

Chocoladefabriken Lindt & Sprüngli AG

TICKER
 SWX:LISN

MARKET CAPITALIZATION
 US\$17 billion

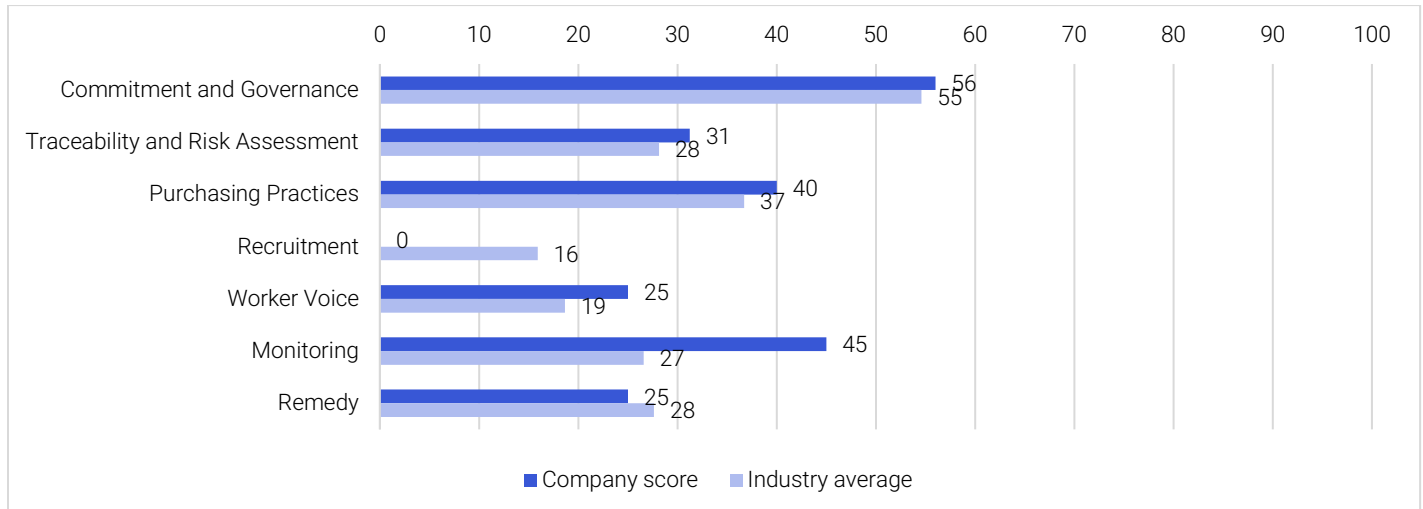
HEADQUARTERS
 Switzerland

COMPLIANCE

 UK Modern Slavery Act: [Yes \(statement of subsidiary\)](#)
COMMITMENTS
[None](#)

 California Transparency in Supply Chains Act: [Not applicable](#)
OVERALL RANKING
18 out of 38
OVERALL SCORE
32 out of 100
SUMMARY

Chocoladefabriken Lindt & Sprüngli AG (Lindt), a Switzerland-based company that produces and sells chocolate products, ranks 18th out of 38 companies, disclosing about the same amount of information on its forced labor policies and practices as its peers. The company's score is based on its stronger performance on the themes of commitment and governance, purchasing practices, and monitoring. However, it has no disclosure available on the theme of recruitment. Notably, the company discloses a Farming Program, through which it engages with and trains cocoa farmers in its supply chains and pays a price premium to improve the farming practices and livelihood of farmers. The company is encouraged to improve its performance and disclosure on the themes of recruitment, worker voice, and remedy.

THEME LEVEL SCORES


LEADING PRACTICES

Purchasing practices: Lindt discloses that it is committed to developing and maintaining long-term relationships with its suppliers of cocoa beans. The company's Farming Program enables it to trace raw materials to their place of origin and engage with farmers. It reports that it pays a price premium to improve the farming practices and livelihood of farmers.

NOTABLE FINDINGS

Training: Lindt discloses that its suppliers up to the farmer level receive regular training on its supplier code, which includes standards on forced labor. Additionally, it reports that it trains farmers of its cocoa beans in Ghana, Ecuador, and Madagascar on labor standards.

Monitoring: As part of its Farming Program, Lindt discloses that it conducts unannounced audits on cocoa farms. These audits include a visit to farms; the auditor will stay for a whole day and overnight, when possible. Lindt further reports that the Fair Labor Association conducts visits on Turkish hazelnut farms in its supply chains.

Corrective Action Plans: Lindt states that, when it visits farmers participating in its program, it discusses potential corrective actions and monitors their implementation. It states that their data analyst should analyze root causes of non-compliances so it can address them and adapt program activities accordingly. Additionally, the company discloses that "midterm" corrective actions may require a follow-up visit to ensure that they have been implemented.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment: To avoid exploitation of migrant workers in its supply chains, the company may consider requiring that workers in its supply chains are not charged fees during any recruitment-related process. The company is encouraged to require that such fees are paid by the employer (Employer Pays Principle), and, where such fees have been paid by its suppliers' workers, to ensure that the fees are reimbursed to the workers.

Worker Voice: The company is encouraged to ensure that a formal mechanism to report grievances to an impartial entity regarding labor conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organizations or labor NGOs. The company may further consider ensuring that its suppliers' workers trust the mechanism by involving workers or an independent third party in the design or performance of the mechanism.

Remedy: The company may consider establishing a process to ensure remedy is provided to workers in its supply chains in cases of human trafficking and forced labor and disclosing details on this process, such as timeframes, engagement with affected stakeholders, responsible parties, or approval procedures. To demonstrate to stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)