



## **Campbell Soup Company Human Rights Principles**

In furtherance of the commitments outlined in Campbell Soup Company's Code of Business Conduct and Ethics, this statement summarizes the Company's views on key human rights issues and seminal principles embodied in the UN Global Compact, the UN Declaration of Human Rights, core International Labour Organization Conventions, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the laws of the countries in which we do business.

The principles set forth in this statement reflect the Company's philosophy about the way we will conduct our business on a global basis. They are applicable to all employees at Campbell Soup Company's global operations, including all subsidiaries (hereinafter "Campbell"). These principles are approved and monitored regularly by the Company's senior management.

**Child Labor:** Campbell will not employ anyone under the age of 16 in any position. Workers under the age of 18 should not perform hazardous work. Where young workers are subject to compulsory education laws, they shall work only outside of school hours and should not work during night hours. The Company also expects its suppliers to comply with these standards when placing contingent workers on assignment with Campbell Soup Company.

**Forced Labor:** Campbell will not allow any labor practices utilizing prison, slave, forced, bonded, or indentured labor in our operations and will not engage in any other form of compulsory labor such as human trafficking. The ability of employees to move freely shall not be restricted through abuse, threats or practices such as retention of passports or valuable possessions in an unlawful manner and without their consent. Employees will not be required to pay any fees and costs associated with their recruitment. Employees will be made aware of the terms and conditions of their work in advance, and paid regularly as agreed.

**Diversity and Nondiscrimination:** Campbell is an equal opportunity employer and prohibits unlawful discrimination against applicants for employment and employees on the basis of race, color, sex, gender, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship, marital status, military or veteran status, physical or mental disability, medical condition, age, religion, genetic information or any other classification protected by federal, state or local law. In addition, employees may not be subject to pregnancy or related tests which can be used as a form of discrimination for an unlawful reason.

**Harassment Prohibition and Disciplinary Practices:** Campbell is committed to treating employees with respect and dignity and providing a workplace free of sexual harassment or other unlawful harassment. The Company will not tolerate harassment of employees by managers or co-workers, on or off-site. The Company will also endeavor to protect employees from harassment by non-employees in the workplace. All Campbell employees are expected to treat their coworkers, and employees of the Company's customers and suppliers with dignity and respect. Any form of psychological, physical, sexual or verbal abuse, intimidation or corporal punishment will not be tolerated.

**Working Hours:** Campbell Soup Company requires compliance with all applicable wage laws, including those related to minimum wage, working hours, rest periods and overtime work.  
**Compensation and Benefits:** Campbell requires employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits.

**Health and Safety:** Campbell will seek to provide a safe and secure business environment for the protection of our employees, products, materials, equipment, systems and information. The Company will provide a safe and healthy work environment that complies with all applicable laws pertaining to health and safety in the workplace. In addition, effective steps shall be taken to prevent health and safety incidents and occupational injury and/or illness.

**Freedom of Association/Collective Bargaining:** Campbell recognizes that in many of the locations in which we operate, employees have the right to freely associate, or not to associate, with third party organizations such as labor organizations, as well as the right to bargain collectively in accordance with local laws. The Company respects these rights, and is further committed to creating an environment of open communication in which employees can speak with their managers about their ideas, concerns or problems, and work together to address workplace issues. We encourage our employees to share their ideas, concerns or suggestions through a culture of cooperation and teamwork.

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