

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

Findings as of July 2025

Apple

Indicator	Finding	Source	Source Link
<b>Policies and commitments</b>			
<i>General</i>			
Human rights policy - UNGPs	We're deeply committed to respecting internationally recognized human rights in our business operations, as set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights (together, the "International Bill of Human Rights") and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our approach is based on the UN Guiding Principles on Business and Human Rights.	Our Commitment to Human Rights	<a href="https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf">https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf</a>
Human rights policy - ILO Core Labor Standards	See above		
Forced labor & prison labor	Apple does not tolerate forced labor. In the more than 50 countries and regions where our suppliers operate, we have teams of experts, including independent third parties, who monitor our suppliers and have put industry-leading procedures in place to help verify that no one is forced to work.	How we prevent forced labor in our supply chain	<a href="https://www.apple.com/ip/supply-chain/pdf/How-we-prevent-forced-labor-in-our-supply-chain.pdf">https://www.apple.com/ip/supply-chain/pdf/How-we-prevent-forced-labor-in-our-supply-chain.pdf</a>
Human rights defenders & civic space	Suppliers shall identify the High Risks in their Supply Chains by first understanding the Processors of Relevant Minerals or Relevant Materials in their Supply Chains. ... Types of Risks are: . . . - Retaliatory threats, intimidation, or attacks against human rights and environmental defenders [Supplier Code]	Supplier Code of Conduct, pg 201	<a href="https://s203.q4cdn.com/367071867/files/doc_downloads/2025/06/Supplier-Code-of-Conduct-and-Supplier-Responsibility-Standards.pdf">https://s203.q4cdn.com/367071867/files/doc_downloads/2025/06/Supplier-Code-of-Conduct-and-Supplier-Responsibility-Standards.pdf</a>
	95+ human rights and environmental defenders and organizations supported by Apple [People and Environment, 5]  We are also committed to one day using only recycled or renewable materials in our products and packaging as part of our roadmap to Apple 2030. As we progress toward this goal, we continue to strengthen our Responsible Sourcing of Materials Standard ("Responsible Sourcing Standard") by requiring the identification of risks related to retaliation against human rights and environmental defenders, as well as Indigenous Peoples' right to free, prior, and informed consent. [People and Environment, 36]  In 2024, we continued to support human rights and environmental defenders working on the ground in the DRC through the Fund. These groups and individuals work on critical issues, such as economic and social rights of mining communities, inclusive economic growth, judicial advocacy, environmental justice and the rule of law, as well as health, safety, and fair compensation for mining communities. We have recently expanded our support to enable more rapid response grants, which the Fund had identified as a need given the escalating issues in the region (People and Environment, 39)  Since 2017, we've partnered with the Fund for Global Human Rights to support human rights and environmental defenders working in the DRC. [People and Environment, 51]  Apple Responsible Sourcing Toolbox... Engage with civil society and support local human rights and environmental defenders [People and Environment, 51]	People and Environment in Our Supply Chain: 2025 Annual Progress Report	<a href="https://s203.q4cdn.com/367071867/files/doc_downloads/2025/07/Apple-Supply-Chain-2025-Progress-Report.pdf">https://s203.q4cdn.com/367071867/files/doc_downloads/2025/07/Apple-Supply-Chain-2025-Progress-Report.pdf</a>

