



2024 Corporate Responsibility Report Update

Animal Welfare Guidelines and Addendum

Updated March 2024

This addendum provides performance data, important context regarding our animal welfare goals, information on Campbell's approach to animal welfare, and guidelines for suppliers.

This document replaces previous guidelines and other communications.

Expanding the Scope of Our Animal Welfare Goals

Animal welfare is a key part of our vision for an ethical and responsible supply chain. We, along with customers, consumers, suppliers, farmers, and non-governmental organizations have a shared interest in meeting increasing demand for affordable food while improving animal welfare.

Campbell adopted an animal welfare policy in fiscal year 2012. Since that time, we have set goals, integrated animal welfare into our supply chain practices, partnered with suppliers on implementation, studied these evolving issues through dialogues and consultation with relevant advocacy groups, experts and academics, and issued regular disclosures on our positions, targets, and performance.

The previous scope of our animal welfare goals, which include cage-free eggs, gestation-crate-free pork, and improved broiler chicken welfare, were related to ingredients we buy directly. During 2022, we assessed our goals and decided to expand the scope to include additional ingredients, including prepared ingredients that we purchase from suppliers and use in our products. Examples of these include meatballs that contain blends of pork and other meats, as well as noodles that contain eggs. We made this change because we believe the expanded scope better reflects the intent of our goals and provides greater transparency to stakeholders about what's in our food and how it's made. The change increases the total volume of higher-welfare ingredients we will source directly or indirectly.

We continue to include all eggs, pork and broiler chicken meat previously in scope. Importantly, we have not changed the target dates for meeting our goals.

From fiscal year 2022 forward, performance figures will reflect our expanded scope and will not be comparable to data reported previously.

Meeting our Commitment for Gestation Crate-free Pork

Campbell has transitioned its supply of 100% pork meat and skin ingredients, and the pork in blended meat products, to gestation crate-free pork.

We are using the Ohio Livestock Care Standards [[Livestock Care Standards | Ohio Department of Agriculture](#)] to define our commitment. We selected this standard after consulting with suppliers and experts at the University of Pennsylvania regarding housing systems and pigs' social behaviors.



Under the standard, sows are kept out of group housing for specific periods, including to protect them during insemination and prior to confirmation of pregnancy.

Transitioning to the Exclusive Use of Eggs from Cage-Free Hens

In 2016, we committed to transition to the exclusive use of eggs from cage-free hens by the end of calendar year 2025.

At the end of fiscal year 2023, we had reached 24%. This figure is calculated using our expanded scope. We are working actively with our suppliers and expect to reach 100% on time by the end of calendar year 2025.

Committing to a Higher Standard of Animal Welfare in Chicken Meat Supply

In 2017, we aimed to move our U.S. chicken meat supply to a higher standard of animal welfare by the end of calendar year 2024. In 2021, we focused this goal on providing improved environments with litter management and enrichments.

Campbell has transitioned its chicken meat supply to come from birds raised in environments with improved litter management and enrichments.

We continue to aspire, over time, to the Better Chicken Commitment. We will monitor and engage with our supply chain to assess adoption of the Commitment, but do not plan to communicate a detailed roadmap for implementation.

Purchasing GAP Step 2 Certified Chicken for our Pacific Foods Brand

Our Pacific Foods brand sources 100% GAP Step 2 chicken (meat and stock). With expected sales growth of Pacific Foods products, increases in the supply of organic GAP Step 2 chicken will be essential to continue 100% utilization of Step 2 chicken for this brand.

Market Conditions & Progress Reporting

Campbell's primary purpose is to provide good food for consumers at affordable prices. This requires agility and flexibility. At any given time, market conditions may require us to make purchases that do not meet our animal welfare goals. This has been true in recent years.

Market dynamics also make it challenging to provide interim progress updates or provide details of our plans, as they are subject to change. We will maintain the spirit and ultimate intent of our animal welfare goals, policies and principles, while ensuring we serve customers and consumers. We will continue to provide updates on our performance and progress on an annual basis in our Corporate Responsibility Report.



Supplier Guidelines

Campbell is committed to the humane treatment of animals, and animal welfare is a key part of our vision for an ethical and responsible supply chain. Suppliers are required to implement humane procedures to prevent the mistreatment of animals at all times, including when they are raised, cared for, transported, and processed. At a minimum, suppliers are to provide an environment that is consistent with the “five freedoms” of animal welfare, which are defined as:

1. Freedom from thirst, hunger and malnutrition
2. Freedom from discomfort
3. Freedom from pain, injury and disease
4. Freedom to express normal behavior
5. Freedom from fear and distress

Full supplier guidelines can be found in our [Responsible Sourcing Supplier Code](#).

Antibiotics in Chicken

We source only "No Antibiotics Ever" (NAE) diced and canned chicken.

Seafood

Campbell currently uses a small amount of seafood in its products including clams, shrimp, crab and lobster. Clams make up the largest percentage of our seafood purchasing. All our clams come from Marine Stewardship Council-certified fisheries. These clams are raised in U.S. waters and sourcing limits are managed by the National Oceanic and Atmospheric Administration (NOAA). NOAA maintains a quota on the number of clams harvested by any one source, safeguarding against over-harvesting of clams. The method of harvest our suppliers use is hydraulic dredging, which is classified as a ‘good alternative’ activity for clams by the Monterey Bay Aquarium Seafood Watch.

Animal Testing

Campbell does not conduct, fund or commission any tests on animals in its food and beverages unless they are explicitly required by law. Where governmental agencies require animal tests to demonstrate ingredient safety, companies using those ingredients rely on third party testing. Campbell has shared our concern regarding the ethical and humane treatment of animals with our suppliers and we encourage the use of alternative testing methods whenever and wherever possible