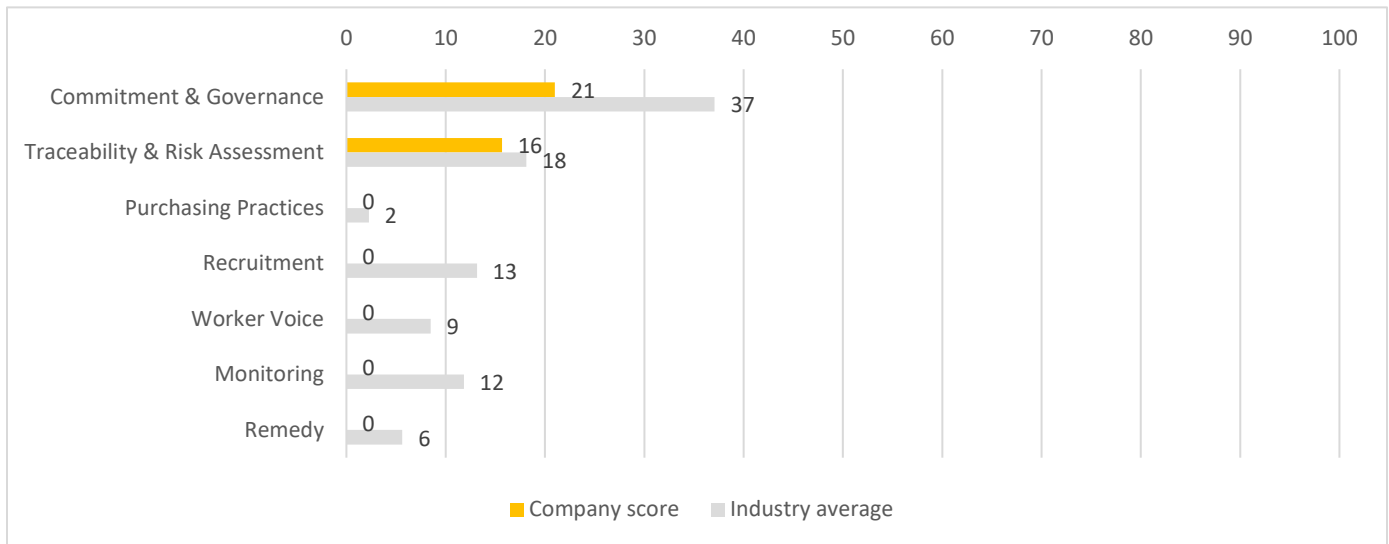


# Meiji Holdings Co., Ltd. (Meiji)

**TICKER**  
2269

**MARKET CAPITALIZATION**  
US\$8.9 billion

**HEADQUARTERS**  
Japan

**DISCLOSURES**
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes \(Disclosure of Subsidiary\)](#)
Australia Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)
**OVERALL RANKING**
**35 out of 60**
[2020 performance](#)
**OVERALL SCORE**
**7 out of 100**
**THEME-LEVEL SCORES**

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

**RISK ASSESSMENT**

Yes (Limited)

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**

Yes

**NO-FEE POLICY**
 No

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK COMMODITIES<sup>2</sup>**
 Palm oil, cocoa, sugarcane

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## SUMMARY

Meiji Holdings Co., Ltd. (Meiji), a Japanese holding company, whose subsidiaries are engaged in food, including dairy and confectionary, and pharmaceutical production, ranks 35 out of 60 companies.

The company's score is based on its performance on the themes of Management & Accountability, where it discloses a supplier code that covers the ILO core labour standards, with some limited to national applicable laws and training for employees on supply chain forced labour risks. The company also discloses limited information on its risk assessment process and tracing efforts below the first tier. It does not disclose a first tier supplier list, or details about the risks identified across supply chain tiers.

The company performed poorly across other themes, providing no relevant information on recruitment practices, freedom of association or grievance mechanisms, monitoring, or remedy outcomes for workers. The company is encouraged to improve its performance and disclosure across all themes, particularly Responsible Recruitment, Worker Voice and Monitoring.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Recruitment-Related Fees:** To avoid exploitation of migrant workers in its supply chains, the company is encouraged to establish a policy requiring that workers in its supply chains are not charged fees during any recruitment-related process. The company is encouraged to require that such fees are paid by the employer ("Employer Pays Principle") and disclose how it ensures the implementation of this through the prevention of fees in its supply chains: such as through mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly. It may also consider steps to ensure that such fees are reimbursed to the workers and/or to provide evidence of payment of recruitment-related fees by suppliers.

**Worker Voice:** The company is encouraged to take steps to ensure that a formal mechanism to report grievances regarding labour conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders (e.g., worker organisations or labour NGOs). Further, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved.

**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.

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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](#).