Business and Human Rights Centre

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Nordstrom

Indicator	Finding - 2026	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	Aligned with the Universal Declaration for Human Rights and the International Labour Organizations (ILO) Core Conventions and Fundamental Principles and Rights at Work, we are committed to protecting human rights throughout our operations. We align with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidance for Responsible Business Conduct as best practice for understanding and managing our human rights risks. If adverse human rights impacts arise, we focus on mitigating and remediating.	Webpage - Nordstrom Cares, Human Rights	https://www.nordstrom.com/browse/nordstrom-cares/human-rights	New source	Nordstrom Human Rights Commitment. https://n.nordstrommedia.com/id/9ddcdbff-4c69-4d5c-b9a8-7d0837f010b2.pdf?jid=j011535-13360&cid=00000&cm_sp=merch-_-corporate_social_responsibility_13360_j011535-_-freelayout_corp_p01_info&. We are committed to respecting all human rights, as articulated in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. This commitment is critical to our success and our brand integrity. It applies globally to our own operations, our brand suppliers, and the suppliers Nordstrom Product Group partners with to make our private-label merchandise.
Human rights policy - ILO Core Labor Standards	See above			See above	
Forced labor & prison labor	As part of this commitment to respect human rights, Nordstrom prohibits the use of forced labor in its supply chain and works with its suppliers to prevent forced labor in their operations... ... Suppliers must not employ prison labor, whether directly or indirectly through a labor agent or as part of a government-sanctioned rehabilitation program.'	Forced Labor Policy	https://n.nordstrommedia.com/id/cda1ed67-f5c8-4be4-ae00-15a8f90ce524.pdf	No change	
Human rights defenders & civic space	"We do not tolerate retaliation against those who report misconduct or possible misconduct, raise a concern... Nordstrom is committed to protecting those who report violations from retaliation..."	Webpage - Nordstrom Cares, Human Rights	https://www.nordstrom.com/browse/nordstrom-cares/human-rights	Yes	Forced Labor Policy. https://n.nordstrommedia.com/id/cda1ed67-f5c8-4be4-ae00-15a8f90ce524.pdf. Suppliers must not retaliate against workers for raising concerns or providing information regarding employment practices that could indicate forced labor.
Gender equality and women's empowerment	To that end, we do not permit discrimination or harassment of any kind.We implement this commitment through the Nordstrom Code of Business Conduct and Ethics and Nordstrom Expectations, which include our policy of being an equal-opportunity employer committed to recruiting, hiring, training and promoting qualified people of all backgrounds, regardless of race and ethnicity; religious creed; national origin; ancestry; age; marital status; pregnancy; nursing mother status; physical, mental or sensory disability; medical condition; genetic information; sexual orientation; gender identity or expression; military or veteran status; or any other basis protected by federal, state and/or local laws. All employees receive and must acknowledge receipt of our Code of Business Conduct and Ethics and Nordstrom Expectations [Webpage- Human Rights Commitment] Women make up nearly 70% of Nordstrom employees, as well as the majority of our customers and the majority of the people working in our global supply chain. Supporting gender equity is not only the right thing to do—it's a business imperative. Supporting the women who work in our supply chain is part of our commitment to human rights. When women are healthier, their children and families are healthier. And when women have an income, they tend to invest in their children and families, creating benefits that reach far beyond themselves. We aim to drive positive change by producing more of our products in factories where women have resources to	Nordstrom Human Rights Commitment Webpage - Gender Equity	https://n.nordstrommedia.com/id/9ddcdbff-4c69-4d5c-b9a8-7d0837f010b2.pdf?jid=j011535-13617&cid=00000&cm_sp=merch-_-corporate_social_responsibility_13617_j011535-_-freelayout_corp_p01_info& https://www.nordstrom.com/browse/nordstrom-cares/human-rights/womens-empowerment?srsltid=AfmBOoqObftkVMKSrD0LjhBrug3aNvhSIqAyfKOwS_zX6ONc9yfxb7Y_	Yes (source 2)	Source 1 remains unchanged. Source 2 - link no longer works. Instead: Responsible Sourcing:. https://www.nordstrom.com/browse/impact/people/responsible-sourcing?srsltid=AfmBOopymMY1dQWrwuKnJCUB14lwWsf0NIkyy5C4ps0Xa2-kd3Ygd44v. To drive real change for the people who make our products, we take a hands-on approach—conducting regular training on human rights for suppliers and employees and providing localized support to promote gender equity, fair livelihoods and worker well-being in our supply chains.
Indigenous Peoples	For that reason, in alignment with the United Nations Universal Declaration for Human Rights, Convention on the Protection and Promotion of the Diversity of Cultural Expressions, and the Declaration on the Rights of Indigenous People, Nordstrom does not produce, sell or promote culturally appropriated products, language, or imagery. Nordstrom suppliers are prohibited from appropriating, plagiarizing, stealing, or inappropriately using Cultural Expressions from underrepresented communities.	Cultural Appropriation Policy	https://n.nordstrommedia.com/id/eb7f2607-da5d-40d4-bc8c-1af1937fe3a7.pdf	No change	
Living wage					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	Within the next five years Nordstrom has committed to: -Having 90 percent of Nordstrom Made products produced in factories that invest in women's empowerment. -Being able to trace 90 percent of its Nordstrom Made products back to the factory where they were produced. -Having 100 percent of Nordstrom Made strategic suppliers pay a living wage to their factory workers. -Continuing to invest in organizations that support women's empowerment to create trainings and resources within our global supply chain.	Nordstrom Announces Human Rights And Women's Empowerment Goals For 2025	https://press.nordstrom.com/node/40821/pdf	New source	2024 Impact Report. https://n.nordstrommedia.com/it/181bbc18-988a-4296-a9b2-2d8cfc69285c.pdf Additionally, as of 2024, we have joined the Anker Research Institute's Living Wage Corporate Sponsors program, committing to help in advancing living wages within the supply chain through industry collaboration and support.
Human rights due diligence and supply chain					

