

Aeon Co., Ltd. (Aeon)

TICKER
8267

MARKET CAPITALIZATION
US\$19.09 billion

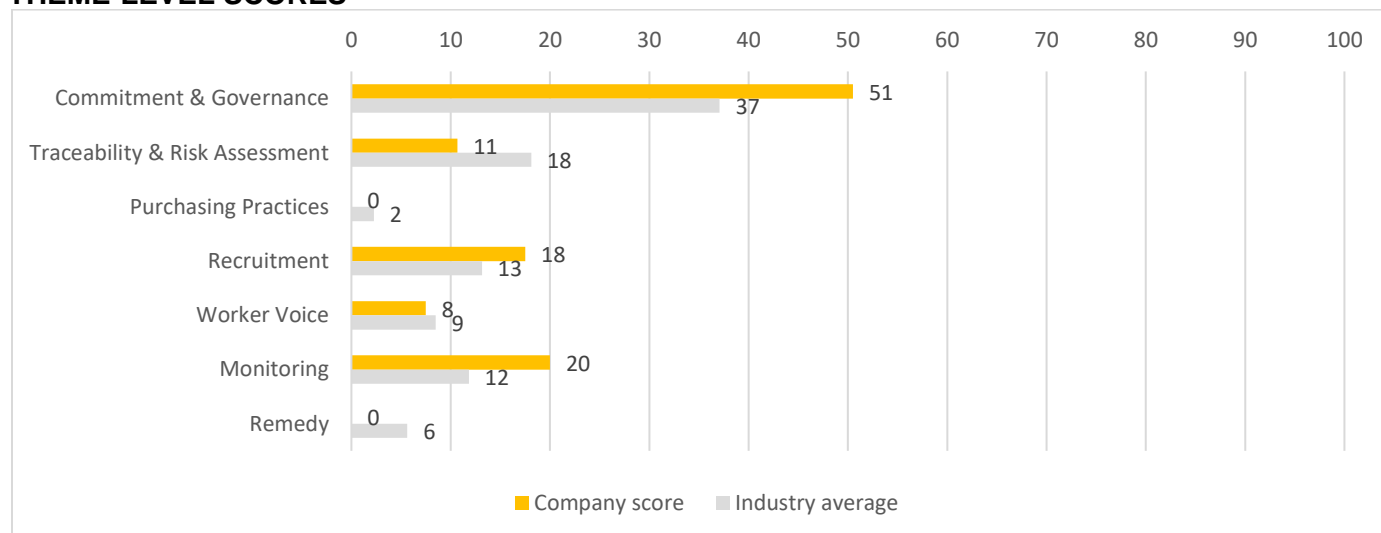
HEADQUARTERS
Japan

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: Not determined

OVERALL RANKING
21 out of 60
[2020 Rank:](#) 31 out of 43

OVERALL SCORE
17 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Palm oil, coffee, beef and others

SUMMARY

Aeon Co., Ltd. (Aeon), a Japanese retail group, ranks 21 out of 60 companies. Since 2020, the company improved on several themes, disclosing information on internal responsibility for its supply chain forced labour standards, its risk assessment process, efforts to trace labour agencies used in its supply chains, and a newly established grievance channel. However, the company did not improve across other themes. As such, its score has dropped by 1 point. The company's score is based on its stronger performance on the themes of Commitment & Governance, Recruitment, and Monitoring. The company has an opportunity to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Purchasing Practices, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers (either across high-risk commodities or across all first-tier suppliers), the names and locations of below-first-tier suppliers, the raw material sourcing countries from which it sources commodities at high risk of forced labour, as well as data on its supply chain workforce, such as the percentage of women, migrant workers, and the percentage of workers being paid a living wage.

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment. The company may further consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating responsible buying practices in its contracts with suppliers, to ensure that the responsibility for respecting human rights is shared.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers

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](#).