

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 | 5% | 1 | 4% | 2.5 | 10% | 1 | 4% | 0 | 0% | 4.5 |
| Albertsons | 8% | 3 | 13% | 3 | 13% | 1 | 4% | 0 | 0% | 7.0 |
| Aldi North | 1% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 1.0 |
| Aldi South | 1% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 1.0 |
| Costco | 6% | 1 | 4% | 5 | 21% | 0 | 0% | 0 | 0% | 6.0 |
| Edeka | 1% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 1.0 |
| Jumbo | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0.0 |
| Kroger | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0.0 |
| Lidl | 5% | 2 | 8% | 0.5 | 2% | 2 | 8% | 0 | 0% | 4.5 |
| Morrisons | 5% | 1 | 4% | 4 | 17% | 0 | 0% | 0 | 0% | 5.0 |
| Plus | 11% | 4 | 17% | 4 | 17% | 1 | 4% | 1 | 5% | 10.0 |
| Rewe | 1% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 1.0 |
| Sainsbury's | 18% | 2 | 8% | 9 | 38% | 4 | 17% | 2 | 10% | 17.0 |
| Tesco | 23% | 7 | 29% | 10 | 42% | 3.5 | 15% | 1 | 5% | 21.5 |
| Walmart | 17% | 0 | 0% | 6 | 25% | 4 | 17% | 6 | 29% | 16.0 |
| Whole Foods | 2% | 0 | 0% | 1 | 4% | 1 | 4% | 0 | 0% | 2.0 |

Transparency and accountability

| | | | Ahold | | | Alber | |
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| 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. | | No | 0 | | No | 0 |
| T1.2 | The company identifies who within the senior executive team has operational responsibility for ensuring human rights are respected. | | Yes | 1 | https://www.aholddelhaize.com/en/sustainable-retailing/vision-and-strategy/governance-structure/ | No | 0 |
| T1.3 | The company discloses which governance structure (e.g. Board sub-committee) has responsibility for the oversight of human rights and discloses its reports and statements (e.g. targets, achievements) where they cover human rights issues. | | No | 0 | | No | 0 |
| T2 | Due Diligence: Does the company implement a robust due diligence framework and seek to go beyond an auditing based approach? | | | | | | |
| T2.1 | The company states that it has recognised the limitations of social audits in its food supply chains and made a commitment to moving away from a reliance on social audits and to taking action to complement social audits by taking 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 workers' wellbeing in a range of other ways. | | No | 0 | | No | 0 |
| 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) | | No | 0 | | Yes | 1 |
| T2.3 | The company implements a due diligence process that applies to all food supply chains, aligned with Due Diligence Guidance for Responsible Business Conduct-FAO Guidelines on Due Diligence. | Please see Notes, Definitions & Criteria tab for our criteria of a "credible due diligence process". | No | 0 | | No | 0 |
| T3 | Due Diligence: Is the company actively managing human rights risks in its food supply chains, being transparent about challenges? | | | | | | |

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| T3.1 | The company identifies and discloses salient human rights risks across its food supply chains, regularly reporting trends over time. To score, the company must demonstrate that stakeholders, including trade unions whenever existing as well as and/or civil society organisations AND communities have been consulted as part of the process. | | No | 0 | | No | 0 |
| T3.2 | The company outlines a management strategy for mitigating human rights risks in its food supply chains, which includes: 1) the identification and disclosure of high risk supply chains for human rights where it prioritises risk management (e.g. taking into account country and commodity-level risks, as well as the company's exposure to these risks), and 2) a process for monitoring the effectiveness of risk mitigation efforts. | Commodity-level refers to a food category. Please see Notes, Definitions & Criteria for definition of Food category. | No | 0 | | Yes | 1 |
| T3.3 | The company discloses specific challenges and lessons learnt in managing human rights across its food supply chains, including recognition that relevant issues may be systemic and how they therefore plan to play their part in addressing them - e.g. collaborating with other companies, governments, trade unions etc to bring about systemic change. | | No | 0 | | 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 publicly recognises that all people affected by activities in its food supply chains, including supply chain workers, need to have access to grievance mechanisms that comply with the United Nations Guiding Principles on Business and Human Rights and has time-bound plans in place to work with suppliers and stakeholders to achieve this. | | No | 0 | | No | 0 |
| T4.2 | The company identifies potential barriers faced by different categories of workers and small-scale farmers - with a particular focus on women - in accessing grievance mechanisms and remedy and outlines how it addresses these barriers e.g. by allowing for low literacy. | | No | 0 | | No | 0 |

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| 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 (e.g. through a trade association) or by a third party (e.g. trade union) supported, enabled and/or welcomed by the company. | 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 | No | 0 |
| 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 locations (site-level) of all first tier food supplier sites, whether work is sub-contracted, number of men and women workers/small-scale farmers and whether they have FoA /Collective Bargaining arrangements and updates this information at least annually. | | No | 0 | No | 0 |
| T5.2 | The company has made a time-bound commitment to disclosing the names and locations (site-level) 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. | | No | 0 | No | 0 |
| T5.3 | The company discloses the names and locations (site-level) 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. | | 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 has established support mechanisms to enable suppliers to respect human rights e.g. funds or programmes to train workers on their rights and ensure they are aware of opportunities to join trade unions. To score, the company must demonstrate that these mechanisms have been implemented across at least 3 of its highest risk supply chains. | | No | 0 | No | 0 |

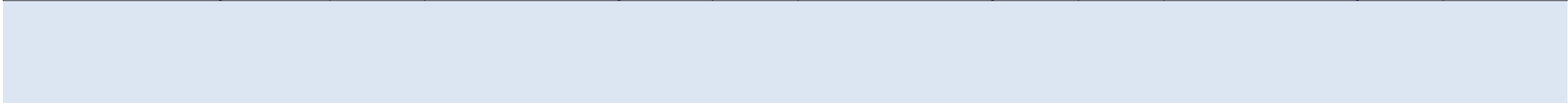
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| T6.2 | The company tracks and discloses the proportion of suppliers across all its food supply chains whose business models and/or governance systems and structures give greater power to workers, small-scale farmers and local communities e.g. through collective bargaining (conventional businesses), ownership, democratic representation in decision making, profit sharing, or presence on price-setting committees. | | No | 0 | | No | 0 |
| T6.3 | The company provides evidence that it gives preference to suppliers whose business forms give greater power to workers, small-scale farmers and local communities, and gives examples, numbers and other details. | This could be demonstrated through a commitment to increase the number of products sourced from such suppliers, offering such suppliers more favourable terms of trade, or supporting suppliers in transitioning to producer- or worker-governed models. Ideally, the company would be aiming to convert sourcing of whole categories of product (e.g. tea, bananas, shrimp) to these suppliers | 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 only to offer consumer promotions on food products from supply chains in which decent wages/income prevail (rather than in-work poverty). | | No | 0 | | No | 0 |
| T7.2 | The company has made a time-bound commitment to improve labelling on all its retail goods by giving meaningful information on provenance (including country of origin of key ingredients) and standards; and demonstrates that it has taken action in the last 3 years to do this for at least 1% of its retail goods. | | No | 0 | | No | 0 |
| T7.3 | The company demonstrates that it has taken action to ensure that its choices benefit female and male workers and small-scale farmers across at least 3 food commodities e.g. through choice editing or prominently promoting goods from suppliers that demonstrate a high level of transparency, improve incomes of small-scale farmers and workers, improve unionisation levels, and/or increase opportunities for women. | This could include the sale of certified products which meet the minimum criteria in the Notes, Definitions & Criteria tab For choice editing, it must cover the whole food commodity, not just certain supply chains (i.e. it must cover all strawberries, not just strawberries from one country). Promoting of such goods 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. | No | 0 | | No | 0 |
| T8 | Pay ratio and gender pay gap: Does the company disclose its pay ratio and gender wage gap? | | | | | | |

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| T8.1 | The company systematically and publicly reports the ratio between the median and CEO total pay and the ratio of the lowest paid employee to CEO total pay. | See the Notes, Definitions and Criteria tab for the GRI outline of what elements of pay should be included and for definition of "systematically" | No | 0 | No | 0 |
| T8.2 | The company systematically discloses the proportion of men and women at different levels (e.g. shopfloor, production and management) across its supply chains and own operations and the gender pay gap both within those levels and across the relevant company as a whole. | Please see Notes, definitions & criteria tab for definition of "systematically" | No | 0 | No | 0 |
| T8.3 | The company requires critical suppliers in its highest risk food supply chains (at least 3 supply chains) to disclose pay ratios and gender wage gaps. | | No | 0 | No | 0 |
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| tsions | | | | | | | | | | | |
|--|-----------|-------|------------|--------|-------|------------|--------|-------|---|--------|-------|
| References | Aldi Nord | | Aldi Süd | | | Costco | | | Ede | | |
| References | Answer | Score | References | Answer | Score | References | Answer | Score | References | Answer | Score |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 |
| Human Trafficking and Forced Labor Risk Assessment: https://forms.safeway.com/frevvo/web/tn/safeway.com/user/IT | No | 0 | | No | 0 | | Yes | 1 | https://www.costco.com/sustainability-human-rights.html [accessed 25.9.17] | No | 0 |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 |

