

Corporate Human Rights Benchmark 2018 Company Scoresheet



Company Name Aeon Company
Industry Apparel & Agricultural Products (Supply Chain and Own Operations)
Overall Score (*) 16.7 out of 100

Theme Score	Out of	For Theme
2.3	10	A. Governance and Policies
2.9	25	B. Embedding Respect and Human Rights Due Diligence
1.7	15	C. Remedies and Grievance Mechanisms
3.1	20	D. Performance: Company Human Rights Practices
3.3	20	E. Performance: Responses to Serious Allegations
3.4	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2018 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: General HRs commitment: "In accordance with the Aeon Code of Conduct and the principles of the UN Global Compact joined in 2004, Aeon not only adheres to Japanese laws related to human rights and labour but also the human rights standards that are set out in the International Bill of Human Rights and the conventions of the International Labour Organization (ILO)." [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: UNGC principles 1 & 2: Since 2004 the company is a signatory of the UNGC. "With a view to reinforcing its global perspective on CSR, Aeon in 2004 became Japan's first retailer to sign the United Nations Global Compact." [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: UDHR • Met: International Bill of Rights: As indicated above the company adheres to the HR standards as set out in the International Bill of Human Rights [Aeon Report 2017, December 2017: ssl4.eir-parts.net]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: UNGPs: The company indicates that "In order to engage in sustainable business in such countries and regions (in the context of supply chains), it is not only necessary to observe local laws and regulations but also to promote business activities based on the United Nations Guiding Principles on Business and Human Rights". However no evidence has been found of a formal commitment to the UN Guiding Principles (including a company-wide commitment). [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: OECD
A.1.2	Commitment to respect the human rights of workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: ILO Core: The company indicates that in addition to adhere to Japanese laws related to HR and labour they also adhere to conventions of the International Labour Organization (ILO) [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: All four ILO for AG suppliers: The Supplier code of conduct contains explicit commitments to each ILO core area. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Met: All four ILO for AP suppliers: See above. "All suppliers of AEON are required to follow these standards". [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Met: All four ILO Core: The Company has a SA8000 certification since 2004. In the Annual report the Company discloses a table where it discloses its policies for promoting Aeon SA8000 which include explicit commitment to each ILO core area. In addition, the Global Framework agreement signed by the Company contains explicit commitment to each principle of the UN Global Compact and to eight ILO core conventions. [Aeon Report 2017, December 2017: ssl4.eir-parts.net & Global Framework Agreement: aeon.info] • Met: Respect H&S of workers: As part of its policies to promote SA8000 certification, the Company states that 'we will ensure the health and safety of employees and provide healthy work environments'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: H&S applies to AG suppliers: The Code of conduct for suppliers contains a section devoted to health and safety: 'the organization shall provide a safe, healthy and sanitary workplace to its employees and workers'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Met: H&S applies to AP suppliers: See above. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Met: working hours for employees: As part of its policies to promote SA8000 certification, the Company states that 'we will observe laws and labor agreements related to working hours, breaks and days off'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: Working hours for AP suppliers: The supplier code of conduct contains requirements on working hours: 'The organization must comply with the laws and regulations of working hours of country of production and/or purchase. Any hour worked over the legal standards of maximum working hours must be paid at the prescribed overtime rate and be worked voluntarily. Worker must be provided time off from their duties to rest'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info]
A.1.3.a.AG	Commitment to respect human rights particularly relevant to the industry - land and natural resources (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Respect land ownership and resources • Not met: Respecting the right to water: The Company indicates that it has GAP certification, being one of the three topics environmental protection. However, no specific evidence found of a formal commitment to respect the right to water. [Aeon Magazine 058: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Expecting suppliers to respect these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Voluntary Guidelines on Tenure • Not met: IFC Performance Standards • Not met: FPIC for all • Not met: Zero tolerance for land grabs • Not met: Respecting the right to water • Not met: Expecting suppliers to respect these rights
A.1.3.b.AG	Commitment to respect human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights: The Company indicates that 'Aeon has designated a person responsible for diversity promotion, a leader to realize a corporation

