



## Workers' Rights Recommendations for Food Retailers:

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

	High-level Commitment	Know and show risks for workers' rights	Act in own supply chain	Act beyond supply chain
<b>Adopt a Human Rights Due Diligence Approach</b>	<ul style="list-style-type: none"> <li>➤ Commit to publish by the end of 2021, the <b>company's labour and human rights policy</b> that is aligned with relevant ILO Conventions/Recommendations and national labour laws, including zero-tolerance of inaction on forced and child labour.</li> <li>➤ Commit to the <b>UN Women's Empowerment Principles</b>.</li> <li>➤ Commit to disclose, by the end of 2021, <b>senior executive</b> who holds operational responsibility for human, labour rights and remedy in the company's supply chains and <b>committee</b> that has oversight.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to carry out by the end of 2022, a <b>Human Rights Due Diligence assessment</b> (aligned with the UN Guiding Principles on Business and Human Rights and/or OECD Guidance) to map significant risks in supply chains.</li> <li>➤ Based on the findings of HRDD conducted, commit to conduct and publish by the end of 2022, a <b>Human Rights Impact Assessment</b> for at least 3 high-risk food products (based on meaningful consultation with relevant stakeholders) and to conduct and publish at least 3 HRIAs annually for the following 3 years.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to publish a <b>three-year action plan to address human rights risks</b> by the end 2024 for all high-risk food products following meaningful consultation with trade unions and civil society organizations (<i>ref. to accompanied guidance for a full list of expected details of the action plan</i>).</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to <b>join and actively participate in effective and inclusive multi-stakeholder initiatives (MSIs)</b> which effectively address labour issues in high-risk supply chains.</li> </ul>



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	<b>High-level Commitment</b>	<b>Know and show risks for workers' rights</b>	<b>Act in own supply chain</b>	<b>Act beyond supply chain</b>
<b>Prevent Human Rights Harms in Supply Chains</b>	<ul style="list-style-type: none"> <li>➤ Commit to disclose the company's <b>gender pay gap by the end of 2021</b> and publish a gender policy by the end of June 2022 to address this and other gaps in gender equality.</li> <li>➤ Commit to publish by the end of 2021, the company's <b>buyer incentive policy</b> – to incentivise buyers to respect human/ labour rights in supply chains.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to publish by the end of 2023, <b>all first and second tier food suppliers</b> on website and update regularly.</li> <li>➤ Commit to ensure <b>effective grievance mechanisms in line with UNGPs</b> are available for all supply chains by the end of 2023 and report on outcomes.</li> <li>➤ Commit to <b>publish the gender ratio of male/female workers and their median wage at each production site-level location</b> for three high-risk food products, identified through the Human Rights Due Diligence assessment by the end of 2022.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to <b>guarantee regular, meaningful and constructive engagement with trade unions</b>. By the end of 2021, publish a statement/policy of strict neutrality in relation to workers organising, both in the company's own operations as with suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to <b>reform or pull out of trade associations/chamber of commerce which lobby against labour rights and freedoms</b> by 2022, and report on outcomes and/or progress of the reform.</li> </ul>



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	<b>High-level Commitment</b>	<b>Know and show risks for workers' rights</b>	<b>Act in own supply chain</b>	<b>Act beyond supply chain</b>
<b>Achieve Positive Social Impacts for Stakeholders</b>	<ul style="list-style-type: none"> <li>➤ Commit to disclose annually by the end of 2021, the company's <b>pay ratio between CEO and median pay</b> and the <b>direct economic value generated and distributed</b>.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to <b>systematically track and publish the gender ratio of workers in the company's supply chains for 3 high-risk products by 2022</b>— and for all products by 2027 to show whether women are moving into higher level positions.</li> <li>➤ Commit to <b>estimate and publish by 2022, the labour share of value</b> for the lowest paid workers at each stage of the supply chain for at least 3 high-risk supply chains.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to publish an action plan by the end 2022 to <b>prioritise suppliers that give greater voice, power and value to workers and farmers</b>, through the ownership and governance structure of their business.</li> <li>➤ Commit to <b>achieve a living wage in at least 3 high-human-rights-risk sectors</b> by the end of 2022. Commit to <b>publish progress on advancing living wages annually</b>.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Commit to <b>ongoing advocacy with governments and to publish by 2022 an advocacy policy</b> to promote labour rights protections based on relevant ILO Conventions and Recommendations.</li> </ul>