

# JBS S.A.

**TICKER:**  
BVMF: JBSS3

**MARKET CAPITALIZATION:**  
US\$ 15 billion

**HEADQUARTERS:**  
Brazil

**15 OUT OF 20**  
Company’s Overall Ranking

**24 OUT OF 100**  
Company’s Overall Score

JBS S.A. (JBS) ranks sixteenth on the benchmark, providing limited disclosure on its approach to managing risks of forced labor and human trafficking in its supply chain. The company outlines supplier standards relevant to forced labor in its Manual of Ethical Conduct, discloses strong practices in the areas of purchasing practices, and discloses the outcomes of its supplier monitoring. To improve its benchmark performance, JBS is encouraged to ensure supply chain workers’ voices are heard, to audit recruiters in its supply chain, and to develop remedy programs.

**THEME LEVEL SCORE**

Commitment and Governance	56 out of 100
Traceability and Risk Assessment	38 out of 100
Purchasing Practices	25 out of 100
Recruitment	0 out of 100
Worker Voice	5 out of 100
Monitoring	43 out of 100
Remedy	0 out of 100

**LEADING PRACTICES**

None.

**NOTABLE FINDINGS**

**Commitment & Governance**  
JBS’s Manual of Ethical Conduct prohibits the use of forced labor by suppliers. The company’s Sustainability and Compliance departments are responsible for issuing guidelines and ensuring the implementation of standards related to forced labor. JBS is the first company in the food sector to become a member of Brazil’s National Pact for the Eradication of Forced Labor.

**Purchasing Practices**  
JBS discloses that 100% of its beef suppliers are selected based on “sustainability criteria”, which include forced labor. In 2015, the company registered approximately 10,000 new cattle suppliers and 100% were selected based on these criteria. Further, the company discloses that some of the contracts with its pork and poultry suppliers contain a clause regarding a prohibition on forced labor.

**Monitoring**



JBS has a “Socio-Environmental Cattle Suppliers Monitoring System” where a third-party conducts audits on suppliers, including “aspects related to forced, compulsory or child labor”, and discloses the outcomes of this audit process.

## OPPORTUNITIES FOR IMPROVEMENT

### Recruitment

JBS may consider developing and disclosing a policy that requires recruiters in its supply chain to uphold workers’ rights and suppliers to disclose to them the recruiters that they use. The company may consider implementing a standard that requires that no recruitment fees be charged to workers in its supply chain and ensures that such fees are reimbursed in the event that they are discovered. Further, JBS is encouraged to audit recruiters in its supply chain to assess the risks of forced labor and human trafficking.

### Worker Voice

JBS is encouraged to engage with supply chain workers outside of the context in which they work and to encourage its suppliers to ensure workplace environments where workers are able to pursue alternative forms of organization where there exist regulatory constraints on freedom of association. Further, the company may consider disclosing how it communicates human trafficking and forced labor policies and standards to workers in its supply chain and how it ensures its grievance mechanism is accessible, trusted, and communicated to suppliers’ workers.

### Remedy

JBS may consider developing and disclosing a process through which it provides remedy to supply chain workers whose rights have been violated and to disclose the outcomes of its remedy programs. The company may also consider developing and disclosing corrective action plans to address supplier non-compliance with applicable regulations and/or company standards relevant to forced labor and human trafficking.

## COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)

