

# Campbell's



**2024 GRI Index**



## Cautionary note

This report contains information about our sustainability and social impact goals, targets, initiatives, commitments, and activities. Unless otherwise noted, this report covers initiatives and performance metrics associated with our operations for our 2023 fiscal year, spanning August 1, 2022 through July 30, 2023. Sovos Brands, Inc., which we acquired on March 12, 2024, is not included in the contents of this report.

These efforts involve certain risks and uncertainties, such as changes in our business (i.e. acquisitions, divestitures, or new manufacturing or distribution locations), the standards by which achievement is measured, the assumptions underlying a particular goal, and our ability to accurately report particular information. Actual results could differ materially from our stated goals or the results we expect. Changing circumstances, including evolving expectations for sustainability and social impact generally, or to specific focus areas or changes in standards or the way progress or achievement is measured, may lead to adjustments in, or the discontinuation of, our pursuit of, certain goals, commitments or initiatives.

This report does not include details on our financial performance. Details on our financial performance can be found in the investor relations section of our website and in our public filings available through the U.S. Securities and Exchange Commission (SEC). This report may use certain terms that certain third-party entities refer to as “material” in connection with certain sustainability and social impact matters. Used in this context, this term is distinct from, and should not be confused with, the terms “material” and “materiality” as defined by, or construed in accordance with, securities or other laws and regulations. Matters considered

material for purposes of this report may not be considered material in the context of our financial statements, reports with the SEC, or our other public statements, and the inclusion of information in this report is not an indication that such information is necessarily material to us in those contexts.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. We have also aligned this report to the general principles of the Sustainability Accounting Standards Board (SASB) for food and beverage companies and have prepared a limited Task Force on Climate-related Financial Disclosure (TCFD) Index. Our GRI Content Index, and SASB and TCFD disclosures are available in the appendix of this report and on our website. We have engaged with Apex Companies, LLC to provide limited assurance in relation to specific fiscal 2023 environmental data. Details on our limited assurance activities are available on our website.

This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our sustainability and social impact goals, targets, initiatives, commitments, and activities as well as our future operations and long-term strategy. These forward-looking statements rely on a number of assumptions and estimates that could be inaccurate and which are subject to risks and uncertainties. The factors that could cause our actual results to vary materially from those anticipated or expressed in any forward-looking statement include impacts of factors described in our most recent annual report on Form 10-K and subsequent SEC filings. We disclaim any obligation or intent to update the forward-looking statements in order to reflect events or circumstances after the date of this report.

# GRI Index

Campbell's Soup Company has reported with reference to the GRI Standards for the period August 1, 2022 - July 30, 2023.

Disclosure	Disclosure Title	FY2023 Response
<b>General disclosures</b>		
2-1	Organizational Details	<a href="#">Company Overview</a>
2-2	Entities Included in the Organization's Sustainability Reporting	<a href="#">Company Overview</a>
2-3	Reporting Period, Frequency, and Contact Point	We are reporting on FY2023 (August 1, 2022 – July 30, 2023). We issue a full report biennially, with updates annually. We value and welcome feedback from interested stakeholders. Contact Stewart Lindsay, Chief Sustainability Officer, One Campbell's Place, MS131, Camden, NJ 08103. You may also contact us via our dedicated CSR Feedback Email Address: <a href="mailto:csr_feedback@campbellsoup.com">csr_feedback@campbellsoup.com</a> .
2-4	Restatements of Information	<p>In accordance with the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Standard, FY2020 Scope 3 Category 1 - Purchased Goods and Services has been recalculated to improve and expand the use of lifecycle emission factors used to calculate ingredient and packaging emissions. FY2020 Scope 3 Category 2 – Capital Goods was adjusted to reflect more accurate categorization of spend. Some emissions previously reported as Capital Goods have been moved to Purchased Goods and Services. FY2020 Scope 3 Category 4 – Upstream Transportation has been recalculated to remove ton-miles that were double counted.</p> <p>Regulated waste values were restated for FY2022 to correct a mis-classified waste category, resulting in a decrease of 98%. The waste stream was reclassified to waste recycled, resulting in an increase of 8%.</p> <p>Post-consumer Recycled (PCR) by Packaging Type was restated for all years reported to remove post-industrial values for Aluminum, resulting in a 20% decrease.</p> <p>FY2022 SASB response for 'Revenue From Products that are Non-GMO' was restated to \$1.9 billion, resulting in a decrease of 45% as a result of the more conservative approach.</p>
2-5	External Assurance	We completed third-party limited assurance consistent with guidance provided by ISO 14064-3 of our FY2023 Scope 1 and Scope 2 GHG emissions. We also completed limited assurance of our water withdrawal, water discharge, and waste by disposal method for FY2023. All assurance statements can be found at <a href="https://www.campbellsoupcompany.com/wp-content/uploads/2024/03/Campbells-FY2023-Assurance-Statement.pdf">https://www.campbellsoupcompany.com/wp-content/uploads/2024/03/Campbells-FY2023-Assurance-Statement.pdf</a> .
2-6	Activities, Value Chain, and Other Business Relationships	<a href="#">10-K</a>