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| | No | 0 | No | 0 | No | 0 | No | 0 |
| https://suppliers.safeway.com/pdf/HumanTraffickingGuideline.pdf https://suppliers.safeway.com/pages/BecomeASupplier.htm http://www.gmaonline.org/uploadFiles/1C20B4000006C.filename.Efforts_to_Reduce_Risk_of_Human_Trafficking_in_SC_Wednesday_130PM.pdf | No | 0 | No | 0 | No | 0 | No | 0 |
| http://3blmedia.com/News/Albertsons-Companies-Commits-United-Nations-Sustainable-Development-Goals-Joins-Influential http://3blmedia.com/News/Impact-Fair-Trade-Fishing-Every-Purchase-Matters http://www.gmaonline.org/ | No | 0 | No | 0 | No | 0 | No | 0 |
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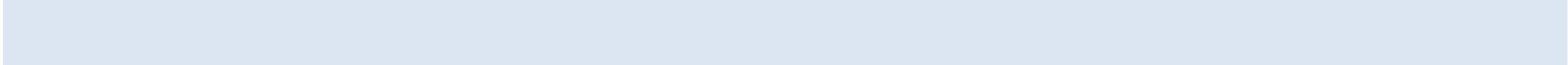
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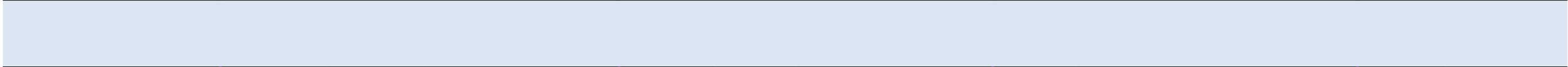
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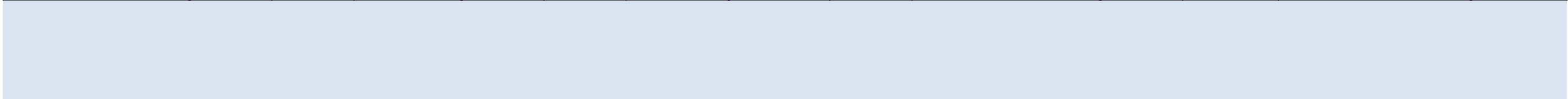


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| References | Jumbo | | Kroger | | Lidl | | | Morrisons | | | | | |
| | Answer | Score | References | Answer | Score | References | Answer | Score | References | Answer | Score | References | Answer |
| | No | 0 | | No | 0 | | Subsidiary only | 0.5 | https://www.lidl.co.uk/enman-righ/Huts-10170.htm www.lidl.de/de/unternehmensgrundsaeetze-fuehrungsleitlinien/s1246 | No | 0 | | Yes |
| | No | 0 | | No | 0 | | Subsidiary only | 0.5 | https://www.lidl.co.uk/en/Human-rights-10170.htm www.lidl.de/de/verantwortung/s841 | Yes | 1 | Modern Slavery Act Statement 2016/2017 https://www.morrisons-corporate.com/Documents/corporate2017/Morrisons_Mo | Yes |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 | | Yes |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 | | No |
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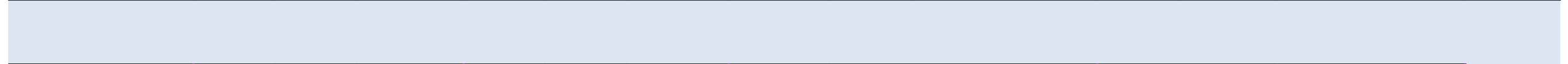
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| No | 0 | No | 0 | No | 0 | No | 0 | No | 0 |
| No | 0 | No | 0 | Yes | 1 | www.lidl.de/de/fairtrade/s7374445 https://www.fairtrade-code.de/transfair/http://www.freshplaza.com/article/155886/Fairtrade-Awards-2016-for-Lidl-and-Rewe https://www.fairtrade-deutschland.de/aktiv-werden/aktuelle-aktionen/fairtrade-awardifc/award-rueckblick-2016.html | No | 0 | Yes |

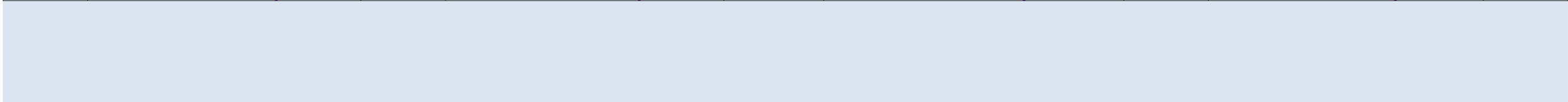


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| Plus | | Rewe | | | Sainsbury's | | | Tesco | | | Walmart | |
|-------|---|--------|-------|------------|-------------|-------|--|--------|-------|---|---------|-------|
| Score | References | Answer | Score | References | Answer | Score | References | Answer | Score | References | Answer | Score |
| 1 | https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/ | No | 0 | | No | 0 | | Yes | 1 | Tesco Human Rights policy (https://www.tescopl.com/tesco-and-society/responsible-sourcing/) | No | 0 |
| 1 | https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/ | No | 0 | | No | 0 | | Yes | 1 | Modern Slavery Statement 2016/17 p5 https://www.tescopl.com/media/392433/modern_sla | No | 0 |
| 1 | %202017%20-%20Toelichting%20Ken%20de%20Keten-aanpak%20-%20beleid%20focus%20en%20management%20van%20risico's%20PLUS%20final.pdf | No | 0 | | No | 0 | | No | 0 | | No | 0 |
| 0 | | No | 0 | | Yes | 1 | https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf Page 2 | Yes | 1 | Our Ethical Trading Approach Last updated 12/05/2016 pp 2-6 https://www.tescopl.com/tesco-and-society/reports-policies-and-disclosure/our-ethical-trading-approach/) Modern Slavery Statement 2016/17 https://www.tescopl.com/media/392433/modern_slavery_act.pdf | No | 0 |
| 0 | | No | 0 | | No | 0 | | Yes | 1 | https://www.tescopl.com/little-helps-plan/reports-and-policies/our-approach-to-human-rights-in-our- | No | 0 |
| 0 | | No | 0 | | No | 0 | | Yes | 1 | Modern Slavery Statement p6 https://www.tescopl.com/media/392433/modern_slavery_act.pdf . | No | 0 |

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| 0 | No | 0 | No | 0 | No | 0 | No | 0 | |
| 0 | No | 0 | No | 0 | Yes | 1 | Modern Slavery Statement pages 6,9,10,13 https://www.tescopl.com/media/392433/modern_slavery_act.pdf ; An update on our Corporate Responsibility commitments November 2016 pages 9 & 11 https://www.unglobalcompact.org/system/attachments/con_2016/340661/original/ | No | 0 |
| 0 | No | 0 | No | 0 | Yes | 1 | Modern Slavery Statement pp 6-15 https://www.tescopl.com/media/392433/modern_slavery_act.pdf | No | 0 |
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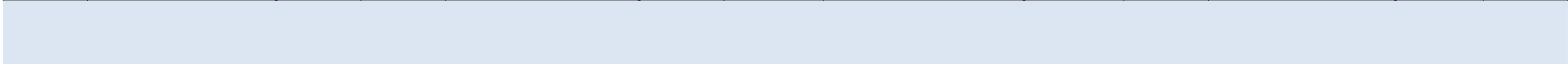
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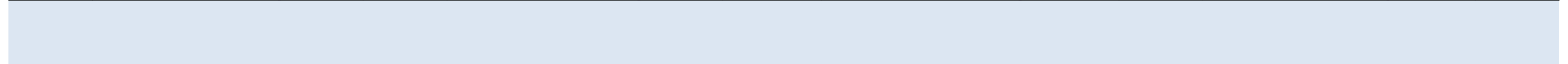
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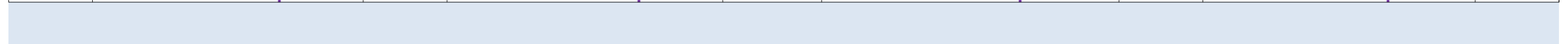
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| 1 | https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/PLUS%20MVO%20Verslag%202016%20update.pdf https://www.plus.nl/info-verantwoord/een-verantwoord-assortiment/onze-keurmerken | No | 0 | Yes | 1 | http://www.sainsburys.co.uk/webapp/wcs/stores/servlet/gb/groceries/get-ideas/features/sainsburys-fairtrade?langId=44&storeId=10151&crypto=sRZWdvtlJYeI865TUdEmqXWn%2BUz3U7CMrJVPGQwqdaVIQaG4A8BvgkkrISWf%2FYhPdtNtdqtXT%2FIlcSU3bo1aMl6eDvfZ7G%2FMAurUpw0fZ8ZRxQtyoF0BGHfslhE1oaQz&ddkey=http%3Agb%2Fgroceries%2Fget-ideas%2Ffeatures%2Fsainsburys-fairtrade | No | 0 | No | 0 |
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Whole Foods

