

# Kikkoman Corp. (Kikkoman)

**TICKER**  
2801

**MARKET CAPITALISATION**  
US\$11.7 billion

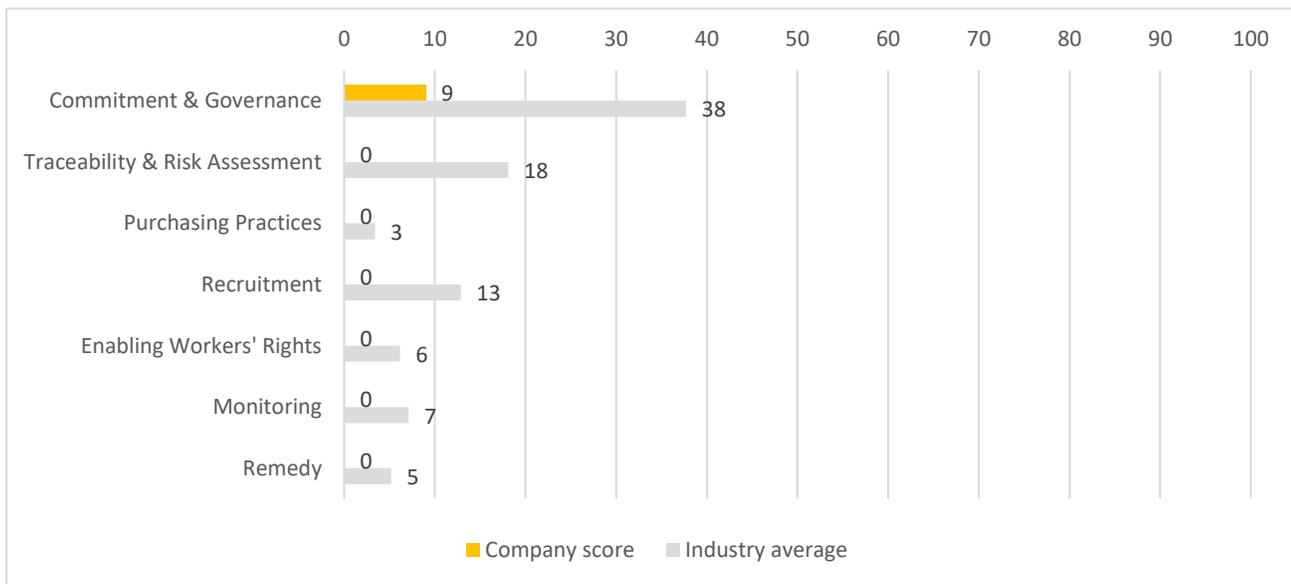
**HEADQUARTERS**  
Japan

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

California Transparency in Supply Chains Act: No

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

**OVERALL RANKING**
**41 out of 45**
[2023 Rank:](#) 53 out of 60

**OVERALL SCORE**
**1 out of 100**
**THEME-LEVEL SCORES**

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

**RISK ASSESSMENT**
 No

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**
 No

**NO-FEE POLICY**
 No

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK COMMODITIES<sup>2</sup>**
 Beans, wheat

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## SUMMARY

Kikkoman Corp. (Kikkoman), a Japanese food manufacturer, ranks 41 out of 45 companies.<sup>3</sup> Compared to 2023 the company does not seem to have taken steps to strengthen its performance and disclosure on forced labour issues within its supply chain. The company's score is based on its below average performance on the theme of Commitment and Governance, where it discloses a group policy for business partners that includes the prohibition of compulsory labour. However, the policy is not publicly available and it does not cover the all five ILO core labour conventions. The company is encouraged to improve its performance and disclosure across all themes; Traceability and Risk Assessment, Purchasing Practices, Recruitment, Enabling Workers' Rights, Monitoring and Remedy.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Commitment and Governance:** The company is encouraged to develop and publicly disclose a supplier code of conduct that includes the five ILO core labour standards, including the elimination of forced labour and the right to freedom of association and collective bargaining. It is further encouraged to establish clear internal accountability for the implementation of such a standard and train internal staff on this standard.

**Traceability and Risk Assessment:** To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries in which its below-first-tier suppliers operate, the countries from which it sources raw materials at high risk of forced labour, and data on the demographics of the supply chain workforce (such as the percentage of women and migrant workers). The company is further encouraged to assess forced labour risks across its supply chains and disclose the risks identified.

**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.

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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.