



How we uphold the strongest standards in hiring

Our teams of experts, including accredited third-party auditors, use industry-leading procedures to verify that no one is forced to work. This work starts before we sign a contract with a supplier, and is focused on confirming that people’s rights are respected throughout their entire employment journey.



We set high standards.

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

Aligned with international human rights frameworks.
The requirements outlined in our Code and Standards align with internationally recognized human rights frameworks and standards, including those of the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Organisation for Economic Co-operation and Development’s (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

Applied universally.
Our strict requirements apply to all suppliers, and are designed to protect workers globally regardless of their job, 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 we publish the updates to these requirements publicly.



We engage early and often.

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

We map 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 3,800 labor agencies back to our suppliers.

We develop 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), the United Nations’ agency for migration, 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.

We directly engage workers.
All supplier employees are required to receive training on their workplace rights. Foreign Contract Workers — people 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 33 million people have been trained by our suppliers on their workplace rights. In 2025, we also directly engaged more than 655,000 supplier employees on their workplace experience through anonymous surveys and confidential interviews.

We train 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 suppliers and their labor agencies on the Recruitment Toolkit through customized training delivered in partnership with IOM.



Holding suppliers accountable.

Once we’ve implemented thorough preventative measures, assessments are conducted by accredited third-party auditors (including unannounced 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.

We conduct thorough assessments.
Our assessments include an extensive document review to confirm that hiring and personnel records are in place and accurate. In addition to specialized forced labor assessments, we also require many suppliers to participate in facility-wide assessments, such as the Responsible Business Alliance’s Validated Assessment Program (VAP). If we find gaps in a supplier’s compliance or capabilities, we require them to implement a Corrective Action Plan (CAP).

We investigate any concerns, from anywhere.
In addition to thoroughly assessing our suppliers’ compliance with our standards, we also investigate any allegations we receive from the press, governments, civil society, people in our supply chain, and the general public. When necessary, Apple teams are typically onsite within 24–48 hours of receiving any allegations.

We take swift action and remediation.
Forced labor in any form is a Core Violation (the most serious level of violation) of our supplier requirements. If a Core Violation is discovered, the supplier’s CEO 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.

We measure our progress.
In 2025, we looked for indicators of forced labor as defined by the International Labour Organization across 895 Code of Conduct assessments, and found no instances in our supply chain where people were forced to work.



Regularly engaging and partnering with experts.

We work closely with expert stakeholders and rights-holders to prevent forced labor in our supply chain, and to advance responsible labor recruitment practices across the industry.

The International Labour Organization (ILO)
We work closely with the ILO on a number of projects, including those related to advancing worker rights and voices. 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 Responsible Labor 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. We’ve served in several leadership capacities over time, including as a member of the RBA’s 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
Apple partners with the Fund for Global Human Rights to support grassroots activists, as well as human rights and environmental defenders.