

Chocoladefabriken Lindt & Sprüngli AG (Lindt & Sprüngli)

TICKER
LISN

MARKET CAPITALISATION
US\$30.5 billion

HEADQUARTERS
Switzerland

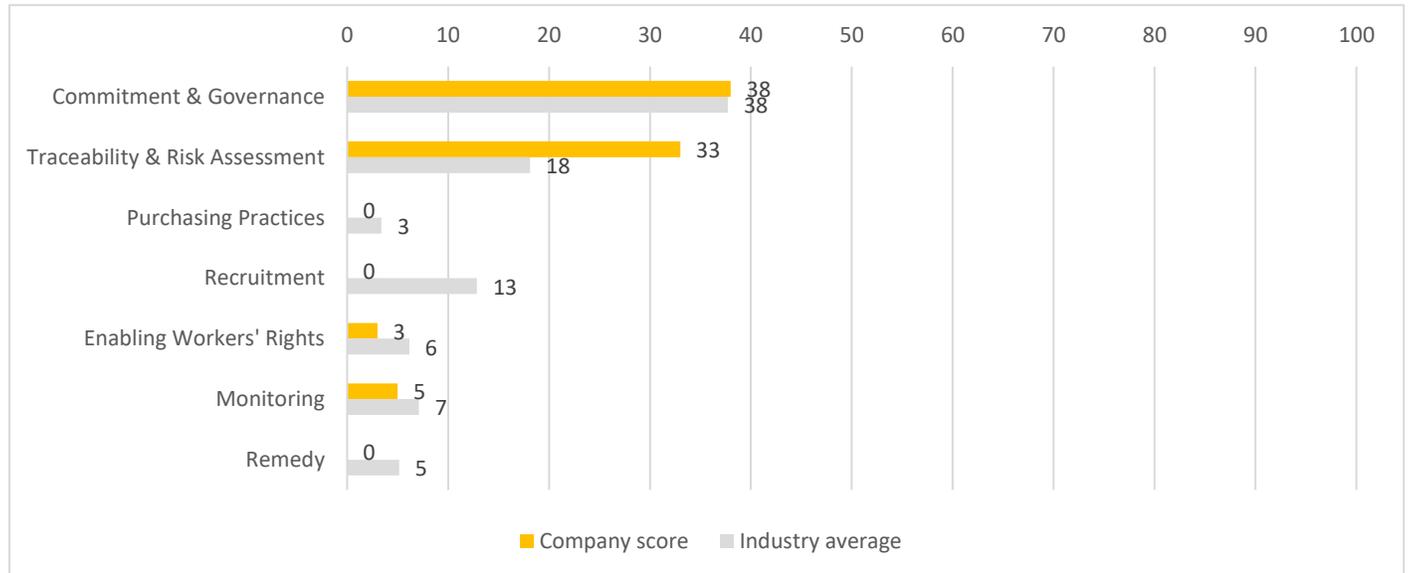
DISCLOSURES
UK Modern Slavery Act: [Yes](#) (Disclosure of Subsidiary)

Australia Modern Slavery Act: [Yes](#) (Disclosure of Subsidiary)

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

Act: [Yes](#) (Disclosure of Subsidiary)

OVERALL RANKING
16 out of 45

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

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Soy beans, cattle, cocoa, coffee and others

SUMMARY

Chocoladefabriken Lindt & Sprüngli AG (Lindt & Sprüngli), a Swiss chocolate producer, ranks 16 out of 45 companies.³ Since 2023, the company improved on the themes of Traceability and Risk Assessment, disclosing greater supply chain data relating to below first tier cocoa supply chains, and detail on salient human rights risks at sourcing and processing tiers, and forced labour risks specific to certain commodities and geographies. The company's score is otherwise based on its stronger performance on the theme of Commitment and Governance where it matches the global average score for this theme. Notably, the company discloses a strong supplier code addressing all five ILO core labour standards, relevant supplier and employee training, and some information on internal managerial responsibility. However, the company did not improve across other themes, and it performed particularly poorly on the themes of Purchasing Practices, Recruitment and Remedy; the company has an opportunity to improve its performance and disclosure on these themes.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, 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. While the company discloses cash, or in kind premiums for farmers in its farming program, 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.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company is encouraged to establish a policy requiring that workers in its supply chains are not charged fees during any recruitment-related process. The company is encouraged to require that such fees be paid by the employer ("Employer Pays Principle") and disclose how it ensures the implementation of this through the prevention of fees in its supply chains, such as through: mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly. It may also consider disclosing steps taken to ensure that such fees are reimbursed to the workers and/or to provide evidence of payment of recruitment-related fees by suppliers. The company may further consider disclosing the steps taken to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers. The company is also encouraged to provide details of how it supports responsible recruitment in its supply chains.

Remedy: While the company discloses a special case management system operated by an independent provider set up to receive concerns, it is unclear whether this process is designed for supply chain workers. The company may therefore 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.

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.