Disclosure	Disclosure Title	FY2023 Response																																																						
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="9">Employees by Region and Type, Salary, and Gender</th> </tr> <tr> <th>Region</th> <th>Total Employees</th> <th>Full-Time</th> <th>Part-Time</th> <th>Hourly</th> <th>Salaried</th> <th>Male</th> <th>Female</th> <th>Undeclared Gender</th> </tr> </thead> <tbody> <tr> <td>USA</td> <td>13,885</td> <td>13,711</td> <td>174</td> <td>9,856</td> <td>4,029</td> <td>8,514</td> <td>5,370</td> <td>1</td> </tr> <tr> <td>Canada</td> <td>163</td> <td>163</td> <td>0</td> <td>0</td> <td>163</td> <td>63</td> <td>100</td> <td>0</td> </tr> <tr> <td>Mexico</td> <td>36</td> <td>36</td> <td>0</td> <td>0</td> <td>36</td> <td>12</td> <td>24</td> <td>0</td> </tr> <tr> <td>Total</td> <td>14,084</td> <td>13,910</td> <td>174</td> <td>9,856</td> <td>4,228</td> <td>8,589</td> <td>5,494</td> <td>1</td> </tr> </tbody> </table>	Employees by Region and Type, Salary, and Gender									Region	Total Employees	Full-Time	Part-Time	Hourly	Salaried	Male	Female	Undeclared Gender	USA	13,885	13,711	174	9,856	4,029	8,514	5,370	1	Canada	163	163	0	0	163	63	100	0	Mexico	36	36	0	0	36	12	24	0	Total	14,084	13,910	174	9,856	4,228	8,589	5,494	1
Employees by Region and Type, Salary, and Gender																																																								
Region	Total Employees	Full-Time	Part-Time	Hourly	Salaried	Male	Female	Undeclared Gender																																																
USA	13,885	13,711	174	9,856	4,029	8,514	5,370	1																																																
Canada	163	163	0	0	163	63	100	0																																																
Mexico	36	36	0	0	36	12	24	0																																																
Total	14,084	13,910	174	9,856	4,228	8,589	5,494	1																																																
2-8	Workers Who Are Not Employees	In FY2023, Campbell's had 5,592 contractors. Please see our <a href="#">10-K</a> for additional detail.																																																						
2-9	Governance Structure and Composition	<a href="#">Governance</a>																																																						
2-10	Nomination and Selection of the Highest Governance Body	<a href="#">Proxy</a>																																																						
2-11	Chair of the Highest Governance Body	<a href="#">Proxy</a>																																																						
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	<a href="#">Proxy</a>																																																						
2-13	Delegation of Responsibility for Managing Impacts	<a href="#">Proxy</a>																																																						
2-14	Role of the Highest Governance Body in Sustainability Reporting	<a href="#">Proxy</a>																																																						
2-15	Conflicts of Interest	<a href="#">Proxy</a>																																																						
2-16	Communication of Critical Concerns	<a href="#">Proxy</a>																																																						
2-17	Collective Knowledge of the Highest Governance Body	<a href="#">Proxy</a>																																																						
2-18	Evaluation of the Performance of the Highest Governance Body	<a href="#">Proxy</a>																																																						

