

A woman with blonde hair, wearing a white lab coat and a white hairnet, is smiling and looking towards the camera. She is in a food processing facility, with yellow machinery visible in the background. Another person in a white lab coat is partially visible in the foreground on the left.

Sainsbury's Our Ethical Sourcing Policy



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Scope

It is critically important that workers in our business and supply chains are protected from exploitation, exposure to unsafe working conditions, and have their human rights respected. We are committed to running our business and sourcing our products and services in line with our ethical and environmental standards. Our Ethical Sourcing Policy puts into practice how we work with suppliers to drive improvements and protect workers' welfare. For our commitments to our colleagues and customers, please refer to our Human Rights Policy.

This policy covers our position in relation to ethical sourcing. This document applies to all our suppliers within our Food, General Merchandise and Goods and Services not for Resale (GNFR) supply chains.

For own-brand and owned-brand suppliers, this policy is a contractual requirement to supply products or services to Sainsbury's. For branded suppliers, we expect suppliers to comply with this policy as a minimum standard.

The requirements outlined in this document are in addition to all applicable national and international legislation, and in addition to all quality, legal and safety requirements for your products, services and business activities.



Our Position

At Sainsbury's, we take our responsibility to respect people's human rights seriously, wherever they are in our business and value chains. We have a long history of setting high standards and working collaboratively with our suppliers to ensure that they are met, and we work hard to embed respect for human rights and ethical practices throughout our business. We are committed to respecting labour rights across our business and supply chains in line with the Ethical Trading Initiative (ETI) base code. For our commitments to our colleagues and customers, please refer to our position in our Human Rights Policy.

As we source our products and services from across the world, it is vitally important that we are sourcing in line with our values. We must ensure that we are not inadvertently contributing to labour exploitation or infringements of workers' rights through our supply chain, and that we are protecting precious environmental resources.

At Sainsbury's, we expect strong social and environmental standards from our suppliers and aim to support our suppliers to implement more ethical and sustainable practices. We aim to build supply chains that maximise positive environmental and social impacts whilst building resilience and embedding excellence in sustainability.

We want to work with our suppliers to protect the welfare of workers who produce the products and services we procure, both directly in our suppliers' business operations and indirectly within their supply chains. We seek to develop long-term partnerships with suppliers who share our values and who adhere to our Code of Conduct for Ethical Sourcing which is consistent with internationally agreed conventions on workers' rights and the ETI Base Code encompassing ILO Core Conventions for decent work.

Sainsbury's has made commitments to uphold and respect human rights, decent work and diversity and we are fully committed to:

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Women's Empowerment Principles that promote gender equality and women's empowerment
- The IHRB Dhaka Principles for migration with dignity, including the Employer Pays Principle.

SECTION TWO

Governance

This policy has been agreed by the governance forum responsible for human rights and will be reviewed annually by the Head of Human Rights, or as required. All changes will be communicated to suppliers.

Statements of intent

We are committed to sourcing our products and services in line with our values, and in line with the following statements of intent. Core to our partnership with our tier 1 suppliers is a shared commitment to agree to, abide by and communicate this policy and its requirements with their own suppliers, to ensure the policy is embedded throughout the supply chain.

- ***Commitment to ethical sourcing:*** Sourcing ethically and in line with our values is an important company objective. We are committed to providing sufficient resources to ensure our commitments are fulfilled. We will communicate our commitment to key stakeholders including our customers, investors, NGOs, suppliers and the people who work in our supply chains.
- ***Responsible purchasing practices:*** We recognise that stable business relationships contribute towards the observance of good labour practices and we endeavour to establish long-term and productive relationships with our suppliers. We are committed to dealing openly and fairly with suppliers, adhering to contract terms and avoiding the exertion of undue pressure. We will continue to review our purchasing practices to ensure that our behaviour supports our suppliers to comply with our Code of Conduct.
- ***Building the capacity of others and ourselves:*** We are aware that both colleagues and our suppliers' staff need to understand the importance of ethical sourcing and that they must be able to identify and resolve ethical and environmental issues. We are committed to providing guidance, training and support to our colleagues and our suppliers where needed and to ensuring workers in our supply chain are aware of the provisions of our Code of Conduct and our commitment to ethical sourcing. We view effective management systems as crucial for monitoring and tracking our own and our suppliers' issues.
- ***Ensuring workers' voices are heard:*** It is essential that workers have knowledge of their rights and are able to report any issues confidentially and without detriment.



