

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

Findings as of July 2025

Target

Indicator	Finding	Source	Source link
Policies and commitments			
<u>General</u>			
Human rights policy - UNGPs	<p>We recognize that we can impact the human rights of our team members, guests, workers in the supply chain and people in the communities we serve. Aligned with the Universal Declaration of Human Rights and the International Labor Organization Core Conventions, we are committed to respecting human rights throughout our operations.</p> <p>In alignment with the UN Guiding Principles on Business and Human Rights, we respect human rights and seek to avoid adverse impacts resulting from our business activities. We are continuously working to do better and improve our impact. However, if adverse impacts arise, our approach focuses on working with our suppliers to mitigate and remedy adverse impacts that are directly linked to their operations, products or services.</p>	Webpage - Human Rights Statement	https://corporate.target.com/sustainability-governance/responsible-supply-chains/human-rights
Human rights policy - ILO Core Labor Standards	See above		
Forced labor & prison labor	We are committed to working with supply chain partners and industry experts to prevent, identify and eradicate forced labor in our global manufacturing supply chains.	Webpage - Supply Chain Labor & Human Rights Policies	https://corporate.target.com/sustainability-governance/responsible-supply-chains/human-rights/policies#~:text=We%20identify%20risk%20of%20forced,relationship%20once%20remediation%20is%20complete.
Human rights defenders & civic space	Target has zero tolerance for harassment, intimidation, criminalization or violence towards human rights, environmental and land defenders.	Palm Oil Commitment	https://corporate.target.com/sustainability-governance/responsible-resource-use/environmental-impact-products/palm-oil#~:text=Promote%20greater%20transparency%20about%20the,4.
Gender equality and women's empowerment	<p>Joined WeConnect International, which supports and certifies women-owned businesses across the globe.' [Sustainability and Governance Report 2023, 7] 'As part of our measurement strategy to track progress against our JESC goals, we are using a factory-level Gender Equity Survey, created by the International Center for Research on Women (ICRW). This online self-assessment enhances factories' understanding of how they are incorporating gender equity into practices like hiring systems and management of grievance mechanisms, based on leading industry practices. The data collected from the survey will help us determine our baseline, so that we can measure progress and identify additional resources and support needed across our supply chain to achieve our goals. In 2022, we deployed the survey to non-U.S. Tier 1 owned brand factories. In 2023, we will expand the survey deployment to other segments of our supply chain.' [Sustainability and Governance Report 2023, 60] 'Women team members are paid 100% of the pay for men, and promotions of women to senior leadership levels increased by 6.5%; We partner with CARE International, an international non-governmental organization, to design strategies to drive gender equity throughout our supply chain. In 2022, we began co-designing tailored in-factory programs to address various barriers to gender equity and launched pilots in 2023; Target Foundation partner Agora is working to create digital value chains in Mexico that will strengthen entrepreneurship for women across the region. We participate in numerous annual conferences (e.g., Target Elevate's virtual conference and AnitaB.org's annual conference) to help grow the number of women in technology and enable more women in technical fields to reach their full potential; We increased female representation in Target India by 5.2%.' [Sustainability and Governance Report 2023, 96]</p>	Sustainability and Governance Report 2023	https://corporate.target.com/getmedia/e4f81467-57ab-4787-a5a7-ab6efb7dd05c/Target-2023-Sustainability-and-Governance-Report.pdf
Indigenous Peoples	[Palm Oil] We expect the following of our suppliers:... Engage and collaborate with various stakeholders, including impacted Indigenous Peoples, local communities, workers, suppliers, peers, civil society, governments, RSPO and others to help transform the palm oil sector to align with NDPE principles at supply shed, landscape and jurisdictional levels.	Palm Oil Commitment	https://corporate.target.com/sustainability-governance/responsible-resource-use/environmental-impact-products/palm-oil#~:text=Promote%20greater%20transparency%20about%20the,4.
<u>Natural resources</u>			
Land rights	See FPIC		
Free, Prior, and Informed Consent (FPIC)	Palm oil developments must proceed on the basis of free, prior and informed consent.	Palm Oil Commitment	https://corporate.target.com/sustainability-governance/responsible-resource-use/environmental-impact-products/palm-oil#~:text=Promote%20greater%20transparency%20about%20the,4.
<u>Living wage</u>			
Living wage, own operations	Target follows all employment laws, including those involving wages earned and hours worked.' [Code of Ethics 2022, 14]	Code of Ethics 2022	https://corporate.target.com/getmedia/3683e8f8-7396-404b-8f83-41a833298e60/Target_Code-of-Ethics.pdf
Living wage in supply chain	Suppliers must provide wages and benefits that meet or exceed local law requirements and are paid/provided in a timely manner. We encourage suppliers to commit to the betterment of wages and benefits to improve the lives of workers and their families in the communities where they live.	Standards of Vendor Engagement	https://corporate.target.com/sustainability-governance/responsible-supply-chains/suppliers/standards-of-vendor-engagement
Human rights due diligence and supply chain			

