

Kerry Group plc

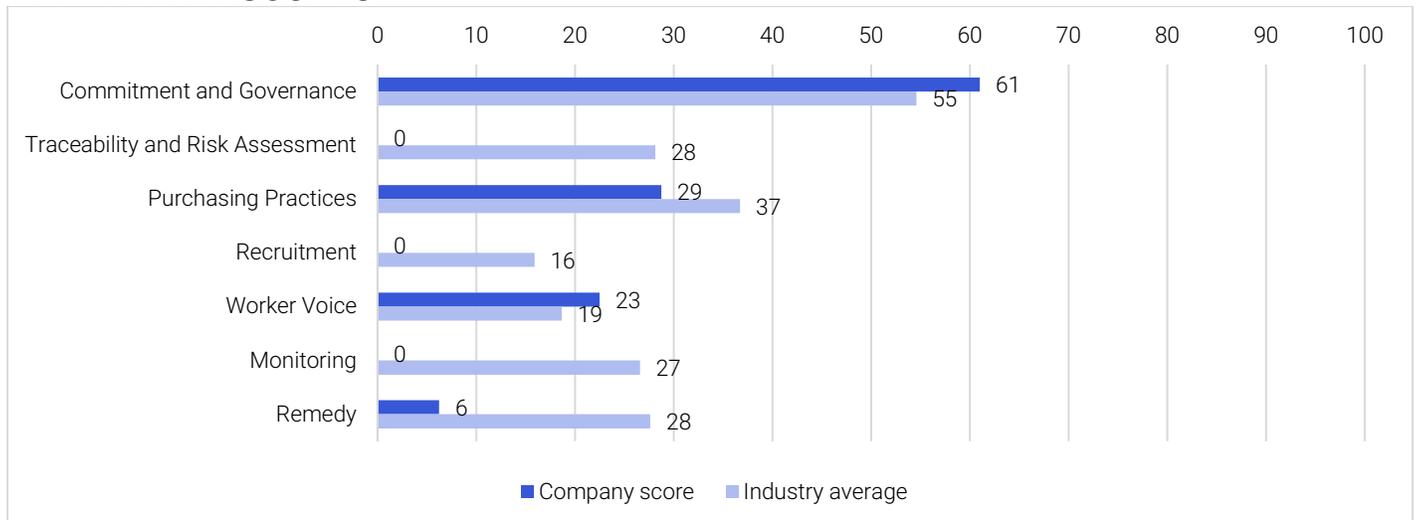
TICKER
 ISE:KRZ

MARKET CAPITALIZATION
 US\$19 billion

HEADQUARTERS
 Ireland

COMPLIANCE
UK Modern Slavery Act: [Disclosure available, but not compliant](#)
California Transparency in Supply Chains Act: [Not applicable](#)
COMMITMENTS
[Yes](#)
OVERALL RANKING
28 out of 38
OVERALL SCORE
17 out of 100
SUMMARY

Kerry Group plc (Kerry), a company headquartered in Ireland which provides taste and nutrition solutions and consumer goods such as dairy, meat, pastries, and ready meals, ranks 28th out of 38 companies and discloses less information on its forced labor policies and practices than its peers. The company scores higher than average on the themes of commitment and governance and worker voice, but it discloses no information on the themes of traceability and risk assessment, and monitoring. The company has an opportunity to improve its performance and disclosure on the themes of traceability and risk assessment, recruitment, and monitoring.

THEME LEVEL SCORES


LEADING PRACTICES

None.

NOTABLE FINDINGS

Management and Accountability: Kerry discloses that its human resources function is responsible for its Human Rights Policy, which covers forced labor. The company's suppliers are expected to comply with the Human Rights Policy. The company also discloses that "under delegation from the Board of Directors," it has established a sustainability council, which assesses Kerry's sustainability performance, risks, and opportunities, and regularly reviews progress on the implementation and monitoring of supply chain standards. This council provides biannual updates to the Board of Directors.

Purchasing Practices: Kerry states that it is committed to purchasing exclusively from sources that are aligned to its supplier code of conduct and, that, by 2018 all of the palm oil it uses in Kerry Foods-branded products will be certified by RSPO (an ISEAL full member standard that includes the prohibition of forced labor). The company discloses that the principles of its supplier code "form part of the supplier selection process and are subject to continued monitoring". Kerry's supplier code further includes an expectation for suppliers to "apply similar levels of compliance to their own suppliers or approved sub-contractors."

Worker Voice: Kerry's supplier code of conduct is available in English, French, Spanish, Portuguese, and Chinese. The company has an ethics hotline run by a third party, which is available online or via telephone 24-7, in more than 100 languages. It states that this line is also available to its suppliers and their workers.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and Risk Assessment: While the company discloses steps taken to trace its palm oil supply chains, to demonstrate a strong understanding of its supply chains across commodities, it may consider disclosing the names and addresses of first-tier suppliers, the countries of 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 ensure recruitment agencies used by its suppliers are audited and to work with suppliers to guarantee migrant workers' rights are respected (e.g., to ensure workers' passports or other personal documents are not retained).

Monitoring: The company may consider adopting and disclosing a supplier monitoring process to verify that its suppliers are compliant with its supply chain standards. Implementing specific practices, such as interviewing workers and conducting unannounced audits of suppliers, 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 suppliers audited annually or a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)