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

Findings as of July 2026

Kraft Heinz

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	Our Global Human Rights Policy (this "Policy") is guided by internationally-recognized standards, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the principles set forth in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.	Global Human Rights Policy, 2019, pg 1	https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	Updated link	https://www.kraftheinzcompany.com/pdf/Global_Human_Rights_Policy092619.pdf
Human rights policy - ILO Core Labor Standards	See above			See above	
Forced labor & prison labor	Forced Labor – we do not tolerate the use of forced or involuntary prison labor	Global Human Rights Policy, 2019, pg 1	https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	See above	
Human rights defenders & civic space	We are committeed to addressing any adverse human rights impacts... We do not tolerate retaliation and anonymity is guaranteed	Global Human Rights Policy, 2019, pg 3	https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	See above	
Gender equality and women's empowerment	We aspire to have women fill 50% of our global management positions by 2025	2024 ESG Report, pg 18	https://www.kraftheinzcompany.com/esg/pdf/Kraft Heinz-2024-ESG-Report.pdf	Yes. New reference/source.	Human rights and modern slavery disclosure report for fiscal year 2025. https://www.kraftheinzcompany.com/pdf/ModernSlavery_2025.pdf ...the Global Human Rights Policy, which applies to both the company's own operations and its global supply chain. The policy places particular emphasis on the rights of vulnerable groups, including foreign and migrant workers, women, children, indigenous populations, minorities and people with disabilities.
Indigenous Peoples	See land rights			See land rights	
Natural resources					
Land rights	Free Prior and Informed Consent: The right of local communities and indigenous people to give or withhold their Free Prior and Informed Consent on the use of their lands and/or other resources should be respected. Land Rights – we adhere to the principle of free, prior and informed consent (FPIC). We follow all applicable laws relating to the rights of land and natural resources	Deforestation - and conversion-free - policy, 2023, pg 2 Global Human Rights Policy, 2019, pg 2	https://www.kraftheinzcompany.com/esg/pdf/GlobalDeforestationandConversionFreePolicy.pdf https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	No change for source 1. Updated link for source 2.	https://www.kraftheinzcompany.com/pdf/Global_Human_Rights_Policy092619.pdf
Free, Prior, and Informed Consent (FPIC)	See land rights			See land rights	
Living wage					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	Suppliers must comply with all applicable laws and regulations regarding wages, overtime pay, benefits, leave, and maximum working hours. Workers should receive fair and equitable pay. Suppliers will also respect laws with respect to limiting regular and overtime working hours and ensure that overtime work remains voluntary and compensated fairly.	Supplier Guiding Principles 2021, 9	https://www.kraftheinzcompany.com/pdf/sgp/khc_supplierGuidingPrinciples_1.7.4_eng.pdf	No change	
Human rights due diligence and supply chain					

Process for assessing human rights risks and impacts	Map our supply chains to understand the supply base, including production origin; 4. Run raw material-specific risk assessments linked to the principles of this Policy to help prioritise actions and promote supplier engagement for action planning; Assessment – Our efforts include conducting a risk assessment to identify potential and actual negative human rights impacts. This includes evaluation of geographical, economic and social criteria to determine points in our value chain where risk is highest, and where we can make the greatest impact	Deforestation - and conversion-free - policy, 2023, pg 3 Global Human Rights Policy, pg 3	https://www.kraftheinzcompany.com/esg/pdf/GlobalDeforestationandConversionFreePolicy.pdf https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	No change for source 1. Updated link for source 2.	https://www.kraftheinzcompany.com/pdf/Global_Human_Rights_Policy092619.pdf
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change	
Affected stakeholder engagement	No evidence			Updated	Human rights and modern slavery disclosure report for fiscal year 2025. https://www.kraftheinzcompany.com/pdf/ModernSlavery_2025.pdf Kraft Heinz management is committed to having constructive relationships with trade unions and works councils and ensuring that worker representatives are not discriminated against.
Human rights requirements in supplier code/requirements	The Mandatory Requirements and Expected Practices outlined in this Policy are guided by industry best practices and internationally recognized standards, including without limitation, the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set forth in the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.	Supplier Guiding Principles, 2021, pg 4	https://www.kraftheinzcompany.com/pdf/sgp/khc_supplierGuidingPrinciples_1.7.4_eng.pdf	No change	
Access to remedy					
Grievance mechanism for own employees	We provide several ways for employees, suppliers, business partners and other stakeholders to raise concerns or complaints. This includes the reporting of potential misconduct to managers, Human Resources professionals, the Legal Department and the Ethics & Compliance team, and our confidential Ethics & Compliance Hotline. The Hotline is open to all stakeholders, including rightsholders, is maintained by a third-party provider and has multilingual staff available 24 hours a day. Reports can be made via country-specific toll-free phone numbers or online.	Global Human Rights Policy, 2019, pg 2	https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	Updated link	https://www.kraftheinzcompany.com/pdf/Global_Human_Rights_Policy092619.pdf
Grievane mechanism for workers - supply chain	See above			See above	
Grievance mechanism for external individuals & communities	See above			See above	
Governance and staffing					
Board and/or C-Suite-level oversight	Relevant members of the Kraft Heinz Executive Management team oversee implementation of this Policy.	Global Human Rights Policy, 2019, pg 2	https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	Updated link	https://www.kraftheinzcompany.com/pdf/Global_Human_Rights_Policy092619.pdf
Senior level responsibility for human rights	A Global Steering Group – including the Head of Corporate Social Responsibility, the Chief Procurement Officer and the Chief Ethics and Compliance Officer – monitors compliance with this Policy and developments within the industry. They are also responsible for day-to-day monitoring, supervising, administration and updating of this Policy	Global Human Rights Policy, 2019, pg 2	https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	Updated link	https://www.kraftheinzcompany.com/pdf/Global_Human_Rights_Policy092619.pdf
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Human rights included	2024 ESG Report	https://www.kraftheinzcompany.com/esg/pdf/Kraft Heinz-2024-ESG-Report.pdf	Yes	Human rights and modern slavery disclosure report for fiscal year 2025. https://www.kraftheinzcompany.com/pdf/ModernSlavery_2025.pdf
Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/about/membe	No change	
RSPO	Yes	RSPO	https://rspo.org/search-members/	No change	
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	Change	Kraft-Heinz Middle East & Africa signed the WEPs on 16 Dec 2025. https://www.weps.org/company/kraft-heinz-middle-east-africa
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	Bribery – we prohibit improper payments in the conduct of our business and expect full compliance with the U.S. Foreign Corrupt Practice Act, U.K. Bribery Act, Canada Corruption of Foreign Public Officials Act and all other applicable anti-corruption laws	Global Human Rights Policy, 2019, pg 1	https://www.kraftheinzcompany.com/pdf/HumanRights_policy_0515.pdf	Updated link	https://www.kraftheinzcompany.com/pdf/Global_Human_Rights_Policy092619.pdf

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