

Supplier Guiding Principles

Partnering with Our Suppliers for Continuous Improvement and Responsible Sourcing

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Introduction

At The Kraft Heinz Company we are driven by our Vision “*To sustainably grow by delighting more consumers globally.*” As a company, one of our six Values is *We do the right thing* – and we take responsibility for contributing to improvements which protect our planet, drive responsible business practices, and support communities where we live and work.

These Supplier Guiding Principles (also referred to as the “Principles”) outline our requirements, standards, and expectations for all our suppliers. These Principles are based on industry best practices and internationally recognized standards.

It is the responsibility of each supplier to ensure its compliance with these Principles. Suppliers are required to manage their subcontractors and supply chains in a manner consistent with these Principles.

Scope

For the purpose of these Principles, Kraft Heinz, its subsidiaries and its business units worldwide are collectively referred to as “Kraft Heinz”. As used throughout these Principles, the term “supplier” refers to Tier 1 (direct) and Tier 2 (indirect) suppliers of products and/or services to Kraft Heinz, and their subcontractors. The term “supplier” includes contractors, external manufacturers, vendors, service providers, labor providers, distributors, licensees, and joint venture partners. These Principles also extend to any “worker” employed or engaged by a supplier of Kraft Heinz, and to that supplier’s subcontractors and downstream suppliers, including but not limited to permanent, temporary, full-time, part-time, or fixed-term employees, agency workers, migrant workers, legal young workers (minors), trainees, secondees, and work-experience placements.

Acceptance of these Principles and commitment to comply with the requirements contained herein is part of any supplier contractual arrangement or purchase order with Kraft Heinz. Supplier contracts may contain more specific provisions addressing some of these areas. Nothing in these Supplier Guiding Principles is meant to supersede any more specific provisions in any supplier contract.



Our Approach to Supplier Guiding Principles

At Kraft Heinz, we partner with our suppliers to address and continually improve upon social and environmental factors as an important part of our journey. We expect our suppliers to share in our dedication to responsible sourcing.

The **Mandatory Requirements** and **Expected Practices** outlined in these Principles are guided by industry best practices and internationally recognized standards, including without limitation, the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set forth in the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work as well as the OECD Guidelines on Responsible Business Conduct.

These Principles reflect our current position on responsible sourcing. We will periodically review these Principles to ensure requirements and expectations set forth herein are still relevant and up to date with latest developments.

Requirements & Practices

All suppliers of Kraft Heinz must adhere to the Mandatory Requirements outlined in these Principles, and we encourage suppliers to use the Expected Practices included in these Principles as a guide to further improve their efforts.

- ✓ **Mandatory Requirements** set forth the minimum acceptable conduct to be a supplier of Kraft Heinz.
- ✓ **Expected Practices** outline conduct or practices that are not mandatory but strongly encouraged.

Supplier Guiding Principles

Partnering with Our Suppliers for Continuous Improvement and Responsible Sourcing



We conduct business with integrity.



We respect human rights and ethical labor practices.

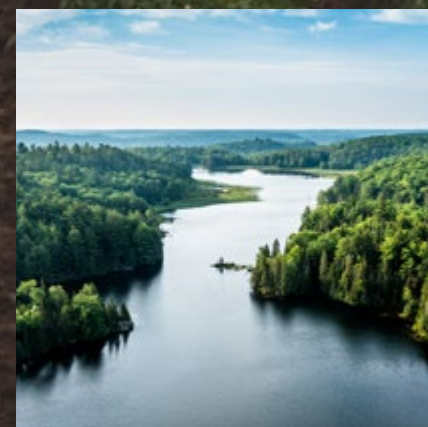
We believe workers have the right to a healthy and safe workplace.



We value supplier partnerships and community impact.



We are committed to protecting animals and their welfare.



We are stewards of the environment.



We conduct business with integrity.

✔ **Mandatory Requirements:** All of the following are mandatory requirements for our suppliers.

