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**SHAREHOLDERS LAUD UPDATE TO CONAGRA'S SUPPLIER CODE TO GUARD AGAINST
TRAFFICKING AND SLAVERY RISKS**

New provisions that prohibit the paying of recruitment fees and employee document retention seen as significant measures to help thwart slavery and trafficking of workers at lowest levels of supply chain.

NEW YORK, NY, TUESDAY, SEPTEMBER 29TH, 2015 – Shareholders of ConAgra Foods and members of the Interfaith Center on Corporate Responsibility commend the company for revisions to its supplier code of conduct to prohibit the paying of recruitment or other fees by workers to secure jobs.

The paying of recruitment fees, a common practice at the commodity level of the agricultural supply chain has been known to trap vulnerable workers, particularly migrants who are desperate for work and susceptible to trafficking, in indentured or debt labor jobs akin to slavery.

ICCR members, who have been engaging the company as part of their “No Fees” initiative to encourage the adoption of no-recruitment-fee measures, view the new provision as significant progress to protect the human rights of workers and promote supply chain due diligence.

Said ICCR's Valentina Gurney, ***“ICCR members are engaging over 40 at risk companies around their recruitment practices because we understand that recruitment is a major point of entry – a weak link in global supply chains – where trafficking and slavery can take root. The adoption and enforcement of strict policies is an important first step that shows that the company is committed to monitoring these risks and putting systems in place to address them. Several companies have already made such commitments including Coca Cola, HP and ADM. Now ConAgra has taken this step, and we commend it for its leadership.”***

Because of their reliance on the growers of commodity agricultural products all over the world, food companies are especially vulnerable to unethical recruitment practices. These include not only the paying of excessive fees for jobs, but unreasonable deductions and/or withheld wages and the retention

of workers' documents to prevent them from leaving. The ConAgra policy also includes a specific provision that prohibits the retention of workers' documents. The requirement on "Voluntary Employment" from the Supplier Code reads as follows:

ConAgra Foods suppliers must insure that no forced labor, including bonded, indentured and involuntary prison labor, is used. We prohibit assessment of recruitment or other fees by ConAgra Foods suppliers, and surrendering of identification, as a condition of employment. Any fees incurred by ConAgra Foods suppliers when using employment agencies in the hiring or recruiting of workers must be paid by ConAgra Foods suppliers and such fees cannot later be assessed against workers. Only voluntary employment may be utilized and workers must be allowed to terminate employment at any time upon reasonable notice.

"We are heartened that the company heard our concerns and acted to strengthen its recruitment policies," said Margaret Weber of the Congregation of St. Basil and leader of the ConAgra engagement. ***"We look forward to future dialogues with ConAgra and will be monitoring the implementation of this policy. Human rights risks are present in virtually every global supply chain, threatening millions of vulnerable workers as well as the reputations of the companies outsourcing this labor. In banning the paying of recruitment fees and the withholding of documents, ConAgra puts a critical trafficking and slavery disruptor in place."***

About the [Interfaith Center on Corporate Responsibility \(ICCR\)](#)

Currently celebrating its 44th year, ICCR is the pioneer coalition of active shareholders who view the management of their investments as a catalyst for change. Its 300 member organizations with over \$100 billion in AUM have an enduring record of corporate engagement that has demonstrated influence on policies promoting justice and sustainability in the world.