US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Ross Stores

Indicator	Finding - 2026	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	Ross supports responsible business practices and human rights throughout our supply chain. Vendors, manufacturers, and other Company business partners are required to comply with all applicable local, state, federal, and international laws relating to the manufacture and production of products sold to Ross, including but not limited to laws relating to: Labor compensation Working conditions Child, slave, prison, or forced labor Environmental protection Product safety Corruption or bribery (including foreign corrupt practices) Building and working safety conditions	Webpage: Our Approach to Sourcing and Human Rights	https://corp.rossstores.com/responsibility/conducting-business-ethically/our-approach-to-sourcing-and-human-rights/	No change	
Human rights policy - ILO Core Labor Standards	Ross' standards and requirements related to sourcing and human rights are incorporated in various Company documents, such as Ross' Code of Business Conduct and Ethics, Vendor Compliance Manual, Purchase Orders, Vendor Compliance and Indemnity Agreements, and Buying Agent Agreements. Ross' standards and requirements related to human rights are also designed to comport with applicable Universal Declaration of Human Rights (UDHR) and International Labor Organization (ILO) standards. For more information, refer to our Code of Business Conduct and Ethics, which is located in the Corporate Governance section of our	Webpage: Our Approach to Sourcing and Human Rights	https://corp.rossstores.com/responsibility/conducting-business-ethically/our-approach-to-sourcing-and-human-rights/	No change	
Forced labor & prison labor	Ross will not knowingly purchase products manufactured using child, slave, prison, or forced labor, or where workers are not provided wages or safe working environments as required by law.	Webpage: Our Approach to Sourcing and Human Rights	https://corp.rossstores.com/responsibility/conducting-business-ethically/our-approach-to-sourcing-and-human-rights/	No change	
Human rights defenders & civic space	The Board has also adopted a Code of Ethics for Senior Financial Officers, a Code of Business Conduct and Ethics that applies to all of our employees, officers, directors and Ross business partners, and "Whistle-blowing" and Complaint Policy and Procedures.	Corporate Governance webpage	https://corp.rossstores.com/responsibility/conducting-business-ethically/governance-and-ethics/	No change	
Gender equality and women's empowerment	Ross is an equal opportunity employer. We consider individuals for employment or promotion according to their skills, abilities and experience. We believe that it is an essential part of the Company's overall commitment to attract, hire and develop a strong, talented and diverse workforce. Ross is committed to complying with all applicable laws prohibiting discrimination based on race, color, creed, religion, sex, age, national origin, ancestry, physical, mental or developmental disability, pregnancy, childbirth and related medical conditions, veteran and military status, marital status, medical condition or genetic information, gender identity, sexual orientation, as well as any other category protected by federal, state or local laws. [EEO Policy] We care about sourcing goods and services from a diverse range of suppliers. Through our participation and membership in organizations such as the National Minority Supplier	Equal Employment Opportunity (EEO) Policy 2023 Corporate Social Responsibility Report	https://corp.rossstores.com/eeo/ https://corp.rossstores.com/wp-content/uploads/2024/10/Ross-2023-Corporate-Social-Responsibility-Report_FINAL.pdf	Updated source	Also included in 2024 Corporate Social Responsibility Report. https://corp.rossstores.com/wp-content/uploads/2025/10/Ross-2024-Corporate-Social-Responsibility-Report.pdf
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	Further, we monitor and assess our supply chain for compliance related to product safety, labor laws, and human-trafficking concerns. In addition, we maintain a social compliance program intended to promote compliance with our Vendor Code of Conduct, which requires adherence to local labor, safety, and environmental laws. The program employs numerous resources, including inspections conducted by buying agents and audits conducted by leading third-party auditors.	Wepage: Our Approach to Sourcing and Human Rights	https://corp.rossstores.com/responsibility/conducting-business-ethically/our-approach-to-sourcing-and-human-rights/	No change	
