

Hon Hai Precision Industry Co. Ltd. (Foxconn)

TICKER
 2317

MARKET CAPITALISATION
 US\$39.4 billion

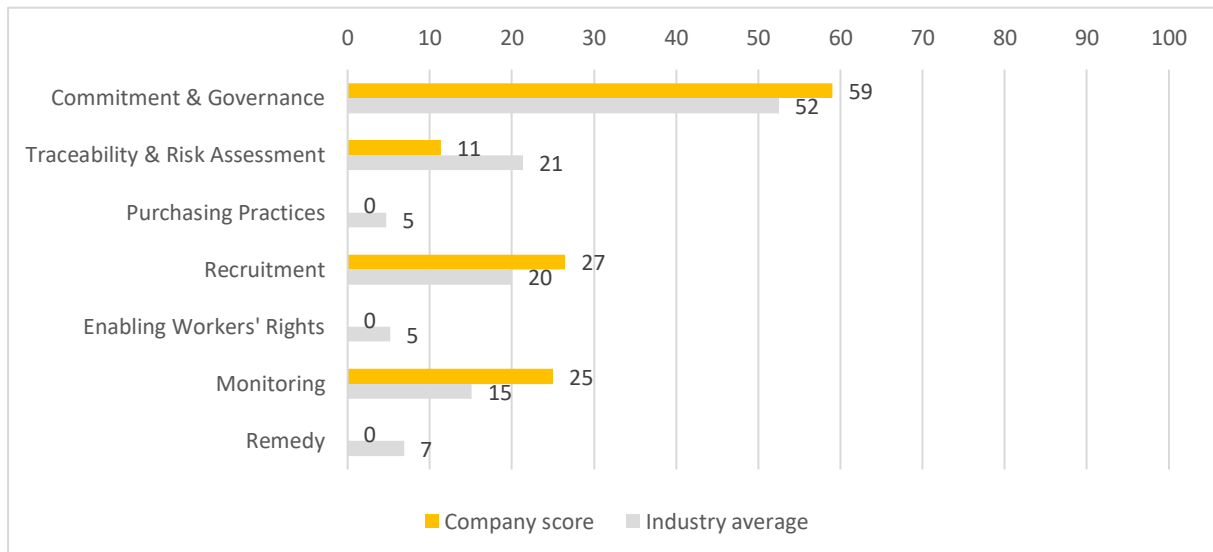
HEADQUARTERS
 Taiwan

DISCLOSURES
UK Modern Slavery Act: No

California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act:
 Applicability not determined

OVERALL RANKING
22 out of 45

 2022 Rank: 51 out of 60¹
OVERALL SCORE
19 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 No

ENGAGED WITH KNOWTHECHAIN²

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK SOURCING COUNTRIES³
 Not disclosed

SUMMARY

Hon Hai Precision Industry Co. Ltd. (Foxconn), a supplier to companies including Apple, Cisco, and Hewlett Packard Enterprise, ranks joint 22nd out of 45 companies. Compared to 2022, the company improved its score by 14 points. This is because the company began disclosing training for its 200 major suppliers on the supplier code of conduct, detail on the department responsible for implementing supply chain policies and training for procurement staff on forced labour, data on women and migrant workers in its supply chains, a policy prohibiting worker-paid recruitment fees in its supply chains and a process for tracing whether suppliers have used overseas and domestic labour agencies to recruit migrant workers. The company scores above average on the themes of Commitment & Governance, Recruitment, and Monitoring, and below average on all remaining themes. KnowTheChain identified one allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. The company states it returned the inventory of the products allegedly involved and also that the supplier replaced the outsourcing company in question. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers. The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Enabling Workers' Rights, and Remedy.

LEADING PRACTICES

Recruitment: Foxconn discloses it collects information on whether suppliers have used overseas and domestic labour agencies to recruit migrant workers, and whether those agencies charge fees. It discloses the results of this process, stating that it found five suppliers used a total of seven labour recruiters in the receiving country and discloses the names of the labour recruiters identified.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries in which its below-first-tier suppliers operate, the countries from which it sources raw materials at high risk of forced labour, and data on the demographics of the supply chain workforce (such as the percentage of women and migrant workers). While the company discloses the use of questionnaire surveys for suppliers and states it assesses risks in its supplier selection process, the company is further encouraged to disclose detail on the sources used and stakeholders engaged to systematically assess forced labour risks across its supply chains and disclose the risks identified.

Enabling Workers' Rights: To prevent and address forced labour risks in its supply chains, the company may consider ensuring that a public formal and effective mechanism to report grievances regarding labour conditions is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organisations or labour NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are able to exercise their rights to freedom of association and collective bargaining.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers, including with respect to specific allegations in its supply chains.

¹ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.

² Research conducted through September 2024 or through December 2024, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

³ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2025 ICT benchmark findings report](#).