

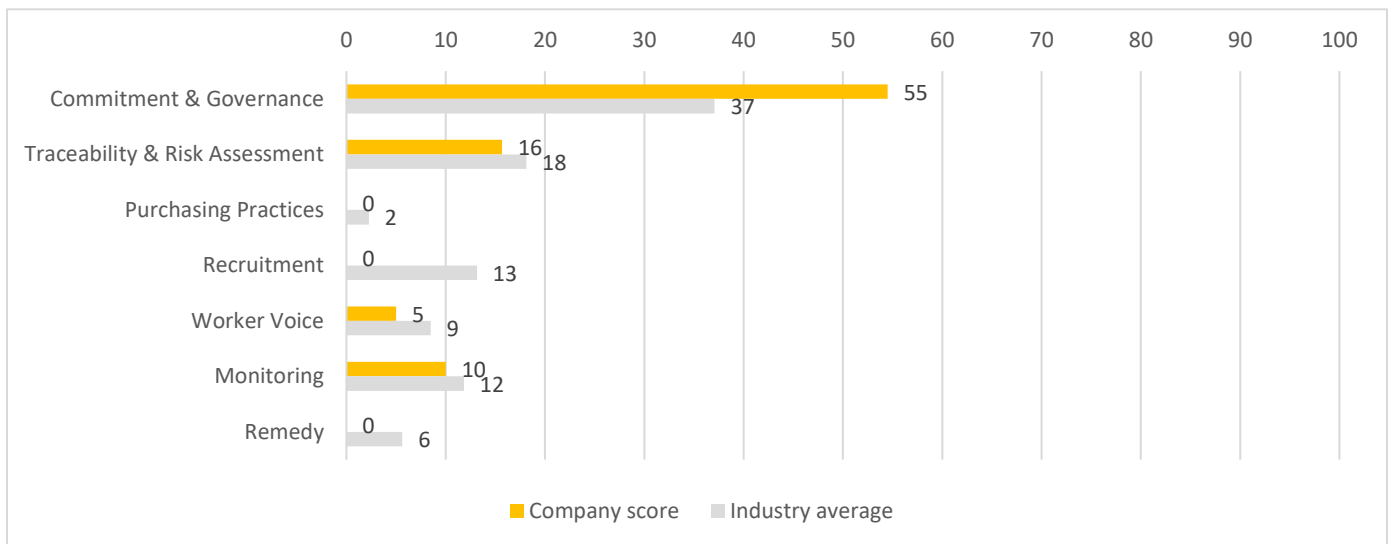
# Chocoladefabriken Lindt & Sprüngli AG (Lindt & Sprüngli)

**TICKER**  
LISN

**MARKET CAPITALIZATION**  
US\$27.74 billion

**HEADQUARTERS**  
Switzerland

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

**OVERALL SCORE**
**14 out of 100**
**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**
 No

**RISK ASSESSMENT**

Yes (Limited)

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**
 No

**NO-FEE POLICY**
 No

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK COMMODITIES<sup>2</sup>**
 Cocoa, palm oil, soy and others

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## SUMMARY

Chocoladefabriken Lindt & Sprüngli AG (Lindt & Sprüngli), a Swiss chocolate producer, ranks 25 out of 60 companies. Since 2020, the company improved on the theme of Worker Voice, disclosing a grievance mechanism available to workers in the first tier of its supply chain. However, the company did not improve across other themes. As such, its rank has dropped by 10 places. The company's score is based on its strong performance on the theme of Commitment & Governance. Notably, the company discloses a strong supplier code addressing all five ILO core labour standards, relevant supplier and employee training, and some information on internal managerial responsibility.

The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment, and Remedy.

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## LEADING PRACTICES

None.

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## 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 a full list of the raw material sourcing countries from which it sources commodities at high risk of forced labour.

**Purchasing Practices:** To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment. The company may further consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating responsible buying practices in its contracts with suppliers, to ensure that the responsibility for respecting human rights is shared.

**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.

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<sup>1</sup> 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](#).

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