

Modern Slavery Statement

Amazon



Amazon's policies, practices, and procedures to assess and address the risk of modern slavery apply to our operations and supply chains worldwide. This statement describes the actions taken by Amazon.com, Inc. and its covered subsidiaries (hereafter collectively referred to as "Amazon")¹ during the period from January 1, 2022 to December 31, 2022.² The statement has been prepared in compliance with the requirements of the United Kingdom Modern Slavery Act, the Australia Modern Slavery Act,³ and the California Transparency in Supply Chains Act.



Contents

1. Introduction	3
2. Our Business	3
3. Our Governance	4
4. Our Policies	4
Global Human Rights Principles	4
Code of Business Conduct and Ethics	4
Supply Chain Standards	5
5. Assessing Our Risk	5
Vulnerable Groups	6
Region-Specific Risk	6
Our Supply Chain	6
6. Addressing Our Risk	7
...through Responsible Sourcing of Amazon-Branded Products	7
...with Our Selling Partners	9
...in Our Operations	9
7. Our Progress in 2022	10
...with Our Suppliers of Amazon-branded Products	10
...with Our Operations	11
...with Our Selling Partners	11
...with AWS	11
...with Other Organizations	11
8. Our Engagement with Strategic Stakeholders	13
9. Our Commitments and Progress	16
10. Approval and Signature	17

¹ This statement excludes any entity that elects to report independently.

² Metrics contained herein cover 2022 activities, unless otherwise indicated.

³ The Australian subsidiaries covered by this Statement are Amazon Commercial Services Pty Ltd ABN 30 616 935 623, Amazon Corporate Services Pty Ltd ABN 95 082 931 600, Amazon Support Services Pty Ltd ABN 77 163 823 416, Amazon Web Services Australia Pty Ltd ABN 63 605 345 891, and Audible Australia Pty Ltd ABN 89 624 383 811. Amazon Corporate Services Pty Ltd owns and controls Amazon Australia Company Pty Ltd ACN 663 812 468, and Amazon Support Services Pty Ltd owns and controls Selz.com Pty Ltd ABN 29 163 769 837.



1. Introduction

Amazon is committed to supporting our employees, the workers who make our products, and the communities in which we operate; and this includes a commitment to freely chosen employment. We do not tolerate any form of modern slavery in our operations or value chain. The fight against modern slavery requires a holistic approach, including commitment, resources, and innovative solutions from governments, international organizations, the private sector, and civil society. At Amazon, we understand the unique responsibility of the private sector in these efforts and are committed to expanding our work to understand and address any modern slavery risks that may arise in the course of our business.

In 2022, we worked hard to strengthen our efforts to identify and prevent the risk of all forms of modern slavery in our operations and business relationships. We helped suppliers of Amazon-branded products increase their capacity to develop effective grievance mechanisms for their workers, published an update to our Supply Chain Standards to align our requirements with current best practices and regulatory standards, and continued building our human rights due diligence program, performing human rights impact assessments across a number of Amazon businesses. We enhanced our partnerships with industry associations and non-profit organizations to further develop best practices in addressing risks of modern slavery. We are committed to continuously improving our approach, raising the bar on our practices and the policies that support them each year.

This statement assesses our risk, outlines our efforts, and sets commitments for the coming year.

2. Our Business

Amazon is a global company, headquartered in Seattle, Washington, in the United States, with approximately 1.5 million full- and part-time employees worldwide and operations in Africa, Asia-Pacific, Europe, United Kingdom, India, Latin America, the Middle East, and North America.

Amazon's operations span several areas. We offer products and services—both Amazon-branded and from many other brands and third-party sellers—in our Amazon stores, leveraging advanced transportation logistics to deliver globally. We also create entertainment content and, through Amazon Web Services (AWS), provide the world's most comprehen-

sive cloud offering. Our operations are organized into three segments: North America, International, and AWS. In each of our segments we serve our primary customer sets, consisting of consumers, sellers, developers, enterprises, content creators, advertisers, and employees.

We procure materials, commodities, components, finished goods, and services from a complex supplier network. Our global supply chains consist of a broad assortment of both direct and indirect suppliers who provide a diverse range of products and services, including, but not limited to, finished products, raw materials, packaging materials, logistics, and transportation services. For example, Amazon-branded digital devices (Kindle, Fire TV, Fire Tablet, Ring, and Echo) have a raw and recovered materials supply chain that is a complex system of sellers, buyers, traders, producers, processors, and manufacturers across multiple tiers and sourcing regions around the world. For these devices, supply chain categories include facilities and suppliers involved in the final assembly of Amazon devices (Tier 1) and component manufacturing (Tier 2), reverse logistics, minerals and metals, and plastics and synthetics. For more information on the supply chain for Amazon Devices, please see a summary of our [Human Rights Impact Assessment for Amazon Devices](#).

We serve consumers through our online and physical stores. We design our stores to enable hundreds of millions of unique products to be sold by us and by third parties across dozens of product categories. Customers access our offerings through our websites, mobile apps, Alexa, devices, and streaming, and by physically visiting our stores. We also manufacture and sell electronic devices, including Kindle, Fire Tablet, Fire TV, Echo, Ring, Blink and eero, and we develop and produce media content. In addition, we offer subscription services such as Amazon Prime, a membership program that includes fast, free shipping on millions of items, access to award-winning movies and series, and other benefits. We fulfill customer orders in a number of ways, including through: North America and International fulfillment networks that we operate; co-sourced and outsourced arrangements in certain countries; digital delivery; and through our physical stores. We operate customer service centers globally, which are supplemented by co-sourced arrangements. We offer programs that enable sellers to grow their businesses, sell their products in our stores, and fulfill orders through us. We are not the seller of record in these transactions. We earn fixed fees, a percentage of sales, per-unit activity fees, interest, or some combination thereof,



from our seller programs.

We serve developers and enterprises of all sizes, including start-ups, government agencies, and academic institutions through AWS, which offers a broad set of on-demand technology services, including compute, storage, database, analytics, and machine learning. In addition, we offer programs that allow authors, independent publishers, musicians, filmmakers, Twitch streamers, skill and app developers, and others to publish and sell content. We also provide advertising services to sellers, vendors, publishers, authors, and others, through programs such as sponsored ads, display, and video advertising.