Gender equality and women's empowerment	<p>Apple is an equal opportunity employer that seeks to promote equal opportunities for any employee or applicant without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics. [Inclusion &amp; Diversity]</p> <p>Building on the success of this work, we're broadening our partnership with the ILO in 2025 to train workers and managers in India on communication and conflict management, with a focus on gender equity and empowerment. [People and Environment, pg 8]</p> <p>In May 2024, we received allegations of labor agencies recruiting workers for Apple suppliers excluding married women from their hiring processes, which is a violation of our Code and Standards. As we do with any allegation raised in our supply chain, we promptly investigated the issue, including conducting audits of the involved suppliers, interviewing their employees, and reviewing hiring notices and job descriptions posted on social media... To correct the issue, and prevent similar incidences in the future, we took additional measures to help ensure all suppliers understand our requirements and are complying with them accordingly:... [People and Environment, pg 32]</p> <p>The program, which was designed in consultation with rights-holders and beneficiaries through extensive focus group discussions, works with members of the community — often women — to upskill them in masonry and carpentry so they can maintain typhoon-resilient shelters. [People and Environment, pg 37]</p>	<p>Inclusion &amp; Diversity</p> <p>People and Environment in Our Supply Chain: 2025 Annual Progress Report</p>	<p><a href="https://www.apple.com/diversity/">https://www.apple.com/diversity/</a></p> <p><a href="https://s203.q4cdn.com/367071867/files/doc_downloads/2025/07/Apple-Supply-Chain-2025-Progress-Report.pdf">https://s203.q4cdn.com/367071867/files/doc_downloads/2025/07/Apple-Supply-Chain-2025-Progress-Report.pdf</a></p>
Indigenous Peoples	<p>Suppliers shall identify the High Risks in their Supply Chains by first understanding the Processors of Relevant Minerals or Relevant Materials in their Supply Chains. ...Types of Risks are: ... - Indigenous peoples' and affected communities' rights impacts, including lack of free, prior, and informed consent, potential resettlement and encroachment on cultural heritage sites.</p>	<p>Supplier Code of Conduct, pg 201</p>	<p><a href="https://s203.q4cdn.com/367071867/files/doc_downloads/2025/06/Supplier-Code-of-Conduct-and-Supplier-Responsibility-Standards.pdf">https://s203.q4cdn.com/367071867/files/doc_downloads/2025/06/Supplier-Code-of-Conduct-and-Supplier-Responsibility-Standards.pdf</a></p>
<p><b><u>Natural resources</u></b></p> <p>Responsible mineral sourcing</p>	<p>Although Apple does not directly purchase or procure primary sourced minerals, as we make progress toward our goal to use only recycled and renewable minerals and materials in our products and packaging, we continue to source primary materials responsibly, while working to improve conditions in and around mining communities. [How we work with suppliers]</p> <p>Apple is committed to sourcing, using, and recycling the materials that we rely on in a way that meets our high standards for labor, human rights, and environmental stewardship. We aim to one day make our products and packaging solely from responsibly sourced recycled or renewable materials — while maintaining our same rigorous standards of quality and durability for our products. [Conflict Minerals Report]</p> <p>As we make progress toward these goals, we continue our work to source tin, tungsten, tantalum and gold ("3TG") and other minerals responsibly. Although Apple does not source primary material directly from mine sites, our responsible minerals sourcing program includes requirements that apply to all levels of Apple's supply chain. [Conflict Minerals Report]</p>	<p>How we work with suppliers, pg 7</p> <p>Conflict Minerals Report 2024</p>	<p><a href="https://www.apple.com/euro/supplier-responsibility//generic/pdf/How-We-Work-With-Suppliers.pdf">https://www.apple.com/euro/supplier-responsibility//generic/pdf/How-We-Work-With-Suppliers.pdf</a></p> <p><a href="https://s203.q4cdn.com/367071867/files/doc_downloads/2025/04/Apple-Conflict-Minerals-Report.pdf">https://s203.q4cdn.com/367071867/files/doc_downloads/2025/04/Apple-Conflict-Minerals-Report.pdf</a></p>
Conflict minerals	See responsible mineral sourcing		
No deepsea mining	Signatory to the the business statement calling for a moratorium on deep seabed mining	Deep Sea Conservation	<a href="https://www.stopdeepseabedmining.org/endorsers/">https://www.stopdeepseabedmining.org/endorsers/</a>
Land rights	See Indigenous Peoples		
Free, Prior, and Informed Consent (FPIC)	See Indigenous Peoples		
<p><b><u>Technology</u></b></p> <p>Responsible AI</p>	<p>Additionally, we have created a set of Responsible AI principles to guide how we develop AI tools, as well as the models that underpin them:</p> <ol style="list-style-type: none"> <li>1. Empower users with intelligent tools: We identify areas where AI can be used responsibly to create tools for addressing specific user needs. We respect how our users choose to use these tools to accomplish their goals.</li> <li>2. Represent our users: We build deeply personal products with the goal of representing users around the globe authentically. We work continuously to avoid perpetuating stereotypes and systemic biases across our AI tools and models.</li> <li>3. Design with care: We take precautions at every stage of our process, including design, model training, feature development, and quality evaluation to identify how our AI tools may be misused or lead to potential harm. We will continuously and proactively improve our AI tools with the help of user feedback.</li> <li>4. Protect privacy: We protect our users' privacy with powerful on-device processing and groundbreaking infrastructure like Private Cloud Compute. We do not use our users' private personal data or user interactions when training our foundation models.</li> </ol>	<p>Introducing Apple's On-Device and Server Foundation Models</p>	<p><a href="https://machinelearning.apple.com/research/introducing-apple-foundation-models">https://machinelearning.apple.com/research/introducing-apple-foundation-models</a></p>

