

# Tyson Foods Inc.

**TICKER**  
 NYSE:TSN

**MARKET CAPITALIZATION**  
 US\$29 billion

**HEADQUARTERS**  
 United States

**COMPLIANCE**

 UK Modern Slavery Act: [Commitment to publish statement](#)

 California Transparency in Supply Chains Act: [Yes](#)
**COMMITMENTS**
[None](#)
**OVERALL RANKING**

## 31 out of 38

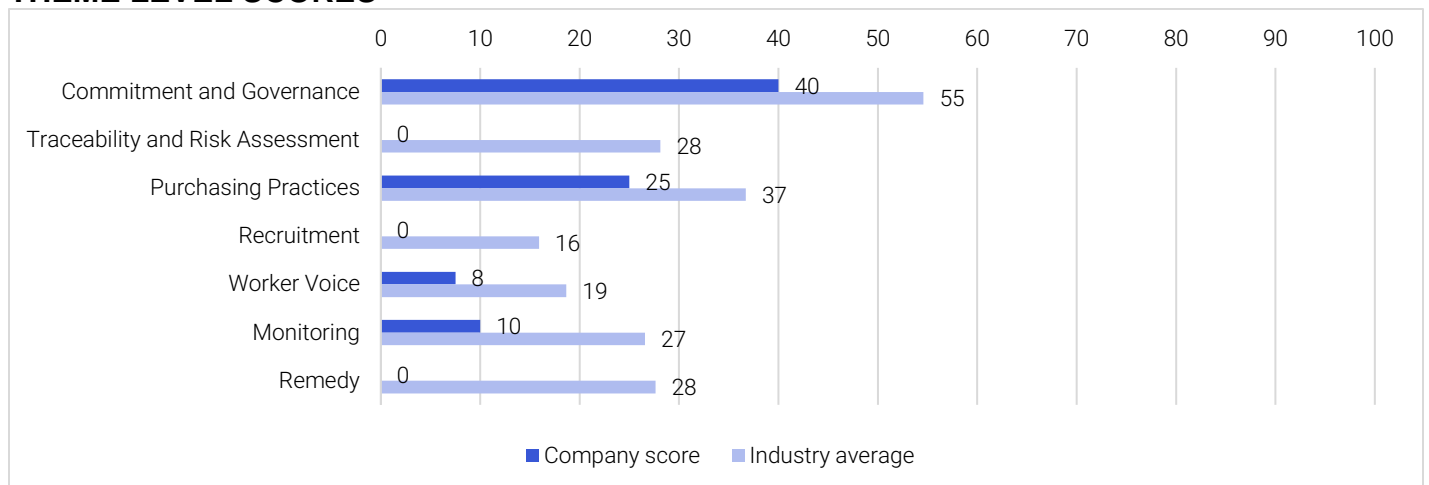
(2016: 17 out of 20)

**OVERALL SCORE**

## 12 out of 100

**SUMMARY**

Tyson Foods Inc. (Tyson Foods), the largest chicken processor in the United States, and a producer of beef, pork, and prepared foods, ranks 31st out of 38 companies and discloses significantly less information on its forced labor policies and practices than its peers. Compared to 2016, the company has taken limited steps to improve by disclosing that its grievance mechanism is also available to its suppliers' workers, and that it may undertake third-party audits against its supplier code (which includes the prohibition of forced labor). The company is encouraged to improve its performance and disclosure on the themes of traceability and risk assessment, recruitment, and remedy.

**THEME LEVEL SCORES**


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## LEADING PRACTICES

None.

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## NOTABLE FINDINGS

**Integration in Supplier Contracts:** Tyson Foods states that "where appropriate [it] strive[s] to include requirements in its supply contracts that emphasize the sustainability objectives shared with supply chain partners." The company discloses Purchase Order Terms and Conditions that include references to the supplier code of conduct, which includes provisions on forced labor.

**Grievance Mechanism:** In its supplier code of conduct, Tyson Foods discloses a web and telephone-based grievance mechanism that is accessible to suppliers and allows for anonymous reports of ethical concerns. Users of the mechanism can choose from eight different languages. The company states that the mechanism is open to its suppliers' workers as well.

**Monitoring:** Tyson Foods discloses that it may engage in audits carried out by external third parties, which may be unannounced.

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## OPPORTUNITIES FOR IMPROVEMENT

**Traceability and Risk Assessment:** While the company discloses some steps taken to trace its supply chains, the company 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. This would demonstrate a strong understanding of its supply chains. 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 that migrant workers' rights are respected (e.g., to ensure workers' passports or other personal documents are not retained).

**Remedy:** The company may consider establishing a process for creating corrective action plans with suppliers that are found to be in violation of workers' fundamental rights and freedoms (those articulated in the ILO Declaration on Fundamental Principles and Rights at Work). It may also consider designing a procedure to ensure remedy is provided to its suppliers' workers in cases of human trafficking and forced labor.

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## COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)