Disclosure	Disclosure Title	FY2023 Response
2-19	Remuneration Policies	<a href="#">Proxy</a>
2-20	Process to Determine Remuneration	<a href="#">Proxy</a>
2-21	Annual Total Compensation Ratio	<a href="#">Proxy</a>
2-22	Statement on Sustainable Development Strategy	<a href="#">CEO Message</a>
2-23	Policy Commitments	<a href="#">Policies on Our Impact site</a>
2-24	Embedding Policy Commitments	The responsibility for embedding our policy commitments varies depending on the policy. For our environmental sustainability and water policies, day-to-day responsibility falls to both the Corporate Responsibility and Sustainability team and the Engineering team. These teams report up through the EVP General Counsel and Corporate Secretary and the EVP, Chief Supply Chain Officer, respectively. Responsibility for embedding our <a href="#">Code of Business Conduct and Ethics</a> sits with our Corporate Compliance and Ethics team, which also reports to our EVP General Counsel and Corporate Secretary. For our <a href="#">Responsible Sourcing Supplier Code</a> , responsibility sits with our Procurement team and, ultimately, with our SVP, Chief Procurement Officer and EVP, Chief Supply Chain Officer.
2-25	Processes to Remediate Negative Impacts	See GRI 2-26
2-26	Mechanisms for Seeking Advice and Raising Concerns	<a href="#">Code of Business Conduct and Ethics</a> ; Anyone inside or outside of Campbell's who has a concern may call the Integrity Hotline at 800-210-2173.
2-27	Compliance with Laws and Regulations	<p>There were no significant incidents of non-compliance with laws and regulations that resulted in administrative or judicial sanctions and fines during the reporting period.</p> <p>Environmental Compliance: Campbell's manages environmental compliance through the use of an electronic system, the Campbell's Environmental Management and Metrics System (CEMMS). The CEMMS system is used at all of our facilities and is the backbone of our overall compliance monitoring. The CEMMS system proactively addresses our document management, permit tracking, tasks and calendar management, incident and inspection notifications, and PSM/RMP documentation control. While this system is auditable and supports ISO 14001, our compliance monitoring is not ISO 14001 certified, and we currently do not have any facilities that are ISO 14001 or OHSAS 18001 certified. Campbell's environmental group uses CEMMS data to provide a monthly report to Supply Chain leadership for the purpose of identifying environmental compliance status and open issues throughout owned manufacturing and distribution centers.</p>
2-28	Membership Associations	<a href="#">Strategic Memberships and Affiliations</a>
2-29	Approach to Stakeholder Engagement	<a href="#">Stakeholder Engagement</a>
2-30	Collective Bargaining Agreements	14% of our workforce is unionized or covered by collective bargaining agreements.

Disclosure	Disclosure Title	FY2023 Response
<b>Material topics</b>		
3-1	Process to Determine Material Topics	<a href="#">Materiality</a>
3-2	List of Material Topics	<a href="#">Materiality</a>
<b>Economic performance</b>		
3-3	Management of Material Topics	<a href="#">10-K; Proxy</a>
201-1	Direct Economic Value Generated and Distributed	<a href="#">10-K; Proxy</a>
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	<a href="#">10-K; CDP Climate Change</a>
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	<a href="#">10-K</a>
201-4	Financial Assistance Received from Government	Campbell's occasionally receives non-material support from the government in the form of grants and/or credits.
<b>Market presence</b>		
3-3	Management of Material Topics	Not Applicable
202-1	Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	Not Applicable
202-2	Proportion of Senior Management Hired from the Local Community	Not Applicable
<b>Indirect economic impacts</b>		
3-3	Management of Material Topics	<a href="#">Community</a>
203-1	Infrastructure Investments and Services Supported	<a href="#">Community</a>
203-2	Significant Indirect Economic Impacts	<a href="#">Community</a>