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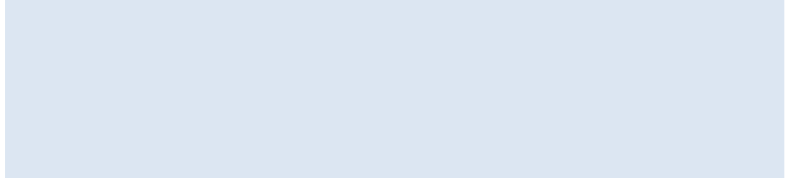
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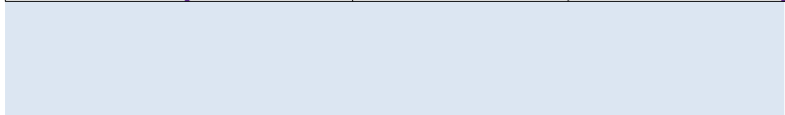
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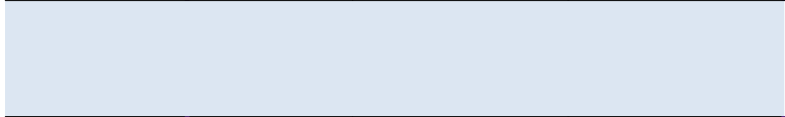
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Workers

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| Code | Indicators | Guidance | Answer | Score | References | Answer |
| W1 | Policy: Does the company have robust policies for managing labour rights? | | | | | |
| W1.1 | <p>The company publicly recognises (e.g. through a statement on their website) the systemic nature of labour rights violations in global supply chains and the need to understand their root causes, including that:</p> <ul style="list-style-type: none"> • 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 unpaid care work | The company must communicate all of these points to score. | No | 0 | | No |
| W1.2 | <p>The company has published labour rights policies for its supply chains, which are based on ILO labour standards and include at least 8 of the following commitments:</p> <ul style="list-style-type: none"> • 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 (including gender, minority groups, disability) and equitable treatment of temporary and migrant workers; • No use of repeat temporary or zero hours contracts to avoid employment responsibilities; • Access to social protection, including paid sick leave and maternity leave as well as protection in the case of accidents or injury • Working hours are not excessive. | | No | 0 | | No |

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| W1.3 | The company's labour rights policies relating to their supply chains include a commitment to the proactive prevention of forced labour, including at recruitment stage; i.e. to map the supply chain, assess risks of forced or child labour, mitigate such risks by undertaking action, provide remedy in the case that forced or child labour is found, including by compensation to the victims and their families, and report on their 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 (http://www.theconsumergoodsforum.com/strategic-focus/social-sustainability/forced-labour-priority-industry-principles) For UK companies, a Modern Slavery statement would only qualify if they include reference to proactive prevention. Evidence of engagement with unions in transnational collective bargaining in order to identify, mitigate and remedy risks and demonstrate the company's engagement would also merit a score. Membership of and Leadership Group for Responsible Recruitment (www.Employerpays.org) would qualify. | Yes | 1 | http://www.theconsumergoodsforum.com/about-the-forum/our-members | No |
| 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 (e.g. critical suppliers / Tier 1 suppliers / direct vs. indirect suppliers). | Please see the Notes, Definitions & Criteria tab for the definition of 'critical suppliers'. | Yes | 1 | https://www.aholddelhaize.com/en/about-us/code-of-ethics/our-standards-of-engagement/ | Yes |
| W2.2 | The company states which elements of its Supplier Code represent mandatory minimum standards vs elements that require continuous improvement over time. Where suppliers are required to demonstrate continuous improvement, the company defines time-bound milestones that suppliers are expected to meet and commits to supporting them to do so. | | No | 0 | | Yes |
| W2.3 | The company has taken steps to ensure that its supply chain standards are implemented beyond first tier suppliers e.g. by engaging with and supporting critical suppliers to adopt similar practices in their own supply chains, either by the company alone or through collaborative initiatives with other companies/organisations. | Solely sourcing certified products would not be sufficient to score for this indicator. Please see Notes, Definition & Criteria tab for more details on Certification. | No | 0 | | No |
| 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 - e.g. by holding discussions with suppliers to agree the basis on which costs and risks will be shared with them, and spelling these out in supplier contracts. | For more guidance see the Joint ETIs' Guide to Buying Responsibly. Please see Notes, Definitions & Criteria tab for definition of "systematically" | No | 0 | | No |
| W3.2 | The company offers positive incentives to suppliers that demonstrate continuous improvement in labour standards e.g. through enhanced contract terms. | Solely sourcing certified products would not be sufficient to score for this indicator. | No | 0 | | No |

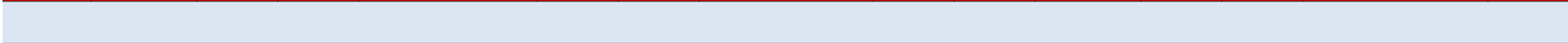
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| W3.3 | The company has committed not to 'cut and run' from suppliers when labour exploitations are exposed and instead demonstrates that it is engaging in a process that allows suppliers reasonable time to address concerns before exiting where suppliers do not do this, providing examples of where this has taken place. Ideally, the company also encourages its suppliers to follow the same principle with their suppliers. | | No | 0 | Yes |
| 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 its food supply chain activities on workers. This includes a commitment to consult peers, governments, and relevant local stakeholders, including civil society organisations and women's rights organisations, and to engage female and male workers through participatory processes. | HRIAs should include, as per UNGP guidance, "all internationally recognized human rights as a reference point". See Implementing the United Nations "Protect, Respect and Remedy" p20 Framework http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf "Peers" refers to other food companies. | No | 0 | No |
| W4.2 | The company has published at least one human rights impact assessment in the last 3 years, which assesses the impact of its food supply chain activities on workers, and has published an action plan for addressing the root causes of negative impacts in the impact assessment. This includes consultation with peers, governments, and relevant local stakeholders, including civil society organisations and women's rights organisations, and engagement with female and male workers through participatory processes. | HRIAs should include, as per UNGP guidance, "all internationally recognized human rights as a reference point". See Implementing the United Nations "Protect, Respect and Remedy" p20 Framework http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf The company must demonstrate that it has consulted peers, governments, and relevant local stakeholders, such as trade unions, civil society organisations and women's rights organisations, as well as female and male workers during the process of completing the impact assessment. To score, the impact assessment must differentiate between impacts on women and men, and recognise specific impacts on migrant workers. | No | 0 | No |
| W4.3 | The company has published at least 3 relevant impact assessments and associated action plans it has started implementing in the last 3 years. This includes consultation with peers, governments, and relevant local stakeholders, including civil society organisations and women's rights organisations, and engagement with female and male workers through participatory processes. | HRIAs should include, as per UNGP guidance, "all internationally recognized human rights as a reference point". See Implementing the United Nations "Protect, Respect and Remedy" p20 Framework http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf The company must demonstrate that it has consulted peers, governments, and relevant local stakeholders, such as trade unions, civil society organisations and women's rights organisations, as well as female and male workers during the process of completing the impact assessment. To score, the impact assessment must differentiate between impacts on women and men, and recognise specific impacts on migrant workers. 'Peers' refers to other food companies | No | 0 | No |

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| W5 | Freedom of association: Does the company engage trade unions to enable freedom of association and collective bargaining? | | | | |
| W5.1 | The company has committed to engage with credible trade unions at local, national and global level, to understand what action is needed to remove barriers to freedom of association and create the enabling conditions for collective bargaining. | Please see Notes, Definitions & Criteria tab for definition of credible trade union. | No | 0 | No |
| 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 could 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 |
| 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 could 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 |
| 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" | No | 0 | No |
| 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). | | No | 0 | No |
| 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 | | No | 0 | No |
| 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 e.g. through appropriate pricing that takes into account production costs, long-term contracts and reasonable payment terms, and secure and predictable order volumes. | | No | 0 | No |

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| W7.2 | The company reports details of significant and meaningful actions it is taking to eliminate unfair trading practices across its food supply chains e.g. disclosing contracts and the longevity of supplier relationships, appropriate pricing that takes into account higher production costs and offering reasonable payment terms. | To score, the company must go beyond ad hoc examples to score by demonstrating that it is taking action across at least 3 supply chains. For further guidance see the Joint ETIs' Guide to Buying Responsibly. | No | 0 | | No |
| 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 |
| 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. This could include senior leadership speaking publicly about the significant role played by governments in ensuring that workers' rights are protected or signing a public letter to government. To score, the company must provide at least one example of relevant advocacy that it has taken in its own right in the last 3 years. | Membership alone of an MSI (or other organisation or association) that is undertaking advocacy would not qualify; the company must proactively and explicitly take the public stance in its own right or openly as part of an MSI action. | No | 0 | | No |
| W8.2 | The company has published a time-bound commitment to join or establish credible multi-stakeholder initiatives in at least 3 high risk food supply chains that effectively address labour rights issues. | Please see the Notes, Definitions & Criteria tab for an overview of criteria for credible multi-stakeholder initiatives Only active membership of MSIs will score and the onus is on the company to provide evidence that it is active in relevant MSI programmes. | Subsidiary only | 0.5 | https://www.rspo.org/members/153/Royal-Ahold-Delhaize-N.V http://www.responsiblesoy.org/miembro/ahold/?lang=en http://www.fairfoodprogram.org/partners/ (only Ahold USA) | No |
| W8.3 | The company demonstrates that it is actively participating in credible multi-stakeholder initiatives which effectively address labour issues across all its high risk food supply chains. | Please see the Notes, Definitions & Criteria tab for an overview of criteria for credible multi-stakeholder initiatives | No | 0 | | No |
| | | | | 2.5 | | |