With operations and supply chains spanning the globe, Amazon is committed to improving the working conditions of people who are connected to our business, and we recognize the need to monitor for conditions that put workers at risk of modern slavery. More information about Amazon can be found in our most recent [Sustainability Report](#), [Annual Report](#), and our latest [Proxy Statement](#).

3. Our Governance

We are committed to embedding human rights considerations into decision-making across our company and into our policy and governance framework. Amazon's Board of Directors is responsible for the control and direction of Amazon. The full Board regularly reviews reports from management on various aspects of our business, including related risks, strategies, and actions for addressing them. While the full Board has overall responsibility for risk oversight, the Board has delegated responsibility for certain risks to the Nominating and Corporate Governance Committee.

The Nominating and Corporate Governance Committee is responsible for overseeing management of risks related to our environmental, sustainability, and corporate social responsibility practices, including those associated with our operations and supply chain. More specifically, the Committee has been delegated oversight of Amazon's human rights program and oversees and monitors our policies and initiatives related to corporate social responsibility, including human rights and ethical business practices, and related risks most relevant to Amazon's operations and engagement with customers, suppliers, and communities.

We have a central team that works across the company to conduct human rights due diligence

and embed human rights considerations into everyday business decisions. With support from this central team, a number of Amazon businesses work towards integrating our human rights principles into their operations and business relationships and conducting human rights risk assessments and remedying identified issues.

For more information on the responsibilities of the Nominating and Corporate Governance Committee, please see our [2022 Sustainability Report](#) and [Investor Relations website](#).

4. Our Policies

Our efforts to assess and address risks of modern slavery across our business and supply chains are anchored in our policies. Through these we communicate our values and expectations, setting a high bar for ourselves, our suppliers, and our selling partners,⁴ making clear we do not tolerate modern slavery. We regularly review our policies to identify areas for improvement, a process supported by engagement with external stakeholders and benchmarking against evolving international human rights standards.⁵

Global Human Rights Principles

Our [Global Human Rights Principles](#) demonstrate our commitment to respecting fundamental human rights and the dignity of people connected to our business around the world. We are committed to ensuring the products and services we provide are produced in a way that respects human rights, including the right to freely chosen employment. We do not tolerate the use of child labor, forced labor, or human trafficking in any form—including slave labor, prison labor, indentured servitude, or bonded labor—in our operations or value chain. Our human rights strategy is informed by leading international standards and frameworks developed by the United Nations (UN) and the International Labour Organization (ILO). Amazon is committed to respecting and supporting the [UN Guiding Principles on Business and Human Rights](#) (UNGPs), the [UN Universal Declaration of Human Rights](#), the [core Conventions of the ILO](#), and the [ILO Declaration on Fundamental Principles and Rights at Work](#).

Code of Business Conduct and Ethics

We are committed to conducting our business in a lawful and ethical manner. Our [Code of Business Conduct and Ethics](#) (Code of Conduct), and its associated policies, procedures, training, and communications outline our expectations of employees. All

⁴ Selling partners are retail vendors and third-party sellers that sell products and services in Amazon's stores.

⁵ Our Global Human Rights Principles are updated every five years while our Supply Chain Standards are updated every three years.



employees receive Code of Conduct training during onboarding, with regular refresher training thereafter.

Amazon provides various secure and accessible channels, with guidelines for reporting concerns and violations. Employees can reach out to anyone in their management chain or the Legal Department with questions about the application of the Code of Conduct or how to approach difficult workplace situations. Employees may also make reports online or via phone through the Amazon Ethics Line, which is managed by an independent third party, and remain anonymous on request. The Ethics Line is currently available in more than 60 countries in 165 languages. Any employee can also email suggestions or complaints to senior leadership. All escalations are reviewed by Human Resources and may inform process updates to prevent future gaps.

We do not allow retaliation and take all allegations seriously. Our Business Conduct and Ethics team records, investigates (or directs others to investigate), and reports alleged violations of the Code of Conduct, tracking any remediation required. Employees must cooperate in internal investigations of potential or alleged misconduct, with those who violate the Code of Conduct subject to disciplinary action up to and including discharge.

Supply Chain Standards

Amazon's [Supply Chain Standards](#) apply to all suppliers of goods and services for Amazon and Amazon's subsidiaries, including service providers, vendors, selling partners, contractors, and subcontractors. Suppliers are subject to these standards as a condition of doing business with us, and we expect our suppliers to follow all applicable legal requirements and consistently monitor and enforce our Supply Chain Standards in their own operations and supply chains. We update these standards at least every three years, working with external stakeholders to align our requirements with current best practice and regulatory standards. Our latest update was published in 2022.

Amazon's Supply Chain Standards are grounded in principles of inclusivity, continuous improvement, and supply chain accountability. We engage with suppliers who are committed to these same principles. All products sold in Amazon stores, and all products and services provided to Amazon, must be produced or provided in accordance with our Supply Chain Standards. We encourage suppliers to perform their own human rights and environmental due diligence.

Our Supply Chain Standards require that all work must be voluntary and workers must be free to leave work and terminate their employment or other work status with reasonable notice, without penalty. Suppliers must not hold (for safekeeping), destroy, conceal, confiscate, or require workers to surrender government issued identification, passports, immigration documents, or work permits as a condition of work. Before they enter into employment or prior to departing their country of origin, workers must be provided with clear, understandable documentation stating the terms and conditions of their employment in a language and manner they understand, with preference for each worker's native or best understood language and/or visual images for workers with lower literacy levels. Our Supply Chain Standards recognize domestic and foreign migrant workers' unique vulnerability to situations of modern slavery and make clear that workers may not be charged recruitment fees at any point in the recruitment process. We expect our suppliers to analyze and monitor the practices of recruitment agencies and labor brokers and to employ agencies that act ethically and in the best interests of workers.

5. Assessing Our Risk

Understanding our modern slavery risk is critical to targeting our actions and partnerships to prevent and address the issue. We routinely analyze risk in our businesses by engaging in research, mapping our supply chain against existing human rights indices, analyzing internally-conducted and industry audit results, and partnering with key stakeholders.

