcing Last
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Small-scale farmers

Code	Indicators	Guidance	Answer
F1	Support for small-scale farmers: Does the company provide support to small-scale farmers in its food supply chain?		
F1.1	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. Supporting SHF to identify their environmental footprint or gas emissions is also one of the things supermarkets could do to support SHF to be more resilient. Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third party scheme. Such partnerships can deliver important outcomes, but can also vary considerably in the themes they aim to address, their ways of working and their	Subsidiary only
F1.2	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. Supporting SHF to identify their environmental footprint or gas emissions is also one of the things supermarkets could do to support SHF to be more resilient. Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third party scheme. Such partnerships can deliver	No
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.	Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third party scheme. Such partnerships can deliver important outcomes, but can also vary considerably in the themes they aim to address, their ways of working and their impact/effectiveness. To score, companies must make publicly available information about the nature of the partnership, and Oxfam will assess whether the work implemented through the partnership contributes towards the indicator according to published information. See the "Notes, Definitions & Criteria" tab for more details about the concept of resilience.	Yes
F2	Sourcing practices and fair deals: Does the company seek to ensure that small-scale farmers in its food supply chains receive fair deals?		
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. Fair sourcing practices refers to those practices that empower farmers and workers to take control of their lives, businesses and communities through trade.	Subsidiary only

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 - i.e. Fairtrade.	Yes
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.	Appropriate pricing means that prices commensurate with cost of sustainable production, including living income. Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third party scheme. Such partnerships can deliver important outcomes, but can also vary considerably in the themes they aim to address, their ways of working and their impact/effectiveness. To score, companies must make publicly available information about	No
F3	Human Rights Impact Assessments (HRIAs): Has the company assessed the impacts of its food supply chain activities on small-scale farmers?		
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. To score, the company should commit to publish the assessments within two years after the commitment.	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.	Yes
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.	Each HRIA focusing on a single high human rights risk supply chain (one raw material and one country) should include, as per UNGP guidance, 'all internationally recognized human rights as a reference point'. The HRIA should also, at the very minimum, be public, and sufficiently meet the elements in the Oxfam's HRIA Assessment Framework that are based on the UNGPs.	No
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.	The HRIA could focus on a single high human rights risk supply chain (one raw material and one country). The HRIA should, at the very minimum, be public, and sufficiently meet the elements in the Oxfam's HRIA Assessment Framework that are based on the UNGPs	No

F4	Negotiating power: Do the company's sourcing practices strengthen the negotiating power of small-scale farmers?		
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, unions, or farmer groups-owned social enterprises (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). Company could also join MSI through which the company support farmers to organise collectively. While solely sourcing certified products would not be sufficient to score for this indicator, a commitment to support SHF to organize collectively could be made in the framework of a partnership with a sustainable standard organization or certification body (i.e. Fairtrade).	Subsidiary only
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.	Example of a project that would score is an initiative where the company is helping small-scale farmers to organise themselves i.e. through the provision of facilities, holding focus groups, engaging local governments, NGOs, input suppliers, processors or other stakeholders to support small-scale farmers to organise themselves. While solely sourcing certified products would not be sufficient to score for this indicator, supporting SHF to organize in farmers groups/association in order for them to meet the standards of certain sustainable certification bodies i.e. Fairtrade will count for this indicator.	No
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.	Example of a project that would score is an initiative where the company is helping small-scale farmers to organise themselves i.e. through the provision of facilities, holding focus groups, or by engaging local governments, NGOs, input suppliers, processors or other stakeholders to support small-scale farmers to organise themselves. While solely sourcing certified products would not be sufficient to score for this indicator, supporting SHF to organize in farmers groups/association in order for them to meet the standards of certain sustainable certification bodies i.e. Fairtrade will count for this indicator.	No
F5	Living incomes: Is the company taking action to improve incomes for small-scale farmers in its food supply chains?		

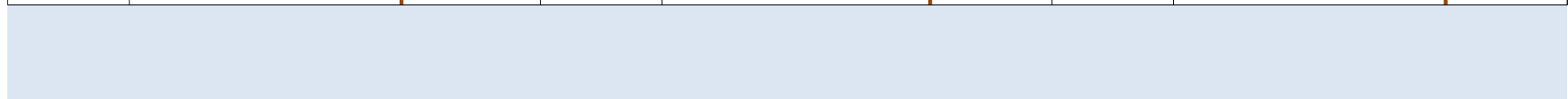
F5.1	The company has committed to publishing a living income assessment relating to male and female small-scale farmers in at least one high risk food supply chain.	The assessments should include: (a) the average level of income earned by the small-scale farmers in that supply chain, (b) the level of 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. The assessment could be done through joint-collaboration with other peers/organisations. Please see the Notes, Definitions & Criteria tab for a definition of living income.	Yes
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 (i.e. joint contracts with husbands and wives). Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third party scheme. Such partnerships can deliver important outcomes, but can also vary considerably in the themes they aim to address, their ways of working and their impact/effectiveness. To score, companies must make publicly available information about the nature of the partnership, and Oxfam will assess whether the work implemented through the partnership contributes towards the indicator according to published information.	No
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.	Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third party scheme. Such partnerships can deliver important outcomes, but can also vary considerably in the themes they aim to address, their ways of working and their impact/effectiveness. To score, companies must make publicly available information about the nature of the partnership, and Oxfam will assess whether the work implemented through the partnership contributes towards the indicator according to published information.	No
F6	Value distribution: Is the company taking action to increase the proportion of the share of value received by small-scale farmers?		
F6.1	The company publicly recognises the importance to small-scale farmers of a fair system of value distribution.	The company should provide examples of how it plans to explore better ways of sharing value and push for a fair system of value distribution. For example, by ensuring that prices commensurate with cost of sustainable production, including living income. Sourcing practices for a supply chain may be supported through a partnership with a sustainability standard body, certification body, or other third	No
F6.2	The company measures and discloses the share of value going to small-scale farmers for 3 high risk food categories.		No
F6.3	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.	No

F7	Pre-competitive collaboration: Does the company engage stakeholders with the aim of improving conditions for small-scale farmers?		
F7.1	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.	Meaningful engagement refer to active, regular, and constructive communications with the mentioned stakeholders. The company must provide examples of such engagement across at least 3 food supply chains to score. Please see the criteria for qualifying MSIs in the "Notes, Definition, & Criteria" tab.	No
F7.2	The company actively participates in multi-stakeholder initiatives which address issues concerning small-scale farmers covering at least 3 high risk food supply chains.	Examples of issues covered could be around living income, fair sourcing practices, farmers resilience, human rights adverse impacts on farmers, strengthening the negotiating power of farmers, or fair distribution of values. Please see the criteria for qualifying MSIs in the "Notes, Definition, & Criteria" tab.	Subsidiary only

F7.3	The company actively participates in multi-stakeholder initiatives which address issues concerning smallholder farmers covering six high risk food supply chains, with at least one addressing the company's buying practices that are linked to the outcomes for small-scale farmers.	<p>Buying practices we are looking for could refer to: joint business plans/long-term contracts which incorporate mutual expectations on improving labour standards; KPIs covering lead-time, number of orders based on prices that cover the cost of production and living wages, agreement to cover any increase in the legal minimum wage with immediate effect; preferential payment terms; supermarket committing to helpful behaviour and solutions focus during peak seasons and when suppliers face problems.</p> <p>Pre-competitive collaboration who engages with farmer groups and civil society organisations in the process, and has direct impact on small-scale farmers, is also relevant for this indicator. Please also see the criteria for qualifying MSIs in the "Notes, Definition, & Criteria" tab. Note that all collaboration and initiatives must be published or reported in public domain to score.</p> <p>See ETI guide to buying practices https://www.ethicaltrade.org/sites/default/files/shared_resources/guide_to_buying_responsibly.pdf</p>	No
F8	Advocacy: Does the company engage in advocacy that influences public authorities to support small-scale farmers?		
F8.1	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	A fair share of value should be enough to provide SHF with enough means for a decent standard of living and sufficient to realize their human rights.	No
F8.2	Senior leadership have spoken publicly i.e. 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).	A fair share of value should be enough to provide SHF with enough means for a decent standard of living and sufficient to realize their human rights. 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).	No
F8.3	The company has made commitments, or has advocated (can be through joined advocacy initiatives) calling for government policies which support small-scale farmers to become resilient and prosperous, earn a living income and receive a fair share of the value accumulated in the food supply chain.	A fair share of value should be enough to provide SHF with enough means for a decent standard of living and sufficient to realize their human rights.	No

