

# Chocoladefabriken Lindt & Sprüngli AG

**TICKER**  
 SWX:LISN

**MARKET CAPITALIZATION**  
 US\$17 billion

**HEADQUARTERS**  
 Switzerland

**DISCLOSURES**  
UK Modern Slavery Act: Yes  
California Transparency in Supply Chains Act: Yes

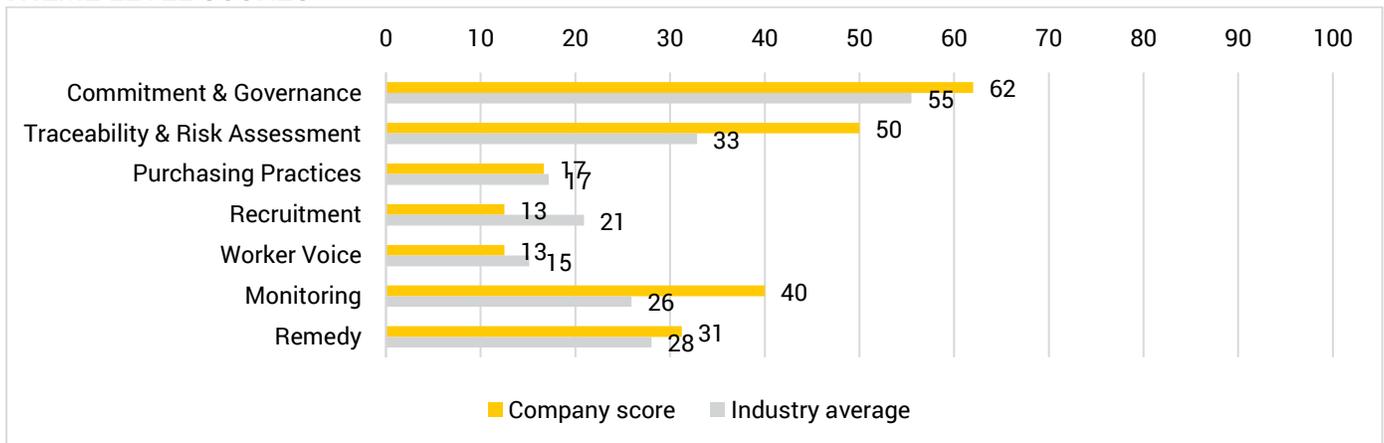
**TARGETS**  
 Yes

**OVERALL RANKING**
**15 out of 43**

(2018 Rank: 18 out of 38)

**OVERALL SCORE**
**32 out of 100**
**SUMMARY**

Chocoladefabriken Lindt & Sprüngli AG (Lindt), a Swiss chocolate producer, ranks 15<sup>th</sup> out of 43 companies, disclosing more information on its forced labor policies and practices than its peers on all themes except Recruitment and Worker Voice. Compared to 2018, the company has improved by disclosing its cocoa suppliers, labor rights training for hazelnut farmworkers in Turkey, information on its audit findings, and an example of its corrective action process in practice. The company maintained its score, despite a benchmark methodology that requires companies to keep up with evolving stakeholder expectations and emerging good practices, and its rank improved from 18<sup>th</sup> to 15<sup>th</sup>. The company is encouraged to improve on the themes of Purchasing Practices, Recruitment, and Worker Voice.

**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](#).

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

Yes (cocoa only)

**NO-FEE POLICY**

No

**SUPPORTS FREEDOM OF ASSOCIATION**

No

**REMEDY FOR SUPPLY CHAIN WORKERS**

No

**HIGH-RISK COMMODITIES**Cocoa, palm oil, sugarcane, and others<sup>1</sup>

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**LEADING PRACTICES**

None.

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**NOTABLE FINDINGS**

**Training:** Lindt reports that its staff and suppliers up to the farmer level are trained on the supplier code of conduct, including forced labor. Additionally, it reports that “awareness raising” of labor risks is increased during high-risk times, such as during harvesting.

**Risk Assessment:** The company discloses that risk assessments of cocoa suppliers in its Farming Program are intended to identify the regions, communities, and groups likely to be at risk. It states each assessment reviews information from stakeholders like farmers, village chiefs, NGOs, local government, and health workers. The company also reports that it has identified risks associated with poor living and working conditions among migrant workers in Turkey’s Black Sea region.

**Monitoring:** Lindt discloses that it conducts visits to participating farmers at least annually as part of its Farming Program to assess against the standards of its supplier code. It reports that these visits include a review of documents (supplier policies and employment contracts, collective bargaining agreements, and working hours). The program also includes interviews with farmers, workers, and farmer groups. The company reports that its monitors visit farms for a full day and stay overnight where possible.

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**OPPORTUNITIES FOR IMPROVEMENT**

**Purchasing Practices:** The company is encouraged to assess risks of forced labor at potential suppliers before entering into contracts with them. Further, to enforce its expectations with its suppliers, the company may consider integrating its supply chain standards addressing forced labor and human trafficking into supplier contracts.

**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 be 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. To support collective worker empowerment, the company is encouraged to work with 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.

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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](#)."