



# Preventing forced labor in our supply chain

**Apple does not tolerate forced labor. In the 50+ countries and regions where our suppliers operate, teams of experts, including independent third-parties, use industry-leading procedures to help verify that no one is forced to work. Over the past 15 years, we have worked to build a strategic approach to preventing forced labor in our supply chain. This work starts before we sign a contract with a supplier, and is focused on confirming that people’s rights are respected throughout the entire employment journey.**



## Setting high standards

The policies and standards that govern our approach to preventing forced labor in our supply chain include The Apple Human Rights Policy, The Apple Supplier Code of Conduct (“Code”), and Supplier Responsibility Standards (“Standards”).

- **Aligned with international human rights frameworks**  
Our requirements align with internationally-recognized human rights frameworks, including those of the International Labour Organization, the United Nations Guiding Principles on Business and Human Rights, and the Organisation for Economic Co-operation and Development.
- **Applied universally**  
Our strict requirements apply to all suppliers, protecting workers globally regardless of their job, their location, or how they were hired.
- **Above and beyond legal requirements**  
We go above and beyond legal requirements, including strictly prohibiting the payment of recruitment fees, and the recruitment of labor in regions where we cannot conduct adequate due diligence.
- **Constantly evolving**  
We revisit our supplier requirements regularly, consistently raising the bar that suppliers must meet in order to continue doing business with us, and publish the updates publicly.



## Engaging early and often

To address forced labor risks at their roots, our work begins before workers enter our supply chain, and includes direct and ongoing engagement with actors all along the labor recruitment journey.

- **Deeply understanding our supply chain**  
Our work begins by using data to identify how and where workers are recruited. This includes mapping high-risk migration corridors, as well as the labor agencies being used globally by our suppliers to hire workers. Since 2020, we’ve mapped over 2,800 labor agencies back to our suppliers.
- **Developing tools for better due diligence**  
The Apple Responsible Labor Recruitment Due Diligence Toolkit (“Recruitment Toolkit”), developed in partnership with the International Organization for Migration (“IOM”), gives suppliers and their labor agencies easy-to-use tools to manage and report data, mitigating forced labor risks from the start of the employment journey.
- **Directly engaging workers**  
All supplier employees are required to receive training on their workplace rights, and any Foreign Contract Workers — those who travel between countries to work — are required to receive pre-departure training in their country of origin, onboarding training upon arrival in their destination country, as well as regular refresher training. Since 2008, more than 30 million people have been trained by our suppliers on their workplace rights. In 2024, we also directly engaged over 1.3 million supplier employees on their workplace experience, including anonymous surveys, confidential interviews, and grievance channel awareness campaigns.
- **Training suppliers and labor agencies**  
Engaging directly with our suppliers, and their labor agencies — many of which are small- or medium-sized businesses — is a unique and critical part of our work. We train our direct suppliers and their labor agents on the Responsible Recruitment Toolkit through customized training delivered in partnership with IOM.



## Holding suppliers accountable

Once we’ve implemented thorough preventative measures, we conduct independent, third-party assessments (including surprise assessments) to verify that suppliers are meeting our standards. Looking for evidence of forced labor is part of every supplier assessment. If we find any violations of our Code and Standards, we take swift action to correct the issue, improve the supplier’s operations, and support affected workers.

- **Thorough assessments**  
Our assessments verify compliance with over 500 criteria. These include an extensive document review to confirm that hiring and personnel records are in place and accurate. In addition to specialized forced labor assessments for at-risk suppliers, we also require many suppliers to participate in facility-wide assessments, such as the Responsible Business Alliance’s Validated Assessment Program. If we find gaps in supplier compliance or capability, we require them to implement a Corrective Action Plan (“CAP”). Since 2007, our assessments have covered approximately 93 percent of our direct manufacturing spend.
- **Investigating any concerns, from anywhere**  
In addition to thoroughly assessing our suppliers’ performance in upholding standards, we also receive reports from the press, governments, civil society, people in our supply chain, and the general public. We investigate any allegations we receive and frequently have Apple teams onsite within 24 to 48 hours.
- **Taking swift action and remediation**  
Forced labor in any form is a Core Violation of our requirements. If a Core Violation is discovered, the supplier’s Chief Executive Officer is notified, and the supplier is immediately placed on probation, pending the successful completion of a CAP. Probation can include receiving no new projects or new business and the termination of existing business with Apple.
- **Action this year**

In 2024, across more than 893 Code of Conduct assessments, we found no instances in our supply chain where people were forced to work. To date, our suppliers have directly repaid \$34.5 million in recruitment fees to over 37,700 of their employees due to Apple’s zero-fees policy.



## Partnering and engaging with experts

Engagement with stakeholders and rights-holders is necessary to hold ourselves accountable, take action where it’s needed, and achieve rapid progress.

- **The International Labour Organization (“ILO”)**  
We work closely with the ILO on a number of projects, including those related to advancing worker rights and voice. Apple is a member of the ILO Global Business Network on Forced Labour and serves on the steering committee.
- **The International Organization for Migration (“IOM”)**  
Apple partners with IOM on multiple initiatives, including the development of, and trainings on, our Recruitment Toolkit.
- **Responsible Business Alliance (“RBA”)**  
Apple collaborates with the RBA and its member companies throughout the year on initiatives covering the work we do across our supply chain. As a full member, we have served in several leadership capacities over time, including as a member of the Board of Directors, a founding and former steering committee member of the Responsible Labor Initiative, and a member of the steering committee of the Responsible Minerals Initiative.
- **Fund for Global Human Rights (“the Fund”)**  
Apple partners with the Fund to support grassroots activists as well as human rights and environmental defenders.

Since 2007, we have published reports on our efforts to transparently share our progress and challenges. Please visit [www.supplychainreports.apple](https://www.supplychainreports.apple) to read the following resources and learn more:

- [Conflict Minerals Report](#)
- [Smelter and Refiner List](#)
- [Apple Supplier List](#)