US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Meta

Indicator	Finding - 2025	Source	Source Link	Yes/No Change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	We are committed to respecting human rights as set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs). This commitment encompasses internationally recognized human rights as defined by the International Bill of Human Rights — which consists of the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights — as well as the International Labour Organization Declaration on Fundamental Principles and Rights at Work.	Corporate Human Rights Policy	https://about.fb.com/wp-content/uploads/2021/03/Facebooks-Corporate-Human-Rights-Policy.pdf	no change	
Human rights policy - ILO Core Labor Standards	See above			no change	
Forced labor & prison labor	Meta is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor, child labor, and all other trafficking-related activities (together, "modern slavery and human trafficking")... ...Also, our Electronics Reuse and Recycling Standard applies to suppliers providing recycling and take-back services. This standard requires suppliers' conformance to the RBA Code of Conduct and explicitly prohibits prison, coerced, forced, bonded or child labor, either directly or indirectly, in the performance of the reuse, recycling and/or takeback services.	Anti-slavery and human trafficking statement 2024	https://s21.q4cdn.com/399680738/files/doc_downloads/2024/05/2024-anti-slavery-and-human-trafficking-statement.pdf	Updated source	Meta is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor, child labor, and all other trafficking-related activities (together, "modern slavery and human trafficking"). We are committed to fully complying with all applicable international human rights standards, labor and employment laws, rules, and regulations, and to working to mitigate the risks of modern slavery and human trafficking in our business operations and supply chains. [https://s21.q4cdn.com/399680738/files/doc_downloads/2026/06/Meta-anti-slavery-and-human-trafficking-statement-2026.pdf]
Human rights defenders & civic space	We seek to protect human rights defenders, as defined by the UN Declaration on Human Rights Defenders, in their work to peacefully promote and protect human rights. The term "human rights defenders" includes human rights organizations; members of vulnerable groups advocating for their rights; professional and citizen journalists; non-violent political activists; and any member of the public who raises a human rights concern. At Meta, we recognize human rights defenders are a high-risk user group. We strive to offer specific measures to protect their safety and well-being. On social media, these risks can include digital security risks; online attacks against individuals or groups; surveillance; and censorship demands from governments or their proxies. More importantly, these online risks may have the potential to lead to offline harms, including violence, arrest, and termination of employment. We proactively engage with human rights defenders to understand their needs and the heightened human rights risks they face. We strive to offer specific measures to protect their safety and mitigate such risks. We condemn all threats, acts of intimidation and retaliation, persecution, and physical and legal attacks against human rights defenders. We strive to support their important work, and particularly the foundational rights of freedom of expression, assembly,	Corporate Human Rights Policy	https://about.fb.com/wp-content/uploads/2021/03/Facebooks-Corporate-Human-Rights-Policy.pdf	no change	
Gender equality and women's empowerment	[Facebook has been a signatory to the WEPs since 2020] [Webpage - WEPs] At Meta, we believe women deserve equal access to the economic, educational and social opportunities the Internet provides. We understand that you have to feel safe to meaningfully participate in a community. Learn more about tools that let you confidently connect with family, friends and important causes. [Webpage - Safety Center]	Webpage - WEPs Webpage - Safety Center	https://www.weps.org/companies https://about.meta.com/actions/safety/audiences/women/	no change	
Indigenous Peoples	No evidence			no change	
Natural resources					
Responsible mineral sourcing	See conflict minerals			no change	
Conflict minerals	Meta recognizes that the risk of significant adverse impacts, including human rights abuses and conflict, may be associated with the extraction, trade, handling and export of minerals originating from conflict-affected and high-risk areas. Cassiterite, columbite-tantalite (coltan), wolframite and gold, and their derivatives tin, tantalum and tungsten - or "3TG" - are known as "conflict minerals". These minerals have been linked to armed conflict and human rights abuses around the world, and specifically in the Democratic Republic of the Congo (DRC) and adjoining countries. Accordingly, Meta is committed to the responsible sourcing of minerals used in our products and we comply with conflict minerals-related legal obligations where they are applicable. We expect our suppliers to share this commitment and to fully support Meta in meeting our regulatory requirements. Meta conducts due diligence in accordance with the Organisation for Economic Co-operation and Development's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the Supplements and Annexes thereto (OECD Guidance, available here).	Meta Responsible Minerals Sourcing Policy	https://investor.atmeta.com/leadership-and-governance/Conflict-Minerals-Policy/default.aspx	no change	