Indicator Code	Indicator name	Score (out of 2)	Explanation
	particularly relevant to the industry - people's rights (AG)		<p>offering exceptional opportunities for women, and a leader to achieve an excellent workplace for women in each of 65 Group companies. All Aeon companies are now analysing their status, identifying issues, and implementing their own ideas to solve the issues'. However, it is not clear if the Company has a formal commitment to women's rights including also owned agricultural operations. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]</p> <ul style="list-style-type: none"> • Not met: Children's rights • Not met: Migrant worker's rights • Not met: Expects suppliers to respect these rights: Although the supplier codes states 'Do not make a difference in wages between men and women which demonstrates a clear discrimination'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business Principles • Not met: Convention on migrant workers • Not met: Expecting suppliers to respect these rights
A.1.3.AP	Commitment to respect human rights particularly relevant to the industry (AP)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's Rights: The Company indicates that 'Aeon has designated a person responsible for diversity promotion, a leader to realize a corporation offering exceptional opportunities for women, and a leader to achieve an excellent workplace for women in each of 65 Group companies. All Aeon companies are now analysing their status, identifying issues, and implementing their own ideas to solve the issues'. However, it is not clear if the Company has a formal commitment to women's rights including also owned agricultural operations. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: Children's Rights • Not met: Migrant worker's rights • Not met: Expecting suppliers to respect these rights: Although the supplier codes states 'Do not make a difference in wages between men and women which demonstrates a clear discrimination'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business principles • Not met: Convention on migrant workers • Not met: Respecting the right to water • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Regular stakeholder engagement: The Company has a Global Framework Agreement with UNI Global Union and UA Zensen (The Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers' Unions) and the Federation of Aeon Group Workers' Union. The agreement states that the signatories 'are to recognize each other as social partners and cooperate hand-in-hand, to reach the objectives of the Agreement, which is to share the common recognition on 1. Respecting the fundamental human rights at workplace and on 2. Impacts on the global environment, and to strive to work on these two themes'. [Global Framework Agreement: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commits to engage stakeholders in design: As indicated above, the Company and signatories (which includes the Federation of Aeon Group Workers' Union) are committed to cooperate and work on respecting the fundamental human rights at workplace. 'These include the protection of human rights as universal rights and workers' fundamental rights enshrined in the eight ILO Core Conventions as well as the United Nations Global Compact's 10 principles'. [Global Framework Agreement: aeon.info]
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with AG suppliers to remedy impacts • Not met: Work with AP suppliers to remedy impacts

