

Meiji Holdings Co., Ltd. (Meiji)

TICKER
2269

MARKET CAPITALISATION
US\$4.8 billion

HEADQUARTERS
Japan

DISCLOSURES
UK Modern Slavery Act: Yes

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

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

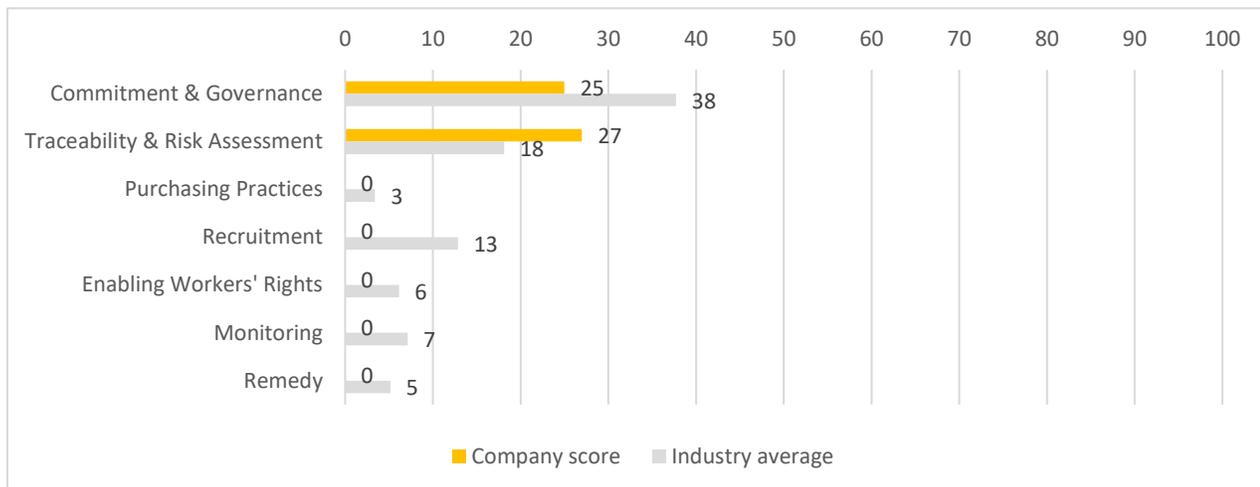
OVERALL RANKING

22 out of 45

[2023 Rank](#): 35 out of 60

OVERALL SCORE

11 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
 Cocoa, palm oil, sugarcane

SUMMARY

Meiji Holdings Co., Ltd. (Meiji), a Japanese holding company, whose subsidiaries are engaged in food, including dairy and confectionary, and pharmaceutical production, ranks 22 out of 45 companies.³ The company's score is based on its disclosure on the these of Commitment and Governance, and Traceability and Risk Assessment. Notably, the company scores slightly higher than average on the theme of Traceability and Risk Assessment. This is because the company began disclosing information across several high-risk commodities, including cocoa, palm oil, soy and dairy as well as details on forced labour risks identified across the Group, including child labour, forced labour and human trafficking in relation to procurement and manufacturing. However, the company did not improve across other themes.

Steps the company could take to address forced labour risks in its supply chains, include disclosing policies and practices on themes such as Purchasing Practices, Recruitment, Enabling Workers' Rights, Monitoring and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

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 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.

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.

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

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.