

General Mills, Inc. (General Mills)

TICKER
GIS

MARKET CAPITALISATION
US\$38.1 billion

HEADQUARTERS
United States of America

DISCLOSURES

UK Modern Slavery Act: [Yes](#)

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

Australia Modern Slavery Act: [Yes](#)

OVERALL RANKING

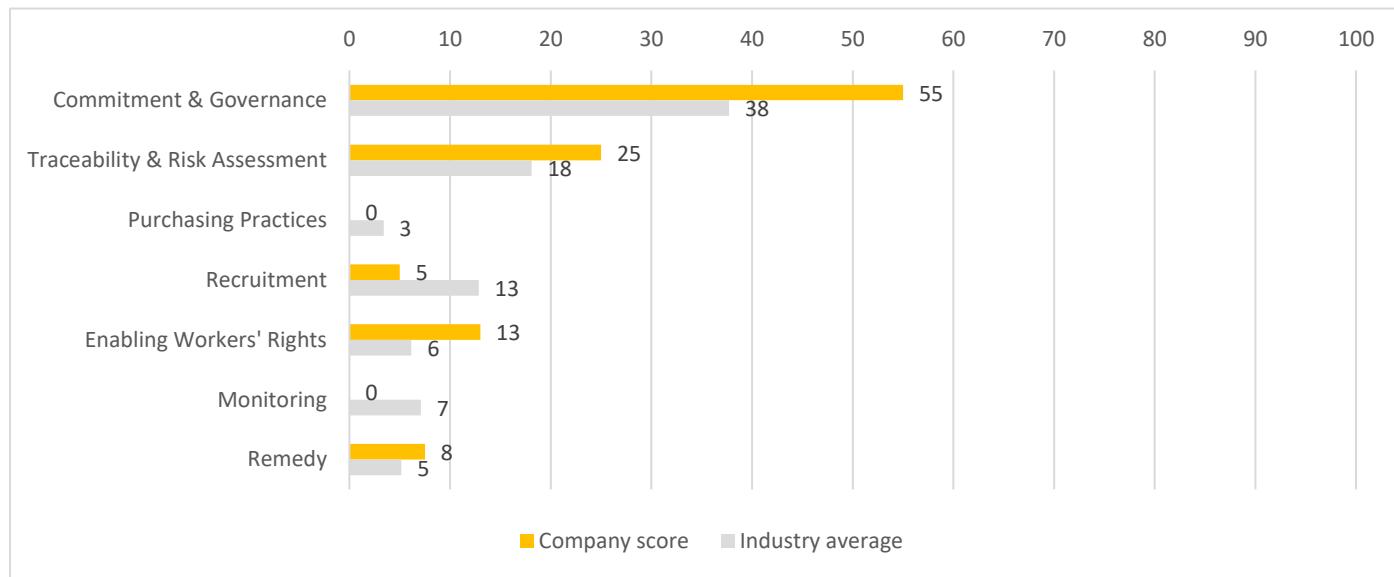
12 out of 45

2023 Rank: [19 out of 60](#)

OVERALL SCORE

19 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

🚩 Cattle, cocoa, palm oil, peanuts and others

SUMMARY

General Mills, Inc. (General Mills), a US-headquartered manufacturer of consumer foods such as cereal, convenient meals, and snacks, ranks 12 out of 45 companies.³ Compared to 2023, the company improved on the theme of Recruitment, disclosing a policy which at least partly appears to prohibit recruitment fee-charging to workers. However, the company did not improve across other themes and dropped its scores in Traceability and Risk Assessment, Enabling Workers' Rights and Monitoring. As such, the company dropped its score by two points. The company's score is based on higher than average performance on the themes of Commitment and Governance, Traceability and Risk Assessment, Enabling Workers' Rights, and Remedy, but lower than average on Recruitment.

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

The company has an opportunity to improve its performance and disclosure on the themes of Recruitment, Traceability and Risk Assessment, and Monitoring.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment: While the company has a policy that prohibits certain recruitment-related fees to supply chain workers, 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 to ensure that such fees are reimbursed to the workers and/or to provide evidence of payment of recruitment-related fees by suppliers.

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. 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.

Monitoring: While the company discloses that about a third of high-risk suppliers are audited annually as part of its Responsible Sourcing programme, the company may consider implementing specific practices, such as using worker-driven monitoring (i.e. monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), which 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.