## Table A1. Refinitiv human rights score

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| Human rights score component | Explanation provided by Refinitiv Eikon |
| 1. Human rights policy | Does the company have a policy for the exclusion of child, forced, or compulsory labour, or to guarantee the freedom of association universally applied independent of local laws? |
| 2. Policy Freedom of Association | Does the company describe, claim to have or mention the processes in place to ensure the freedom of association of its employees? |
| 3. Policy Child Labor | Does the company have a policy to avoid the use of child labour? |
| 4. Policy Forced Labor | Does the company have a policy to avoid the use of forced labor? |
| 5. Policy Human Rights | Does the company have a policy to ensure the respect of human rights in general? |
| 6. Fundamental Human Rights ILO UN | Does the company claim to comply with the fundamental human rights conventions of the ILO or support the UN declaration of human rights? |
| 7. Human Rights Contractor | Does the company report or show to use human rights criteria in the selection or monitoring process of its suppliers or sourcing partners? |
| 8. Ethical Trading Initiative ETI | Is the company a member of the Ethical Trading Initiative (ETI)? |
| 9. Human Rights Breaches Contractor | Does the company report or show to be ready to end a partnership with a sourcing partner if human rights criteria are not met? |
| 10. Human Rights Controversies | Number of controversies published in the media linked to human rights issues (including supplies and contractors). |
| 11. Freedom of Association Controversies | Number of controversies published in the media linked to freedom of association issues (including information of issues raised by employees regarding freedom of association and whether employees are restricted to join any labor associations/unions). |
| 12. Child Labor Controversies | Number of controversies published in the media linked to the use of child labor issues (including lawsuits claiming where children are labored by the company or their suppliers and contractors). |
| 13. Recent Human Rights Controversies | Number of controversies linked to human rights issues published since the last fiscal year. |
| 14. Recent Child Labor Controversies | Number of controversies linked to child labor issues published since the last fiscal year. |

Note to Table: Information retrieved from the Refinitiv database in March 2022.