BHRC research on Human Rights Defender Policy Commitments – August 2026

We recognise the important role that human rights defenders play in identifying human rights issues and driving improvement; and will seek to learn from them and collaborate with them where possible. We strongly oppose any action that disrupts the work of human rights defenders.

1. **Please provide one or two examples that demonstrate how your company has identified, assessed, and mitigated risks to Human Rights Defenders through its human rights and environmental due diligence processes since the adoption of your commitment.**

Tesco recognises human rights defenders as important partners in identifying risks and driving improvement, and as stated in our Human Rights Policy, we seek to learn from and collaborate with Human rights defenders where possible and strongly oppose actions that disrupt their work.

We identify and assess related risks through engagement with civil society, trade unions and multi-stakeholder initiatives such as the Ethical Trading Initiative and the World Banana Forum. Tesco Human Rights experts located in our key sourcing regions also allow us to address and mitigate risk to human rights defenders.

2. **What steps does your company take to ensure that affected or potentially affected stakeholders, including local communities, Indigenous Peoples, workers, and civil society organisations, are aware of its commitments regarding Human Rights Defenders? Please provide an example of how these commitments have been communicated in practice.**

Tesco communicates its Human Rights commitments through public policies, stakeholder dialogue and collaborative initiatives. Our Human Rights Policy explicitly recognises the role of human rights defenders and confirms that Tesco opposes actions that disrupt their work.

We communicate these Human Rights commitments through engagement with our suppliers, trade unions, NGOs and civil society organisations. For example, Tesco recently renewed its MOU with the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), reinforcing our commitment to freedom of association, social dialogue and internationally recognised labour rights.

3. **What steps does your company take to ensure that business partners, including suppliers, contractors, and other relevant business relationships, understand and respect its commitments regarding Human Rights Defenders? Please provide an example of how a business partner has engaged with or implemented these commitments.**

Tesco sets expectations for suppliers through its Human Rights Policy, Ethical Sourcing Requirements and supplier-facing standards. This includes our position and engagement with relevant Human Rights stakeholders.

Our supplier requirements on managing alleged ethical sourcing breaches require suppliers to report serious concerns promptly, cooperate fully with investigations, implement corrective actions and provide remediation where appropriate. They must also maintain documented processes for safeguarding, escalation, investigation and long-term risk mitigation.

For example, where allegations are raised, Tesco Human Rights specialists work directly with suppliers and third parties to investigate, agree action plans and strengthen systems where necessary to prevent recurrence. We make clear that threats, intimidation or retaliation against anyone raising human rights concerns are unacceptable.

4. **Please provide an example of how a Human Rights Defender or affected community member safely raised a concern related to your company's operations, projects, or business relationships, and describe the steps the company took to address the concern and prevent retaliation.**

Tesco provides several channels for workers and all human rights stakeholders (including community members, NGOs and academics etc.) to raise human rights concerns. This includes direct contact with Tesco teams, as well as Protector Line, our independent and confidential reporting platform that is available 24/7 and allows anonymous reporting.

When a concern is raised, we assess the allegation, apply safeguarding measures where needed, investigate, agree corrective actions with suppliers and support remedy where appropriate. We also monitor implementation of corrective action plans and remediation. Investigations must follow principles of confidentiality, impartiality, transparency and "do no harm".