

Metro Inc. (Metro)

TICKER
MRU

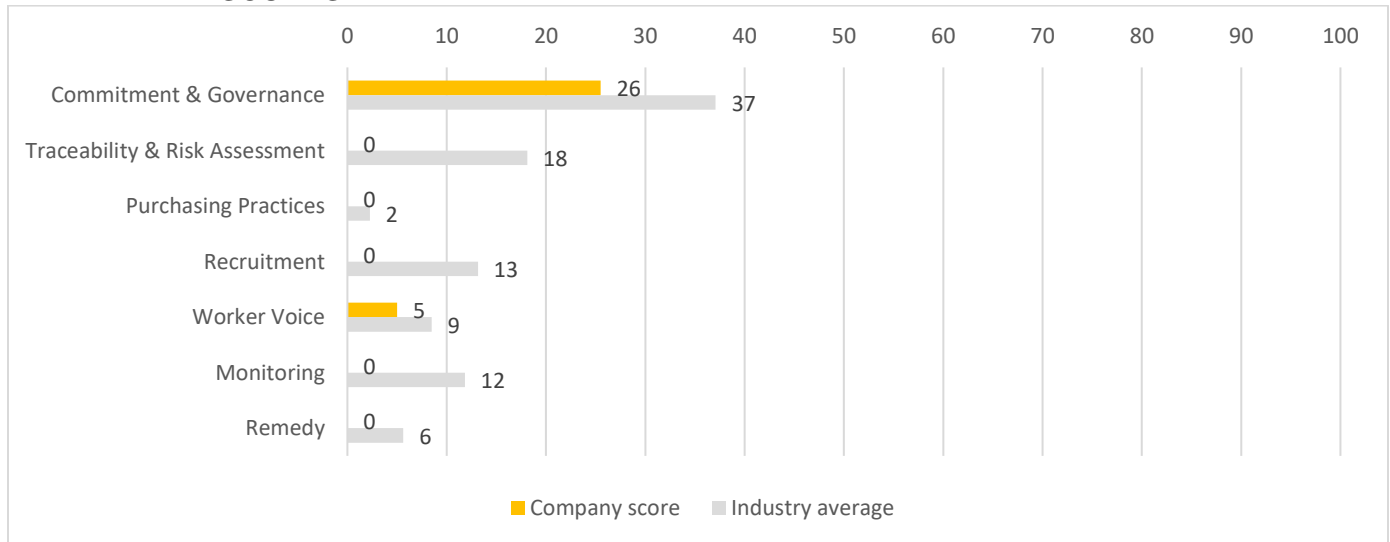
MARKET CAPITALIZATION
US\$12.9 billion

HEADQUARTERS
Canada

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: Not applicable

OVERALL RANKING
43 out of 60
OVERALL SCORE
5 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 No

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Palm oil, coffee, cocoa, shrimp and others

SUMMARY

Metro Inc. (Metro), a Canadian food retailer and third largest grocer in Canada, ranks 43 out of 60 companies. The company's score is based on its poor performance across the themes of Traceability & Risk Assessment, where it neither discloses supplier lists or a human rights risks assessment process, Worker Voice, where it does not disclose engaging with unions to support freedom of association in its supply chains. It also performs poorly on Remedy, where it discloses no information on its processes for raising and resolving grievances or remedy outcomes for workers. Furthermore, the company does not disclose its audit methodology for identifying forced labour risks in its supply chains.

It performs better on Commitment & Governance and Monitoring, disclosing some detail on the management and implementation of its supply chain policies that address forced labour.

The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Worker Voice and Monitoring.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries in which its below-first-tier suppliers operate, the countries from which it sources raw materials at high risk of forced labour, and data on the demographics of the supply chain workforce (such as the percentage of women and migrant workers). The company is further encouraged to assess forced labour risks across its supply chains and disclose the risks identified.

Worker Voice: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples covering different supply chain contexts of how it improved freedom of association and/or collective bargaining for its suppliers' workers, such as migrant workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Monitoring: The company may consider adopting and disclosing a supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and in particular using worker-driven monitoring (i.e., monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), may help the company detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as the percentage of suppliers assessed annually and a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

¹ Research conducted through January 2023 or through April 2023, 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](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 [food & beverage benchmark findings report](#).