

# Campbell's



**2024 UNGC 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.

# UN Global Compact

Principle	Description	Report Section/Link	
1	Support and Respect Protection of Internationally Proclaimed Human Rights	<a href="#">Responsible Sourcing Governance Purpose, Values, and Culture</a>	<a href="#">Human Rights Principles</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Responsible Sourcing Supplier Code</a>
2	Make Sure Business Is Not Complicit in Human Rights Abuses	<a href="#">Responsible Sourcing Governance Purpose, Values, and Culture</a>	<a href="#">Human Rights Principles</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Responsible Sourcing Supplier Code</a>
3	Uphold Freedom of Association and the Effective Recognition of the Right to Collective Bargaining	<a href="#">Governance Purpose, Values, and Culture</a> <a href="#">Human Rights Principles</a> <a href="#">Code of Business Conduct and Ethics</a>	<a href="#">GRI Content Index 2-30: Collective bargaining agreements</a> <a href="#">Responsible Sourcing Supplier Code</a>
4	Support Elimination of All Forms of Forced and Compulsory Labor	<a href="#">Governance Purpose, Values, and Culture</a> <a href="#">Human Rights Principles</a>	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Responsible Sourcing Supplier Code</a> <a href="#">Coerced Labor in Supply Chains Statement</a>
5	Support Effective Abolition of Child Labor	<a href="#">Governance Purpose, Values, and Culture</a> <a href="#">Human Rights Principles</a>	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Responsible Sourcing Supplier Code</a> <a href="#">Coerced Labor in Supply Chains Statement</a>
6	Eliminate Discrimination in Employment and Occupation	<a href="#">Inclusion and Diversity Supplier Diversity Board Diversity Purpose, Values, and Culture</a>	<a href="#">Human Rights Principles</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Our Impact Website: Inclusion and Diversity</a>

Principle	Description	Report Section/Link
7	Support a Precautionary Approach to Environmental Challenges	<a href="#">Environment</a> <a href="#">Environmental Sustainability Policy</a> <a href="#">Code of Business Conduct and Ethics</a>
8	Undertake Initiatives To Promote Greater Environmental Responsibility	<a href="#">Environment</a> <a href="#">Environmental Sustainability Policy</a> <a href="#">Code of Business Conduct and Ethics</a>
9	Encourage the Development and Diffusion of Environmentally Friendly Technologies	<a href="#">Environment</a> <a href="#">Environmental Sustainability Policy</a> <a href="#">Code of Business Conduct and Ethics</a>
10	Work Against All Forms of Corruption, Including Extortion and Bribery	<a href="#">Governance</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">GRI Content Index - 205: Anti-corruption</a> <a href="#">GRI Content Index - 206: Anti-competitive Behavior</a>

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