In line with the UNGPs, identifying and prioritizing the most salient risks⁶ connected to Amazon operations and business relationships is central to our human rights due diligence practices.

We worked with Article One, a business and human rights consulting firm, to complete an enterprise-wide human rights saliency assessment in 2020. Through that process we identified nine salient human rights risks across our operations and business relationships, including modern slavery and forced labor. Since then, we have built on this foundation, performing human rights impact assessments (HRIAs) across a number of Amazon businesses to gain deeper understanding of our salient issues, including modern slavery risks. As we continue to improve and build upon our human rights due diligence practices, we will leverage HRIAs to assess and address risks connected to our operations and businesses relationships. HRIAs help

⁶ The concept of salience uses the lens of risk to people, not the business, as the starting point, while recognizing that where risks to people's human rights are greatest, there is strong convergence with risk to the business. [United Nations Guiding Principles Reporting Framework](#).



us understand causes of systemic issues, enhance ongoing engagement with critical stakeholders, and facilitate increasingly transparent disclosures. For more information on our salient human rights risks and our human rights impact assessments, please see our [2022 Sustainability Report](#).

Vulnerable Groups

Modern slavery experts and leading non-governmental organizations play a key role in helping us identify modern slavery risks associated with our supply chain and operations. While modern slavery can impact any population, we recognize certain groups are particularly vulnerable, including:

- Domestic and foreign migrant workers
- Contract, agency, and temporary workers
- Refugees, asylum seekers, ethnic/religious minorities and displaced persons
- Young or student workers

Region-Specific Risk

Likewise, even though modern slavery can be found in all countries, we take into account region-specific risks associated with modern slavery; for example, countries with large populations of migrant workers, with weaker labor law enforcement, where charging workers recruitment fees is common practice, or where modern slavery prevalence has been well documented. Based on globally accepted risk indices (such as the Global Slavery Index and those issued by the US Department of Labor, ILO, and UNICEF), we understand that certain countries may present higher risks for modern slavery. That is why Amazon's strategy uses a risk-based approach tailored to the regional context and implemented through both central and local programs. We continually review our supply chain footprint to evaluate where additional due diligence, partnership, and collaboration are needed.

Our Supply Chain

We understand that our supply chains, including for our Amazon-branded products,⁷ present a strong need for focused efforts to assess and address modern slavery risk. We routinely evaluate our supply chains to understand the highest risks to workers and prioritize our efforts.

For both our operations' supply chains (suppliers of non-inventory products and services) and our Amazon-branded products, our business owners engage with internal and external stakeholders, evaluate

country- and industry-level risks, and conduct regular risk assessments that include worker and management interviews, document reviews, and on-site visits and audits. For our Amazon-branded products, we also regularly consult industry experts to review our approach to risk assessment against globally recognized international standards and industry best practices.

We use independent auditors to assess potential or current suppliers for modern slavery indicators. To do this, auditors conduct regular on-site inspections and confidential worker interviews. When a specific audit finding requires a more hands-on approach, we also send Amazon teams or third-party experts to conduct further assessments. Our audits look for supplier findings based on indicators, including those associated with modern slavery. When an employer does not communicate the full terms of employment, does not give clear documentation defining those terms in a language the worker understands, does not give required notice of overtime, collects recruitment and related fees that can lead to debt bondage, or takes a worker's identification document, these may be signs of modern slavery.

To assess and address high-risk areas across our own operations, in 2019 we began mapping our network and, in 2020-2021, we conducted risk assessments of our vendor network across 20 countries to understand the type and severity of human rights risks in each region and vendor category. At the site level, we look for modern slavery indicators that can suggest heightened risk, including the presence of workers who are part of vulnerable populations, a supplier's failure to deliver on a promised term of employment, restriction of worker movement, a supplier's retention of identity documents, and debt bondage indicators, such as charging recruitment fees or mandatory overtime. This data informs our efforts to respond to those risks.

As described in further detail below, we are developing regional and country-level strategies tailored to specific social, cultural, economic, and regulatory contexts and have ongoing due diligence in place to address these risks.

⁷ Amazon-branded products are apparel, consumer electronics, food and beverage, and home good products such as Amazon Basics, Amazon devices (e.g., Kindle, Fire TV, Echo) or other private labels owned by Amazon. This includes any product manufactured or co-manufactured by Amazon, including its subsidiaries.



6. Addressing Our Risk

...through Responsible Sourcing of Amazon-Branded Products

Transparency is an important tool to help us assess, prioritize, and address risks in our supply chain and identify opportunities for collaboration on systemic supply chain issues. We publish an [interactive supply chain map](#) that provides details on suppliers of Amazon-branded apparel, consumer electronics, food and beverage, and home goods products. We provide data from supplier assessments annually in our Sustainability Reporting, including year-over-year data on high- and medium-level issues in our supply chain and actions to address our salient human rights risks.

Our global teams work closely with suppliers of Amazon-branded products to communicate our standards and help build their capacity to provide working environments that are safe, respectful of human rights, and free of modern slavery. Our Responsible Sourcing Program works to reduce risks and help safeguard the rights of workers, especially those considered to be in a vulnerable population or who work in countries associated with a higher modern slavery risk.

Supplier Due Diligence and Continuous Improvement

We engage in due diligence of suppliers of Amazon-branded products. Our [Supplier Manual](#) provides an overview of our due diligence processes.

2020, 2021, and 2022 Related Audit Findings

The following data reflects findings from current and past suppliers Amazon evaluated but decided not to do business with for a variety of reasons, including when supplier assessments demonstrated that the supplier did not adhere to our Supply Chain Standards. A single assessment may include more than one issue. We accept assessments completed by qualified independent audit firms based on our own assessment standards and those of industry associations, including Sedex (SMETA), amfori (amfori BSCI), and the Responsible Business Alliance (RBA); the certification standard Social Accountability International (SA8000); and the Better Work program.

