US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Macy's

Indicators	Finding - 2025	Source	Source Links	Yes/No Change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	Macy's, Inc. is committed to respecting international human rights throughout its operations. [...] As part of this commitment, we manage our business in line with the UN Guiding Principles on Business and Human Rights and uphold the following international human rights standards...	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-2025.pdf	No change	
Human rights policy - ILO Core Labor Standards	... uphold the following international human rights standards: [...] ILO Declaration on Fundamental Principles and Rights at Work.	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-2025.pdf	No change	
Forced labor & prison labor	There shall be no use of forced labor, including prison labor, indentured labor, bonded labor, slave labor, or other forms of forced labor. All workers have the right to engage in work willingly and have full freedom of movement, without surrendering travel documents and without the payment of fees for their employment. All workers must be informed of the basic terms of their employment before leaving home location and have the right to terminate their employment without penalty. All forms of forced labor, slavery, and human trafficking are prohibited throughout the supply chain.	Macy's vendor code of conduct	https://s202.q4cdn.com/285121676/files/doc_downloads/policies/Macy's_Vendor_Code_of_Conduct_June_2022.pdf	No change	
Human rights defenders & civic space	We recognize the importance of human rights defenders (HRDs), people who individually or with others act, promote, or protect human rights in a peaceful manner, in elevating salient risks to the forefront of global awareness about potential human rights abuses. We are also aware that peaceful HRDs are often threatened for their efforts to protect workers, and we strongly condemn any retaliation, harassment, attacks, or other mistreatment of HRDs. When appropriate, we engage with peaceful HRDs.	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-2025.pdf	No change	
Gender equality and women's empowerment	We recognize that certain groups may be at heightened risk given their vulnerable status. For that reason, Macy's, Inc. is a signatory of the Commitment to Responsible Recruitment – an effort to address potential forced labor risks for migrant workers in the global supply chain – and is taking steps to advance the rights of women and children across our supply chain... We believe that worker well-being is essential to advancing human rights protections. To underscore our commitment, we partner with RISE: Reimagining Industry to Support Equality, an initiative to support collaborative industry action at scale to advance gender equality in global garment, footwear, and home-textiles supply chains, and ESCP: Ethical Supply Chain Program that focuses on transforming parent-child relationships and supporting the	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-2025.pdf	No change	
Indigenous Peoples	No evidence			No change	
Living wage					
Living wage, own operations	No evidence			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	Macy's has a comprehensive multi-pronged approach to risk assessment and due diligence that supports our commitment to monitor human rights impacts. We have a dedicated team working to promote continuous improvement aligned with our Vendor and Supplier Code of Conduct. Salient Risks We regularly take steps to identify salient risks in our supply chain. We then focus on these risk areas in our human right's due diligence programs. This risk-based approach concentrates on specific high-risk geographies and activities where we work to mitigate or remediate any critical issues that may arise. There are many human rights issues beyond the most salient risks material to our business, so we are committed to working with partners to address both potential and actual human rights issues throughout our supply chain. This may be through multi-stakeholder programs, audits, corrective action plans, self-assessment, capability building and training... Social Compliance Audits Social compliance is based on continuous improvement. Transparency and ethical practices are the foundation, and we work with our suppliers to correct issues, and in factories with persistent issues, we conduct audits more frequently, conduct extended focused audits and develop remediation programs based on regional and factory risk profiles. If high-risk violations are found, action is taken to investigate and evaluate the next steps. In some cases,	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-2025.pdf	No change	
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	Additional due diligence and disclosure obligations may also be required if conflict minerals used in supplier products originate from a covered country, or we are unable to determine the source of the conflict minerals.	Macy's Inc Conflict Minerals Policy	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/Conflict-Minerals-Policy-2025.pdf	No change	

