

# Mondelez International Inc.

**TICKER**

NasdaqGS:MDLZ

**MARKET CAPITALIZATION**

US\$66 billion

**HEADQUARTERS**

United States

**COMPLIANCE**

UK Modern Slavery Act: [Disclosure available, but not compliant](#)

California Transparency in Supply Chains Act: [Disclosure available, but not compliant](#)

**COMMITMENTS**

[None](#)

**OVERALL RANKING**

**17 out of 38**

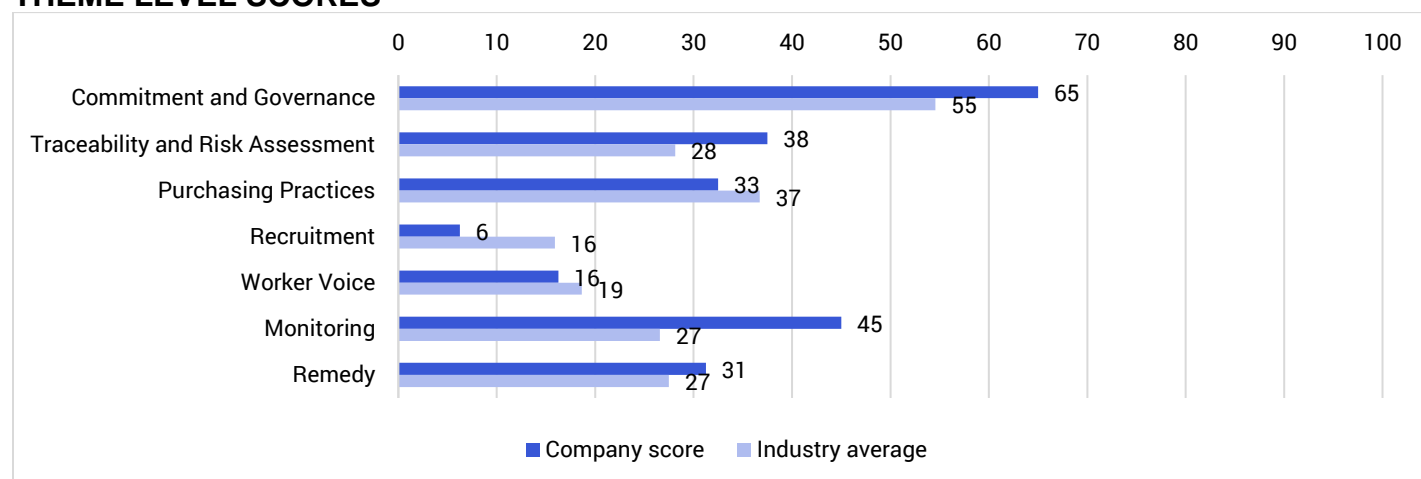
(2016: 8 out of 20)

**OVERALL SCORE**

**33 out of 100**

**SUMMARY**

Mondelez International Inc. (Mondelez), a US based manufacturer of packaged foods such as chocolate and confectionery, beverages, and convenient meals, ranks 17th out of 38 companies, disclosing slightly more information on its forced labor policies and practices than its peers. Compared to 2016, the company improved its score by four points. The company improved by disclosing more details about how it collaborates with peers and other stakeholders to address forced labor, disclosing the names of its palm oil suppliers and their supplying mills, and detailing that its supplier audits include worker interviews. The company's score is based on its good performance on the themes of commitment and governance, and monitoring. The company has an opportunity to improve its performance and disclosure on the themes of purchasing practices, recruitment, and worker voice.

**THEME LEVEL SCORES**


Research conducted through March 2018, or through June 2018 where companies provided additional disclosure or links. For more information, see the full dataset [here](#).

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## LEADING PRACTICES

None.

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## NOTABLE FINDINGS

**Stakeholder Engagement:** Mondelez discloses that it is a board and founding member of the International Cocoa Initiative, whose mission it is to eliminate the worst forms of child labor, including trafficked and forced labor. Further, the company discloses that it is a board member of the Consumer Goods Forum, and "co-chair[s the initiative's] Palm Oil Working Group—which has published palm oil sourcing guidelines for member companies that incorporate expectations on respect for labor rights, and is working to raise awareness of the Priority Industry Principles across the palm oil sector and with producer governments."

**Traceability:** Mondelez discloses the names of its 12 palm oil suppliers, as well as a list of supplier mills. It states that direct suppliers to Mondelez are required and encouraged to disclose all mills in their supply base. The company discloses some sourcing countries of commodities at risk of forced labor, including for cocoa, palm oil, and wheat.

**Worker Voice:** Mondelez discloses that it directly engages with cocoa farming communities in its main sourcing countries via its Cocoa Life program, which is undertaken in partnership with civil society organizations and governmental stakeholders. While the empowerment of farmers and skills development are at the core of the program, it also aims to improve working and living conditions and reduce (forced) child labor. The company states that interactions regularly cover education and awareness-raising about human rights, and, especially, children's rights. It reports that by the end of 2016, more than 48,000 community members and farmers have been educated on issues of child labor and forced child labor.

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## OPPORTUNITIES FOR IMPROVEMENT

**Purchasing Practices:** The company is encouraged to assess risks of forced labor at potential suppliers before entering into contracts with them. While the company requires its palm oil suppliers to cascade its standards, the company may consider expanding this requirement across its commodity supply chains.

**Recruitment:** While Mondelez states that, as part of the Sedex audits a "check on fees" is performed on its suppliers, the company may consider developing a formal policy requiring that workers in its supply chains are not charged fees during any recruitment-related process, that such fees are paid by the employer (Employer Pays Principle), and where such fees have been paid by suppliers' workers, to ensure that the fees are reimbursed. Further, the company may consider developing and disclosing a policy that requires direct employment in its supply chains and that requires recruitment agencies (and, where relevant, employment agencies) in its supply chains to uphold workers' fundamental rights and freedoms.

**Worker Voice:** The company may consider ensuring its human trafficking and forced labor policies and standards are available and communicated to supply chain workers in their native languages. To support collective worker empowerment, the company is encouraged to work with its suppliers to improve their practices in relation to freedom of association and collective bargaining, and to work with local or global trade unions to support freedom of association in its supply chains.

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## COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)