

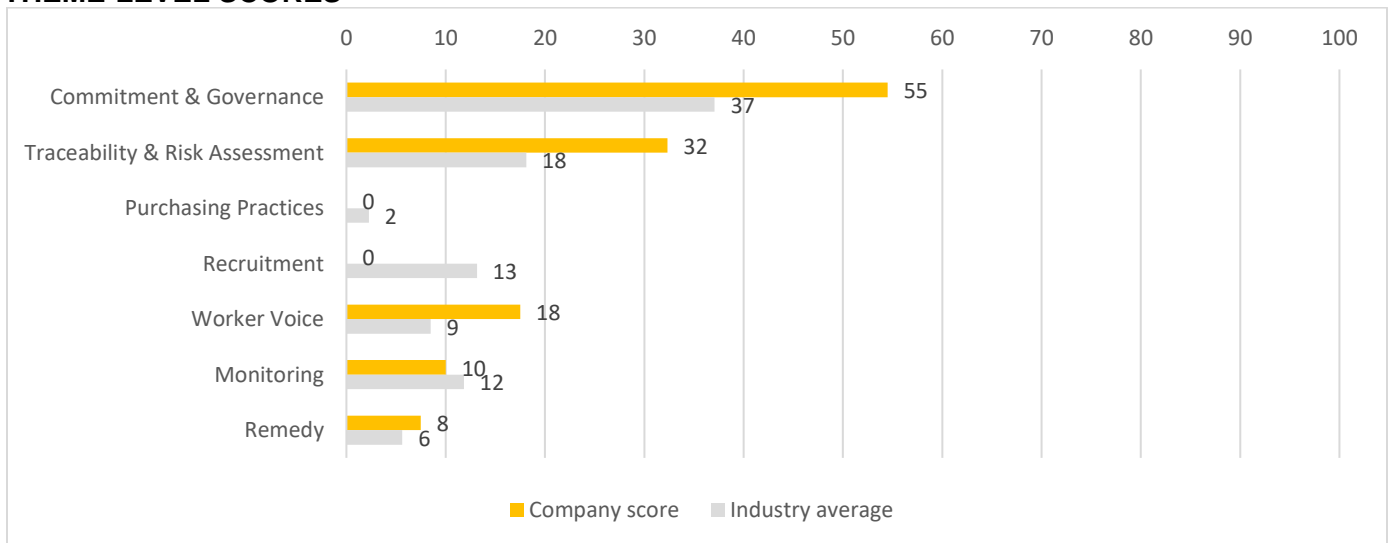
# General Mills, Inc. (General Mills)

**TICKER**  
GIS

**MARKET CAPITALIZATION**  
US\$41.4 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: [Yes](#)
**OVERALL RANKING**
**19 out of 60**
[2020 Rank:](#) 21 out of 43

**OVERALL SCORE**
**21 out of 100**
**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**

Yes (Palm oil names only, not addresses)

**RISK ASSESSMENT**

Yes

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

Yes

**NO-FEE POLICY**
 No

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK COMMODITIES<sup>2</sup>**
 Cocoa, corn, palm oil, wheat and others

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## SUMMARY

General Mills, Inc. (General Mills), a US-based manufacturer of consumer foods such as cereal, convenient meals, and snacks, ranks 19 out of 60 companies. Compared to 2020, the company improved its performance and disclosure across the themes of Commitment & Governance, Risk Assessment, Grievance Mechanisms and Remedy. The company's score is based on its stronger performance on Commitment & Governance, Traceability & Risk Assessment, where it discloses details of its risk assessment process, including stakeholders involved, and the risks identified through that process, and Worker Voice, disclosing data on grievance mechanisms. It does not, however, disclose engaging with unions to support freedom of association in its supply chains. The company performed poorly on the themes of Recruitment, where it did not disclose a policy on recruitment fee prevention or responsible recruitment efforts, Purchasing Practices and performed below average on the theme of Monitoring, providing limited information on its audit methodology.

KnowTheChain identified one additional allegation of forced labor in the company's supply chains. The company discloses disengaging with the suppliers in question and issuing 'no buy orders'. However, the company neither discloses engagement with affected stakeholders, nor remedy outcomes for workers.

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

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Purchasing Practices:** To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment. The company may further consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

**Recruitment:** 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.

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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](#).