

# The Kraft Heinz Company

**TICKER:**  
NASDAQ: KHC

**MARKET CAPITALIZATION:**  
US\$ 91 billion

**HEADQUARTERS:**  
United States

**18 OUT OF 20**

Company’s Overall Ranking

**9 OUT OF 100**

Company’s Overall Score

The Kraft Heinz Company (Kraft Heinz) discloses limited information on its approach to managing forced labor and human trafficking risks in its supply chain, placing eighteenth on the benchmark overall. While the company explicitly states that it prohibits the use of forced labor in its Employee Code of Conduct: Guiding Principles document and integrates this standard into its supplier contracts, it may consider establishing and disclosing clear managerial accountability for relevant policies and standards and providing training on these policies and standards. Kraft Heinz may also consider disclosing information on its tracing and risk assessment processes and its approach to addressing risks associated with recruitment practices in its supply chain.

**THEME LEVEL SCORE**

Commitment and Governance	24 out of 100
Traceability and Risk Assessment	0 out of 100
Purchasing Practices	13 out of 100
Recruitment	0 out of 100
Worker Voice	0 out of 100
Monitoring	13 out of 100
Remedy	13 out of 100

**LEADING PRACTICES**

None.

**NOTABLE FINDINGS**

**Awareness & Commitment**  
Kraft Heinz states in its Employee Code of Conduct: Guiding Principles document that it does not tolerate forced labor, including human trafficking and slavery. The company demands its business partners demonstrate a clear commitment to protecting the rights of workers worldwide.

**Integration into Supplier Contracts**  
Kraft Heinz discloses that its contracts require suppliers to comply with the Kraft Heinz Company Guiding Principles, which address forced labor and human trafficking.

**Monitoring**  
Heinz Company discloses that it conducts unannounced on-site inspections to verify compliance with



its Supplier Guiding Principles.

## OPPORTUNITIES FOR IMPROVEMENT

### Commitment & Governance

Kraft Heinz is encouraged to establish clear managerial responsibility and accountability for implementing policies and standards addressing forced labor and human trafficking and subsequently training internal decision makers and suppliers on these policies and standards. The company is also encouraged to collaborate with industry experts and engage in multi-stakeholder initiatives to address forced labor risks in its supply chain.

### Traceability & Risk Assessment

In order to reduce human trafficking and forced labor risks in its supply chain, Kraft Heinz may consider adopting and disclosing a process to trace its supply chain including to the commodity level. Kraft Heinz is encouraged to develop and disclose a process for assessing forced labor and human trafficking risks associated with specific commodities, regions, and/or groups.

### Recruitment

Kraft Heinz may consider requiring suppliers to disclose the recruiters that they use and disclosing a policy that prohibits fees from being charged to workers during recruitment processes in its supply chain. In the event that such fees are discovered, the company is encouraged to ensure that these fees are reimbursed to workers. Finally, Kraft Heinz may also consider auditing recruiters to assess forced labor risks.

## COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)

