US corporate human rights index: Tracking changes in company commitments to human rights

Findings as of July 2026

Cargill

Indicator	Findings - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	Human rights are fundamental at Cargill and our actions are driven by our values and our culture of putting people first, championing action and embracing our responsibility to protect people and planet. We are committed to respecting the human rights of all Cargill employees and all those whose lives and livelihoods we touch. Cargill complies with local laws and respects internationally recognized human rights throughout our own operations, supply chains and the communities where we do business. We take guidance from international standards and declarations, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights and the International Labor Organization Fundamental Principles and Rights at Work. As a signatory company of the United Nations Global Compact, we also are	Human Rights Policy, pg 1, updated Jan 2024	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	Cargill does not tolerate the use of any form of forced labor – including all prison labor, indentured labor, bonded labor, and any forms of modern slavery or trafficking – anywhere in our own operations and supply chains.	Human Rights Policy, pg 3, updated Jan 2024	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change	
Human rights defenders & civic space	We also respect the rights and freedoms of human rights and environmental defenders, recognizing the crucial role they play in protecting land tenure rights, promoting human rights and environmental sustainability.	Human Rights Policy, pg 3, updated Jan 2024	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change	
Gender equality and women's empowerment	Advancing equity and women's empowerment is central to addressing the root causes of our salient human rights issues and we will use this as a cross-cutting lens as we implement our work.	Human Rights Policy, pg 2, updated Jan 2024	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change	
Indigenous Peoples	Palm: Cargill commits to a transparent, traceable and sustainable palm oil supply chain that [...] Respects and upholds the rights of workers, indigenous peoples and local communities. Soy: Cargill commits to a transparent and sustainable South American soy supply chain that: Respects and upholds the rights of workers, indigenous peoples and communities.	Cargill Policy on Sustainable Palm Oil Cargill Policy on Sustainable Soy -- South American Origins	https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf.pdf https://www.cargill.com/doc/1432136544508/cargill-policy-on-south-american-soy.pdf	No change	Also see references in human rights policy
Natural resources					
Land rights	We are committed to respect land resources and tenure rights for everyone, especially for indigenous people, local communities and ethnic or minority groups, and observe the principle of free, prior and informed consent as a core element to protect those rights	Human Rights Policy, pg 3, updated Jan 2024	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change	
Free, Prior, and Informed Consent (FPIC)	See Land Rights			No change	
Living wage					

Living wage, own operations	Cargill is committed to providing competitive, fair and equitable pay, which includes a living wage that supports our employees and their families. We comply with local laws and will go beyond them as needed to stand behind our commitment to put people first and to nourish the world in a safe, responsible and	Human Rights Policy, pg 3	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change
Living wage in supply chain	No evidence			No change
Human rights due diligence and supply chain				
Process for assessing human rights risks and impacts	Step 1. Identify and Assess: We identify potential and actual adverse impacts by first gathering information and assessing specific country, commodity, and industry related risks. For identified higher risks, we conduct a human rights assessment and/or environmental assessment. We then prioritize the risks within our own operations, supply chains, and business relationships.	Human Rights and Environmental Due Diligence Policy [2023]	https://www.cargill.com/doc/1432252484948/corporate-due-diligence-policy.pdf	No change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	In certain countries and supply chains where we operate, there are particularly high, systemic risks of adverse human rights impacts. This means that we need to put in place heightened human rights due diligence to assess these risks and remediate, where appropriate.	Website - Cargill's Human Rights Policy	https://www.cargill.com/page/cargill-human-rights-policy#:~:text=Foundational%20to%20our%20strategy%20is,Guidelines%20for%20Multinational%20Business%20Enterprises.	No change
Affected stakeholder engagement	Palm & soy: We will enact changes in our direct supply chain while working in close collaboration with critical stakeholders, including our direct and indirect suppliers, customers, communities, governments, non-governmental organizations, academia and others to achieve our commitments.	Cargill Policy on Sustainable Palm Oil Cargill Policy on Sustainable Soy - South America Origins	https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf.pdf https://www.cargill.com/doc/1432136544508/cargill-policy-on-south-american-soy.pdf	No change
Human rights requirements in supplier code/requirements	We expect our Supplier Partners to uphold the principles and due diligence obligations outlined in Cargill's Human Rights Policy and to prioritize the safety, well-being, human rights, and dignity of all individuals whose talents and hard work help us deliver our products and services.	Supplier Code of Conduct, pg 5	https://www.cargill.com/doc/1432101078794/supplier-code-of-conduct-pdf_en.pdf	No change
Access to remedy				
Grievance mechanism for own employees	Cargill commits to working with parties to resolve complaints and conflicts in its own operations and supply chain through an open, accessible, transparent and consultative process. Under our grievance framework, when internal or external stakeholders raise concerns about sustainability, human rights, or environmental practices (relating to Cargill or our suppliers or business partners), we will deploy a holistic grievance approach to address those concerns in a timely, transparent, equitable and participatory manner . . . Grievances will be managed through Cargill's Ethics Open Line system. Please note that grievances related to Cargill plantations may be addressed through a local,	Cargill's Human Rights and Environmental Grievance Process	https://www.cargill.com/doc/1432252596829/grievance-process-en.pdf	No change
Grievane mechanism for workers - supply chain	See Greivance mechanism for own employees			No change
Grievance mechanism for external individuals &	See Greivance mechanism for own employees			No change
Governance and staffing				