Disclosure	Disclosure Title	FY2023 Response
<b>Procurement practices</b>		
3-3	Management of Material Topics	<a href="#">Responsible Sourcing</a>
204-1	Proportion of Spending on Local Suppliers	We do not currently track this data.
<b>Anti-corruption</b>		
3-3	Management of Material Topics	<a href="#">Business Ethics</a> ; <a href="#">Code of Business Conduct and Ethics</a>
205-1	Operations Assessed for Risks Related to Corruption	Campbell's Legal Department regularly assesses corruption risk across the company and reports to the Audit Committee of the Board on that risk and on other legal and regulatory exposures. This assessment addresses the risks faced by the company in the geographies in which it does business. In addition, an annual Conflicts of Interest Questionnaire and Certification is completed by mid- and upper-level management and reviewed by the Legal Department. These assessments and evaluations have not identified significant risks related to corruption.
205-2	Communication and Training About Anti-Corruption Policies and Procedures	Each year, Campbell's provides online and live training for employees on core ethics and compliance issues and risk-based training tailored to the issues associated with employees' specific job responsibilities. As part of the Winning with Integrity program, full-time salaried employees are required to complete annual training on our <a href="#">Code of Business Conduct and Ethics</a> and biennial training on anti-bribery and corruption. All employees receive regular messaging about <a href="#">Campbell's Integrity Hotline</a> , and all employees have access to the Code and Campbell's Anti-Bribery Policy.
205-3	Confirmed Incidents of Corruption and Actions Taken	There have been no confirmed incidents of corruption.
<b>Anti-competitive behavior</b>		
3-3	Management of Material Topics	<a href="#">Business Ethics</a> ; <a href="#">Code of Business Conduct and Ethics</a>
206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	There were no legal actions during the reporting period regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which Campbell's has been identified as a participant.
<b>Tax</b>		
3-3	Management of Material Topics	Not Applicable

Disclosure	Disclosure Title	FY2023 Response
207-1	Approach to Tax	Not Applicable
207-2	Tax Governance, Control, and Risk Management	Not Applicable
207-3	Stakeholder Engagement and Management of Concerns Related to Tax	Not Applicable
207-4	Country-by-Country Reporting	Not Applicable
<b>Materials</b>		
3-3	Management of Material Topics	<a href="#">Packaging</a>
301-1	Materials Used by Weight or Volume	<a href="#">Packaging</a>
301-2	Recycled Input Materials Used	<a href="#">Packaging</a>
301-3	Reclaimed Products and Their Packaging Materials	We do not have any reclaimed products.
<b>Energy</b>		
3-3	Management of Material Topics	<a href="#">Climate Change and Energy</a>
302-1	Energy Consumption Within the Organization	<a href="#">Data Table; CDP Climate Change</a>
302-2	Energy Consumption Outside of the Organization	<a href="#">Data Table; CDP Climate Change</a>
302-3	Energy Intensity	<a href="#">Data Table; CDP Climate Change</a> Campbell's defines intensity as Energy Use/Metric Ton of Food Produced.
302-4	Reduction of Energy Consumption	<a href="#">Data Table; CDP Climate Change</a>
302-5	Reductions in Energy Requirements of Products and Services	<a href="#">Data Table; CDP Climate Change</a>



Disclosure	Disclosure Title	FY2023 Response
<b>Water and effluents</b>		
3-3	Management of Material Topics	<a href="#">Water</a> ; <a href="#">CDP Water Security</a>
303-1	Interactions with Water as a Shared Resource	<a href="#">Water</a> ; <a href="#">CDP Water Security</a>
303-2	Management of Water Discharge-Related Impacts	<a href="#">Water</a> ; <a href="#">CDP Water Security</a>
303-3	Water Withdrawal	<a href="#">Data Table</a> ; <a href="#">CDP Water Security</a>
303-4	Water Discharge	<a href="#">Data Table</a> ; <a href="#">CDP Water Security</a>
303-5	Water Consumption	<a href="#">Data Table</a> ; <a href="#">CDP Water Security</a>
<b>Biodiversity</b>		
3-3	Management of Material Topics	We consider biodiversity to be embedded within sustainable agriculture and our Scope 3 Climate work, therefore we do not report on biodiversity as a separate material issue. Management practices related to regenerative programs are included in our <a href="#">sustainable agriculture</a> section
304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	Not Applicable
304-2	Significant Impacts of Activities, Products, and Services on Biodiversity	Not Applicable
304-3	Habitats Protected or Restored	Not Applicable
304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	Not Applicable
<b>Emissions</b>		
3-3	Management of Material Topics	<a href="#">Climate Change and Energy</a>

