

Associated British Foods plc

TICKER:
LON: ABF

MARKET CAPITALIZATION:
US\$ 37 billion

HEADQUARTERS:
United Kingdom

8 OUT OF 20

Company’s Overall Ranking

30 OUT OF 100

Company’s Overall Score

Associated British Foods plc (ABF) provides average disclosure of its policies and practices aimed at addressing human trafficking and forced labor risks compared to its peers. Notably, the company undertakes specific forced labor training targeting relevant internal decision makers and suppliers. ABF also discloses some tracing practices, conducts forced labor risk assessments of its supply chain, cascades its standards throughout its supply chain, and has established auditing processes to measure compliance with its supply chain standards. To improve its performance, the company is encouraged to disclose its policies and practices in the areas of purchasing practices, recruitment, and worker voice.

THEME LEVEL SCORE

Commitment and Governance	62 out of 100
Traceability and Risk Assessment	50 out of 100
Purchasing Practices	13 out of 100
Recruitment	0 out of 100
Worker Voice	0 out of 100
Monitoring	48 out of 100
Remedy	38 out of 100

LEADING PRACTICES

Training
 ABF conducts training for all relevant decision makers on risk assessments, response plans, ethical standards, and auditing related to human trafficking and forced labor. The company trains its senior procurement team and buyers on the "SA8000 social auditing standard" which includes requirements such as: no use or support for forced or compulsory labor and human trafficking; no withholding salary, benefits, property or documents to force personnel to continue work; right to leave premises after workday; and right to terminate employment. The company plans to expand its internal training program "to the wider buying community; including those responsible for cleaning and catering contracts, construction, and refurbishment contracts." ABF also builds suppliers' capacity to address the company's policies and standards relevant to human trafficking and forced labor and has conducted supplier training days on modern slavery.

NOTABLE FINDINGS

Traceability and Risk Assessment



ABF discloses some supply chain tracing activities, particularly related to commodities such as palm oil and soy. Moreover, the company states that each of its businesses has assessed the risk of forced labor in their supply chains and is now in the process of developing action plans for any supply chains deemed to have a higher risk of forced labor.

Cascading Standards Through the Supply Chain

The company encourages its suppliers to ensure that their own supply chains are in compliance with ABF's Supplier Code of Conduct which addresses forced labor.

Auditing Process

The company conducts supplier audits by reviewing relevant documents and interviewing workers to measure compliance with applicable regulations and its supply chain standards. ABF collaborates with other buyers using SEDEX and AIM Progress to share audits and reduce "audit fatigue" for suppliers.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices

The company may improve its performance by disclosing evidence that it takes steps to mitigate the risk of human trafficking and forced labor caused by certain purchasing practices, such as short-term contracting. Additionally, it may also consider assessing the risk of forced labor prior to entering into contracts with suppliers and embedding its forced labor policies into supplier contracts.

Recruitment

ABF may consider adopting a policy requiring suppliers to employ their workers directly and, where this is not possible, to audit recruitment agencies. The company may further consider disclosing evidence of how it ensures recruitment fees are reimbursed in the event that such fees are discovered to have been paid by workers.

Worker Voice

ABF may consider engaging suppliers' workers on their rights outside of the context of the factories in which they work, both directly and in partnership with stakeholders. The company is also encouraged to disclose how it ensures that its forced labor policies and standards are effectively communicated to workers in its supply chain. Finally, to strengthen its grievance mechanism, ABF may consider taking steps to proactively communicate the mechanism to suppliers' workers and make it accessible in workers' native languages.

COMPANY PROVIDED ADDITIONAL DISCLOSURE:

[Provided link.](#)