Ahold			Aldi Nord			Aldi Süd		
Score	References	Answer	Score	References	Answer	Score	References	Answer
0.5	Mensenrechten due diligence rapport 2021: p. 3. https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/ah_diligence-verslag_2021_def.pdf	Yes	1	https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#smallholder-farmers	No
0		Yes	1	https://www.aldi-nord.de/unternehmen/presse/qualitaetskaffee-mit-frauenpower-aldi-nord-unterstuetzt-kaffee-kooperative-la-florida.html https://www.aldi-nord.de/unternehmen/verantwortung/produkte/kaffee-tee-kakao.html https://www.aldi-nord.de/unternehmen/verantwortung/produkte/tonys-open-chain-eng.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-work-action/palm-oil#supporting-smallholders https://cr.aldisouthgroup.com/en/responsibility/our-work-action/palm-oil#project-on-the-ground https://cr.aldisouthgroup.com/en/responsibility/our-work-action/coffee#project-on-the-ground-fairtrade-coffee-project https://cr.aldisouthgroup.com/en/responsibility/our-work-action/coffee#project-on-the-ground-living-income-gap https://cr.aldisouthgroup.com/en/responsibility/our-work-action/coffee#project-on-the-ground-living-income-gap	No
1	AH Foundation webpage (Feb. 2022): https://www.ah.nl/over-ah/duurzaamheid/onze-ketens/ahfoundation	Yes	1	https://www.aldi-nord.de/unternehmen/verantwortung/produkte/kaffee-tee-kakao.html https://www.aldi-nord.de/unternehmen/verantwortung/produkte/tonys-open-chain-eng.html https://www.aldi-nord.de/unternehmen/verantwortung/menschen/gesellschaftliches-engagement/partner-und-projekte.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-work-action/coffee#project-on-the-ground-fairtrade-coffee-project https://cr.aldisouthgroup.com/en/responsibility/our-work-action/coffee#project-on-the-ground-living-income-gap https://cr.aldisouthgroup.com/en/responsibility/our-work-action/coffee#project-on-the-ground-living-income-gap	No
0.5	Due diligence bij Albert Heijn - Ketentransparantie en risico management 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	Yes	1	https://www.aldi-nord.de/content/dam/aldi/germany/verantwortung/AN_Livingwages_Positionspapier_EN_final.pdf.res/1622184288543/AN_Livingwages_Positionspapier_EN_final.pdf	No	0		No

1	<p>Webpages Ahold Our position on societal and environmental topics: https://www.aholdelhaize.com/en/sustainability/our-position-on-societal-and-environmental-topics/</p> <p>Albert Heijn Minimum Product Requirements regarding social compliance & the environment for own brand products (1 juli 2021): https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/duurzaamheid-eisen-mensenrechten.pdf</p>	Yes		1	<p>https://www.aldi-nord.de/sortiment/aldi-eigenmarken/fair.html</p>	Yes		1	<p>https://www.aldi-sued.de/produkte/ernaehrungsformen/fairtrade.html</p>	Yes
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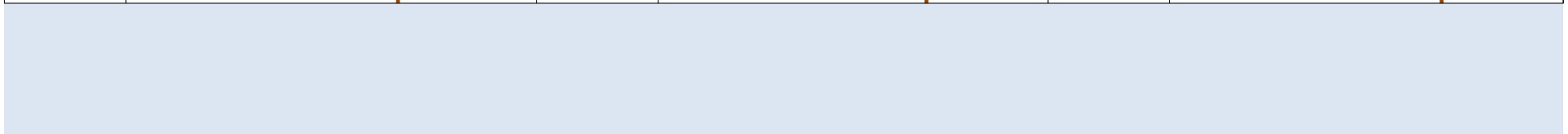
1	<p>Due diligence bij Albert Heijn - Ketentransparantie en risico management 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf</p> <p>Mensenrechten due diligence rapport 2021: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/ah_diligence-verslag_2021_def.pdf</p>	Yes		1	<p>https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html</p>	Yes		1	<p>https://cr.aldisouthgroup.com/de/node/657</p>	No
0		No		0		Yes		1	<p>https://cr.aldisouthgroup.com/de/node/657</p>	No
0		No		0		Yes		1	<p>https://cr.aldisouthgroup.com/de/node/657</p>	No

0.5	Delicata chocolate 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/duurzaamheidsverslag-mensenrechten.pdf	Yes		1	https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-focus-areas/human-rights#smallholder-farmers	No
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1	Delicata chocolate 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/duurzaamheidsverslag-mensenrechten.pdf Due diligence bij Albert Heijn - Ketentransparantie en risico management 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/002342158_001_albert_heijn_due_diligence_5.2020-1.pdf	Yes	1	https://www.aldi-nord.de/unternehmen/verantwortung/uns-verstaendnis/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/	No
0		No	0		Yes	1	https://cr.aldisouthgroup.com/	No
0		No	0		No	0		No
0		Yes	1	https://www.aldi-nord.de/unternehmen/verantwortung/uns-verstaendnis/human-rights.html https://www.aldi-nord.de/content/dam/aldi/germany/	Yes	1	https://cr.aldisouthgroup.com/en/downloads/international-position-statement-living-wages-living-incomes https://cr.aldisouthgroup.com/en/	No
0		No	0		No	0		No
0		No	0		No	0		No

0		Yes	1	<p>nord.de/unternehmen/verantwortung/lieferkette-food/kaffee-tee-kakao.html; but also here: https://www.kakaoforum.de/unsere-arbeit/projekt-pro-planteurs/)</p> <p>https://www.aldi-nord.de/unternehmen/presse/qualitaetskaffee-mit-frauenpower-aldi-nord-unterstuetzt-kaffee-kooperative-la-florida.html</p> <p>https://www.aldi-nord.de/unternehmen/verantwortung/lieferkette-food/kaffee-tee-kakao.html; but also here: https://www.kakaoforum.de/unsere-arbeit/projekt-pro-planteurs/)</p>	Yes	1	<p>https://cr.aldisouthgroup.com/en/responsibility/our-work-action/palm-oil#supporting-smallholders</p> <p>https://cr.aldisouthgroup.com/en/responsibility/our-work-action/coffee#project-on-the-ground-living-income-gap</p> <p>https://cr.aldisouthgroup.com/en/responsibility/our-work-action/cocoa#pro-planteurs-project</p>	No
0.5	<p>Albert Heijn Duurzaamheidsverslag 2020: https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzaamheid/duurzaamheidsverslag-2020-ah.pdf</p> <p>https://rspo.org/members/153/Royal-Ahold-Delhaize-N.V</p> <p>https://www.sustainerice.org/wp-content/uploads/2021/11/SRP-Member-List-Nov-2021.pdf</p> <p>https://www.idhsustainabletrade.com/initiative/dutch-initiative-on-sustainable-cocoa-disco/</p>	No	0	No	0	No		

