



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

Findings as of July 2026

Mars

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	As a private company, we are committed to respecting human rights in our value chain, starting with areas where we have the most control and influence, and where we can have the greatest impact...In accordance with the UN Guiding Principles, we will advance respect for human rights in our value chain by implementing a due diligence process to identify relevant adverse impacts on human rights and to establish or support appropriate and effective mechanisms for prevention and remediation. This Policy is informed by the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work.	Human Rights Policy	https://www.mars.com/sites/g/files/dfsbufz106/files/lh_files/id_623ff7833dff3401d7fb07a8bea3a62124d4b40c_mars_human%20rights%20policy_v04%20_%20english.pdf	No change	
Human rights policy - ILO Core Labor Standards	As a private company, we are committed to respecting human rights in our value chain, starting with areas where we have the most control and influence, and where we can have the greatest impact...In accordance with the UN Guiding Principles, we will advance respect for human rights in our value chain by implementing a due diligence process to identify relevant adverse impacts on human rights and to establish or support appropriate and effective mechanisms for prevention and remediation. This Policy is informed by the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work.	Human Rights Policy	https://www.mars.com/sites/g/files/dfsbufz106/files/lh_files/id_623ff7833dff3401d7fb07a8bea3a62124d4b40c_mars_human%20rights%20policy_v04%20_%20english.pdf	No change	
Forced labor & prison labor	Mars does not tolerate forced labor. All forms of forced labor are prohibited, including any form of trafficked, indentured, or bonded labor. We expect that: -Workers enter employment freely and no identity or travel documents are retained. -Accurate and understandable information about the nature of work, compensation, work hours, and benefits is provided in writing in advance of employment. -Workers have freedom of movement and are not confined to the work premises, including transport vehicles and housing. -Pay is not withheld, and no conditions are present that constrain a worker's ability to freely choose or leave employment. -Workers are not charged or required to pay fees or deposits to obtain or maintain employment. -Employers are responsible for payment of all fees and expenses in connection with a worker obtaining employment or incurred in connection with the worker performing their duties. If workers have paid any fees and associated costs, these must be promptly reimbursed to the worker. -Workers are recruited through licensed, reputable recruitment agencies. All workers must be legally permitted to work in the host country.	Supplier Code of Conduct	https://www.mars.com/about/policies-and-practices/supplier-code-of-conduct		

Human rights defenders & civic space	We view human rights defenders as enablers of sustainable business. From Indigenous People's communities and advocacy groups to climate and labor activists, human rights defenders have an important role. We support their work. Mars maintains an open-door policy for human rights defenders. We recognize that meaningful engagement with human rights defenders and other affected stakeholders is an important part of ongoing human rights due diligence. ...Mars believes in working with governments and other companies to develop and implement policies and practices that enable human rights defenders to carry out their work openly and freely, without fear of threats or reprisals. Where we believe it is appropriate, we may coordinate with others to support human rights defenders in exercising their rights. We're committed to working to ensure our activities do not lead to retaliation, violence, harassment or stigmatization of human rights defenders.	Website - Mars Statement on Human Rights Defenders	https://www.mars.com/about/policies-and-practices/human-rights-defenders	No change
Gender equality and women's empowerment	The company has been a signatory of WEPs since 15 September 2020.	Webpage - WEPS Signatories	https://www.weps.org/company/mars-incorporated	No change
Indigenous Peoples <u>Natural resources</u>	See human rights defenders & civic space and land rights			No change
Land rights	Mars is committed to following the principles of Free, Prior and Informed Consent of Indigenous Peoples for property or land negotiations. Any Supplier involved in the use, leasing, and purchasing of land shall follow these requirements. -All forms of land and water grabbing are prohibited, and unlawful evictions are avoided. -Legal title to or a legal lease for land is obtained and there are no	Supplier Code of Conduct	https://www.mars.com/about/policies-and-practices/supplier-code-of-conduct	No change
Free, Prior, and Informed Consent (FPIC)	See land rights			No change
<u>Living wage</u>				
Living wage, own operations	Remain committed to equal pay for male and female Associates across our global businesses. We continue to review our pay practices to ensure we pay our Associates fairly, as part of our commitment to ensuring an inclusive environment that attracts and retains the	Webpage: Full Potential Mars Platform on Gender	https://www.mars.com/sustainability-plan/thriving-people/unlocking-opportunities-for-women	No change
Living wage in supply chain	Living income: At Mars, we believe everyone working within our extended supply chains should earn a sufficient income to maintain a decent standard of living. This is our goal. Although our relationship with smallholder farmers is rarely direct, we know they are critical for our business. Not only are we focused on helping smallholder farmers prosper today, we're also working to ensure that the next generation is motivated to stay connected to farming as a profession that allows them to thrive tomorrow.	Webpage: Supporting a Sustainable Future	https://www.mars.com/sustainability-plan/thriving-people/increasing-farmer-income	No change
Human rights due diligence and supply chain				
Process for assessing human rights risks and impacts	Mars expects Suppliers to adopt adequate and effective policies, procedures and training to enable them to conduct human rights and environmental due diligence so that their own suppliers and subcontractors involved in	Supplier Code of Conduct	https://www.mars.com/about/policies-and-practices/supplier-code-of-conduct	No change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence			No change

