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[Our approach to human rights](#)

At Sainsburys we are committed to championing human rights. We believe workers across our business and supply chain should be paid fairly and protected from exploitation, unsafe working conditions and human rights abuses. Exploitation of workers is a global issue. 50 million people around the world are living in modern slavery. It is crucial that we all do what we can to prevent exploitation.

We work to make sure everyone we collaborate with wherever they are in our operations or supply chains is treated with respect and paid fairly. To do this we are addressing human rights issues across our supply chains including, modern slavery, child labour, unfair pay and unsafe working conditions.

We are committed to respecting human rights across our value chain to ensure the people who make or grow our products are not being exploited or exposed to unsafe working conditions - and ensure our businesses' transition to Net Zero is just and equitable for the communities we source from

Our human rights strategy is built on embedding effective due diligence across all business units, guided by a clear action plan, governance framework and KPIs. We set out our expectations through our Group-wide Ethical Sourcing Policy, which applies to all suppliers and is grounded in internationally recognised standards including the ETI Base Code, ILO core conventions and the Universal Declaration of Human Rights. These standards are communicated to suppliers and monitored through self-assessments, independent audits, and direct engagement with workers and stakeholders.

We recognise the limitations of audits and the importance of putting people at the centre of solutions. That's why we invest in human rights impact assessments (HRIAs) and worker voice programmes to hear directly

from rightsholders and vulnerable groups. We collect gender-disaggregated and migrant worker data to ensure our strategies reflect the needs of those most at risk, and we're strengthening access to effective grievance mechanisms and remediation to uphold workers' rights.

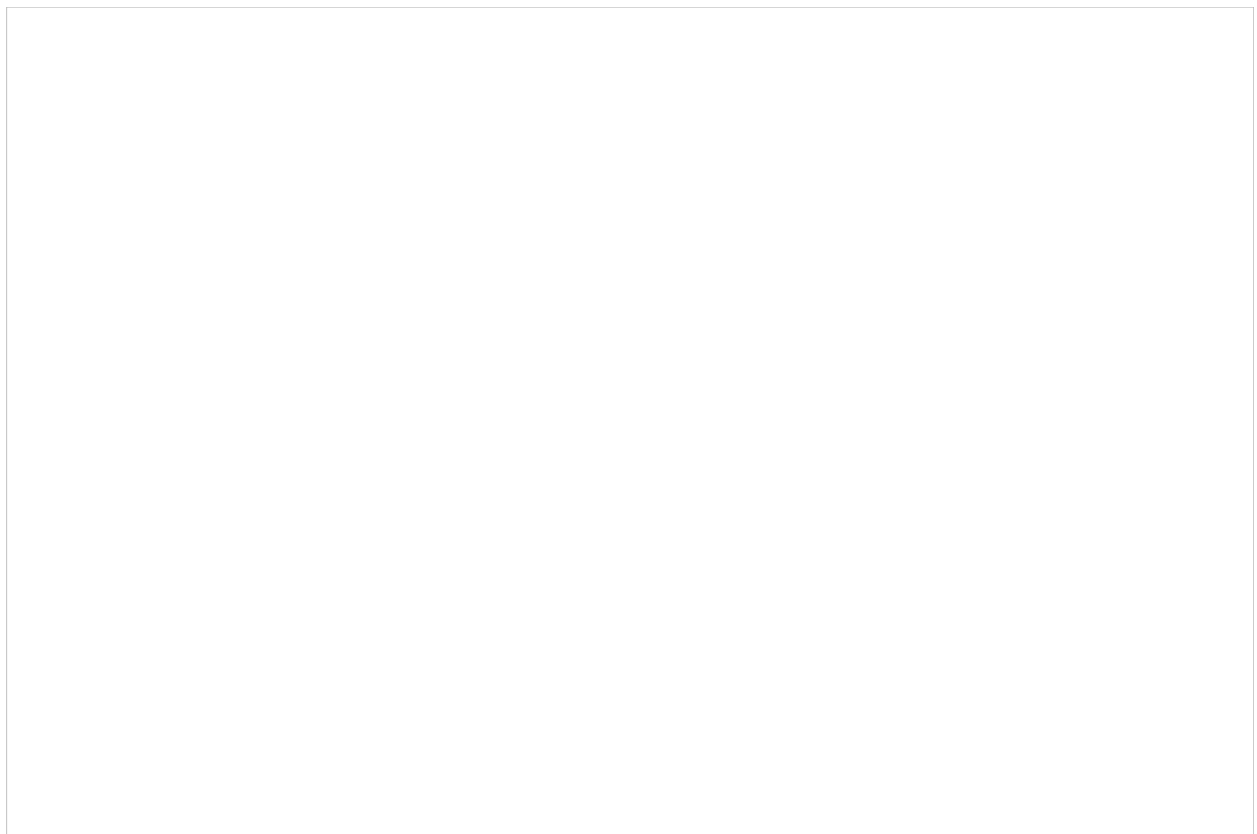
We're also integrating human rights into our Climate Transition Plan, conducting saliency assessments to identify risks in high-priority raw materials and countries, and implementing targeted management and remediation for high-risk issues.

