

Kraft Heinz California Transparency in Supply Chains Act Statement

The Kraft Heinz Company and our affiliates (“Kraft Heinz,” “we,” or “our”) are committed to excellence in environmental social governance, continuous improvement, and responsible corporate practices throughout our entire value chain, including our supply chain.

Our publicly available [Global Human Rights Policy](#) (“Policy”) is guided by the most credible internationally recognized standards, including:

- The United Nations Guiding Principles on Business and Human Rights
- The International Bill of Human Rights
- The International Labour Organization’s Declaration on Fundamental Principles and Rights at Work

We believe the protection of human rights is the right thing to do, is fundamental to good business, and that we have both the ability and the responsibility to drive positive change through our global work. We have a zero-tolerance policy for human rights violations.

In support of this vision we are committed to respecting human rights in our own operations and throughout our global value chain. Kraft Heinz continues to place a high value on an ethical and transparent supply chain, and supports initiatives aimed to eradicate slavery and human trafficking. Kraft Heinz demands all business partners demonstrate a clear commitment to protecting the rights of workers worldwide and does not tolerate the use of forced labor—including human trafficking and slavery.

Kraft Heinz continues to partner with thousands of suppliers globally that are all committed to ensuring that there is no modern slavery within the Kraft Heinz supply chain. From standard contractual clauses requiring compliance to the completion of audits and due diligence processes, Kraft Heinz continually evaluates the suppliers it uses, as well as its own operations, to ensure that we are operating in compliance with all of its ethics and compliance codes and policies, including our rigorous

of workers worldwide. Specifically, suppliers are required to adhere to our [Supplier Guiding Principles](#). Upon request, a supplier must certify its compliance with all such principles.

Internal Accountability

Kraft Heinz is committed to ensuring that there is no slavery or human trafficking in any part of our business, including our supply chain. Each Kraft Heinz employee is required to conduct business legally and ethically and comply with certain established company standards, including but not limited to the prohibition of forced labour and the employment of anyone under the local legal working age. All such standards are outlined in the [Employee Code of Conduct](#). Failure to meet the Kraft Heinz standards on forced labour or minimum age requirements is a violation of corporate policy. Violators are subject to disciplinary action, up to and including termination of employment.

Training

The Kraft Heinz Employee Code of Conduct is accessible to all employees globally in the local language for each region. Kraft Heinz utilises a modular training program for the various components of the Employee Code of Conduct, meaning the focus of the trainings is established in accordance with the employee's function within the company. Kraft Heinz suppliers and procurement employees also have access to modular training on the [Kraft Heinz Supplier Guiding Principles](#).

Kraft Heinz has enhanced the rigour and extent of training being provided to its employees, specifically with regard to those in roles that are more readily exposed to scenarios where forced labour may arise. This targeted and pro-active practice furthers Kraft Heinz's commitment to protecting the rights of workers worldwide, meaning we are better poised than ever to identify actual or potential human rights violations in our supply chain. The increased levels of training provided by Kraft Heinz help us manage human rights protection in our business.

Certification by Direct Suppliers

Kraft Heinz purchasing contracts require suppliers to comply with all laws and regulations applicable to the fulfilment of its duties under the contract and to adhere to the mandates contained in the Supplier Guiding Principles. Suppliers are required to certify their compliance with the Supplier Guiding Principles at the request of Kraft Heinz, and are required to permit Kraft Heinz and its designated agents (including any third parties) to engage in monitoring activities, including on-site inspections. If the supplier is unable to resolve any issues, Kraft Heinz reserves the right to take additional action against the supplier, including but not limited to termination of the business relationship.

Supplier Compliance Audits

Kraft Heinz reserves the right, either through itself or a designated third party, to verify a supplier's compliance with the tenets contained in the Supplier Guiding Principles. If Kraft Heinz becomes aware of any supplier actions or conditions not in compliance with Kraft Heinz's communicated standards, including the principles contained in the Supplier Guiding Principles, such actions or

conditions are subject to review by Kraft Heinz. Kraft Heinz reserves the right to require corrective actions be taken and/or to terminate any non-

third-party provider and has multilingual staff available 24 hours a day. Reports can be made via country-specific toll-free phone numbers, or online.

Measuring our effectiveness

Kraft Heinz will continue to update its policies and procedures applicable to its supply chain as Kraft Heinz, our brands and our supply chain evolves.



Miguel Patricio

Chief Executive Officer, The Kraft Heinz Company

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