Business and Human Rights Centre

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Starbucks

Indicator	Finding - 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	We respect the human rights of individuals and communities impacted by our operations and products, and we commit to respect the principles of the: UN Guiding Principles on Business and Human Rights; UN Global Compact; OECD Guidelines for Multinational Enterprises; International Bill of Rights; ILO Core Labor Standards; Women's Empowerment Principles; Children's Rights and Business	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change	
Human rights policy - ILO Core Labor Standards	We adhere to ILO Core Labor Standards, including the rights to non-discrimination, equal pay for equal work, freedom of association, participation in collective bargaining and just and favorable conditions of work, such as ensuring the health	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change	
Forced labor & prison labor	Our ethical sourcing programs integrate respect for human rights throughout our Supply Chain, addressing rights such as: the right to non-discrimination; the right to be free from forced and child labor; the right to association; and the right to just and favorable working conditions, including ensuring the health and safety of workers	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change	
Human rights defenders & civic space	We respect the crucial work done by Human Rights Defenders who work individually or with others to promote or protect human rights. We value their input, as we value the input of all of our stakeholders, and we neither tolerate nor contribute to threats, intimidation and attacks against Human Rights Defenders. We expect our Supply	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf		
Gender equality and women's empowerment	We respect the human rights of individuals and communities impacted by our operations and products, and we commit to respect the principles of the: [...] Women's Empowerment Principles [Global Human Rights Statement] All workers are employed, promoted, and compensated equally based upon their ability to perform their job, and not on the basis of gender, ethnicity, and/or religious or cultural beliefs [C.A.F.E. Practices] We know that in addition to inspiration, women are agents of change. Where a woman thrives, an entire ecosystem prospers. For this reason, we support women from all over the world to empower them and thus change the destiny of their communities. [Webpage] Within the context of International Women's Day, we want to recall some of the stories about key players in the region, from coffee growers to baristas, who are doing their bit in the coffee journey while also making a better future for coffee possible. [Webpage]	Global Human Rights Statement C.A.F.E. Practices Webpage - For Starbucks, women are a fundamental part of the future of coffee 3/8/2022	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf https://cdn.scsglobalservices.com/files/program_documents/CAFE_STD_Standard_V4.3_072125.pdf?VersionId=WLIlndgIEEnXMrPvgMGA_FvhQ4PtEn46 https://historias.starbucks.com/en-es/stories/2022/iwd/	Source #3, link broken; otherwise,no change	
Indigenous Peoples	As part of our commitment, we respect the rights of vulnerable groups, such as women, migrant, seasonal and temporary workers, as well as the rights of indigenous communities.	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	Added reference	Supplier Code of Conduct. https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-96213.pdf We expect our Suppliers to comply with Applicable Laws regarding Indigenous Peoples and local communities (IPLCS).
Natural resources				No change	
Land rights	We recognize and are committed to respecting the rights to land, water and natural resources.	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change	
Free, Prior, and Informed Consent (FPIC)	No evidence			No change	
Living wage					
Living wage, own operations	Starbucks is committed to full compliance with the laws, rules and regulations of the countries in which it operates. You must comply with all applicable laws, rules and regulations when performing your duties. [Fair wages identified as a salient risk in Starbucks Human Rights Impact	Standards of Business Conduct Starbucks Human Rights Impact Assessment (2023)	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-95141.pdf https://about.starbucks.com/uploads/2023/12/Starbucks-Human-Rights-Impact-Assessment_December-2023.pdf	No change	
Living wage in supply chain	We are also committed to pursuing sustainable livelihoods within our Supply Chain to achieve a decent standard of living.	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change	