Traceability and transparency

We source thousands of products from the UK and around the world, and having visibility across our supply chain from raw materials to manufacturing and transport is essential to identifying and addressing risks to people and the planet. We are mapping beyond our tier 1 suppliers, prioritising areas with the greatest risk, informed by social and environmental risk analysis of key raw materials.

We collect detailed data on supplier site locations, workforce size, gender and migrant worker representation, and the presence of worker representation mechanisms such as trade unions or worker committees. This helps us better understand where vulnerabilities exist and how to respond effectively.

Transparency is central to our commitment to being the most trusted retailer. We are open about where we source from, the challenges we face, and the actions we take to prevent harm. Publishing our sourcing sites also empowers workers to advocate for their rights and alert us to issues, enabling us to work with peers and civil society to deliver remedy. To further strengthen transparency, we are refreshing our site lists across all business areas.

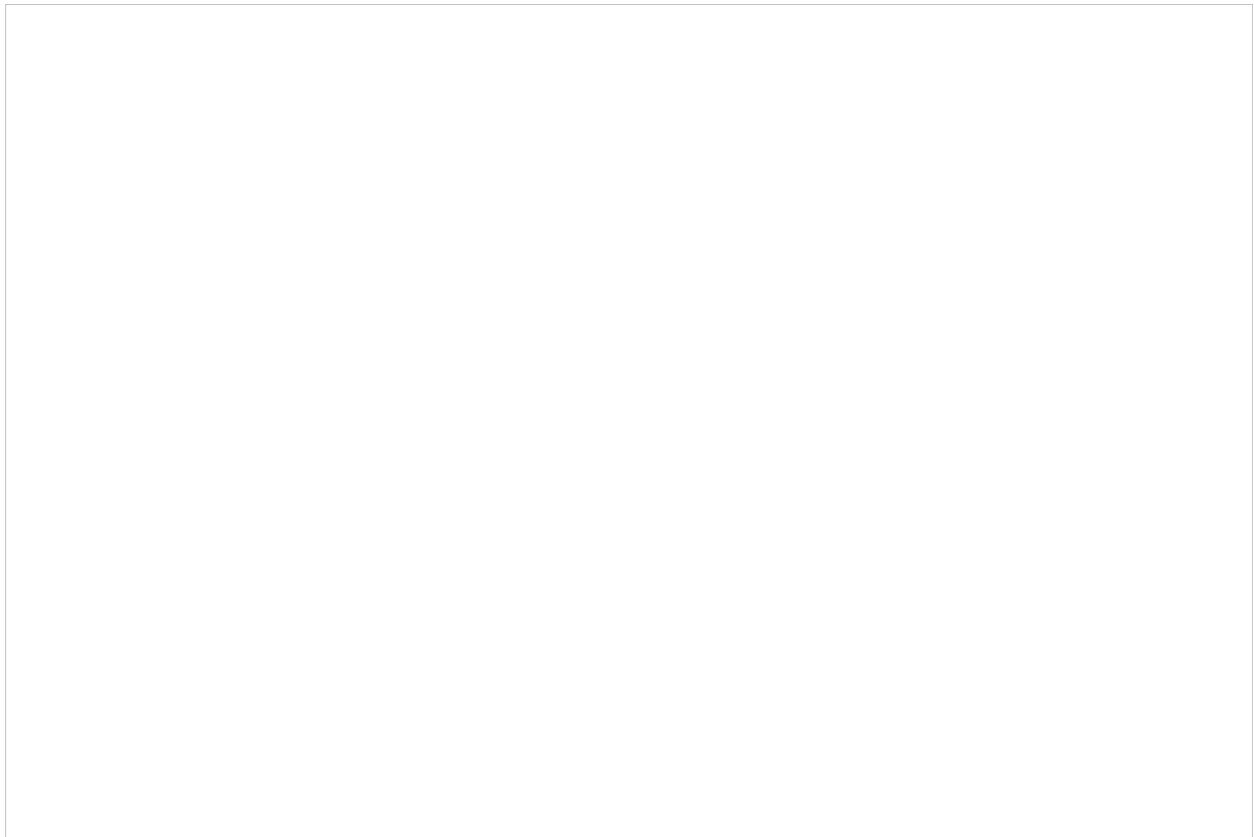


We are embedding human rights into the way we buy, source and manage supplier relationships. This includes integrating our human rights standards into all high-risk tenders and value chain assessments, and

supporting the Supply Chain Resilience strategy across commercial categories. We deliver targeted training for commercial teams—particularly in high-risk sectors and are implementing findings from the UK Produce EPP feasibility study to strengthen our approach.

We are committed to building long-term, stable and fair relationships with our suppliers. This is essential not only for delivering high-quality products to customers, but also for meeting our human rights responsibilities and supporting suppliers to do the same. We recognise that purchasing practices such as how we select suppliers, negotiate terms, and manage ongoing relationships can directly influence working conditions and wages. That's why we prioritise fair payment terms, accurate volume forecasting, and adequate lead times.