Our assessment data helps us determine where to focus our efforts and resources, and provides insight into industry-wide challenges and systemic issues. We rely on our audit processes to provide us important

Related Findings	% of audits where issue was found		
	2020	2021	2022
Incomplete employment information			
Employment documentation did not include relevant information on the nature of work, working hours, wages, leave, benefits, fees, or deductions	10.1%	5.6%	3.7%
Ineffectively communicated employment information			
Employment documentation was not communicated in the worker's native language or changes in terms of employment were not declared or were not negotiated	4.3%	2.8%	2.4%
Mandatory overtime			
Workers were not provided sufficient notice of overtime in advance or were unable to refuse overtime without penalty, against international standards	6.7%	2.7%	1.6%
Worker-paid recruitment fees			
Fees related to recruiting and hiring were not disclosed in advance or not reimbursed	<1%	1.2%	<1%
Control of documents			
Employers maintain possession or control over worker identity documents	<1%	<1%	<1%



information about our Responsible Sourcing Program so we can respond to the needs of workers making Amazon-branded products. These insights help us tailor our programs and identify strategic partnerships, highlighted in the “Our Progress” section below, build supplier capacity, and address and prevent these issues. Risk assessments also help us detect an issue before we engage with suppliers or during our relationship with them so that we can work with suppliers to remedy the issue. If audit findings require remediation, including those related to modern slavery, suppliers develop a corrective action plan detailing actions to address those findings. We may conduct announced or unannounced on-site verifications or request additional documentation from suppliers. For example, in cases of worker-paid recruitment fees, we identify where workers migrated from, how they were recruited, and the total fees they paid during the recruitment process. Charging workers recruitment and related fees is not permitted under Amazon’s Supply Chain Standards. Where fees were found to have been charged, we train our suppliers to understand ethical recruitment practices and implement plans to reimburse workers in full and in a manner that protects workers and their families from harm and retaliation.

In 2022, we launched a strategy for managing human rights risks across the operations supply chain. Since then, our central team has worked with operations teams to assess and address human rights risks, identify, scope and execute programs with Amazon businesses across different regions, and engage on remediation plans where non-compliances were identified. Where these assessments pointed towards a systemic issue, we worked with cross-functional teams to understand root causes and remediate issues.

We require suppliers to continuously monitor and enforce our Supply Chain Standards in their own operations and supply chain, including with subcontractors. Suppliers are encouraged to self-evaluate and make improvements to meet or exceed our expectations and those of our customers as reflected in our Standards. We encourage suppliers to continuously assess their risks specific to women and vulnerable groups, including children, indigenous peoples, and temporary or migrant workers.

We operate with an approach based on continuous improvement, meaning we work with suppliers to improve their practices to protect workers and improve working conditions. When issues are identified, remediation can also be a challenge. For

example, working with our suppliers to remediate worker-paid recruitment fees is particularly challenging in countries where payment of recruitment fees is a part of accepted business practice or an accepted part of government programs. If we terminate business with a supplier, we remove the incentive for the supplier to improve, which can have a detrimental effect on workers and the community. However, because improvement is not always possible, we reserve the right to terminate a relationship at any time for failure to meet our Supply Chain Standards.

We know that a single audit report will not surface every violation of our Supply Chain Standards. To respond to this challenge, we are actively pursuing new mechanisms, technology solutions, and pilot programs to enhance our ability to positively impact the well-being of workers. We also know we cannot address many of these complex issues alone; they will require broader collaboration between governments, international organizations, the private sector, and civil society. As we discuss in the “Our Progress” section below, we develop materials and sponsor workshops to empower suppliers to strengthen their own management systems and contribute to industry association and multi-stakeholder initiatives working to address systemic issues. We continue to update our due diligence mechanisms to drive lasting change focused on benefiting workers in our supply chain.

Mineral Supply Chain Due Diligence

Commodity supply chains are complicated and fragmented, and improved visibility into raw material supply chains better enables businesses to identify human rights and labor rights violations and hold suppliers accountable. According to our Supply Chain Standards, Amazon suppliers should source commodities used in products in a way that respects local communities and protects ecosystems. Suppliers should consistently monitor the social and environmental performance of their upstream suppliers in line with recognized due diligence frameworks.

We recognize certain mineral supply chains are at higher risk of modern slavery. We conduct due diligence on high-risk minerals, including tin, tungsten, tantalum, gold, and cobalt, through our responsible minerals program. While Amazon does not engage in direct sourcing from mine sites and smelters, we are committed to avoiding the use of minerals that have fueled conflict. We encourage our suppliers to support our effort to identify the origin of designated minerals used in our products consistent with recognized due diligence frameworks and source from smelters and refiners that have suc-



successfully completed a recognized third-party responsible minerals audit. Our process for mapping and addressing our risks related to mineral sourcing can be found in our most recent Conflict Minerals Report filed with the United States Securities and Exchange Commission.

For more information on our responsible sourcing practices, please see “Our Progress” section below and our [2022 Sustainability Report](#).

Responsible recruitment

Amazon is committed to addressing deceptive recruitment practices. Our responsible recruitment capacity building program aims at gaining greater visibility into supplier and employment agency recruitment practices. Through increased due diligence and new strategic partnerships, we have deepened our understanding of recruitment practices in different regions and industries. This work highlighted root causes of risks, particularly in origin and destination countries for foreign migrant workers. Charging workers recruitment fees is not permitted under Amazon’s Supply Chain Standards. Where fees were found to have been charged, we support our suppliers to understand ethical recruitment practices, create and implement remediation plans to reimburse workers (in full and in a manner that protects workers and their families from harm and retaliation), and build effective responsible recruitment systems to prevent recruitment fees from being charged to workers at any point in the hiring process.

We offer suppliers on-site and remote support to help them understand Amazon requirements, effectively navigate the corrective action plan process, and design and implement sustainable management systems to encourage supplier monitoring throughout their supply chain. We provide a recruitment fee remediation guidebook to suppliers focused on migrant worker recruitment. The guidebook provides suppliers guidance on implementing a zero worker-paid recruitment fee policy, instructs suppliers on how to calculate fee repayment and create an effective reimbursement plan for workers who paid recruitment fees, and provides strategies for engaging responsible labor agents.

The guidebook outlines certain provisions for suppliers to incorporate in their own policies, including:

- Workers’ terms of employment must clearly indicate in each worker’s native language: worker rights, responsibilities, and conditions of employment, including wages, benefits, working hours,

location of the work, living conditions, housing and associated costs, work-related hazards, and other working and employment conditions.

