

General Mills Inc.

TICKER:
NYSE: GIS

MARKET CAPITALIZATION:
US\$ 32 billion

HEADQUARTERS:
United States

6 OUT OF 20

Company’s Overall Ranking

37 OUT OF 100

Company’s Overall Score

General Mills Inc. (General Mills) demonstrates above average disclosure relative to its benchmark peers of its policies and practices aimed at addressing forced labor risks in its supply chain, ranking sixth on the benchmark overall. The company’s performance is driven by its disclosure of its traceability and risk assessment processes and outcomes, its practice of cascading supply chain standards, and its prohibition of recruitment fees in its supply chain. The company is encouraged to strengthen its approach to responsible recruitment in its supply chain, disclose evidence that it ensures supply chain workers’ voices are heard, and disclose its processes for providing remedy to supply chain workers whose rights have been violated.

THEME LEVEL SCORE

Commitment and Governance	52 out of 100
Traceability and Risk Assessment	63 out of 100
Purchasing Practices	38 out of 100
Recruitment	17 out of 100
Worker Voice	18 out of 100
Monitoring	33 out of 100
Remedy	38 out of 100

LEADING PRACTICES

None.

NOTABLE FINDINGS

Traceability and Risk Assessment
General Mills reports that it has a process in place to trace its supply chain for raw materials such as: ingredients, palm oil, vanilla, and cacao beans. The company discloses information on its beyond first-tier suppliers and has set a target to achieve "100 percent sustainable sourcing of our priority ingredients by 2020." The company uses a performance dashboard to track progress. It reports high level information on the regions from which it sources raw materials such as vanilla, cocoa, palm oil, sugarcane, oats, wheat, sugar beets, and corn. Notably, the company traces its palm oil supply chain to identify risks and reports that 97% of its palm oil is traceable to the mill level. General Mills also discloses that labor rights are a “challenge” in its sugarcane supply chain, including issues of forced labor.



Cascading Standards through the Supply Chain and Integration into Supplier Contracts

General Mills requires its first-tier suppliers to cascade its Supplier Code of Conduct, which addresses forced labor, down the supply chain and expects first-tier suppliers to hold their suppliers accountable to these standards.

Recruitment Fees

Within its Supplier Code of Conduct, General Mills requires that no fees be charged during any recruitment process in its supply chain.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment Approach

General Mills may consider adopting policies that demonstrates its awareness of and mitigating the risks of exploitation of migrant workers in its supply chain. This may include a policy that requires direct employment and, where this is not possible, recruitment agencies in its supply chain to uphold workers' rights and suppliers to disclose a list of recruiters that are used.

Worker Voice

The company is encouraged to disclose how it communicates its human trafficking and forced labor policies and standards to workers in its supply chain and to engage workers outside of the context of the factories in which they work on their workplace rights. General Mills may also consider disclosing its practices to ensure that workers across its supply chain are able to pursue alternative forms of organizing where there are regulatory constraints on freedom of association. The company can strengthen the accessibility of its grievance mechanism by ensuring that it is available in supply chain workers' languages and proactively communicated and trusted by supply chain workers.

Remedy

The company is encouraged to disclose its processes to provide remedy to workers in its supply chain in cases of forced labor and to disclose examples of outcomes of these remedy programs.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

Provided [links](#).

