

Best Buy Co. Inc. (Best Buy)

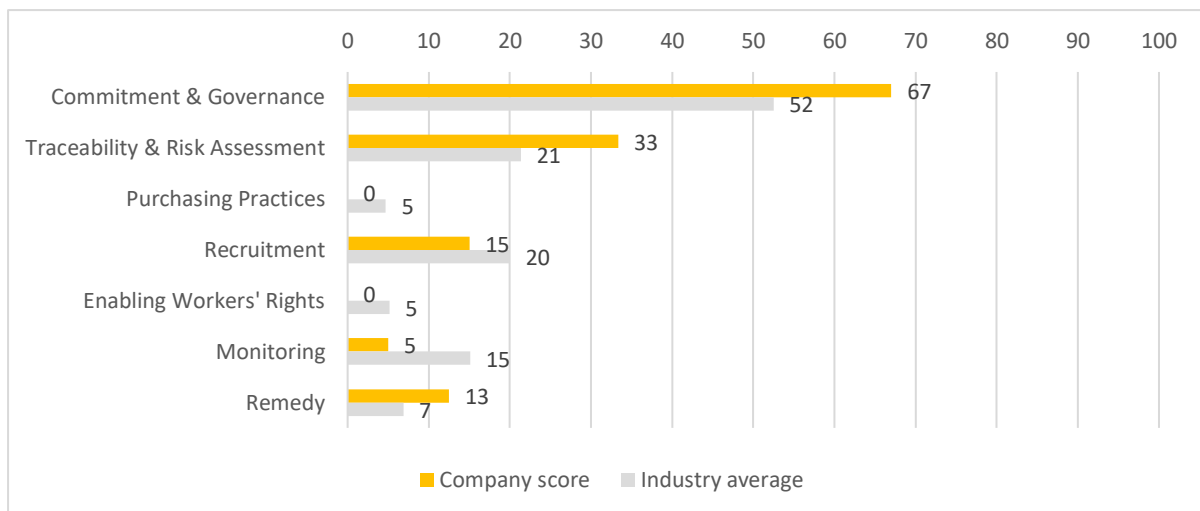
TICKER
 BBY

MARKET CAPITALISATION
 US\$15.6 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: Not applicable

OVERALL RANKING
13 out of 45
[2022 Rank](#): 12 out of 60¹
OVERALL SCORE
23 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

🇺🇸 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN²

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes (Limited)

HIGH-RISK SOURCING COUNTRIES³

🇨🇳 China

SUMMARY

Best Buy Co. Inc. (Best Buy), a US specialty consumer electronics retailer, ranks 13th out of 45 companies. Since 2022, the company improved on the theme of Commitment & Governance, adopting version 8 of the RBA Code of Conduct, which removes limitations on the right to freedom of association and collective bargaining, and disclosing stronger detail on forced labour training for suppliers. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices and Enabling Workers' Rights, scoring zero. As such, the company's rank has dropped by one place. It scores higher than average on the themes of Commitment & Governance, Traceability & Risk Assessment, and Remedy and lower than average on all remaining themes. KnowTheChain identified one allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers. The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment, and Enabling Workers' Rights.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company is further encouraged to take steps to ensure that pricing includes the full cost of production, including a living wage/income, and may consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Recruitment: The company discloses a policy prohibiting worker-paid recruitment fees in its supply chains discloses returning physical examination fees to more than 300 workers, and purchasing "social or commercial insurance" for more than 1,300 workers. To ensure the implementation of its policy, the company is encouraged to disclose how it works on the prevention of fees charged to workers in its supply chains, such as through: mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly.

Enabling Workers' Rights: While the company discloses a hotline, which it states it is communicating to suppliers' workers, it is not clear the hotline can be used to report grievances related to human rights. The company is encouraged to take steps to ensure that a formal mechanism clearly designed to report grievances regarding labour conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders (e.g., worker organisations or labour NGOs). Further, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved. To support collective worker empowerment, the

company is encouraged to work with local or global trade unions to support freedom of association in its supply chains.

¹ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.

² Research conducted through September 2024 or through December 2024, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

³ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2025 ICT benchmark findings report](#).