No deepsea mining	No evidence			no change	
Land rights	No evidence			no change	
Free, Prior, and Informed Consent (FPIC)	No evidence			no change	
Technology					

Responsible AI	... Because Llama 3.2 models now include vision capabilities, we added additional measures to our safety program: Safeguards for new vision capabilities... New tools for developers—Llama Guard Vision and Llama Guard Update... Building industry standards: Both our existing Llama Guard and newly released Llama Guard Vision incorporate the hazard taxonomy developed by MLCommons. Through our ongoing collaboration with MLCommons, we're working alongside researchers, security experts, and industry peers to create a set of third-party tools for evaluating and mitigating a wide-range of possible risks. This maximizes the power of the AI community to develop the safest and most useful models. Making AI openly available will meaningfully improve the lives of people around the world. We're committed to not only deploying our models openly, but also collaborating on the responsible development and use of AI... ...We've developed our new image and voice features with safety and privacy in mind. In regions where people are able to upload images to Meta AI, we've taken steps to prevent Meta AI from being used to identify people in those images, such as safety-tuning to help detect prompts that ask Meta AI to identify who is in an image and output filtering to help prevent responses. We built safeguards to help protect against image edits resulting in harmful or inappropriate content. Because Meta AI now supports voice, we expanded our deletion controls so that voice transcriptions from Meta AI chat history can be deleted at any time...[Connect 2024]	Connect 2024: The responsible approach we're taking to generative AI (September 25, 2024) Webpage - Our Approach to Frontier AI	https://ai.meta.com/blog/responsible-ai-connect-2024/ https://about.fb.com/news/2025/02/meta-approach-frontier-ai/	yes change	Governace & Transparency We have been developing, deploying, and open sourcing AI research and models for over a decade through both our Fundamental AI Research (FAIR) Lab and our product teams, which leverage AI across our suite of products and services, including in Facebook, Instagram, Messenger, WhatsApp, and ads and other business products. In addition to research releases, we have a growing ecosystem of open models and safety tools that can be used for both research and commercial use cases. This Framework builds upon the processes and expertise that have guided the responsible development and deployment of our research and products over the years. The processes outlined in this Framework describe our approach to developing and deploying Frontier AI specifically.
Human rights policy - freedom of expression and information and privacy	We are committed to implementing the Global Network Initiative (GNI) Principles on Freedom of Expression and Privacy, and their associated Implementation Guidelines.	Corporate Human Rights Policy	https://about.fb.com/wp-content/uploads/2021/03/Facebooks-Corporate-Human-Rights-Policy.pdf	no change	
Living wage					
Living wage, own operations	We offer competitive compensation to attract and retain the best people, and we help care for our people so they can focus on our mission. Our employees" total compensation package includes market-competitive salary, bonuses or sales incentives, and equity." [Proxy Statement 2022, 28]	Proxy Statement 2022	https://d18rn0p25nwr6d.cloudfront.net/CIK-0001326801/22a38320-0a0a-4f62-935d-41ab580273de.pdf	yes change	Proxy statement 2026 - removal of ESG at Meta Section For us to be successful, we design our executive compensation programs to attract and retain a talented team of engineering, product, sales, and business professionals who can help achieve this mission through the successful pursuit of our company priorities. In addition, we expect our executive team to possess and demonstrate strong leadership and management capabilities. For more information regarding our 2025 company priorities, see the section entitled "—Elements of Executive Compensation" below. [2026 pg. 39] https://www.sec.gov/Archives/edgar/data/1326801/000162828026025532/meta-20260416.htm
Living wage in supply chain	Our approach begins with establishing clear expectations with our suppliers through our standards and policies, including the Responsible Business Alliance (RBA) Code of Conduct." [Sustainability Report 2021, 33] Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. [Responsible Business Alliance Code of Conduct 2024]	Sustainability Report 2021 Responsible Business Alliance Code of Conduct Version 8.0 (2024)	https://sustainability.fb.com/wp-content/uploads/2022/06/Meta-2021-Sustainability-Report.pdf https://www.responsiblebusiness.org/media/docs/RBACodeofConduct8.0_English.pdf	yes change	Meta 2025 - Sustainability Report https://sustainability.atmeta.com/wp-content/uploads/2025/08/Meta_2025-Sustainability-Report_.pdf Meta is a member of the United Nations Global Compact (UNGC) and is committed to working towards the 10 principles of the UNGC focused on human rights, labor, environment, and anti- corruption. Pg 57 Our worker well-being program is designed to support the safe working conditions and sustained performance of our manufacturing supply chain by keeping worker well-being at the core of what we do. Pg. 58
