

The Kroger Company

TICKER
NYSE:KR

MARKET CAPITALIZATION
US\$27 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Yes

TARGETS

None

OVERALL RANKING

25 out of 43

([2018 Rank](#): 16 out of 38)

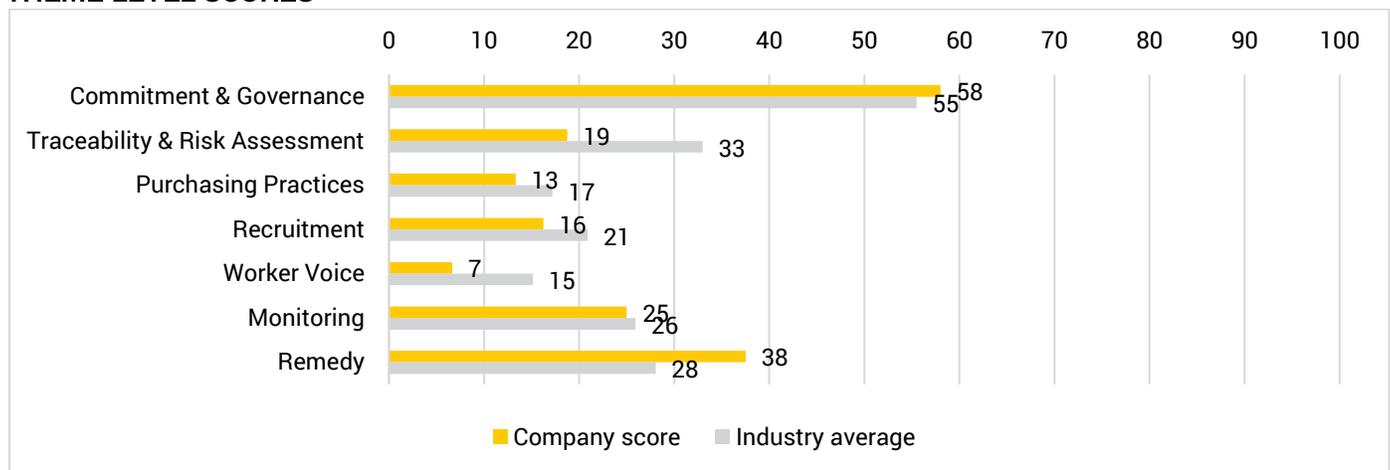
OVERALL SCORE

25 out of 100

SUMMARY

The Kroger Company (Kroger), the largest supermarket chain in the US,¹ ranks 25th out of 43 companies, disclosing about the same amount of information on its forced labor policies and practices as its peers. Since 2018, the company does not seem to have taken additional steps to improve 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 nine points. The company scores higher than average on the themes of Commitment & Governance and Remedy and lower than average on all remaining themes. It is encouraged to improve on the themes of Purchasing Practices, Recruitment, 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

SUPPORTS FREEDOM OF ASSOCIATION

No

HIGH-RISK COMMODITIESCorn, shrimp, wheat, and others²**NO-FEE POLICY**

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

ADDRESSES FORCED LABOR RISKS RELATED TO THIRD-PARTY PRODUCTS

Yes

LEADING PRACTICES

None.

NOTABLE FINDINGS

Management and Accountability: Kroger discloses that its chief ethics and compliance officer is responsible for social compliance in its supply chains, and its ethics and compliance team is responsible for monitoring supplier compliance with its supplier code of conduct. It states that the social responsibility compliance team monitors “social risks” among suppliers, including the code. It discloses the members of its executive staff who have oversight of its human rights and responsible sourcing work.

Responsible Recruitment: The company discloses that as part of its work with the Joint Committee on Responsible Labor Practices, along with other retailers, produce suppliers, and growers, it has “participated in various meetings and calls, which resulted in an Ethical Charter for Responsible Labor Practices for the industry.”

Corrective Action Plans: The company states that suppliers have a defined time to implement corrective action plans and states that its social compliance audits include training programs for each facility. It reports that it also requires on-site follow-up audits to be conducted to verify the implementation of any corrective actions.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: The company is encouraged to assess risks of forced labor at potential suppliers before entering into contracts with them. The company may further consider adopting responsible purchasing practices (such as prompt payment) and providing procurement incentives (such as price premiums or longer-term contracts) to its first-tier suppliers to encourage or reward good labor practices.

Recruitment: To avoid exploitation of migrant workers in its supply chains, the company may consider requiring that workers in its supply chains are not charged fees during any recruitment-related process.

The company is encouraged to require the employer to pay these fees ([Employer Pays Principle](#)) and, where they have been paid by its suppliers' workers, to ensure that the fees are reimbursed to the workers.

Worker Voice: To support collective worker empowerment, the company is encouraged to work with its suppliers to improve their practices regarding freedom of association and collective bargaining and to work with local or global trade unions to support freedom of association in its supply chains. Where there are regulatory constraints on freedom of association, the company may consider ensuring workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing.

ENGAGED WITH KNOWTHECHAIN

Yes ([Sent Links](#)).

¹ Statista (17 August 2020), "[Leading supermarkets in the United States in 2019, based on retail sales.](#)"

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.](#)"