

# Koninklijke Ahold Delhaize N.V.

**TICKER**

ENXTAM:AD

**MARKET CAPITALIZATION**

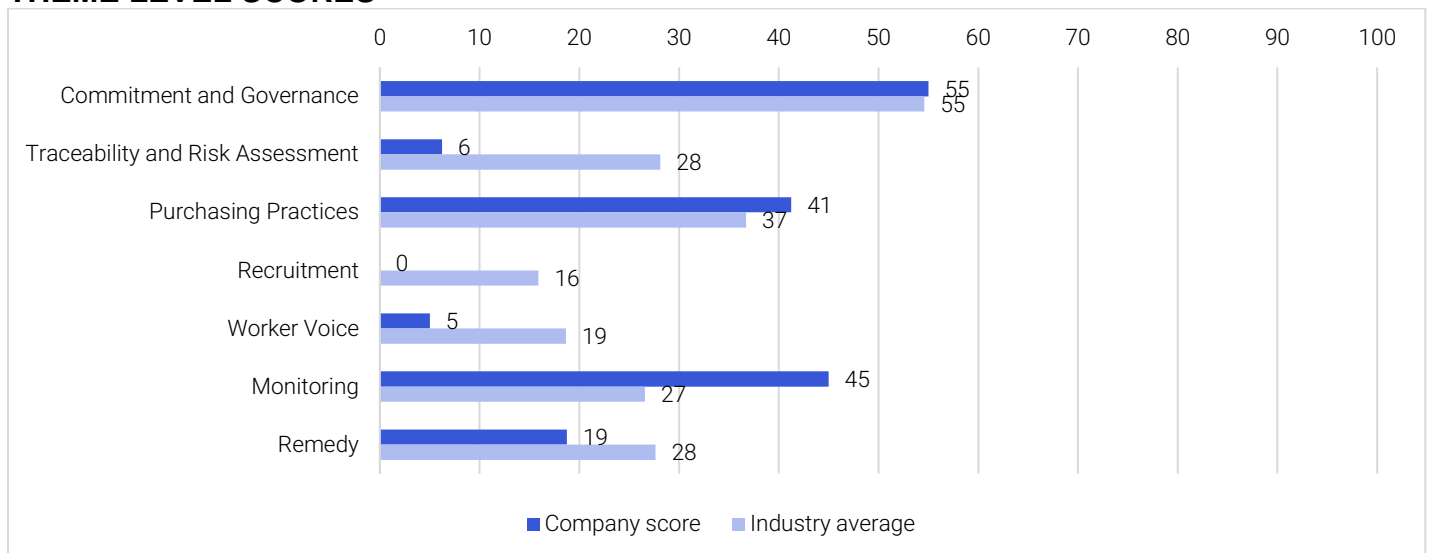
US\$28 billion

**HEADQUARTERS**

Netherlands

**COMPLIANCE**
UK Modern Slavery Act: [Not applicable](#)
California Transparency in Supply Chains Act: [Not applicable](#)
**COMMITMENTS**
[Yes](#)
**OVERALL RANKING**
**21 out of 38**
**OVERALL SCORE**
**24 out of 100**
**SUMMARY**

Koninklijke Ahold Delhaize N.V. (Ahold Delhaize), a food retailer headquartered in the Netherlands, ranks 21st out of 38 companies and overall discloses less information on its forced labor policies and practices than its peers. However, the company discloses more information than its peers on the themes of commitment and governance, purchasing practices, and monitoring. It has an opportunity to improve its performance and disclosure on the themes of traceability and risk assessment, recruitment, and worker voice.

**THEME LEVEL SCORES**


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## LEADING PRACTICES

None.

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## NOTABLE FINDINGS

**Stakeholder Engagement:** Ahold Delhaize discloses that it participates in the Consumer Goods Forum's Steering Committee to "drive impactful change in the fight against forced labor" and that it is a signatory to the initiative's resolution to fight forced labor. The company also reports that it has joined the Seafood Task Force, participating in activities addressing forced labor and human trafficking in off-shore fishing.

**Cascading Standards:** Ahold Delhaize's supply chain standard, which includes forced labor, requires suppliers to ensure that their subcontractors also comply with the standard.

**Monitoring:** Ahold Delhaize discloses that it uses the amfori BSCI auditing system for its suppliers, which includes a review of relevant documents (such as employment contracts, wage records, contracts with subcontractors, and production capacity plans); interviews with managers as well as workers; and visits to production facilities, which may be announced, semi-announced, or unannounced.

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## OPPORTUNITIES FOR IMPROVEMENT

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

**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 that such fees are paid by the employer (Employer Pays Principle) and, where such fees have been paid by suppliers' workers, to ensure that the fees are reimbursed to the workers.

**Worker Voice:** To prevent forced labor in its supply chains, the company is encouraged to work with relevant stakeholders to engage with and educate workers in its supply chains on their labor rights. The company is further 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.

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## COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)