0	No	0	No	0	No
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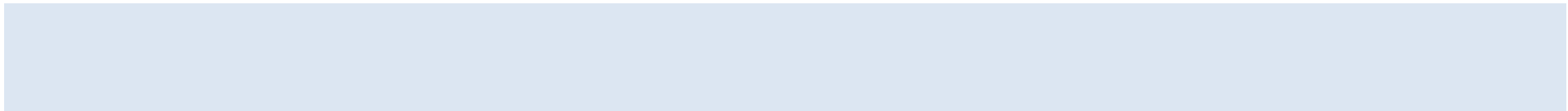


0	Yes	1	https://www.nachhaltige-agrarlieferketten.org/aktuelles/living-income-arbeitsgruppe-gemeinsame-erklaerung/	Yes	1	https://www.nachhaltige-agrarlieferketten.org/en/news-events/translate-to-english-living-income-arbeitsgruppe-gemeinsame-erklaerung/	No
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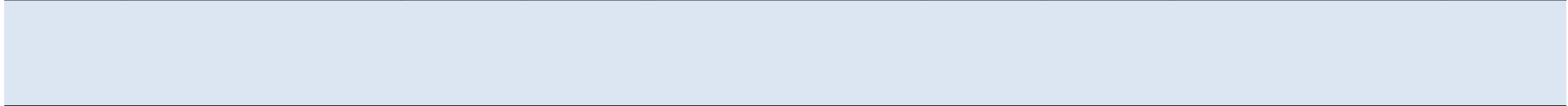
Asda			Edeka			Jumbo		
Score	References	Answer	Score	References	Answer	Score	References	Answer
0		Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	Yes	1	Jumbo Human Rights Policy 2022: https://www.jumborapportage.com/FbContent.ashx/pubb_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf	Yes
0		No	0		No	0		No
0		No	0		No	0		Yes
0		No	0		No	0		Yes

1	Fairtrade search https://groceries.asda.com/search/fairtrade (carried out 4/10/2021) Why you should switch your morning coffee to a Fair Trade blend https://www.asda.com/good-living/article/fair-trade-coffee (accessed 4/10/20221)	Yes		1	https://www.edeka24.de/EDEKA-Bio-Caffe-gemahlen-Fairtrade-2x-250-g.html#search:force_sid=clp7spv1r1dgq7ufquan0i1f5&query=fairtrade&skipQueryLogging=true&returnResultsForLandingpages=true&first=0&forceOriginalQuery=1	Yes		1	Jumbo human rights policy http://www.jumborapportage.com/FbContent.ashx/pub_1007/downloads/v1903281342/@SIVNQk8zMDk2X01WT2JlcmIjaHQrQ292ZXIucGRm (p.8) https://www.jumbo.com/fair-trade-original-tibetan-noodles-250g/153461ZK/ https://www.jumbo.com/producten/?offset=24&searchTerms=fairtrade&pageSize=24 http://maxhavelaar.nl/biologische_landbouw	Yes
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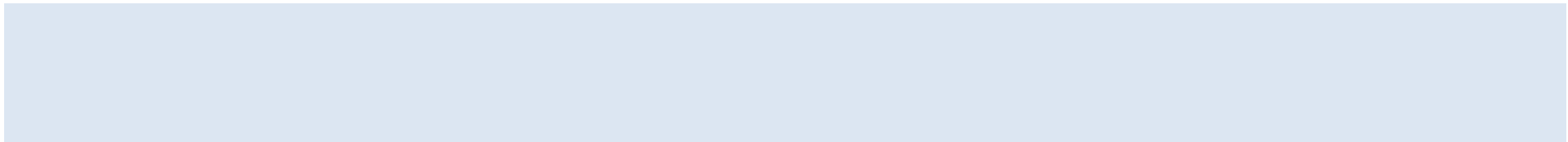
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0		No		0		No		0		Yes
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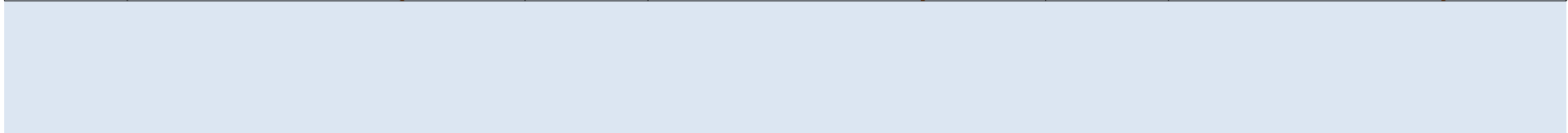


0	No	0	No	0	Yes
0	No	0	Yes	1	Jumbo Due Diligence Rapportage 2021: p. 15 and 21: https:// www.jumborapportage.com /FbContent.ashx/ pub_1013/downloads/ v220114170012/Jumbo %20due%20diligence.pdf
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0	No	0	No	0	No



0	Yes	1	https://verbund.edeka/verantwortung/handlungsfelder/gesellschaft/menschenrechte/	No	0	No
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0	No	0	No	0	No
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0	No	0	No	0	No
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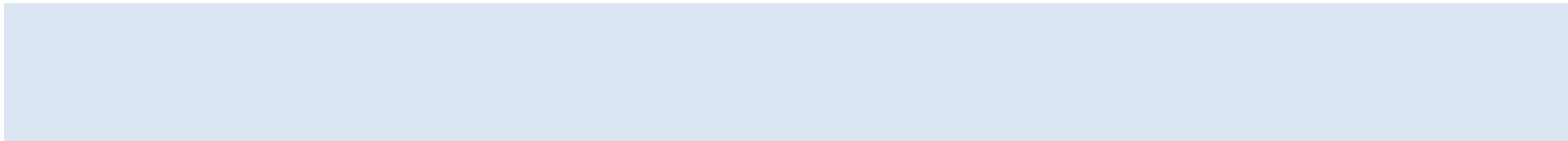
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Lidl			Morrisons			Plus		
Score	References	Answer	Score	References	Answer	Score	References	Answer
1	Human Rights and Environmental Due Diligence, https://unternehmen.lidl.de/pdf/show/49173 , p. 15; Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , p. 21	Yes	1	Risk Assessment https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/risk-assessment/ Accessed 18.02.2022	Yes	1	PLUS Risicoanalyse Cacao, februari 2019: https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/2019/Februari%202019%20-%20Risicoanalyse%20cacao.pdf?s=773911 Toelichting Ken de Keten-	Yes
0		Yes	1	Smallholder Farmers https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/mitigation/smallholder-farmers/ Accessed 18.02.2022	No	0		No
1	Lidl Buying policy, human rights in supply chains, https://unternehmen.lidl.de/pdf/show/49173 , pp. 36 - 38; https://www.nachhaltige-agrarlieferketten.org/fileadmin/media/2021_01_Fortschrittsbericht_EH-AG.pdf ;	No	0		No	0		Yes
1	Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , pp. 20	No	0		No	0		Yes

1	https://unternehmen.lidl.de/verantwortung/lidl-und-fairtrade	Yes		1	Blog Farming & Agriculture https://my.morrison.com/our-farming-and-agriculture/ Accessed 15 September 2021	Yes		1	Nieuwsbericht 2021: PLUS steunt boeren en arbeiders in ontwikkelingslanden met hoogste Fairtrade premie ooit https://www.plus.nl/nieuws/plus-steunt-boeren-en-arbeiders-in-ontwikkelingslanden-met-hoogste-fairtrade-premie-ooit-cid-AGEKKQKY9jkAAAF4MFpjsob9 Fairtrade factsheet PLUS, over 2020. https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Over%20PLUS/nieuwsberichten/PLUS%20Fairtrade%20premie%20overzicht%202020_hires_DEF.pdf?s=749819	Yes
1	Lidl Buying policy, human rights in supply chains, https://unternehmen.lidl.de/pdf/show/49173 , pp. 36 - 38; https://www.ichwillfair.de/fileadmin/INA/Erfolgsgeschichten/Arbeitsgruppe_EH/2021_01_Fortschrittsbericht_EH-AG.pdf ; https://www.nachhaltige-	No	0	No	0	Yes				
1	https://unternehmen.lidl.de/pdf/show/49203 ; Human rights and environmental due diligence, https://unternehmen.lidl.de/pdf/show/49173 , pp. 28 - 29	Yes		1	Risk Assessment https://www.morrison-corporate.com/morrison-sustainability/ethical-trading/risk-assessment/ Accessed 18.02.2022	No	0	No		
1	https://unternehmen.lidl.de/verantwortung/handlungsfeld-geschaeftpartner/menschenrechte ; https://unternehmen.lidl.de/pdf/show/49203 ;	No	0	No	0	No				
0		No	0	No	0	No				

