

Hormel Foods Corporation (Hormel)

TICKER
HRL

MARKET CAPITALIZATION
US\$25.8 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes](#)

Australia Modern Slavery Act: Not determined

OVERALL RANKING

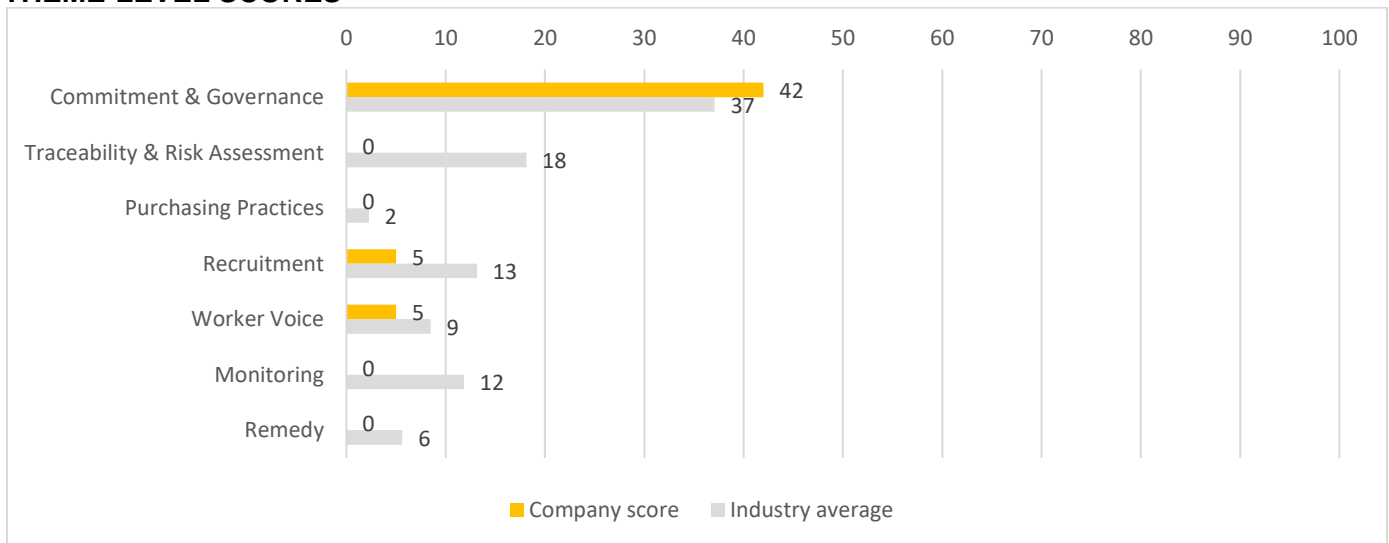
32 out of 60

[2020 Rank](#): 32 out of 43

OVERALL SCORE

9 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

No

RISK ASSESSMENT

No

ENGAGED WITH KNOWTHECHAIN¹

Yes (Informal)

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK COMMODITIES²

Corn, fish, palm oil, peanuts, cattle

SUMMARY

Hormel Foods Corporation (Hormel), a US producer of meat and food products, ranks 32 out of 60 companies. Compared to 2020, the company improved by strengthening its supplier code to cover freedom of association and collective bargaining and by disclosing a publicly available grievance mechanism for supply chain workers.

The company's score is based on poorer performance across the themes of Traceability & Risk Assessment, where it neither discloses supplier lists, nor details of its human rights risk assessment process. The company also performs poorly on the theme of Monitoring, where it provides no detail of its methodology for monitoring forced labour in its supply chains. Additionally, the company does not provide any information on its process for raising and handling grievances or remedy outcomes for workers.

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

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries in which its below-first-tier suppliers operate, the countries from which it sources raw materials at high risk of forced labour, and data on the demographics of the supply chain workforce (such as the percentage of women and migrant workers). The company is further encouraged to assess forced labour risks across its supply chains and disclose the risks identified.

Monitoring: The company may consider adopting and disclosing 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 the percentage of suppliers assessed annually and a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

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](#).