

Ajinomoto Co., Inc. (Ajinomoto)

TICKER
2802

MARKET CAPITALISATION
US\$0.7 billion

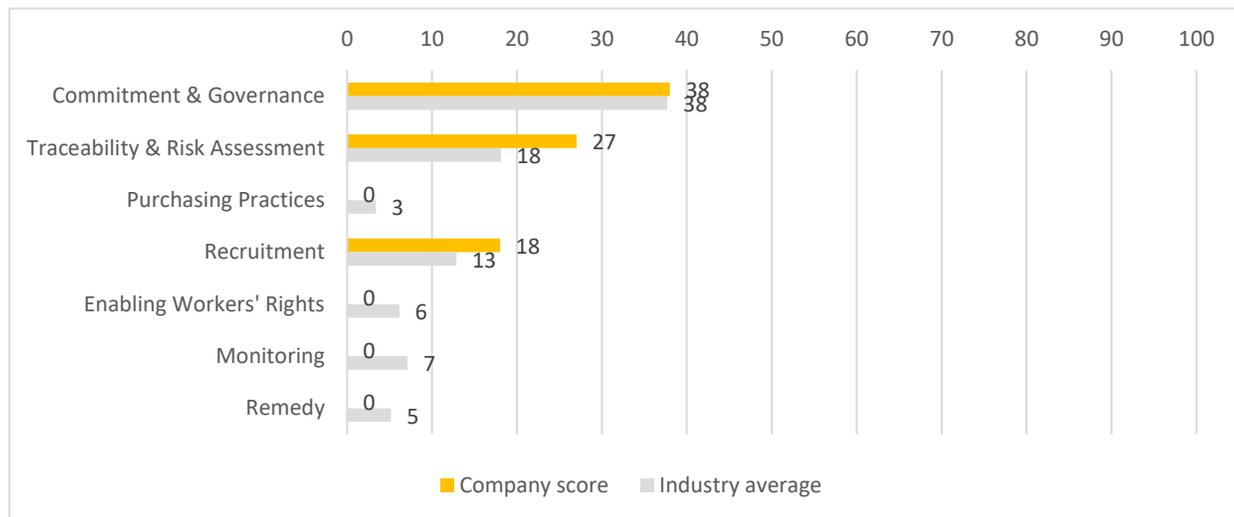
HEADQUARTERS
Japan

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes](#) (Disclosure of Subsidiary)

Australia Modern Slavery Act: Not applicable

OVERALL RANKING
15 out of 45

 2023 Rank: [25 out of 60](#)
OVERALL SCORE
16 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Beans, cattle, coffee, corn, palm oil, shrimp, sugarcane

SUMMARY

Ajinomoto Co., Inc. (Ajinomoto), a Japanese packaged foods and seasoning company, ranks 15 out of 45 companies.³ Compared to 2023, the company improved its score by 2 points. This is because the company began disclosing information on a Human Rights Subcommittee which carries out all initiatives to promote human rights throughout the supply chain and a policy prohibiting the charging of recruitment fees in its supply chains. It scores higher than average on the themes of Commitment and Governance and Recruitment and lower than average on the following themes: Purchasing Practices, Enabling Workers' Rights, Monitoring and Remedy. The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Enabling Workers' Rights, Monitoring and Remedy.

LEADING PRACTICES

Risk Assessment: Ajinomoto discloses undertaking regular human rights risk assessments on its supply chains as part of its human rights due diligence processes, and reports conducting country and product-specific human rights impact assessments every two years and an additional assessment in 2024: "We regularly research and identify potential human rights risks in the countries where we procure priority raw materials and across relevant industries (country-specific human rights risk assessments). For sites of particularly high risk, we conduct on-site visits and direct dialogue with stakeholders (employees of business partners, rights-holders, such as workers of business partners and local communities etc., NPO/NGOs to identify, prevent, and improve human rights issues." These included Indonesia and its sugarcane molasses supply chain, and Vietnam and its coffee bean supply chain in 2023, and Malaysia and palm oil, and Thailand and farmed shrimp in 2024.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: While the company has a shared group policy on procurement that commits it not engage in purchasing practices that abuse a superior bargaining position, such as making late payments to suppliers, the company is encouraged to adopt purchasing practices such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company should further take steps to ensure that pricing includes the full cost of production, including a living wage/income, and 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.

Enabling Workers' Rights: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples, covering different supply chain contexts, of how it improved freedom of association and/or collective bargaining for its suppliers' workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Remedy: While the company discloses a general overview of the process by which it responds to violations reported via its supplier hotlines, the company may consider disclosing additional information on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ Research conducted through April - September 2025, 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 and Human Rights Centre [website](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2026 Food & Beverage benchmark [findings report](#).

³ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2026.