



# Overview

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# Progress

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Goals Summary

 [Download Accessible Table](#)







































# Biodiversity

## Our Approach

Biodiversity, which is defined as the variety of living species on Earth and the habitats, ecosystems, and natural processes that support them, is declining globally due to land use change, direct exploitation, climate change, pollution, and the proliferation of invasive species. Since 1970, global wildlife populations have dropped by an average of 73%, signaling severe stress on the natural systems that support life.<sup>32</sup> Amazon recognizes the critical importance of biodiversity to the health of the planet, communities, and our business.

Amazon’s approach to biodiversity follows a mitigation hierarchy that prioritizes avoidance and reduction of habitat loss above other actions. We are focusing on three areas to help avoid and minimize land use change within our own operations and enhance biodiversity beyond our business activities:

- **Commodities in our supply chain.** We aim to reduce deforestation and responsibly source agricultural and mineral commodities for our own products and delivery packaging.
- **Buildings where we operate.** We seek to avoid and minimize biodiversity loss related to the siting, construction, and operations of the buildings that support our businesses. We are beginning to measure habitat value at building sites and develop design standards that prioritize biodiversity enhancement.
- **Beyond our value chain.** We contribute to nature conservation and restoration through collaborative investments between private and public entities,

especially in regions with sensitive ecosystems. This includes our commitment of \$100 million to protect and restore nature through the Right Now Climate Fund. Amazon also enhances biodiversity through broader sustainability initiatives. For example, we are investing in nature-based climate solutions that [reduce and remove carbon from the atmosphere](#) > as part of The Climate Pledge and in [watershed replenishment projects](#) > that protect and restore natural fresh water sources to support our water positive goals.



# Human Rights

## Our Approach

Amazon’s operations impact millions of people worldwide, including employees, suppliers and their workers, customers, and communities. With this reach, we can play a critical role in respecting and promoting human rights.

We believe every individual deserves to have their fundamental dignity respected. To achieve this, we embed respect for human rights throughout our business activities, and we work to engage with partners and suppliers that align with our values.

Amazon is committed to respecting internationally recognized human rights as defined by international standards and frameworks developed by the United Nations (UN) and the International Labour Organization (ILO), including the [UN Universal Declaration of Human Rights ↗](#); the [Core Conventions of the ILO ↗](#); and the [ILO Declaration on Fundamental Principles and Rights at Work ↗](#).

Our [approach ↗](#) is built on five pillars:

- Developing and maintaining strong human rights policies and standards
- Embedding human rights into our business activities and decision-making
- Identifying, assessing, prioritizing, and addressing risk
- Engaging with stakeholders
- Improving access to effective grievance mechanisms and remediation



# Responsible Supply Chain

## Our Approach

With a network of thousands of suppliers around the world, we embrace our ability to support safe and healthy working conditions throughout our supply chain. Our dedicated supply chain engagement teams are focused on building long-term relationships and fostering ongoing improvement. We engage directly with suppliers that support safe working conditions, fair pay, and environmental protection in their own businesses. We also collaborate with industry peers that maintain high standards and drive progress through new initiatives.

Amazon’s [Supply Chain Standards](#) ↴, available in 23 languages and dialects, detail our expectations for all suppliers of goods and services for Amazon, including service providers, vendors, selling partners, contractors, and subcontractors.<sup>34</sup> Products sold in Amazon stores, as well as products and services provided to us, must be manufactured, produced, or provided in accordance with these standards. Suppliers are responsible for communicating these standards to their own suppliers.

In 2024, to promote awareness of the Supply Chain Standards, we developed and deployed online trainings to 500 suppliers, including a new course on child labor prevention. Additionally, we made 38 third-party online trainings covering 14 human rights topics—such as anti-harassment and responsible recruitment—accessible for our businesses to offer to their suppliers. To complement our online training efforts and further

support our suppliers, we hosted 20 in-person workshops across 11 countries

### Expanding Our Supplier Audit Program

In 2024, we strengthened our global human rights risk management by expanding our supplier audit program to reach more of Amazon’s global logistics network. While our audits have traditionally focused on Amazon-branded product suppliers, we recognize risks to workers exist throughout our supply chain. By broadening our scope to include third-party labor, service, and not-for-resale goods providers in our logistics, warehousing, and construction supply chain, we demonstrate our commitment to making human rights risk mitigation central to our logistics business strategy and daily decisions. Given the scale and complexity of our global logistics supply chain, we began by auditing suppliers operating within our facilities, building upon our established processes and tools. Over the next several years, we plan to expand these audits to our global transportation supply chain, developing approaches tailored to different businesses and supplier categories, to enhance our assessment of third-party service providers’ compliance with Amazon’s Supply Chain Standards.