✔ Compliance With Laws and Regulations

Suppliers must comply with all applicable laws and regulations in the countries in which they operate, as well as all laws and regulations applicable to the provision of products and/or services to Kraft Heinz.

✔ Anti-Corruption and Anti-Bribery

Suppliers must not directly or indirectly make any payments, offers, gifts, promises, incentives, or provide anything of value in exchange for an improper business advantage. Suppliers must act in full compliance with the U.S. Foreign Corrupt Practices Act, U.K. Bribery Act, Canada Corruption of Foreign Public Officials Act, and/or all other applicable anti-corruption and anti-bribery laws. Suppliers must have a zero-tolerance position on issues relating to embezzlement, extortion, bribery, and corruption (including a prohibition on making facilitating payments). Suppliers must comply with Kraft Heinz's Ethics & Compliance Third Party Due Diligence Process. This process requires suppliers to declare any business or ownership ties to a government official or entity, representatives of a political party, or a Kraft Heinz employee, prior to conducting business with Kraft Heinz.

✔ Gifts and Hospitality

Suppliers must not offer gifts or business entertainment to Kraft Heinz employees unless they are insignificant, incidental, and of nominal value such as logoed promotional items. Any gift or business entertainment must be for a legitimate business purpose, must not be intended to secure an improper advantage or influence (or appear to influence) a business decision, must comply with applicable laws of the country in which the gift or entertainment is given or accepted, and must be reasonable in value and frequency.

✔ Conflict of Interest

Suppliers must remain free from the influence of actual or potential conflicts of interest as they carry out business affairs with Kraft Heinz. Suppliers must disclose immediately any business relationship in which they become (or plan to become) involved, which could result in an actual or potential conflict of interest or in the appearance of a conflict of interest.

✔ Accuracy of Business Records

Suppliers shall record and maintain all commercial and business transactions completely, transparently, accurately, and in a timely manner. Suppliers must never falsify, omit, misstate or conceal any information on supplier business records. Books and records must be kept in accordance with all applicable laws and regulations, as well as generally accepted accounting principles.

✔ Fair Competition

Suppliers must compete with integrity around the world. Suppliers must not, directly or indirectly, engage in illegal or illicit collaboration with competitors, discuss competition or competitively sensitive information with competitors, or agree to restrain trade or reduce competition. Suppliers must comply with all applicable competition or antitrust laws and regulations.

