

US corporate human rights index: Tracking changes in company commitments to human rights

Findings as of July 2025

Alphabet

Indicator	Finding	Source	Source Link
Policies and commitments			
General			
Human rights policy - UNGPs	"We are committed to respecting the rights enshrined in the Universal Declaration of Human Rights and its implementing treaties, as well as upholding the standards established in the United Nations Guiding Principles on Business and Human Rights (UNGPs) and in the Global Network Initiative Principles (GNI Principles)."	Human Rights	https://about.google/company-info/human-rights/
Human rights policy - ILO Core Labor Standards	Alphabet, Google and its subsidiaries ("Google") are committed to eliminating slavery, servitude, forced or compulsory labor, human trafficking, and child labor (collectively, "modern slavery") in our supply chains and business operations. Denitions of Forced Labor, Human Tracking, and Child Labor The following denitions are derived from the International Labor Organization and the Responsible Business Alliance...	Google's Policy Against Modern Slavery	https://storage.googleapis.com/gweb-sustainability.appspot.com/pdf/Google-Policy-Against-Modern-Slavery.pdf
Forced labor & prison labor	See above		
Human rights defenders & civic space	No evidence		
Gender equality and women's empowerment	The company (Google) has been signatory of WEP since 08 March 2019. Employment here is based solely upon individual merit and qualifications directly related to professional competence. We strictly prohibit unlawful discrimination or harassment on the basis of race, color, religion, veteran status, national origin, ancestry, pregnancy status, sex, gender identity or expression, age, marital status, mental or physical disability, medical condition, sexual orientation, or any other characteristics protected by law. We also make all reasonable accommodations to meet our obligations under laws protecting the rights of the disabled. [Google Code of Conduct]	Women Empowerment Principels (WEPS) Google Code of Conduct	https://www.weps.org/companies https://abc.xyz/investor/google-code-of-conduct/
Indigenous Peoples	No evidence		
Natural resources			
Responsible mineral sourcing	We expect our suppliers to source only from certified conflict-free smelters, such as those audited by the Responsible Mineral Initiative's (RMI--formerly the Conflict-Free Sourcing Initiative) Responsible Minerals Assurance Process (RMAP), the London Bullion Market Association (LBMA), the Responsible Jewelry Council, or another third party assessment program. If we determine that our expectation is not met, we will work with the supplier and the industry to enable conflict-free sourcing.	Alphabet Conflict Mineral Policy	https://abc.xyz/investor/esg/al-phabets-conflict-minerals/
Conflict minerals	We believe it is essential to establish validated, conflict-free sources of 3TG within the Covered Countries so that these minerals can be procured in a way that contributes to economic growth and development in the regions. We believe a widespread withdrawal from trade with the Covered Countries should be avoided. We aim to partner with governmental organizations, industry groups and non-governmental	Alphabet Conflict Mineral Policy	https://abc.xyz/investor/esg/al-phabets-conflict-minerals/
No deepsea mining	Signed the business statement calling for a moratorium on deep seabed mining activities.	Moratorium on deep seabed mining	https://www.stopdeepseabedmining.org/endorsers/
Land rights	No evidence		
Free, Prior, and Informed Consent (FPIC)	No evidence		

Technology

Responsible AI

"Because we understand that AI, as a still-emerging transformative technology, poses evolving complexities and risks, we pursue AI responsibly throughout the AI development and deployment lifecycle, from design to testing to deployment to iteration, learning as AI advances and uses evolve.

- a. Implementing appropriate human oversight, due diligence, and feedback mechanisms to align with user goals, social responsibility, and widely accepted principles of international law and human rights.
- b. Investing in industry-leading approaches to advance safety and security research and benchmarks, pioneering technical solutions to address risks, and sharing our learnings with the ecosystem.
- c. Employing rigorous design, testing, monitoring, and safeguards to mitigate unintended or harmful outcomes and avoid unfair bias.
- d. Promoting privacy and security, and respecting intellectual property rights."

Our AI Principles

<https://ai.google/principles/>

Human rights policy - freedom of expression and information and privacy

Google is committed to advancing privacy and freedom of expression for our users around the world. Where user privacy and freedom of expression face government challenges, we seek to implement internationally recognized standards that respect those rights as we develop products, do business in diverse markets, and respond to government requests to access user information or remove user content.

Google Code of Conduct

<https://abc.xyz/investor/google-code-of-conduct/#:~:text=Google%20is%20committed%20to%20advancing,what%20you%20do%20at%20Google.>

Living wage

Living wage, own operations

"The Living Wage Foundation is an initiative that annually calculates a minimum hourly living wage for the UK, generally, and in London, specifically. Google UK worked with the Living Wage Foundation to certify the steps it takes to ensure Google UK employees, suppliers, and vendors receive a living wage. Google UK is proud to have earned accreditation as a Living Wage employer for the fifth year in a row."

Statement Against Modern Slavery, 6

2020 Statement Against Modern Slavery

Living wage in supply chain

See above

Human rights due diligence and supply chain

Process for assessing human rights risks and impacts

"We incorporate civil and human rights principles into Google's long-term strategies and day-to-day decision-making. Google has product-specific counsel advising product teams who are part of the development and deployment of new products and features. Product and regional counsel, in coordination with subject-matter and regional experts among Google's policy staff, assess legal and policy risks.

