

Seven & i Holdings Co Ltd (Seven & i)

TICKER
3382

MARKET CAPITALISATION
US\$31 billion

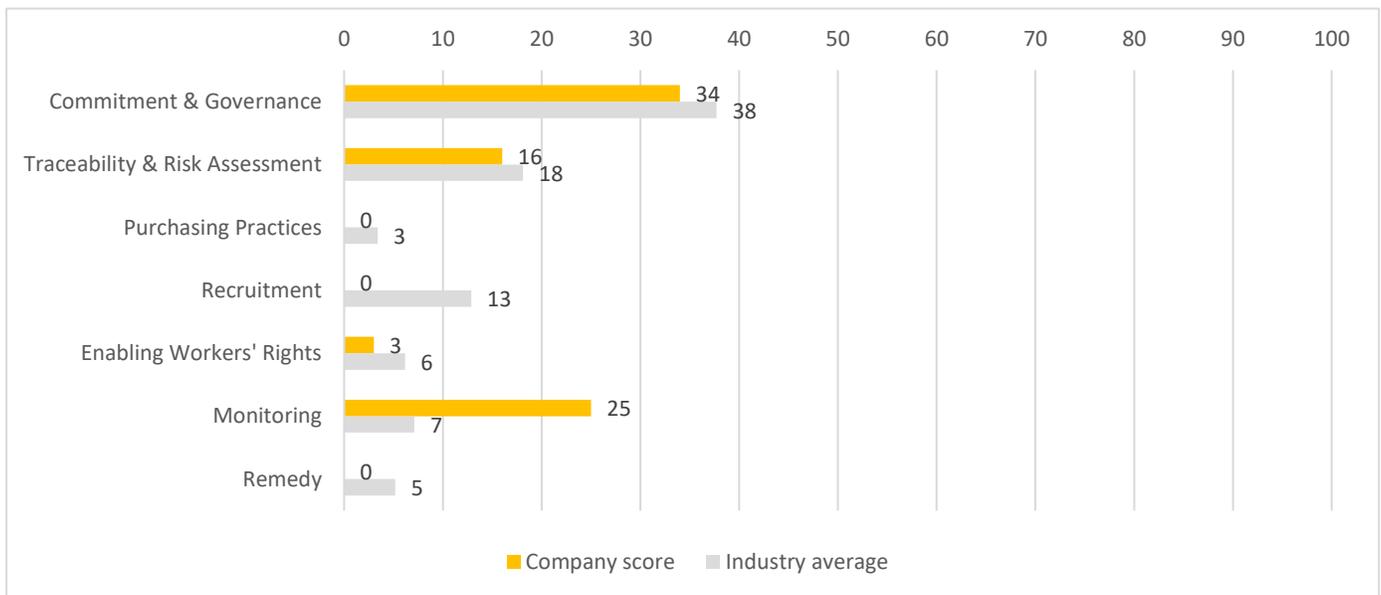
HEADQUARTERS
Japan

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
19 out of 45

 2023 Rank: [34 out of 60](#)
OVERALL SCORE
12 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹
 No

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Beans, cattle, cocoa, coffee, corn 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 19 out of 45 companies.³ Compared to 2023, the company improved its score from 9 to 12. Since 2023, the company significantly improved on the themes of Commitment and Governance, Traceability and Risk Assessment, and Monitoring, disclosing details on forced labour risks identified and the findings of monitoring including a table with non-conformities per product category for overseas and domestic factory suppliers. Notably, the company was the only one which scored on the theme of Monitoring amongst Japanese companies and scored higher than global average.

However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices, Recruitment and Remedy. Steps the company could take to address forced labour risks in its supply chains include strengthening its disclosure and practices on these themes.

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.

Recruitment: To avoid the exploitation of migrant workers in its supply chains, the company may consider providing details of how it supports responsible recruitment in its supply chains (for example, by sharing due diligence findings on recruitment fees with peers or by creating demand for responsible recruitment agencies). The company is further encouraged to disclose information on the recruitment agencies used by its suppliers.

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 and beverage benchmark findings report](#).

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