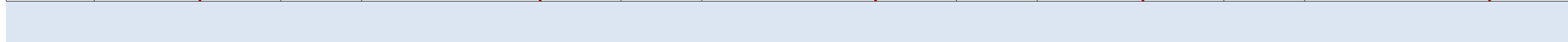
| Albertsons | | Aldi Nord | | | Aldi Süd | | | Costco | | | Edeka | | | |
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| 0 | | No | 0 | | No | 0 | | Yes | 1 | https://www.costco.com/wcsstore/CostcoUSBCCatalogAssetStore/Attachment/16w0604-sustainability-conduct.pdf / http://www.seafoodtaskforce.global | No | 0 | | No |
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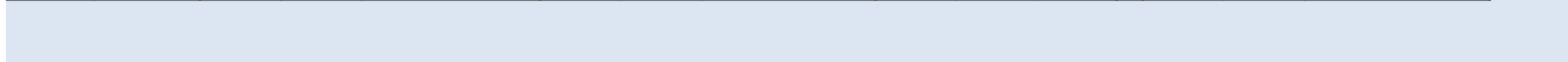
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| 1 | https://suppliers.safeway.com/pdf/HumanTraffickingGuideline.pdf (p. 15-17) | 0 | No | 0 | No | 0 | No | 0 | No |
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| 0 | No | 0 | No | 0 | Yes | 1 | https://www.costco.com/wcsstore/CostcoUSBCCatalogAssetStore/Attachment/16w0604-sustainability- | 0 | No |
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| 1 | Supply Chain Accountability pg. 15-16: https://suppliers.safeway.com/pdf/HumanTraffickingGuideline.pdf | No | 0 | No | 0 | Yes | 1 | https://www.costco.com/wcsstore/CostcoUSBCCatalogAssetStore/Attachment/16w0604-sustainability-conduct.pdf | No | 0 | No |
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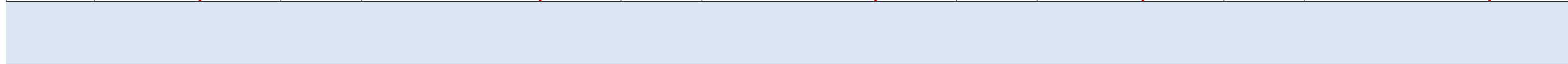
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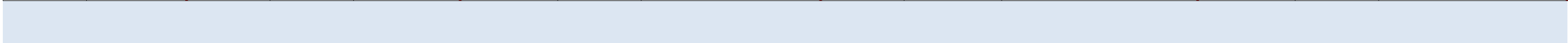


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| 0 | No | 0 | No | 0 | Yes | 1 | http://www.msnbc.com/the-ed-show/costco-ceo-wants-minimum-wage-hike-10-plu | No | 0 | No |
| 0 | No | 0 | No | 0 | Yes | 1 | http://www.equitablefood.org/executiveboard http://www.equitablefood.org/who_we_are | No | 0 | No |
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| Jumbo | | | | | | | | | | | | | |
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| Jumbo | | Kroger | | | Lidl | | | Morrisons | | | Plus | | |
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| 0 | | No | 0 | | No | 0 | | No | 0 | | Yes | | 1 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 Statement can be found in second paragraph |
| 0 | | No | 0 | | No | 0 | | Yes | 1 | Listening & Responding. Wm Morrisons Supermarkets plc Corporate Responsibility Report 2016/17 https://www.morrisons-corporate.com/Global/corporate/Morrisons_CR_Report2017_Interactive_FINAL.pdf p24 | Yes | | 1 https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/Ken%20de%20keten-aanpak/Oktobert%202017%20-%20Toelichting%20Ken%20de%20Keten-aanpak%20-%20beleid%20focus%20en%20management%20van%20risico's%20PLUS%20final.pdf |

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| 0 | No | 0 | Subsidiary only | 0.5 | https://www.lidl.de/de/sortiment/s850 ; https://www.lidl.de/de/positionspapiere-fuer-nachhaltigen-handel-und- | Yes | 1 | Yes | 1 | https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/ |
| 0 | No | 0 | No | 0 | | No | 0 | No | 0 | |
| 0 | No | 0 | No | 0 | | Yes | 1 | Modern Slavery Act Statement 2016/2017 https://www.morrisons-corporate.com/Documents/corporate2017/Morrisons_Modern-Slavery-Act-2016-Final.pdf p2 | No | 0 |
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| No | 0 | Yes | 1 | Modern Slavery Statement pages 3 and 5. | Yes | 1 | Consumer Goods Forum (http://www.theconsumergoodsforum.com/strategic-focus/social-sustainability/forced-labour-priority-industry-principles?_sm_au_=itsBfIPqZP72RmPF) Modern Slavery Statement 2016/17 https://www.tescopl.com/media/392433/modern_slavery_act.pdf page 5. IHRB Leadership Group for Responsible Recruitment https://www.ihrb.org/employment/leadership-group- | Yes | 1 | http://corporate.walmart.com/2017grr/opportunity/increasing-economic-mobility-and-inclusion https://cdn.corporate.walmart.com/bc/8c/97ac8c9b43229f17480057fd684e/standards-for-suppliers-english-updated-6-30.pdf | No | 0 |
| No | 0 | Yes | 1 | Modern Slavery Statement & Ethical Trading (https://www.about.sainsburys.co.uk/suppliers/ethical-trading)and sustainable | Yes | 1 | Our Ethical Trading Approach https://www.tescopl.com/tesco-and-society/reports-policies-and-disclosure/ | Yes | 1 | https://cdn.corporate.walmart.com/bc/8c/97ac8c9b43229f17480057fd684e/standards-for- | No | 0 |
| No | 0 | Yes | 1 | https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/overarching_standard-v2_02_06_17.pdf | Yes | 1 | Ethical Trading Starter Supplier Pack https://business-humanrights.org/sites/default/files/webform/Ethical%20Trading%20Supplier%20Starter%20Pack%202015.pdf | No | 0 | | No | 0 |
| No | 0 | Yes | 1 | https://www.about.sainsburys.co.uk/suppliers/ethical-trading | Yes | 1 | Our ethical trading approach https://www.tescopl.com/tesco-and-society/reports-policies-and-disclosure/our-ethical-trading-approach/ p8 | Yes | 1 | https://corporate.walmart.com/2017grr/sustainability/supporting-the-dignity-of-workers-everywhere | No | 0 |
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| No | 0 | No | 0 | Yes | 1 | http://www.theconsumergoodsforum.com/files/Publications/ForcedLabourCaseStudies/Tesco.pdf | No | 0 | | No | 0 |
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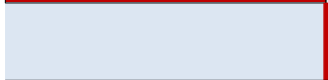
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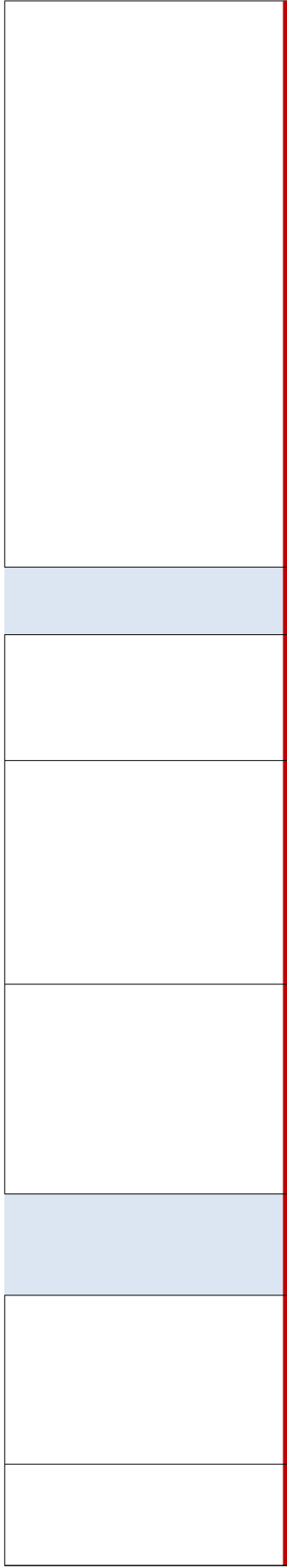
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| No | 0 | No | 0 | Yes | 1 | An update on our Corporate Responsibility commitments November 2016 https://www.tescopl.com/media/391787/corporate-responsibility-update_nov-2016-final.pdf https:// | No | 0 | No | 0 | | |
| No | 0 | Yes | 1 | http://www.j-sainsbury.co.uk/suppliers/ethical-trading | Yes | 1 | http://www.ethicaltrade.org/programmes/thailands-seafood-industry http://www.ethicalteapartnership.org/wp-content/uploads/PR_Malawi-Tea-2020-1-year_final.pdf | Yes | 1 | http://corporate.walmart.com/sourcing/collaboration Membership of Fair Food Program covers three high risk food supply chains; tomatoes, strawberries and peppers | Yes | 1 |
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Small-scale farmers