Human rights policy - freedom of expression and information and privacy	<p>At Apple, we believe strongly in fundamental privacy rights — and that those fundamental rights should not differ depending on where you live in the world. That's why we treat any data that relates to an identified or identifiable individual or that is linked or linkable to them by Apple as "personal data," no matter where the individual lives. This means that data that directly identifies you — such as your name — is personal data, and also data that does not directly identify you, but that can reasonably be used to identify you — such as the serial number of your device — is personal data. Aggregated data is considered non-personal data for the purposes of this Privacy Policy. [Privacy Policy]</p> <p>We do that with our uncompromising commitment to security and user privacy—setting the industry standard for minimizing personal data collection. We build privacy protections into everything we make—from products like iPhone, to services like Apple Pay, to our comprehensive review process for every app on the App Store. [Our Commitment to Human Rights]</p> <p>Hand in hand with the privacy of our users is our commitment to freedom of information and expression. Our products help our customers communicate, learn, express their creativity, and exercise their ingenuity. We believe in the critical importance of an open society in which information flows freely, and we're convinced the best way we can continue to promote openness is to remain engaged, even where we may disagree with a country's laws. [Our Commitment to Human Rights]</p>	<p>Apple Privacy Policy (Updated January 31, 2025)</p> <p>Our Commitment to Human Rights</p>	<p><a href="https://www.apple.com/legal/privacy/pdfs/apple-privacy-policy-en-ww.pdf">https://www.apple.com/legal/privacy/pdfs/apple-privacy-policy-en-ww.pdf</a></p> <p><a href="https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf">https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf</a></p>
<b><u>Living wage</u></b>			
Living wage, own operations	No evidence		
Living wage in supply chain	No evidence		
<b>Human rights due diligence and supply chain</b>			
Process for assessing human rights risks and impacts	We conduct robust due diligence to identify salient human rights risks through risk assessments and through channels we maintain with stakeholders, including workers in our supply chain, civil rights groups, human rights and labor experts, investors, governments, and United Nations bodies.	Our Commitment to Human Rights	<a href="https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf">https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf</a>
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	See responsible mineral sourcing		
Affected stakeholder engagement	<p>To make sure our progress is as meaningful and impactful as possible, we work with a broad range of groups—including workers' rights advocates and local leaders—and consult with stakeholders that include United Nations bodies, governments, nongovernmental organizations, and the world's leading human rights and labor experts." [Our Commitment to Human Rights, 4]</p> <p>"We also identify salient human rights risks through our own risk analysis and through the channels we maintain with key rights-holders, stakeholders, and partners." [2022 Statement on Efforts to Combat Modern Slavery in Our Business and Supply Chains]</p>	<p>Our Commitment to Human Rights</p> <p>2022 Statement on Efforts to Combat Modern Slavery in Our Business and Supply Chains</p>	<p><a href="https://s2.q4cdn.com/470004039/files/doc_downloads/gov_docs/2020/Apple-Human-Rights-Policy.pdf">https://s2.q4cdn.com/470004039/files/doc_downloads/gov_docs/2020/Apple-Human-Rights-Policy.pdf</a></p> <p><a href="https://www.apple.com/legal/more-resources/Apple-Combat-Human-Trafficking-and-Slavery-in-Supply-Chain-2022.pdf">https://www.apple.com/legal/more-resources/Apple-Combat-Human-Trafficking-and-Slavery-in-Supply-Chain-2022.pdf</a></p>
Human rights requirements in supplier code/requirements	The Code is based on internationally-recognized human rights, as set out in the United Nations' International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Apple is deeply committed to respecting human rights as laid out in our company-wide Human Rights Policy and our approach is based on the UN Guiding Principles for Business and Human Rights (UNGPs).	Supplier Code of Conduct	<a href="https://s203.q4cdn.com/367071867/files/doc_downloads/2025/06/Supplier-Code-of-Conduct-and-Supplier-Responsibility-Standards.pdf">https://s203.q4cdn.com/367071867/files/doc_downloads/2025/06/Supplier-Code-of-Conduct-and-Supplier-Responsibility-Standards.pdf</a>
<b>Access to remedy</b>			
Grievance mechanism for own employees	To report a concern or ask a question about Apple's Business Conduct Policy, you can contact Business Conduct by phone, email, or web form. For contact details, visit the Business Conduct website or the Resources section at the end of this policy. Apple's external helpline [...] also allows employees and external parties to report concerns with the option of remaining anonymous, where permissible under applicable laws. The external helpline provides local, toll-free phone numbers that connect employees and external parties to a multilingual reporting service." [Business Conduct, 4]	<p>Business Conduct</p> <p>Webpage - Report a Concern</p>	<p><a href="https://www.apple.com/compliance/pdfs/Business-Conduct-Policy.pdf">https://www.apple.com/compliance/pdfs/Business-Conduct-Policy.pdf</a></p> <p><a href="https://secure.ethicspoint.com/domain/media/en/gui/48987/index.html">https://secure.ethicspoint.com/domain/media/en/gui/48987/index.html</a></p>
Grievance mechanism for workers - supply chain	See above		
Grievance mechanism for external individuals & communities	See above		
<b>Governance and staffing</b>			
Board and/or C-Suite-level oversight	Our Board of Directors has adopted this policy on behalf of Apple and is responsible for overseeing and periodically reviewing the policy	Our commitment to human rights	<a href="https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf">https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf</a>
Senior level responsibility for human rights	Apple's Senior Vice President and General Counsel oversees the implementation of our policy and reports to the Board and its committees on our progress and significant issues	Our commitment to human rights	<a href="https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf">https://www.apple.com/compliance/pdfs/Apple-Human-Rights-Policy.pdf</a>