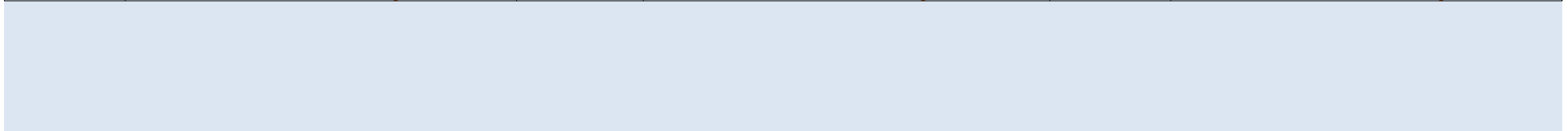
1	Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , p. 29, 30	No	0	No	0	Yes
0		No	0	No	0	Yes
0		No	0	No	0	No

1	Human rights and environmental due diligence, https://unternehmen.lidl.de/pdf/show/49173 , p. 20 ; Lidl Buying policy, human rights in supply chains, https://unternehmen.lidl.de/pdf/show/49173 , pp. 36 - 38, 49; https://www.nachhaltige-agrarlieferketten.org/fileadmin/media/2021_01_Fortschrittsbericht_EH-AG.pdf ; Gender Justice in supply chains, https://unternehmen.lidl.de/pdf/show/48786 , pp. 23-24; Human rights and environmental due diligence, https://unternehmen.lidl.de/pdf/show/49173 , p. 28	No	0	No	0	Yes	
1	Lidl Buying policy, human rights in the supply chain, https://unternehmen.lidl.de/pdf/show/48675 , p. 36	No	0	No	0	No	
0		No	0	No	0	No	
1	Lidl Buying Policy, Human rights in the supply chain (2021) https://unternehmen.lidl.de/pdf/show/48675 , p. 35	Yes	1	Smallholder Farmers https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/mitigation/smallholder-farmers/ Accessed 18.02.2022	No	0	Yes
0		No	0		No	0	No
0		No	0		No	0	No



0	No	0	No	0		Yes
1	Lidl Buying Policy, Human rights in the supply chain (2022) https://unternehmen.lidl.de/pdf/show/48675 , p. 33; Gender justice in supply chains, https://unternehmen.lidl.de/pdf/show/48786 , pp. 30, 35; https://unternehmen.lidl.de/pdf/show/49173 ; https://www.sustainablerice.org/srp-governance-and-team/	No	0	No	0	Yes

0	No	0	No	0	No
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1	https://www.nachhaltige-agrarlieferketten.org/in-der-praxis/arbeitsgruppe-des-einzelhandels/	Yes	1	Our Approach to Ethical Trading https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/ Accessed 19.01.2022	No	0	Yes
0		No	0		No	0	No
0		No	0		No	0	No
13			6			2	

Rewe			Sainsbury's			Tesco	
Score	References	Answer	Score	References	Answer	Score	References
1	https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022020208	Yes	1	More on Human Rights (updated 2022) https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.1.2022	Yes	1	Sustainable Livelihoods – Supply Chain Strategy https://www.tescopl.com/sustainability/documents/policies/sustainable-livelihoods-supply-chain-strategy/ Accessed 7.9.21
0		Yes	1	Funding positive futures https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2019/04-2019-funding-positive-futures Accessed 13 September 2021 Sourcing with integrity Commitments & KPIs https://about.sainsburys.co.uk/~	Yes	1	Tesco and multi-stakeholder initiatives for responsible sourcing Last updated 06/01/2022 https://www.tescopl.com/sustainability/documents/policies/tesco-and-multi-stakeholder-initiatives-for-responsible-sourcing/ Accessed 17.1.2022
1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022020208 , pp. 20-21	Yes	1	Funding positive futures https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2019/04-2019-funding-positive-futures Accessed 13 September 2021 Sourcing for sustainable development Sainsburys 2018 update https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-	No	0	
1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022020208 , p. 20	Yes	1	More on Human Rights (updated 2022) https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.1.2022	No	0	

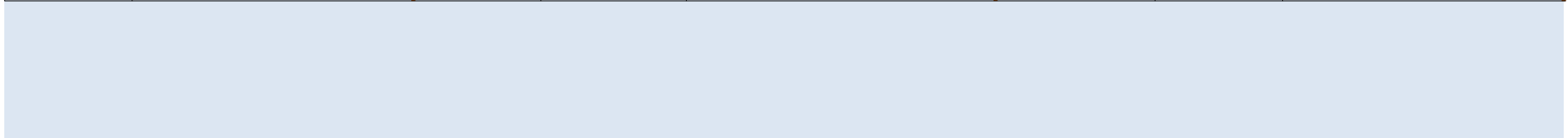
1	https://www.rewe.de/nachhaltigkeit/nachhaltig-einkaufen/gruene-produkte/fairtrade/	Yes	1	Funding positive futures https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2019/04-2019-funding-positive-futures Accessed 13.09.2021 Sourcing for sustainable development Sainsburys 2018 update https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/sourcing-for-sustainable-development-update-2018.pdf Accessed 27/9/2021	Yes	1	Tesco own-brand Fair Trade products https://www.tesco.com/groceries/en-GB/search?query=fairtrade&icid=tesco_hp_sws-1_m-ft_in-fairtrade_ab-226-b_out-fairtrade&brand=Tesco%20Finest%2CTesco%20Fair%20Trade%2CTesco%20Organic&viewAll=brand Accessed 7.9.21 Certification https://www.tescopl.com/sustainability/documents/certification/ Accessed 22.9.21
1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022020208 , pp. 20-21	Yes	1	More on Human Rights (updated 2022) https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.1.2022	No	0	
0		Yes	1	More on Human Rights (updated 2022) https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.1.2022	Yes	1	Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022
0		No	0		No	0	
0		No	0		No	0	

1	https://www.rewe-group.com/de/presse-und-medien/newsroom/pressemitteilungen/rewe-und-penny-verkaufen-nur-noch-zertifizierten-orangensaft/ ; https://www.rewe-group.com/content/uploads/2020/12/leitlinien-kaffee-09-04-2021.pdf?t=2022020208	Yes	1	More on Human Rights (updated 2022) https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.1.2022	Yes	1	Sustainable Livelihoods – Supply Chain Strategy https://www.tescopl.com/sustainability/documents/policies/sustainable-livelihoods-supply-chain-strategy/ Accessed 7.9.21
1	https://www.rewe-group.com/de/presse-und-medien/newsroom/pressemitteilungen/rewe-und-penny-verkaufen-nur-noch-zertifizierten-orangensaft/ ; https://www.rewe-group.com/content/uploads/2020/12/leitlinien-kaffee-09-04-2021.pdf?t=2022020208 ; https://www.rewe-group.com/de/presse-und-medien/newsroom/stories/schokolade-und-empowerment/	Yes	1	More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022 Supporting smallholders and women in Madagascar (17 April 2020) https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2017/supporting-women-in-madagascar Accessed 13 September 2021 Fairly Traded Report 2019/2020 https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/Fairly%20Traded/0620%20-%20Fairly%20Traded%20Report%202019-20_V8.pdf Accessed 7 September 2021	No	0	
0		No	0		No	0	