Affected stakeholder engagement	As part of this work, we proactively and continually engage with relevant stakeholders on issues that span the breadth of our operations, including human rights. Also see 'Human rights defenders & civic space)	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-2025.pdf	No change		
Human rights requirements in supplier code/requirements	At Macy's, Inc. we are committed to operating with integrity and creating a more sustainable future. This includes protecting human rights and ensuring the safe and ethical treatment of workers throughout our supply chain. This Vendor and Supplier Code outlines the minimum standards to ensure that our merchandise is produced in workplaces that are free of abusive, exploitative, or unsafe working conditions, and that we work with ethical partners. We require national brand partners, suppliers of our private brands, and other vendors to adhere to our Code. We will only do business with companies that share our commitment to human rights and integrity and abide by the principles set forth in our Code.	Vendor Code of Conduct	https://s202.q4cdn.com/285121676/files/doc_downloads/policies/Macy's_Vendor_Code_of_Conduct_June_2022.pdf	No change		
Global Framework Agreement	No	Industriall Union	https://www.industriall-union.org/global-framework-agreements	No change		
Access to remedy						
Grievance mechanism for own employees	However, if a colleague is unsure where to go for answers, uncomfortable raising issues with individuals within the company, or wishes to report a potential violation of company policy anonymously, he or she may use ComplianceConnections.	Code of Conduct Webpage - ComplianceConnections	https://s202.q4cdn.com/285121676/files/doc_downloads/gov-docs/2023/code-of-conduct-external-2023-final.pdf	No change		
Grievane mechanism for workers - supply chain	We are committed to protecting human rights and ensuring the safe and ethical treatment of workers throughout our supply chain. We strive to ensure global suppliers provide workers throughout our supply chain with the opportunity to report concerns without fear of retaliation.	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-	No change		
Grievance mechanism for external individuals & communities	See above			No change		
Governance and staffing						
Board and/or C-Suite-level oversight	We maintain strong governance practices that reinforce our accountability to our commitments. The Nominating and Corporate Governance Committee of Macy's, Inc. Board of Directors oversees policies and practices related to political, human rights, social, and environmental issues, sustainability initiatives, and reporting. The Corporate Strategy Group (CSG) is comprised of senior members of our management team and oversees the governance practices that reinforce our accountability to our commitments throughout our business.	Macy's Inc Human Rights Policy Statement	https://s202.q4cdn.com/285121676/files/doc_downloads/2025/05/Human-Rights-Policy-Statement-2025.pdf	No change		
Senior level responsibility for human rights	See above			No change		
Reporting and transparency						
Human rights reporting (integrated or stand-alone)	Integrated in 2024 Corporate Responsibility Report	Corporate Responsibility Report 2024	https://s202.q4cdn.com/285121676/files/doc_downloads/esg-reports/2025/FINAL-M-2024-Corporate-Responsibility-Report-6-12-25.pdf	Yes change	Corporate Responsibility Report 2025. https://s202.q4cdn.com/285121676/files/doc_downloads/2026/06/FINAL-M-2025-Corporate-Responsibility-Report.pdf.	
Transparency Pledge	No	Transparency Pledge	https://transparencypledge.org/	No change		
Global Apparel Facilities in Open Supply Hub	342	Open Supply Hub	https://opensupplyhub.org/	Yes change		136
Memberships						
RBA	No	RBA	https://www.responsiblebusiness.org/about/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	All colleagues and all third parties acting on the company's behalf are strictly prohibited from offering, giving, or receiving a bribe under any circumstances. This applies to every colleague – at every location and at every level – and their family members. A bribe isn't just a cash payment – bribes can include gifts, discounts, charitable contributions, travel, excessive meals, lavish entertainment or payments for "consulting". And bribery is also against the law, most notably under the Foreign Corrupt Practices Act, which involves foreign government officials.	Code of Conduct	https://s202.q4cdn.com/285121676/files/doc_downloads/gov-docs/2023/code-of-conduct-external-2023-final.pdf	No change		

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