Meiji Holdings Co. Ltd.

TICKER	**MARKET CAPITALIZATION**	**HEADQUARTERS**
TKS:2269	US$11 billion	Japan

DISCLOSURES

UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: Yes

TARGETS
None

Meiji Holdings Co. Ltd. (Meiji), the fourth-largest global chocolate manufacturer,[1] is a holding company whose subsidiaries manufacture food products, including dairy products and confectionery. The company has taken basic steps to address forced labor risks in its supply chains and discloses less information than the global sector average. Other food companies from Asia, such as Wilmar, and other chocolate manufacturers, such as Mondelēz or Nestlé, disclose taking stronger steps.

STEPS TAKEN TO ADDRESS FORCED LABOR RISKS IN SUPPLY CHAINS

NO STEPS	BASIC STEPS	SOME STEPS	INTERMEDIATE STEPS	ADVANCED STEPS
	Meiji has taken basic steps to address forced labor risks in its supply chains. **It is among 43% of companies** in this sector to do so, with 38% of companies having taken stronger steps.			
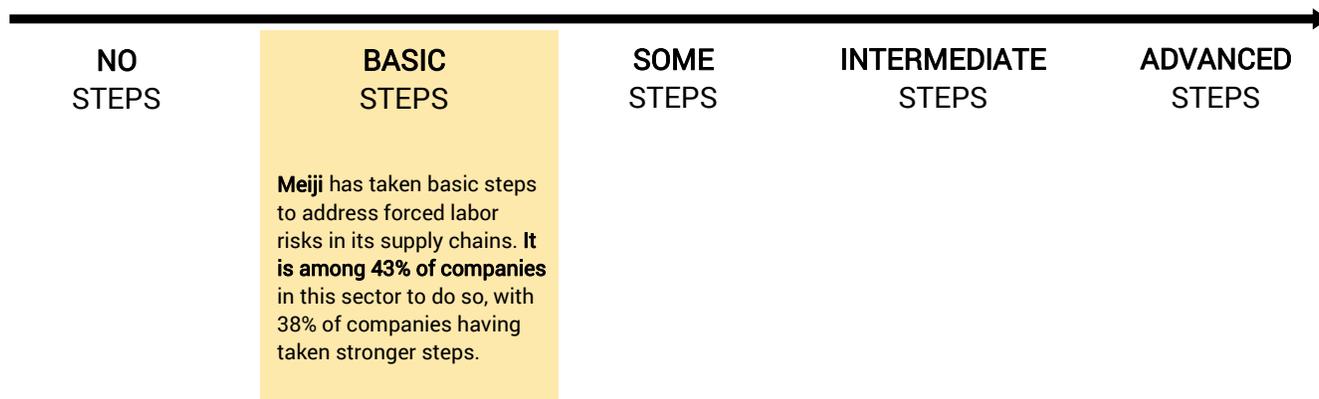
SUPPLY CHAIN TRANSPARENCY

Supplier List	Yes (milk only)
Information on Supply Chain Workers	⚑ No

HIGH-RISK COMMODITIES

⚑ Cocoa, soybeans, palm oil, and others[2]

SUBSET OF INDICATORS

○ NOT MET ◑ PARTIALLY MET ● MET	Policy / Process	Outcomes
Supplier Code of Conduct and Integration into Supplier Contracts	◑	○
Management and Accountability		
Internal Management	○	Not Applicable
Board Oversight	◑	
Stakeholder Engagement		
Local Stakeholders	○	Not Applicable
Peers	○	
Risk Assessment	◑	○
Purchasing Practices	○	○
Recruitment Fees	○	○
Freedom of Association		
Working with Unions	○	Not Applicable
Examples of Improvements	○	
Grievance Mechanism	○	○
Remedy Programs / Response to Allegations	○	○

For example, Meiji has adopted policies that prohibit the use of forced labor in its supply chains, and it discloses board oversight of its supply chain policies covering forced labor, the names of its milk suppliers and its cocoa-sourcing countries, and a human rights due diligence process for six of its raw materials.

Additional steps the company could take include
- disclosing internal responsibility for implementing its supply chain policies (beyond the responsibility it discloses for sustainability issues more broadly);
- engaging with local stakeholders (such as trade unions or worker organizations) and peers to address forced labor risks; and
- ensuring that a mechanism to report grievances regarding labor conditions is available to workers in its supply chains.

COMPANY ENGAGED WITH KNOWTHECHAIN
Yes (Provided Additional Disclosure).

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[1] International Cocoa Organization (last updated 14 April 2020), "Who are the main manufacturers of chocolate in the world?" and BizVibe (2 July 2020), "Global Chocolate Industry Factsheet 2020: Top 10 Largest Chocolate Companies in World."

[2] 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."

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.