



How we hold suppliers accountable

Our global supply chain includes thousands of businesses spanning over 60 countries and regions, and millions of people all over the world. We work to hold our suppliers accountable to our strict Code and Standards through continuous engagement at every stage of our business relationship.

33M+

supplier employees trained on their workplace rights since 2008

655K+

supplier employees engaged about their workplace experience through interviews and anonymous surveys

1,856

assessments and audits of our supply chain conducted, with sites selected based on factors such as worker sentiment and previous audit performance

We engage early.

Before we award business to a supplier, or begin production, we check to verify that our strict supplier requirements can be met. Once business is awarded, we provide training and guidance to new suppliers to help them make any necessary improvements in order to meet our requirements prior to work beginning.

We monitor and support suppliers during peak production.

As suppliers prepare to enter their busiest production periods, we work to verify they are upholding our labor and human rights standards, including limits on working hours, timely payment of wages, and providing proper training. We do this through onsite visits and by collecting worker feedback. In 2025, we conducted 579 onsite visits and 10,300 worker interviews at more than 70 supplier facilities as they ramped up production.

We listen to people in our supply chain.

We review anonymized worker sentiment, including concerns raised through grievance mechanisms, to identify emerging issues and address any worker concerns. We also proactively collect feedback from workers through interviews and anonymous workplace satisfaction surveys. In 2025, we leveraged AI-powered tools to conduct weekly reviews of anonymized worker sentiment across more than 140 priority supplier facilities, and engaged directly with more than 655,000 supplier employees.

We monitor working hours.

We restrict the workweek for supplier employees to 60 hours (including overtime, which must be voluntary) and require at least one day off every seven days. Any exceptions to this policy require prior authorization from Apple management and must meet strict requirements. To hold suppliers accountable to this high standard, we review suppliers' data on employee working hours throughout the year as part of our assessments, with key suppliers required to report on a weekly basis. In 2025, we received weekly data on working hours for more than 1.4 million workers in our supply chain.

We assess our suppliers' performance.

We evaluate our suppliers' compliance each year against more than 500 criteria — covering labor and human rights, health and safety, environment, responsible materials sourcing, community and rights-holder engagement, and business conduct. These assessments are conducted globally by internationally

accredited third-party auditing firms. Each assessment includes management and employee interviews, extensive document reviews, and site walk-throughs. In addition, some suppliers may receive supplemental audits focused on one or more specific issues. Many of the assessments and visits we conduct each year at supplier facilities are unannounced. In 2025, 895 assessments that focused on the requirements of our Code and Standards were conducted, including 216 unannounced assessments.

We engage in third-party industry assessments.

We require many of our suppliers to undergo an additional, facility-wide, third-party assessment widely used by the industry, known as the Responsible Business Alliance's Validated Assessment Program (VAP). VAP assessments evaluate Apple production lines, but also look beyond to ensure a facility's operations are consistent with internationally accepted standards — even in spaces where they are not making Apple products. In 2025, more than 100 VAP assessments were completed at Apple supplier sites.

We correct violations and require remedy to affected workers.

If a violation of our standards is discovered, we require suppliers to promptly implement a plan to correct it — checking in with Apple every 30 days — and to strengthen their operations to prevent the

issue from reoccurring. We also require that suppliers address any impacts these violations may have on their employees. For the most serious violations (what we call Core Violations), we contact the supplier's Chief Executive Officer (CEO) and immediately place the supplier on probation until all corrective actions have been taken. This can result in a supplier receiving no new projects or new business from Apple, or even the termination of existing business. Removing a company from our supply chain, however, is considered a last resort, as it may limit the ability of workers to seek recourse and could allow violations to continue.

We investigate the reports we receive.

In addition to thoroughly assessing our suppliers' performance in upholding our standards, we also receive reports from the press, governments, civil society, and people in our supply chain. We also encourage the public to report concerns via our public website. In addition to responding to feedback from supplier employees, we promptly investigate any allegations we receive. When necessary, Apple experts are typically onsite within 24–48 hours.

We increase awareness and build capabilities.

To prevent issues from happening in the first place, we work with suppliers to support their continued growth and improvement. Through online and in-person training, as well as customized

guidance from subject matter experts, we help increase awareness and capabilities related to new requirements, emerging risks, and gaps we've identified. This includes taking into context geographic- and operational-specific risks, such as machine and fire safety for higher risk processes, and transportation safety in locations where more people utilize supplier-provided transportation.

We hold suppliers accountable deeper in our supply chain.

Our suppliers are required to confirm their suppliers' operations are complying with our high standards, and any applicable laws and regulations. We regularly evaluate and verify that our suppliers are conducting their due diligence, review their audit reports to spot-check findings, and verify that they have corrected any compliance issues. If we receive an allegation about a supplier deeper in our supply chain, we work with our suppliers to investigate and correct any findings.

* Learn more about supplier performance in 2025 on page 16 of our [People and Environment in our Supply Chain Report](#).

How we safeguard against assessment interference

We take extensive steps to ensure our Code of Conduct assessment process is thorough, professional, and carried out with integrity, transparency, and sensitivity for the well-being of supplier employees.

- All Code of Conduct assessments are conducted by third-party auditing firms that are accredited to meet international auditing standards. Many of the firms that conduct our assessments are also certified to meet the standards of the Responsible Business Alliance. Apple employees are often present for assessments to support auditors and verify that our protocol is followed.
- Suppliers cannot have operations in, recruit labor directly or indirectly from, or source materials, products, or services directly or indirectly from regions where Apple and third parties cannot access and conduct comprehensive evaluations of the supplier's complianc with our Code and Standards.
- We prohibit interference of any kind in our assessment process, and require that interviews conducted as part of assessments take place in confidential places with no managers or cameras present. Apple partners with auditing firms that provide local auditors with native language capabilities to eliminate any language barriers between the supplier employee and the auditor.
- Retaliation in any form is a Core Violation of our Code and Standards. Last year, more than 42,000 follow-up phone calls were made to verify that supplier employees who participated in interviews did not experience retaliation as a result.
- We provide anonymous reporting channels where supplier employees can contact Apple directly, accessible at any time and in any language, should they experience retaliation or have other concerns about their workplace experience.
- In 2025, auditors did not report any experiences of interference from supplier management, local officials, or any other entities.