

Hormel Foods Corp.

TICKER
 NYS:HRL

MARKET CAPITALIZATION
 US\$23 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Yes

TARGETS

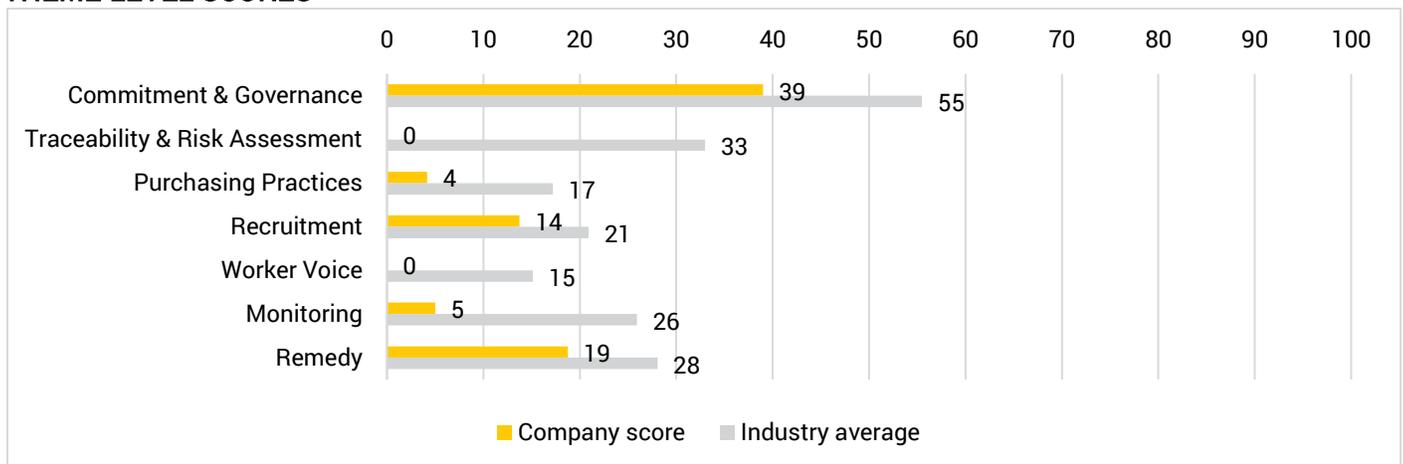
None

OVERALL RANKING
32 out of 43

(2018 Rank: 33 out of 38)

OVERALL SCORE
12 out of 100
SUMMARY

Hormel Foods Corp. (Hormel Foods), a US-based producer of meat and food products, ranks 32nd out of 43 companies, disclosing significantly less information on its forced labor policies and practices than its peers. Since 2018, the company has improved its score by two points as it began disclosing that its board oversees its efforts to address forced labor. The company's score is based on its forced labor and migrant worker-related policies, staff training and board oversight on forced labor, and its supplier monitoring and corrective action plan process. The company has an opportunity to improve on the themes of Traceability & Risk Assessment, Purchasing Practices, and Worker Voice.

THEME-LEVEL SCORES


Research conducted through February 2020 or through May 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

KEY DATA POINTS**SUPPLIER LIST**

No

NO-FEE POLICY

Yes

SUPPORTS FREEDOM OF ASSOCIATION

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK COMMODITIESCattle, palm oil, tomatoes, and others¹

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: Hormel discloses that it does not tolerate “forced or involuntary labor, including bonded, indentured and involuntary prison labor,” and sets out some steps to address risks. The company discloses that employees responsible for supply chain management and procurement are trained on its supplier code, which covers forced labor.

Recruitment: The company’s supplier code of conduct includes requirements for suppliers to ensure that workers receive a written contract in their own language and that no recruitment fees are charged to its workers, as well as a prohibition on the retention of workers’ passports.

Remedy: Hormel states that it requires its suppliers to implement corrective actions where they are found to be in violation of the supplier responsibility principles. It notes that where “corrective actions cannot be agreed to or are not made, Hormel Foods will suspend or discontinue purchases from the supplier.”

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for the implementation of its supply chain policies. Further, the company may consider engaging with relevant stakeholders on human trafficking and forced labor, including policy makers, worker rights organizations, or local NGOs in countries in which its suppliers operate. It may also consider participating in one or more pertinent multi-stakeholder or industry initiatives.

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries of its below-first-tier suppliers, the sourcing countries of raw materials at high risk of forced labor, and information on its suppliers’ workforce. The company is further encouraged to assess forced labor risks across its supply chains and disclose the risks identified.

Worker Voice: To prevent and address forced labor and human trafficking risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labor conditions is available and communicated to its suppliers' workers and relevant stakeholders such as worker organizations or labor NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are educated on their rights and are able to exercise their right to freedom of association.

ENGAGED WITH KNOWTHECHAIN

Yes ([Provided Additional Disclosure](#)).

¹ The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor](#)."