



*Campbell's*

# Delivering on our Purpose

2023 CORPORATE RESPONSIBILITY DATA UPDATE



## 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 2022 fiscal year, spanning August 2, 2021 through July 31, 2022. 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 in reference with the Global Reporting Initiative (GRI) Standards: Core Option. This report also includes some content that addresses comprehensive level GRI disclosures. 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 2022 environmental and nutrition 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 Soup Company has reported in reference with the 2022 GRI Standards for the period August 2, 2021–July 31, 2022.

Disclosure	Disclosure Title	2022 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 FY2022 (August 2, 2021–July 31, 2022). We report biennially, with updates annually. We value and welcome feedback from interested stakeholders. Contact Stewart Lindsay, Vice President, Corporate Responsibility & Sustainability, One Campbell 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	None
2-5	External Assurance	We completed third-party limited assurance consistent with guidance provided by ISO 14064-3 of our FY2022 Scope 1 and Scope 2 GHG emissions. We also completed limited assurance of our water withdrawal, water discharge, waste to landfill, and nutrition data for FY2022. All assurance statements can be found at <a href="https://www.campbellsoupcompany.com/our-impact/reports-and-policies/">https://www.campbellsoupcompany.com/our-impact/reports-and-policies/</a>
2-6	Activities, Value Chain, and Other Business Relationships	<a href="#">10-K</a>

# GRI Index

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2-7	Employees	<p><b>Employees by Region and Type, Salary, and Gender</b></p> <table border="1"> <thead> <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> </tr> </thead> <tbody> <tr> <td>USA</td> <td>14,240</td> <td>14,000</td> <td>240</td> <td>10,313</td> <td>3,927</td> <td>8,781</td> <td>5,459</td> </tr> <tr> <td>Canada</td> <td>154</td> <td>154</td> <td>0</td> <td>0</td> <td>154</td> <td>62</td> <td>92</td> </tr> <tr> <td>Mexico</td> <td>34</td> <td>34</td> <td>0</td> <td>0</td> <td>34</td> <td>13</td> <td>21</td> </tr> <tr> <td><b>Total</b></td> <td><b>14,428</b></td> <td><b>14,188</b></td> <td><b>240</b></td> <td><b>10,313</b></td> <td><b>4,115</b></td> <td><b>8,856</b></td> <td><b>5,572</b></td> </tr> </tbody> </table> <p><b>Employees by Type and Region</b></p> <table border="1"> <thead> <tr> <th></th> <th>USA</th> <th>Canada</th> <th>Mexico</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td><b>Full-Time</b></td> <td><b>14,000</b></td> <td><b>154</b></td> <td><b>34</b></td> <td><b>14,188</b></td> </tr> <tr> <td>Male</td> <td>8,662</td> <td>62</td> <td>13</td> <td>8,737</td> </tr> <tr> <td>Female</td> <td>5,338</td> <td>92</td> <td>21</td> <td>5,451</td> </tr> <tr> <td><b>Part-Time</b></td> <td><b>240</b></td> <td><b>0</b></td> <td><b>0</b></td> <td><b>240</b></td> </tr> <tr> <td>Male</td> <td>119</td> <td>0</td> <td>0</td> <td>119</td> </tr> <tr> <td>Female</td> <td>121</td> <td>0</td> <td>0</td> <td>121</td> </tr> <tr> <td><b>Total</b></td> <td><b>14,240</b></td> <td><b>154</b></td> <td><b>34</b></td> <td><b>14,428</b></td> </tr> </tbody> </table>						Region	Total Employees	Full-Time	Part-Time	Hourly	Salaried	Male	Female	USA	14,240	14,000	240	10,313	3,927	8,781	5,459	Canada	154	154	0	0	154	62	92	Mexico	34	34	0	0	34	13	21	<b>Total</b>	<b>14,428</b>	<b>14,188</b>	<b>240</b>	<b>10,313</b>	<b>4,115</b>	<b>8,856</b>	<b>5,572</b>		USA	Canada	Mexico	Total	<b>Full-Time</b>	<b>14,000</b>	<b>154</b>	<b>34</b>	<b>14,188</b>	Male	8,662	62	13	8,737	Female	5,338	92	21	5,451	<b>Part-Time</b>	<b>240</b>	<b>0</b>	<b>0</b>	<b>240</b>	Male	119	0	0	119	Female	121	0	0	121	<b>Total</b>	<b>14,240</b>	<b>154</b>	<b>34</b>	<b>14,428</b>
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<sup>1</sup> Contractors / Non-Employees are not reported as part of FTE in our GRI Disclosure.

