

Empire Co. Ltd (Empire)

TICKER
EMP.A

MARKET CAPITALISATION
US\$3.9 billion

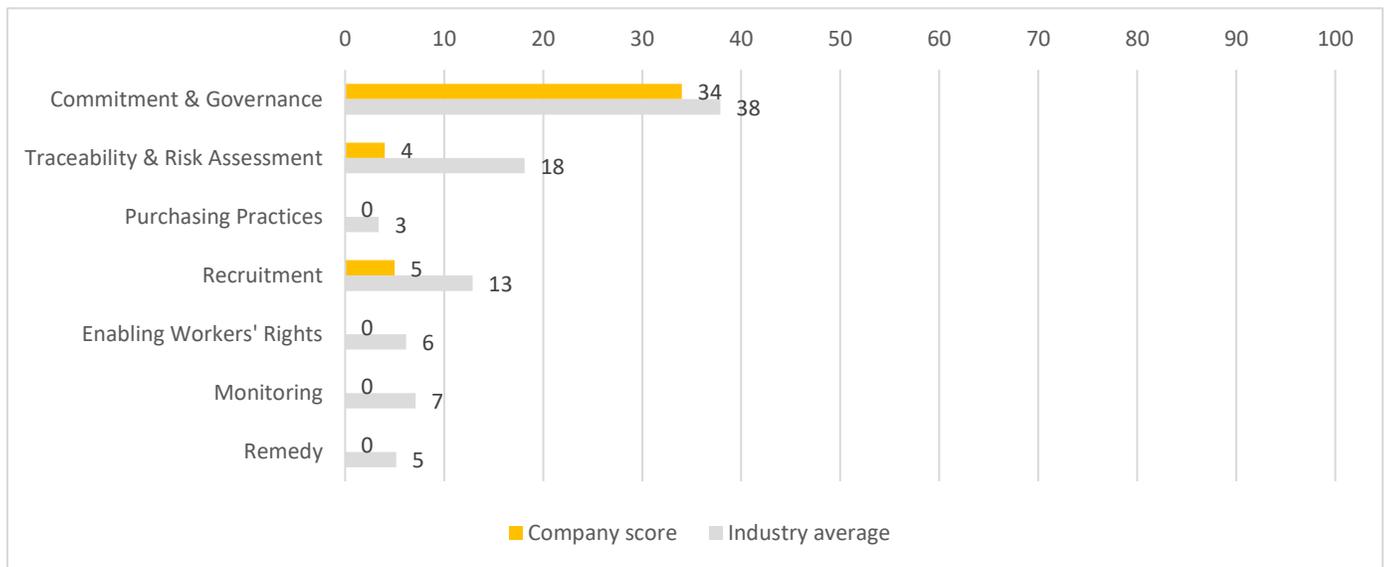
HEADQUARTERS
Canada

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: Not applicable

OVERALL RANKING
29 out of 45

 2023 Rank: [35 out of 60](#)
OVERALL SCORE
7 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

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Cocoa, coffee, fish, palm oil

SUMMARY

Empire Co. Ltd (Empire), a Canadian conglomerate engaged predominantly in food retail, ranks 29 out of 45 companies.³ The company's score is based on its stronger performance on the theme of Commitment and Governance. Compared to 2023, the company improved on the theme of Traceability and Risk Assessment, disclosing some detail on how it conducts human rights supply chain risk assessments for suppliers across four key sourcing groups using internal and external sources.

However, the company performed poorly on most themes, scoring lower than average on all. The company is encouraged to improve its performance and disclosure on themes such as Purchasing Practices, Enabling Workers' Rights, 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 is further encouraged to take steps to ensure that pricing includes the full cost of production, including a living wage/income, and may consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Enabling Workers' Rights: To prevent and address forced labour risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labour conditions is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organisations or labour NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are able to exercise their rights to freedom of association and collective bargaining.

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, including with respect to specific allegations in its supply chains.

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.