

Seagate Technology PLC (Seagate)

TICKER
S1TX34

MARKET CAPITALIZATION
US\$22.9 billion

HEADQUARTERS
Ireland

DISCLOSURES

[UK Modern Slavery Act](#): Yes

[Australia Modern Slavery Act](#): Yes

[California Transparency in Supply Chains Act](#): Yes

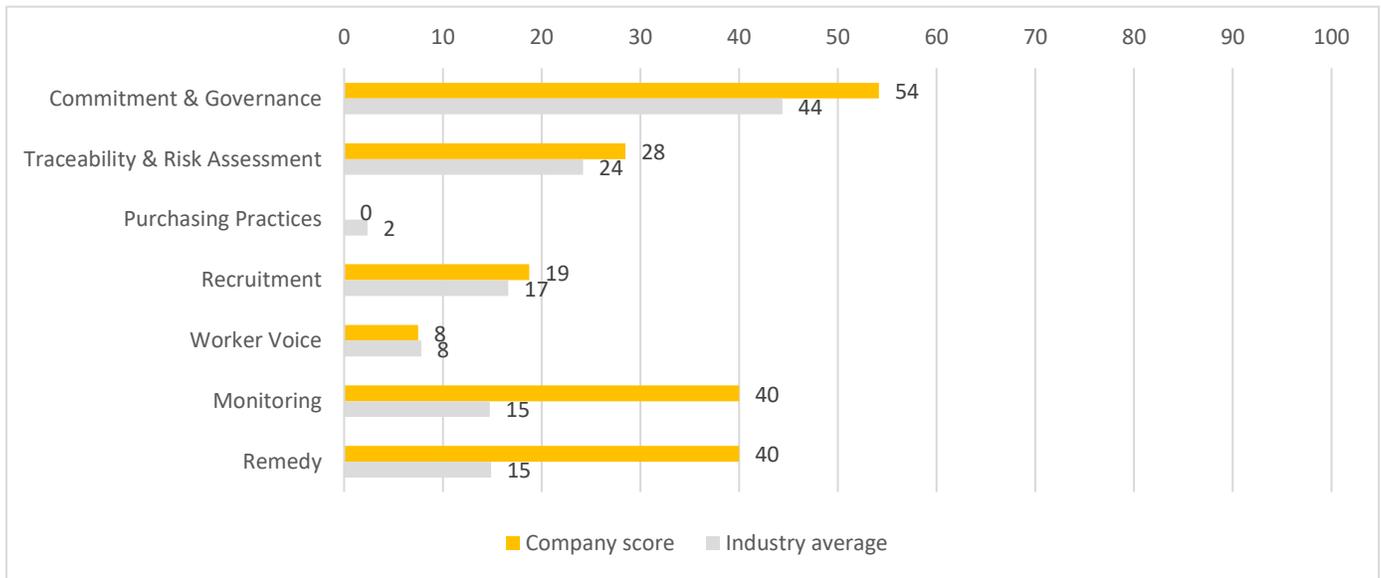
OVERALL RANKING

16 out of **60**

OVERALL SCORE

27 out of **100**

THEME-LEVEL SCORES



KEY DATA POINTS

SUPPLIER LIST

🚩 No

RISK ASSESSMENT

🚩 No

ENGAGED WITH KNOWTHECHAIN¹

🚩 No

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes

HIGH-RISK SOURCING COUNTRIES

🚩 China and Malaysia

SUMMARY

Seagate Technology PLC (Seagate), a supplier to companies including Dell, HPE and Microsoft, ranks 16th out of 60 companies, and scores zero on the theme of Purchasing Practices. The company is one of only 35% of companies to disclose remediation of recruitment fees to supply chain workers, noting that USD 1.2 million was repaid to 2000 workers in 2021, in Malaysia and Thailand. The company is encouraged to strengthen its disclosure and practices on the themes of Traceability & Risk Assessment, Purchasing Practices, and Worker Voice.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: While the company notes that its suppliers in China, Thailand, and Malaysia pose the highest risk, and notes the use of self-assessment questionnaires for suppliers, the company is encouraged to assess and disclose forced labour risks across different tiers of its supply chains and disclose how it engages with relevant stakeholders to address forced labour risks identified. In addition, to demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, and data on the demographics of the supply chain workforce (such as the percentage of women and migrant workers).

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 separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

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. Further, the company is encouraged to disclose examples covering different supply chain contexts of how it improved freedom of association and/or collective bargaining for its suppliers' workers, such as migrant workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. While the company discloses the availability of grievance mechanisms for suppliers' workers and their representatives, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved.

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2022 ICT benchmark findings report](#). Research conducted through June 2022 or through September 2022, 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](#).