Board and/or C-Suite-level oversight	Cargill's Chief Sustainability Officer (CSO) reports directly to the Chief Executive Officer and oversees the implementation of company policies and programs to deliver against Cargill's global sustainability commitments, including human rights... The implementation of Cargill's Human Rights Policy is overseen by a subset of members of Cargill's Executive Team,including our Chief Human Resources Officer, General Counsel & Chief Compliance Officer, Business Operations and Supply Chain Chief Transformation Officer and Chief Sustainability Officer	Cargill Human Rights Policy, pg 1	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change	
Senior level responsibility for human rights	A Global Vice President for Social Sustainability, a Global Human Rights Lead and a Global Responsible Sourcing Lead reporting through the CSO are responsible for delivering the human rights and responsible sourcing strategies, and orchestrating its implementation through a diverse, cross-functional team	Cargill Human Rights Policy, pg 1	https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf	No change	
Reporting & transparency					
Human rights reporting (integrated or stand-alone)	2024 Impact Report includes human rights	Impact Report 2024	https://www.cargill.com/sustainability/doc/1432270798723/2024-impact-report.pdf	Updated	Impact Report 2025. https://www.cargill.com/sustainability/doc/1451372729493/2025-cargill-impact-report.pdf
Memberships					
RBA	No evidence	RBA	https://www.responsiblebusiness.org/about/members/	No change	
RSPO	Yes	RSPO	https://rspo.org/search-members/	No change	
WEPs (signatory)	Yes	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	Cargill welcomes the proposed policies. We believe that greater transparency supported by a broad enabling environment in producing countries will accelerate the efforts to date by companies and drive positive transformation for the cocoa sector. And yet we also want to make sure that the full set of social and environmental risks are taken into account to avoid unintended consequences. We believe that engagement and dialogue between the EU and producing country governments will be crucial and that broad capacity-building on the ground will	Website - How Cargill can help you understand the impact of new EU regulations on your business	https://www.cargill.com/story/cargill-can-help-understand-impact-new-eu-regulations#	No change	
Anti-bribery and anti-corruption policy	We never offer, accept or receive bribes, kickbacks or other corrupt payments to or from others, including government officials. We ensure that we understand and strictly follow all applicable anti-bribery and anti corruption laws, including when we Interact with government officials.	Code of Conduct, pg 11	https://www.cargill.com/doc/1432076403017/guiding-principles-en.pdf	No change	

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