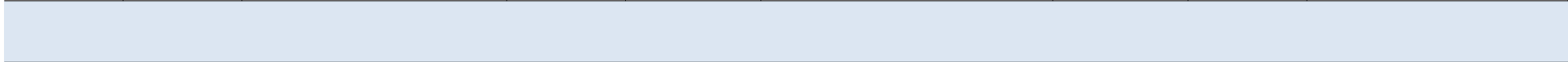
| Code | Indicators | Guidance |
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| F1 | Human Rights Impact Assessments (HRIAs): Has the company assessed the impacts of its food supply chain activities on small-scale farmers? | |
| F1.1 | The company has committed to publishing at least 3 human rights impact assessments that focus on the impact of its operations in high risk food supply chains on small-scale farmers. | <p>This includes a commitment to consult peers, governments and relevant local stakeholders, such as producer groups and organisations, civil society organisations and women's rights organisations, as well as male and female small-scale farmers during the process of completing the impact assessment.</p> <p>Solely sourcing certified products would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification.</p> |
| F1.2 | The company has published at least 1 human rights impact assessment in the last 3 years that considers the human rights impacts or other social impacts of its food supply chain activities on small-scale farmers, and has published an action plan for addressing the root causes of negative impacts identified. | <p>To score the company must demonstrate that it has consulted peers, governments and relevant local stakeholders, such as producer groups and organisations, civil society organisations and women's rights organisations, as well as male and female small-scale farmers during the process of completing the impact assessment.</p> <p>The impact assessment must differentiate between impacts on women and men and must show how value has been shared with small scale producers.</p> <p>Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification.</p> |
| F1.3 | The company has published at least 3 relevant human rights impact assessments and associated action plans that it has started implementing in the last 3 years. | <p>To score, the impact assessments must have involved consultation with peers, governments and relevant local stakeholders such as producer groups and organisations, civil society organisations and women's rights organisations, as well as male and female small-scale farmers during the process of completing the impact assessment.</p> <p>To score, the impact assessment must differentiate between impacts on women and men, and the action plan must seek to address root causes of impacts, including a fair share of value with small scale producers.</p> <p>Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification.</p> |
| F2 | Support for small-scale farmers: Does the company provide support to small-scale farmers in its food supply chain? | |
| F2.1 | The company has made an explicit commitment to support small-scale farmers in its food supply chains to increase their resilience and prosperity and outlines how it will tailor this support to meet the needs of female and male small-scale farmers e.g. by supporting them in gaining access to resources, knowledge, inputs, technologies or insurance, and outlines how it will specifically tailor this support to meet the needs of female small-scale farmers. | <p>Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification.</p> |
| F2.2 | The company provides guidance for suppliers to support small-scale farmers in becoming more resilient e.g. 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. | <p>Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification.</p> |

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| F2.3 | The company identifies examples across its highest risk food categories (at least 3 food categories) where it directly supports small-scale farmers in its supply chains to become resilient and prosperous. | Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |
| F3 | Sourcing practices and fair deals: Does the company seek to ensure that small-scale farmers in its food supply chains receive fair deals? | |
| F3.1 | 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. |
| F3.2 | The company provides examples across at least 3 high risk food categories of sourcing practices that go beyond regular sourcing relationships in transferring value to small-scale farmers. | This could include the sale of products (within these 3 high risk food categories) that are certified by a standards body that has a mechanism to deliver an enhanced share of value to women and men producers and workers - e.g. Fairtrade. |
| F3.3 | The company is taking steps to ensure that 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. | To score, the company must provide specific examples across at least 3 high risk food categories. The company also needs to be transparent in explaining the steps it is taking. Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |
| 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 or unions (b) offering better contract terms to small-scale farmer cooperatives or unions or (c) by providing assistance to cooperatives or unions to enable them to gain technical and organisational expertise (thereby increasing the resilience and negotiating power of members). | Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |
| 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 e.g. through the provision of facilities, holding focus groups, engaging local governments to support small-scale farmers to organise themselves. Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |
| F4.3 | The company has published evidence from across 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, through the provision of facilities, holding focus groups or engaging local governments to support small-scale farmers to organise themselves. | Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |
| 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 living income assessments relating to male and female small-scale farmers in at least 3 high risk food supply chains. The assessments include at least: (a) the average level of income earned by the small-scale farmers in that supply chain and (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 (c) an indication of the extent to which unpaid family workers, in particular unpaid women family workers, benefit from and have control over the existing income earned. | Please see the Notes, Definitions & Criteria tab for a definition of living income. |
| F5.2 | The company has published and demonstrates that it is implementing action plans and time-bound milestones for ensuring that small-scale farmers in at least 3 high risk food categories earn a living income, and which includes actions for promoting more equal sharing of income with unpaid family workers, in particular unpaid women family workers (e.g. joint contracts with husbands and wives). The company reports progress at least annually, recognising challenges and lessons learnt. | Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |

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| F5.3 | The company has published and demonstrates that it is implementing action plans and time-bound milestones for ensuring that small-scale farmers across all its highest risk food supply chains earn a living income, and reports progress at least annually. | Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |
| 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 recognises the importance to small-scale farmers of a fair system of value distribution, and provides examples where it is innovating and exploring better ways of sharing value. | Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Please see Notes, Definitions & Criteria tab for more information on Certification. |
| F6.2 | The company measures and discloses the share of value going to small-scale farmers for 3 high risk food categories. | |
| 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 e.g. 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. | |
| F7 | Pre-competitive collaboration: Does the company engage stakeholders with the aim of improving conditions for small-scale farmers? | |
| F7.1 | The company specifically engages local trade unions and civil society organisations across its highest risk food supply chains as part of its strategy to support small-scale farmers. | The company must provide examples of such engagement across at least 3 food supply chains to score. |
| F7.2 | The company has published a time-bound commitment to join or establish and actively participate in credible multi-stakeholder initiatives in at least 3 high risk food categories that effectively address small-scale farmers issues. | Please see Notes, Definitions & Criteria tab for Oxfam's criteria for credible MSIs in this context. |
| F7.3 | The company demonstrates that it is actively participating in credible multi-stakeholder initiatives which effectively address small-scale farmers issues across all its high risk food supply chains. | Please see Notes, Definitions & Criteria tab for Oxfam's criteria for credible MSIs in this context. |
| 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. | |
| F8.2 | Senior leadership have spoken publicly e.g. in the media or at public events on the need for action to support small-scale farmers in being resilient and prosperous, earn a living income and receive a fair share of the value accumulated in food supply chains. | 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). |
| F8.3 | The company has made commitments to advocate towards governments (including sourcing country governments) or to join existing advocacy initiatives to ensure that small-scale farmers are resilient and prosperous, earn a living income and receive a fair share of the value accumulated in the food supply chain or the company demonstrates that it has already engaged in such activities. | |