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 • Not met: Expects AG suppliers to reflect company HRD commitments • Not met: Expects AP suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Met: CEO or Board approves policy: Human rights policies are available on the website. [Code of conduct on website: aeon.info & Human rights policy and efforts on website: aeon.info] • Not met: Board level responsibility for HRs: The 'Human Rights Enlightenment Committee', convened one every six months to 'define the direction of human rights enlightenment at Aeon, assess and make decisions regarding issues, and train individuals responsible for promoting human rights at each Group company'. However, it is not clear in which hierarchy level is placed this committee. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] Score 2 • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Board/Committee review of salient HRs: No evidence found of a board committee having a process to discuss and address human right issues [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: Examples or trends re HR discussion Score 2 • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Incentives for at least one board member • Not met: At least one key AG HR risk, beyond employee H&S • Not met: At least one key AP HR risk, beyond employee H&S Score 2 • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	The individual elements of the assessment are met or not as follows: Score 1 • Met: Senior responsibility fo HR (inc ILO): The Company has a Human Rights Awareness promotion Committee. It is 'composed of leaders from throughout the entire Group, the Committee promotes appropriate education activities by planning and implementing programs across the Group'. The Chief Group Promotion officer decides on the Group's policies on promotion activities, and is the director 'in charge of Group HR'. [Human rights guidebook] Score 2 • Met: Day-to-day responsibility: The Company provides a chart with the 'Group Human Rights Awareness Promotion structure', which shows responsibility within the group and group companies, including how it is spread within group companies. Each group company has a chief promotion officer (director in charge of HR), promotion officer and promotion administrators. [Human rights guidebook] • Not met: Day-to-day responsibility for AG in supply chain: The supplier code of conduct states that the Company 'shall define a person or group of persons who shall be responsible to disseminate and explain the context of the CoC [Supplier code] to the staff. The person shall also be responsible for fulfilment of requirements listed in CoC, audit procedure corrective action plan, if required. However, no details found in relation to how the responsibility is allocated. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: Day-to-day responsibility for AP in supply chain: As above. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights • Not met: At least one key AG HR risk, beyond employee H&S • Not met: At least one key AP HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: HR part of enterprise risk system Score 2 <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Communicates its policy to all workers in own operations: The Aeon 2017 report states that 'Human Rights and Aeon Code of Conduct Training has provided guidance to each company conducted under themes selected to be in-line with the training needs of each Group company while linking to the Aeon Human Rights Enlightenment Office and Corporate Ethics Team. We also published a Human Rights Enlightenment Guidebook in 2015 as a tool to promote basic knowledge about human rights. We will continue to strive to build tools and develop training materials that utilize this guidebook. In FY 2017, we plan to continue conducting Human Rights training and Aeon Code of Conduct training with all our employees'. The Company has a 'human rights enlightenment study group (convened once every six months)', to 'educate individuals for promoting human rights at each group company'. However, it is not clear whether training and communications to all employees includes local languages where necessary. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] Score 2 <ul style="list-style-type: none"> • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Steps to communicate policy commitments to BRs: The supplier code states that 'all the staff of the company, including executives, responsibilities, employees and workers shall be informed about the objectives and contents of CoC [The code]. The organization shall define a person or group of persons who shall be responsible to disseminate and explain the contents of the CoC to the staff' [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Met: Including to AG suppliers: For each ILO core area, the code expects (there are requirements, expectations and suggestions) that the supplier communicates 'the requirement regarding [ILO Core area] to your subcontractors and ensure that they comply with these requirements' [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Met: Including to AP suppliers: For each ILO core area, the code expects (there are requirements, expectations and suggestions) that the supplier communicates 'the requirement regarding [ILO Core area] to your subcontractors and ensure that they comply with these requirements' [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] Score 2 <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: The report 2017 shows a chart with the procedure for supplier certification and audits. It indicates that it provides the 'new supplier briefing' and then it takes place the 'supplier code of conduct pledge compliance submission'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: Including on AG suppliers: For each ILO core area, the code expects (there are requirements, expectations and suggestions) that the supplier communicates 'the requirement regarding [ILO Core area] to your subcontractors and ensure that they comply with these requirements'. It is not clear whether is compulsory for subcontractors to comply with the requirements of the supplier coe of conduct. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: Including on AP suppliers: For each ILO core area, the code expects (there are requirements, expectations and suggestions) that the supplier communicates 'the requirement regarding [ILO Core area] to your subcontractors and ensure that they comply with these requirements'. It is not clear whether is compulsory for subcontractors to comply with the requirements of the supplier coe of conduct. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info]

