

Archer Daniels Midland Co. (ADM)

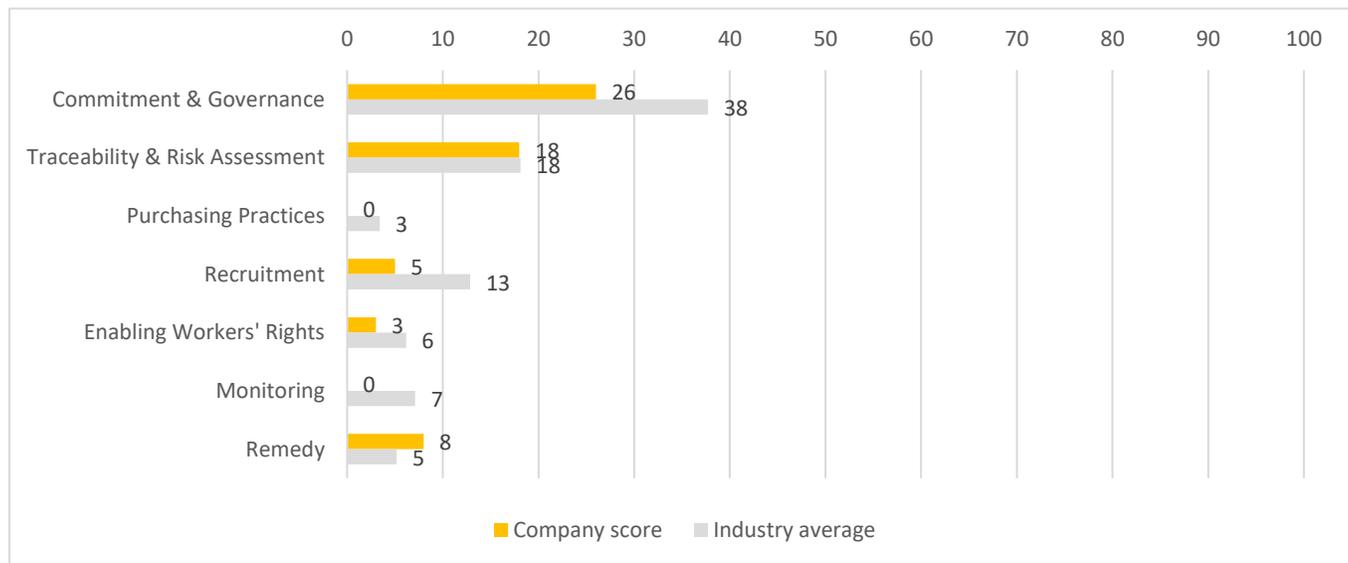
TICKER
ADM

MARKET CAPITALISATION
US\$50.5 billion

HEADQUARTERS
United States of America

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: No

OVERALL RANKING
22 out of 45
[2023 Rank:](#) 24 out of 60

OVERALL SCORE
11 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 No

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS

Yes

HIGH-RISK COMMODITIES²
 Beans, cattle, cocoa, coffee, corn, palm oil, peanuts, rice, wheat

SUMMARY

Archer Daniels Midland Co. (ADM), an American multinational food processing and commodities trading company, ranks 22 out of 45 companies.³ Since 2023, the company improved on the theme of Traceability and Risk Assessment, disclosing complete lists of names and location of palm oil mills for its businesses as well as the sourcing countries of palm oil, soy and corn. It also began disclosing forced labour risks associated with certain commodities. However, the company did not improve across other themes. As such, the company's score dropped by 4 points. The company performed particularly poorly on the themes of Purchasing Practices and Monitoring.

KnowTheChain identified one allegation of forced labour in the company's supply chains. However, the company neither discloses engagement with affected stakeholders, nor remedy outcomes for workers.

Steps the company could take to address forced labour risks in its supply chains, strengthening its disclosure and practices on the themes of Purchasing Practices and Monitoring.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: While the company discloses excluding companies linked to Brazil's 'Dirty List' from sourcing system, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company is further encouraged to take steps to ensure that pricing includes the full cost of production, including a living wage/income, and may consider ring-fencing labour costs such that they are not impacted during pricing negotiations. 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.

Monitoring: While the company discloses the use of SMETA audits to monitor conditions across facilities, it is unclear whether this relates to its supply chain. As such, the company may consider adopting and disclosing a supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and in particular using worker-driven monitoring (i.e. monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), may help the company detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as the percentage of suppliers assessed annually and a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

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 and beverage benchmark findings report](#).

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