- Foreign migrant workers must be provided with a copy of their employment terms in their native language at least five days prior to deployment from their home country. Workers with difficulty understanding the written terms must be provided a verbal explanation of the terms and conditions of their employment.
- The use of supplemental terms of employment or substitution of terms by the recruitment agent or employer to replace an original term with one less favorable to the worker is strictly prohibited.

The guidebook also provides suppliers with sample language for terms of employment, including terms that help ensure properly communicated, complete employment documentation between suppliers and workers.

...with Our Selling Partners

We include our Supply Chain Standards as part of our business relationship with selling partners.⁸ Our Supply Chain Standards are publicly available online and are translated into 19 languages. Selling partners contracting with Amazon for services (including Selling on Amazon, Fulfillment by Amazon, Amazon Advertising, Transaction Processing Services, and the Selling Partner API) agree to the terms of the Amazon Services Business Solutions Agreement, which incorporates Amazon’s Supply Chain Standards.

...in Our Operations

We offer various ways for our employees to share grievances and raise concerns. Amazon offers a variety of communication mechanisms for employees, including an externally managed Ethics Line. For more information on these systems, please see the “Code of Business Conduct and Ethics” section and our [2022 Sustainability Report](#).

We provide a modern slavery training program for our own employees. As a global company employing over a million workers around the world, we recognize the responsibility and opportunity we have to raise awareness among our employees on human rights issues. Our forced labor awareness program makes ongoing training available to employees around the world, educating them on how to recognize indicators of forced labor and report concerns to appropriate authorities in a way that puts the interests of potential victims first. The training educates employees on the signs of human trafficking and provides guidance

⁸ Selling partners are retail vendors and third-party sellers that sell products and services in Amazon’s stores.



on how to respond in a manner that prioritizes the safety of potential victims.

We train Amazon truck drivers on modern slavery prevention. We are an official corporate sponsor of Truckers Against Trafficking (TAT), an organization that exists to educate, equip, empower, and mobilize members of the trucking, bus, and energy industries to combat human trafficking. We incorporate TAT training modules into trainings for our internal fleet of drivers to teach them how to identify and respond to potential victims of human trafficking.

7. Our Progress in 2022

We aim to consistently deliver progress and expand our work to understand and address any modern slavery risks that may arise in the course of our business.

...with Our Suppliers of Amazon-branded Products

We strengthened our Supply Chain Standards to align with current best practice and regulatory standards. In 2022 we updated our Supply Chain Standards and, as part of those updates, we included additional requirements to protect workers from harmful recruitment practices, further clarification that suppliers are required to create and maintain an equitable and effective grievance mechanism for workers, and mandatory remediation if cases of child labor are identified, including through corrective measures that facilitate the child's safety and wellbeing.

We support our suppliers to meet our standards. In 2022, we shared our recruitment fee remediation guidebook with 50 suppliers where recruitment fee issues were identified.

We also encouraged suppliers to participate in external training programs, such as industry association tutorials to recognize and prevent modern slavery and implement high-quality management systems, and provided suppliers with responsible recruitment training. Since our responsible recruitment capacity-building program was first launched in 2020, we have worked with the International Organization for Migration, the Issara Institute, the Responsible Business Alliance, and Verité to offer supplier training on responsible recruitment practices. Trainings focus on modern slavery risks and responsible recruitment, including how to implement effective risk mitigation controls and identify issues in recruitment and hiring processes for migrant workers. We have trained over

60 suppliers through these partnerships to date.

We are building our efforts to amplify the voice of workers in our supply chain. We strive to give people opportunities to voice their concerns in a safe and confidential manner. To do this we connect suppliers, which includes services providers, with various trusted tools, products, and systems to hear directly from workers about their experiences and support the resolution of issues from workers' perspectives.

Through our Worker Voice program, we gather insights through a variety of methods, including worker surveys, focus group discussions, interviews, and digital tools. The program has five purposes: improving ways that workers in our supply chain can report concerns, gaining worker insights, providing supplier capacity building to improve their worker engagement and communication systems, supporting Amazon businesses to conduct human rights due diligence, and engaging in industry efforts to establish good practice. Through the program, we facilitated connections between suppliers and global partners to enhance worker access to effective grievance mechanisms. With these mechanisms, suppliers can gather feedback directly from workers to inform effective issue resolution. We are continuously exploring ways to use Amazon's expertise to expand this support.

We continue to deepen our due diligence beyond our direct suppliers. In 2022, we developed a responsible sourcing roadmap informed by findings from our first comprehensive commodity risk assessment for Amazon-owned products. The roadmap focuses on key materials, including cotton, wood, pulp, paper, cobalt, and copper, and guides these businesses in achieving greater visibility and positive impacts across our supply chain.

To ensure better standards for cotton more widely, we continue to sponsor and participate in the Responsible Sourcing Network's due diligence initiative, YESS (Yarn Ethically & Sustainably Sourced), to identify and address forced labor in cotton production. In 2022, YESS released its first Standard for Fabric Mills and an updated Standard for Spinning Mills, enhancing efforts to improve cotton supply chain due diligence.

We increased our support for industry collaboration towards responsible mineral sourcing. We remain members of the Public-Private Alliance for the Responsible Minerals Trade (PPA) and the Responsible Minerals Initiative (RMI). In 2022, we joined The Copper Mark, which oversees the world's only comprehensive social and environmental assurance



program for the copper industry. We also participate in the RMI's working groups devoted to smelter engagement and, in 2022, became Governance Committee members of the Public Private Alliance for the Responsible Minerals Trade.

Amazon continues to raise the bar on conflict minerals reporting that covers tin, tungsten, tantalum, and gold (3TG). In 2022, we implemented additional smelter due diligence protocols as we work toward 100% of tin, tungsten, tantalum, and gold mineral smelters and refiners in our supply chain being certified using a recognized minerals assurance program. Additionally, we worked with suppliers to increase smelter audits and remove non-conformant smelters from our supply chain. We will continue to partner closely with our businesses and engage suppliers and upstream actors on the importance of responsible mineral sourcing auditing mechanisms and smelter certification.

...with Our Operations

We continued to train our transportation associates on modern slavery prevention. Through the partnership with Truckers Against Trafficking, in 2022, we trained over 4,850 Amazon transportation associates.