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B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Trains all workers on HR policy commitments: The Aeon 2017 report states that 'Human Rights and Aeon Code of Conduct Training has provided guidance to each company conducted under themes selected to be in-line with the training needs of each Group company while linking to the Aeon Human Rights Enlightenment Office and Corporate Ethics Team. We also published a Human Rights Enlightenment Guidebook in 2015 as a tool to promote basic knowledge about human rights. We will continue to strive to build tools and develop training materials that utilize this guidebook. In FY 2017, we plan to continue conducting Human Rights training and Aeon Code of Conduct training with all our employees'. The Company has a 'human rights enlightenment study group (convened once every six months)', to 'educate individuals for promoting human rights at each group company'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: Trains relevant AG managers including procurement • Not met: Trains relevant AP managers including procurement <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Monitoring implementation of HR policy commitments: The Company monitors the implementation of its human rights policy through SA8000 certification. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: Monitoring AG suppliers: The 2017 report states that 'we had been implementing initial third-party audits for all final processing plants both in Japan and overseas starting in 20013 and ran until FY 2015 [...]. However, because the environment and issues differ overseas and in Japan, third-party audits are only being conducted at plan overseas from FY2016. At plants in Japan, we are facilitating communication and confirming the state of things with second-party audits through Aeon-certified auditors'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: Monitoring AP suppliers: The 2017 report states that 'Aeon audits its manufacturing partners to make sure they are in full compliance with the requirements of Aeon Supplier Code of Conduct (CoC). Audits include third party audits carried out by professional auditing firms that objectively evaluate conformity with standards, second-party audits performed by Aeon auditors who monitor suppliers while encouraging dialogue, and first party audits carried out by suppliers to maintain and improve their management systems. Different level of audits are performed based on the results'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes corrective action process • Not met: Example of corrective action • Not met: Discloses % of AG supply chain monitored: The Company provides quantitative data on supply chain monitoring. However, no evidence found in public sources of the total percentage of the agricultural supply chain monitored. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: Discloses % of AP supply chain monitored: The Company provides quantitative data on supply chain monitoring. However, no evidence found in public sources of the total percentage of the apparel supply chain monitored. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]
B.1.7	Engaging business relationships	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: HR affects AG selection of suppliers: Although suppliers have to go through audit process, it is not clear whether there is an audit prior production begins. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: HR affects AP selection of suppliers: Although suppliers have to go through audit process, it is not clear whether there is an audit prior production begins. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: HR affects on-going AG supplier relationships • Not met: HR affects on-going AP supplier relationships <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Working with AG suppliers to improve performance • Not met: Working with AP suppliers to improve performance
B.1.8	Approach to engagement with potentially	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems

Indicator Code	Indicator name	Score (out of 2)	Explanation
	affected stakeholders		<ul style="list-style-type: none"> • Not met: Frequency and triggers for engagement • Not met: Workers in AG SC engaged • Not met: Communities in the AG SC engaged • Not met: Workers in AP SC engaged • Not met: Communities in the AP SC engaged Score 2 <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Identifying risks in own operations: The Company indicates that since 2003 it carries out a Code of conduct survey which allows gathering information on workplace issues, employee work styles, motivation levels and the like. 'We also compile, analyse and share survey findings with the Group companies, and use them to help resolve specific social issues. In 2016 we conducted the survey at 67 Group companies overseas and received 40,000 responses'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: Identifying risks in AG suppliers • Not met: Identifying risks in AP suppliers Score 2 <ul style="list-style-type: none"> • Met: Ongoing global risk identification: Employee survey is allowing identify social issues among the Company's workforce is carried out on a yearly basis. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances • Not met: Explains use of HRIAs or ESIA (inc HR)
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context): The companies carries out employee survey to identify and analyse which are the social issues that it faces. In addition, it has a framework agreement with UNI global union to work in the protection of human rights. However, no description found on how social, geographic, economic or other factors are taken into account when doing the assessment. [Aeon Report 2017, December 2017: ssl4.eir-parts.net & Global Framework Agreement: aeon.info] • Not met: Public disclosure of salient risks Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks: Although the Company has a framework agreement with UNI Global Union, no evidence found of explanation of action plans to mitigate salient human rights risks. [Global Framework Agreement: aeon.info] • Not met: Example of Actions decided • Not met: Including in AG supply chain • Not met: Including in AP supply chain Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks • Not met: Comms plan re reviewing action plans

