

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

Findings as of July 2025

Sysco

Indicator	Finding	Source	Source Link
Policies and commitments			
General			
Human rights policy - UNGPs	Our suppliers are expected to adhere to the standards outlined in the United Nations Declaration of Human Rights, the Conventions and Recommendations of the International Labor Organization ("ILO"), and the ILO Declaration on Fundamental Principles and Rights at Work.	Webpage - Commitment to Human Rights	https://www.sysco.com/sustainability/human-rights
Human rights policy - ILO Core Labor Standards	See above		
Forced labor & prison labor	Any act of human trafficking, slavery, forced labor, or child labor within Sysco's supply chain is unacceptable and, if identified, will be promptly addressed in compliance with our policies and procedures.	Webpage - Commitment to Human Rights	https://www.sysco.com/sustainability/human-rights
Human rights defenders & civic space Gender equality and women's empowerment	No evidence Sysco officially launched the Rise Together Women's Leadership Program with a 2.5-day internal summit, marking the beginning of a year-long journey for high-potential women at Sysco. While the summit served as the in-person kick-off, the program's true impact will unfold over the course of the next several months, aiming to develop high-performing emerging women leaders by connecting them with senior leader sponsors for for mentorship, guidance, and career advancement.	Linked In Post	https://www.linkedin.com/posts/sysco_sysco-officially-launched-the-rise-together-activity-7276974968163213312-EY1w/
Indigenous Peoples	Special attention to ensuring these rights are upheld should be given to those who are at heightened risk for vulnerability or marginalization such as women, young people, indigenous people, minorities, people with disabilities, and migrant or foreign workers.	Sysco Supplier Code of Conduct	https://assets.contentstack.io/v3/assets/bltfe3373143ecd3517/blt0f34a8fea810728a/65e1f8a9c59852b821f6cb6f/Supplier_Code_of_Conduct_EN.pdf
Natural resources			
Land rights	No evidence		
Free, Prior, and Informed Consent (FPIC)	No evidence		
Living wage			
Living wage, own operations	We operate globally in a manner that supports basic human rights, including the rights of colleagues to have fair wages and benefits in accordance with local laws.	Sysco Global Code of Conduct	https://investors.sysco.com/~media/Files/S/Sysco-IR/documents/sysco-global-code-of-conduct-us.pdf
Living wage in supply chain	Suppliers must provide fair compensation that is, at a minimum, in compliance with all applicable wage and hour laws, rules, and regulations, including those associated with legally mandated benefits, overtime work, and other premium payment situations or as established by prevailing industry or collective bargaining agreements.	Sysco Supplier Code of Conduct	https://assets.contentstack.io/v3/assets/bltfe3373143ecd3517/blt0f34a8fea810728a/65e1f8a9c59852b821f6cb6f/Supplier_Code_of_Conduct_EN.pdf
Human rights due diligence and supply			
Process for assessing human rights risks and impacts	All Sysco Brand approved suppliers in high-risk Latin American and Asian countries must undergo third-party assessments to identify potential risks relating to wages, working hours, discrimination, worker safety, living conditions and child and forced labor.' [Corporate Social Responsibility Report 2021, 37]	Corporate Social Responsibility Report 2021	https://investors.sysco.com/~media/Files/S/Sysco-IR/documents/sustainability-reports/SYY%202021%20CSR%20Report.pdf
Heightened human rights due diligence in Affected stakeholder engagement	No evidence No evidence		
Human rights requirements in supplier code/requirements	Suppliers must respect their workers' human rights within the context of the Supplier's business operations, as encompassed in the International Bill of Human Rights5 and the International Labour Organization's (ILO) Core Conventions. Special attention to ensuring these rights are upheld should be given to those who are at heightened risk for vulnerability or marginalization such as women, young people, indigenous people, minorities, people with disabilities, and migrant or foreign workers.	Sysco Supplier Code of Conduct	https://assets.contentstack.io/v3/assets/bltfe3373143ecd3517/blt0f34a8fea810728a/65e1f8a9c59852b821f6cb6f/Supplier_Code_of_Conduct_EN.pdf

Access to remedy

Grievance mechanism for own employees	The Ethics Line is our toll-free number operated by an independent third party and is available 24 hours a day, seven days a week, 365 days a year.	Sysco Code of Conduct Webpage - Ethics Line	https://investors.sysco.com/~media/Files/S/Sysco-IR/documents/sysco-global-code-of-conduct-us.pdf https://app.convercent.com/en-us/Anonymous/IssueIntake/LandingPage/2d82ff5d-b631-e611-8105-000d3ab03673
Grievance mechanism for workers - supply chain	See above		
Grievance mechanism for external individuals & communities	See above		

Governance and staffing

Board and/or C-Suite-level oversight	No evidence
Senior level responsibility for human rights	No evidence

Reporting and transparency

Human rights reporting (integrated or stand-alone)	Included in 2024 sustainability report	2024 Sustainability Report: The Power of One	https://mediacdn.sysco.com/images/rendition?id=f293f1209005537a4705c8fc65adf2a7363eb0ca
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Memberships

RBA	No	RBA	https://www.responsiblebusiness.org/about/members/
RSPO	Yes	RSPO	https://rspo.org/search-members/
WEPs (signatory)	No	WEPs	https://www.weps.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	We require all those who work with us or act on our behalf, including our agents, consultants, and other third parties, to follow all applicable anti-bribery rules and regulations. [Code of Conduct] Our company is required to comply, and it is our policy to comply, with all applicable laws and regulations in the numerous countries throughout the world in which we do business. [...] The U.S. Foreign Corrupt Practices Act (FCPA) prohibits bribery of public officials to obtain or retain business in foreign jurisdictions. The FCPA also requires us to keep accurate books and records and to maintain internal accounting controls to detect and prevent bribery and to ensure that transactions are properly authorized and recorded. We have implemented and continue to develop a robust anti-corruption compliance program applicable to our global operations to detect and prevent bribery and to comply with these and other anti-corruption laws in countries where we operate.' [Form 10-K 2022, 5-6]	Sysco Code of Conduct (US) Form 10-K 2022	https://investors.sysco.com/~media/Files/S/Sysco-IR/documents/sysco-global-code-of-conduct-us.pdf https://otp.tools.investis.com/clients/us/sysco1/SEC/sec-show.aspx?FilingId=16043106&Cik=0000096021&Type=PDF&hasPdf=1

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