US corporate human rights index: Tracking changes in company commitments to human rights

Findings as of July 2026

Kroger

Indicator	Finding - 2025	Source	Source Link	Yes/No Change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	We commit to the corporate responsibility to respect human rights as defined by the United Nations Guiding Principles on Business and Human Rights (UNGPs). We also commit to respect internationally recognized human rights as defined by: The International Bill of Human Rights, which includes the Universal Declaration of Human Rights (UDHR)... The ILO Declaration on Fundamental Principles and Rights at Work. [Human Rights Policy 2022, 1] 'We are committed to respecting the rights of all rightsholders in our operations and supply chain, including our associates, recognized associate representatives, customers, contractors, suppliers, supply chain workers, smallholder farmers, and people in the communities in which we operate. We expect our associates and business partners to uphold the commitments made in this policy, and to comply with domestic law and international human rights standards wherever they operate. We expect employers and business partners to adhere to the law and regulations as	Human Rights Policy 2022	https://www.thekrogerco.com/wp-content/uploads/2022/02/Kroger-Human-Rights-Policy-Feb-2022.pdf	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	Vendor must ensure that no forced labor, including indentured, bonded, involuntary, or prison labor is used or supported. All workers must be employed or engaged on a voluntary basis, as defined in the ILO Forced Labor Convention (No. 29) and the Abolition of Forced Labor Convention (No. 105).	Vendor Code of Conduct	https://www.thekrogerco.com/wp-content/uploads/2017/09/code-of-conduct.pdf	No change	
Human rights defenders & civic space	Kroger does not tolerate any form of retaliation against anyone who has shared a concern in good faith through these mechanisms.	Human Rights Policy 2022	https://www.thekrogerco.com/wp-content/uploads/2022/02/Kroger-Human-Rights-Policy-Feb-2022.pdf	No change	
Gender equality and women's empowerment	Kroger is committed to a policy of equal opportunity for all associates without regard to race, color, religion, gender, national origin, age, disability, sexual orientation, or gender identity.' [Policy on Business Ethics 2023, PDF 8] 'Kroger set a goal to spend over $10 billion annually with diverse suppliers by 2030 as part of our Framework for Action: Diversity, Equity & Inclusion. We actively pursue collaborations with minority- and women-owned business enterprises, including companies owned by individuals who are veterans, disabled or members of the	Policy on Business Ethics 2023 ESG Report 2022	https://www.thekrogerco.com/wp-content/uploads/2017/09/business-ethics-policy.pdf https://www.thekrogerco.com/wp-content/uploads/2022/08/Kroger-Co-2022-ESG-Report.pdf	Updated source 2	2025 Responsible Business Report. In 2025, Kroger is collaborating with the Women's Business Enterprise National Council (WBENC) to facilitate the Industry Accelerator | Kroger Feeding Growth Opportunities program for women-owned businesses. This is the second year we are supporting an accelerator program of this kind that combines education, mentorship and pitching.
Indigenous Peoples	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	No evidence			No change	