Our Approach

At Sainsbury's, we expect high standards from our suppliers, and we aim to support our suppliers to implement more ethical and sustainable practices.

We aim to work with our suppliers based on our key principles of:

- Respect for human rights and ethical standards
- Respect for the environment
- Legal compliance
- Transparency and collaboration

These principles underpin our work on ethical sourcing and our collaboration with our suppliers.

We encourage all our suppliers to go beyond compliance and make commitments to uphold and respect human rights, decent work and diversity and implement and promote these within their operations and supply chains.

Our approach to addressing ethical sourcing risks in our supply chain is based on four key activities:

1. **Monitoring** our supply chain
2. **Driving improvement** for workers
3. **Encouraging open dialogue and collaboration** with our suppliers and within the industry
4. **Striving for improvement and advocating** for change



Our Approach

1. Monitoring our supply chain

In order to drive improvements for workers, we need to be aware of labour practices in our supply chain. Across our business, we monitor, evaluate and act on information about the performance of our suppliers. To do this, we use a range of tools including independent third-party audits of suppliers and sites, self-assessment questionnaires, and confidential mechanisms for workers and other actors to highlight issues. Worker and supplier communication, and engagement with civil society organisations, are critical for identifying and resolving issues.

Our Code of Conduct for Ethical Sourcing provides the baseline for good practices. It is consistent with internationally agreed conventions on workers' rights and the Ethical Trading Initiative (ETI) Base Code encompassing ILO Core Conventions for decent work and is a requirement of our suppliers to do business with us.

We aim to focus our work on the areas of highest risk within our supply chain.

For supplier requirements, including supply chain monitoring and audit requirements, please refer to the relevant supplier manual. Please reach out to your Sainsbury's contact if you have questions on the supplier manuals or requirements.

2. Driving improvement for workers

We have a responsibility to be aware of labour practices in our supply chains, and to go beyond monitoring the performance of our suppliers, sites and growers, in order to drive improvements.

We recognise that many ethical trade and/or environmental issues can take time and effort to resolve. As a minimum, we require our suppliers to comply with our Code of Conduct or the local law – whichever provision affords the greater protection to workers. We expect suppliers to work to resolve issues identified in a timely manner and to engage workers' organisations in identifying and resolving issues. Our Code of Conduct must be adopted as a minimum standard and we want to see suppliers' performance improving continuously. In the longer-term, we will work with suppliers and workers to develop best practices on ethical sourcing which secure workers' rights alongside benefiting our suppliers' businesses and our own. As a business, we take a collaborative approach when serious issues are identified and seek to support suppliers through direct engagement, training, and collaborative forums.



Our Approach

3. Encouraging open dialogue and collaboration with our suppliers and in the industry

We aim to be transparent with all our stakeholders on our ethical sourcing performance and encourage our suppliers to do likewise. We believe that pervasive issues such as forced labour, safe and healthy working environments and discrimination can only be addressed by collaborating with our suppliers and with our industry to tackle the root causes and to find and implement solutions. In the event of a violation of our Code of Conduct throughout our supply chain, we encourage our suppliers to work collaboratively to ensure that workers are protected and any harm remedied.

We appreciate that suppliers might be worried about sharing issues with us; however it is better that we understand and work together to improve the situation. Together, we aim to respond rapidly and fully to ethical and environmental issues in our supply chains. We encourage suppliers to engage with us in open and honest conversations about our own standards and behaviours, so we can learn and adjust to ensure we continuously improve.

