

Micron Technology Inc.

TICKER
NAS:MU

MARKET CAPITALIZATION
US\$51 billion

HEADQUARTERS
United States

DISCLOSURES
UK Modern Slavery Act: Yes

TARGETS
None

California Transparency in Supply Chains Act: Yes

OVERALL RANKING

15 out of **49**

([2018 Rank](#): 15 out of 40)

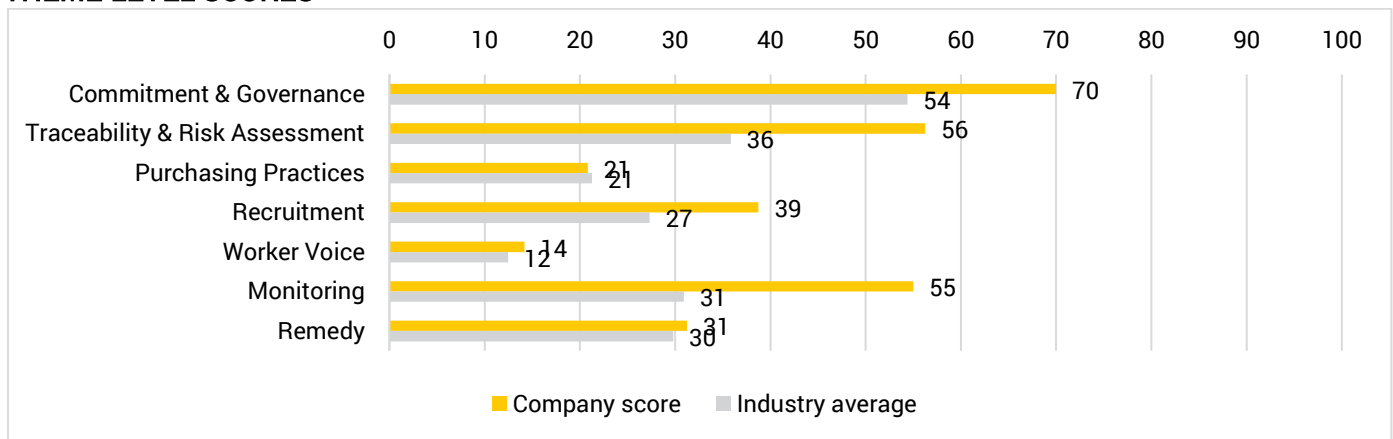
OVERALL SCORE

41 out of **100**

SUMMARY

Micron Technology Inc. (Micron), a supplier to companies such as Apple and Intel, ranks 15th out of 49 companies, disclosing more information on its forced labor policies and practices than its peers across all themes. Compared to 2018, the company increased its score by four points, by disclosing a human rights risk assessment on its supply chains, a selection process for assessing suppliers for risks of forced labor, efforts to support responsible recruitment in its supply chains, and monitoring below the first tier of its supply chains. The company's score is based on its good performance on the themes of Commitment & Governance, Traceability & Risk Assessment, and Monitoring. The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment, and Worker Voice.

THEME-LEVEL SCORES



Research conducted through October 2019 or through January 2020, 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](#).

KEY DATA POINTS
SUPPLIER LIST

No

NO-FEE POLICY

Yes (Employer Pays Principle)

AVERAGE SUPPLIER SCORE

N/A

REMEDY FOR SUPPLY CHAINS WORKERS

No

HIGH-RISK SOURCING COUNTRIES

 Likely from Malaysia and/or China¹
LEADING PRACTICES

Monitoring: Micron reports that it requires its suppliers to have supplier management systems in place for the following: sub-supplier selection, production capability, scorecards or performance evaluations, risk assessments, and audits of sub-suppliers.

NOTABLE FINDINGS

Training: Micron discloses that its staff that has responsibility for supply chain management is trained on the company's commitments on forced labor and human trafficking.

Risk Assessment: The company reports that it conducts human rights risk assessments on supply chains that include analyses of forced labor risks. It states that the assessment takes into account geographic locations, type of commodity or service, relationship with the supplier, and third-party reviews. Micron also reports on identified risks, stating that many of its suppliers are located in Asia, where foreign migrant workers are at risk of human rights violations. It notes that the violations include passport retention, recruitment fees, and debt bondage.

Recruitment: Micron discloses that through its participation in the Responsible Business Alliance, it is working with suppliers in Taiwan to interview foreign migrant workers to better understand their experience and address violations that may be occurring.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To enforce its expectations with its suppliers, the company may consider integrating its supply chain policies addressing forced labor and human trafficking into contracts with suppliers and requiring suppliers to do the same. In addition, the company is encouraged to adopt responsible purchasing practices (such as improving planning and forecasting) and to provide procurement incentives (such as price premiums or increased orders) to suppliers to encourage or reward good labor practices.

Recruitment: The company may consider developing and disclosing a policy that requires direct employment in its supply chains. In addition, the company may consider requiring employment recruitment agencies—and where relevant employment agencies—in its supply chains to uphold the

[ILO core labor standards](#), which include the elimination of forced labor. The company is further encouraged to disclose information on the recruitment agencies used by its suppliers.

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. 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. In addition, the company is encouraged to work with relevant stakeholders to engage with and educate workers in its supply chains on their labor rights.

ENGAGED WITH KNOWTHECHAIN

Informal (i.e., engaged outside the formal three months engagement period).

¹ Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labor. KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)."