Process for assessing human rights risks and impacts	In 2022, Target partnered with Article One, an expert business and human rights consultancy, to refresh our human rights impact assessment (HRIA) for our operations, supply chain and business relationships. The refresh process identified key salient risk areas relevant to Target, our team members, guests, supply chain workers and communities we serve. This year, our partnership with Article One continues as we refine our strategy to develop and build an impactful human rights program and further our focus on key salient risk areas relevant to our business.' [Sustainability and Governance Report 2023, 63] Target works with several labor rights certification bodies in specific areas of our supply chain, including the Roundtable on Sustainable Palm Oil (RSPO), Equitable Food Initiative (EFI) and Fair Trade USA. To help us identify risks through our responsible sourcing audit process, we leverage experts from our partnerships with the following organizations: ELEVATE: Supports sensitive case investigations and dynamic risk and oversight within our Responsible Sourcing and Sustainability audit program; Impactt: Aids ethical assessments, sensitive cases and issues related to our Responsible Sourcing and Sustainability audit program; Leadership Group for Responsible Recruitment: An Institute for Human Rights and Business initiative that supports the Employer Pays Principle. We have helped return significant sums to workers through our business partners by having them reimburse recruitment expenses and continue to help workers avoid paying fees to secure jobs; The Responsible Labor Initiative: Promotes the rights of workers vulnerable to forced labor; Stronger Together: Commits to tackling modern slavery in supply chains; Verité: Our primary partner on in-depth foreign contract worker assessments at all factories that employ foreign contract workers; The Child Rights in Business Working Group: Supports underage investigations and remediation. Brings companies together to collaborate, share best practices and access the latest information and insights related to child rights; Work Better Innovations: A research consultancy with a community service mission, working innovatively with businesses, civil society, academia and government towards a responsible economy.' [Sustainability and Governance Report 2023, 64]	Sustainability and Governance Report 2023	https://corporate.target.com/getmedia/e4f81467-57ab-4787-a5a7-ab6efb7dd05c/Target-2023-Sustainability-and-Governance-Report.pdf
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence		
Affected stakeholder engagement	We conduct ongoing due diligence, as well as engage with our stakeholders, to continuously strengthen our understanding of our salient human rights issues within our operations and in our supply chain.	Webpage - Human Rights	https://corporate.target.com/sustainability-governance/responsible-supply-chains/human-rights
Human rights requirements in supplier code/requirements	Target is committed to responsible and ethical business conduct. Respect for human rights and environmental stewardship are fundamental principles of our business practices and standards. We expect our domestic and international suppliers to share those principles and uphold our standards.	Standards of Vendor Engagement	https://corporate.target.com/sustainability-governance/responsible-supply-chains/suppliers/standards-of-vendor-engagement
Global Framework Agreement	No	Industrial-Union	http://www.industrial-union.org/global-framework-agreements
Access to remedy			
Grievance mechanism for own employees	If you see or suspect any activity that violates our Code, policies or laws, you have a responsibility to promptly report in good faith using one of the reporting options. You also have a responsibility to report any suspected violations shared with you by another team member.' [Code of Ethics, 7] 'Voice a concern, ask a question or report a violation. Talk; Talk to your leader or Human Resources partner. Email [...] Visit [...] Call Integrity Hotline, anonymous option available 24 hours a day U.S.: [...] India: [...] Other non-U.S. locations: place a collect call to the U.S. at: [...] Write Corporate Compliance & Ethics Target Corporation [...].' [Code of Ethics, 7] 'Target does not tolerate retaliation of any kind against someone who reports a concern in good faith.' [Code of Ethics, 7]	Code of Ethics	https://corporate.target.com/getmedia/3683e8f8-7396-404b-8f83-41a833298e60/Target_Code-of-Ethics.pdf
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	Target's Board of Directors, including its committees, oversee multiple aspects of our Human Rights Commitment, as follows: - The full Board oversees our overall sustainability strategy, including the organizational team health aspect of human rights. - The Governance & Sustainability Committee oversees external reporting on human rights. - The Audit & Risk Committee oversees our compliance and ethics programs and supply chain matters, including vendor human capital and responsible sourcing practices. - The Compensation & Human Capital Management Committee oversees a variety of human rights topics, including broad-based compensation and benefits, culture and team member engagement; belonging for all, in support of our business; pay equity; and team member growth and development.	Webpage - Human Rights	https://corporate.target.com/sustainability-governance/responsible-supply-chains/human-rights
Senior level responsibility for human rights	In addition, our vice president of corporate responsibility and sustainability has executive oversight of this work, and the day-to-day implementation of our human rights commitments is led by numerous teams, including but not limited to dedicated team members in Corporate Responsibility & Sustainability, and Responsible Sourcing & Sustainability.	Webpage - Human Rights	https://corporate.target.com/sustainability-governance/responsible-supply-chains/human-rights
Reporting and transparency			
Human rights reporting (integrated or stand-alone)	Included in 2024 Sustainability and Governance Report	2024 Sustainability and Governance Report	https://corporate.target.com/getmedia/e2d80340-eb9f-43a7-a84c-219280aa5ba4/2024-Sustainability-and-Governance-Report.pdf
Transparency Pledge	No	Transparency Pledge	https://transparencypledge.org/

Global Apparel Facilities in Open Supply Hub	5718	Open Supply Hub	https://opensupplyhub.org
Memberships			
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/
RSPO	Yes	RSPO	https://rspo.org/search-members/
WEPs (signatory)	No	WEPs (signatory)	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 work honestly, without resorting to bribery in any area of our business. [...] There's only one way we win in business – by acting ethically. We neither rely upon nor tolerate unethical or illegal business practices. This activity damages our Company and the communities where we operate. [...] We comply with all anti-bribery laws. You may never authorize, offer or pay a bribe to a government official. You must watch business partners closely to make sure they don't pay bribes.' [Code of Ethics 2022, 23]	Code of Ethics 2022	https://corporate.target.com/getmedia/3683e8f8-7396-404b-8f83-41a833298e60/Target_Code-of-Ethics.pdf

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