

# The Kraft Heinz Company

**TICKER**  
NAS:KHC

**MARKET CAPITALIZATION**  
US\$40 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**

UK Modern Slavery Act: Yes (Disclosure of Subsidiary)

California Transparency in Supply Chains Act: Yes

**TARGETS**

None

**OVERALL RANKING**

**27** out of **43**

([2018 Rank](#): 22 out of 38)

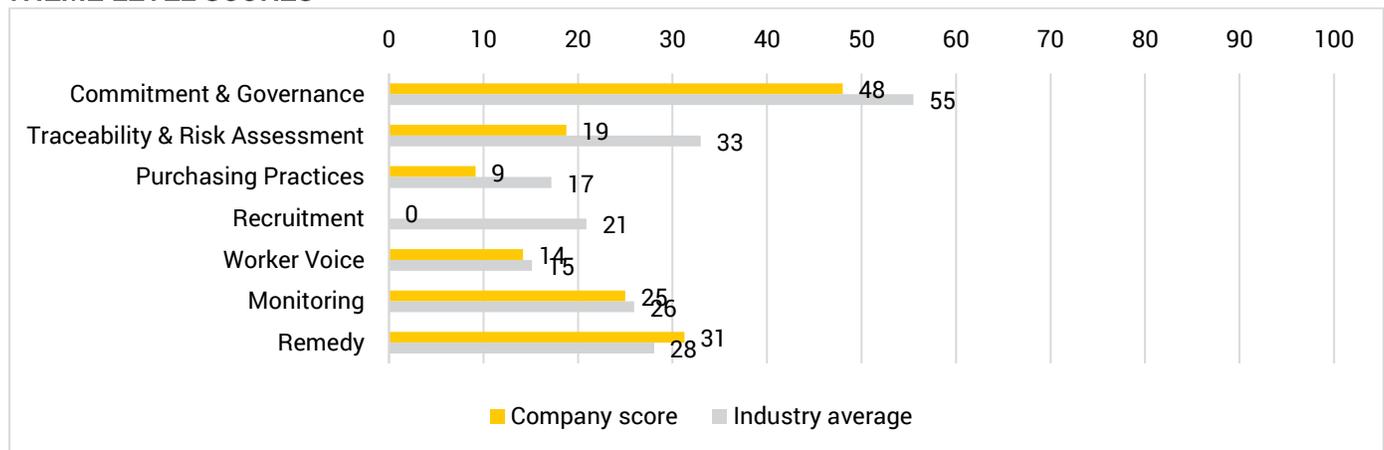
**OVERALL SCORE**

**21** out of **100**

**SUMMARY**

The Kraft Heinz Company (Kraft Heinz), a US company whose products include condiments, sauces, dairy products, meats, and coffee, ranks 27<sup>th</sup> out of 43 companies and discloses less information on its forced labor policies and practices than its peers. Since 2018, the company has taken only limited steps to improve (namely disclosing a human rights risk assessment on its supply chains and some information on its process for responding to grievances). As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, the company's score has decreased by two points. Kraft Heinz scores slightly higher than average on the theme of Remedy but lower than average on all remaining themes. The company is encouraged to improve on the themes of Commitment & Governance, Recruitment, 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](#).

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**KEY DATA POINTS****SUPPLIER LIST**

No

**NO-FEE POLICY**

No

**SUPPORTS FREEDOM OF ASSOCIATION**

No

**REMEDY FOR SUPPLY CHAIN WORKERS**

No

**HIGH-RISK COMMODITIES**Tomatoes, cattle, coffee, and others<sup>1</sup>

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**LEADING PRACTICES**

None.

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**NOTABLE FINDINGS**

**Management and Accountability:** Kraft Heinz discloses that its global steering group, which includes its head of corporate social responsibility, chief procurement officer, and chief ethics and compliance officer, is responsible for monitoring compliance with its human rights policy (which also applies to its suppliers). It reports that the chief procurement officer and the senior vice president of corporate and government affairs are responsible for all supply chain policies related to human rights.

**Risk Assessment:** The company discloses that it conducts a risk assessment to identify human rights impacts (which includes geographic, economic, and social criteria) in its supply chains. It also reports conducting a baseline risk assessment of its direct palm oil suppliers.

**Grievance Mechanism:** The company discloses an ethics and compliance hotline with publicly available details. The list of policies against which reports can be made includes the supplier code of conduct, which prohibits the use of forced labor.

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**OPPORTUNITIES FOR IMPROVEMENT**

**Commitment & Governance:** The company is encouraged to engage with relevant stakeholders on human trafficking and forced labor. This may include engagement with policy makers, worker rights organizations, or local NGOs in countries in which its suppliers operate, as well as active participation in one or more pertinent multi-stakeholder or industry initiatives. The company may further consider establishing training programs to ensure that its suppliers are aware of the risks related to human trafficking and forced labor and are effectively implementing the company's policies and standards.

**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 monitored and to work to ensure that migrant workers' rights are respected (e.g., to confirm workers' passports or other personal documents are not retained).

**Worker Voice:** To support collective worker empowerment, the company is encouraged to work with its suppliers to improve their practices regarding freedom of association and collective bargaining and with local or global trade unions to support freedom of association in its supply chains. Where there are regulatory constraints on freedom of association, the company may consider ensuring workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing.

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**ENGAGED WITH KNOWTHECHAIN**

No.

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<sup>1</sup> 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.](#)"

The [Wall Street Journal](#) reports that the company sources tomatoes from Xinjiang, China, where forced Uighur labor is used.