

Ajinomoto Co. Inc. (Ajinomoto)

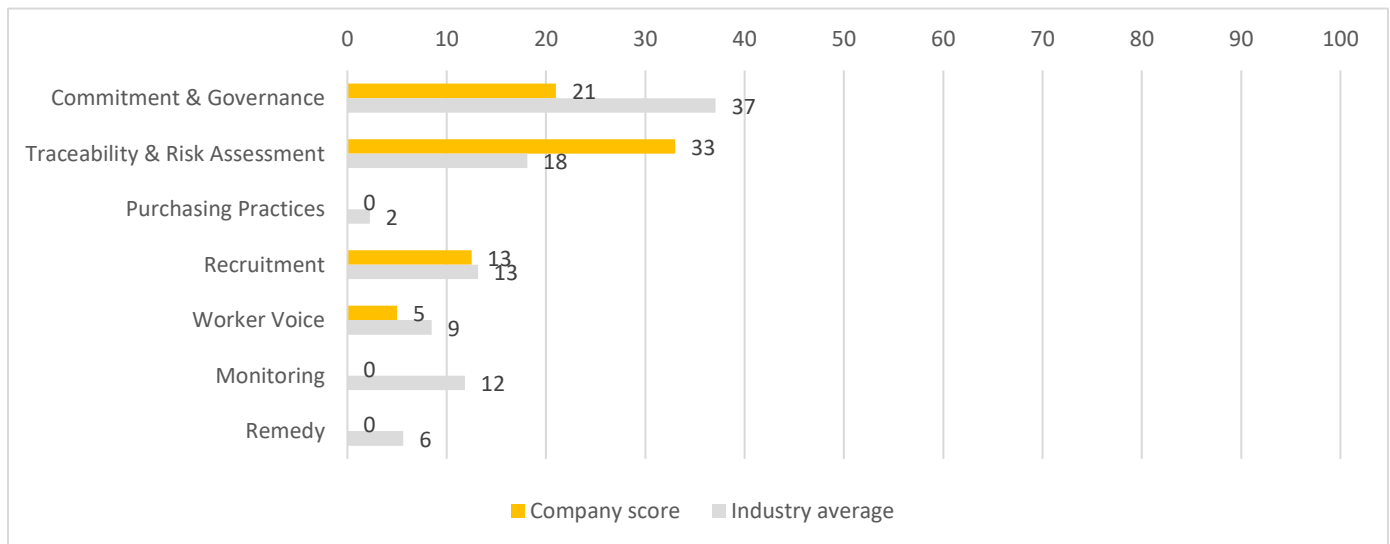
TICKER
2802

MARKET CAPITALIZATION
US\$15.5 billion

HEADQUARTERS
Japan

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes \(subsidiary\)](#)
Australia Modern Slavery Act: Not applicable

OVERALL RANKING
25 out of 60
OVERALL SCORE
14 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 Yes

ENGAGED WITH KNOWTHECHAIN¹
 Yes

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Coffee, fish, palm oil, and others

SUMMARY

Ajinomoto Co. Inc. (Ajinomoto), a Japanese packaged foods and seasoning company, ranks 25 out of 60 companies. The company's score is based on its stronger performance on the theme of Traceability & Risk Assessment. It discloses a comprehensive human rights risk assessment on its supply chains including commodity-specific impact assessments and interviews with relevant stakeholders including unions. It also discloses forced labour risks identified across different supply chain contexts. However, it scores lower than average on 5 out of 7 themes. The company is encouraged to improve its performance and disclosure on themes such as Commitment & Governance, Recruitment, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: While the company discloses a supplier code of conduct that addresses forced labour, the company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for the implementation of its supply chain policies that address forced labour, and provide oversight of such policies at the board level.

Recruitment: The company discloses participating in the formulation of "Responsible Employment Guidelines for Migrant Workers as Technical Intern Trainees and Specified Skilled Workers in Japan." To avoid exploitation of migrant workers in its supply chains, the company is encouraged to establish a policy 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 disclose how it ensures the implementation of this through the prevention of fees in its supply chains: such as through mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly. It may also consider steps to ensure that such fees are reimbursed to the workers and/or to provide evidence of payment of recruitment-related fees by suppliers.

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

¹ Research conducted through January 2023 or through April 2023, 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](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2023 food & beverage benchmark findings report](#).