US corporate human rights index:

Tracking changes in company commitments to human rights

Archer Daniels Midland (ADM)

Findings as of July 2026

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	We commit to protect and respect the human rights of our employees, those within our value chain, and in the communities in which we operate. We strive to promote human rights in accordance with the UN Guiding Principles on Business and Human Rights' three pillars. [...] This policy applies to all employees, officers, directors, contract workers and agents of ADM, our divisions and our affiliates in all countries. In addition, ADM expects that our direct and indirect suppliers, business partners, agents and consultants uphold these principles.' [Human Rights Policy 2021, 1] 'This policy is in accordance with company values and these external publications [...] United Nations (UN) Universal Declaration of Human Rights.' [Human Rights Policy 2021, 4]	Human Rights Policy	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy (2026). https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf Archer-Daniels-Midland Company (the "Company" or "ADM") is committed to respecting human rights in line with the UN Guiding Principles on Business and Human Rights (UNGPs)... ...ADM's commitment to respect human rights is led by the UNGPs, which sets out this responsibility alongside the duty of states to protect human rights. Our approach is also guided by the UN Global Compact Ten Principles and the OECD-FAO Guidance for Responsible Agricultural Supply Chains. We recognize the human rights set out in the United Nations Universal Declaration of Human Rights, and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work... ...Our commitment covers all ADM workers (including all employees, officers, directors, contract workers and agents of ADM, our divisions, and affiliates in all countries), individuals across our value chain, and those in the communities in which we and our business partners operate. Our policy applies to our company, including all ADM workers. We expect our suppliers and business partners to respect human rights by adopting similar approaches to those set out in this policy, including by meeting the standards for our core human rights issues.
Human rights policy - ILO Core Labor Standards	Above, plus: 'This policy is in accordance with [...] Fundamental Principles and Rights at Work of the International Labour Organization (ILO)	Human Rights Policy, pg 4	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	See above
Forced labor & prison labor	We prohibit the use of all forms of forced labor, including bonded labor, indentured labor, and child labor in our operations and our supply chains	Human Rights Policy, pg 2	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. We prohibit all forms of forced labor, including involuntary prison labor, bonded labor, indentured labor and any forms of modern slavery or human trafficking in our operations and supply chains.
Human rights defenders & civic space	ADM is committed to the protection of Human Rights Defenders, whistle-blowers, complainants, and community spokespersons, including those defined in the RSPO Human Rights Defenders Policy... ...ADM expects that our direct and indirect suppliers, business partners, agents and consultants uphold these principles.	Human Rights Policy	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. Human Rights Defenders ADM does not tolerate threats, attacks, or retaliation against any individual or organization that raises human rights concerns in good faith, and strive to protect human rights whistleblowers and complainants. We also believe that open and ongoing dialogue with human rights defenders, community spokespersons, and other stakeholders is critical to informing and strengthening programs.
Gender equality and women's empowerment	As a global organization, the Company is strongly committed to a culture of inclusion and belonging. ADM fundamentally values the differences between individuals and believes a variety of perspectives and backgrounds support innovation, growth, and value creation.	2025 Proxy Statement 2024 Form 10-K	https://investors.adm.com/financials/annual-reports/default.aspx	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. Harassment and Discrimination – We strive to maintain a safe, respectful, and inclusive working environment that is free of harassment, discrimination, and retaliation. We prohibit
Indigenous Peoples	See Land Rights; in addition, 'Respect Indigenous and Local Community rights	Policy to Protect Forests,	https://www.adm.com/globalassets/sustainability/goals--	Yes	See land rights
Natural resources					

Land rights	We respect land-tenure right and the rights of indigenous and local communities to give or withhold their free, prior and informed consent (FPIC) to operations on lands to which they hold legalor customary rights. We expect all suppliers to uphold the principles of FPIC in their operations and business dealings.	Human Rights Policy	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. Land Rights – We respect land-tenure right and the rights of indigenous and local communities, including to give or withhold their free, prior and informed consent (FPIC) to operations on lands to which they hold legal or customary rights. We expect all suppliers to uphold the principles of FPIC in their operations and business dealings.
Free, Prior, and Informed Consent (FPIC)	See Land Rights			Yes	See land rights
Living wage					
Living wage, own operations	All employees in our operations and supply chain will be compensated in accordance with all applicable local laws and regulations including those related to minimum wage and overtime pay.' [Human Rights Policy 2021, 2-3]	Human Rights Policy	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. Working Hours, Wages and Benefits – We compensate employees in accordance with all applicable local laws and regulations including those related to minimum wage and overtime pay. Working hours must be in line with legal requirements and any collective bargaining agreements applicable to the location
Living wage in supply chain	No evidence			See above	
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	In 2023, we finalized our Supply Chain Due Diligence Standard Operating Procedure (SOP). The SOP serves as a guide to implement the Supply Chain Due Diligence (SCDD) process, which aims to prevent, resolve and/or mitigate adverse impacts on people and the environment in our supply chain. [2024 Report] Assessing Impacts: Available systems and sourcing procedures in every region will be assessed to understand potential risks throughout the supply chain. We will maintain traceability for high risk commodities and geographies that enables the identification of crop sourced to the lowest possible unit. [Human Rights Policy] ADM conducts social compliance audits throughout our operations to verify compliance with our policies. Audit frequency is based on facility size, number of employees, geography, and number/severity of findings from previous	2024 Sustainability Report, pg 37 Human Rights Policy, pg 3	https://www.adm.com/globalassets/sustainability/sustainability-reports/final_archer-daniels-midland-adm_2023-corporate-sustainability-report_51424.pdf https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. Due Diligence in Practice As an essential global agricultural supply chain manager and processor, our due diligence program encompasses a vast range of commodities and ingredients across our global value chain. While somewhat dependent on business partners, local governments and other stakeholders, we respect human rights and are committed to the following steps: -Embedding human rights…Identifying and prioritizing potential and actual adverse impacts…taking action on potential and actual adverse impacts…Measurement and Communicating Progress…Grievance and Remedy
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. ADM takes appropriate measures to address adverse impacts. Our approach is based on the expectations set out in the UNGPs, including on our level of involvement to the impact, and it may include the following actions: …capacity building for suppliers in high-risk geographies;
Affected stakeholder engagement	Where applicable, we strive to engage with employees, communities, civil society and other stakeholders to address risks along our value chain.	Human Rights Policy	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/		Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf. Stakeholder Engagement – We regularly engage with rights holders including communities and workers, and other stakeholders such as subject matter experts and civil society to inform our human rights approach and specific activities and issues.
Human rights requirements in supplier code/requirements	All suppliers are expected to adhere to ADM's sustainability policies, including the Human Rights Policy and the Policy to Protect Forests, Biodiversity and Communities , as well as the provisions in the following sections (Labor Conditions and Human Rights; Environment and Land Rights).	ADM Supplier Expectations	https://www.adm.com/globalassets/procurement/suppliers/potential-suppliers/supplierexpectations---english-2022-_10-28-22_.pdf	Yes	Updated link in document to new human rights policy.
Access to remedy					

