

Aeon Co., Ltd. (Aeon)

TICKER
8267

MARKET CAPITALISATION
US\$11 billion

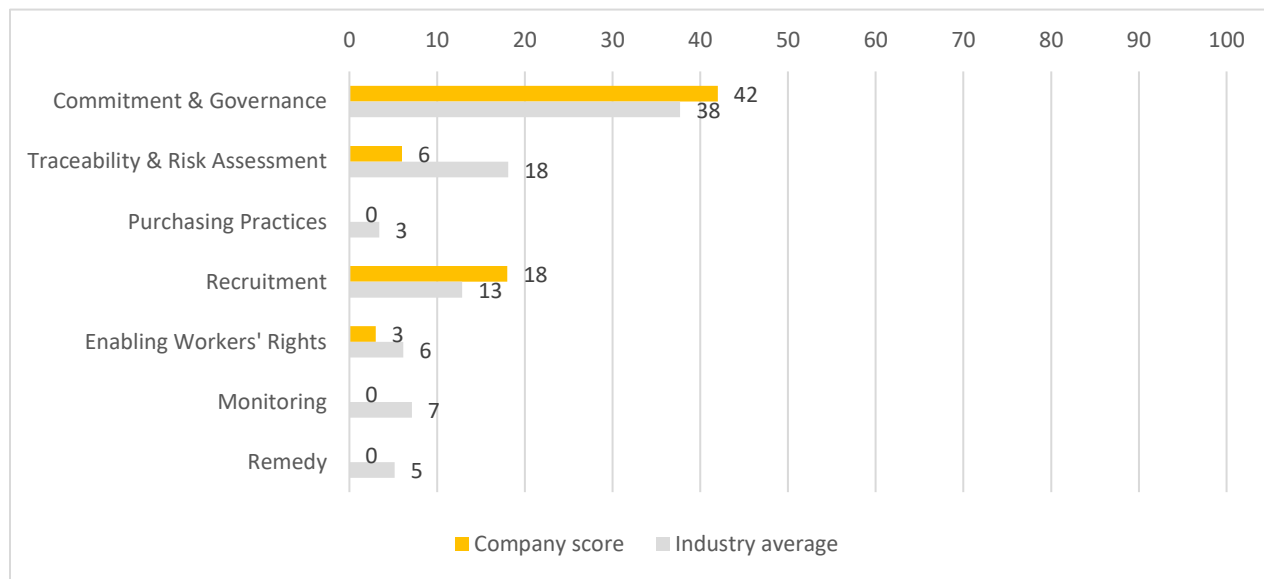
HEADQUARTERS
Japan

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: No

OVERALL RANKING
19 out of 45
[2023 Rank:](#) 21 out of 60

OVERALL SCORE
12 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 No


ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Cattle, cocoa, coffee, fish, palm oil, shrimp

SUMMARY

Aeon Co., Ltd. (Aeon), a Japanese retail group, ranks 19 out of 45 companies.³ Notably company is among the Japanese companies achieving the highest scores on the theme of Commitment and Governance. However, the company did not improve across other themes. Compared to 2023, the company disclosed less information on its human rights risk assessment process, and on the findings of monitoring reports related to forced labour. The company performed particularly poorly on the themes of Purchasing Practices, Monitoring and Remedy. As such, the company's score has dropped by 5 points. The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, Monitoring 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, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company should further take steps to ensure that pricing includes the full cost of production, including a living wage/income, and 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.

Monitoring: The company is encouraged to disclose the methodology of its supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. While the company discloses that it monitors suppliers' compliance with the supplier code, it is encouraged to implement 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), which 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 breakdown of findings, assures stakeholders that the company has strong monitoring processes in place.

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. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ Research conducted through April - September 2025, 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 and Human Rights Centre [website](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2026 Food & Beverage benchmark [findings report](#).

³ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2026.