4. Striving for improvement and advocating for change

We recognise that we must keep striving for continuous improvement and will support our suppliers on this journey. Our [Human Rights Policy](#) details the principles we adhere to in order to meet our obligations in respecting human rights throughout our business and supply chains.

Within ethical sourcing, the risks to workers' rights are evolving, and we play an important role in advocating for positive change for workers throughout our global supply chains. We work closely with our suppliers and wider stakeholders to identify opportunities for advocacy aligned with our commitments and values.



Our Code of Conduct for Ethical Sourcing

We require our suppliers to comply with our Code of Conduct or the local law – whichever provision affords the greater protection to workers and the environment. Sainsbury's Code of Conduct for Ethical Sourcing is based on the Ethical Trading Initiative (ETI) Base Code, with additional social and environmental clauses (10-13) unique to Sainsbury's.



1. Employment is freely chosen

- 1.1** There is no forced, bonded or involuntary prison labour.
- 1.2** Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.



2. Freedom of association and the right to collective bargaining are respected

- 2.1** Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2** The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3** Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4** Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.



3. Working conditions are safe and hygienic

- 3.1** A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2** Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- 3.3** Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4** Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5** The company observing the code shall assign responsibility for health and safety to a senior management representative.

For further guidance for UK-based suppliers, please refer to section nine.

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4. Child labour shall not be used

4.1 There shall be no new recruitment of child labour.

4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined in the appendices.

4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.

4.4 These policies and procedures shall conform to the provisions of the relevant ILO standards.



5. Living wages are paid

5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

5.2 All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.



6. Working hours are not excessive

6.1 Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. 6.2 to 6.6 are based on international labour standards.

6.2 Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week*

6.3 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.

6.4 The total hours worked in any 7 day period shall not exceed 60 hours, except where covered by clause 6.5 below.

6.5 Working hours may exceed 60 hours in any 7 day period only in exceptional circumstances where all of the following are met:

- this is allowed by national law;
- this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
- appropriate safeguards are taken to protect the workers' health and safety; and
- the employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.

6.6 Workers shall be provided with at least one day off in every 7 day period or, where allowed by national law, 2 days off in every 14 day period.*

*International standards recommend the progressive reduction of normal hours of work, when appropriate, to 40 hours per week, without any reduction in workers' wages as hours are reduced

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7. No discrimination is practised

7.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.



9. No harsh or inhumane treatment is allowed

9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.



8. Regular employment is provided

8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.



10. Entitlement to work

Sainsbury's

10.1 Only workers with a legal right to work in the country should be employed.

10.2 For both workers and agency workers, original documents should be reviewed to verify right to work, and then returned to the worker.



11. Labour agencies

Sainsbury's

11.1 Labour agencies should only supply workers registered with them.

11.2 Relationships with labour agencies should be covered by a Service Level Agreement which meets all national legal requirements.

11.3 Labour agencies should be audited on a regular basis to ensure compliance with national requirements.

Our Code of Conduct for Ethical Sourcing

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12. Protection of the environment

Sainsbury's

12.1 All our suppliers and sites, including manufacturers, processors, packers, growers and farmers, should carry out their activities in accordance with national laws, regulations, administrative practices and policies relating to the preservation of the environment of the countries in which they operate as well as in accordance with relevant international agreements, principles, objectives, responsibilities and standards with regard to the environment.

