

Archer Daniels Midland Co. (ADM)

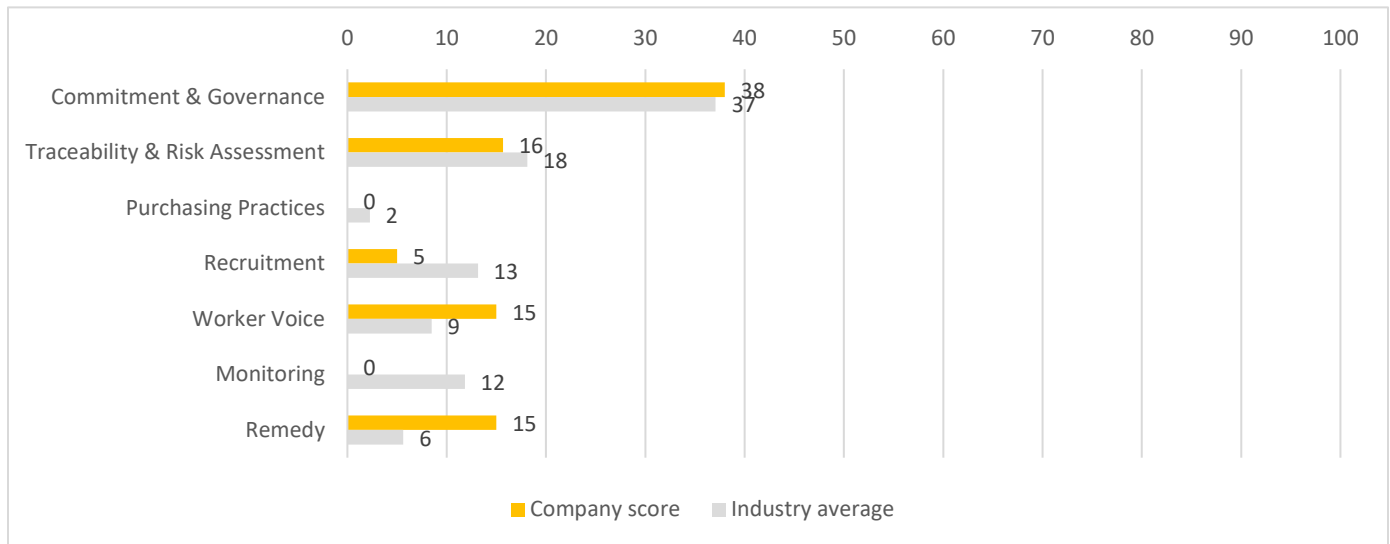
TICKER
ADM

MARKET CAPITALIZATION
US\$40 billion

HEADQUARTERS
United States

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: Not determined

OVERALL RANKING
24 out of 60
[2020 Rank:](#) 27 out of 43

OVERALL SCORE
15 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
 Corn, palm oil, peanuts, wheat and others

SUMMARY

Archer Daniels Midland Co. (ADM), an American multinational food processing and commodities trading company ranks 24 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 score has dropped by 6 places. The company's score is based on its poorer performance on the themes of Monitoring, Responsible Recruitment and Purchasing Practices. It does not provide any relevant information on its audit methodology or findings of monitoring reports. It also provides scant information on its risk assessment process. It scores above average on the theme of Worker Voice, disclosing partial information on the types of grievances received. However, it does not disclose engaging with unions to promote freedom of association throughout its supply chain. It also scores higher than average on remedy, disclosing information on the procedures for raising and resolving grievances. However, it does not provide examples of remedy outcomes in practice.

The company is encouraged to improve its performance and disclosure on the themes of Monitoring, Purchasing Practices and Recruitment.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Risk Assessment: The company is encouraged to assess and disclose forced labour risks across different tiers of its supply chains, and disclose how it engages with relevant stakeholders including workers, unions, and civil society organisations to address forced labour risks identified.

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.

Monitoring: The company is encouraged to adopt and disclose a supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and in particular using worker-driven monitoring (i.e., monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), may help the company detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as a breakdown of findings, assures stakeholders that the company has strong monitoring processes in place.

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](#).