

Coles Group (Coles)

TICKER
COL

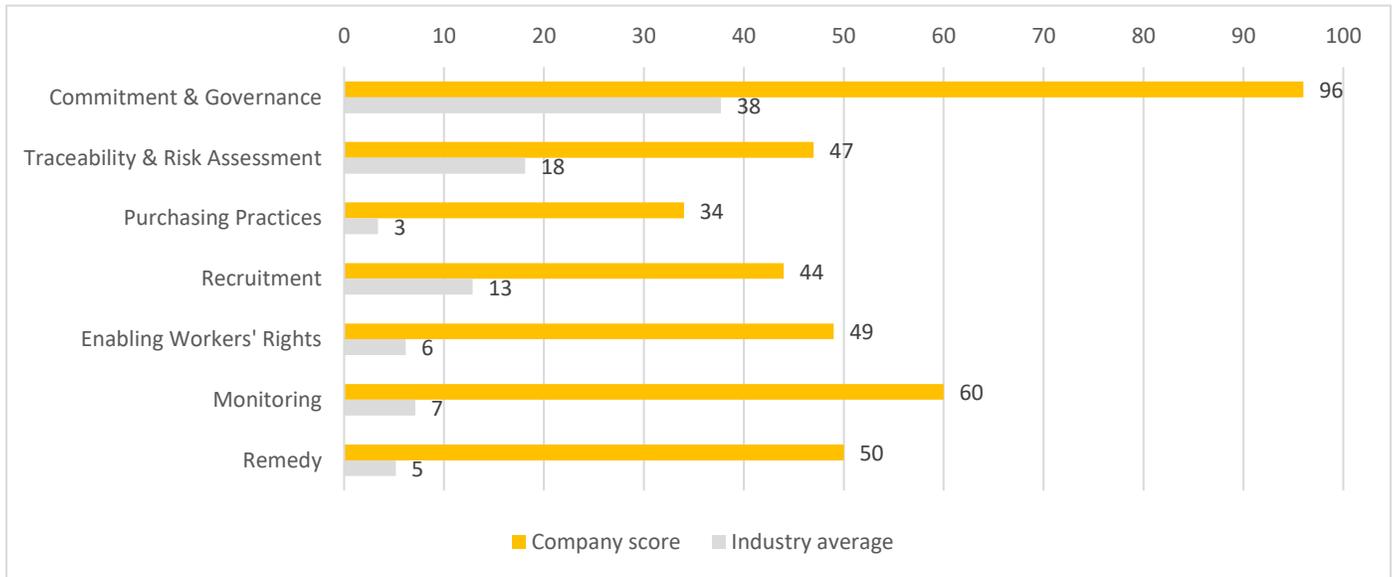
MARKET CAPITALISATION
US\$15.8 billion

HEADQUARTERS
Australia

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: [Yes](#)
OVERALL RANKING
2 out of 45

 2023 Rank: [4 out of 60](#)
OVERALL SCORE
55 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes (Limited)

HIGH-RISK COMMODITIES²
 Soy beans, brazil nuts, coffee, rice and others

SUMMARY

Coles Group (Coles), one of Australia's largest supermarkets, ranks 2 out of 45 companies.³ Compared to 2023, the company improved its score from 46 to 55 points. This is because the company began disclosing detail on efforts to undertake an assessment of its purchasing practices to inform its work on living wages as well as its process for engaging suppliers on cost price alterations. It also disclosed stronger detail on uncovering and addressing instances of forced labour in its supply chains, and detail on how it ensures a formal grievance mechanism is available and communicated to supply chain workers, as well as data evidencing use of the mechanism in practice. It scores significantly higher than average across all themes.

The company has an opportunity to continue to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment and Enabling Workers' Rights.

LEADING PRACTICES

Purchasing Practices: The company discloses undertaking an assessment of its purchasing practices to inform its work on living wages. It discloses a "Cost Price Alteration Policy", detailing its procedure for considering requests suppliers may make. Among assessment criteria is whether the cost alterations are required to respond to "Labour cost alterations, to the extent that they have been implemented by [the supplier] to meet the requirements of the Coles Ethical Sourcing Policy and any applicable laws".

Grievance Mechanism: The company discloses two grievance mechanisms available to workers below the first tier of its supply chains and that it proactively communicates to those workers to make them reasonably aware of their existence. The company also discloses data evidencing the use of the mechanism in practice, including the total number of complaints against suppliers received in FY24 (17) and the number of complaints involved alleged underpayments (5). It further discloses how the report was received. On its website, it publishes de-identified information about all supplier-related complaints received, with a brief description of the supplier type (e.g. "fresh produce (direct)"), nature of a complaint, and outcome.

Monitoring: Coles was one of only two companies to disclose results from monitoring reports intended to detect forced labour. This included detail related to 2024 and 2025, including comparative data. While it states no 2025 non-conformances related to actual cases of forced labour, it discloses numbers relating to identifying business critical, critical and major non-conformances, and the categories included in these numbers, as well as remediating 4,373 non-conformances by the end of the financial year.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: While the company is one of the few to score under this theme at all, 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 consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Traceability and Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers (either across high-risk raw materials or across all first-tier suppliers), the names and locations of below-first-tier suppliers, and the countries from which it sources raw materials at high risk of forced labour.

Enabling Workers' Rights: The company is 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 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 and beverage benchmark findings report.

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