We are working to constantly improve our approach to combating child labor. Amazon is committed to ensuring our products and services are provided in a way that respects human rights, and combating forced and child labor in global supply chains is an important part of that pledge. Amazon is a member of the Child Rights in Business Working Group led by The Centre for Child Rights and Business and committed to support the [Joint Action Pledge](#) in 2021 to strengthen the protection of children's rights and accelerate actions to address child labor in global supply chains. Through this commitment, in 2022 we worked to design a virtual training on child labor prevention and remediation, as well as young workers management, to be delivered to the human rights central team and key internal stakeholders in 2023.

...with Our Selling Partners

We increased due diligence of Amazon Selling Partners. We maintain an escalation process to evaluate credible allegations and reports of selling partner violation of our Supply Chain Standards including, but not limited to, those published by governments, human rights defenders, reputable investigators, and journalists. If we have reason to suspect certain products do not meet our Supply Chain Standards, we may request due diligence from

selling partner(s) to demonstrate that the product(s) were manufactured in accordance with Amazon's Supply Chain Standards, provide evidence of auditing protocols, show processes for assessing factory working conditions, engage in unannounced audits, participate in an approved industry association that includes factory monitoring, and/or verify where the products are made.

...with AWS

Our customers use AWS technology to combat modern slavery. Throughout 2022, we maintained our partnership with Thorn, an organization that builds technology to defend children from sexual abuse. Thorn uses AWS machine learning tools in their Spotlight and Safer products, leveraging Spotlight to help identify over 22,966 child sex trafficking victims since 2014. Spotlight's sophisticated machine learning capabilities save time for investigators by automatically flagging ads likely to represent victims of child sex trafficking. Investigators search Spotlight's constantly growing database of ads and set up automated alerts to empower proactive investigations. Thorn's Safer product helps tech companies detect, identify, and report child sexual abuse material (CSAM) on their content-hosting platforms. From 2018 to 2022, Safer has helped platforms detect 1,233,534 CSAM files. Safer is also made available to AWS customers to ensure that they can identify and address CSAM in their own services and resources.

In the U.S., Amazon supports Polaris, a non-profit leading a social justice movement to address sex and labor trafficking. AWS delivers financial and technical support to enhance Polaris's data collection and improve trafficking identification and prevention. With the guidance of survivors, Polaris uses that data to improve the way trafficking is identified, how victims and survivors are assisted, and how communities, businesses, and governments can prevent human trafficking by transforming the underlying inequities and oppressions that make it possible. Since Polaris began operating in 2007, the Trafficking Hotline has handled over 82,000 situations of human trafficking.

...with Other Organizations

Amazon is collaborating with NGOs, governments, and other companies to reduce and disrupt modern slavery. Tech Against Trafficking is a coalition of companies collaborating with global experts to help eradicate human trafficking using technology. Amazon is a member of the Tech Against Trafficking steering committee and has leveraged the expertise and resources of AWS to help scale tech solutions



across the anti-trafficking field. Tech Against Trafficking works with civil society, academia, technologists, and survivors to advance and scale the use of technology to prevent, disrupt, and reduce human trafficking and increase and expand survivors' access to resources.

During 2022, we hosted the inaugural Tech Against Trafficking Summit, an event where over 150 global anti-trafficking leaders discussed opportunities for increased collaboration and technological solutions. In 2022, Tech Against Trafficking also announced its third Accelerator and supported Polaris's Nonechka program and the Issara Institute.

Amazon is increasing partnerships with key multi-stakeholder initiatives. In 2022, we expanded our relationships and work with key external partners that help us advance our work on modern slavery. We joined the Indirect Spend Alliance (ISA), a new industry working group that aims to identify operational areas of shared human rights risk in procurement, designing a single industry approach to address hotspots. We continued to work with Better Work regional teams and participated in the Buyers Forum, a platform for companies to share knowledge and learnings on salient human rights issues identified in the regions where they operate and discuss how to address these through collective action. Efforts like these are vital to understanding hotspots across our supply chain and developing impactful risk mitigation strategies that put the interests of workers first.

We continue to collaborate with organizations providing ongoing support to suppliers and workers post-COVID-19. We continue to take action to address heightened modern slavery risks in our supply chains due to the effects of COVID-19 in several areas. In 2022, we amplified our work with existing partnerships to address issues in health care and crisis response. We continue to assess our efforts and outcomes to mitigate the increased risk of modern slavery for workers in our supply chain due to the lasting effects of COVID-19 and have been assessing our programs and protocols to look for additional ways to support our stakeholders in mitigating the impacts of COVID-19 and increased risks of modern slavery.

Further efforts highlighting the ways we are supporting our employees and the broader global community post COVID-19 pandemic can be found in our [2022 Sustainability Report](#).

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8. Our Engagement with Strategic Stakeholders

We engage with industry and multi-stakeholder organizations around the world to ensure we are continually improving our efforts to address modern slavery. We also form strategic partnerships with organizations on the ground in areas where we operate to support their efforts to provide immediate, direct support to potential victims.