✔ Data Privacy and Information Protection

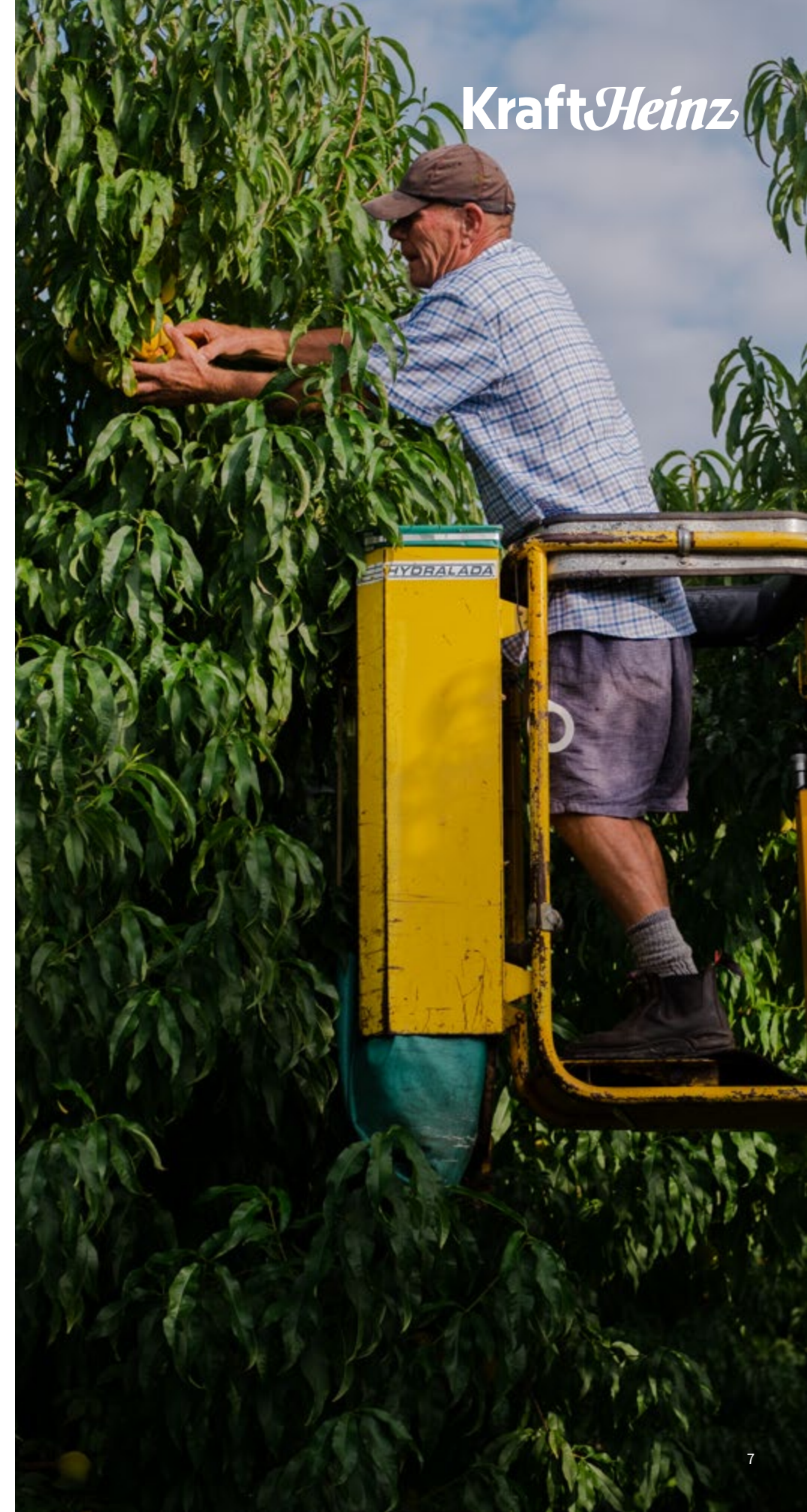
Suppliers must comply with all applicable laws and regulations related to the protection, privacy, and/or processing of data and information (including data and information that relates to an identified or identifiable person which is deemed personal data or personal information) and must not cause Kraft Heinz to be in violation of any such laws and regulations. Any supplier processing personal data on behalf of Kraft Heinz agrees to process such personal data pursuant to any data processing requirements that Kraft Heinz provides to supplier in contract provisions or otherwise in writing. Supplier must notify Kraft Heinz as soon as it becomes aware of any unauthorized access, theft, loss, misuse, or damage, or any other breach of security, in relation to any Kraft Heinz data or information in the possession of (or processed by or at the direction of) supplier, its agents, or subcontractors.

✔ Confidentiality

Suppliers must appropriately manage and protect any confidential information, trade secrets, and/or intellectual property belonging to Kraft Heinz or a Kraft Heinz business partner that is shared with them to ensure that confidentiality is maintained and that such information is not disclosed. Suppliers must notify Kraft Heinz as soon as practicable if there has been any unauthorized disclosure, loss, or compromise of any such confidential information belonging to Kraft Heinz or a Kraft Heinz business partner and use best efforts to mitigate any potential risks relating to such disclosure, loss or compromise. Confidential or proprietary information about Kraft Heinz must not be used to engage in or support insider trading or in any other activity that is unrelated to the supply of goods and/or services to Kraft Heinz and our contractors.