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	We conduct human rights due diligence to identify such risks,and to help us create strategies to avoid, prevent and mitigate them. We also seek to identify and support opportunities for our products, policies, and operations to promote human rights. We use a variety of due diligence methodologies, including, but not limited to, human rights impact assessments. We pay particular attention to the rights and needs of users from groups or populations that may be at heightened risk of becoming vulnerable or marginalized. We are committed to identifying relevant such groups for each context, undertaking meaningful engagement to hear their hopes and concerns, and to protecting and promoting their rights when using our products. When conducting anti-slavery and human trafficking due diligence, which is part of our responsible supply chain program, we verify supplier conformance with our standards through dialogue, independent audits and assessments, worker surveys, and other forms of assurance.	Corporate Human Rights Policy	https://about.fb.com/wp-content/uploads/2021/03/Facebooks-Corporate-Human-Rights-Policy.pdf	no change	
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	We take a comprehensive approach in countries that are experiencing or at risk for conflict or violence — acting quickly to remove content that violates our policies and taking protective measures. Since 2018, we've built teams with expertise on issues such as human rights, hate speech, misinformation and polarization. Many have lived or worked in high-risk countries and speak relevant languages. We have an industry-leading process for reviewing and prioritizing countries with the highest risk of offline harm and violence, every six months. When we respond to a crisis, we deploy country-specific support as needed. The complexity of these issues means there will never be a one-size-fits-all solution. Our work will never be finished and requires ongoing vigilance and investments.	Our Approach to Maintaining a Safe Online Environment in Countries at Risk	https://about.fb.com/news/2021/10/approach-to-countries-at-risk/	no change	
Affected stakeholder engagement	Our respect for human rights - and their underlying principles of equality, safety, dignity, privacy, and voice - is applied through: • Our Community Standards, which outline what user-generated content is and is not allowed on Facebook. We look to international human rights experts when developing these standards, among other stakeholders, and when deciding how to implement them in practice. We seek to meaningfully engage with potentially affected groups and other stakeholders through our Stakeholder Engagement program... ...This policy is founded on meaningful engagement with rights holders and other stakeholders	Corporate Human Rights Policy	https://about.fb.com/wp-content/uploads/2021/03/Facebooks-Corporate-Human-Rights-Policy.pdf	no change	

Human rights requirements in supplier code/requirements	Suppliers are assessed for conformance to the Responsible Business Alliance (RBA) Code of Conduct and other Responsible Supply Chain (RSC) policies and standards via third-party audits, supplier questionnaires and on-site assessments. Our approach to supplier development is based on a continuous improvement model, working closely with suppliers to help them understand, prevent and mitigate risks in and to their business.[Webpage - Responsible Supply Chains] The Responsible Business Alliance (RBA) Code of Conduct establishes standards to ensure that working conditions in supply chains are safe, and that business is conducted responsibly, ethically, and with respect for human rights and the environment. [Responsible Business Alliance Code of Conduct]	Webpage - Responsible Supply Chains RBA Code of Conduct	https://sustainability.atmeta.com/responsible-supply-chain/ https://www.responsiblebusiness.org/media/docs/RBACodeofConduct8.0_English.pdf	no change	
Access to remedy					
Grievance mechanism for own employees	Speaking up is important if you see or suspect a violation of the law, this Code or any of Meta's policies. You don't need to have all the information or details to ask questions or speak up. [...] You can also raise a concern anonymously: Via Speak Up [...] Calling [...] Dialling the direct access code available at [...] and then [...] following the operator's instructions." [Code of Conduct 2022, 8] "If you see or hear of something that might be a violation of Meta policy or law, we encourage you to speak up. If you are a manager, you are required to report any potential violations to HR. Meta provides a variety of channels for people to report concerns: Any Human Resources Business Partner (HRBP) or Employee Relations Partner (ERP); Employment Law; Anonymous Whistleblower Hotline." [Webpage – Responding to Workplace Complaints]	Code of Conduct 2022 Webpage – Responding to Workplace Complaints Webpage - Speak Up	https://s21.q4cdn.com/399680738/files/doc_downloads/governance_documents/2022/06/FB_CoC_EXTERNAL_en_EN_Update_Final-6_2-FINAL-ua.pdf https://about.facebook.com/people-practices/harassment-policy/ https://fb.integrityline.com/	yes change	Code of Conduct 2026 - https://s21.q4cdn.com/399680738/files/doc_downloads/governance_documents/2026/03/2025-Meta-Code-of-Conduct-02-11-26-English-External.pdf Speaking up is important if you see or suspect a violation of the law, this Code or any of Meta's policies. You don't need to have all the information or details to ask questions or speak up. You can always raise your concern with: You can also submit a report via SpeakUp, Meta's concern reporting system, which in many cases allows for anonymous reporting: Call +1-800-461-9330 (Customer ID Number: 8457) The direct access code available at the "Call Us" Page at https://meta.integrityline.io You can trust that your question or concern will be treated seriously and dealt with promptly and as confidentially as possible
