

Amazon.com Inc.

TICKER

NasdaqGS:AMZN

MARKET CAPITALIZATION

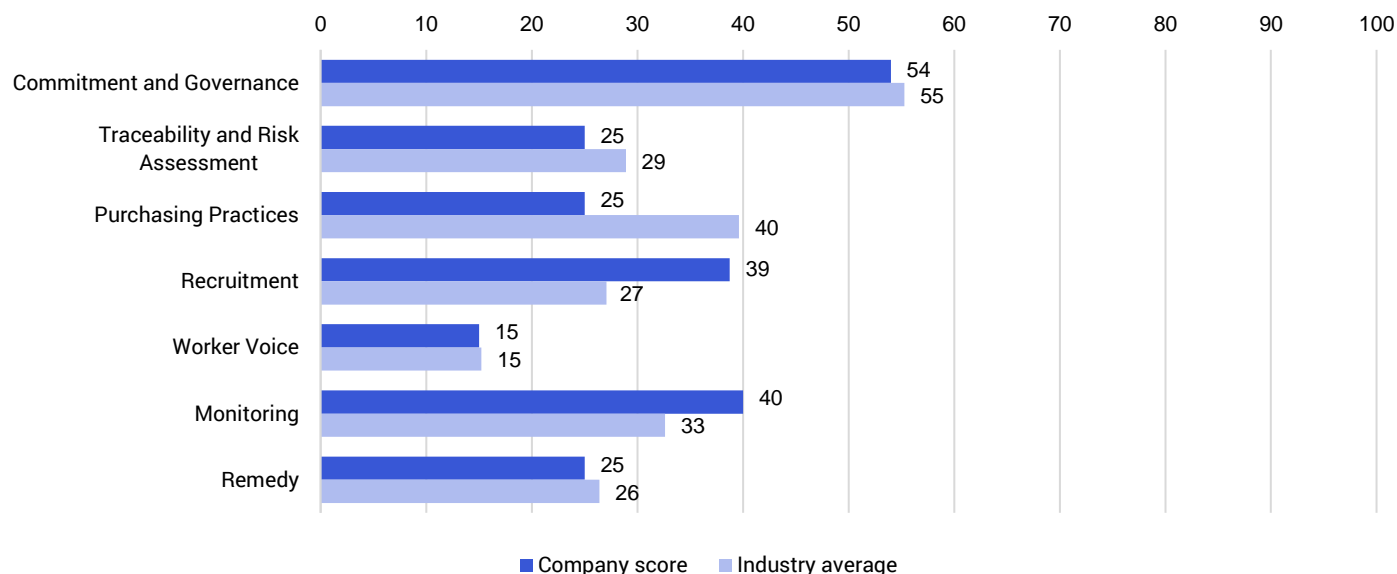
US\$669 billion

HEADQUARTERS

United States

COMPLIANCE
UK Modern Slavery Act: [Disclosure available, but not compliant](#)
California Transparency in Supply Chains Act: [None available](#)
COMMITMENTS
[No](#)
COMPANY'S OVERALL RANKING
20 out of 40
COMPANY'S OVERALL SCORE
32 out of 100
SUMMARY

Amazon.com Inc. (Amazon) ranks 20th out of 40 companies, disclosing about the same amount of information on its forced labor policies and practices as its peers, despite being the third largest company in the benchmark. It scores higher than average on the themes of recruitment and monitoring and lower than average on themes including purchasing practices. Additional steps the company could take to address forced labor risks include undertaking and disclosing the results of a risk assessment for forced labor in its supply chains, and strengthening its disclosure and practices on the themes of purchasing practices and worker voice.

THEME LEVEL SCORES


LEADING PRACTICES

None.

NOTABLE FINDINGS

Training: Amazon states that employees that manage its manufacturing supply chains receive training on its audit requirements and its Supplier Code of Conduct (which covers forced labor). It has a training program on its Supplier Code of Conduct in place for its manufacturers.

Recruitment: Amazon requires its suppliers to ensure that recruiting and staffing agencies adhere to its Supplier Code of Conduct which requires that workers are given clear, understandable contracts in a language they understand, and prohibits suppliers from requiring workers to submit their identification, passport, or work permits as a condition of employment.

Monitoring: The company discloses that it conducts a combination of announced and unannounced third-party audits on suppliers. The audits include document review, confidential worker interviews, and an inspection of all areas of the site, including living quarters.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and Risk Assessment: The company is encouraged to assess and disclose forced labor and human trafficking risks in different tiers of its supply chains.

Purchasing Practices: The company may consider taking steps to address forced labor risks in its raw materials sourcing. The company is further encouraged to adopt responsible purchasing practices (such as improving forecasting alignment or sharing purchasing plans with suppliers) and provide procurement incentives (such as increased orders or longer-term contracts) to first-tier suppliers to encourage or reward good labor practices. The company is further encouraged to assess risks of forced labor at potential suppliers before entering into contracts with them.

Worker Voice: To support collective worker empowerment, the company is encouraged to work with suppliers to improve their practices in relation to 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.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[No](#)