

Tesco PLC (Tesco)

TICKER
TSCO

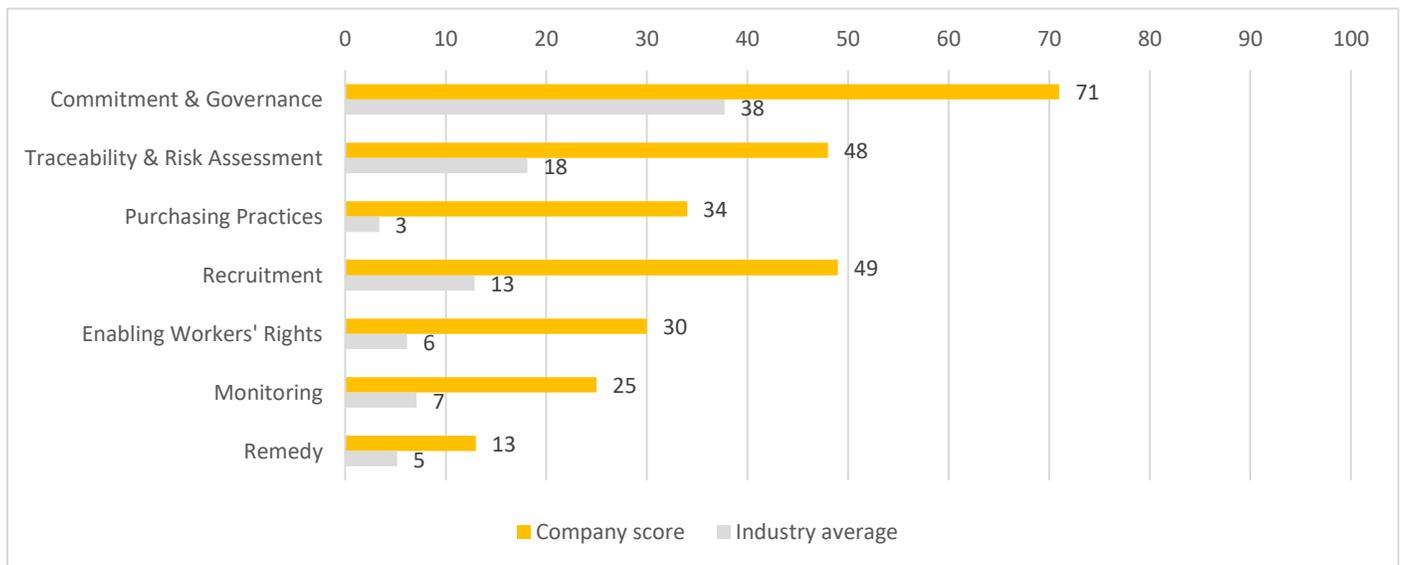
MARKET CAPITALISATION
US\$21.1 billion

HEADQUARTERS
UK

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: Applicability not determined

OVERALL RANKING
4 out of 45

 2023 Rank: [2 out of 60](#)
OVERALL SCORE
42 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

Yes

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, cattle, coffee and others

SUMMARY

Tesco PLC (Tesco), the UK's biggest supermarket, ranks 4 out of 45 companies.³ The company's score is based on a better than average performance across all benchmark themes. Notably, the company is the second-highest scoring UK-headquartered company. However, compared to 2023, the company dropped its score by 10 points due to reduced disclosure across the themes of Traceability and Risk Assessment; Recruitment; Enabling Workers' Rights; Monitoring and Remedy.

KnowTheChain identified five allegations of forced labour in the company's supply chains. However, the company neither discloses engagement with affected stakeholders, nor remedy outcomes for workers specifically in its public disclosure on the allegations.

The company is encouraged to improve its performance and disclosure on the themes of Traceability and Risk Assessment, Monitoring and Remedy, particularly in disclosing remedy outcomes and rights holder engagement.

LEADING PRACTICES

Freedom of association: Tesco was the only company to disclose engaging with trade unions explicitly to build the ability of supply chain workers to bargain collectively. Working alongside NGO Banana Link and the Dutch Sustainable Trade Initiative, Tesco disclosed capacity building for trade unions in Côte d'Ivoire's banana sector which resulted in the creation of its first "national banana trade union federation", with support from the IUF, a global union. Tesco reports the work led to the creation of a "government-led revision process of the minimum-wage-fixing system", and that in February 2024, "senior representatives of the trade unions and producing companies agreed to create a national collective bargaining framework for Cote d'Ivoire as the vehicle to negotiate remuneration improvements towards Living Wages".

Rights holder engagement: Tesco was one of just a few leading companies to disclose engagement with rights holders under indicators measuring this across the benchmark. In relation to addressing forced labour risks, Tesco outlined partnering with NGO Issara Institute "to monitor our supply chains in Thailand and provide workers with independent grievance channels... they set up grievance mechanisms, such as helplines, to support workers to report recruitment fees or other concerns. Issara monitors worker grievances through their dashboard, helping us support and empower vulnerable migrant workers". In relation to grievance mechanisms, Tesco was one of just four companies to disclose detail on remedy outcomes for workers including that NGO Issara Institute, a total of USD 2,779,123 was reimbursed to workers or paid on their behalf during 2024/2025. This is in addition to USD 3,637,408 in 2023/24 and USD 442,672 in 2022/23.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing data on its supply chain workforce, such as the percentage of women and migrant workers and the percentage of workers being paid a living wage.

Monitoring: The company may consider disclosing the scope of its supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. In addition, 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.

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 multiple 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.