Disclosure	Disclosure Title	FY2023 Response
305-1	Direct (Scope 1) GHG Emissions	<a href="#">Data Table</a> ; <a href="#">CDP Climate Change</a>
305-2	Energy Indirect (Scope 2) GHG Emissions	<a href="#">Data Table</a> ; <a href="#">CDP Climate Change</a>
305-3	Other Indirect (Scope 3) GHG Emissions	<a href="#">Data Table</a> ; <a href="#">CDP Climate Change</a>
305-4	GHG Emissions Intensity	<a href="#">Data Table</a> ; <a href="#">CDP Climate Change</a> Campbell's defines intensity as Greenhouse Gas (GHG) Emissions/Metric Ton of Food Produced.
305-5	Reduction of GHG Emissions	<a href="#">Data Table</a> ; <a href="#">CDP Climate Change</a>
305-6	Emissions of Ozone-Depleting Substances (ODS)	Not tracked at enterprise level.
305-7	Nitrogen Oxides (NO <sub>x</sub> ), Sulfur Oxides (SO <sub>x</sub> ), and Other Significant Air Emissions	Not tracked at enterprise level.
<b>Waste</b>		
3-3	Management of Material Topics	<a href="#">Waste</a>
306-1	Waste Generation and Significant Waste-Related Impacts	<a href="#">Waste</a> ; <a href="#">Packaging</a>
306-2	Management of Significant Waste-Related Impacts	<a href="#">Waste</a>
306-3	Waste Generated	<a href="#">Data Table</a>
306-4	Waste Diverted from Disposal	<a href="#">Data Table</a>
306-5	Waste Directed to Disposal	<a href="#">Data Table</a>
<b>Supplier environmental assessment</b>		
3-3	Management of Material Topics	<a href="#">Responsible Sourcing</a>



Disclosure	Disclosure Title	FY2023 Response
308-1	New Suppliers that were Screened Using Environmental Criteria	Our Responsible Sourcing Supplier Code is available to all suppliers and sets forth the environmental standards we expect. Suppliers may be asked to complete or produce results of a social and environmental compliance self assessment or audit, consistent with Sedex Members Ethical Trade Audit (SMETA), a social and environmental auditing framework, or a similarly recognized authority. We also include environmental questions in new supplier Requests for Proposal (RFPs).
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	23 active manufacturing sites, associated with 14 suppliers, completed SMETA audits during FY2023. No long-term environmental impacts were identified by these audits.
<b>Employment</b>		
3-3	Management of Material Topics	<a href="#">Our People</a>
401-1	New Employee Hires and Employee Turnover	<a href="#">Employment information</a>
401-2	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	While employee benefits may vary at locations, Campbell's offers a robust employee benefits package that may include paid sick days, paid vacation, bereavement leave, education benefits including tuition reimbursement, relocation assistance, health insurance (individual and family), dental insurance (individual and family), vision insurance, domestic partner benefits, life insurance, disability insurance (including long-term), flexible spending accounts (health care and child care), stock options, bonus plans, 401(k) savings plans, an onsite daycare center (HQ), onsite fitness center (HQ), 10-week paid parental leave, adoption and surrogacy assistance, and retiree health care. Campbell's also offers corporate benefits to both same- and opposite-sex couples and has a workplace flexibility policy.
401-3	Parental Leave	Campbell's policy provides 10 weeks of fully paid leave to primary caregivers and two weeks of fully-paid leave to non-primary caregivers following the birth or adoption of a child. Outside the U.S., we ensure that practices regarding parental leave are competitive with food companies in those respective markets.
<b>Labor/management relations</b>		
3-3	Management of Material Topics	<a href="#">Our People</a>
402-1	Minimum Notice Periods Regarding Operational Changes	Notice periods, if any, may vary by contract and/or legislation and/or local regulation. We always comply with local regulations and have had no actions brought against the company for violation of notice periods.
<b>Occupational health and safety</b>		
3-3	Management of Material Topics	<a href="#">Our People</a>