We pride ourselves on strong supplier relationships and a collaborative approach to addressing concerns. We support suppliers to improve their practices and seek to reward those who demonstrate leadership in protecting people. To ensure we're continuously improving, we gather anonymous feedback through the annual Advantage Survey, helping us understand how our practices are experienced and where we can do better.



We support targeted, on-the-ground programmes to address salient human rights risks in high-priority supply chains. This includes resilience-building initiatives with Fairtrade in tea, coffee and bananas, the delivery of human rights commitments, and the implementation of grievance mechanisms and targeted interventions across Tier 1 sites, UK produce, and garment supply chains.

In supply chains where risks are more acute or specific challenges have been identified, we invest in programmes that tackle root causes. We are a founding member of ACT, a ground-breaking agreement between global brands, retailers and trade unions working to achieve living wages in the garment sector. We've also co-developed a collaborative action plan to address gender-based violence in our East African tea supply chain, and we co-fund the Seasonal Workers Scheme taskforce to help protect temporary workers in the UK.

Putting people at the centre of solutions

We believe that effective worker representation and access to remedy are essential to building resilient supply chains and protecting rights. We support freedom of association and promote the role of trade unions and democratically elected worker committees in improving workplace conditions. These structures help prevent risks such as health and safety violations and enable progress on issues like living wages through collective bargaining.

As a founding member of the Ethical Trading Initiative (ETI), we work with trade unions, NGOs and industry peers to engage directly with impacted stakeholders. Since 2014, we've participated in key ETI working groups to advance social dialogue and worker voice. Recognising the limitations of audits, we are investing in worker voice programmes to hear directly from workers about the challenges they face. We also prioritise the inclusion of vulnerable groups such as women and migrant workers so that solutions are informed by those most affected.