Reporting and transparency			
Human rights reporting (integrated or stand-alone)	Included in 2025 Report	People and Environment in Our Supply Chain: 2025 Transparency Report	<a href="https://s203.q4cdn.com/367071867/files/doc_downloads/2025/07/Apple-Supply-Chain-2025-Progress-Report.pdf">https://s203.q4cdn.com/367071867/files/doc_downloads/2025/07/Apple-Supply-Chain-2025-Progress-Report.pdf</a>
Transparency Report	Yes - updated through June 2024		<a href="https://www.apple.com/legal/transparency/">https://www.apple.com/legal/transparency/</a>
Membership			
RBA	Yes	RBA	<a href="https://www.responsiblebusiness.org/about/members/">https://www.responsiblebusiness.org/about/members/</a>
RMI	Yes	RMI	<a href="https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/">https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/</a>
GNI	No	GNI	<a href="https://globalnetworkinitiative.org/who-we-are/members/">https://globalnetworkinitiative.org/who-we-are/members/</a>
IRMA	No	IRMA	<a href="https://responsiblemining.net/members-partners/#irma-member-list">https://responsiblemining.net/members-partners/#irma-member-list</a>
WEPs (signatory)	No	WEPs	<a href="https://www.weps.org/companies">https://www.weps.org/companies</a>
Lobbying and ethics			
Public statement or endorsement in support of mandatory human rights and environmental due diligence	N/A		
Anti-bribery and anti-corruption policy	<p>At Apple, we have zero tolerance for any form of corruption in connection with our business dealings. This includes bribes, embezzlement, extortion, and theft. If you are unsure of the proper course of action, or whether something constitutes corruption, contact Business Conduct." [Anti-Corruption Policy, 1]</p> <p>"At Apple, we do not tolerate corruption in connection with any of our business dealings. [...] Kickbacks are a type of bribery, and occur when a person is offered money or something of value in exchange for providing something, such as information, a discount or a favor, to a third party. Kickbacks are not permissible and are strictly prohibited by Apple." [Business Conduct 16]</p>	<p>Anti-Corruption Policy</p> <p>Business Conduct</p>	<p><a href="https://s2.q4cdn.com/470004039/files/doc_downloads/gov_docs/2022/Anti-Corruption-Policy-External-Policy-2022.pdf">https://s2.q4cdn.com/470004039/files/doc_downloads/gov_docs/2022/Anti-Corruption-Policy-External-Policy-2022.pdf</a></p> <p><a href="https://www.apple.com/compliance/pdfs/Business-Conduct-Policy.pdf">https://www.apple.com/compliance/pdfs/Business-Conduct-Policy.pdf</a></p>

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