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			<ul style="list-style-type: none"> • Not met: Including AG suppliers • Not met: Including AP suppliers Score 2 <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The 'Code of conduct' hotline integrates the 'human rights helpline': 'you can be assured that you will not face any disadvantages due to your action. Measures will be taken to protect reporters of an issue or people who cooperate in relevant investigations from being treated unfairly'. The report states that the hotline 'is available to all Aeon Group employees'. [Human rights guidebook & Aeon Report 2017, December 2017: ssl4.eir-parts.net] Score 2 <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved • Not met: Channel is available in all appropriate languages • Met: Expect AG supplier to have equivalent grievance systems: The supplier code suggests the supplier to 'Establish a grievance system/complaint service for employees and workers. This means to prepare a register, or questionnaire in suitable format, where the workers can give, write or express their complaints and problems'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Met: Expect AP supplier to have equivalent grievance systems: The supplier code suggests the supplier to 'Establish a grievance system/complaint service for employees and workers. This means to prepare a register, or questionnaire in suitable format, where the workers can give, write or express their complaints and problems'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Grievance mechanism for community Score 2 <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects AG supplier to have community grievance systems • Not met: AG supplier communities use global system • Not met: Expects AP supplier to have community grievance systems • Not met: AP supplier communities use global system
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this Score 2 <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: AG suppliers consult users in creation or assessment • Not met: AP suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed Score 2 <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level
C.5	Commitment to non-retaliation over complaints or concerns made	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: The Company indicates that 'you can be assured that you will not face any disadvantages due to your action. Measures will be taken to protect reporters of an issue or people who cooperate in relevant investigations from being treated unfairly'. However, no evidence found in public sources on whether this channel is available to other stakeholders and the commitment to non-retaliation is extensive to them. [Human rights guidebook & Aeon Report 2017, December 2017: ssl4.eir-parts.net] Score 2 <ul style="list-style-type: none"> • Not met: Practical measures to prevent retaliation

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Met: Expects AG suppliers to prohibit retaliation: The code states to the supplier to 'assure that the person/worker who made a complaint will not face any kind of disadvantage for taking such action' [using the grievance system/complaint service]. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Met: Expects AP suppliers to prohibit retaliation: The code states to the supplier to 'assure that the person/worker who made a complaint will not face any kind of disadvantage for taking such action' [using the grievance system/complaint service]. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info]
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

D.1 Agricultural Products

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.a	Living wage (in own agricultural operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage target timeframe: The report 2017, in relation to the policies for promoting SA8000, states that 'we will observe laws related to payment of fair wages'. No evidence found, however in relation to living wage. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Not met: Describes how living wage determined: Although it indicates that in employee meetings in the context of GAP certifications one of the examples of topics discussed can include salary, no further details found. [Aeon Magazine 058: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Paying living wage • Not met: Definition of living wage reviewed with unions
D.1.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: Although the supplier code contains requirements on wages, no evidence found in relation to living wage guidelines. The report 2017, in relation to the policies for promoting SA8000, states that 'we will observe laws related to payment of fair wages'. No evidence found, however in relation to living wage. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Improving living wage practices of suppliers • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends in progress made: The Company discloses charts showing more cases of non-compliance outside Japan. This was 'because while minimum wages increased, not providing benefits such as social insurance, maternity leave, and paid leave, etc. Was common. However, no evidence found in progress towards achieving living wage. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]
D.1.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs (purchasing practices)

