

Tyson Foods Inc.

TICKER
 NYS:TSN

MARKET CAPITALIZATION
 US\$23 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Yes (Disclosure of Subsidiary)
California Transparency in Supply Chains Act: Yes

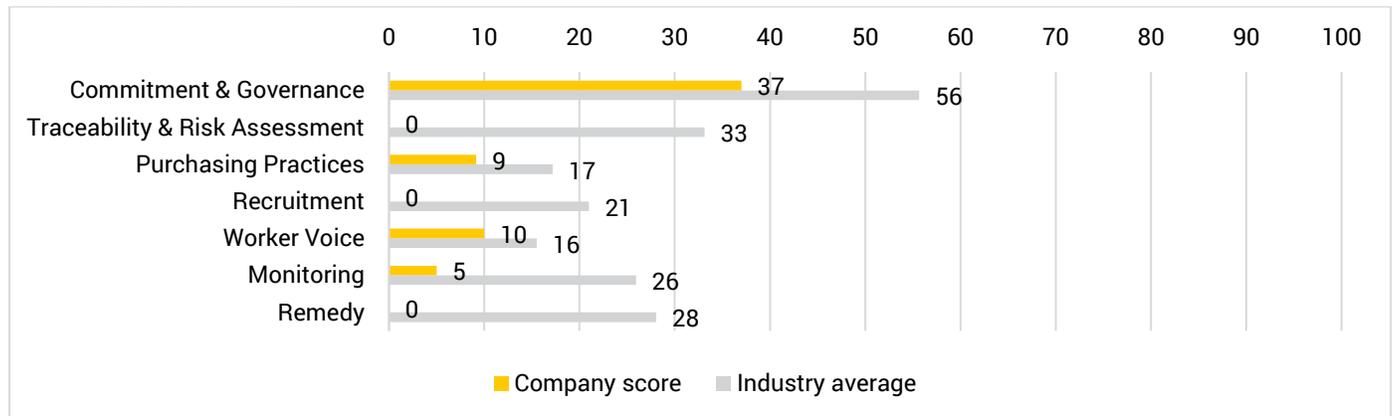
TARGETS
 None

OVERALL RANKING
37 out of 43

(2018 Rank: 31 out of 38)

OVERALL SCORE
9 out of 100
SUMMARY

Tyson Foods Inc. (Tyson Foods), the largest meat company in the US, ranks 37th out of 43 companies and discloses significantly less information on its forced labor policies and practices than its peers. Since 2018, the company does not seem to have taken additional steps to strengthen its performance and disclosure. As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, the company's score has decreased by three points. Tyson Foods' score is based on its disclosure of a supplier code of conduct that prohibits forced labor and which it integrates into purchase order terms and conditions, as well as disclosure on staff training on forced labor and a grievance mechanism for its suppliers' workers. The company is encouraged to improve on the themes of Traceability & Risk Assessment, Recruitment, and Remedy.

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

No

SUPPORTS FREEDOM OF ASSOCIATION

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK COMMODITIESCattle, beans, corn, and others¹

LEADING PRACTICES

None.

NOTABLE FINDINGS

Supply Chain Standards: The company discloses a supplier code of conduct that prohibits forced labor. The code is easily accessible on the company's website and asks that its suppliers "expect the same of their sub-tier suppliers."

Integration into Supplier Contracts: Tyson Foods discloses that its purchase order terms and conditions and standard contract language include the supplier code, and it discloses the contract language used.

Grievance Mechanism: The company discloses the details of its grievance mechanism in the supplier code and states that its suppliers' workers may use this mechanism, which includes a phone line and internet-based reporting option.

OPPORTUNITIES FOR IMPROVEMENT

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.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company may consider requiring recruitment agencies used by its suppliers to uphold workers' rights and ensuring that workers in its supply chains are not charged fees during any recruitment-related process. The company is also encouraged to confirm that recruitment agencies used by its suppliers are audited and to work with suppliers to ensure that migrant workers' rights are respected (e.g., to confirm workers' passports or other personal documents are not retained).

Remedy: The company may consider establishing a process for creating corrective action plans with suppliers that are found to violate workers' fundamental rights and freedoms (those articulated in the

ILO Declaration on Fundamental Principles and Rights at Work). It may also consider designing a procedure to ensure that remedy is provided to its suppliers' workers in cases of human trafficking and forced labor.

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](#)."