Process for assessing human rights risks and impacts	We continue to conduct and have strengthened our due diligence efforts. We've launched a Human Rights Impact Assessment and a Forced Labor Impact Assessment, led human rights experts Article One Advisors. These assessments will help us take an evidence-based approach to identifying and improving protections for salient human rights and forced labor risks throughout our supply chain. In addition, we regularly audit our Nordstrom Made factories to confirm they meet our ethical standards, including our zero-tolerance policy regarding the use of forced labor anywhere in the world.	Webpage - Nordstrom Cares, Human Rights	https://www.nordstrom.com/browse/nordstrom-cares/human-rights	New source	Responsible Sourcing. https://www.nordstrom.com/browse/impact/people/responsible-sourcing?srsltid=AfmBOop2ViP4PFtHkOmDlffSo2FtnQQEcfSs1xXW-5n7VQhhuz8MMzPq. The Nordstrom human rights due diligence model mirrors the Organisation for Economic Co-operation and Development (OECD) model....[See detail on website, includes human rights impact assessment]
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	We engage our upstream suppliers on mineral sourcing in alignment with the OECD Due Diligence Guidelines for Multinational Enterprises on Responsible Business Conduct. We require Nordstrom Private Labor suppliers that source conflict minerals to: • Establish policies, due diligence frameworks and management systems for the traceability of conflict minerals consistent with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. • Source Conflict Minerals from smelters and refiners validated as "Conformant" to the Responsible Minerals Initiative (RMI) list or other mutually recognized standards. • Respond to inquiries for due diligence information, and promptly implement corrective action identified and requested by Nordstrom. Suppliers must also satisfy any reporting requirements they have under U.S. law related	Conflict Minerals Policy	https://n.nordstrommedia.com/id/c4d07ba1-663b-477d-8d54-bad96e432de0.pdf	No change	
Affected stakeholder engagement	We engage with a diverse group of stakeholders to inform our approach to systemic change and understand risks, interests and concerns. This engagement provides valuable insight to inform our continuous improvement approach. Our stakeholders include business and industry partners, multi-stakeholder associations, non-governmental	Webpage - Strategy, Governance & Reporting	https://www.nordstrom.com/browse/nordstrom-cares/strategy-governance-reporting	Yes	Question for Nordstrom: This link no longer works. Is there another source with evidence of Nordstrom engaging with affected stakeholders?
Human rights requirements in supplier code/requirements	Recognizing that Nordstrom Suppliers are global, this Partner Code of Conduct is based on internationally recognized standards and guidance. Suppliers must also comply with applicable sections of the • United Nations (UN) Guiding Principles on Business and Human Rights; • Universal Declaration for Human Rights; • International Labor Organization's (ILO) Fundamental Principles and Rights at Work and other relevant ILO conventions • UN Convention on the Rights of the Child' 'Suppliers must adhere to other Nordstrom policies that govern the relationship between Nordstrom and its Suppliers. This includes the Nordstrom Human Rights Commitment and other policies referenced in this Partner Code of Conduct. In the case of any conflict between an applicable legal requirement, an internationally recognized standard or a Nordstrom policy, the highest standard shall apply. [4]	Nordstrom Partner Code of Conduct	https://n.nordstrommedia.com/id/265bc983-7004-4449-bffc-398b5a663c28.pdf	No change	
Global Framework Agreement	No	Industriall Union	https://www.industriall-union.org/global-	No change	
Access to remedy					
Grievance mechanism for own employees	We encourage employees, customers, agents, workers in our value chain, suppliers and communities we impact or do business with to raise any questions or concerns they may have. This includes any suspected violations of our Nordstrom Code of Business Conduct and Ethics, our Nordstrom Partner Code of Conduct or other Nordstrom policies.	Webpage - Nordstrom Cares: Human Rights	https://www.nordstrom.com/browse/nordstrom-cares/human-rights	New source	Nordstrom Human Rights Commitment. https://n.nordstrommedia.com/id/9ddcdbff-4c69-4d5c-b9a8-7d0837f010b2.pdf?jid=j011535-13360&cid=00000&cm_sp=merch-_-corporate_social_responsibility_13360_j011535-_-freelayout_corp_p01_info&. Nordstrom has an open-door philosophy for asking questions or sharing concerns. Beyond that, employees who are concerned about potential violations of our Code of Business Conduct and Ethics can contact the HR Service Center, or share concerns anonymously through our ethics website and hotline. Any concerns are addressed through an internal process, and we update our policies and practices as needed, based on our findings.
Grievane mechanism for workers - supply chain	We require suppliers to implement grievance channels to enable workers to report grievances or violations. Nordstrom provides an external grievance channel to enable supply chain workers and other stakeholders to report grievances or violations of Nordstrom's Partner Code of Conduct.	Webpage - Responsible Sourcing	https://www.nordstrom.com/browse/nordstrom-cares/human-rights/ethical-business?srsltid=AfmBOor50lTGfDpkJ2lVQ8bMcF12Mvb0lo8Q6X-s6xOz2RBq94kCw5gn	New source	Nordstrom Partner Code of Conduct. https://n.nordstrommedia.com/id/1e6abc89-7b28-4792-8b0b-05d4a5e9445a.pdf. Suppliers must provide a method for workers to raise concerns to Supplier management without fear of retaliation. Suppliers are encouraged to ensure such concerns can be raised anonymously and/or confidentially if the worker so chooses. Suppliers must ensure that the grievance mechanism is accessible to all workers and must track and record employees' submissions and their resolution.
Grievance mechanism for external individuals & communities	See above			Yes	Can Nordstrom point us to a grievance mechanism accessible to external individuals and communities, i.e. beyond workers?
Governance and staffing					
Board and/or C-Suite-level oversight	Maintaining strong governance is critical to driving our ongoing progress and results. Our General Counsel and Chief Marketing Officer provide updates to our Board of Directors through our Corporate Governance and Nominating Committee at least once per year, if not more often. They receive feedback and answer questions from the members of that committee at that time.	Webpage - Nordstrom Cares: Strategy, Governance & Reporting	https://www.nordstrom.com/browse/nordstrom-cares/strategy-governance-reporting?breadcrumb=Home%2FNordstrom%20Cares%2FStrategy%2C%20Governa	New source	2024 Impact Report. https://n.nordstrommedia.com/it/181bbc18-988a-4296-a9b2-2d8cfc69285c.pdf Ultimate oversight for our impact efforts sits with the Board of