In 2024, we performed 3,639 audits of suppliers of Amazon-branded products, third-party labor, service, and not-for-resale goods providers in our logistics, warehousing, and construction supply chain. Of these, 1,695 audits specifically focused on third-party labor, service, and not-for-resale goods providers in our logistics, warehousing, and construction supply chain. These include initial audits with new suppliers to our audit program, maintenance audits for sites we have already audited and supported, and verification audits to confirm sufficient remediation of identified issues.

### Remediation





# Sustainable Products

## Our Approach

Amazon’s commitment to our customers means offering products that align with our customers’ values and expectations. This includes providing customers with opportunities to discover and purchase more sustainable products. We work across our brands to embed sustainability principles and focus on three themes:

- **Sourcing better materials:** We are improving our materials and sourcing standards and continuing to make progress on our sourcing goals for Amazon- and Whole Foods Markets-branded products.<sup>41</sup> This entails sourcing minerals, commodities, and agricultural products responsibly; using safer chemicals; and incorporating recycled materials where possible.
- **Designing more sustainable products:** We aim to reduce the emissions and waste associated with the design, development, and delivery of Amazon- and Whole Foods Market-branded products.
- **Providing more sustainable shopping choices:** We create and offer programs that enable our customers to purchase more sustainable products—both Amazon and non-Amazon products—across our various channels. This includes [Climate Pledge Friendly](#) ↗, through which customers can discover products that are recognized to have at least one sustainability feature.

### Amazon Grocery

Amazon seeks to sell high-quality grocery products made with responsibly sourced ingredients and ethical production practices. At Whole Foods Market, our rigorous [Quality Standards ↗](#) ban



# Employee Experience

## Our Approach

With more than 1.5 million full- and part-time employees around the globe, we recognize the critical role our people play in our success. We strive to prioritize the physical, mental, and financial well-being of each Amazon employee, and take meaningful steps to support their work lives and their families’ needs.

We strive to be Earth’s best employer, offering more than just competitive wages and inclusive benefits. We also want our employees to develop their careers with us, and we offer upskilling opportunities that support individual goals. We listen to employees through a variety of feedback channels, using the insights to improve the employee experience and empower them to deliver for customers.

## Our Progress

### Prioritizing Compensation and Pay Equity

Amazon is one of the largest private employers in the U.S. Our pay practices affect our employees and their families as well as the local economies

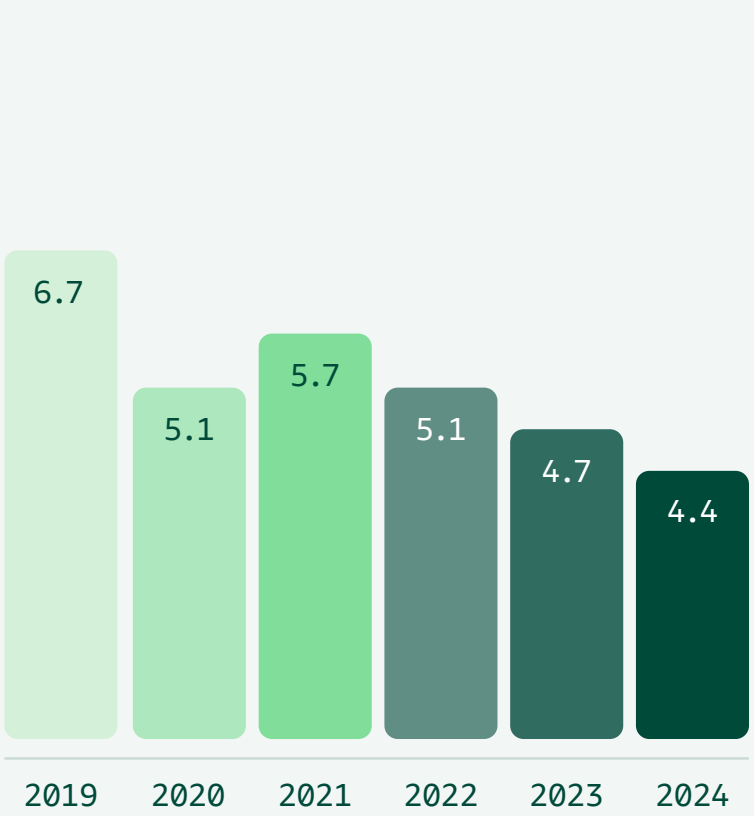
benefits. We make it easy for employees to discover and access benefits through our A to Z app and website, which 96% of employees visited each month in 2024. In total, we invested \$10.8 billion in employee benefits in 59 countries, a 7% increase over 2023.