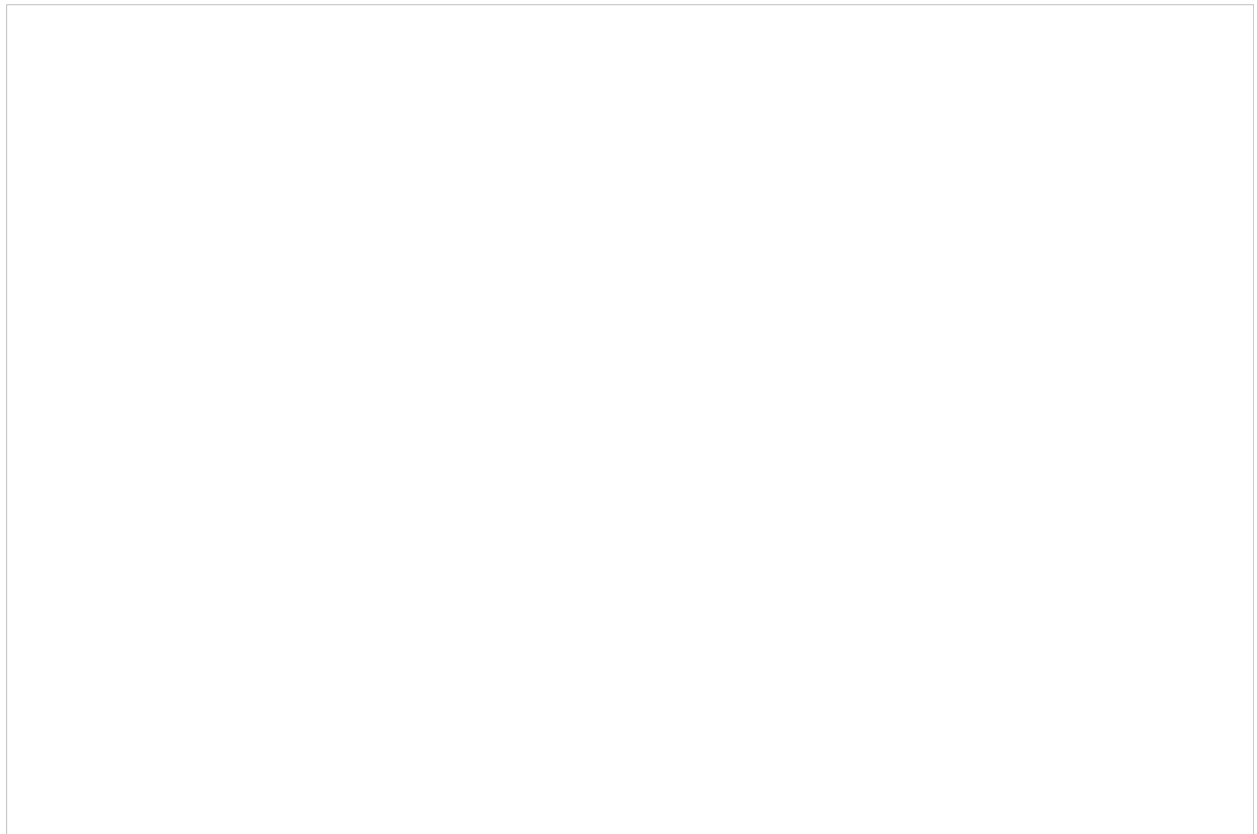
As a leading retailer, we use our voice to advocate for stronger human rights protections across the industry. We champion the adoption and implementation of the UN Guiding Principles on Business and Human Rights and call for more workers to be covered by core international labour conventions. We support the introduction and enforcement of regulation that enables meaningful change and share our learnings to help raise standards across the sector and supply chains.

We comply with the UK Modern Slavery Act, reporting annually on the steps we take to identify, prevent and remediate modern slavery and human trafficking in our business and supply chains. Our due diligence programme encourages transparency and includes mechanisms for suppliers to raise concerns directly. When issues are identified, we work with colleagues, suppliers, workers and independent experts to investigate and

deliver lasting solutions.

