

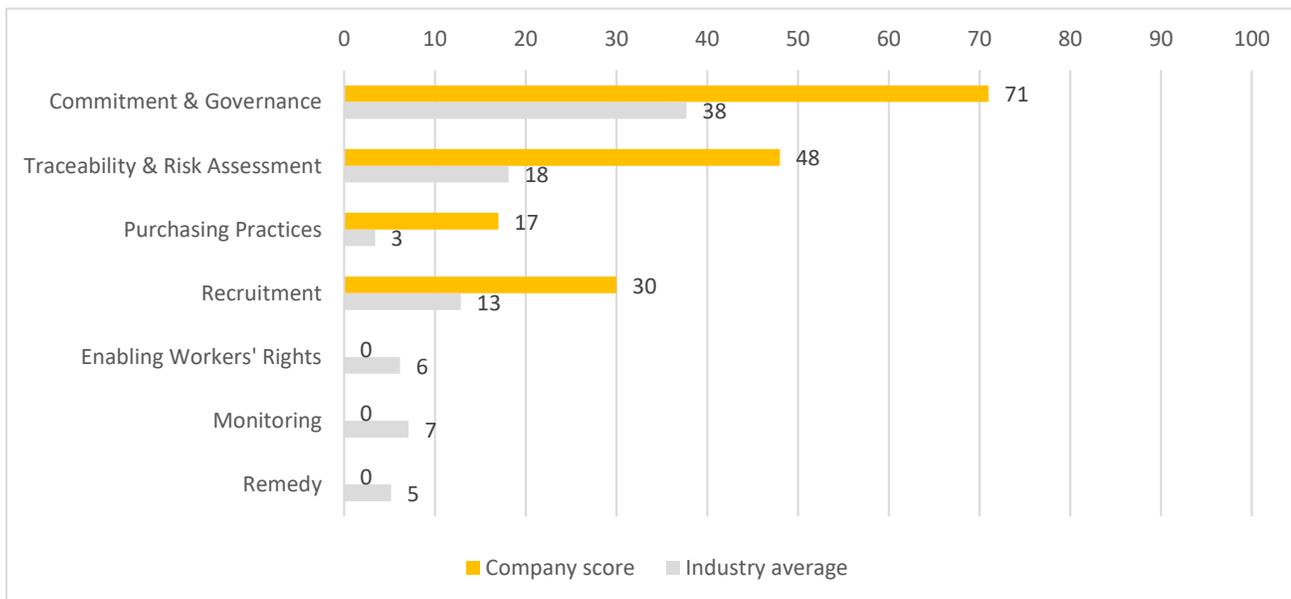
Mondelēz International, Inc (Mondelēz)

TICKER
MDLZ

MARKET CAPITALISATION
US\$104.2 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
7 out of 45

 2023 Rank: [16 out of 60](#)
OVERALL SCORE
30 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
 Beans, cattle, cocoa, palm oil, sugarcane, wheat

SUMMARY

Mondelēz International, Inc (Mondelēz), a US headquartered multinational confectionery, food, beverage and snack food Company, ranks 7 out of 45 companies.³ The company's score is based on higher than average performance on themes such as Commitment and Governance, Traceability and Risk Assessment, Purchasing Practices, and Recruitment. Since 2023, the company improved on the themes of Commitment and Governance, Traceability and Risk Assessment, and Recruitment, disclosing detail on staff training on forced labour risks and policies; additional detail on forced labour risks identified across supply chain tiers; engaging relevant stakeholders to address identified risks and; a no-fees policy for supplier chain workers.

KnowTheChain identified one allegation 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 is encouraged to improve its performance and disclosure on the themes of Enabling Workers' Rights, Monitoring, and Remedy.

LEADING PRACTICES

Commitment and Governance: The company discloses creating an advanced mandatory "forced labour prevention" module for "colleagues in key stewardship roles (i.e. procurement, human resources, manufacturing site leaders)" which it states "helps build the capability of these key teams to play an active role in identifying and mitigating forced labor risks in our operations and supply chain". The company states that the module has been completed by more than 2000 colleagues "who have an opportunity to help mitigate potential forced labor risks as part of their day-to-day job activities".

OPPORTUNITIES FOR IMPROVEMENT

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.

Monitoring: While the company discloses the use of SMETA audits to monitor priority suppliers, the practical application of this effort is unclear. As such, the company may consider disclosing the scope of its auditing programme relative to its supplier base. Furthermore, it may consider implementing 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: While the company discloses generalised detail on its grievance procedure pertaining to supply chain workers, the company may consider 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.