

# Apple Inc. (Apple)

**TICKER**  
AAPL

**MARKET CAPITALISATION**  
US\$2991.8 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**

UK Modern Slavery Act: [Yes](#)

Australia Modern Slavery Act: [Yes](#)

California Transparency in Supply Chains Act: [Yes](#)

**OVERALL RANKING**

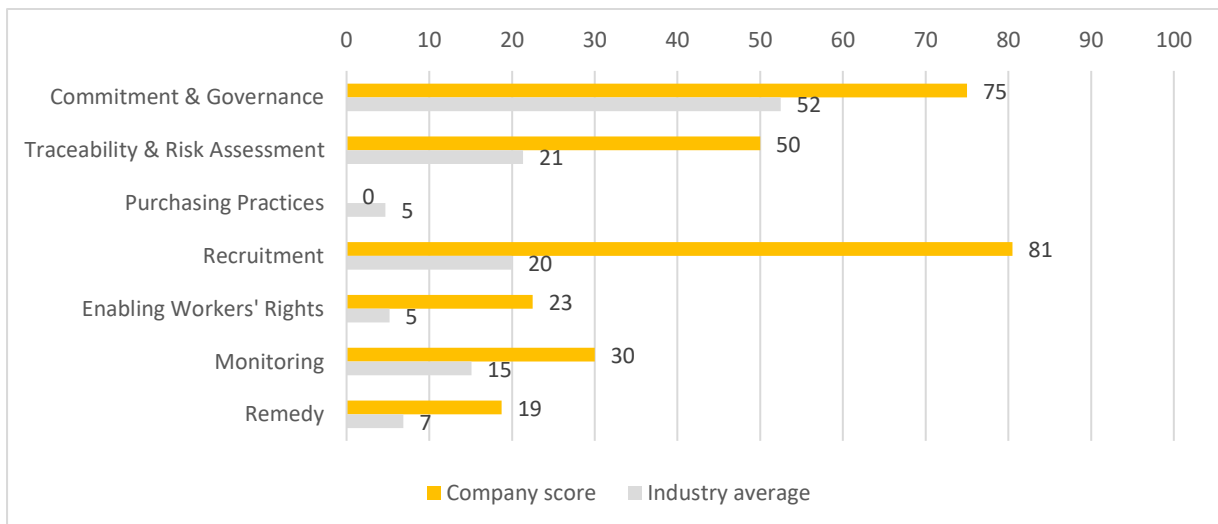
**5 out of 45**

[2022 Rank](#): 4 out of 60<sup>1</sup>

**OVERALL SCORE**

**46 out of 100**

**THEME-LEVEL SCORES**



**KEY DATA POINTS**

**FIRST-TIER SUPPLIER LIST**

Yes (Names only, not addresses)

**NO-FEE POLICY**

Yes (Employer Pays Principle)

**RISK ASSESSMENT**

Yes


**REMEDY FOR SUPPLY CHAIN WORKERS**

Yes

**ENGAGED WITH KNOWTHECHAIN<sup>2</sup>**

Yes

**HIGH-RISK SOURCING COUNTRIES<sup>3</sup>**

 China and Malaysia

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## SUMMARY

Apple Inc. (Apple), the world's largest technology company,<sup>4</sup> ranks 5<sup>th</sup> out of 45 companies. Since 2022, the company improved on the themes of Traceability & Risk Assessment and Remedy, disclosing steps to gather wage data in its supply chains with the International Labour Organisation, Fair Wage Network and Responsible Business Alliance. The company also disclosed additional remedy outcomes for workers in its supply chains including in relation to bonus payments, living conditions, and recruitment fees. However, the company did not improve across other themes. The company performed particularly poorly on the theme of Purchasing Practices. As such, the company's rank dropped by one place. Notably, the company has the second-highest score on the theme of Recruitment. KnowTheChain identified 3 allegations of forced labour in the company's supply chains. However, the company neither discloses engagement with affected stakeholders, nor remedy outcomes for workers. The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Enabling Workers' Rights, and Remedy.

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## LEADING PRACTICES

**Recruitment:** Apple discloses a strong tracing process for labour recruiters used by its suppliers and reports mapping more than 2,100 labour recruiters in 40 countries and regions. The company states it maps labour recruiters regardless of whether they are recruiting domestic or foreign contract workers. Apple also discloses training more than 228 labour agents working for more than 90 labour agencies on its Responsible Labour Recruitment Due Diligence Toolkit. The company discloses monitoring suppliers' labour hiring plans particularly when they are preparing to "ramp up" production – which it states has led to more than 500 improvements in supplier practices, including relating to sign-on bonuses and third-party employment agency hiring.

**Grievance Mechanism:** The company reports on its efforts to communicate its grievance hotline to suppliers' workers and outlines a campaign that has reached more than 830,000 supplier employees. It states this included distributing information cards and flyers, "videos, onsite information booths, and posters" displayed at supplier facilities. The company reports this led to a 22% increase in the use of the hotline.

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## 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 should further take steps to ensure that pricing includes the full cost of production, including a living wage/income, and consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

**Enabling Workers' Rights:** 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. Further, the company is encouraged to disclose examples, covering different

supply chain contexts, of how it improved freedom of association and/or collective bargaining for its suppliers' workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

**Remedy:** While the company states that Apple teams will investigate reports within 24-48 hours, the company may consider disclosing more detail on a process which ensures that remedy is provided to workers in its supply chains in cases of forced labour, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. While the company demonstrates remedy in the case of some violations, to demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose further examples of remedy provided to its suppliers' workers, including with respect to specific allegations in its supply chains.

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

<sup>2</sup> 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](#).

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

<sup>4</sup> Investopedia (28 October 2024), "[10 Biggest Technology Companies](#)." Accessed 23 January 2025.