

# Barry Callebaut AG (Barry Callebaut)

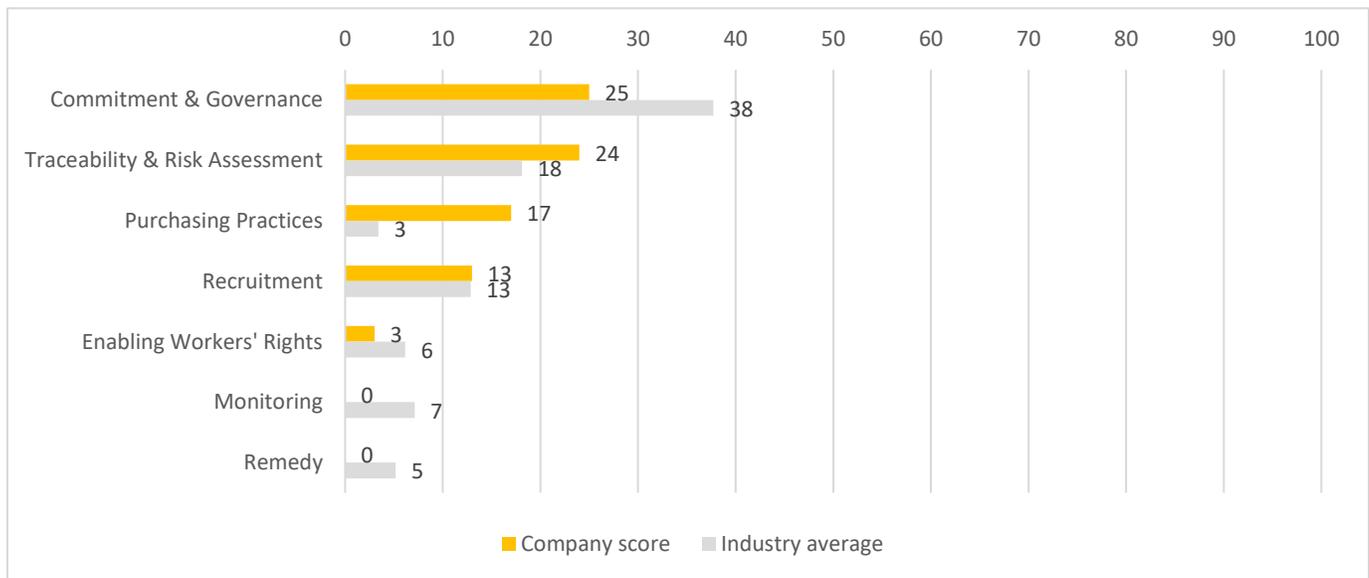
**TICKER**  
BARN

**MARKET CAPITALISATION**  
US\$29.9 billion

**HEADQUARTERS**  
Switzerland

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

**OVERALL RANKING**
**17 out of 45**

 2023 Rank: [28 out of 60](#)
**OVERALL SCORE**
**14 out of 100**
**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**
 No

**RISK ASSESSMENT**

Yes

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**

Yes

**NO-FEE POLICY**
 No

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK COMMODITIES<sup>2</sup>**
 Beans, cattle, cocoa, coffee, palm oil, sugarcane

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## SUMMARY

Barry Callebaut AG (Barry Callebaut), a Belgian-Swiss cocoa processor and chocolate manufacturer, ranks 17 out of 45 companies.<sup>3</sup> Compared to 2023, the company improved on the themes of Traceability and Risk Assessment, and Purchasing Practices, scoring higher than average. This is because the company began disclosing some information on how it supports cocoa farmers in its supply chain to increase income and bridge the gap towards a living income. It also discloses signing 3-year contracts with 90% of the cocoa cooperatives in one supply chain context.

However, the company did not improve significantly across other themes. The company performed particularly poorly on the themes of Monitoring and Remedy. The company is encouraged to improve its performance and disclosure on these themes.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Enabling Workers' Rights:** To prevent and address forced labour risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labour conditions is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organisations or labour NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are able to exercise their rights to freedom of association and collective bargaining.

**Monitoring:** 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.

**Remedy:** The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details 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, including with respect to specific allegations in its supply chains.

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<sup>1</sup> 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](#).

<sup>2</sup> For further details on high-risk raw materials and sourcing countries, see [KnowTheChain's 2026 food and beverage benchmark findings report](#).

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