12.2 The supplier should conduct relevant environmental impact and risk assessments to identify impacts, dependencies, opportunities and particular risk hotspots (geography, process, or product) for own operations as well as the full supply chain and supply base. These assessments should cover the following areas:

- a. Water use, recycling, discharge, legal abstraction, water stress, pollution, and flooding or excess water
- b. Nature and water stewardship (including WASH) and collective action
- c. Biodiversity (e.g. land management practices, habitat area, condition, and connectivity, native and invasive species risk)
- d. Sourcing and production of raw materials (e.g. limiting deforestation and conversion, farming methods, fertiliser use, and transport)
- e. Waste generation, prevention, recycling, redistribution and disposal
- f. Use and reduction of chemicals and potential pollutants
- g. GHG emissions across scopes 1, 2 and 3
- h. Atmospheric pollution

12.3 The supplier should have environmental improvement plans related to these significant impacts, risks and hotspots identified through 12.2, with documented objectives, targets, metrics and baselines where appropriate. Documented risk assessments, objectives, targets, and performance against these should be available to Sainsbury's on request.

12.4 The supplier should be able to demonstrate environmentally sound manufacturing practices through measuring and monitoring of relevant environmental impact areas listed in 12.2.

12.5 The supplier should be able to demonstrate that environmental considerations are taken into account in the design of product or services, by considering but not limited to, energy consumption, water and raw material use, packaging and end of life disposal.

12.6 The supplier should take clear and transparent measures to ensure its employees, subcontractors and suppliers comply with Sainsbury's environmental requirements and all applicable legal requirements.

12.7 The supplier must inform Sainsbury's if a significant environmental incident occurs at supplier's premises and/or as a result of supplier's activities, including any fines incurred.

12.8 The supplier should aim to have full traceability of their supply chain including location information where possible, that can be provided on request, in order to map risks and impacts accurately and ensure compliance with environmental requirements.

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13. Land and Water Rights

Sainsbury's

13.1 All suppliers should demonstrate that they have identified and documented any legal and / or customary rights in relation to land and water use of their operations.

13.2 All suppliers should operate legally within their premises with the correct business licenses and permissions and have systems to ensure that all relevant land and water rights have been complied with.

13.3 When land or water rights have been relinquished by Indigenous People or Local Communities to the benefit of the supplier, the supplier should ensure that the decision was reached through a process of Free, Prior & Informed Consent in line with national legislation.

13.4 If a land or water rights claim against the supplier is raised through judicial or non-judicial processes, the supplier should engage in good faith to resolve the conflict and should keep Sainsbury's informed at all stages of the claim.

Modern Slavery

The UK Modern Slavery Act 2015 requires all companies with an annual turnover of £36 million or more to issue a statement each financial year about the steps taken to address modern slavery and human trafficking across their business and supply chains. Suppliers must comply fully with the provisions of the Act, if applicable.

All suppliers should be prepared to provide Sainsbury's with information on their actions, including risk assessment, mitigation, training and remediation in order to reassure Sainsbury's that our suppliers are proactively managing this issue and enable us to prepare our annual Modern Slavery Statement.

Sainsbury's has committed to embed the Consumer Goods Forum's Priority Industry Principles on Forced Labour in our own operations and value chains. These include:

- Every worker should have freedom of movement
- No worker should pay for a job
- No worker should be indebted or coerced to work

Although these principles are outlined in our Supplier Code of Conduct, we have specific expectations around recruitment fees as follows:

- Suppliers shall seek to ensure that when they recruit directly and/or engage labour recruitment agencies, recruitment and relevant travel fees are paid by the supplier or agency and will prohibit prospective workers from paying fees associated with the recruitment process.
- We recognise that it takes time to understand and agree the definition of recruitment fees and to implement appropriate responses. We are working with suppliers across our business to understand the extent of recruitment fees in our supply chains and encourage suppliers to make use of the training resources to raise awareness and take preventative actions.

Training

We offer supplier-specific modern slavery training to all suppliers. Please refer to the relevant manual or reach out to your Sainsbury's contact for further information and guidance on accessing the training.