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Positive incentives to respect human rights (purchasing practices): The Company is planning to expand the volume of fair-trade products sold. However, it is not clear how this is articulated in its relations with suppliers. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] Score 2
D.1.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifies suppliers back to manufacturing sites (factories or fields): Although the company provides certification and auditing of suppliers, no evidence found in relation to mapping its agricultural suppliers or disclosing names and locations. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] Score 2 <ul style="list-style-type: none"> • Not met: Discloses significant parts of SP and why
D.1.4.a	Child labour: Age verification and corrective actions (in own agricultural operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Does not use child labour: The report 2017, in relation to the policies for promoting SA8000, states that 'we will prohibit child labor and take remedial measures'. The Commitment to the ILO Convention 182 against worst form of child labour is also present in the global framework agreement. [Aeon Report 2017, December 2017: ssl4.eir-parts.net & Global Framework Agreement: aeon.info] Score 2 <ul style="list-style-type: none"> • Not met: Age verification of applicants and workers • Not met: Remediation if children identified: Although the policies commitment include 'take remedial measures', no further details found. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]
D.1.4.b	Child labour: Age verification and corrective actions (in the supply chain)	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Child Labour rules in codes or contracts: The Supplier code of conduct contains commitments about child labour and instructions on age verification. No evidence found, however, in relation to remediation programmes. In addition, on the annual report the Company indicates that 'Aeon will continue to pursue appropriate business processes together with suppliers on the twin basis of the Aeon Supplier code and SA8000. The policies for promoting SA8000 include prohibit child labour and 'take remedial measures'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info & Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: How working with suppliers on child labour: The company works with suppliers to help support children and their families in the case that an underage child is found working. The system fund the child education and a promise to rehire the child when legal age is reached. Through the implementation we work to raise awareness and prevent recurrence of child labour violations. [Major initiatives 2013-2014: aeon.info] Score 2 <ul style="list-style-type: none"> • Met: Both requirements under score 1 met • Not met: Analysis of trends in progress made
D.1.5.a	Forced labour: Debt bondage and other unacceptable financial costs (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Pays workers in full and on time: Although the Company is committed against forced labour through different public commitments and mechanisms, no evidence found in publicly available sources in relation to the Company communicating paying workers regularly, in full and on time and not requiring workers to pay work related fees or costs. [Aeon Report 2017, December 2017: ssl4.eir-parts.net & Global Framework Agreement: aeon.info] Score 2 <ul style="list-style-type: none"> • Not met: Payslips show any legitimate deductions • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters
D.1.5.b	Forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Debt and fees rules in codes or contracts: The Supplier code of conduct indicates the following: 'Do not ask workers to give monetary deposits to the company or unnecessarily delay payment in order to create the impression and ambience of forced/bonded labour'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] Score 2 <ul style="list-style-type: none"> • Not met: How working with suppliers on debt & fees • Not met: Both requirements under score 1 met • Not met: Analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.5.c	Forced labour: Restrictions on workers (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Does not retain documents or restrict movement: Although the Company is committed against forced labour, no specific evidence found in public sources in relation to not retaining workers' personal documents or restricting workers' freedom of movement. [Aeon Report 2017, December 2017: ssl4.eir-parts.net & Global Framework Agreement: aeon.info] Score 2 <ul style="list-style-type: none"> Not met: How these practices are monitored for agencies, labour brokers or recruiters
D.1.5.d	Forced labour: Restrictions on workers (in the supply chain)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Free movement rules in codes or contracts: The supplier code states that 'there shall be no holding of original ID papers, money deposits or other practices that give the impression of forced labour'. It also provides guidelines: 'Give employees and workers the possibility to leave the organization, if they need'; 'Do not deposit and retain any original personal documents of the staff, with an intention of forced or bonded labour'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] Not met: How working with suppliers on free movement Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Analysis of trends in progress made
D.1.6.a	Freedom of association and collective bargaining (in own agricultural operation)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: Although the Company has signed a Global Framework Agreement and is committed to respect the right to collective bargaining, no evidence found of a formal commitment to not interfering with the rights of workers to form or join trade unions and bargain collectively. [Global Framework Agreement: aeon.info & Aeon Report 2017, December 2017: ssl4.eir-parts.net] Not met: Discloses % covered by collective bargaining agreements: The Company signed a global framework agreement. However no evidence found of percentage coverage. [Global Framework Agreement: aeon.info] Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: FoA & CB rules in codes or contracts: The supplier code states that 'The organization must respect employees wishing to exercise their legal rights of free association to form or join unions/associations of their choice and to bargain collectively, if not banned by the laws and regulations. However, no evidence found in relation to guidelines to prohibit harassment or retaliation against union members or representatives. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] Not met: How working with suppliers on FoA and CB Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provides analysis of trends in progress made
D.1.7.a	Health and safety: Fatalities, lost days, injury rates (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Injury Rate disclosures Not met: Lost days or near miss disclosures Not met: Fatalities disclosures Score 2 <ul style="list-style-type: none"> Not met: Set targets for H&S performance Not met: Met targets or explains why not
D.1.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Sets out clear Health and Safety requirements: The supplier code of conduct contains health and safety requirements and guidelines, including medical facility, equipment and accident prevention, exits, fire, definitions of responsibility within the supplier, etc. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] Not met: Injury Rate disclosures Not met: Lost days or near miss disclosures Not met: Fatalities disclosure Score 2 <ul style="list-style-type: none"> Not met: How working with suppliers on H&S