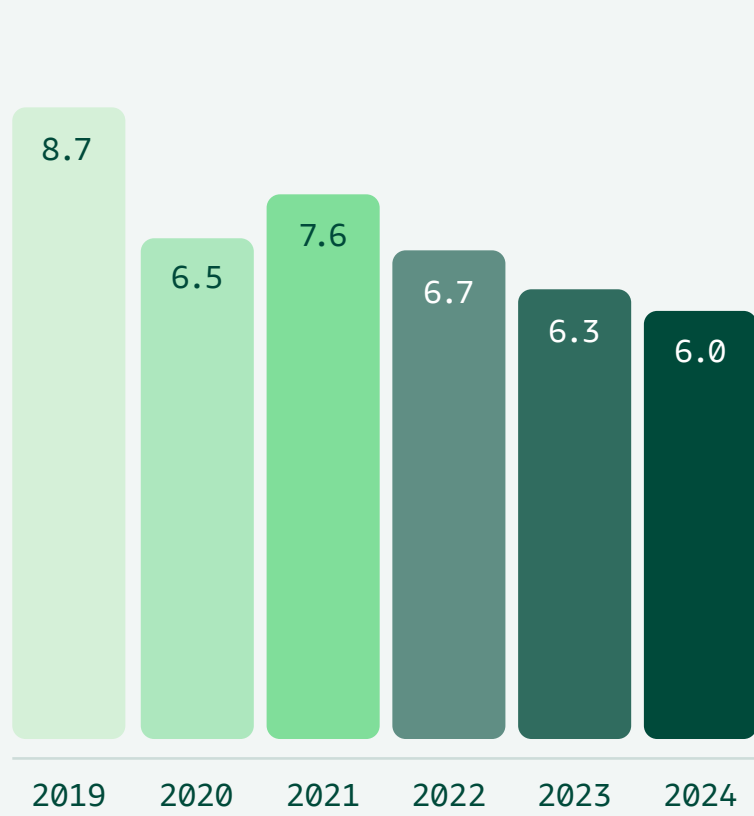
# Health and Safety

## Comparative Safety Data

Worldwide RIR\*:  
34% improved (over the past five years)



U.S. RIR:  
31% improved (over the past five years)





# Inclusive Experiences

friends more enjoyable. We also expanded Fire TV’s hearing aid compatibility beyond Cochlear and Starkey, adding WS Audiology (WSA) in 2024. On Prime Video, the new Dialogue Boost feature lets viewers increase the volume of dialogue relative to background music and effects

# Community Impact

## Our Approach

We aim to make our customers’









# Data Tables

## Amazon’s Carbon Footprint

2022 and 2023 carbon footprints recalculated in accordance with updated [Carbon Methodology](#) ↴

| Carbon                                                   | 2019  | 2020  | 2021  | 2022  | 2023  | 2024 | YoY% |
|----------------------------------------------------------|-------|-------|-------|-------|-------|------|------|
| Carbon Intensity                                         |       |       |       |       |       |      |      |
| (grams of CO <sub>2</sub> e per \$ of merchandise sales) | 122.8 | 102.7 | 100.8 | 85.7  | 75.6  | 72.6 | -4%  |
| Emissions Category (MMT CO <sub>2</sub> e)               |       |       |       |       |       |      |      |
| Emissions from Direct Operations (Scope 1)               | 5.76  | 9.62  | 12.11 | 13.02 | 14.22 | 15   |      |

Materials and Agricultural Commodities Sourcing

| No Deforestation |  |  |  |
|------------------|--|--|--|
|------------------|--|--|--|

# Materials and Agricultural Commodities Sourcing (continued)



# Materials and Agricultural Commodities Sourcing (continued)



| Apparel |  |  |
|---------|--|--|
|---------|--|--|

# Priority Topics Assessment

## Identifying Our Priorities

Amazon’s business spans many industries, including but not limited to e-commerce, cloud computing



# Assurance Statements

Please see our 2024 assurance statements at the links below:

## Amazon Scopes 1 and 2 Assurance

