

Western Digital Corp. (Western Digital)

TICKER
WDC

MARKET CAPITALIZATION
US\$18 billion

HEADQUARTERS
United States

DISCLOSURES

[UK Modern Slavery Act:](#) Yes

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

[Australia Modern Slavery Act:](#)
Not applicable

OVERALL RANKING

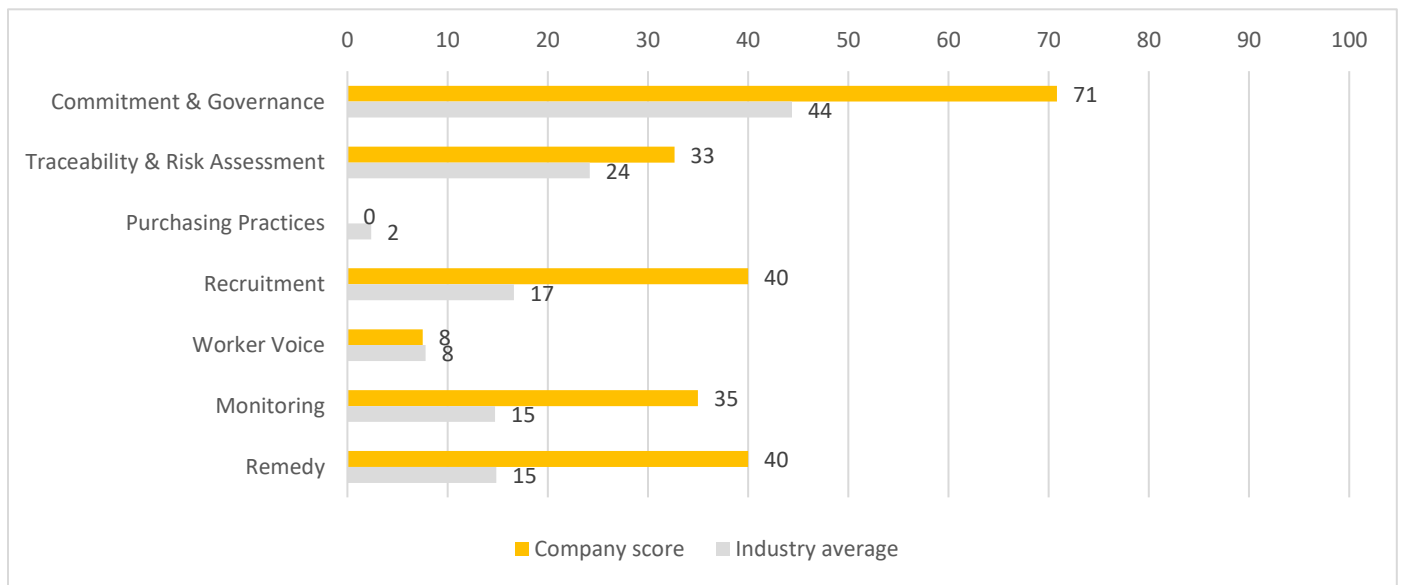
11 out of **60**

([2020 Rank:](#) 35 out of 49)

OVERALL SCORE

34 out of **100**

THEME-LEVEL SCORES



KEY DATA POINTS

SUPPLIER LIST

🚩 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes

HIGH-RISK SOURCING COUNTRIES

🚩 China and Malaysia

SUMMARY

Western Digital Corp. (Western Digital), a supplier to companies including Cisco, HP and Microsoft, ranks 11th out of 60 companies. Compared to 2020, the company improved its score by 19 points. This is because the company began disclosing information on its internal teams responsible for implementing its supplier code of conduct; supplier training on forced labour for suppliers in Taiwan, Malaysia, Singapore and Thailand; mapping the labour sources of suppliers in Malaysia and Thailand who use migrant workers; responsible hiring workshops for suppliers; a human rights impact assessment; and USD 5.5 million fee repayment to supply chain workers. The company has an opportunity to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Purchasing Practices, and Worker Voice.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains and supply chain workforce by disclosing the names and addresses of its first-tier suppliers, as well as data such as the percentage of women, migrant workers, and the percentage of workers being paid a living wage. While the company discloses a human rights impact assessment on its supply chains, it is encouraged to disclose further detail on its risk assessment process as well as forced labour risks identified in different tiers of its supply chains.

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.

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](#).