Human Rights

<https://about.google/company-info/human-rights/>

For instance, we conducted and released a voluntary civil rights audit of our policies, practices, and products. This audit was conducted by the law firm Wilmer Cutler Pickering Hale and Dorr, LLP, and it identifies significant strengths, as well as opportunities for Google and Alphabet to further advance civil rights, equity, and inclusion.

The Human Rights Program also manages human rights due diligence, including human rights impact assessments, and works with internal stakeholders in areas such as data governance, content policies, and supply chain."

Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)

"We assessed the CMRTs received from our in-scope suppliers for completeness and reasonableness based on the OECD Guidance for Conflict and High Risk Areas ("CAHRAs") globally, including the Covered Countries."

Alphabet Conflict Minerals Report (Year Ended 31 Dec 2024) pg 5

<https://abc.xyz/assets/ab/cc/8dfb4b7c44c2a7ca7217e6c494ab/2024-alphabet-conflict-minerals-report.pdf>

Affected stakeholder engagement

Engaging with external experts and affected stakeholders is essential to our civil and human rights work. Regular engagement and formal consultation with civil society and other stakeholders informs the development of our products and policies.

Human Rights

<https://about.google/company-info/human-rights/>

These engagements help us identify, prioritize, and address existing and potential civil and human rights impacts. They also present important opportunities for Google to get feedback on how and where we should consider improvements to our policies, practices, and services.

Human rights requirements in supplier code/requirements	This Supplier Code of Conduct ("Code") establishes expectations for how companies with whom we do business should operate. These expectations are derived from and respect internationally recognized standards and frameworks, including the UN Guiding Principles on Business and Human Rights. The Code applies to all Suppliers of goods and services to Alphabet, Google, and their subsidiaries...	Google Supplier Code of Conduct	https://about.google/company-info/supplier-code-of-conduct/
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Access to remedy

Grievance mechanism for own employees	"If you have a question or concern, don't just sit there. You can contact your manager, your Human Resources representative or Ethics & Business Integrity. You can also submit a question or raise a concern of a suspected violation of our Code or any other Google policy through the Alphabet Helpline. If you believe a violation of law has occurred, you can always raise that through the Alphabet Helpline or with a government agency. If you have a misconduct concern about the CEO, a direct report to the CEO, or a Senior Vice President, you may also notify the Audit Committee of Alphabet's Board of Directors. To notify the Audit Committee, please mail your concern to..."	Google Code of Conduct	https://abc.xyz/investor/google-code-of-conduct/#:~:text=If%20you%20believe%20a%20violation,of%20Alphabet's%20Board%20of%20Directors.
Grievance mechanism for workers - supply chain	"Mechanism that provides workers with a means to report grievances anonymously (unless prohibited by law), prohibits retaliation for reporting grievances or participating in an investigation into grievances, protects the confidentiality and anonymity of workers who raise good-faith concerns, establishes a reporting process for grievances that is publicized and clearly communicated to workers, and ensures Supplier will continuously monitor these reporting processes, record issues raised, investigate as appropriate, and take appropriate action;"	Google Supplier Code of Conduct	https://about.google/company-info/supplier-code-of-conduct/
Grievance mechanism for external individuals & communities	See above		

Governance and staffing

Board and/or C-Suite-level oversight	"In 2020, the Board amended the charter of the Audit and Compliance Committee to explicitly include oversight of civil and human rights issues."	Human Rights	https://about.google/company-info/human-rights/
Senior level responsibility for human rights	"Senior management oversees the implementation of the civil rights and human rights work... ...As we grow as a company, we continue to enhance and evolve our implementation of our human rights commitments. For example, our Human Rights Executive Council (HREC) provides oversight and guidance to our Human Rights Program on global human rights and domestic civil rights in the U.S. Council members represent key product areas and functions across Google and regularly hear from the leaders of the Human Rights Program."	Human Rights	https://about.google/company-info/human-rights/

Reporting and transparency

Human rights reporting (integrated or stand-alone)	Human Rights included in 2024 Supplier Responsibility Report	Google Supplier Responsibility Report 2024	https://www.gstatic.com/gumdrop/sustainability/google-2024-supplier-responsibility-report.pdf
Transparency Report	Yes	Google Transparency Report	https://transparencyreport.google.com/

Memberships

RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/
RMI	Yes	RMI	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/
GNI	Yes	GNI	https://globalnetworkinitiative.org/who-we-are/members/
IRMA	Yes	IRMA	https://responsiblemining.net/members-partners/#irma-member-list

WEPs (signatory)

Yes

WEPs

<https://www.weeps.org/companies>

Lobbying and ethics

Public statement or endorsement in support of mandatory human rights and environmental due diligence

No evidence

Anti-bribery and anti-corruption policy

"Like all businesses, Google is subject to lots of laws, both U.S. and non-U.S., that prohibit bribery in virtually every kind of commercial setting. The rule for us at Google is simple – don't bribe anybody, anytime, for any reason." Google Code of Conduct

<https://abc.xyz/investor/google-code-of-conduct/>

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