Amader Kotha	Amazon partners with the Amader Kotha Helpline to provide workers in the ready-made garment sector in Bangladesh with a platform to voice their concerns related to labor, safety, and other issues. Through the helpline, Amazon gains direct feedback from workers in our supply chain to help us improve working conditions.
amfori	Amazon works with amfori, a leading global business association for open and sustainable trade. amfori brings together over 2,500 retailers, importers, brands, and associations from over 40 countries to drive social performance and improvements across global supply chains. We accept Business Social Compliance Initiative (amfori BSCI) audits as part of our supplier due diligence program.
Better Buying	Amazon partners with Better Buying, a leading global initiative committed to leveraging supplier data to help drive lasting improvements in global supply chains. Better Buying's cloud-based platform enables suppliers to anonymously rate the purchasing practices of their buyers, and identify which practices the buyer needs to improve. Brands and retailers can then use these data-driven insights to partner with their suppliers to continuously improve, to measure progress year over year, and achieve mutually beneficial sustainability outcomes.
Better Cotton	Amazon is a member of Better Cotton, supporting the transition to sourcing more sustainable cotton within Amazon-owned Private Brand apparel products.
Better Work	We require Amazon-branded suppliers in a number of regions to enroll in Better Work - a partnership between the International Labor Organization and the International Finance Corporation, a member of the World Bank Group. Better Work focuses on improving working conditions and making the global garment sector more competitive and supply chains more responsible and sustainable. By working directly with factories and workers and their representatives, Better Work supports greater compliance with national labor laws and international labor standards.
Business for Social Responsibility (BSR)	Amazon is a member of BSR, a sustainable business network and consultancy focused on creating a world in which all people can thrive on a healthy planet. We participate in various BSR collaborative initiatives, including Tech Against Trafficking, Global Business Coalition Against Trafficking, and the Human Rights Working Group.
International Center for Research on Women (ICRW) Advisors	Amazon works with the International Center for Research on Women (ICRW) on a multi-year strategy to advance gender equity across global supply chains. Amazon is also part of ICRW's Gender Equity Worker Engagement Group (GEWEG) to co-finance harmonized, gender-responsive worker voice and employee engagement tools - including a comprehensive set of e-learning modules for suppliers on gender equity. The GEWEG initiative helps member companies understand and address challenges women face and advance their well-being across supply chains.
International Organization for Migration	The International Organization for Migration (IOM), a United Nations organization that supports migrants across the world including those in emergency situations, develops effective responses to the shifting dynamics of migration, and is a key source of advice on migration policy and practice. Amazon is partnering with the IOM Corporate Responsibility in Eliminating Slavery and Trafficking (CREST), a regional initiative that supports companies in upholding the human and labor rights of migrant workers, to develop critical supplier training to address recruitment practices.



Indirect Spend Alliance	Amazon is part of the Indirect Spend Alliance (ISA), a new industry working group that aims to identify operational areas of shared human rights risk in procurement, designing a single industry approach to address hotspots. Through quarterly group meetings and monthly workshops, the ISA is working to produce a collaborative, structured, and scalable approach to identification, assessment, and issue remediation for environmental and social risks in indirect spend categories. To maximize impact, ISA is initially focusing on high-priority categories common to members, including construction, recycling and waste services, warehousing, haulage, couriers, and facilities.
Issara Institute	Issara Institute is an independent non-profit organization based in Asia and the US tackling issues of human trafficking and forced labor through worker voice, partnership, and innovation. Through Issara's Strategic Partners Program, Amazon is advancing its support and commitments to workers, suppliers, and recruitment agencies in its own supply chain and the broader ecosystem.
Nest	Amazon partners with Nest, a non-profit organization supporting the growth and development of the global artisan sector to build a world of greater gender equity and economic inclusion. Through their Ethical Handcraft program, which protects the rights of handworkers in the informal sector, and a host of artisan and maker business development programs, Nest is bringing radical transparency and opportunity to the global handworker economy. Amazon serves on the Nest Coalition.
Polaris	In the U.S., Amazon supports Polaris, a non-profit leading a social justice movement to address sex and labor trafficking. AWS delivers financial and technical support to enhance Polaris's data collection and improve trafficking identification and prevention. Since Polaris began operating it in 2007, the Trafficking Hotline has handled over 82,000 situations of human trafficking.
Public-Private Alliance for the Responsible Minerals Trade	Amazon joined the Public-Private Alliance for Responsible Minerals Trade (PPA) in 2020 and became members of the PPA's Governance Committee in 2022. The PPA is a multi-stakeholder initiative among leaders in civil society, government, and industry working to promote ethically and economically sound minerals supply chains, due diligence systems, and local governance systems that uphold human rights and labor rights, support environmental responsibility, eliminate links to armed conflict and corruption, and maximize benefits to the communities where minerals are produced.
Responsible Business Alliance	Amazon is a member of the Responsible Business Alliance (RBA), a nonprofit coalition of companies committed to supporting the rights and well-being of workers and communities worldwide affected by global supply chains. We accept RBA Validated Assessment Program (VAP) audits as part of our supplier due diligence program.
Responsible Labor Initiative	Amazon is a member of the Responsible Labor Initiative (RLI), a multi-industry, multi-stakeholder initiative hosted by the RBA. The RLI is focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted.
Responsible Minerals Initiative	Amazon is a member of the Responsible Minerals Initiative (RMI), an initiative of the RBA, which provides companies with tools and resources to make sourcing decisions that improve regulatory compliance and support responsible sourcing globally. Amazon participates in the RMI's working groups devoted to smelter engagement.
Sedex	Amazon is a member of Sedex, a global membership organization and solutions provider that empowers companies to build responsible supply chains. Sedex provides businesses with a comprehensive data platform, practical tools and resources to operate ethically, source responsibly, and work with their suppliers to create fair working conditions for the people who make their products and services. We accept Sedex Members Ethical Trade Audit (SMETA) audits as part of our Responsible Sourcing Program.
StolenYouth	Amazon partners with StolenYouth, a Seattle-based organization with the mission to end child sex trafficking in the state of Washington through prevention, connecting trafficked youth to resources and services, and empowering survivors along their path to recovery and a promising future. We support StolenYouth by providing both financial support and goods donations.