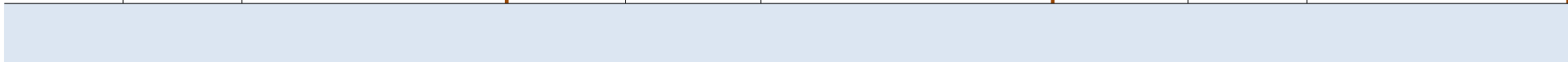
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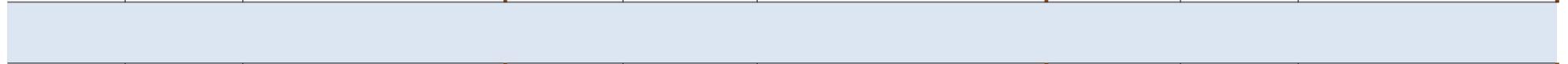
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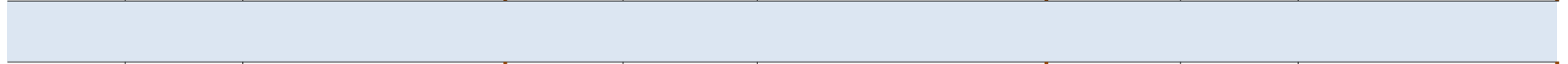
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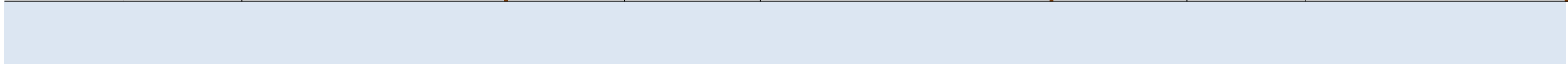
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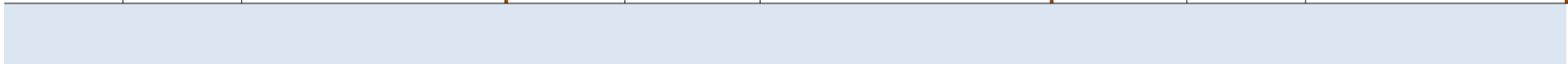
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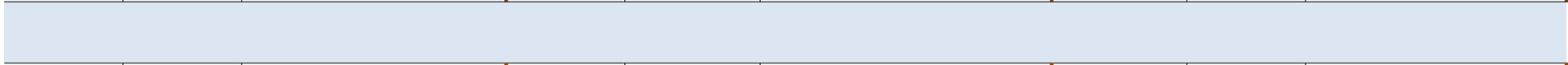
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| Yes | 1 | International CR Report 2015, p. 34-35 product specific buying policies, https://unternehmen.aldi-sued.de/de/verantwortung/lieferkette/rohstoffe/ | No | 0 | Yes | 1 | Nachhaltigkeitsbericht Edeka Südwest 2016, p. 50 Nachhaltigkeitsbericht Edeka Minden-Hannover 2015, p. 25 Netto Nachhaltigkeitsbericht |
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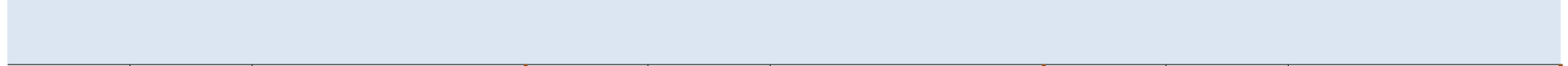
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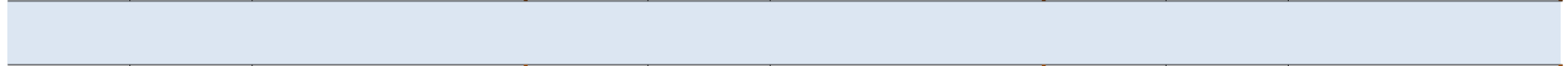
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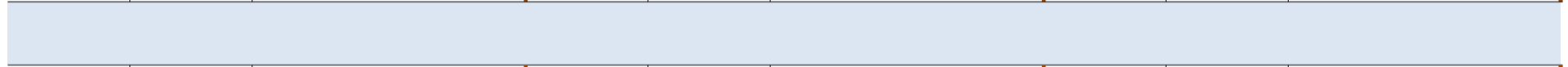
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| No | 0 | | No | 0 | | Yes | | 1 www.lidl.de/de/asset/other/Positionspapier-fu-r-den-nachhaltigeren-Einkauf-von-Kakao.pdf |
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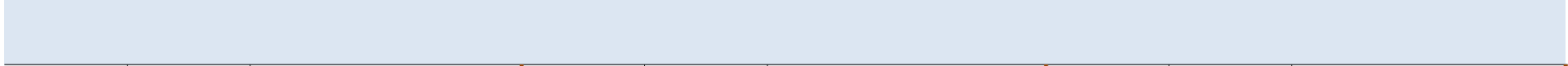
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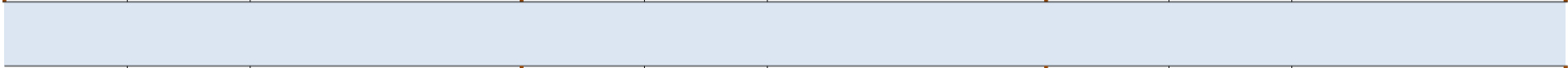
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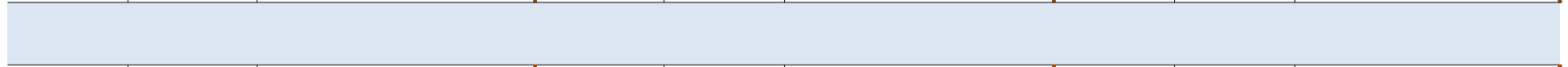
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| No | 0 | Yes | 1 https://www.plus.nl/INTERSHOP/static/WFS/PLUS-Site/website-webshop/PLUS-website-webshop/nl_NL/Contentpaginas/Verantwoord/PLUS%20MVO%20Verslag | Yes | 1 https://www.fairtrade-deutschland.de/einkaufen/lizenznehmer/vendor/detail/rewe.html |
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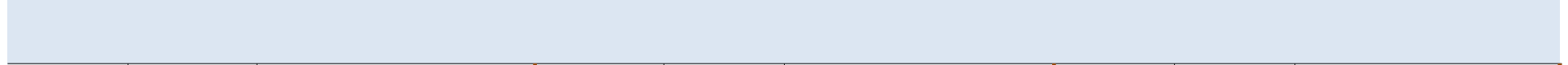
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| Sainsbury's | | | Tesco | | | Walmart | | |
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| Yes | 1 | https://www.about.sainsburys.co.uk/discover-more/our-stories/2017/funding-positive-futures | Yes | 1 | Our approach to Human Rights in our supply chain: https://www.tescopl.com/little-helps-plan/reports-policies-and-disclosure/our-approach-to-human-rights-in-our-supply-chain/(p8) | Yes | 1 | http://corporate.walmart.com/2017grr/opportunity/supporting-local-diverse-and-small-businesses also see http://corporate.walmart.com/2017grr/commitments-and-gri |
| Yes | 1 | https://www.about.sainsburys.co.uk/suppliers/ethical-trading | No | 0 | | Yes | 1 | http://corporate.walmart.com/2017grr/opportunity/supporting-local-diverse-and-small-businesses |

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| Yes | 1 | https://www.about.sainsburys.co.uk/suppliers/working-in-partnership http://www.financeforthefuture.co.u | No | 0 | No | 0 | | |
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| Yes | 1 | https://www.about.sainsburys.co.uk/making-a-difference/sourcing/enhancing-livelihoods | Yes | 1 | https://www.tescopl.com/little-helps-plan/products-sourcing/top-20-products/ https://www.tesco.com/groceries/en-GB/search?query=fairtrade&page=1 https://www.tescopl.com/media/1159/ | Yes | 1 | http://corporate.walmart.com/news/_news-archive/2008/03/31/wal-mart-launches-exclusive-sams-choice-line-of-organic-rainforest-alliance-fair-trade-certified-coffees |
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| No | 0 | | Subsidiary only | 0.5 | Tesco Lotus Pracha Rath Ruamjai (Thai/English) https://dq7j3ns0e24fe.cloudfront.net/uploads/a911d62eab520e16c66ad0c4dcb68e8d-008050900-1486487263.pdf | No | 0 | |
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| No | 0 | | Yes | 1 | LITTLE HELPS PLAN https://www.tescopl.com/little-helps-plan/reports-policies-and-disclosure/our-approach-to-human-rights-in-our-supply-chain/ | No | 0 | |
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| 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 i.e. commits to: 1. Establish high-level corporate leadership for gender equality. 2. Treat all women and men fairly at work – respect and support human rights and non-discrimination. 3. Ensure the health, safety and well-being of all women and men workers. 4. Promote education, training and professional development for women. 5. Implement enterprise development, supply chain and marketing practices that empower women. 6. Promote equality through community initiatives and advocacy. 7. Measure and publicly report on progress to achieve gender equality. | | No | 0 | | No | 0 |
| G1.2 | The company demonstrates that it encourages its suppliers to sign the UN Women's Empowerment Principles (e.g. through establishing this criteria in its sourcing specifications or through preferential sourcing policies with companies that have signed these principles). | | No | 0 | | No | 0 |
| G1.3 | The company has gender policy covering hiring, training, promotion, harassment, women's safe and effective access to grievance mechanisms, reporting grievance data, and remedy - and ensures its key suppliers or suppliers in its high risk food supply chains have similar policy. | Please see Notes, Definitions & Criteria tab for definition of "systematically" | No | 0 | | No | 0 |
| 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 food supply chains to establish which of them have a high proportion of women represented as small-scale farmers, small-scale processors/traders, waged labourers, and unpaid female family labour. | Please see Notes, Definitions & Criteria tab for definition of "systematically" | No | 0 | | No | 0 |
| G2.2 | The company is systematically tracking and disclosing gender disaggregated data for at least 3 high risk food supply chains. Examples of data could include: gender wage data, access to benefits, overtime premiums, annual leave, workers on temporary or informal contracts, membership of trade unions or small-scale farmer cooperatives, length of employment, and the proportion of women in low vs. high paid positions (e.g. supervisor/ management roles) | The company must disclose at least 3 types of data for each of the 3 supply chains to score. Please see Notes, Definitions & Criteria tab for definition of "systematically" | No | 0 | | No | 0 |