Human rights due diligence and supply chain				
Process for assessing human rights risks and impacts	Our company's pursuit of good is an ongoing effort. Aligned with this belief, we are committed to ongoing human rights due diligence and assessing and reporting our continuous improvement transparently through publicly available documents, such as our Global Social Impact Reports, our Civil Rights Assessments and our Environmental Impact Analysis. ... In line with our value to hold ourselves accountable for results, we engage in third-party assessments of our Supply Chain. When we identify suppliers that have not met our ethical sourcing standards, it is our philosophy of transparency, continuous improvement and shared responsibility to work with those suppliers to develop corrective action plans and implement these plans based on a mutually agreed schedule toward resolution	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	In accordance with the Final Rule and our values and policies, we expect our suppliers to: Source materials from socially responsible suppliers. Identify each 3TG Product sold to Starbucks and the smelter or refiner associated with such 3TG Product, and encourage upstream suppliers to also provide such information.	Conflict Minerals Policy Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/144-71879.pdf	No change
Affected stakeholder engagement	See human rights defenders			No change
Human rights requirements in supplier code/requirements	Starbucks respects the human rights of individuals and communities impacted by our operations and products and extends these expectations to Suppliers throughout our global supply chain. Starbucks commitment to labor and human rights is informed by certain international instruments, such as the UN Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labor Organization's Declaration on Fundamental Principles and	Starbucks Supplier Code of Conduct 2024	https://content-prod-live.cert.starbucks.com/binary/v2/asset/143-96213.pdf	No change
Access to remedy				
Grievance mechanism for own employees	Our Ethics and Compliance Helpline, which can be accessed anytime online or by phone, is a resource to ask questions or raise concerns. Available in multiple languages, and accessible locally in many geographies, Partners or individuals that experience or see conduct that is inconsistent with our Global Human Rights Statement may use our Ethics and Compliance Helpline to raise concerns. Reported concerns specifically related to human rights are escalated to the appropriate team at Starbucks.	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change
Grievane mechanism for workers - supply chain	See above We expect Suppliers to establish and maintain effective grievance mechanisms and complaints procedures applicable both to themselves and their Subcontractors to receive and respond to concerns relating to the topics discussed in this Supplier Code and provide access to remedy consistent with the United Nations Guiding Principles on Business and Human Rights. [Starbucks Supplier Code of Conduct]	See above Starbucks Supplier Code of Conduct	See above https://content-prod-live.cert.starbucks.com/binary/v2/asset/143-96213.pdf	No change
Grievance mechanism for external individuals & communities	See above			No change
Governance and staffing				
Board and/or C-Suite-level oversight	Starbucks Audit and Compliance Committee, a committee of Starbucks Board of Directors, oversees the Company's enterprise risk management practices, internal and external audit process and the system of internal controls. The Audit and Compliance Committee receives updates from management and the internal auditor on enterprise risk management practices and internal audits which may include the operation of our ethical sourcing programs and standards that support our Global	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change
Senior level responsibility for human rights	Business units throughout the organization have oversight for compliance with various aspects of our Global Human Rights Statement and practices and report their results to a centralized system managed by the Ethics and Compliance business	Global Human Rights Statement	https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-72282.pdf	No change
Reporting and transparency				

Human rights reporting (integrated or stand-alone)	Included in 2024 Global Impact Report	Starbucks Global Impact Report	https://about.starbucks.com/uploads/2025/05/Starbucks-Fiscal-2024-Global-Impact-Report.pdf	Updated	2025 Global Impact Report. https://about.starbucks.com/annual-impact-report/
Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	Updated	RBA's Responsible Labor Initiative https://www.responsiblelabor.org/about/members-and-collaborations/
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	Starbucks is committed to doing business fairly and honestly, and prohibits partners from giving or receiving bribes or kickbacks of any kind.	Starbucks Global Anti-Bribery Standard	https://content-prod-live.cert.starbucks.com/binary/v2/asset/144-71868.pdf	Added reference	Also see Standards of Business Conduct. https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-95141.pdf We never attempt to gain an unfair business advantage through bribery, kickbacks, or corruption in any form. We comply with the U.S. Foreign Corrupt Practices Act (FCPA), UK Bribery Act (UKBA), and the anti-corruption laws, rules and regulations of all countries in which we operate, requiring the same of our business partners, contractors, and third parties.

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