Roles and Responsibilities

Suppliers:

- All tier 1 suppliers shall ensure compliance with this policy for their own operations and shall cascade the requirements down their supply chains. Please refer to the relevant supplier manual for further details.
- Suppliers shall have a senior manager responsible for ensuring this policy is implemented within their businesses and supply chain.
- Suppliers shall inform Sainsbury's of any challenges in adhering to this policy, including any suspected or confirmed breaches of the Code of Conduct.
- Suppliers shall actively monitor their own operations and supply chain and approach Sainsbury's in advance of any concerns becoming risks.
- Suppliers shall work collaboratively with other brands, retailers and suppliers to drive ethical compliance and improvement.

Sainsbury's:

- Within Food and General Merchandise (GM), Technical Managers are the first contact point for any ethical or environmental sourcing related questions. Technical Managers are responsible for ensuring that all suppliers meet the supplier requirements.
- The Food and GM Ethical Trade Managers are responsible for supporting the Technical Managers and provide clarification on the supplier requirements and Code of Conduct. The Ethical Trade Managers are also an escalation route for suppliers, and contact details can be requested from the Technical Manager.
- Within Goods and Services not for Resale (GNFR), Heads of Procurement are the first contact point for any ethical or environmental sourcing related concerns, or questions relating to this policy. Heads of Procurement are responsible for ensuring that all suppliers meet the supplier requirements.
- The Human Rights Team is responsible for the completeness of this policy and the governance surrounding this document. The Team provides support to the Ethical Trade Managers and any other relevant team members across the business relating to challenges with policy compliance.



Definitions

Ethical sourcing is about having confidence that the products and services we buy have not been made at the expense of workers in global supply chains enjoying their rights. It encompasses a breadth of international labour rights such as working hours, health and safety, freedom of association and wages.

Tier 1 refers to the final point of production, where there is manufacturing, processing, producing or service provision i.e. the final point of production at which labour was applied.

Own brand and owned brand products are products clearly labelled as 'by Sainsbury's' or have any reference to Sainsbury's or any of Sainsbury's Brands on the label or product.

Branded products are products which do not include any reference to Sainsbury's or Sainsbury's Brands.

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. At Sainsbury's we are committed to protecting the fundamental rights of workers in our supply chains. These rights include protection from forced labour, modern slavery and harsh or inhumane treatment. The UN Guiding Principles on Business and Human Rights (UNGPs) inform how we address our responsibilities to protect and respect human rights associated with our business.

Recruitment fees refer to any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection. These fees may be one-time or recurring and cover recruiting, referral and placement services which could include advertising, disseminating information, arranging interviews, submitting documents for government clearances, confirming credentials, organising travel and transportation, and placement into employment.

Modern slavery is the severe exploitation of other people for personal or commercial gain. It can come in many forms, including forced labour.

Forced labour is any work or service which people are forced to do against their will, under threat of punishment. It is a form of modern slavery and includes situations in which persons, or children, are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities.

Discrimination occurs when a person is unable to enjoy their human rights or other legal rights on an equal basis with others. It is the unfair treatment of people or groups based on characteristics such as race, gender or sexual orientation.

Freedom of association is the right of workers to join and form trade unions or organisations of their choosing. Closely linked to this is the right to **collective bargaining**, which allows workers to freely negotiate their working conditions with their employers. These rights apply to all workers, irrespective of race, religion, gender, occupation, nationality or political opinion. Workers in the informal economy, such as homeworkers, have the same right to freedom of association as those with formal contracts of employment.

Water stewardship is the responsible use of water that is economically beneficial, environmentally sustainable, and socially and culturally equitable.

Nature stewardship (or environmental stewardship) refers to the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices.

Additional guidance for UK-based suppliers on Freedom of Association (FOA)

To comply with clause 2 relating to Freedom of Association and Collective Bargaining in the UK context:

- Suppliers are not required to voluntarily recognise unions. We note a union can apply for and be granted statutory recognition by the Central Arbitration Committee (CAC) if the supplier rejects a union's request for voluntary recognition;
- Suppliers must not restrict or impede workers' ability to join or form trade unions;
- Suppliers must not discriminate against workers who are members of or representatives of a union;
- Suppliers must adopt an 'open attitude' towards any union activities, such as ensuring that union meetings take place without opposition or obstruction;
- Where a union is recognised, either voluntarily or through statutory recognition, suppliers must abide by all relevant legislation and the role and legal responsibilities of the employer and union should be understood and complied with; and
- Suppliers are not required to enter into any formal agreements with unions, including collective bargaining agreements, other than those required by the relevant legislation.