Disclosure	Disclosure Title	FY2023 Response
403-1	Occupational Health and Safety Management System	<a href="#">Our People</a>
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<a href="#">Our People</a>
403-3	Occupational Health Services	<a href="#">Our People</a>
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	100% of Campbell's supply chain workforce is represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. All of our manufacturing locations have some form of health and safety committee with representation from all employee levels.
403-5	Worker Training on Occupational Health and Safety	Campbell's conducts health and safety trainings in line with our health and safety training standard, which applies to all employees and contractors. Our health and safety standard includes a health and safety orientation, extensive health and safety trainings, and recordkeeping of trainings. Campbell's has a dedicated Learning Management System for all health and safety trainings and trainings are both computer-led and instructor-led. Training frequency varies by training topic, with some conducted annually, like confined spaces, conveyor safety, ergonomics, fall protection, and lockout tagout, among others. Site safety Leaders and Safety System Owners are responsible for ensuring affected employees and site visitors are trained and qualified to perform their jobs by ensuring all relevant health and safety training is completed as required.
403-6	Promotion of Worker Health	<a href="#">Our People</a>
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	<a href="#">Our People</a>
403-8	Workers Covered by an Occupational Health and Safety Management System	All employees are covered by our health and safety management system.
403-9	Work-Related Injuries	<a href="#">Data Table</a>
403-10	Work-related Ill Health	<a href="#">Data Table</a>
Training and Education		
3-3	Management of Material Topics	<a href="#">Our People</a>
404-2	Programs for Upgrading Employee Skills and Transition Assistance Program	<a href="#">Our People</a>
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	All salaried employees receive annual performance evaluations.



Disclosure	Disclosure Title	FY2023 Response
------------	------------------	-----------------

## Diversity and equal opportunity

3-3	Management of Material Topics	<a href="#">Our People; Code of Business Conduct and Ethics</a>
-----	-------------------------------	---

405-1	Diversity of Governance Bodies and Employees	<p><a href="#">Proxy</a></p> <p>For more information, see our <a href="#">Equal Employment Opportunity (EEO-1) Statement</a></p>
-------	--	--

### Age Group (Board is not counted in Total) - Numbers reflect GLOBAL employees

	30 and under	31-50	51 and over	Total
Board of Directors	0	1	11	12
Employees	2,418	6,837	4,829	14,084

### Gender Diversity by Management Level (Board is not counted in Total)

	Female	Male	Undeclared	Total
Board of Directors	4	8	0	12
Top Management	16	23	0	39
Management	733	1,014	0	1,747
Non-management	4,745	7,552	1	12,298
Total	5,494	8,589	1	14,084

### Ethnicity by Management Level (United States)

	American Indian/Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	2 or more races	White	Undeclared	Total
Top Management	0	4	1	1	1	1	30	0	38
Management	5	115	87	98	1	23	1,307	2	1,638
Non-management	414	545	2,847	1,886	76	260	6,098	83	12,209
Total	419	664	2,935	1,985	78	284	7,435	85	13,885

Disclosure	Disclosure Title	FY2023 Response
405-2	Ratio of Basic Salary Remuneration of Women to Men	Ratios of the median salaries of women to men at Campbell's U.S. corporate office locations, by salary band, range from 94% to 104%. Each salary band is comprised of different roles within different functions and are not necessarily comparable.
<b>Non-discrimination</b>		
3-3	Management of Material Topics	<a href="#">Business Ethics</a> ; <a href="#">Code of Business Conduct and Ethics</a>
406-1	Incidents of Discrimination and Corrective Actions Taken	The company has not been fined or disciplined by the EEOC in the last five fiscal years.
<b>Freedom of association and collective bargaining</b>		
3-3	Management of Material Topics	<a href="#">Business Ethics</a> ; <a href="#">Code of Business Conduct and Ethics</a>
407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	Campbell's has not identified any operations in which the right to freedom of association and collective bargaining may be at risk and we hold our suppliers accountable to our <a href="#">Responsible Sourcing Supplier Code</a> .
<b>Child labor</b>		
3-3	Management of Material Topics	<a href="#">Business Ethics</a> ; <a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Human Rights Principles</a>
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Campbell's has not identified any operations at significant risk for incidents of child labor, and we hold our suppliers accountable to our <a href="#">Responsible Sourcing Supplier Code</a> . For more information, please see our <a href="#">Human Rights Principles</a> and <a href="#">Coerced Labor in Supply Chains Statement</a> .
<b>Forced or compulsory labor</b>		
3-3	Management of Material Topics	<a href="#">Business Ethics</a> ; <a href="#">Code of Business Conduct and Ethics</a>
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Campbell's has not identified any operations at significant risk for incidents of forced or compulsory labor and we hold our suppliers accountable to our <a href="#">Responsible Sourcing Supplier Code</a> . For more information, please see our <a href="#">Human Rights Principles</a> and <a href="#">Coerced Labor in Supply Chains Statement</a> .
<b>Security practices</b>		
3-3	Management of Material Topics	Not Applicable