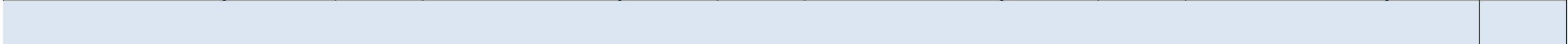
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| G2.3 | The company is systematically tracking and disclosing gender disaggregated data across all its highest risk food supply chains. | <p>Please see Notes, Definitions & Criteria tab for definition of "systematically."</p> <p>Examples of the type of data could include: gender wage data, social security, overtime premiums, annual leave, workers on temporary or informal contracts, membership of trade unions or small-scale producer cooperatives, length of employment, and the proportion of women in low vs. high paid positions (e.g. supervisor/ management roles).</p> <p>The company must disclose at least 3 types of data for each supply chain to score.</p> | 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 impact assessment that focuses on the impact of food supply chain operations on women. This includes a commitment to consult relevant local stakeholder groups such as civil society organisations that represent women and/or women's rights organisations as part of the process. | | No | 0 | | No | 0 |
| G3.2 | The company has published at least 1 impact assessment and associated action plan in the last 3 years that focuses on the impact of food supply chain operations on women. The action plan should seek to address the root causes of negative impacts identified in the impact assessment, including unequal gender norms and women's heavy and unequal share of unpaid care work, sexual harassment and women's often informal and precarious employment. | <p>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.</p> <p>Women must have been consulted as part of the process of completing the impact assessment(s) e.g. through participatory needs assessment and analysis and/or relevant local stakeholder groups such as civil society organisations that represent women and/or women's rights organisations. Needs analysis should focus on women in different groups such as urban/rural/migrant etc.</p> | No | 0 | | No | 0 |
| G3.3 | The company has published at least 3 impact assessments and has started implementing associated action plans in the last 3 years that focuses on the impact of food supply chain operations on women. | To score, these assessments must have involved consultation with relevant local stakeholder groups and the action plans must seek to address the root causes of negative impacts experienced by women, including unequal gender norms and unpaid care responsibilities. | 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? | | | | | | |

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| 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, including unequal gender norms, 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. | See above for root causes. | No | 0 | No | 0 |
| G4.2 | The company has set (at least 3) time-bound targets for improving the position of women across its highest risk food categories (at least 3 food categories). | | No | 0 | No | 0 |
| G4.3 | The company systematically reports progress against targets for improving the position of women across all its highest risk food supply chains, disclosing challenges and lessons learnt. | This could include targets to increase the proportion of women: 1) in higher paid and management positions, 2) who belong to trade unions or small-scale producer cooperatives and, 3) who have been offered permanent contracts, 4) who earn a living income or living wage, 5) who have been recruited or progressed into technical and management roles. Ideally, companies would also be planning to scale up successes in this area. Please see Notes, Definitions & Criteria tab for definition of "systematically" | No | 0 | No | 0 |
| G5 | 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. | | No | 0 | No | 0 |
| G5.2 | The company provides at least 3 examples of support it provides to suppliers to address the root causes of gender inequality faced by women workers and small-scale farmers. | This could include working with suppliers to ensure that women are aware of opportunities to join trade unions, employee groups and small-scale producer cooperatives. It could also include examples of capacity building to improve women's access to land and production inputs, increase women's representation among the governance structures of producer groups, support and promote more women in management positions, raise awareness to challenge gender norms, and encourage men to share income and labour equitably with their female family members. | No | 0 | No | 0 |
| G5.3 | The company offers incentives to suppliers across its highest risk food categories that demonstrate continuous improvement in gender equality, and that have challenged the root causes of gender inequality including unequal gender norms and unpaid care responsibilities. Examples of incentives include: offering more business, better contract terms or financial incentives. | See above for root causes. | 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? | | | | | |

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| 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 including unequal gender norms and unpaid care responsibilities. | | No | 0 | | No | 0 |
| G6.2 | The company collaborates in multi-stakeholder initiatives that use pre-competitive collaboration to understand and address the position of women across at least 3 high risk food sectors. | These initiatives must involve meaningful engagement with women's rights organisations and/or involve local women's groups and organisations in their governance and must address sourcing practices as part of their strategy. See also Notes, Definitions & Criteria tab for more guidance on credible MSI's | No | 0 | | No | 0 |
| G6.3 | The company collaborates in multi-stakeholder initiatives that use pre-competitive collaboration to understand and address the position of women across all its highest risk food sectors. | They do so through meaningful engagement with women's rights organisations and/or have women's rights organisations on their board. See also Notes, Definitions & Criteria tab for more guidance on credible MSI's | 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, including unequal gender norms and unpaid care responsibilities (within the last 3 years). | Examples could include supporting maternity rights and inheritance rights. | No | 0 | | No | 0 |
| G7.2 | Senior leadership have spoken publicly e.g. in the media or at public events on the need for their company and others across the food sector to take action to promote women's economic empowerment and address the root causes of gender inequalities, including unequal gender norms and unpaid care responsibilities (in the last 3 years). | | No | 0 | | No | 0 |
| G7.3 | The company has publicly challenged unequal gender norms and unequal unpaid care responsibilities across the food sector and including its own operations e.g. through advertising or by developing marketing strategies that challenge them. | | No | 0 | | No | 0 |
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| [Dark Teal Header Bar] | | | | | | | | | | | |
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| Artsons | Aldi Nord | | | Aldi Süd | | | Costco | | | Ed | |
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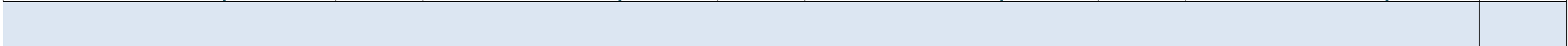
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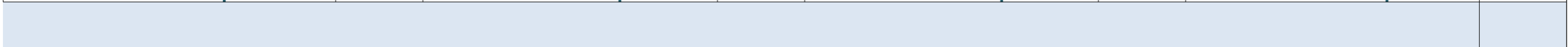
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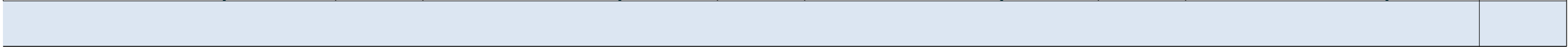


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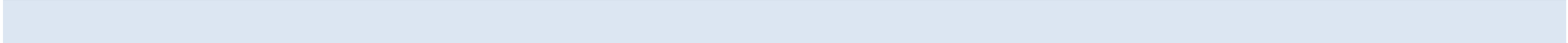
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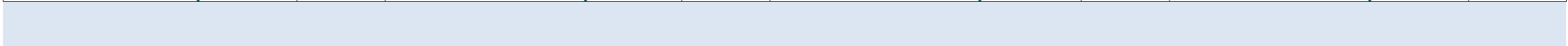
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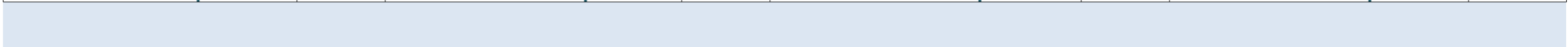
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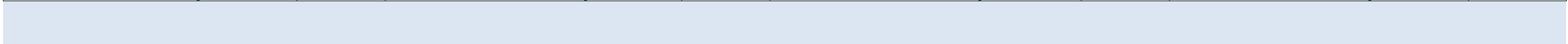
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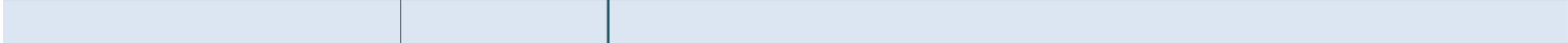
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| References | Plus | | Rewe | | | Sainsbury's | | | Tesco | | |
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| | No | 0 | | No | 0 | | No | 0 | | No | 0 |
| | No | 0 | | No | 0 | | Yes | 1 | https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/making-a-difference/Ethical%20Trading%20-%20Due%20Diligence%20FINAL.pdf Page 2 | No | 0 |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 |

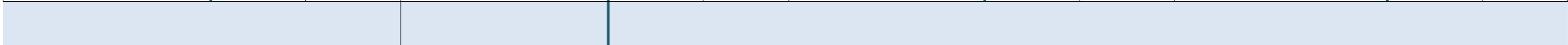
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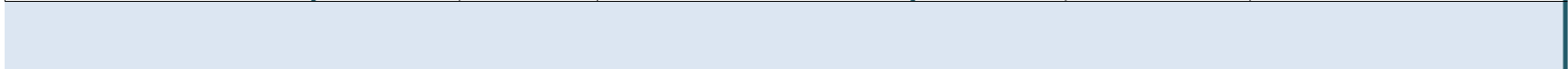