1	https://www.rewe-group.com/content/uploads/2020/12/leitlinie-existenzsichernde-loehne-und-einkommen-09-04-2021.pdf?t=2022020210 , p. 14.	Yes		1	More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022	No		0	
0		Yes		1	More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022	No		0	
0		No	0			No		0	
1	Fairness Guidance, https://www.rewe-group.com/content/uploads/2020/12/leitlinie-fairness.pdf?t=2022020208 , pp. 20 - 21	Yes		1	More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf	Yes		1	Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022
0		No	0			No		0	
0		No	0			No		0	

1	https://panao.org/ueber-uns/ ; guidance on living income, p. 13; https://www.rewe-group.com/content/uploads/2020/12/leitlinie-existenzsichernde-loehne-und-einkommen-09-04-2021.pdf?t=2022020210 , p. 14; https://www.kakaoforum.de/ueber-uns/unsere-mitglieder/ ; https://www.kakaoforum.de/unsere-arbeit/projekt-pro-planteurs/	Yes		1	Funding positive futures https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2019/04-2019-funding-positive-futures Accessed 13 September 2021	No	0
1	https://panao.org/ueber-uns/ ; guidance on living income, p. 13; https://www.rewe-group.com/content/uploads/2020/12/leitlinie-existenzsichernde-loehne-und-einkommen-09-04-2021.pdf?t=2022020210 , p. 14; https://www.kakaoforum.de/ueber-uns/unsere-mitglieder/ ; https://www.kakaoforum.de/unsere-arbeit/projekt-pro-planteurs/	No	0		No	0	

0	No	0	No	0
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1	https://www.nachhaltige-agrarlieferketten.org/aktuelles/living-income-arbeitsgruppe-gemeinsame-erklaerung/ ; https://www.nachhaltige-	Yes	1	More on Human Rights https://about.sainsburys.co.uk/~/_media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on	Yes	1	Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-
0		No	0		No	0	
0		No	0		No	0	

12			14			7
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Women

			Ahold			Aldi	
Code	Indicators	Guidance	Answer	Score	References	Answer	Score
G1	Best practice standards: Does the company implement the UN Women's Empowerment Principles?						
G1.1	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.	Yes	1	Ahold Delhaize Website: https://www.aholddelhaize.com/en/media/latest/media-releases/signature-moment-frans-muller-signs-un-statement-supporting-gender-equality/ Ahold Human Rights Report 2020: https://media.aholddelhaize.com/1021411	Yes	1
G1.2	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. Companies could also encourage suppliers to sign up to the UNWEP by providing training on adopting the principles or including this as an element of their suppliers codes. To score, companies must show actions with suppliers across some of its high risk supply chains and have a commitment to scale up.	No	0		Yes	1

G1.3	The company has published a gender policy for its own operations and its supply chain.	The company shows with a dedicated gender policy or gender strategy that it is taking action to address gender inequality in its own operations and in its supply chain.	Subsidiary only	0.5	Vrouwenrechten bij Albert Heijn: https://static.ah.nl/binaries/ah/content/assets/ah-nl/permanent/over-ah/vrouwenrechten.pdf	Yes	1
G2	Transparency: Does the company track and disclose information on women in its food supply chains?						
G2.1	The company commits to systematically tracking the gender profile of its three high risk food supply chains, down to the co-operatives/producer groups level, to establish which of them have a high proportion of women represented as small-scale farmers, small-scale processors/traders, and waged labourers.	Please see Notes, Definitions & Criteria tab for definition of "systematically"	Subsidiary only	0.5	Vrouwenrechten bij Albert Heijn: https://static.ah.nl/binaries/ah/content/assets/ah-nl/permanent/over-ah/vrouwenrechten.pdf	Yes	1

G2.2	The company is systematically tracking and disclosing gender disaggregated data down to the co-operatives/producer groups level. 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 (i.e. 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 down to the co-operatives/producer groups level across its highest risk food supply chains as identified through its human rights due diligence process.	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 (i.e. supervisor/ management roles). The company must disclose at least 3 types of data for each supply chain to score.	No	0	No	0
G3	Impact assessments: Does the company assess the impacts of its food supply chain activities on women?					
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. To score, the company should commit to publish the assessments within two years after the commitment.	The HRIA on women could be one of the other HRIAs (workers/SHF) but it needs to look specifically at the challenges faced by women in supply chains and identify their root causes. So it should go beyond being descriptive/displaying descriptive data between men and women, but look at the specific issues that may affect women.	Yes	1	Vrouwenrechten bij Albert Heijn: https://static.ah.nl/binaries/ah/content/assets/ah-nl/permanent/over-ah/vrouwenrechten.pdf Mensenrechten due diligence rapport 2021: p. 21. https://static.ah.nl/binaries/ah/content/assets/ah-nl/core/about/duurzzaamheid/ah_diligence-verslag_2021_def.pdf	Yes 1

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. Root causes analysis are an important element of such HRIAs. The HRIA should, at the very minimum, be public, and sufficiently meet the elements in the Oxfam's HRIA Assessment Framework that are based on the UNGPs.	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. Root causes analysis are an important element of such HRIAs. The HRIA should, at the very minimum, be public, and sufficiently meet the elements in the Oxfam's HRIA Assessment Framework that are based on the UNGPs	No	0	No	0
G4	Targets and action plans: Is the company taking action to improve the position of women in its food supply chains?					
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.	Add to guidance: 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. The challenges discussed can include legal, regulatory and social norm barriers which affect women i.e. health, safety and security at work, and employment conditions.	No	0	Yes	1

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.	Targets can vary across countries where the high risk is identified but they must share the same objective of improving the position of women.	No	0	No	0
G4.3	The company systematically reports progress against targets for improving the position of women across at least three of its highest risk food supply chains, disclosing challenges and lessons learnt, and has a time-bound commitment to report progress against targets for other three highest risk food supply chains.	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	Supplier partnerships: Has the company developed strong supply chain partnerships that enable women's rights to be respected?					
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.	Companies could include this policy as part of their sourcing strategy, and could also focus on a number of supply chains.	No	0	Yes	1
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. Companies could also provide training or specific programmes for supplier, engage with MSIs that specifically target gender, or arrange 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	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

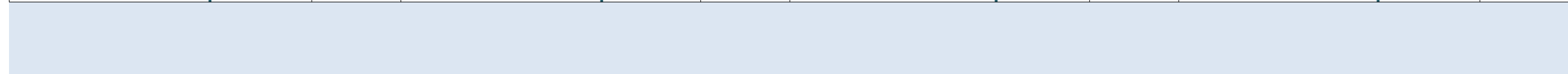
G6	Pre-competitive collaboration: Does the company engage stakeholders with the aim of improving conditions for women in food supply chains?						
G6.1	The company provides at least 1 example where it has engaged women's civil society organisations and / or women's rights organisations to understand 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. Trade unions and NGOs that are active on gender issues could also count for this indicator. To score, the company must demonstrate publicly how engagement with such unions/NGOs helps them understand gender inequalities and identify solutions to reduce them. Please see the criteria for qualifying MSIs in the "Notes, Definition, & Criteria" tab.	No	0		Yes	1
G6.2	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.	Please see the criteria for qualifying MSIs in the "Notes, Definition, & Criteria" tab.	No	0		No	0
G6.3	The company actively participates in multi-stakeholder initiatives which address the position of women covering six high risk food supply chains, with at least one addressing buying practices that are linked to the outcomes for women.	Buying practices we are looking for could refer to: joint business plans/long-term contracts which incorporate mutual expectations on improving labour standards; KPIs covering lead-time, number of orders based on prices that cover the cost of production and living wages, agreement to cover any increase in the legal minimum wage with immediate effect; preferential payment terms; supermarket committing to helpful behaviour and solutions focus during peak seasons	No	0		No	0
G7	Advocacy: Does the company engage in advocacy around women's rights?						