Grievance mechanism for own employees	Stakeholders, including ADM employees, supply chain workers, and community members, who have issues or concerns related to the implementation of our policies are encouraged to contact the ADM Way Helpline at www.TheADMWayHelpline.com. Where local law permits, concerns can be reported anonymously. Phone numbers for specific geographies are listed on the website.	Human Rights Policy	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf Grievance and Remedy – ADM seeks to enable remedy and address grievances in line with the responsibilities set out in the UNGPs. We investigate all allegations of non-compliance with our policies in accordance with established protocols and procedures, addressing incidents on a case-by-case basis to ensure appropriate resolution. Stakeholders are encouraged to contact the ADM Way Helpline where they have concerns that ADM's commitments and policies, including for human rights, are not being met. ADM does not tolerate retaliation against anyone who has made a good faith report of possible misconduct. Where local law permits, concerns can be reported anonymously. ADM also has a 'Grievance and Resolution' channel to raise any concerns and report issues covered by our Policy to Protect Forests, Biodiversity and Communities and Human Rights Policy, which can be submitted to: responsibility@adm.com.
Grievane mechanism for workers - supply	See above			See above	
Grievance mechanism for external individuals & communities	See above			See above	
Governance and staffing					
Board and/or C-Suite-level oversight	The implementation of this policy is the responsibility of the ADM Sustainability team led by its Chief Sustainability Officer (CSO). The CSO provides sustainability updates to the Board of Directors at each quarterly meeting. The Sustainability & Corporate Responsibility Committee has direct oversight responsibility of the objectives, goals, strategies, risks and activities of the company related to sustainability, including its human rights program and reviews progress and updates on a quarterly basis.	Human Rights Policy	https://www.adm.com/globalassets/sustainability/goals--programs/human-rights-policy/human-rights-policy-2021-update-2.pdf/	Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf The Sustainability and Technology Committee of the Board oversees the Company's objectives, goals, strategies, and activities relating to sustainability, including for human rights. The Company's Chief Sustainability Officer, Senior Vice President of Global Operations, and Chief Technology Officer regularly attend committee meetings as management representatives. The Executive Council of ADM, the Company's highest strategic and operational body, provides close supervision of the Company's Environmental, Social and Governance (ESG) efforts and in-depth review of sustainability issues.
Senior level responsibility for human rights	See above			Yes	Updated human rights policy. https://www.adm.com/globalassets/sustainability/human-rights-policy-2026/en_adm-human-rights-policy-june2026.pdf The sustainability team, led by the Chief Sustainability Officer, owns the policy and facilitates its delivery by working with relevant departments
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	2022 Human Rights Standalone; 2024 Sustainability (includes human right)	ADM Human Rights Policy Implementation 2022 2024 Sustainability Report	https://www.adm.com/globalassets/sustainability/sustainability-reports/2022-reports/adm-human-rights-report_2022.pdf https://www.adm.com/globalassets/sustainability/sustainability-reports/final_archer-daniels-midland-adm_2023-	Yes	Grievance log. https://www.adm.com/globalassets/standalone-pages/carbon-capture-and-storage/grievance-and-resolution-log-20-jul-2026.pdf 2025 Corporate Sustainability Report. https://www.adm.com/globalassets/sustainability/sustainability-reports/pdfs/archer_daniels_2025_corporate_sustainability_report.pdf
Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change	
RSPO	Yes	RSPO	https://rspo.org/search-members/	No change	
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change	
Anti-bribery and anti-corruption policy	ADM has a robust anti-corruption program that includes a global Anti-Corruption Policy and other compliance procedures and controls designed to minimize the potential for corruption in ADM's global business dealings. The company raises awareness about anti-corruption laws in order to avoid inadvertent violations of the law and to enable early recognition and handling of potential issues.	Commitment to Anti-Corruption Compliance	https://www.adm.com/globalassets/sustainability/goals--programs/responsible-sourcing/commitment-to-anti-corruption-compliance.pdf	No change	

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