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	We require suppliers to identify the source of Conflict Minerals incorporated in or consumed by the manufacturing of products they provide. As necessary, we perform due diligence regarding the source of those minerals.	Wepage: Our Approach to Sourcing and Human Rights	https://corp.rossstores.com/responsibility/conducting-business-ethically/our-approach-to-sourcing-and-human-rights/	No change	
Affected stakeholder engagement	Ross-directed third-party audits and buying agent inspections require a physical review of manufacturing factories, a review of factory records and certifications, plus interviews with factory workers.	Wepage: Our Approach to Sourcing and Human Rights	https://corp.rossstores.com/responsibility/conducting-business-ethically/our-approach-to-sourcing-and-human-rights/	No change	
Human rights requirements in supplier code/requirements	Vendors, manufacturers, and other business partners of the Company must strictly comply with all applicable federal, state, local, and international laws relating to the procurement, manufacture and production of products sold to the Company, including compliance with all applicable laws relating to labor compensation, working conditions, child, slave, prison, or forced labor, environmental protection, product safety, corruption or bribery (including foreign corrupt practices), and similar obligations. The Company will not knowingly purchase any product whose manufacture involved the use of any child, slave, prison, or forced labor, or any labor that is not	Code of Business Conduct and Ethics	https://investors.rossstores.com/static-files/12603d06-ce54-4b81-a4ad-a2c778c4a479	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	The Company has established a procedure to allow employees, customers, or business partners to submit complaints on a confidential and anonymous basis. Complaints can be submitted (on an anonymous basis, if desired) by: • Calling the Company-sponsored Alertline at 1-800-93-ALERT (accessible 24 hours a day, 7 days a week). • Submitting the complaint in writing to the Legal Department	Ross Stores Inc. Whistle-Blowing and Complaint Policy and Procedure 2025	https://investors.rossstores.com/static-files/7c1b992e-61fd-4126-8e55-a6781726ef10#:~:text=Reporting%20Violations,-This%20Policy%20deals&text=Complaints%20can%20be%20submitted%20(on,basis%2C%20if%20desired)%20by%3A&text=Calling%20the%20Company%2Dsponsored%20Alertline,%2C%207%20days%20a%20week)	No change	
Grievane 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	Our Board oversees the Company's approach to ESG matters, including matters related to climate change, DE&I matters, health and safety matters, human capital management, and shareholder relations. Our Board exercises general oversight of our sustainability program and climate risks and has delegated the primary oversight responsibility to the Audit Committee. This Committee receives regular reports on the Company's environmental sustainability efforts. With respect to environmental and sustainability matters, our Audit Committee engages our management on regular updates regarding the Company's efforts and the status of our initiatives.	2023 Corporate Social Responsibility Report	https://corp.rossstores.com/wp-content/uploads/2024/10/Ross-2023-Corporate-Social-Responsibility-Report_FINAL.pdf	Yes	2023 Corporate Social Responsibility Report. https://corp.rossstores.com/wp-content/uploads/2025/10/Ross-2024-Corporate-Social-Responsibility-Report.pdf Our Board oversees the Company's approach to ESG matters, including matters related to climate change, DE&I matters, health and safety matters, human capital management, and stockholder relations. Our Board exercises general oversight of our sustainability program and climate risks and has delegated the primary oversight responsibility to the Audit Committee. This Committee receives regular reports on the Company's environmental sustainability and risk management efforts
Senior level responsibility for human rights	See above			See above	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Incorporated in annual Corporate Social Responsibility Report			Ask Ross: Has the company published a 2025 or 2026 report?	
Transparency Pledge	No	Transparency Pledge	https://transparencypledge.org/	No change	
Global Apparel Facilities in Open Supply Hub	0	Open Supply Hub	https://opensupplyhub.org/	No change	
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	The Company will not tolerate activity that violates laws, rules, or regulations applicable to the Company, or Ross' policies. This includes, without limitation, laws, regulations, and policies regarding commercial bribery and kickbacks, [...] foreign corrupt practices.	Code of Business Conduct and Ethics	https://investors.rossstores.com/static-files/7c696eb0-4335-409a-8936-0aae759db18f#:~:text=Ross%20supports%20laws%20providing%20for,medical%20condition%20or%20genetic%20information%2C	No change	

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