G7.1	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 and providing better contracts and benefits. Collective advocacy could be done through partnerships with other organisations such as MSI, but companies must point out the advocacy part of it, membership on its own would not be sufficient to score on this indicator.	No	0	No	0	
G7.2	Senior leadership have spoken publicly i.e. 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	Frans Muller, CEO of Ahold Delhaize, on diversity, equality and inclusion (September 2021) https://www.aholddelhaize.com/en/news/frans-muller-ceo-of-ahold-delhaize-on-diversity-equality-and-inclusion/	Yes	1

G7.3	The company has publicly challenged the root causes of gender inequality across the food sector, including its own operations i.e. 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	
				4			9

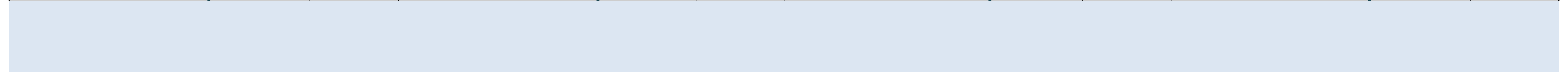
Nord			Aldi Süd			Asda			Edeka			Jura	
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score		
https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html https://www.aldi-nord.de/unternehmen/presse/aldi-nord-setzt-wichtiges-zeichen-zur-staerkung-von-frauen-weltweit.html	Subsidiary only	0.5	https://cr.aldisouthgroup.com/en/responsibility/news/aldi-gbie-signs-un-womens-empowerment-principles	No	0		No	0		Yes	1		
https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/news/aldi-gbie-signs-un-womens-empowerment-principles	No	0		No	0		Yes	1		

https://www.aldi-nord.de/content/dam/aldi/germany/verantwortung/umbau_cr_bereich/menschenrecht/Gender_Policy_final_EN.pdf.res/1635858497708/Gender_Policy_final_EN.pdf	Yes	1	https://cr.aldisouthgroup.com/en/downloads/international-policy-gender-equality-in-aldis-supply-chains https://cr.aldisouthgroup.com/en/downloads/international-policy-gender-equality-in-aldis-supply-chains	No	0		No	0	Yes	1
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https://www.aldi-nord.de/content/dam/aldi/germany/verantwortung/umbau_cr_bereich/menschenrecht/Gender_Action_Plan_final_EN.pdf.res/1635858779007/Gender_Action_Plan_final_EN.pdf	Yes	1	https://cr.aldisouthgroup.com/en/download/gender-equality-action-plan-2021	No	0		No	0	Yes	1
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	No	0	No	0	No	0	No	0
	No	0	No	0	No	0	No	0



https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/de/node/657	No	0	No	0	Yes	1
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	Yes	1	https://cr.aldisouthgroup.com/de/node/657	No	0	No	0	No	0
	No	0		No	0	No	0	No	0
https://www.aldi-nord.de/unternehmen/verantwortung/unser-verstaendnis/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/our-priorities/respecting-human-rights#commitment-to-gender-equality	No	0	No	0	Yes	1

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



https://www.aldi-nord.de/content/dam/aldi/germany/verantwortung/umbau_cr_bereich/menschenrecht/Gender_Action_Plan_final_EN.pdf.res/1635858779007/Gender_Action_Plan_final_EN.pdf	No	0	No	0	No	0	No	0
	No	0	No	0	No	0	No	0
	No	0	No	0	No	0	No	0

https://www.aldi-nord.de/unternehmen/verantwortung/menschen/human-rights.html	Yes	1	https://cr.aldisouthgroup.com/en/download/human-rights-impact-assessment-report-coffee-from-brazil	Yes	1	<p>Report of the Third Conference of the World Banana Forum https://www.bananalink.org.uk/wp-content/uploads/2019/04/ca0181en.pdf Accessed 18.02.2022</p> <p>World Banana Forum Steering Committee https://www.fao.org/world-banana-forum/about-the-forum/governance/steering-committee/en/ Accessed 18.02.2022</p>	No	0	No	0
	No	0		No	0		No	0	No	0
	No	0		No	0		No	0	No	0

	No	0	https://cr.aldisouthgroup.com/en/responsibility/news/aldi-publishes-its-first-international-gender-equality-policy-its-supply-chains	No	0	No	0	No	0
https://www.aldi-nord.de/unternehmen/presse/aldi-nord-setzt-wichtiges-zeichen-zur-staerkung-von-frauen-weltweit.html	Yes	1	https://cr.aldisouthgroup.com/en/responsibility/news/aldi-publishes-its-first-international-gender-equality-policy-its-supply-chains https://www.linkedin.com/feed/update/urn:li:activity:6864923001620635650/	No	0	No	0	Yes	1

	No	0		No	0		No	0		No	0
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nbo											
Lidl			Morrisons			Plus			Re		
References	Answer	Score	References	Answer	Score	References	Answer	Score	References	Answer	Score
https://www.weps.org/companies And: https://www.jumborapportage.com/Aandachtspunt_2020_mensenrechten Rapportage - Vrouwenrechten, 10-1-2022: https://www.jumborapportage.com/FbContent.ashx/public_1013/downloads/v220113162741/Jumbo%20vrouwenrechten.pdf	Yes		1 Gender justice in supply chains, https://unternehmen.lidl.de/pdf/show/48786 , p. 40	Yes		1 Gender https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/mitigation/gender/ Accessed 27.01.2022	No	0		Yes	1
Rapportage - Vrouwenrechten, 10-1-2022: https://www.jumborapportage.com/FbContent.ashx/public_1013/downloads/v220113162741/Jumbo%20vrouwenrechten.pdf	Yes		1 Gender Justice in Supply Chains, https://unternehmen.lidl.de/pdf/show/48786 , p. 12	Yes		1 Gender https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/mitigation/gender/ Accessed 27/01/2022 Homeworkers policy https://www.morrisons-corporate.com/globalassets/corporatesite/corporate-responsibility/ethical-trading/morrisons-homeworkers-policy.pdf Accessed 27/01/2022	No	0		Yes	1

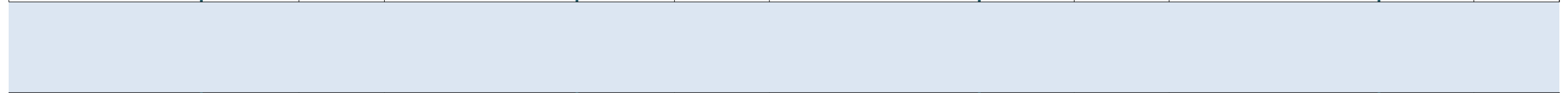
<p>Rapportage - Vrouwenrechten, 10-1-2022: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113162741/Jumbo%20vrouwenrechten.pdf</p> <p>Human Rights policy 2021 (EN): https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113111023/Jumbo%20mensenrechtenbeleid%202021%20ENG.pdf</p> <p>Statement Diversity and Inclusion: https://www.jumborapportage.com/Aandachtspunt_diversiteit-en-inclusie</p>	Yes	1	Gender justice in supply chains, https://unternehmen.lidl.de/pdf/show/48786	No	0		No	0		Yes	1
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<p>Rapportage - Vrouwenrechten, 10-1-2022: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113162741/Jumbo%20vrouwenrechten.pdf</p> <p>Jumbo Due Diligence Rapportage 2021: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220114170012/Jumbo%20due%20diligence.pdf</p>	Yes	1	Gender Justice in Supply Chains, https://unternehmen.lidl.de/pdf/show/48786 , p. 14	Yes	1	Gender https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/mitigation/gender/ Accessed 27.01.2022	No	0		No	0
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	No	0	No	0	No	0	No	0		
	No	0	No	0	No	0	No	0		
<p>Rapportage - Vrouwenrechten, 10-1-2022: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220113162741/Jumbo%20vrouwenrechten.pdf</p> <p>Jumbo Due Diligence Rapportage 2021: https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v220114170012/Jumbo%20due%20diligence.pdf</p>	Yes	1	Gender Justice in Supply Chains, https://unternehmen.lidl.de/pdf/show/48786 , p. 18	Yes	1	Risk Assessment https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/risk-assessment/ 18.02.2022	No	0	No	0

