

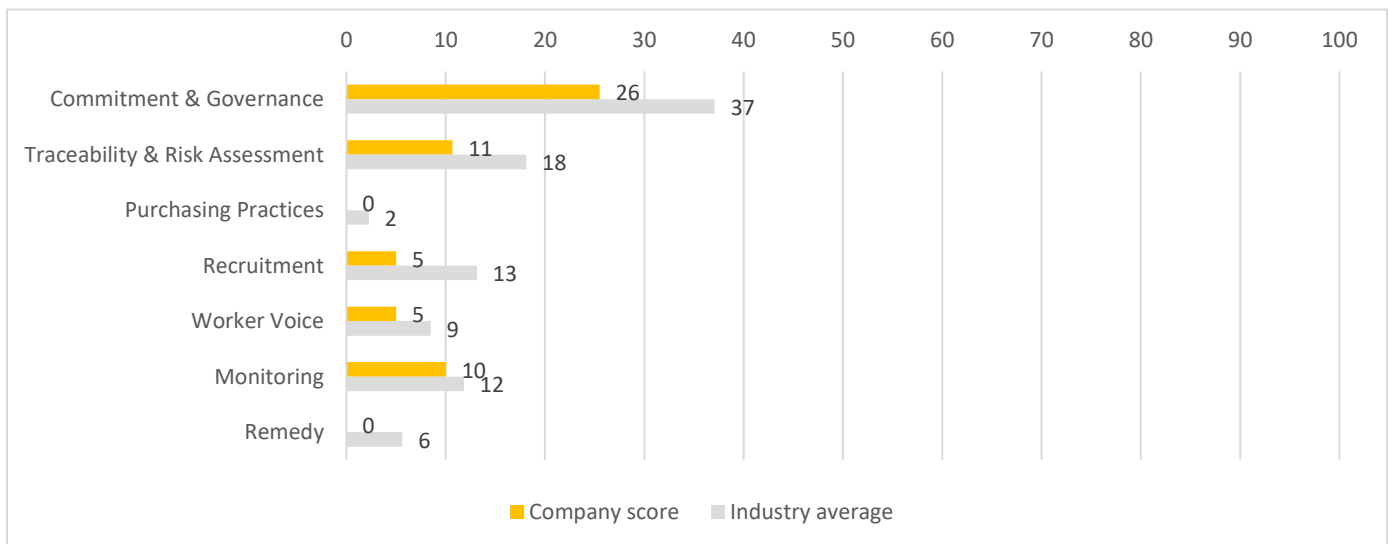
Kerry Group plc (Kerry)

TICKER
KRZ

MARKET CAPITALIZATION
US\$22.13 billion

HEADQUARTERS
Ireland

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: [Yes](#)
OVERALL RANKING
32 out of 60
[2020 Rank:](#) 15 out of 43

OVERALL SCORE
9 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT

Yes (Limited)

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Palm oil, dairy, soy and others

SUMMARY

Kerry Group plc (Kerry), an Irish company that engages in the manufacturing and distribution of food and beverages including dairy, meat, pastries, and ready meals, ranks 32 out of 60 companies. Compared to 2020, the company does not seem to have taken steps to strengthen its performance and disclosure on forced labour issues within its supply chain. As such, its rank has dropped by 17 places. The company's score is based on its disclosure of a strong supplier code, as well as some disclosure on internal managerial responsibility, risk assessment, a policy prohibiting worker-paid recruitment fees, a grievance mechanism available to workers in the first tier of its supply chain and a monitoring process. However, where the company discloses relatively strong policy commitments, it does not to date provide disclosure on the implementation and outcomes of the same.

The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Recruitment, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers (either across high-risk commodities or across all first-tier suppliers), the names and locations of below-first-tier suppliers, and the raw material sourcing countries from which it sources commodities at high risk of forced labour. The company is further encouraged to disclose how it engages with relevant stakeholders including workers, unions, and civil society organisations to identify and address forced labour risks.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company may further consider disclosing the steps taken to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers. The company is also encouraged to provide details of how it supports responsible recruitment in its supply chains.

Remedy: 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](#).