

The J.M. Smucker Company (Smucker's)

TICKER
SJM

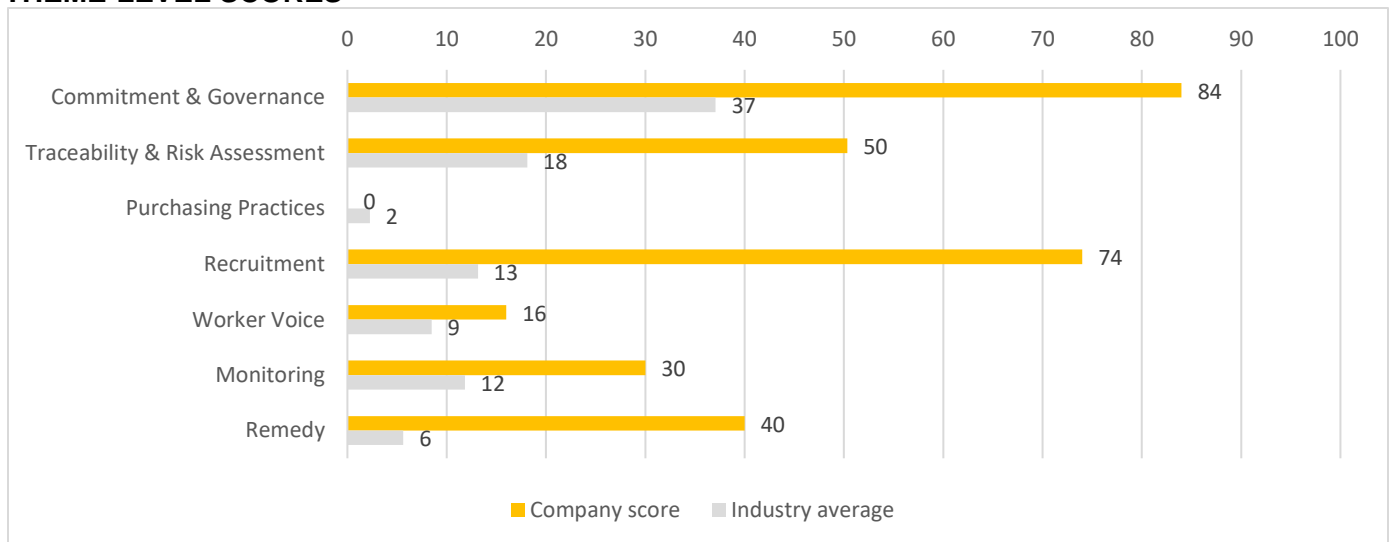
MARKET CAPITALIZATION
US\$15.2 billion

HEADQUARTERS
United States

DISCLOSURES
UK Modern Slavery Act: Not applicable

Australia Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes](#)
OVERALL RANKING
3 out of 60
[2020 Rank:](#) 8 out of 43

OVERALL SCORE
47 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 Yes

ENGAGED WITH KNOWTHECHAIN¹
 Yes

NO-FEE POLICY
 Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS
 Yes (Limited)

HIGH-RISK COMMODITIES²
 Coffee, corn, wheat, palm oil and others

SUMMARY

The J.M. Smucker Company (Smucker's), a US food and beverage manufacturer, ranks 3 out of 60 companies. Compared to 2020, the company improved began disclosing more robust board oversight of supply chain policies that address forced labour, information about its supply chain workforce, recruitment fee prevention efforts, including the names of some recruitment agencies used and an example of remedy outcomes for workers.

The company's score is based on stronger performance on the themes of Commitment & Governance, Recruitment and Remedy. It discloses information on the recruitment agencies used by its suppliers and provides details of how it supports responsible recruitment. The company performed less well on the themes of Traceability, where it does not disclose first or second tier supplier lists, and Purchasing Practices, as it does not disclose engaging in responsible purchasing practices with its suppliers.

The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices and Worker Voice.

LEADING PRACTICES

Responsible Recruitment: J.M. Smucker discloses the names of 15 recruitment agencies used by its suppliers, based mostly on data from its non-US first-tier suppliers. It does not disclose how much of its supply chain workforce or first-tier suppliers these agencies account for, but states that "as it continue[s] to make progress with assessments and monitoring activities, it will include data of U.S. suppliers".

OPPORTUNITIES FOR IMPROVEMENT

Supply Chain Transparency: While the company discloses the sourcing countries of three commodities at high risk of forced labour, 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) and the names and locations of below-first-tier suppliers.

Purchasing Practices: While it discloses that its purchase orders stipulate that forced and child labour and physical and mental coercion by suppliers is prohibited, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour. These could include improving planning and forecasting and prompt payment. The company may further consider ring-fencing labour costs such that wages 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.

Worker Voice: While the company discloses some information about the percentage of its first-tier suppliers covered by collective bargaining agreements, the company is encouraged to demonstrate that it works with local or global trade unions to support freedom of association in its supply chains. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

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](#).