

Our policy on:

# Human Rights

**Policy Applicable:** All Grades and Divisions – operations and supply chain

**Policy Owners:** Company HR Director

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**Version:** 2.0

## In a nutshell

Our customers want to be confident that the people who make, grow or sell our products are not being exploited or exposed to infringements on their human rights. Although the primary duty to protect human rights sits with national governments, we fully recognise our responsibility as a company to respect human rights throughout all our operations.



## Key Points

- Our principles that we adhere to in order to meet our obligations in respecting human rights throughout our business and supply chains
- Our commitments that cover all aspects of our business; our colleagues, customers and suppliers

## Quick Links

### Equality, Diversity & Inclusion Policy

The policy provides guidance to ensure diversity is valued and everyone is treated fairly and feels included.

### Fair Treatment Policy

This policy provides guidance on how we can support you if you have a complaint, concern or issue at work.

## Our Principles

Our vision	To be the most trusted retailer where people love to work and shop, which includes treating people fairly wherever they are in our business and supply chains.
Our duty	We understand our duty to respect human rights and this policy is developed in line with the International Bill of Human Rights, UN Guiding Principles on Business and Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, acknowledging that our business has a greater impact on particular human rights.
Zero tolerance	We do not tolerate any form of human rights abuse within our company or supply chains. We have policies and processes in place to avoid causing or contributing to adverse human rights impacts through our activities and are committed to addressing such impacts if they occur.
Continuous review	Our key policies and priority areas relating to human rights are outlined below and we reserve the right to amend and update these as our understanding of the human rights impacts of our business operations changes and grows.
Due diligence	Through our due diligence processes, we seek to identify, prevent or mitigate adverse human rights risks that are linked to our operations, products or services and deal with any adverse impacts caused.

## Our Commitments

As well as our key principles we also have a number of commitments to support us in achieving our vision. This section outlines what those commitments are.

Respect for human rights, decent work and diversity in our operations and supply chains is important to us. We are committed to uphold and respect the:

- United Nations (UN) declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- ILO Core Conventions

As part of our vision to be the most inclusive retailer and our commitment to diversity, we have signed up to the UN Women's Empowerment Principles that promote gender equality and women's empowerment as well as the 30% Club, Women in Finance Charter and are a diversity Champion with Stonewall.

We will publish progress against these key frameworks on annual basis. We encourage our suppliers to sign up to these commitments (please see our [Sustainable Sourcing Policy](#)) for their operations and supply base and other key value chain actors including indigenous peoples and rural communities. This includes carrying out human rights impact assessments, publishing key findings and action plans. It also includes complaints and disputes being resolved and human rights violations remediated through a transparent, accountable and agreeable dispute resolution process and publishing key gender and gender pay gap data.

Our human right commitments to colleagues, customers and suppliers is outlined below.

Colleagues	<p>We aim to be the most inclusive retailer and create a working environment where everyone feels valued, respected, is treated fairly and where colleagues can be the best they can be. We have a zero-tolerance policy on discrimination, harassment, bullying and victimisation.</p> <p>We have a range of people policies which protect our colleagues’ human rights, including, but not limited to: equality, diversity and inclusion, fair treatment, holidays, working time, pensions and health and safety. Many of our policies go beyond the minimum outlined in international human rights law such as our carers and colleague recognition policies.</p>
Customers	<p>Our commitment extends to our customers as we develop new products and services that meet diverse needs and create a shopping environment where people with different needs feel valued and respected, whether they are families with children, people with disabilities or carers regardless of their age, first language, religious beliefs, gender, sexuality or other circumstances.</p>
Suppliers	<p>We are founding members of the Ethical Trading Initiative (ETI) and require all our food and Sainsbury’s Argos suppliers to meet our Code of Conduct for Ethical Trade which is based on the ETI Base Code. This Code of Conduct outlines respect for the human rights of workers in our supply chains including, but not limited to, protections around working hours, health and safety, discrimination, forced labour, child labour and wages.</p> <p>This Code of Conduct should be adopted as a minimum standard and we expect to see suppliers’ performance continuously improving.</p>
Slavery & Human Trafficking	<p>We are committed to identifying vulnerable workers and will not tolerate any form of slavery or servitude within our business or supply chain. Recognising that excessive levels of worker indebtedness, caused by high recruitment fees, is one of the most common forms of modern slavery within our company’s sphere of influence, we have committed to the Consumer Goods Forum’s (CGF) Forced Labour Priority Industry Principles which include: every worker should have freedom of movement, no worker should pay for a job and no worker should be indebted or coerced to work.</p> <p>Suppliers are required to demonstrate compliance with the UK Modern Slavery Act 2015 through our contractual terms and provide Sainsbury’s with information on their actions, including risk assessment, mitigation and training.</p>

## Supply Chain: Collaboration

We recognise we cannot tackle severe human rights abuse in our supply chains alone, which is why we work with a wide range of stakeholders to achieve positive impact for workers. More information on these initiatives and our general approach to ethical trade can be found in the links under 'extra information'

### Extra Information

#### **Ethical trading**

<https://www.about.sainsburys.co.uk/suppliers/ethical-trading>

#### **Standing up to modern slavery**

[https://www.about.sainsburys.co.uk/~/\\_media/Files/S/Sainsburys/Sainsburys%20Modern%20Slavery%20Statement%202018-19.pdf](https://www.about.sainsburys.co.uk/~/_media/Files/S/Sainsburys/Sainsburys%20Modern%20Slavery%20Statement%202018-19.pdf)