

Campbell Soup Co.

TICKER
NYSE:CPB

MARKET CAPITALIZATION
US\$14 billion

HEADQUARTERS
United States

COMPLIANCE

UK Modern Slavery Act: [Voluntary Statement](#)

California Transparency in Supply Chains Act: [Yes](#)

COMMITMENTS

[Yes](#)

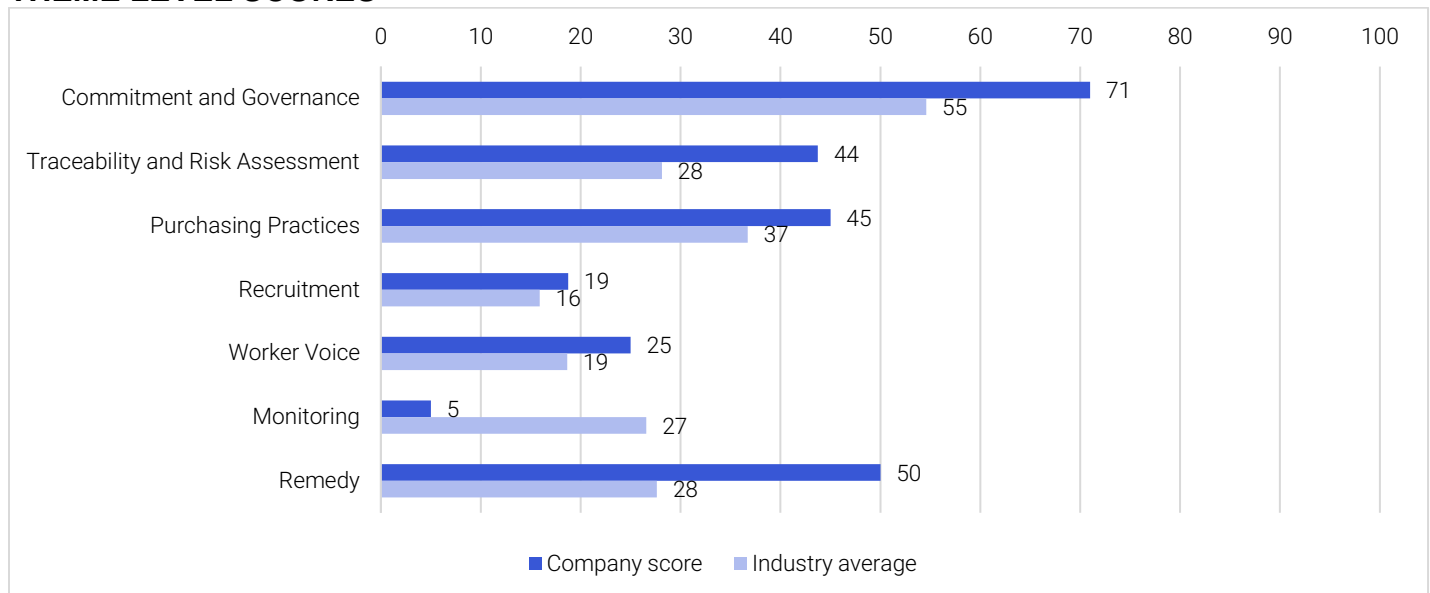
OVERALL RANKING
13 out of 38

OVERALL SCORE
37 out of 100

SUMMARY

Campbell Soup Co. (Campbell), a US-based food company whose products include soups, meals, snacks, and beverages, ranks 13th out of 38 companies, disclosing more information on its forced labor policies and practices than its peers on all themes. It scores lower than average on the theme of monitoring and higher than average on all other themes. The company has an opportunity to improve its performance and disclosure on the themes of recruitment, worker voice, and monitoring.

THEME LEVEL SCORES



LEADING PRACTICES

None.

NOTABLE FINDINGS

Risk Assessment: Campbell discloses that it has partnered with BSR to perform an assessment of its agricultural supply chains "measuring the potential risk of various crops, including tomatoes, jalapeños, and sweet potatoes." Additionally, it states it worked with another third party to conduct a human and labor rights risk assessment of its ingredient supply chains (which includes forced labor topics) that helped define its responsible sourcing goals. Campbell disclosure reveals that it has identified related risks in its palm oil and cocoa sourcing, which typically occur two or three tiers down the supply chains.

Communication of Policies: Campbell requires its suppliers to communicate the expectations outlined in its supplier code to workers. It provides examples for the means through which a supplier may wish to do so, such as "prominently posting the Code in the workplace in an area accessible to workers, conducting group or individual meetings or trainings to review and explain the Code, or communicating via online channels such as a company intranet."

Corrective Action Plans: The company discloses that any time an allegation of forced labor is raised either through its integrity hotline or any other method, the allegation is immediately taken to both its Legal and the Responsible Sourcing teams, and that these teams will contact the supplier within two business days. A social compliance/SMETA audit will be required immediately. If it is determined that the allegation is true, the supplier will be given the opportunity to correct the issue immediately and will be required to submit a corrective action plan. The company discloses that a re-audit will occur within 30 days to ensure the issue has been corrected. The company notes that if a supplier fails to correct the issue, it will terminate the relationship.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment: In addition to its current practice of disclosing a supplier code that prohibits worker-paid recruitment fees, the company may consider developing and disclosing a policy that requires direct employment in its supply chains. The company may further consider requiring recruitment agencies—and, where relevant, employment agencies—in its supply chains to uphold workers' fundamental rights and freedoms. The company is further 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).

Worker Voice: To prevent forced labor in its supply chains, the company is encouraged to work with relevant stakeholders to engage with and educate workers in its supply chains on their labor rights. Further, the company is encouraged to work with 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.

Monitoring: For its Responsible Sourcing audits, the company is encouraged to implement and disclose specific practices, such as interviewing workers and conducting unannounced audits of suppliers, which may help the company detect forced labor risks in its supply chains. Disclosing information on the results of its supplier audits, such as the percentage of its suppliers audited annually or a summary of its findings, assures stakeholders that the company has strong monitoring processes in place.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)