Living wage in supply chain	Wages paid to workers must meet or exceed legal and industry standards. [...] Vendor may not engage in any action or practice in violation of the laws or regulations of any country or other location in which it does business. This includes, but is not limited to, laws and regulations related to labor, immigration, health and safety, working hours, and the environment.' [Vendor Code of Conduct 2020, 1]	Vendor Code of Conduct 2020	https://www.thekrogerco.com/wp-content/uploads/2017/09/code-of-conduct.pdf	No change
Human rights due diligence and supply chain				
Process for assessing human rights risks and impacts	Assessing human rights risks on an ongoing basis, for our own business and across the value chain, including for new sourcing geographies and products. We will conduct a formal human rights risk assessment process every two years and monitor emerging risks on an ongoing basis. We will also conduct human rights impact assessments (HRIA) for specific commodities and countries to inform our risk assessment and management	Human Rights Policy 2022	https://www.thekrogerco.com/wp-content/uploads/2022/02/Kroger-Human-Rights-Policy-Feb-2022.pdf	No change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change
Affected stakeholder engagement	We know we cannot do this alone, and we will work with a broad range of partners and stakeholders to identify human rights risks, prevent abuses and mitigate adverse impacts when they may occur.	Human Rights Policy 2022	https://www.thekrogerco.com/wp-content/uploads/2022/02/Kroger-Human-Rights-Policy-Feb-2022.pdf	No change
Human rights requirements in supplier code/requirements	This Vendor Code of Conduct (Code) is informed by internationally agreed upon standards, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We expect all Vendors, including direct and indirect suppliers of goods and services, contractors, and service providers, to comply with this Code and the expectations it sets forth and to uphold these Values in their business activities. We also expect all Vendors to escalate expectations consistent with this Code to their business partners	Vendor Code of Conduct 2020	https://www.thekrogerco.com/wp-content/uploads/2017/09/code-of-conduct.pdf	No change
Access to remedy				
Grievance mechanism for own employees	Grievance mechanisms are important to help identify possible human rights violations and provide a mechanism for individuals to report misconduct. We are committed to advancing alignment with the UNGP criteria for effective grievance mechanisms. We provide employees and business partners with access to the Kroger Help Line via the third party managed toll-free number [...] and website [...] (available 24/7 and in multiple languages). Our Policy on Business Ethics emphasizes the importance of raising concerns and provides steps on how to report such concerns. Our Vendor Code of Conduct includes the Help Line contact information and requires suppliers and partners to cascade the requirement for a grievance mechanism to their business partners. The Vice President and Chief Ethics & Compliance Officer oversees all grievance submitted through this process. Kroger does not tolerate any form of retaliation against anyone who has shared a concern in good faith	Human Rights Policy 2022 Webpage - Ethics Point	https://www.thekrogerco.com/wp-content/uploads/2022/02/Kroger-Human-Rights-Policy-Feb-2022.pdf https://secure.ethicspoint.com/domain/en/default_reporter.asp	No change
Grievane mechanism for workers - supply chain	Vendor must provide workers access to a grievance mechanism in a language they understand that enables them to raise concerns without fear of intimidation. Retribution or retaliation taken against any individual for reporting in good faith is prohibited.	Vendor Code of Conduct 2020	https://www.thekrogerco.com/wp-content/uploads/2017/09/code-of-conduct.pdf	No change
Grievance mechanism for external individuals & communities	See above			No change

Governance and staffing					
Board and/or C-Suite-level oversight	This policy has been reviewed and approved by the company's chief executive officer (CEO) and members of the Public Responsibilities Committee (PRC) of The Kroger Co. Board of Directors. The company's CEO, executive leadership team and PRC are responsible for overseeing implementation of this policy. The PRC has a shared responsibility with the Audit Committee of the Board to oversee risk management policies and the integration of human rights risks into company-wide risk management processes.	Human Rights Policy 2022	https://www.thekrogerco.com/wp-content/uploads/2022/02/Kroger-Human-Rights-Policy-Feb-2022.pdf	No change	
Senior level responsibility for human rights	Business leaders across the organization are responsible for implementing work relevant to their function, such as Human Resources & Labor Relations, Corporate Affairs, Ethics & Compliance, Responsible Sourcing, Operations, Manufacturing and Merchandising. Responsibilities include integrating human rights risk identification and management into planning, operating and regular business activities, as well as monitoring compliance with applicable laws, frameworks and company policies governing our operations and supply chain. This includes escalating identified risks to the Human Rights Working Group leadership and/or the PRC in alignment with	Human Rights Policy 2022	https://www.thekrogerco.com/wp-content/uploads/2022/02/Kroger-Human-Rights-Policy-Feb-2022.pdf	No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Human rights included in ESG Report	2024 Environmental, Social, & Governance Report	https://www.thekrogerco.com/wp-content/uploads/2025/03/Kroger-Co-2024-ESG-Report.pdf	Updated	2025 Responsible Business Report. https://www.thekrogerco.com/wp-content/uploads/2025/10/Kroger-Co-2025-Responsible-Business-Report.pdf
Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/a	No change	
RSPO	Yes	RSPO	https://rspo.org/search-members/	No change	
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change	
Anti-bribery and anti-corruption policy	Bribery in any form is forbidden in the conduct of the business of the company. No company funds or assets are to be used, directly or indirectly, for any bribe, kickback or other unlawful payment. No outside consultant, attorney, accountant or agent of any other nature may be used or employed in any manner that would be contrary to this policy. Fees, commissions and expenses paid to agents should be based upon reasonable standards for the services rendered.' [Policy on Business Ethics 2023, PDF 4]	Policy on Business Ethics 2023	https://www.thekrogerco.com/wp-content/uploads/2017/09/business-ethics-policy.pdf	No change	

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