

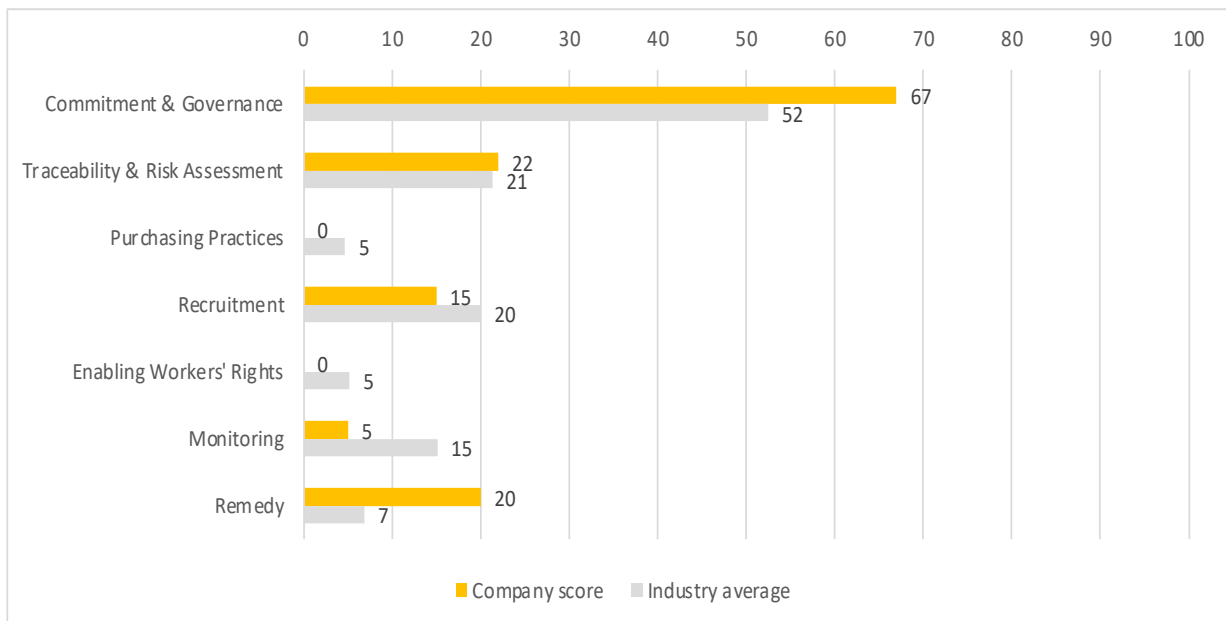
Western Digital Corp. (Western Digital)

TICKER
 WDC

MARKET CAPITALISATION
 US\$16.5 billion

HEADQUARTERS
 United States

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

OVERALL RANKING
16 out of 45
[2022 Rank:](#) 11 out of 60¹
OVERALL SCORE
21 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

🚩 Not disclosed

SUMMARY

Western Digital Corp. (Western Digital), a supplier to companies including Apple, Cisco, and Dell ranks joint 16th out of 45 companies. Since 2022, the company improved on the themes of Commitment & Governance and Remedy, adopting version 8 of the RBA Code of Conduct, which removes limitations on the right to freedom of association and collective bargaining, and disclosing information on its remediation process. 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 0. As such, its rank has dropped by 5 places. The company scores higher than average on the themes of Commitment & Governance, Traceability & Risk Assessment, and Remedy but lower than average across other themes.

KnowTheChain identified one allegation of forced labour in the company's supply chains. 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 has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Enabling Workers' Rights, and Monitoring.

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.

Enabling Workers' Rights: To prevent and address forced labour risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labour conditions is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organisations or labour NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are able to exercise their rights to freedom of association and collective bargaining.

Monitoring: The company is encouraged to ensure that its supplier monitoring process involves unannounced visits and off-site interviews with workers. Further, using worker-driven monitoring (i.e. monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), may strengthen the company's capacity to detect and address forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as the percentage of suppliers assessed annually and a breakdown of findings, assures stakeholders that the company has strong monitoring processes in place.

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](#).