Business and Human Rights Centre

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Sysco

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	Our suppliers are expected to adhere to the standards outlined in the United Nations Declaration of Human Rights, the Conventions and Recommendations of the International Labor Organization ("ILO"), and the ILO Declaration on Fundamental Principles and Rights at Work.	Webpage - Commitment to Human Rights	https://www.sysco.com/sustainability/human-rights	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	Any act of human trafficking, slavery, forced labor, or child labor within Sysco's supply chain is unacceptable and, if identified, will be promptly addressed in compliance with our policies and procedures.	Webpage - Commitment to Human Rights	https://www.sysco.com/sustainability/human-rights	No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	Sysco officially launched the Rise Together Women's Leadership Program with a 2.5-day internal summit, marking the beginning of a year-long journey for high-potential women at Sysco. While the summit served as the in-person kick-off, the program's true impact will unfold over the course of the next several months, aiming to develop high-performing emerging women leaders by connecting	Linked In Post	https://www.linkedin.com/posts/sysco_sysco-officially-launched-the-rise-together-activity-7276974968163213312-EY1w/	No change	
Indigenous Peoples	Special attention to ensuring these rights are upheld should be given to those who are at heightened risk for vulnerability or marginalization such as women, young people, indigenous people, minorities, people with disabilities, and	Sysco Supplier Code of Conduct	https://assets.contentstack.io/v3/assets/bltfe3373143ecd3517/blt0f34a8fea810728a/65e1f8a9c59852b821f6cb6f/Supplier_Code_of_Conduct_EN.pdf	No change	
Natural resources					
Land rights	No evidence			No change	
Free, Prior, and Informed Consent (FPIC)	No evidence			No change	
Living wage					
Living wage, own operations	We operate globally in a manner that supports basic human rights, including the rights of colleagues to have fair wages and benefits in accordance with local	Sysco Global Code of Conduct	https://investors.sysco.com/~/media/Files/S/Sysco-IR/documents/sysco-global-code-of-conduct-	No change	
Living wage in supply chain	Suppliers must provide fair compensation that is, at a minimum, in compliance with all applicable wage and hour laws, rules, and regulations, including those associated with legally mandated benefits, overtime work, and other premium payment situations or as established by prevailing industry or collective	Sysco Supplier Code of Conduct	https://assets.contentstack.io/v3/assets/bltfe3373143ecd3517/blt0f34a8fea810728a/65e1f8a9c59852b821f6cb6f/Supplier_Code_of_Conduct_EN.pdf	No change	
Human rights due diligence and supply					
Process for assessing human rights risks and impacts	All Sysco Brand approved suppliers in high-risk Latin American and Asian countries must undergo third-party assessments to identify potential risks relating to wages, working hours, discrimination, worker safety, living conditions and child and forced labor.' [Corporate Social Responsibility Report 2021, 37]	Corporate Social Responsibility Report 2021	https://investors.sysco.com/~/media/Files/S/Sysco-IR/documents/sustainability-reports/SYY%202021%20CSR%20Report.pdf	Updated source	Human Rights. https://www.sysco.com/sustainability/human-rights. For nearly 15 years, Sysco has implemented an industry-leading Social Responsibility Program that, among other things, requires all suppliers that produce Sysco Brand products in high-risk countries, including Asia, Latin America and Africa, to undergo third-party annual audits. Details about our program can be found here and are included in our sustainability report.
Heightened human rights due diligence in	No evidence			No change	
Affected stakeholder engagement	No evidence			No change	

Human rights requirements in supplier code/requirements	Suppliers must respect their workers' human rights within the context of the Supplier's business operations, as encompassed in the International Bill of Human Rights5 and the International Labour Organization's (ILO) Core Conventions. Special attention to ensuring these rights are upheld should be given to those who are at heightened risk for vulnerability or marginalization such as women, young people, indigenous people, minorities, people with	Sysco Supplier Code of Conduct	https://assets.contentstack.io/v3/assets/bltfe3373143ecd3517/blt0f34a8fea810728a/65e1f8a9c59852b821f6cb6f/Supplier_Code_of_Conduct_EN.pdf	No change	
Access to remedy					
Grievance mechanism for own employees	The Ethics Line is our toll-free number operated by an independent third party and is available 24 hours a day, seven days a week, 365 days a year.	Sysco Code of Conduct Webpage - Ethics Line	https://investors.sysco.com/~/media/Files/S/Sysco-IR/documents/sysco-global-code-of-conduct-us.pdf https://app.convercent.com/en-us/Anonymous/IssueIntake/LandingPage/2d82ff5d-b631-e611-8105-000d3ab03673	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	No evidence			No change	
Senior level responsibility for human rights	No evidence			No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Included in 2024 sustainability report	2024 Sustainability Report: The Power of One	https://mediacdn.sysco.com/images/rendition?id=f293f1209005537a4705c8fc65adf2a7363eb0ca	Updated	FY2025 Sustainability Report. https://investors.sysco.com/~/media/Files/S/Sysco-IR/documents/sustainability-reports/Sysco%202025%20Sustainability%20Report.pdf
Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/about/mem	No change	
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	We require all those who work with us or act on our behalf, including our agents, consultants, and other third parties, to follow all applicable anti-bribery rules and regulations. [Code of Conduct] Our company is required to comply, and it is our policy to comply, with all applicable laws and regulations in the numerous countries throughout the world in which we do business. [...] The U.S. Foreign Corrupt Practices Act (FCPA) prohibits bribery of public officials to obtain or retain business in foreign jurisdictions. The FCPA also requires us to keep accurate books and records and to maintain internal accounting controls to detect and prevent bribery and to ensure that transactions are properly authorized and recorded. We have implemented and continue to develop a robust anti-corruption compliance	Sysco Code of Conduct (US) Form 10-K 2022	https://investors.sysco.com/~/media/Files/S/Sysco-IR/documents/sysco-global-code-of-conduct-us.pdf https://otp.tools.investis.com/clients/us/sysco1/SEC/sec-show.aspx?FilingId=16043106&Cik=0000096021&Type=PDF&hasPdf=1	No change	

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