# GRI Index

Disclosure	Disclosure Title	2022 Response
2-9	Governance Structure and Composition	<a href="#">ESG Governance Structure</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>
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 & Sustainability team and the Engineering team. These teams report up through the EVP General Counsel and Chief Sustainability, Corporate Responsibility & Governance Officer and the EVP and 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 who also reports to our EVP General Counsel. For our <a href="#">Responsible Sourcing Supplier Code</a> , responsibility sits with our Procurement team and, ultimately, with our Chief Procurement Officer and EVP and Chief Supply Chain Officer.

# GRI Index

Disclosure	Disclosure Title	2022 Response
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 who has a concern may call the <a href="#">Integrity Hotline</a> at 800-210-2173.
2-27	Compliance with Laws and Regulations	There were no significant incidents of non-compliance with laws and regulations during the reporting period.  Environmental Compliance: Campbell Soup Company manages environmental compliance through the use of an electronic system, the Campbell's Environmental Management & 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.
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.
<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</a> ; <a href="#">Proxy</a>
201-1	Direct Economic Value Generated and Distributed	<a href="#">10-K</a> ; <a href="#">Proxy</a>
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	<a href="#">10-K</a> ; <a href="#">CDP Climate Change 2022</a>
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	<a href="#">10-K</a>
201-4	Financial Assistance Received from Government	Campbell occasionally receives non-material support from the government in the form of grants and/or credits.

# GRI Index

Disclosure	Disclosure Title	2022 Response
<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="#">Vibrant Communities</a>
203-1	Infrastructure Investments and Services Supported	<a href="#">Vibrant Communities</a>
203-2	Significant Indirect Economic Impacts	<a href="#">Vibrant Communities</a>
<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 report this data.
<b>Anti-corruption</b>		
3-3	Management of Material Topics	<a href="#">Code of Conduct</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. This assessment addresses the corruption 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 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 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.

# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Anti-competitive behavior</b>		
3-3	Management of Material Topics	<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 has been identified as a participant.
<b>Tax</b>		
3-3	Management of Material Topics	Not Applicable
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="#">Improving Circularity in Packaging</a>
301-1	Materials Used by Weight or Volume	<a href="#">Improving Circularity in Packaging</a>
301-2	Recycled Input Materials Used	<a href="#">Improving Circularity in Packaging</a>
301-3	Reclaimed Products and Their Packaging Materials	We do not have any reclaimed products.



# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Energy</b>		
3-3	Management of Material Topics	<a href="#">Combating Climate Change</a>
302-1	Energy Consumption Within the Organization	<a href="#">Scorecard; CDP Climate Change 2022</a>
302-2	Energy Consumption Outside of the Organization	<a href="#">Scorecard; CDP Climate Change 2022</a>
302-3	Energy Intensity	<a href="#">Scorecard; CDP Climate Change 2022</a> Campbell defines intensity as Energy Use/Metric Ton of Food Produced.
302-4	Reduction of Energy Consumption	<a href="#">Scorecard; CDP Climate Change 2022</a>
302-5	Reductions in Energy Requirements of Products and Services	<a href="#">Scorecard; CDP Climate Change 2022</a>
<b>Water and effluents</b>		
3-3	Management of Material Topics	<a href="#">Promoting Sustainable Water Supplies; Combating Climate Change; CDP Water Security 2022</a>
303-1	Interactions with Water as a Shared Resource	<a href="#">Promoting Sustainable Water Supplies; Sustaining Water throughout the Tomato Journey; CDP Water Security 2022</a>
303-2	Management of Water Discharge-Related Impacts	<a href="#">Promoting Sustainable Water Supplies; Combating Climate Change; CDP Water Security 2022</a>
303-3	Water Withdrawal	<a href="#">Scorecard; CDP Water Security 2022</a>
303-4	Water Discharge	<a href="#">Scorecard; CDP Water Security 2022</a>
303-5	Water Consumption	<a href="#">CDP Water Security 2022</a>

# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Biodiversity</b>		
3-3	Management of Material Topics	We consider biodiversity to be embedded within sustainable agriculture so for reporting purposes, we do not report on biodiversity as a separate material issue. Management practices related to biodiversity are included in our sustainable agriculture stories under <a href="#">Healthy Environment – Combating Climate Change</a> .
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="#">Combating Climate Change</a>
305-1	Direct (Scope 1) GHG Emissions	<a href="#">Scorecard; CDP Climate Change 2022</a>
305-2	Energy Indirect (Scope 2) GHG Emissions	<a href="#">Scorecard; CDP Climate Change 2022</a>
305-3	Other Indirect (Scope 3) GHG Emissions	<a href="#">Scorecard; CDP Climate Change 2022</a>
305-4	GHG Emissions Intensity	<a href="#">Scorecard; CDP Climate Change 2022</a> Campbell defines intensity as Greenhouse Gas (GHG) Emissions/Metric Ton of Food Produced.
305-5	Reduction of GHG Emissions	<a href="#">Scorecard; CDP Climate Change 2022</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.

# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Waste</b>		
3-3	Management of Material Topics	<a href="#">Working to Eliminate Waste</a>
306-1	Waste Generation and Significant Waste-Related Impacts	<a href="#">Working to Eliminate Waste</a> ; <a href="#">Improving Circularity in Packaging</a>
306-2	Management of Significant Waste-Related Impacts	<a href="#">Working to Eliminate Waste</a>
306-3	Waste Generated	<a href="#">Scorecard</a>
306-4	Waste Diverted from Disposal	<a href="#">Scorecard</a>
306-5	Waste Directed to Disposal	<a href="#">Scorecard</a>
<b>Supplier environmental assessment</b>		
3-3	Management of Material Topics	<a href="#">Responsible Sourcing</a>
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	Auditing capacity continued to be constrained due to the COVID-19 pandemic. In FY2022, nine suppliers, with sixteen total manufacturing sites, underwent SMETA audits and from those audits, no long-term negative environmental impacts were identified.

# GRI Index

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<b>Employment</b>																																																					
3-3	Management of Material Topics	<a href="#">Thriving People</a>																																																			
401-1	New Employee Hires and Employee Turnover	<p>Voluntary turnover for FY2022 was 20% and involuntary turnover was 18%, with a total turnover rate of 37%. Turnover rates calculated utilizing average headcount within reporting period.</p> <table border="1"> <thead> <tr> <th colspan="3"><b>New Hires vs. Turnover by Age, Gender, and Region</b></th> </tr> <tr> <th></th> <th><b>New Hires</b></th> <th><b>Turnover</b></th> </tr> </thead> <tbody> <tr> <td colspan="3"><b>Age Range</b></td> </tr> <tr> <td>30 and under</td> <td>2,125</td> <td>1,631</td> </tr> <tr> <td>31-50</td> <td>2,806</td> <td>2,296</td> </tr> <tr> <td>51 and over</td> <td>931</td> <td>1,309</td> </tr> <tr> <td><b>Total</b></td> <td><b>5,862</b></td> <td><b>5,236</b></td> </tr> <tr> <td colspan="3"><b>Gender</b></td> </tr> <tr> <td>Female</td> <td>2,157</td> <td>2,002</td> </tr> <tr> <td>Male</td> <td>3,705</td> <td>3,234</td> </tr> <tr> <td>Undeclared</td> <td>0</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>5,862</b></td> <td><b>5,236</b></td> </tr> <tr> <td colspan="3"><b>Region</b></td> </tr> <tr> <td>USA</td> <td>5,839</td> <td>5,207</td> </tr> <tr> <td>Canada</td> <td>17</td> <td>26</td> </tr> <tr> <td>Mexico</td> <td>6</td> <td>3</td> </tr> <tr> <td><b>Total</b></td> <td><b>5,862</b></td> <td><b>5,236</b></td> </tr> </tbody> </table>	<b>New Hires vs. Turnover by Age, Gender, and Region</b>				<b>New Hires</b>	<b>Turnover</b>	<b>Age Range</b>			30 and under	2,125	1,631	31-50	2,806	2,296	51 and over	931	1,309	<b>Total</b>	<b>5,862</b>	<b>5,236</b>	<b>Gender</b>			Female	2,157	2,002	Male	3,705	3,234	Undeclared	0	0	<b>Total</b>	<b>5,862</b>	<b>5,236</b>	<b>Region</b>			USA	5,839	5,207	Canada	17	26	Mexico	6	3	<b>Total</b>	<b>5,862</b>	<b>5,236</b>
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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 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 (WHQ), onsite fitness center (WHQ), 10-week paid parental leave, adoption assistance, and retiree health care. Campbell Soup Company 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.																																																			

# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Labor/management relations</b>		
3-3	Management of Material Topics	<a href="#">Thriving 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="#">Caring for Our People</a>
403-1	Occupational Health and Safety Management System	<a href="#">Caring for Our People</a>
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<a href="#">Caring for Our People</a>
403-3	Occupational Health Services	<a href="#">Caring for Our People</a>
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	100% of Campbell's 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 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 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 record-keeping of trainings. Campbell 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="#">Caring for Our People</a>
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	<a href="#">Caring for 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="#">Scorecard</a>
403-10	Work-related Ill Health	<a href="#">Scorecard</a>

# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Training and education</b>		
3-3	Management of Material Topics	<a href="#">Thriving People</a>
404-2	Programs for Upgrading Employee Skills and Transition Assistance Program	<a href="#">Thriving People</a>
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	100% of salaried employees receive an annual performance evaluation.

# GRI Index

Disclosure	Disclosure Title	2022 Response																																																																																															
<b>Diversity and equal opportunity</b>																																																																																																	
3-3	Management of Material Topics	<a href="#">Thriving People</a> ; <a href="#">Code of Business Conduct and Ethics</a>																																																																																															
405-1	Diversity of Governance Bodies and Employees	<p><a href="#">Proxy</a></p> <p><b>Age Group (Board is not counted in Total) - Numbers reflect Global employees</b></p> <table border="1"> <thead> <tr> <th></th> <th>30 and under</th> <th>31-50</th> <th>51 and over</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>0</td> <td>2</td> <td>11</td> <td>13</td> </tr> <tr> <td>Employees</td> <td>2,548</td> <td>6,850</td> <td>5,030</td> <td>14,428</td> </tr> </tbody> </table> <p><b>Gender Diversity by Management Level (Board is not counted in Total)</b></p> <table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Undeclared</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>4</td> <td>9</td> <td>0</td> <td>13</td> </tr> <tr> <td>Top Management</td> <td>15</td> <td>23</td> <td>0</td> <td>38</td> </tr> <tr> <td>Management</td> <td>655</td> <td>928</td> <td>0</td> <td>1,583</td> </tr> <tr> <td>Non-management</td> <td>4,902</td> <td>7,905</td> <td>0</td> <td>12,807</td> </tr> <tr> <td><b>Total</b></td> <td><b>5,572</b></td> <td><b>8,856</b></td> <td><b>0</b></td> <td><b>14,428</b></td> </tr> </tbody> </table> <p><b>Ethnicity by Management Level (United States)</b></p> <table border="1"> <thead> <tr> <th></th> <th>American Indian/ Alaska Native</th> <th>Asian</th> <th>Black or African American</th> <th>Hispanic or Latino</th> <th>Native Hawaiian or Other Pacific Islander</th> <th>2 or more races</th> <th>White</th> <th>Undeclared</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Top Management</td> <td>0</td> <td>4</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>29</td> <td>0</td> <td>37</td> </tr> <tr> <td>Management</td> <td>8</td> <td>109</td> <td>79</td> <td>80</td> <td>2</td> <td>20</td> <td>1,182</td> <td>4</td> <td>1,484</td> </tr> <tr> <td>Non-management</td> <td>431</td> <td>538</td> <td>3,022</td> <td>1,866</td> <td>69</td> <td>271</td> <td>6,487</td> <td>35</td> <td>12,719</td> </tr> <tr> <td><b>Total</b></td> <td><b>439</b></td> <td><b>651</b></td> <td><b>3,102</b></td> <td><b>1,947</b></td> <td><b>72</b></td> <td><b>292</b></td> <td><b>7,698</b></td> <td><b>39</b></td> <td><b>14,240</b></td> </tr> </tbody> </table> <p>For more information, see our <a href="#">Equal Employment Opportunity (EEO-1) Statement</a>. Employment calculated as of start of FY2022.</p>		30 and under	31-50	51 and over	Total	Board of Directors	0	2	11	13	Employees	2,548	6,850	5,030	14,428		Female	Male	Undeclared	Total	Board of Directors	4	9	0	13	Top Management	15	23	0	38	Management	655	928	0	1,583	Non-management	4,902	7,905	0	12,807	<b>Total</b>	<b>5,572</b>	<b>8,856</b>	<b>0</b>	<b>14,428</b>		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	29	0	37	Management	8	109	79	80	2	20	1,182	4	1,484	Non-management	431	538	3,022	1,866	69	271	6,487	35	12,719	<b>Total</b>	<b>439</b>	<b>651</b>	<b>3,102</b>	<b>1,947</b>	<b>72</b>	<b>292</b>	<b>7,698</b>	<b>39</b>	<b>14,240</b>
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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 88% to 104%. Each salary band is comprised of different roles within different functions and are not necessarily comparable.																																																																																															

# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Non-discrimination</b>		
3-3	Management of Material Topics	<a href="#">Code of Conduct</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="#">Code of Conduct</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 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="#">Code of Conduct</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 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="#">Anti-Slavery and Human Trafficking Statement</a> .
<b>Forced or compulsory labor</b>		
3-3	Management of Material Topics	<a href="#">Code of Conduct</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 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="#">Anti-Slavery and Human Trafficking Statement</a> .
<b>Security practices</b>		
3-3	Management of Material Topics	Not Applicable
410-1	Security Personnel Trained in Human Rights Policies or Procedures	Not Applicable



# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Rights of indigenous peoples</b>		
3-3	Management of Material Topics	<a href="#">Materiality</a>
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	<a href="#">Vibrant Communities</a>
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	<a href="#">Vibrant Communities</a> We have community engagement programs in all of the locations in which we operate.
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	<a href="#">Responsible Sourcing</a>
414-1	New Suppliers that were Screened Using Social Criteria	Our <a href="#">Responsible Sourcing Supplier Code</a> is available to all suppliers and sets forth the social standards we expect. Further expectations are detailed in our Human Rights Principles, available at <a href="https://www.campbellsoupcompany.com/suppliers/">https://www.campbellsoupcompany.com/suppliers/</a> . 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	Auditing capacity continued to be constrained due to the COVID-19 pandemic. In FY2022, nine suppliers, with sixteen total manufacturing sites, underwent SMETA audits and from those audits, no long-term negative social impacts were identified.
<b>Public policy</b>		
3-3	Management of Material Topics	Not Applicable
415-1	Political Contributions	Not Applicable

# GRI Index

Disclosure	Disclosure Title	2022 Response
<b>Customer health and safety</b>		
3-3	Management of Material Topics	<a href="#">Operating Transparently</a>
416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	<p><a href="#">Operating Transparently</a></p> <p>Campbell 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 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.</p>
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	In FY2022, Campbell had no Class I or Class II recalls.
<b>Marketing and labeling</b>		
3-3	Management of Material Topics	<a href="#">Materiality</a>
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 throughout Central and South America markets. 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 FY2022.
417-3	Incidents of Non-Compliance Concerning Marketing Communications	There were no significant incidents of non-compliance concerning marketing communications in FY2022.
<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	0

*Campbell's*