

Kikkoman Corp. (Kikkoman)

TICKER
2801

MARKET CAPITALIZATION
US\$14.3 billion

HEADQUARTERS
Japan

DISCLOSURES

UK Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)

California Transparency in Supply Chains Act: No

Australia Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)

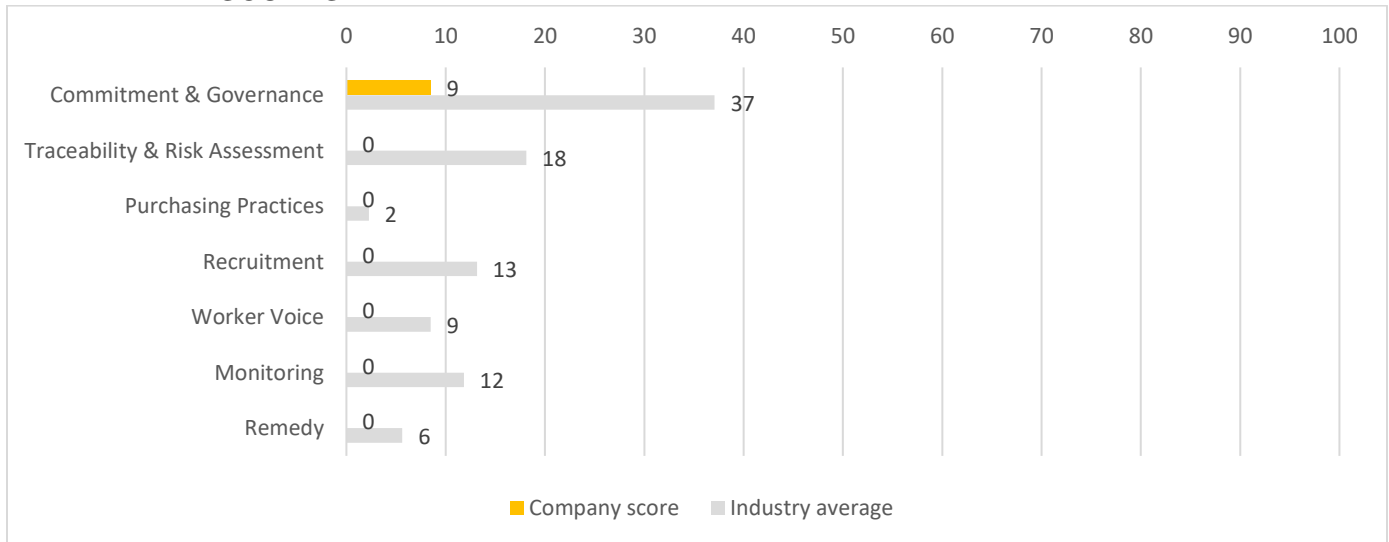
OVERALL RANKING

53 out of 60

OVERALL SCORE

1 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

 No

RISK ASSESSMENT

 No

ENGAGED WITH KNOWTHECHAIN¹

 No

NO-FEE POLICY

 No

REMEDY FOR SUPPLY CHAIN WORKERS

 No

HIGH-RISK COMMODITIES²

 Beans, wheat

SUMMARY

Kikkoman Corp. (Kikkoman), a Japanese food manufacturer, ranks 53 out of 60 companies. The company's score is based on its poor performance across themes. It does not seem to be taking measures to address forced labour risks within its supply chain. The company discloses a supplier code of conduct but this does not cover the five ILO core labour standards. It does not disclose robust management and accountability of its supply chain forced labour risks.

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

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company is encouraged to develop and disclose a supplier code of conduct that includes all five ILO core labour standards, which includes clear language around the elimination of forced labour. It is further encouraged to establish responsibilities and accountability for the implementation of such a standard and train internal staff on this standard.

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.

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](#).