	Yes	1	https://unternehmen.lidl.de/pdf/show/50817	No	0	No	0	No	0	
	No	0		No	0	No	0	No	0	
https://www.jumborapportage.com/FbContent.ashx/pub_1013/downloads/v210225142029/Tussentijdse_rapportage_Rozen.pdf Rapportage - Vrouwenrechten, 10-1-	Yes	1	Gender Justice in supply chains, https://unternehmen.lidl.de/pdf/show/48786 , p. 5 et seq.	Yes	1	Risk Assessment https://www.morrisons-corporate.com/morrisons-sustainability/ethical-trading/risk-assessment/ 18.02.2022 Gender: https://www.morrisons-corporate.com/morrisons-	No	0	Yes	1

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



Yes	1	https://unternehmen.lidl.de/pdf/show/48786 ; p. 14	No	0	No	0	No	0
Yes	1	https://unternehmen.lidl.de/pdf/show/48786 , pp. 24, 31-36; Fyffes, https://corporate.lidl.co.uk/sustainability/bananas ; https://unternehmen.lidl.de/pdf/show/48675 , pp. 35-36; https://www.nachhaltige-agrarlieferketten.org/in-der-praxis/arbeitsgruppe-des-einzelhandels/	No	0	No	0	Yes	1
No	0		No	0	No	0	No	0

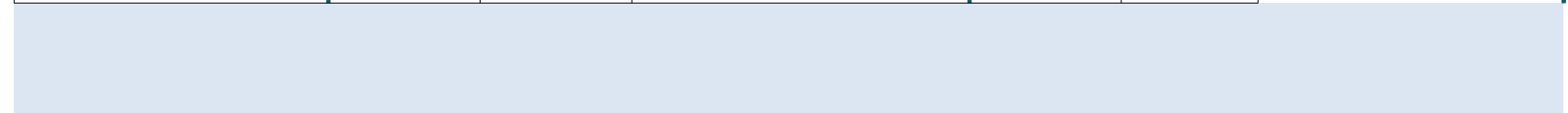
	Yes	1	https://unternehmen.lidl.de/pdf/show/48786 , p. 30; https://unternehmen.lidl.de/pdf/show/50819 ; https://unternehmen.lidl.de/verantwortung/handlungsfelder-geschaeftspartner/menschenrechte ; https://corporate.lidl.co.uk/sustainability/bananas	No	0	No	0	Yes	1
	No	0		No	0	No	0	No	0
	No	0		No	0	No	0	No	0

	No	0	No	0	No	0	No	0
SER interview with Colette Cloosterman-Van Eerd (26 November 2020): https://www.ser.nl/nl/thema/topvrouwen/best-practices/interviews/2020/colette-cloosterman-van-eerd	No	0	No	0	No	0	No	0

No	0	No	0	No	0	No	0
	10		5		0		6

ewe	Sainsbury's			Tesco		
References	Answer	Score	References	Answer	Score	References
https://www.weeps.org/companies	Yes		<p>1 WEPS Signatories https://www.weeps.org/companies Accessed 28/9/2021</p> <p>More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p>	Yes		<p>1 Gender equality supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022</p>
https://www.rewe-group.com/content/uploads/2021/03/leitlinie-frauen-in-der-lieferkette-03-05-2021.pdf , p. 17	Yes		<p>1 Sustainable Sourcing Policy – Goods for Resale Sainsbury's Brand (1st April 2020) https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/SP003%20-%20Sustainable%20Sourcing%20Policy%20Goods%20for%20Resale%20April%202020.pdf Accessed 13.09.2021</p> <p>More on Human Rights https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/202004_More%20on%20Human%20Rights.pdf Accessed 6 September 2021</p>	Yes		<p>1 Gender equality supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022</p>

https://www.rewe-group.com/content/uploads/2021/03/leitlinie-frauen-in-der-lieferkette-03-05-2021.pdf	Yes		<p>1 Our approach to tackling gender inequality in our supply chains (11.1.2022) https://about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2021/tackling-gender-inequality-in-supply-chains Accessed 17.1.2022</p>	Yes	<p>1 Gender equality supply chain strategy (updated 14.4.20) https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 23.9.21</p> <p>Diversity & Inclusion Factsheet https://www.tescopl.com/media/757871/diversity-inclusion-factsheet.pdf Accessed 7.9.21</p>
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	Yes		<p>1 Our approach to tackling gender inequality in our supply chains (11.1.2022) https://about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2021/tackling-gender-inequality-in-supply-chains Accessed 17.1.2022</p>	Yes	<p>1 Gender equality supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022</p>
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	No	0	Yes	1	Gender equality supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022
	No	0	No	0	
	Yes	1	Yes	1	<p>More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p> <p>Our approach to human rights Last updated 11/01/2022 https://www.tescopl.com/sustainability/documents/policies/our-approach-to-human-rights/ Accessed 17.01.2022</p> <p>Vietnamese Prawn Human Rights Impact Assessment Action Plan – December 2021 https://www.tescopl.com/sustainability/documents/policies/vietnamese-prawn-human-rights-impact-assessment-action-plan/ Accessed 17.01.2022</p>

	No	0	Yes	1	<p>Human Rights Impact Assessment of Tesco's shrimp supply chain in Vietnam February 2021 https://www.tescopl.com/media/758000/hria-of-tesco-s-shrimp-supply-chain-in-vietnam.pdf Accessed 20.10.2021</p> <p>Vietnamese Prawn Human Rights Impact Assessment Action Plan – December 2021 https://www.tescopl.com/sustainability/documents/policies/vietnamese-prawn-human-rights-impact-assessment-action-plan/ Accessed 17.01.2022</p>
	No	0	No	0	
Gender Guideline on women, https://www.rewe-group.com/content/uploads/2021/03/leitlinie-frauen-in-der-lieferkette-03-05-2021.pdf , pp. 6-9	Yes	1	Yes	1	<p>More on Human Rights https://about.sainsburys.co.uk/~/_/media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p> <p>Gender equality supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022</p>

	No	0	Yes	1	Gender equality supply chain strategy Last updated 25/01/2022 https://www.tescopl.com/sustainability/documents/policies/gender-equality-supply-chain-strategy/ Accessed 26.1.2022
	No	0	No	0	
	Yes	1	No	0	More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022
Guidance on women in supply chains, https://www.rewe-group.com/content/uploads/2021/03/leitlinie-frauen-in-der-lieferkette-03-05-2021.pdf?t=2021100311 , pp. 19, 21, 22; https://www.rewe-group.com/content/uploads/2020/12/leitlinien-kaffee-09-04-2021.pdf?t=2022020208 . p. 20	Yes	1	Yes	1	A stable and secure banana supply chain https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2020/bananas-supply-chain Accessed 13 September 2021 Supporting smallholders and women in Madagascar (17 April 2020) https:// Tea https://www.tescopl.com/sustainability/taking-action/human-rights/tea/
	No	0	No	0	