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Provide analysis of trends in progress made: The Company discloses a chart showing an increase in health and safety incidents in Japanese suppliers. It indicates that this happened because checkpoints related to employee health and safety increased. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]
D.1.8.a	Land rights: Land acquisition (in own agricultural operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Approach to identification of land tenure rights holders • Not met: Approach to doing so if no recent land deals <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How valuation and compensation works • Not met: Steps to meet IFC PS 5 in state deals • Not met: Describes approach if no recent land deals
D.1.8.b	Land rights: Land acquisition (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Rules on land & owners in codes or contracts • Not met: How working with suppliers on land issues <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends in the progress made
D.1.9.a	Water and sanitation (in own agricultural operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action to prevent water and sanitation risks: Although the Company indicates that it has GAP certifications, no evidence found in public sources of a description on how it implements preventive and corrective action plans for identified risks to the right to water. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Water targets considering local factors • Not met: Reports progress and shows trends in progress made
D.1.9.b	Water and sanitation (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Rules on water stewardship in codes or contracts • Not met: How working with suppliers on water stewardship issues <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.1.10.a	Women's rights (in own agricultural operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Process to stop harassment and violence against women • Not met: Working conditions take account of gender • Met: Equality of opportunity at all levels of employment: The Company indicates that 'Aeon has designated a person responsible for diversity promotion, a leader to realize a corporation offering exceptional opportunities for women, and a leader to achieve an excellent workplace for women in each of 65 Group companies. All Aeon companies are now analysing their status, identifying issues, and implementing their own ideas to solve the issues'. In addition, it has a target in relation to female manager ratio at Group level. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meet all requirements under score 1
D.1.10.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: Although the supplier code provides the following guideline: 'Do not make a difference in wages between men and women which demonstrates a clear discrimination'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made

