

Our Supply Chain

Campbell currently sources ingredients, goods, and services from thousands of suppliers globally. Like many consumer goods companies, our supply chain is complex, and there are limits to visibility beyond the first tier of suppliers. Efficiently and effectively assessing and addressing supply chain issues such as human rights beyond the first tier is often challenging. However, we are on a continuous journey of more complete traceability and transparency throughout our global supply chain.

Policies and Statements Addressing Human Rights

[Code of Business Conduct and Ethics](#) supports our purpose and values. This Code is provided to every Campbell employee and sets out our collective and individual commitment to conducting business ethically, responsibly, and in accordance with all applicable laws and regulations. Our Code also sets forth expectations on human rights, which are further detailed in our [Human Rights Principles](#).

Our [Human Rights Principles](#) rights principles diversity, prohibition of discrimination, harassment, and child and forced labor, expectations on wage and working hours, providing a safe and secure workplace, and enabling freedom of association to trade unions.

Our [Responsible Sourcing Supplier Code](#) Supplier was developed to help drive higher ethical and sustainable standards in our supply chain. It sets forth and requirements for suppliers in several areas, including business integrity, human rights and fair labor practices, health and safety, and environmental impact. order includes terms requiring Suppliers to acknowledge they have reviewed the Supplier Code and agree to comply therewith.

This Statement sets out the steps Campbell takes to ensure that Coerced Labor does not taint our supply chain and serves as a reinforcement of our long-standing policy of conducting business with suppliers who share our same values and high ethical standards.

VERIFICATION

Campbell engages in a series of verification activities to identify, assess, and manage the risk of Coerced Labor in our global

The Supplier Code provides clear guidance on expectations and addresses topics such as compliance with laws, ethics, child labor, forced labor, abuse and harassment, fair and equal treatment, compensation, benefits, working hours, hiring practices, freedom of association, health and safety, environment, and animal welfare, work hours, wages, safety and health, non-discrimination, and harassment.

Due Diligence Screening. As part of the process of identifying new Suppliers, Campbell includes inquiries specifically designed to identify and assess Coerced Labor risks. In addition, Campbell environmental risks. More specifically, Campbell takes into account the geography of origin and the industry practices for each direct material. Based on the initial determination of risk, Campbell may require a Supplier to complete a Self-Assessment Questionnaire or to submit to or provide a Responsible Sourcing audit.

Compliance Communications. We may send our suppliers targeted communications (i) reminding them of their ongoing obligation to comply with applicable laws and regulations. 12 0 6h-t930 62 (7)-(9)-(6)20(r)-6)-9422 reW*BT/F311(-9

Access to Records. Our standard purchase orders require Suppliers to agree (i) that in addition to

