

Sony Corp. (Sony)

TICKER
 6758

MARKET CAPITALIZATION
 US\$150.7 billion

HEADQUARTERS
 Japan

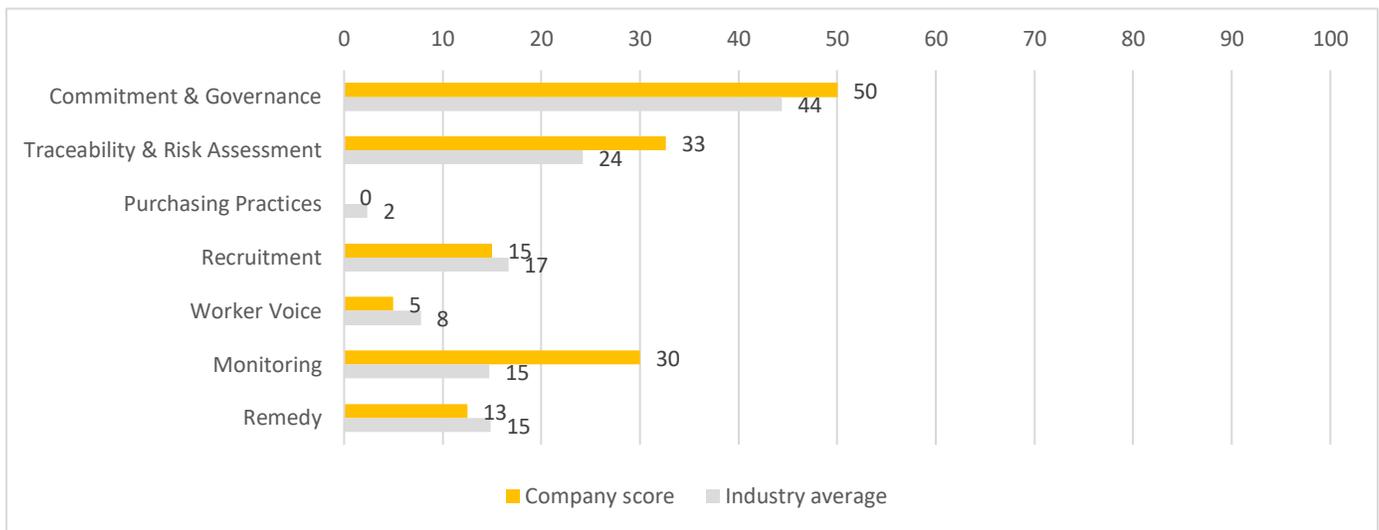
DISCLOSURES
[UK Modern Slavery Act:](#) Yes

[California Transparency in Supply Chains Act:](#) Not applicable

[Australia Modern Slavery Act:](#) Yes (Disclosure of Subsidiary)

OVERALL RANKING
21 out of **60**

(2020 Rank: 17 out of 49)

OVERALL SCORE
23 out of **100**
THEME-LEVEL SCORES

KEY DATA POINTS
SUPPLIER LIST
 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

ALLEGATIONS OF FORCED LABOUR
 Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes (Limited)

HIGH-RISK SOURCING COUNTRIES
 Likely China and/or Malaysia²

SUMMARY

Sony Corp. (Sony), a consumer electronics company and supplier to companies such as Apple and Hewlett Packard Enterprise, ranks 21st out of 60 companies. Since 2020, the company improved on the themes of Commitment & Governance and Recruitment, disclosing board oversight of issues relating to forced labour in supply chains, and the repayment of medical check-up fees to supply chain workers. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices and Worker Voice. As such, the company's rank has dropped by 4 places since 2020.³ Notably, the company is the highest-scoring Japanese company in the benchmark. KnowTheChain identified one allegation of forced labour in the company's supply chains.⁴ The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, Worker Voice, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

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. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. While the company discloses an instance of the repayment of medical fees to suppliers' workers, to demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose further examples of remedy provided to its suppliers' workers, including in the case of allegations.

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](#).

² Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labour. KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)."

³ KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. See [here](#) for more information.

⁴ For more information on the allegations, and the disclosures the company made about its response to those allegations, see the full dataset [here](#).