



US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Albertsons

Indicator	Finding - 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	For Seafood: "We respect the fundamental human rights and dignity of individual workers, as stated in the International Bill of Human Rights"	Responsible Seafood Policy and Commitments 2022, PDF 1	https://s29.q4cdn.com/239956855/files/doc_downloads/2022/12/2022_AlbertsonsCompaniesSEL_Combined.pdf	Updated link for source 1	https://s29.q4cdn.com/239956855/files/doc_downloads/2022/12/2022_AlbertsonsCompaniesSEL_Combined.pdf
	Vendors: "Vendors must adhere to all applicable human rights laws and regulations."	Vendor Code of Business Conduct & Ethics 2024, pg 11	https://s29.q4cdn.com/239956855/files/doc_downloads/2024/FY24_Q2_VendorCOCandBE_fnL_Digital.pdf		
Human rights policy - ILO Core Labor Standards	Vendors: "Vendors may only use voluntary labor. The use of forced labor whether in the form of indentured labor, bonded labor, or prison labor by an Albertsons Companies vendor or its subcontractors is strictly prohibited. "	Vendor Code of Business Conduct & Ethics, pg 11	https://s29.q4cdn.com/239956855/files/doc_downloads/2024/FY24_Q2_VendorCOCandBE_fnL_Digital.pdf	No change	
Forced labor & prison labor	See above			No change	
Human rights defenders & civic space	N/A			No change	
Gender equality and women's empowerment	Diversity, Equity & Inclusion: Albertsons Cos. is committed to cultivating a diverse workforce and providing equal opportunity for all associates	Webpage - Press Release	https://www.albertsonsoncompanies.com/newsroom/press-releases/news-details/2022/Albertsons-Companies-Announces-ESG-Goals-and-Long-Term-Strategies-to-Support-a-More-Sustainable-Future/default.aspx	Updated source	Vendor Code of Business Conduct & Ethics. https://s29.q4cdn.com/239956855/files/doc_downloads/2024/FY24_Q2_VendorCOCandBE_fnL_Digital.pdf
	'In 2021, we refined our ESG strategy and created clear goals to ensure we are making meaningful and positive changes for our planet, our people, our products, and our communities. [...] Increased the representation of Women and People of Color in our management.' [Environment Social Governance Report 2021/2022, 12]	Environment Social Governance Report 2021/2022	https://s29.q4cdn.com/239956855/files/our_impact/sustainability_doc/ALBCIV193285_CORP_ESG_Report_Update_October2022-2).pdf		Vendors are expected to share Albertsons Companies' values of diversity, equity, inclusion, and belonging and our commitment to building a culture that puts people first. Where diverse perspectives are valued and ensures that everyone- customers, employees, business partners and people in the neighborhoods we serve, are treated with courtesy, dignity and respect. At the Albertsons Companies, we support equal access, opportunity, and treatment without regard to race, color, religion, age, sex, national origin, ancestry, physical or mental disability, veteran status, sexual orientation, gender expression, pregnancy, gender identity, marital status or any other status protected by law.
Indigenous Peoples	'Goal to reflect the communities we serve and increase diverse representation at our management level; Supporting women-owned businesses through our Supplier Diversity Program.' [Environment Social Governance Report 2021/2022, 52]				
	No evidence			No change	
Natural resources	Land rights	No evidence		No change	
	Free, Prior, and Informed Consent (FPIC)	No evidence		No change	
Living wage					
Living wage, own operations	A considerable number of our employees are paid at rates related to the federal minimum wage. Additionally, many of our stores are located in states, including California, where the minimum wage is greater than the federal minimum wage and where a considerable number of employees receive compensation equal to the state's minimum wage which are also slated to increase over the next few years.'	Form 10-K 2022, PDF 23	https://www.albertsonsoncompanies.com/investors/financial-reports/sec-filings/default.aspx	No change	
Living wage in supply chain	No evidence			No change	
Human Rights Due Diligence and Supply Chain					
Process for assessing human rights risks and impacts	Conducted human rights risk assessments and social responsibility questionnaires with Fresh & Frozen and Sushi vendors to assess their policies and procedures and prioritize engagement.'	Due Diligence Plan 2021, PDF 1	https://s29.q4cdn.com/239956855/files/our_impact/Albertson sCos_Due_Diligence_Plan.pdf	Yes	Link broken. New reference. Responsible Seafood Policy and Commitments. https://s29.q4cdn.com/239956855/files/doc_downloads/2022/12/2022_AlbertsonsCompaniesSEL_Combined.pdf
Heightened human rights due diligence in Conflict Affected stakeholder engagement	No evidence			No change	In addition to the information in Table 1, Albertsons Companies requires suppliers of tuna (applies to fresh, frozen, and shelf-stable tuna products) to collect the KDEs in Table 2 for each tuna product on a per purchase order basis and be able to submit this information through Trace Register. These data are used to assess compliance with our Responsible Seafood Policy and Commitments, ensure traceability down to the vessel and trip level, and help assess risk.
	We analyzed the most critical ESG topics specific to our business and industry and worked with stakeholders to better understand where we should focus our efforts. We conducted interviews and surveys with internal business leaders, customers, investors, suppliers, and industry groups and included insights from industry reports and ESG rating agencies.'	Environment Social and Governance Report 2021/2022, pg 52	https://s29.q4cdn.com/239956855/files/our_impact/sustainability_doc/ALBCIV193285_CORP_ESG_Report_Update_October2022-2).pdf	No change	
Human rights requirements in supplier code/requirements	Vendors: "Vendors must adhere to all applicable human rights laws and regulations."	Vendor Code of Business Conduct & Ethics 2024, pg 11	https://s29.q4cdn.com/239956855/files/doc_downloads/2024/FY24_Q2_VendorCOCandBE_fnL_Digital.pdf	No change	

Access to Remedy

Grievance mechanism for own employees	We all have a responsibility to report conduct that we believe violates a policy or this Code. You are encouraged to work with your local leaders to resolve concerns. You may always report a concern using our hotline [...] or directly to the Office of Ethics and Compliance by emailing [...]. All reports will be treated confidentially, and information will only be shared as needed to thoroughly and promptly investigate and resolve concerns. We prohibit retaliation for good faith reporting of an ethical or legal violation.	Code of Business Conduct & Ethics 2023, pg 5	https://s29.q4cdn.com/239956855/files/doc_governance/2023/08/2023_codeofbusinessconduct_final.pdf	No change
Grievance mechanism for workers - supply chain	See above			No change
Grievance mechanism for external individuals & communities	See above			No change

Governance and Staffing

Board and/or C-Suite-level oversight	No evidence			No change
Senior level responsibility for human rights	No evidence			No change

Reporting and Transparency

Human rights reporting (integrated or stand-alone)	No evidence			No change
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Memberships

RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change
RSPO	Yes (Safeway)	RSPO	https://rspo.org/search-members/	No change
WEFs (signatory)	No	WEFs	https://www.weps.org/companies	No change

Lobbying and Ethics

Public statement or endorsement in support of mandatory human rights and environmental due diligence	N/A			No change
Anti-bribery and anti-corruption policy	We do not bribe or engage in corruption. You may not offer or provide anything of value to secure an improper advantage or obtain/retain business. This also applies to our business partners acting on our behalf. We expect that our business partners act with the same level of honesty and integrity as we do.	Code of Business Conduct & Ethics 2023, pg 10	https://s29.q4cdn.com/239956855/files/doc_governance/2023/08/2023_codeofbusinessconduct_final.pdf	No change

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