Disclosure	Disclosure Title	FY2023 Response
410-1	Security Personnel Trained in Human Rights Policies or Procedures	Not Applicable
<b>Rights of indigenous people</b>		
3-3	Management of Material Topics	<u>Materiality</u>
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	There have been no incidents of violations involving rights of indigenous peoples in the reporting period.
<b>Local Communities</b>		
3-3	Management of Material Topics	<u>Community</u>
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	<u>Community</u> We have engagement programs in all Campbell's communities.
413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	We have not identified operations with significant actual or potential negative impacts on local communities.
<b>Supplier social assessment</b>		
3-3	Management of Material Topics	Responsible Sourcing
414-1	New Suppliers that were Screened Using Social Criteria	Our <b>Responsible Sourcing Supplier Code</b> is available to all suppliers and sets forth the social standards we expect. Further expectations are detailed in our <b>Human Rights Principles</b> . Suppliers may be asked to complete or produce results of a social and environmental compliance self assessment or audit, consistent with Sedex Members Ethical Trade Audit (SMETA), a social and environmental auditing framework, or a similarly recognized authority.
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	23 active manufacturing sites, associated with 14 suppliers, completed SMETA audits during FY2023. No long-term social impacts were identified by these audits.
<b>Public policy</b>		
3-3	Management of Material Topics	Not Applicable
415-1	Political Contributions	Not Applicable

Disclosure	Disclosure Title	FY2023 Response
<b>Customer health and safety</b>		
3-3	Management of Material Topics	<u><a href="#">Our food</a></u>
416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	<u><a href="#">Responsible Pest Management</a></u> Campbell's has a long history of actively monitoring pesticide residues on incoming ingredients via our own internal chemical residue testing laboratory. Ingredients and suppliers are selected for sampling using a risk-based approach using internal and external data sources on likely residue risk to set sampling frequency. In tomato ingredients, Campbell's number one ingredient type for our legacy brands, we have over a decade of requiring farmer compliance with Campbell's pesticide requirements, which are stricter than U.S. Environmental Protection Agency (EPA) and California EPA standards. Farmer pesticide application reports are monitored, and tomato farmers out of compliance with these requirements cannot harvest their fields for Campbell's.
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	In FY2023, Campbell's had no Class I or Class II recalls.
<b>Marketing and labeling</b>		
3-3	Management of Material Topics	<u><a href="#">Materiality</a></u>
417-1	Requirements for Product and Service Information and Labeling	We ensure that 100% of our products provide nutrition information on packaging globally. Our multidisciplinary team of experts follows a rigorous multi-step review process to ensure any claims we make for our products are truthful and not misleading to consumers. In addition to an extensive internal review process, regulatory agencies enforce compliance in our operating markets. At a minimum, we label for energy (calories), total fat, saturated fat, sodium, carbohydrates, and protein in 100% of our markets. Most products also include a percentage of recommended daily intakes for nutrients per serving in line with local regulations. We participate in front-of-pack labeling systems mandated by regulations in applicable Central and South America markets, and Israel. We are implementing front-of-pack labeling to meet the effective date of Canada's new requirements. For consumers who want more information about our food, beyond what we can fit on product packaging, additional information about ingredients, nutrition, and claims is available online on individual brand websites.
417-2	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	There were no significant incidents of non-compliance concerning product and service information and labeling in FY2023.
417-3	Incidents of Non-Compliance Concerning Marketing Communications	There were no significant incidents of non-compliance concerning marketing communications in FY2023.
<b>Customer privacy</b>		
3-3	Management of Material Topics	Not Applicable
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Not Applicable



*Campbell's*