

# Campbell Soup Co.

**TICKER**  
 NYS:CPB

**MARKET CAPITALIZATION**  
 US\$11 billion

**HEADQUARERS**  
 United States

**DISCLOSURES**  
UK Modern Slavery Act: Yes

**TARGETS**  
 Yes

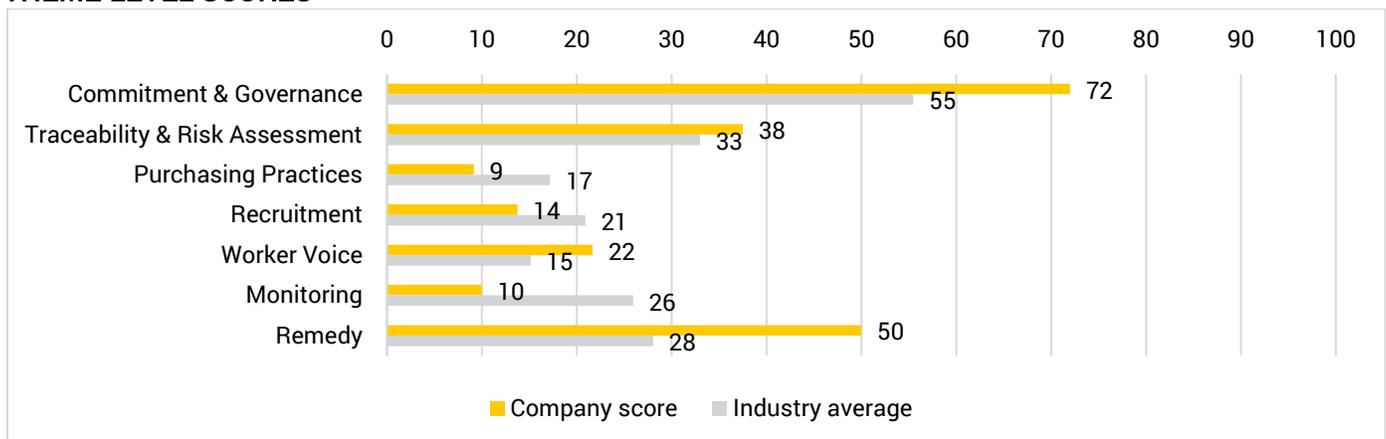
California Transparency in Supply Chains Act: Yes

**OVERALL RANKING**
**17 out of 43**

(2018 Rank: 13 out of 38)

**OVERALL SCORE**
**31 out of 100**
**SUMMARY**

Campbell Soup Co. (Campbell), a US-based food company whose products include soups, meals, snacks, and beverages, ranks 17th out of 43 companies, disclosing about the same amount of information on its forced labor policies and practices as its peers. Since 2018, the company has taken only limited steps to improve (namely by disclosing supplier training). As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, the company's rank decreased by four places. Campbell's score is based on its above-average performance on the themes of Commitment & Governance, Traceability & Risk Assessment, Worker Voice, and Remedy. The company has an opportunity to improve on the themes of Purchasing Practices, Recruitment, and Monitoring.

**THEME-LEVEL SCORES**


Research conducted through February 2020 or through May 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

**KEY DATA POINTS**
**SUPPLIER LIST**

No

**NO-FEE POLICY**

Yes

**SUPPORTS FREEDOM OF ASSOCIATION**

No

**REMEDY FOR SUPPLY CHAIN WORKERS**

No

**HIGH-RISK COMMODITIES**

 Tomatoes, beans, cattle, and others<sup>1</sup>
**LEADING PRACTICES**

**Training:** Campbell states that its responsible sourcing program, which is based on its supplier code, included training for 100% of buyers globally in 2019. It reports the training covered recognizing signs of forced labor and human trafficking within the supply chains of its products.

**NOTABLE FINDINGS**

**Commitment & Governance:** Campbell reports that its responsible sourcing function, which reports to the procurement team, is responsible for managing human rights in its supply chains. In addition, the company states that its corporate responsibility and procurement groups are working jointly “to promote Campbell’s responsible sourcing practices, including practices designed to prevent slavery and human trafficking.” It states these staff are responsible for monitoring best practices in the area and communicating with external stakeholders. Campbell further discloses that its responsible sourcing program includes supplier training and that it is a member of the Consumer Goods Forum and actively participated in the creation of the initiative’s forced labor principles.

**Grievance Mechanism:** The company discloses that it has a mechanism that is publicly available and accessible by phone or online to report grievances relating to its supplier code. It reports that its hotline operates with translation services 24/7. The company’s supplier code states that its suppliers should make the hotline details available to their workers and let them know that they can file reports anonymously.

**Corrective Action Plans:** The company reports that where violations are discovered, a corrective action plan that includes detailed measures and timelines for improvement will be required. It further states that a follow-up audit occurs within 30 days. Campbell discloses that where suppliers fail to implement corrective action plans, it may suspend or terminate the supplier relationship.

**OPPORTUNITIES FOR IMPROVEMENT**

**Purchasing Practices:** The company may consider adopting responsible purchasing practices (such as prompt payment) and providing procurement incentives (such as price premiums or longer-term contracts) to its suppliers to encourage or reward good labor practices. The company is further encouraged to assess risks of forced labor at potential suppliers before entering into contracts with them.

**Recruitment:** While the company’s supplier code prohibits worker-paid recruitment fees, the company is encouraged to disclose details of how it ensures this policy is implemented, and, where fees have been paid by its suppliers’ workers, to ensure that the fees are reimbursed to the workers. Further, the company is may consider ensuring that employment and/or recruitment agencies used in its supply chains are monitored and to providing details of how it supports responsible recruitment in its supply chains (for example by using responsible recruitment agencies or supporting the development of responsible recruitment schemes).

**Worker Voice:** To support collective worker empowerment, the company is encouraged to work with its suppliers to improve their practices regarding freedom of association and collective bargaining and with local or global trade unions to support freedom of association in its supply chains. Where there are regulatory constraints on freedom of association, the company may consider ensuring workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing.

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**ENGAGED WITH KNOWTHECHAIN**

Yes ([Provided Additional Disclosure](#))

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<sup>1</sup> The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), “[List of Goods Produced by Child Labor or Forced Labor.](#)”

The [Wall Street Journal](#) reports that the company sources tomatoes from Xinjiang, China, where forced Uighur labor is used.