

General Mills Inc.

TICKER
 NYS:GIS

MARKET CAPITALIZATION
 US\$28 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Yes
California Transparency in Supply Chains Act: Yes

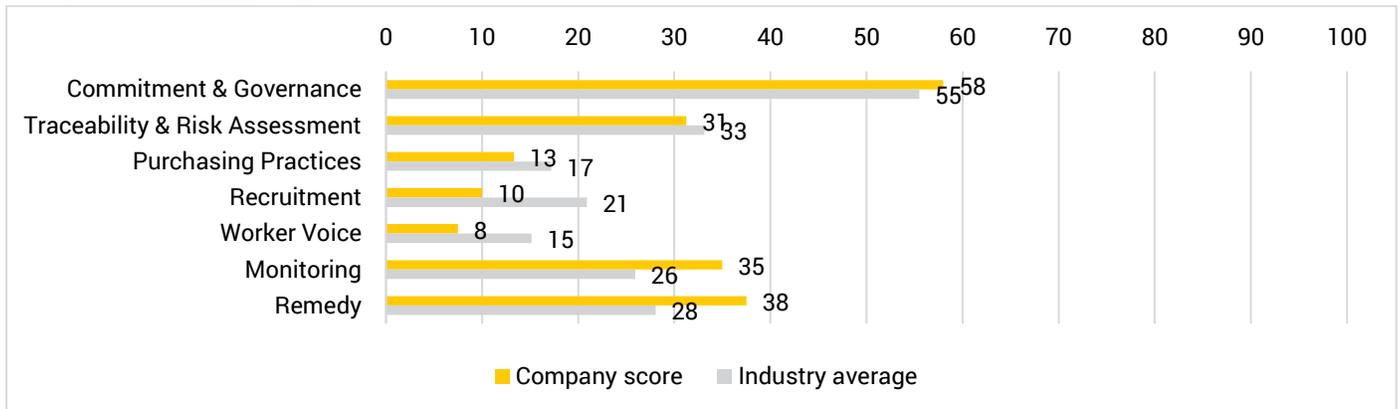
TARGETS
 None

OVERALL RANKING
21 out of 43

(2018 Rank: 14 out of 38)

OVERALL SCORE
28 out of 100
SUMMARY

General Mills Inc. (General Mills), a US-based manufacturer of consumer foods such as cereal, convenient meals, and snacks, ranks 21st out of 43 companies, disclosing about the same amount of information on its forced labor policies and practices as its peers. Since 2018, the company has taken only limited steps to improve (by increasing its disclosure on monitoring suppliers). As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, the company's score has decreased by seven points. General Mills scores higher than average on the themes of Commitment & Governance, Monitoring, and Remedy, and lower than average on the remaining themes. The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, 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](#).

KEY DATA POINTS**SUPPLIER LIST**

Yes (palm oil and sugarcane only)

NO-FEE POLICY

Yes

SUPPORTS FREEDOM OF ASSOCIATION

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK COMMODITIESCattle, cocoa, corn, and others¹

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: General Mills discloses the efforts it makes to address forced labor, including responsible sourcing, certification, and training. It discloses a supplier code of conduct that addresses forced labor and assigns internal responsibility for the implementation of its policies, as well as board-level oversight of issues relating to forced labor in its supply chains. It states that all of its sourcing employees are trained on recognizing signs of forced labor and modern slavery and mitigating risks.

Traceability: The company discloses a list of its direct palm oil suppliers, as well as a list of mills supplying its direct suppliers that includes the mill name, address, country, latitude, and longitude. It discloses its “major” suppliers of sugarcane and additional information on the sourcing countries of a number of other commodities.

Corrective Action Plans: General Mills states that its corrective action process with suppliers includes setting out required actions to resolve compliance issues, and holding regular progress meetings until the issues are resolved. It states that where a supplier fails to make sufficient progress, it is subject to sanctions, which may include termination of the supplier relationship.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: The company is encouraged to adopt responsible purchasing practices in the first tier of its supply chains (including planning and forecasting), provide procurement incentives to first-tier suppliers that encourage or reward good labor practices (such as price premiums, increased orders, and longer-term contracts), and assess the risks of forced labor at potential suppliers before entering into contracts with them.

Recruitment: To avoid the exploitation of migrant workers in its supply chains, the company is encouraged to ensure that employment and/or recruitment agencies used in its supply chains are monitored and to provide details of how it supports ethical recruitment in its supply chains (for example by using ethical recruitment agencies or supporting the development of ethical recruitment schemes). It is further encouraged to disclose information on the recruitment agencies used by its suppliers.

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.

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](#)."