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| | No | 0 | | No | 0 | | No | 0 | | No | 0 |
| | No | 0 | | No | 0 | | No | 0 | | No | 0 |
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| | Yes | 1 | https://www.plus.nl/info-kende-keten-aanpak | No | 0 | | No | 0 | | No | 0 |
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| sco | Walmart | | | Whole Foods | | |
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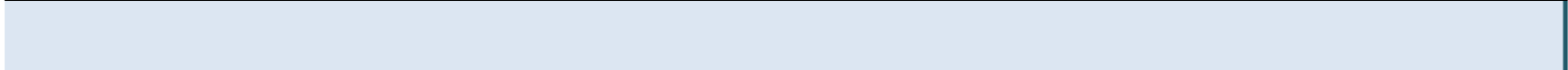
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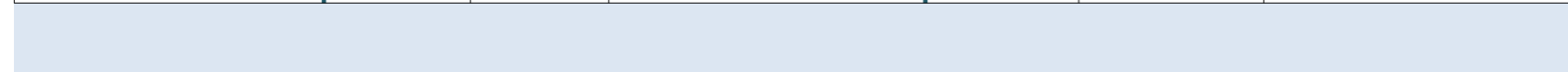
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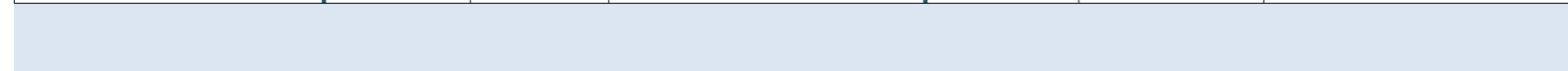
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| | Yes | 1 | Refer to "Making it easier for women to launch and grow businesses in emerging markets" section in http://corporate.walmart.com/2016grr/creating-economic-opportunity/growing-suppliers-local-manufacturing-and-small-business | No | 0 |
| | No | 0 | | No | 0 |
| | No | 0 | | No | 0 |



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|--|-----|---|---|----|---|
| | Yes | 1 | http://corporate.walmart.com/2017grr/opportunity/supporting-local-diverse-and-small-businesses | No | 0 |
| | Yes | 1 | http://corporate.walmart.com/2017grr/opportunity/supporting-local-diverse-and-small-businesses | No | 0 |
| | No | 0 | | No | 0 |



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| World Banana Forum Multi-stakeholder strategy meeting on Gender Equity in the Banana Industry http://www.fao.org/world-banana-forum/wbf3/gender/en/ | Yes | 1 | http://corporate.walmart.com/2017grr/opportunity/increasing-economic-mobility-and-inclusion | No | 0 |
| Our approach to Human | No | 0 | | No | 0 |
| | No | 0 | | No | 0 |
| | | | | | |
| | Yes | 1 | https://corporate.walmart.com/global-responsibility/womens-economic-empowerment/women-in-factories-training-program https://corporate.walmart.com/womensempowerment/sourcing/international-sourcing | No | 0 |
| | No | 0 | | No | 0 |
| | Yes | 1 | http://corporate.walmart.com/_news_/news-archive/2011/09/14/walmart-launches-global-womens-economic-empowerment-initiative | No | 0 |
| | | 6 | | | 0 |

Version 1.1: Published 21 June 2020
This is the first publication of Oxfam

Overview of assessment process

Our expert assessors, Oxfam staff and external experts have developed frameworks, codes of conduct etc. T1 discussion and feedback, with necessary adjustments.

The assessments were conducted in a 12-month period with companies. The final cut-off date for data collection and weblinks may no longer be active. Rewe and Rewe are an exception, with the assessments conducted in 2019.

Structure of the assessment tool:

Under each of the four themes there are four indicators. T1 should be easier to achieve than T1.

Approach to assessing parent and subsidiary companies

The assessment applies to the food and drink whole company (parent and food retailers).

Scope of the assessment:

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

The focus of the assessments is on the food and drink supply chain.

Alignment with existing standard:

In developing these indicators, Oxfam has drawn on existing standards (Behind the Brands Scorecard, Oxfam Benchmark, KnowTheChain, OECD Sustainability Reporting Standards). We have also included best practice.

Further information on the methodology

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) |
| Pay Ratio |
| Small-scale farmer |
| Supply chain |

| |
|---------------------------------|
| Systematically |
| Trade union |
| Unfair Trading Practices |

Oxfam's Supermarkets Scorecard Methodology Notes

018

's methodology and assessments for its Supermarkets Scorecard.

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

n September 2017. Website links provided in the reference columns were accessed during this time period, as w
t off date for assessing new public materials was 9th November 2017. Companies may subsequently have chang
ve. Any relevant changes made by the companies after 9th November will be considered in the second annual so
eir assessments having been carried out in December 2017.

are up to eight indicators. Each indicator has three sub-indicators which represent increasing levels of challeng
.3 (though Oxfam considers all the indicators to be achievable).

and subsidiary companies:

retailing operations of the company as a whole; where parent companies and subsidiaries are covered by the as
tailing subsidiaries) will merit a full point. On certain indicators, where a policy applies only to a subsidiary compa

own-brand products. Food retailers may work in collaboration with the brands that supply them to bring about m
pply chains are treated, for instance by giving preference to and commercially rewarding those brands which dem

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

S:
m has reviewed existing standards and methodologies and sought alignment where possible. Relevant document
m's Steps Towards a Living Wage report, the UN Guiding Principles (on Business and Human Rights) Reporting
-FAO Guidelines on Due Diligence, ETI Human Rights Due Diligence Framework and GRI G4 (NB GRI G4 has r
. This assessment tool will be reviewed against the new standards before the second round of assessments to er

logy of 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 partic
recognises that food retailing companies sourcing such certified products are making a good start in committing
they will go beyond this first step and seek ways to ensure that their own purchasing practices support and enha
with workers and producers.

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

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

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

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

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

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

- affected by conflicts or considered as high-risk areas

- considered as weak governance areas

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

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

- where tenure rights are weakly defined or contested

- where communities face food insecurity or water shortages

- affected by environmental degradation or defined as protected areas.

- Red flag products

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

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

- Red flag business partners

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

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

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

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

See also ETI's Human Rights Due Diligence Framework: [http://www.ethicaltrade.org/resources/human-rights-du](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 and production, have 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 issues.

This refers to the phenomenon of people being in employment yet still experiencing poverty because their wages do not meet 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 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: housing, clothing, medical expenses, education expenses, household bills and utilities, recreation, essential care costs (childcare, elderly care, emergencies).

Oxfam defines credible MSIs in this context as those which fully or partially meet - or are making progress towards - the following criteria:

1. Aim to secure and advance the rights of female and male workers / female and male small-scale producers
2. Provide meaningful involvement for female and male workers and local labour unions (for Workers theme) / small-scale producers (for Small-scale producers theme).
3. Involve local unions (as confirmed by IUF for those MSIs concerned with labour rights) / small scale producer organisations
4. Are transparent about their goals (including public policy influencing agenda), achieved impacts, membership, and financials
5. Effectively address sourcing practices as part of their strategy (i.e. go beyond mere convening)
6. Build in mechanisms that ensure the accountability of stakeholders
7. Provide effective internal grievance mechanisms for female and male workers / female and male small-scale producers
8. Call for access to remedy through effective grievance mechanisms and measures that facilitate dispute settlement

In this context, Oxfam follows the GRI G4* guidance on what should be included in pay ratio calculations:

"Depending on the organization's remuneration policy and availability of data, the following components may be included:

- Base salary: guaranteed, short term, non-variable cash compensation
- Cash compensation: sum of base salary + cash allowances + bonuses + commissions + cash profit-sharing + other cash compensation
- Direct compensation: sum of total cash compensation + total fair value of all annual long-term incentives (such as restricted stock shares or units, performance stock shares or units, phantom stock shares, stock appreciation rights, and long-term incentive plans)

<https://g4.globalreporting.org/general-standard-disclosures/governance-and-ethics/governance/remuneration-and-compensation>

*GRI G4 was superseded by the GRI Sustainability Reporting Guidelines on July 1st 2017 - after the Oxfam assessment of two of assessments, Oxfam will revise the tool to ensure it is in line with the new GRI guidelines.

This refers to small-scale farmers, small-scale fishermen and women, and other food producers within the supply chain. Small-scale producers typically engage in farming, fishing etc as a business, combining family labour with hired labour.

For more information see IFAD (2007), quoted in Fraser, A. (2009) p.8 (Fraser, A. (2009) 'Harnessing Agriculture for Growth', Oxfam International, <http://www.oxfam.org/sites/www.oxfam.org/files/bp-harnessing-agriculture-250909.pdf>) and OECD (2011) p.15 (Wegner, L. and Zwart, G. (2011) 'Who Will Feed the World? The production challenge', Oxfam International, <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 food material/ingredient or product line from a particular country e.g. Strawberries from Morocco or bananas from Costa Rica (other countries would not be counted as a single supply chain).

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

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

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

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

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

See also Fairtrade Advocacy Office's "Who's Got the Power" report, pages 33-37 for a comprehensive list of Unfair Trading Practices (UTPs) http://fairtrade-advocacy.org/images/Whos_got_the_power-full_report.pdf and the Joint ETI-ILO Global Survey of Unfair Trading Practices: an overview of the kinds of purchasing practices that can negatively affect working conditions, <http://ilo.org/travail/in>