<p>https://www.rewe-group.com/content/uploads/2021/03/leitlinie-frauen-in-der-lieferkette-03-05-2021.pdf?t=2021100311, p. 19</p>	Yes	1	<p>Our approach to tackling gender inequality in our supply chains (11.1.2022) https://about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2021/tackling-gender-inequality-in-supply-chains Accessed 17.1.2022</p> <p>More on Human Rights https://about.sainsburys.co.uk/~media/Files/S/Sainsburys/CRS%20Policies%20and%20Reports/More%20on%20Human%20Rights_2021.pdf Accessed 17.01.2022</p>	Yes	<p>1 Gender Equity Task Force http://www.fao.org/world-banana-forum/working-groups/social/gender-equity/en/ Accessed 23.9.21</p>
	No	0		Yes	<p>1 Gender Equity Task Force http://www.fao.org/world-banana-forum/working-groups/social/gender-equity/en/ Accessed 23.9.21</p> <p>Gender Equity Across Supply Chains - A Comparative Analysis Leadership & Mentorship Programme in South African fruit industry https://www.bananalink.org.uk/projects/comparative-gender-analysis/ Accessed 23.9.21</p>
	No	0		Yes	<p>1 Gender Equity Task Force http://www.fao.org/world-banana-forum/working-groups/social/gender-equity/en/ Accessed 23.9.21</p> <p>Gender Equity Across Supply Chains - A</p>

	No	0	Yes	<p>1 Violence and Harassment in the World of Work – Tools and Approaches for Addressing Key Challenges in the Banana Industry (June 2021) https://www.fao.org/3/cb6915en/cb6915en.pdf Accessed 24.1.2022</p> <p>The Private Sector Showcase for Gender Equality https://www.youtube.com/watch?v=qwFUnuKq7Yo Accessed 24.1.2022</p> <p>Empowering workplaces for women workers https://www.idhsustainabletrade.com/news/empowering-workplaces-for-women-workers/ Accessed 24.1.2022</p>
	No	0	Yes	<p>1 Tesco signs up to UN WEP (8 Mar 2019) https://www.tescopl.com/updates/2019/tesco-signs-up-to-the-un-women-s-empowerment-principles/ Accessed 23.9.21</p>

	Yes	1 UN Women launches new UK chapter of advertising alliance to fight gender-based stereotypes in the industry Publish Date: Jul 31, 2020 https://www.unstereotypealliance.org/en/news-and--events/press-releases/unstereotype-alliance-launches-uk-national-chapter Accessed 24.01.2022	Yes	1 UN Women launches new UK chapter of advertising alliance to fight gender-based stereotypes in the industry Publish Date: Jul 31, 2020 https://www.unstereotypealliance.org/en/news-and--events/press-releases/unstereotype-alliance-launches-uk-national-chapter Accessed 24.01.2022
		10		16

Version 4.1: Published 5 April 2022
This is the fourth publication of Oxfam

Overview of assessment process

Our expert assessors, Oxfam staff and external experts, have developed the frameworks, codes of conduct etc. Through discussion and feedback, with necessary adjustments.

The assessments were conducted for a period of 12 months. No new information that was in the public domain was active.

Structure of the assessment tool:

Under each of the four themes there are 10 indicators. Indicator T1.1 should be easier to assess.

Approach to assessing parent and suppliers

The assessment applies to the food and drink supply chain of the whole company (parent and food and drink suppliers).

Scope of the assessment:

The assessment tool is not limited to large-scale farmers and small-scale farmers in those supply chains with a high level of corporate responsibility.

The focus of the assessments is on the supply chain.

Alignment with existing standard

In developing these indicators, Oxfam has drawn on the Behind the Brands Scorecard, Oxfam's Supplier Benchmark, KnowTheChain, OECD Guidelines for Multinational Enterprises Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights.

Further information on the methodology is available in the annexes.

Certification schemes
Critical suppliers

Due diligence process

Food Categories

High risk supply chains

Human Rights Impact Assessment
In-work poverty
Living income
Living wage
Living wage benchmark
Multi-Stakeholder Initiatives (MSIs)
Resilience

Small-scale farmer
Supply chain
Supply chain transparency
Systematically
Trade union

Oxfam's Supermarkets Scorecard Methodology Notes

Oxfam's methodology and assessments for its Supermarkets Scorecard.

Oxfam has employed external auditors and consultants with many years of experience of engagement with the private sector and human rights issues, both in the UK and internationally. They have used these to answer yes or no against the sub-indicators in the assessment tool. Initial assessments were conducted in 2021, with necessary updates being made accordingly.

Assessments were conducted from September 2021 to February 2022. Website links provided in the reference columns were accessed during this period. The most recent data available in the public domain as of 14 January 2022. Companies may subsequently have changed what is published on their websites.

Indicators are up to eight indicators. Each indicator has three sub-indicators which, in most cases, represent increasing levels of achievement. The maximum achievable is T1.3 (though Oxfam considers all the indicators to be achievable).

Indicators for subsidiary companies:

Indicators for 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 score.

Own-brand products. Food retailers may work in collaboration with the brands that supply them to bring about more sustainable practices. Supply chains 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.

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.

Full 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 valued. Oxfam recognises that food retailing companies sourcing such certified products are making a good start in committing to ethical practices. They will expand this first step and actively utilise such partnership to support the companies in ensuring that they enhance empowerment of and shared value with workers and producers.

A supplier that is very important for the company's business, because of the volume sourced, the level of spend or the strategic importance of the goods or services supplied.

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 human rights concerns 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 one all food products of a particular category (eg tea, straw) from a particular country. Companies identify high risks based on the result of due diligence, and in particular, where they could have more control. This may refer to one entire product category from one country, but also one entire product category from multiple countries. The definition of a single supply chain is restricted to a product from a particular country, a food category may cut across multiple countries.

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 do not 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

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 work week, sufficient to afford a decent standard of living for the small-scale producer and her or his family. Elements 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) 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 (i.e. governing bodies). Affected people / rights holders should also be represented in decision-making (i.e. 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.

Oxfam's definition of small-scale farmers resilience refers to the ability of smallholder women and men to realize their livelihoods despite shocks, stresses and uncertainty. Our approach is rights' based so smallholder farmers and institutions can build on their capacities to address the causes of risk, fragility, vulnerability and inequality. Resilience is not our ultimate goal but a means to resilient and sustainable development for SHF i.e. development that does not cause or increase negative impact on the environment and themselves and their communities not merely the farm systems.

This refers to small-scale farmers, small-scale fishermen and women, and other food producers within the supply chain. These 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 Small-Scale Producers', 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 i.e. Strawberries from Morocco or bananas from Costa Rica (countries would not be counted as a single supply chain).

Disclosing the information of suppliers list is important as supply chain transparency allows consumers to track where their products come from, and helps hold supermarkets accountable for supply chain practices. Farmers and producers know where their products go to, and helps hold supermarkets accountable for supply chain practices.

Among agricultural brands, Nestle and Wilmar are taking a lead role in driving product traceability. Nestle has published its palm oil suppliers, announced it will disclose suppliers of 15 priority commodities, and used blockchain technology to enable traceability from the farm. The company has found that its commitment to traceability has made its business owners more accountable. See <https://www.nestle.com/csv/raw-materials/palm-oil/palm-oil-transparency-dashboard> for more information. In the UK, Marks & Spencer publishes its first tier suppliers and some raw materials supply chains, including for its first tier suppliers. See <https://interactivemap.marksandspencer.com/> and <https://www.johnlewispartnership.com/responsibilities/2018/waitrose-factory-list-november-2018.pdf>. In 2018, seven tea brands disclosed parts of their supply chains. The fashion sector still lags behind the garment sector, where 70 of the top 200 fashion retailers now publish their first-tier factory lists and yarn mills.

Goes beyond ad hoc disclosure and regularly updates relevant information. i.e. Publishes pay and gender gap data.

By "credible trade unions" Oxfam means trade unions that are democratic and independent from employer/government. They should be representative of all workers including women and migrants. Ideally they would be affiliates of, or recommended by, the International Labour Organization.