Affected stakeholder engagement	Our Sustainable Sourcing programs focus on advancing respect for human rights in our extended supply chains, in close collaboration with our Tier-One suppliers, their business partners, the industry, government, civil society organizations and communities.	Human Rights Disclosure 2024, pg 7	https://www.mars.com/sites/g/files/dfsfbuz106/files/2025-05/Mars%20Global%20HR%20Disclosure%202024_Final%20Signed%20May%2021.pdf	Updated	Human Rights Disclosure 2025. https://www.mars.com/sites/g/files/dfsfbuz106/files/2026-05/FY2025%20Mars%20Global%20HR%20Disclosure%20Final.pdf In close collaboration with our Tier-One suppliers, their business partners, the industry, government, civil society organizations and communities, we prioritize work on supply chains where severe human rights risks may be present, such as cocoa, fish, palm oil, mint and sugar.
Human rights requirements in supplier code/requirements	The Supplier Code is meant to establish clear requirements for business ethics, human rights, and environmental stewardship.	Supplier Code of Conduct	https://www.mars.com/sites/g/files/dfsfbuz106/files/2024-09/MARS_SCOC_V4_13Sept.pdf	BHRC change - new link	https://www.mars.com/about/policies-and-practices/supplier-code-of-conduct
Access to remedy					
Grievance mechanism for own employees	Our Associates know our business the best — we trust them to tell us if something isn't working. From there, we work together every step of the way to figure out the issue and solve it. We do everything we can to encourage the kind of open, two-way communication that lives up to The Five Principles. And we want our Associates to share their experiences and know we value their contribution to our mutual success. [...] The Mars Ombudsman Program provides a confidential, neutral and alternative channel of communication for Associates to report workplace issues or concerns.' [Webpage - Making More Responsible Decisions, Together]	Webpage - Making More Responsible Decisions, Together Human Rights Disclosure 2024	https://www.mars.com/sustainability-plan/working-with-others https://www.mars.com/sites/g/files/dfsfbuz106/files/2025-05/Mars%20Global%20HR%20Disclosure%202024_Final%20Signed%20May%2021.pdf	Updated Source 2	Human rights Disclosure 2025. https://www.mars.com/sites/g/files/dfsfbuz106/files/2026-05/FY2025%20Mars%20Global%20HR%20Disclosure%20Final.pdf
Grievance mechanism for workers - supply chain	Our Ethics & Compliance program also offers a way for Associates to confidentially report concerns directly through the program's dedicated We expect our labor and service providers at our sites to have their own grievance mechanisms, but they can also contact us through our Ethics & Compliance hotline. Our policy is to respond to every stakeholder submitting a complaint through our complaints procedure.	Human Rights Disclosure 2024	https://www.mars.com/sites/g/files/dfsfbuz106/files/2025-05/Mars%20Global%20HR%20Disclosure%202024_Final%20Signed%20	Updated source	Human rights Disclosure 2025. https://www.mars.com/sites/g/files/dfsfbuz106/files/2026-05/FY2025%20Mars%20Global%20HR%20Dis
Grievance mechanism for external individuals & communities	See above			No change	
Governance and staffing					
Board and/or C-Suite-level oversight	To govern the application and implementation of this policy, our Human Rights Steering Committee meets regularly to review our progress and opportunities. Executive oversight ensures governance and continued assessment of plans and performance. Our Board of Directors are informed annually of our human right plans and performance.	Human Rights Policy	https://www.mars.com/sites/g/files/dfsfbuz106/files/lh_files/id_623ff7833dff3401d7fb07a8bea3a62124d4b40c_mars_human%20rights%20policy_v04%20_%20english.pdf	No change	
Senior level responsibility for human rights	See above			No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Human Rights Disclosure annual report	Human Rights Disclosure 2024, published May 2025	https://www.mars.com/sites/g/files/dfsfbuz106/files/2025-05/Mars%20Global%20HR%20Disclosure%202024_Final%20Signed%20May%2021.pdf	Updated	Human rights Disclosure 2025. https://www.mars.com/sites/g/files/dfsfbuz106/files/2026-05/FY2025%20Mars%20Global%20HR%20Disclosure%20Final.pdf
Memberships					

RBA	No (but member of RLI)	RBA	https://www.responsiblebusiness.org/about/members/	No change
		RLI	https://www.responsiblelabor.org/about/members-and-collaborations/#:~:text=Labor%20Initiative%20include:-A%20new%20corruption	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	The Fostering Overseas Rule of Law and Environmentally Sound Trade (FOREST) Act represents an opportunity for the United States to address deforestation within agricultural supply chains. Sustainable Food Policy Alliance (SFPA) members agree that a legislative approach in the United States can provide a credible framework with reasonable incentives and penalties to prevent illegal deforestation and ensure harmonization and enforcement between international jurisdictions.	Food Policy Alliance, 3/20/24	https://foodpolicyalliance.org/news/sfpa-statement-on-the-forest-act/	No change	
		[In addition to other statements]	https://www.business-humanrights.org/en/big-issues/governing-business-human-rights/companies-investors-in-support-of-mhrdd/		
Anti-bribery and anti-corruption policy	We do not offer bribes to government officials or tolerate commercial bribery. We expect all of our business partners, such as our distributors, customs brokers and other suppliers, to maintain the same standards as we do when acting on our behalf. These expectations are detailed in our Anti-corruption and Human Rights Expectations for Business Partners.	Webpage - Anticorruption	https://rus.mars.com/en/about/policies-and-practices/anti-corruption#:~:text=We%20do%20not%20offer%20bribes,when%20acting%20on%20our%20behalf.	Updated link	https://www.mars.com/about/policies-and-practices/anti-corruption

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