Grievane mechanism for workers - supply chain	See above			see above	
Grievance mechanism for external individuals & communities	See above. In addition: Meta created the Oversight Board to help us resolve some of the most difficult questions around freedom of expression online: what to take down, what to leave up and why. . . The board is an external body that people can appeal to if they disagree with Meta's content enforcement decisions on Facebook, Instagram, or Threads. We're committed to implementing the board's content decisions, and their recommendations help shape how we govern our policies.	Oversight Board	https://transparency.meta.com/oversight/overview/	no change	
Governance and staffing					
Board and/or C-Suite-level oversight	Significant and challenging matters are regularly escalated to the Vice President for Global Affairs and Communications and the Vice President and General Counsel, and may include further input from Meta's Chief Operating Officer, the Chief Diversity Officer, and the Chief Executive Officer. The Vice President for Global Affairs and Communications and the Vice President and General Counsel shall oversee the implementation of this policy. Salient human rights issues shall be reported periodically to the Board of Directors (or a committee thereof), as appropriate.	Corporate Human Rights Policy	https://about.fb.com/wp-content/uploads/2021/03/Facebooks-Corporate-Human-Rights-Policy.pdf	no change	
Senior level responsibility for human rights	Meta's Human Rights Director is part of the company's global policy division. The Director, along with a dedicated team, advises on key product, policy, and corporate decisions; leads human rights due diligence efforts. S/he works closely with legal, operations, policy, and product leadership and staff to ensure we live up to the expectations of the UNGPs, as well as our commitments as a member of the Global Network Initiative.	Corporate Human Rights Policy	https://about.fb.com/wp-content/uploads/2021/03/Facebooks-Corporate-Human-Rights-Policy.pdf	no change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Included in: 2024 Sustainability Report Human rights report 2023 2024 Responsible Business Practices Report	For a better reality Human rights report Unlocking Potential	https://sustainability.atmeta.com/wp-content/uploads/2024/08/Meta-2024-Sustainability-Report.pdf https://humanrights.fb.com/wp-content/uploads/2024/09/2023-Meta-Human-Rights-Report.pdf https://www.meta.com/actions/responsible-business-practices/?utm_source=about.meta.com&utm_medium=redirect	yes change	For a Bettter Reality - Meta Sustainability Report 2026 https://sustainability.atmeta.com/wp-content/uploads/2024/08/Meta-2024-Sustainability-Report.pdf Last human rights report: 2024 https://humanrights.fb.com/wp-content/uploads/2025/12/2024-Meta-Human-Rights-Report.pdf Meta 2025 Responsible Business Practice Report - Fiscal Year 2024 https://scontent-bos5-1.xx.fbcdn.net/v/t39.8562-6/591949991_3024553564384031_5508775161007564692_n.pdf?_nc_cat=102&ccb=1-7&_nc_sid=e280be&_nc_ohc=dEeHnR6PLAoQ7kNvwFCNjRA&_nc_oc=AdoN7X-ixVrEzqdaJWR6Tcyb1w5dyIFdwWjpn0uEdQFAHNpsFpaQBfwVaRtkua-D1ewfenbHFxpESObxxt7gzmNI&_nc_zt=14&_nc_ht=scontent-bos5-1.xx&_nc_gid=sErOGM9CLIPeUK3B_01jbA&_nc_ss=7b289&oh=00_AQB2ugAzBSQCvnV3hT8tm94wyOexKSOJB82o8sGAjwIt_Q&oe=6A5ED375
Transparency Report	We publish regular reports to give our community visibility into how we enforce our policies, respond to data requests and protect intellectual property, while monitoring dynamics that limit access to Meta technologies. [Community Standards Enforcement Report updated through Q1 2025; Government Requests for User Data and Content Restrictions Based on Local Law reports updated through Dec 2024, and others available]	Transparency reports	https://transparency.meta.com/reports/	no change	
Memberships					
RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/	no change	
RMI	Yes	RMI	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/	no change	
GNI	Yes	GNI	https://globalnetworkinitiative.org/who-we-are/members/	no change	

IRMA	No	IRMA	https://responsiblemining.net/members-partners/#irma-member-list	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			
Anti-bribery and anti-corruption policy	We do not tolerate any form of corruption, including offering or accepting bribes, kickbacks, and other improper payments, directly, or through third parties acting on our behalf. We are committed to compliance with the letter and the spirit of anti-corruption laws including the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act (collectively, "Anti-Corruption Laws"), everywhere we do business.[Anti▪Corruption Policy] We do not engage in bribery or corruption and conduct business throughout the world using ethical practices only. [...] We stand	Anti-Corruption Policy Code of Conduct 2022	https://s21.q4cdn.com/399680738/files/doc_downloads/2022/10/Meta-AC-Policy-External.pdf https://s21.q4cdn.com/399680738/files/doc_downloads/governance_documents/2022/	no change

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