

The Kroger Co.

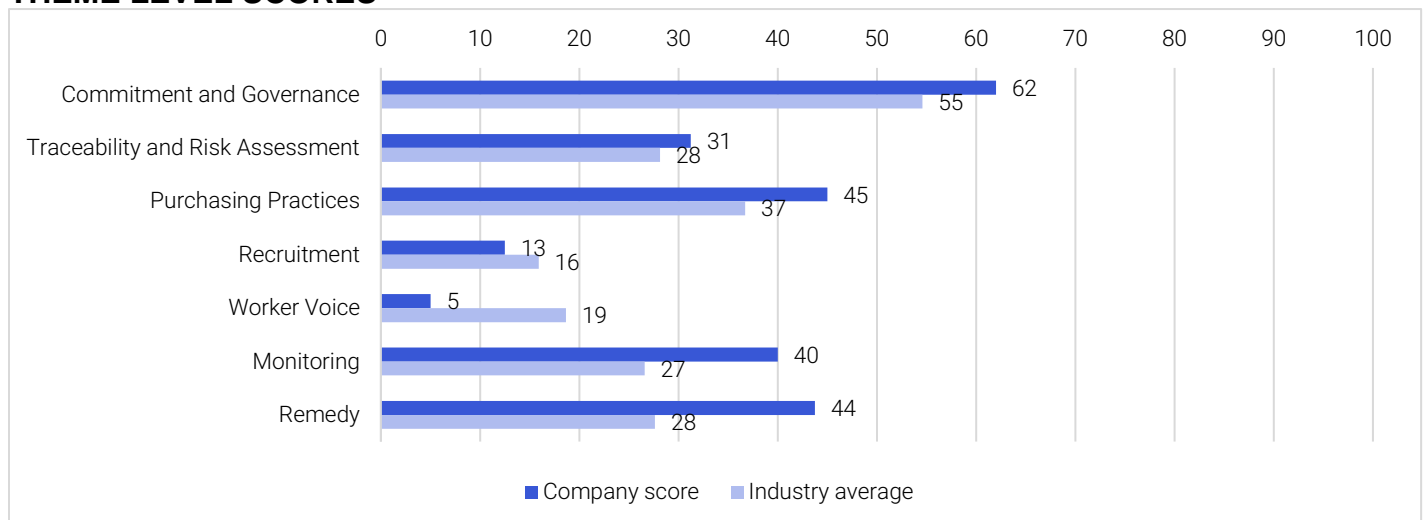
TICKER
 NYSE:KR

MARKET CAPITALIZATION
 US\$27 billion

HEADQUARTERS
 United States

COMPLIANCE
UK Modern Slavery Act: [Not applicable](#)
California Transparency in Supply Chains Act: [Yes](#)
COMMITMENTS
[None](#)
OVERALL RANKING
16 out of 38
OVERALL SCORE
34 out of 100
SUMMARY

The Kroger Co. (Kroger), a US-based company which manufactures and processes food to sell in its supermarkets, ranks 16th out of 38 companies. It discloses more information on its forced labor policies and practices than its peers on all themes except recruitment and worker voice. The company's score is based on its stronger performance on the themes of commitment and governance and purchasing practices. KnowTheChain identified one allegation of forced labor in the company's supply chain. The company provided a public response to the allegation and outlined some steps that it has taken in response to the allegation. However, it does not disclose remedial outcomes for workers impacted by the allegation. The company has an opportunity to improve its performance and disclosure on the themes of traceability and risk assessment, recruitment, and worker voice.

THEME LEVEL SCORES


LEADING PRACTICES

None.

NOTABLE FINDINGS

Management and Accountability: Kroger states that its Social Responsibility Compliance team focuses on ensuring compliance with its supplier code of conduct by assessing the risk of human rights violations in its supply chains, reviewing audits, and providing reports on social compliance to inform the company's business decisions. It additionally discloses that its human rights work is overseen by the Chief Ethics & Compliance Officer, Group Vice President of Corporate Affairs, Group Vice President of Human Resources, Vice President of Sourcing, and Head of Sustainability.

Purchasing Practices: Kroger discloses that it requires its seafood suppliers to comply with its supplier code of conduct, which prohibits forced labor. It states that it requires a third-party audit, which may be announced or unannounced, in order to verify that the supplier is compliant with its policy. Additionally, it sources 100% RSPO-certified palm oil (an ISEAL full member certification that includes forced labor).

Recruitment: Kroger reports that it has collaborated with the Joint Committee on Responsible Labor Practices to develop an Ethical Charter for Responsible Labor Practices which "outlines the values of the signatories and the principles that provide a framework of the responsible labor practices expected in our supply chains". It discloses that this collaboration includes produce suppliers and growers.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and 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, the countries of below-first-tier suppliers, the sourcing countries of raw materials at high risk of forced labor and human trafficking, and information on its suppliers' workforce.

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 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 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

[Yes.](#)