



Standards for suppliers consultation

Go live date – 26 April 2026

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The purpose of today's session

INFORM

- Our evolving approach
- Why these changes have been made
- What they mean for suppliers

CONSULT

- Work with you to understand any impacts or concerns you might have
- Provide an opportunity to ask questions
- To listen, consult and respond

SUPPORT

- Our team is here to support suppliers
- We can collaborate with suppliers to increase capacity and support implementation
- Provide clarity on steps following these sessions

Our vision: “To uphold the dignity of rights holders impacted by the operation of our business”



Simplification



Continuous improvement



Impact / remediation

Our standards for suppliers enable this and empower rights holders...

Where do our Standards sit?

What is it?

How it applies

Human Rights Policy

Commitment to Human Rights

Applies to Asda and our supply chains

Standards for Suppliers

Expectations across all tiers of supply chains

Suppliers model compliance and implement

Transparency and Supply Chain Monitoring Policy

Requirement of in-scope locations

Compliance with requirements e.g. audit, SAQs, N/Cs

Policies e.g. Forced Labour

Principles, rules on specific topics

Comply with specific requirements

Guidance & Resources

Enable and articulate topics, building capacity

Utilised to protect rights holders

ASDA

Standards for suppliers

What is it?

A key document mapped to ETI Basecode, UNGPs and other standards that communicates our expectations across global supply chains.

Why change?

Evolving the content to better reflect Human Rights, improving clarity, simplifying approaches and allowing suppliers to better demonstrate the steps they are taking.

Why now?

It has been three years since we re-launched our Standards. We have learnt a lot(!) and worked hard to refine our approach.

What should I do?

Read the Standards, ask any questions, provide feedback and work with supply chain locations to achieve compliance.

Who does it apply to?

Any supplier to Asda, at any tier, enacted under our Core Policies and Terms of business.

So, what has changed within Asda's Standards?

Cascading

Clearer articulation of the expectations that these Standards are communicated and engaged with, not just by our suppliers but the whole supply chain.

Human Rights

Expectations that suppliers comply with the UNGPs, based on size, scale and supply chains. Driving compliance whilst delivering Human Rights outcomes.

Forced Labour

Improved articulation on Forced Labour and how suppliers should interact with this in-line with enhanced risks and specific contexts, globally.

Responsible Rec.

Evolution of EPP, what it means to commit to it and the steps we expect suppliers to take to protect migrant workers and commit to EPP.

Incidents

A mature and responsive approach to driving continuous improvement based on learnings e.g. risk assessments and management controls.

FoA

Encompassing all forms of worker representation including grievance channels, worker committees and Trade Union, inclusion of protections for CSOs and HRDs.

Saliency

Establish a Saliency led approach – focusing on the impacts experienced by rights holders. Managing the risks of greatest significance, communicating proactively.

So, what happens now?

- This document is designed to be implementable, effective and enable rights holders to be empowered across our supply chains
- If you have any questions, please share them with us
- The Standards will be effective from 26th April 2026
- We commit to share all questions asked by suppliers, and provide responses to these including a 'what a good job looks like guide'
- Please read the new Standards and understand what it means for you and your operation

Escalations

Suppliers are required to inform the Asda business of any of the following issues **within 48 hours of their identification:**

- Business Critical and Critical non-compliances raised on an ethical audit
- Suspected or substantiated child labour
- Suspected or substantiated Modern Slavery, involuntary prison labour
- Allegations of physical or sexual violence
- Allegations of illicit recruitment fees or debt bondage
- Significant fire within or impacting a facility e.g., causing the closure of a production line for more than 6 hours
- Significant building structural issues
- Major injury (life-altering) or fatality of a worker
- Unauthorised subcontracting of production



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Please provide any feedback or questions to responsiblesourcingqueries@asda.uk

Thank you.