We also provide training, guidance and support to colleagues and suppliers to raise awareness of human rights risks and build capability to identify and address them. Our approach is grounded in international best practice and informed by ongoing engagement with stakeholders.

We know that lasting change requires collaboration across industry and government, and with NGOs and trade unions. We work with the trade union confederations IndustriALL and International Transport Workers Federation (ITF), and are advancing strategic partnerships with organisations including Fairtrade, the Ethical Trading Initiative (ETI), the Seasonal Workers Scheme Taskforce (SWSTF), the Global Commission on Modern Slavery, and FNET. Together, we aim to influence industry standards and address the most pressing risks to people in global supply chains.



Guided by the UN Guiding Principles for Business and Human Rights (UNGPs), our strategy is centred on our most salient human rights risks. This means that our business prioritises and focuses efforts on where we can have the most positive impact on the people who support our business.

Discrimination



Forced labour



Grievance mechanism



Safe and healthy working environment



Sustainable livelihoods



Working in collaboration

The global challenges we face require collective action; we cannot solve these on our own.

We are committed to working with credible experts to better understand the risks people in our value chain face, and to determine how best these risks and impacts can be mitigated and remediated.

We know that labour and human rights risks are systemic and require collective action based on an understanding of root causes. To make progress on issues such as pay and working conditions, we need to collaborate and work pre-competitively with peers to raise standards and to use our collective leverage to advocate for change, including with governments, standards -setters and certification schemes.

We do much of our work to address labour rights issues in high-risk supply chains by working with other organisations in multi-stakeholder initiatives. We are a founding member of the Ethical Trade Initiative (ETI) and participate in many of its working groups alongside trade unions, non-governmental organisations and other consumer goods businesses.

We are founding members of the Modern Slavery Intelligence Network (MSIN), a non-profit collaboration of UK food and agriculture sectors. MSIN's objective is to share intelligence to disrupt modern slavery across the food supply chain, generate new insights and protect those vulnerable to labour exploitation in the sector. We shared learnings on the BBC investigation on Slavery on the High Street and how MSIN could support the earlier detection of issues and remediation to victims. We will continue working with MSIN and look forward to taking an active role in intelligence sharing in the future.

Industry collaboration helps to align and streamline information and standards that businesses require from their supply chains. Such collaboration also helps by reducing duplication and sharing insight and intelligence on shared risks, which maximizes our collective efforts and resources.

Case study

This year, we continued to collaborate with our partner Fairtrade, our banana supplier Fyffes and the Sustainable Trade Initiative (IDH) to improve workers' wages in our banana supply chains. Our action to commit to contributing to higher wages for banana plantation workers was made three years ahead of the industry's commitment deadline of 2027. Sainsbury's pays a premium above the cost of every box of bananas, which contributes to fairer wages for those who grow Fairtrade bananas to improve their livelihoods and financial security. The premium is also invested in sustainable farm practices. In addition, we have given suppliers added stability and financial security by moving to longer term contracts.

Case study

In 2023 we established a strategic research partnership with the University of Nottingham's Rights Lab, the world's largest group of modern slavery researchers, to work collaboratively to understand and address the human rights risks in our supply chains.

Our strategic plan focused on eight areas, including our human rights advocacy approach. Led by the former UK Independent Anti-Slavery Commissioner Dame Sara Thornton, we developed our advocacy strategy, identifying a number of priority advocacy topics such as the development of the Fair Work Agency (FWA) and the effective evolution of the UK Seasonal Worker Scheme (SWS). Since crystallising our strategy, we have attended a number of parliamentary events and engaged with key stakeholders to support the call for improved regulation and enforcement.

Additionally, we are working with the Rights Lab to analyse the impact of climate change and nature loss on UK food retail supply chains. The research will also look at how retailers' climate transition plans could affect supply chain workers' human rights and will produce recommendations on how to address these risks, using

Just Transition principles. The report will be available to the public to support knowledge-sharing and collaboration.

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