Relevant legislation and resources

- [Trade Union and Labour Relations \(Consolidation\) Act 1992](#)
- [Employers Recognising Trade Unions](#)
- [Employment Relations Act \(1999\) Blacklist \(Regulations\) 2010](#)
- [Employment Relations Act 2004](#)
- [Trade Union Act 2016](#)
- [ACAS Trade Union Representation in the Workplace](#)

Further guidance and clarification

Rights of independent unions

If the union is an independent union (i.e. has a certificate of independence issued by the Certification Officer) a number of legal rights follow. These include the right to:

- disclosure of information by the employer for collective bargaining purposes;
- reasonable paid time off for union reps to carry out union duties;
- reasonable paid time off for union learning reps (URLS) to carry out their duties;
- reasonable unpaid time off for members to carry out union activities;
- appoint a union safety rep;
- appoint safety committee representatives;
- consultation prior to redundancy; and
- consultation prior to business transfers.

There are [ACAS Codes of Practice](#) on Disclosure of Information and Time Off for Union Duties which provide further details.

Clarification on 'open attitude' towards trade union activities

Suppliers must adopt an 'open attitude' towards any union activities, such as ensuring that union meetings take place without opposition or obstruction.

Demonstrating an 'open attitude' could include measures such as:

- Referencing the right for workers to join a trade union at company inductions;
- Explicitly stating that the company is not anti-union in company literature;
- Being receptive to approaches by workers interested in joining a union; and
- Providing noticeboards and facilities for union representatives to carry out their roles and functions.

We note that suppliers must not discriminate against workers who are members of or representatives of a union.

Prohibited sourcing regions

At Sainsbury's, we take our responsibility seriously to respect people's human rights, wherever they are in our business and value chains. In line with our Human Rights approach, there are some circumstances under which we will not source from an area, region or country.

Please refer to:

- Evolve (General Merchandise suppliers)
- The Responsible Sourcing Manual (Food Suppliers)
- Achilles or your Procurement team contact (GNFR suppliers)

for the list of regions which are not permitted for sourcing for Sainsbury's own-brand or owned brand products or services.

For any questions regarding the prohibited sourcing regions, please contact your Sainsbury's key contact or a member of the Human Rights Team.





Our Ethical Sourcing Policy

The information in this document may be supported by other Sainsbury's Documents.
The information outlined in this document is in addition to all applicable UK and EU legislation.

Sainsbury's suppliers must ensure they meet all legal and regulatory requirements. Whilst this document is intended to help you supply products and services to Sainsbury's, they do not absolve you of your responsibility to understand and comply with all the quality, legal and safety requirements for the products or services you supply.

For the purpose of this document Sainsbury's means Sainsbury's Supermarkets Limited and Argos Limited only. Sainsbury's Argos is the trading name of both:

- 1)Argos Limited, Registered office: 33 Charterhouse Street, London, EC1M 6HA, UK Registered number. Registered number: 01081551
- 2) Sainsbury's Supermarket Limited, Registered office: 33 Charterhouse Street, London, EC1M 6HA, UK Registered number: 03261722

Document Reference	Document Owner	Amendment History	Date
PL006	Andy Hickman	Updated to reflect change in head office location	June 2025
PL006	Andy Hickman	Minor updates and reference to prohibited sourcing regions	April 2025
PL006	Andy Hickman	Additional guidance on FOA for UK suppliers, change of document owner	February 2024
PL006	Abi Rushton	New document	September 2022