

Seven & i Holdings Co Ltd (Seven & i)

TICKER
3382

MARKET CAPITALIZATION
US\$42.8 billion

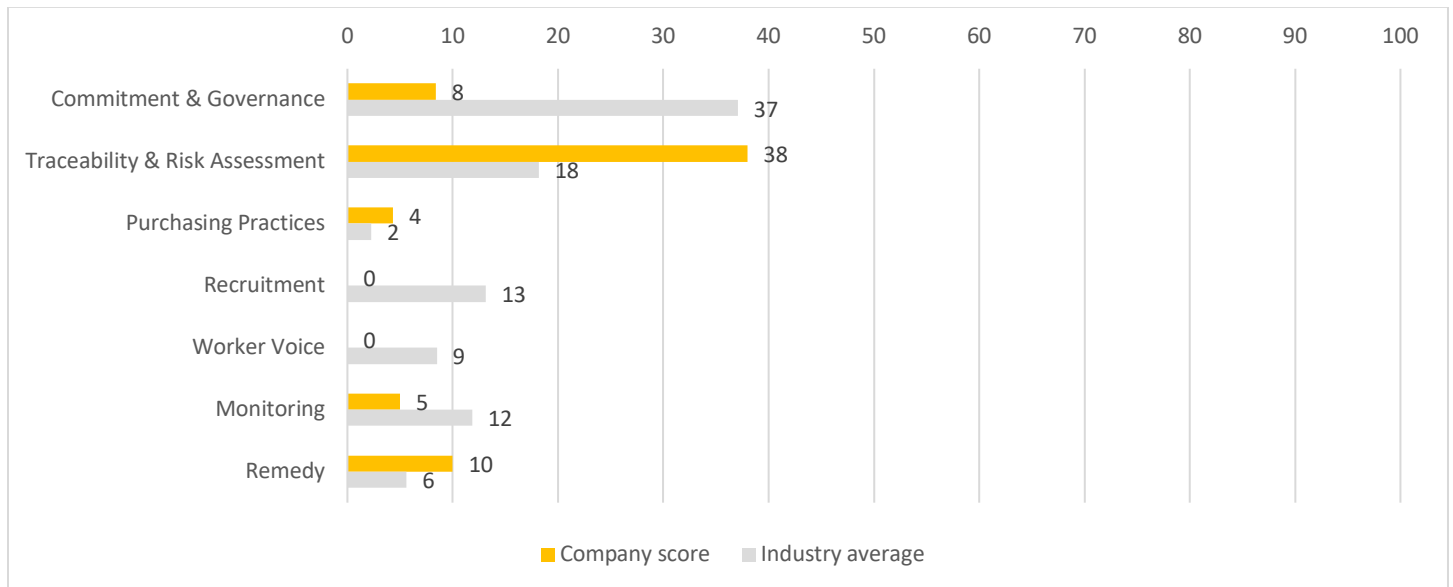
HEADQUARTERS
Japan

DISCLOSURES
UK Modern Slavery Act: Not applicable

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

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

OVERALL RANKING
34 out of 60
[2020 Rank](#): 26 out of 43

OVERALL SCORE
9 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 Yes

ENGAGED WITH KNOWTHECHAIN¹
 Yes

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Palm oil, cocoa, coffee, shrimp and others

SUMMARY

Seven & i Holdings Co Ltd (Seven & i), a Japanese retail group that manages and operates convenience stores, supermarkets, and department stores, ranks 34 out of 60 companies. The company's score is based on stronger performance on the Theme of Commitment and Governance, where it discloses a robust supplier code of conduct and capacity building for suppliers on forced labour risks, as well as a committee responsible for the implementation of policies that address forced labour. It discloses conducting a risk assessment process on a subset of suppliers and provides limited details on whether its grievance mechanism is available to supply chain workers and on its audit methodology for detecting forced labour. The company performed poorly across other themes, providing no relevant information on the themes of Traceability, Recruitment and Remedy.

The company is encouraged to improve its performance and disclosure across all themes, particularly Traceability & Risk Assessment, Recruitment and Monitoring.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries in which its below-first-tier suppliers operate, the countries from which it sources raw materials at high risk of forced labour, and data on the demographics of the supply chain workforce (such as the percentage of women and migrant workers). The company is further encouraged to disclose more detail on the risks identified through its risk assessment process and to expand its risk assessment process to cover a wider range of suppliers.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company may further consider disclosing the steps taken to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers. The company is also encouraged to provide details of how it supports responsible recruitment in its supply chains.

Monitoring: The company may consider adopting and disclosing a supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and in particular using worker-driven monitoring (i.e., monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), may help the company detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as the percentage of suppliers assessed annually and a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

¹ Research conducted through January 2023 or through April 2023, 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 For further details on high-risk raw materials and sourcing countries, see [KnowTheChain's 2023 food & beverage benchmark findings report](#).