Sustainable Apparel Coalition	Amazon is a member of the Sustainable Apparel Coalition (SAC), a global multi-stakeholder nonprofit alliance for the consumer goods industry. It's made up of more than 250 leading apparel, footwear and textile, brands, retailers, suppliers, service providers, trade associations, nonprofits, NGOs, and academic institutions working to reduce environmental impact and promote social justice throughout the global value chain.
Swasti	Amazon partners with Swasti, a global non-profit working with marginalized communities including workers towards adding 100 million healthy days to their lives. With Amazon's support, Swasti set up a worker helpline, developed health protocols for workers returning to work after COVID-19. We also partnered to deliver primary health care which included critical mental health, and social entitlement for workers, their families, and their communities.
Tech Against Trafficking	Amazon is a Steering Committee Member of Tech Against Trafficking, a coalition of companies collaborating with global experts to help eradicate human trafficking using technology.
The Centre for Child Rights and Business	Amazon is a member of The Centre for Child Rights and Business (The Centre) Working Group and committed to support The Centre's Joint Action Pledge in 2021 to strengthen the protection of children's rights and accelerate action to address child labor in global supply chains. The Centre supports businesses to deliver improvements within their supply chains that not only benefit workers, families and children, but also deliver positive business outcomes.
The Copper Mark	Amazon is an official partner of The Copper Mark, which oversees the world's only comprehensive social and environmental assurance program for the copper industry.
The Responsible Sourcing Network initiative YESS™	Amazon sponsors and participates in the Responsible Sourcing Network initiative YESS™: Yarn Ethically & Sustainably Sourced. YESS works in the cotton supply chain by providing training to, and managing the assessment of, spinners and fabric mills to identify and address forced labor in cotton production. In 2022, YESS released its first Standard for Fabric Mills and updated its Standard for Spinning Mills, enhancing efforts to improve cotton supply chain due diligence.
Thorn	Thorn, an organization that builds technology to defend children from sexual abuse, leverages AWS machine learning tools in their Spotlight product. Their Safer product is also made available to AWS customers in the Marketplace to enable them to detect, review, and report child sexual abuse material on their platforms.
Truckers Against Trafficking	Amazon is an official corporate sponsor of Truckers Against Trafficking (TAT), an organization that exists to educate, equip, and mobilize members of the trucking, bus, and energy industries to combat human trafficking.
Ulula	Amazon partners with Ulula to amplify worker voices and create more responsible supply chains. We help connect our suppliers to Ulula's digital platform to enable workers to anonymously report concerns and seek resolution from factory management in their preferred language and channel. Ulula's platform is available to workers in Cambodia, China, India, and Pakistan.
United States Council for International Business	Amazon is a member of the United States Council for International Business (USCIB). As the U.S. member of the International Organization of Employers, USCIB represents American business on the Governing Body of the International Labour Organization, and engages with U.S. and international policymakers to support policies that promote respect for human rights under the UN Guiding Principles on Business and Human Rights, including on issues of forced labor and human trafficking.



9. Our Commitments and Progress

We are proud of the progress we have made to further respect and advance human rights throughout our business, including actions to prevent and address modern slavery risks. We regularly measure our progress against our commitments. As our program grows, we look forward to further engaging in company-wide efforts to address risks posed by modern slavery.

Commitment	Progress Against Commitments in 2022
Regularly review and update our policies and assessment processes	<p>We updated our Supply Chain Standards:</p> <p>In 2022 we published our latest update to the Supply Chain Standards, working with external stakeholders to align our requirements with current best practices and regulatory standards. As part of those updates, we included additional requirements to protect workers from harmful recruitment practices, further clarification that suppliers are required to create and maintain an equitable and effective grievance mechanism for workers, and mandatory remediation if cases of child labor are identified.</p>
Grow our partnerships with organizations that are combatting modern slavery	<p>We invested in new partnerships and stakeholder collaborations:</p> <p>We hosted the inaugural Tech Against Trafficking Summit, an event where over 150 global anti-trafficking leaders discussed opportunities for increased collaboration and technological solutions.</p> <p>We joined the Indirect Spend Alliance, a new industry group that aims to identify operational areas of shared human rights risk in procurement, designing a single industry approach to address hotspots. We continued to work with Better Work regional teams and participated in the Buyers Forum to share knowledge and learnings on region-specific salient human rights issues and discuss how to address these through collective action.</p>
Expand our training and capacity-building efforts	<p>We implemented training programs in multiple parts of our business:</p> <p>We distributed our Responsible Recruitment Guidebook to 50 suppliers where recruitment fee issues were identified. We continued to work directly with our suppliers to strengthen responsible recruitment practices and to encourage the repayment of fees to workers. We continued to offer training on responsible recruitment practices through the International Organization for Migration, the Issara Institute, the Responsible Business Alliance, and Verité and to over 60 suppliers to date.</p>
Regularly review and improve our supply chain due diligence efforts	<p>We continued to map deeper tiers of our Amazon-branded product supply chain:</p> <p>We developed a responsible sourcing roadmap informed by findings from our first comprehensive commodity risk assessment for Amazon-owned products. The roadmap focuses on key materials and guides businesses in achieving greater visibility and positive impacts across our supply chain. We also joined the Copper Mark, a certification for responsibly sourced copper.</p> <p>We implemented additional smelter due diligence protocols as we work toward 100% of tin, tungsten, tantalum, and gold mineral smelters and refiners in our supply chain being certified using a recognized minerals assurance program. Additionally, we worked with suppliers to increase smelter audits and remove non-conformant smelters from our supply chain.</p>



10. Approval and Signature

Amazon's global policies, practices, and procedures to assess and address the risk of modern slavery are implemented with attention to the local contexts and specific regional needs, and in consultation with each of the reporting entities and the entities they own and control. Consultation on Amazon's approach to modern slavery is led by Amazon's central team,⁹ which has visibility over and responsibility for assessing and providing Amazon businesses with the tools to address modern slavery risks in our global operations and supply chains.

Amazon's central team works closely and on an ongoing basis with Amazon entities worldwide to identify risks, and implement and monitor our approach to modern slavery.

This annual statement has been prepared by Amazon's subject matter experts responsible for supporting Amazon's efforts to address human rights risks in our operations and supply chains. As part of the development of this statement, key functions worldwide, including in the entities and jurisdictions covered by regulatory requirements, were actively engaged and consulted. A collaborative approach was taken, reporting requirements were discussed, and relevant materials and updates were presented on an ongoing basis.

The statement was reviewed by cross-functional stakeholders including representatives and leaders from our global and local legal, public policy, sustainability, and supply chain teams and directors from each reporting entity.

This statement was approved by the Amazon European Board of Directors and covers all activities undertaken by Amazon's U.K. entities.

Amazon EU SARL, U.K. Branch

John Boumphrey,
UK Country Manager, 2023

This statement was approved by Amazon Commercial Services Pty Ltd and covers all activities undertaken by Amazon's Australian entities.

Amazon Commercial Services Pty Ltd

Janet Menzies,
AU Country Manager, 2023

⁹ Amazon's central team works across the company to conduct human rights due diligence and embed human rights considerations into everyday business decisions. Please refer to the Our Governance section of this document and our [2022 Sustainability Report](#) for more information on our central team.