

Loblaw Companies Ltd.

TICKER
 TSE:L

MARKET CAPITALIZATION
 US\$19 billion

HEADQUARTERS
 Canada

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

TARGETS

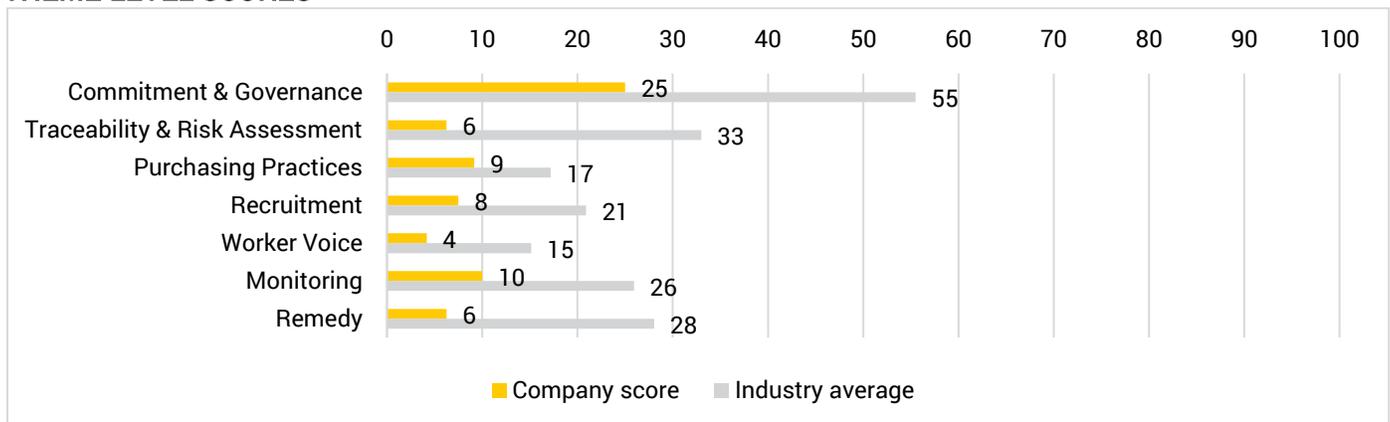
None

OVERALL RANKING
35 out of 43

(2018 Rank: 29 out of 38)

OVERALL SCORE
10 out of 100
SUMMARY

Loblaw Companies Ltd. (Loblaw), Canada's biggest food retailer,¹ ranks 35th out of 43 companies and discloses less information on its forced labor policies and practices than its peers. Since 2018, the company does not seem to have taken additional steps to strengthen its performance and disclosure. As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, the company's score has decreased by six points. The company's score is based on its disclosure of a supplier code of conduct that prohibits forced labor, some information on board-level oversight of its policies, supply chain traceability and the use of certifications for some commodities, and supplier monitoring. The company is encouraged to improve on the themes of Commitment & Governance, Traceability & Risk Assessment, and Worker Voice.

THEME-LEVEL SCORES


Research conducted through February 2020 or through May 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

KEY DATA POINTS**SUPPLIER LIST**

No

NO-FEE POLICY

No

SUPPORTS FREEDOM OF ASSOCIATION

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK COMMODITIESChile peppers, fish, palm oil, and others²**ADDRESSES FORCED LABOR RISKS RELATED TO THIRD-PARTY PRODUCTS**

No

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: The company discloses its supplier code of conduct, which prohibits forced labor. It reports that the environmental health and safety committee of its board of directors is responsible for overseeing its supply chain standards.

Recruitment: The company's supplier code of conduct prohibits the retention of workers' identification documents, stating that "workers must not be required to deposit funds or personal documents as a condition of their employment."

Monitoring: Loblaw states that it monitors compliance with its supplier code, including through audits. It states that audits include site visits and incorporate interviews with workers.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for the implementation of its supply chain policies and programs relevant to human trafficking and forced labor, and to train its staff and suppliers on such policies. The company may further consider engaging with relevant stakeholders on forced labor. This may include engagement with policy makers, worker rights organizations, or local NGOs in countries in which its suppliers operate, as well as active participation in one or more pertinent multi-stakeholder or industry initiatives.

Traceability & Risk Assessment: The company is encouraged to assess and disclose forced labor and human trafficking risks in different tiers of its supply chains. It is further encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers, the countries of its below-first-tier suppliers, a full list of sourcing countries of raw materials at high risk of forced labor and human trafficking, and information on its suppliers' workforce.

Worker Voice: The company is encouraged to ensure that a formal mechanism to report grievances to an impartial entity regarding labor conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organizations or labor NGOs. The company may further consider ensuring that its suppliers' workers trust the mechanism by involving workers or an independent third party in the design or performance of the mechanism.

ENGAGED WITH KNOWTHECHAIN

Yes ([Provided Additional Disclosure](#)).

¹ Statista (1 July 2020), "[Loblaw – statistics and facts](#)."

² The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor](#)."