D.2 Apparel

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: Although the supplier code contains requirements on wages, no evidence found in relation to living wage guidelines. The report 2017, in relation to the policies for promoting SA8000, states that 'we will observe laws related to payment of fair wages'. No evidence found, however in relation to living wage. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made: The Company discloses charts showing more cases of non-compliance outside Japan. This was 'because while minimum wages increased, not providing benefits such as social insurance, maternity leave, and paid leave, etc. Was common. However, no evidence found in progress towards achieving living wage. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]
D.2.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs • Not met: Positive incentives to respect human rights: The Company is planning to expand the volume of fair-trade products sold. However, it is not clear how this is articulated in its relations with suppliers. [Aeon Report 2017, December 2017: ssl4.eir-parts.net] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
D.2.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifies suppliers back to product source (farm, ranch etc): Although the company provides certification and auditing of suppliers, no evidence found in relation to mapping its apparel suppliers or disclosing names and locations. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why: as above
D.2.4.b	Child labour: Age verification and corrective actions (in the supply chain)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Child Labour rules in codes or contracts: The Supplier code of conduct contains commitments about child labour and instructions on age verification. No evidence found, however, in relation to remediation programmes. In addition, on the annual report the Company indicates that 'Aeon will continue to pursue appropriate business processes together with suppliers on the twin basis of the Aeon Supplier code and SA8000. The policies for promoting SA8000 include prohibit child labour and 'take remedial measures'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info & Aeon Report 2017, December 2017: ssl4.eir-parts.net] • Met: How working with suppliers on child labour: The company works with suppliers to help support children and their families in the case that an underage child is found working. The system fund the child education and a promise to rehire the child when legal age is reached. Through the implementation we work to raise awareness and prevent recurrence of child labour violations. [Major initiatives 2013-2014: aeon.info] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.2.5.b	Forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Debt and fees rules in codes or contracts: The Supplier code of conduct indicates the following: 'Do not ask workers to give monetary deposits to the company or unnecessarily delay payment in order to create the impression and ambience of forced/bonded labour'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: How working with suppliers on debt & fees <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.5.d	Forced labour: Restrictions on workers (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Free movement rules in codes or contracts: The supplier code states that 'there shall be no holding of original ID papers, money deposits or other practices that give the impression of forced labour'. It also provides guidelines: 'Give employees and workers the possibility to leave the organization, if they need'; 'Do not deposit and retain any original personal documents of the staff, with an intention of forced or bonded labour'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: FoA & CB rules in codes or contracts: The supplier code states that 'The organization must respect employees wishing to exercise their legal rights of free association to form or join unions/associations of their choice and to bargain collectively, if not banned by the laws and regulations. However, no evidence found in relation to guidelines to prohibit harassment or retaliation against union members or representatives. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.2.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The supplier code of conduct contains health and safety requirements and guidelines, including medical facility, equipment and accident prevention, exits, fire, definitions of responsibility within the supplier, etc. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: Injury rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S • Met: Provide analysis of trends in progress made: The Company discloses a chart showing an increase in health and safety incidents in Japanese suppliers. It indicates that this happened because checkpoints related to employee health and safety increased. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]
D.2.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: Although the supplier code provides the following guideline: 'Do not make a difference in wages between men and women which demonstrates a clear discrimination'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made
D.2.9.b	Working hours (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Working hours in codes or contracts: The supplier code states that 'the organization shall respect the host country laws pertaining to maximum working hours. If exemptions are allowed by law, the company must have official documentation approving exemption. Overtime must be voluntary, meaning employees must agree to hours they work, within legal limits, to meet production schedules. However, in relation to rest periods, the code only states that 'if the law of the host country has allowed one day in a week as a rest day, the organization shall provide one day off to workers'. [Aeon Supplier Code of Conduct, March 1, 2010: aeon.info] • Not met: How working with suppliers on working hours <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> Met: Provide analysis of trends in progress made: The Company discloses a chart showing an increase of 'points' indicating working time during 2016 audits overseas. The company indicates the reasons: 'Because overtime per employee increased at many plants in an effort to increase production capacity and hold down personnel expenses in light of soaring personnel expenses and raw materials costs'. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity thresholds were found, and so the score of 13.35 out of 80 points scored in themes A-D & F has been applied to produce a score of 3.34 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.42 out of 4	Out of a total of 62 indicators assessed under sections A-D of the benchmark, Aeon Company made data public that met one or more elements of the methodology in 22 cases, leading to a disclosure score of 1.42 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	<p>The individual elements of the assessment are met or not as follows: Score 2</p> <ul style="list-style-type: none"> Met: Company reports on GRI: Aeon report 2017 includes a GRI index section. [Aeon Report 2017, December 2017: ssl4.eir-parts.net]
F.3	Key, High Quality Disclosures	0 out of 4	<p>Aeon Company met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator.</p> <p>Specificity and use of concrete examples</p> <ul style="list-style-type: none"> Not met: Score 2 for A.2.2 : Board discussions Not met: Score 2 for B.1.6 : Monitoring and corrective actions Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) <p>Discussing challenges openly</p> <ul style="list-style-type: none"> Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned <p>Demonstrating a forward focus</p> <ul style="list-style-type: none"> Not met: Score 2 for A.2.3 : Incentives and performance management Not met: Score 2 for B.1.2 : Incentives and performance management Not met: Score 1 for D.1.1.a : Living wage (in own agricultural operations) Not met: Score 2 for D.1.7.a : Health and safety: Fatalities, lost days, injury rates (in own agricultural operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2018 Key Findings report for more details of the research process.

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