ESG Governance

ESG Factors



People

- 1. Health, Safety & Wellness
- 2. Community Investment
- 3. Employee Development & Experiences
- 4. Diversity, Equity & Inclusion



Planet

- 5. Climate Change
- 6. Food Waste
- 7. Environmental Management



Products

- 8. Customer Wellness & Experience
- 9. Product Quality & Safety
- 10. Supplier Collaboration

11.Human Rights

12. Ethical & Sustainable Sourcing



Governance

- 13. Responsible Governance
- 14. Business Ethics
- 15. Cyber Security & Data Protection
- 16. Risk & Crisis Management

Board of Directors (Quarterly)

Oversight of ESG Strategy and Execution

Board Committees focused on specific ESG Factors:



Corporate Governance & Social
Responsibility Committee

2 15 5, 6, 7 11,12

Audit Committee
Signs off on all SBR metrics

14, 15, 16

10

8

Collaboration

Touchpoints & Multi-

Committees

Executive Leadership Committee (biweekly)

Accountability for ESG Strategy and Execution

All ESG factors are covered at the Executive Leadership Committee. In addition, the following Operational Leadership Committees focus on ESG factors:



Disclosure Committee (Quarterly)

Accountability for ESG Disclosure