Senior level responsibility for human rights	We also maintain a Sustainability Committee made up of key executives and senior leaders from teams across the business. This committee meets quarterly and is chaired by our Chief Marketing Officer. Through the work of this committee, we're able to align on priorities and overcome roadblocks on complex projects and initiatives. Our Corporate Social Responsibility team collaborates closely with the teams across our business that are working toward our shared goals.	Webpage - Nordstrom Cares: Strategy, Governance & Reporting	https://www.nordstrom.com/browse/nordstrom-cares/strategy-governance-reporting?breadcrumb=Home%2FNordstrom%20Cares%2FStrategy%2C%20Governance%20%26%20Reporting	New source	2024 Impact Report. https://n.nordstrommedia.com/it/181bbc18-988a-4296-a9b2-2d8cfc69285c.pdf. In response to evolving and increasingly stringent environmental, social and governance (ESG) legislation, in 2024, our Corporate Social Responsibility team moved under Legal and became the ESG team. This program continues to serve as an internal center of excellence, leading our Nordstrom strategy and associated programming. To drive progress toward our ESG goals, cross-functional action teams bring together representatives from across our business; each goal has ESG and non-ESG co-leads, with an executive sponsor who provides guidance and oversees progress.
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Human Rights included in annual impact report	2023 Impact Report	https://n.nordstrommedia.com/it/048e775c-a106-4feb-8e1c-e907a61b4136.pdf?jid=j013046-228628.sm.sp=msch...jixp	Updated	2024 Impact Report. https://n.nordstrommedia.com/it/181bbc18-988a-4296-a9b2-2d8cfc69285c.pdf
Transparency Pledge	Yes	Transparency Pledge	https://transparencypledge.org/aligned/	No change	
Global Apparel Facilities in OAR	261	Open Supply Hub	https://opensupplyhub.org/	Updated	382
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	Corruption can harm the communities we serve and the communities where the products we sell are made. We do not tolerate corruption or bribery of any kind.	Code of Conduct & Ethics	https://press.nordstrom.com/static-files/952f5e64-473c-47c2-a396-	No change	

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