✔ International Trade Compliance

Suppliers must comply with all applicable economic sanctions, export control and anti-boycott laws, regulations, orders, designations, licenses and relevant directives. Suppliers must implement effective internal controls in order to minimize the risk of breaching these laws and of causing Kraft Heinz to violate such laws.



We respect human rights and ethical labor practices.

Kraft Heinz is committed to upholding responsible business practices and treating people with dignity and respecting their human rights.

In addition to complying with these Principles, all suppliers are required to uphold the related standards and responsible business practices contained in Kraft Heinz's [Global Human Rights Policy](#). This Policy outlines the Mandatory Requirements, Expected Practices and Management Systems designed to support the implementation of these standards.

We expect our suppliers to identify and address human rights risks, implement effective prevention and remediation measures, and contribute positively to the communities and livelihoods where they operate and source.

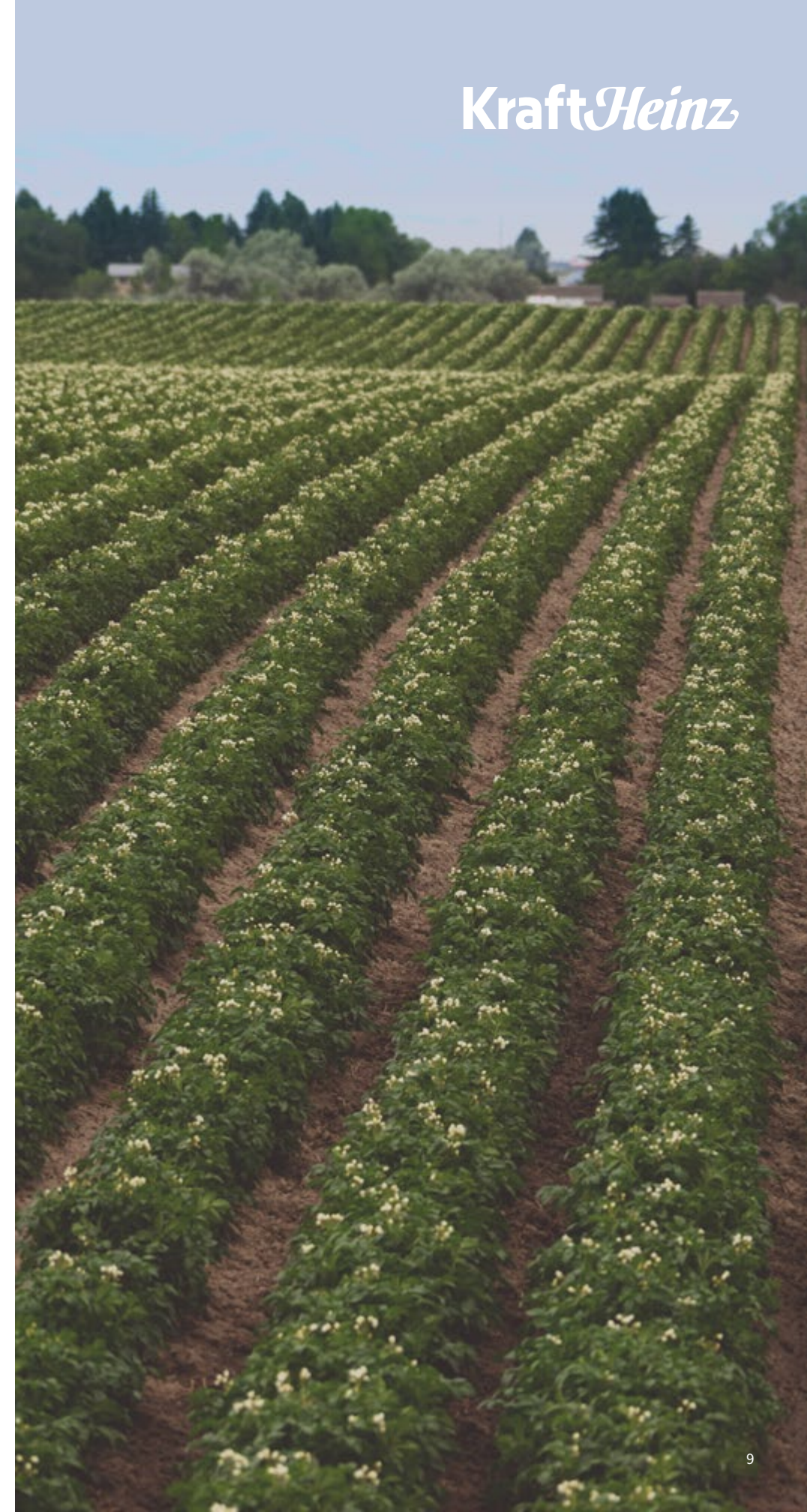
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Mandatory Requirements: Kraft Heinz requires suppliers to:

 - Comply with all applicable human rights laws and regulations in the countries where they operate.
 - Have clear written policies that meet the Mandatory Requirements outlined in the [Global Human Rights Policy](#), outlining:
 - › Child Labor
 - › Forced Labor
 - › Responsible Recruitment
 - › Working Hours & Wages
 - › Non-Discrimination
 - › Freedom of Association & Collective Bargaining
 - › Grievance Mechanisms
 - › Land Rights
 - › Gender Equality
 - › Safe Working Conditions
 - › Harassment
 - › Climate Risk
 - Maintain appropriate systems and controls for each topic.
 - Participate in risk-based assessments, audits, or verifications when requested.
 - Implement corrective actions within defined timelines where non-compliance is identified.
- ✓

Expected Requirements: Alongside other expected practices referenced in the [Global Human Rights Policy](#), suppliers are encouraged to:

 - Enhance worker wellbeing and inclusion by supporting access to education, promoting fair working time practices, and fostering safe, respectful, and inclusive workplaces, including for vulnerable groups.
 - Strengthen engagement, transparency and continuous improvement by involving workers, monitoring practices, maintaining grievance mechanisms, and using data to improve working conditions and resilience.



We believe workers have the right to a healthy and safe workplace.

Kraft Heinz is committed to providing a healthy, safe and secure workplace for employees, subcontractors and all people who visit our facilities. We believe all employers are responsible for upholding a high standard in their workplace health and safety programs to ensure the protection of their workers.

✓ **Mandatory Requirements:** Kraft Heinz requires suppliers to maintain the following health and safety standards at a minimum:

- Comply with all applicable laws and regulations regarding worker health and safety and assign responsibility for health and safety conditions to a senior management representative.
- Maintain a Health and Safety Policy and a management system and routinely evaluate their effectiveness.
- Continuously improve the suppliers' workplace to prevent harm to employees' health.
- Mitigate recognized risks, where elimination and substitution of hazards are preferred over administrative controls like PPE (Personal Protective Equipment).
- Provide personal protective equipment that complies with local laws and standards, such as the Occupational Safety and Health Administration (OSHA) or World Health Organization (WHO) where applicable.
- Ensure training on health and safety is provided and documented for workers in the language(s) of the country and/or region, with translated materials also posted and made available for workers who speak an alternate language.
- Provide access to emergency medical care for workers and require all places of work to maintain clearly identified and unrestricted emergency exits and conduct practiced evacuation drills.
- Provide workers with access to potable water, clean toilet and handwashing facilities, adequate heat and ventilation, sanitary facilities for food storage and hygienic accommodations.
- Where living accommodations are provided for workers, whether by the supplier, a labor provider or another subcontractor, the supplier must ensure such facilities are clean, safe, and structurally sound and well maintained.
- Create and maintain a work environment that encourages workers to speak up regarding health and safety matters, without fear or reprisal, and in which incidents are investigated in an impartial and objective way.
- Demonstrate a commitment to continuously improve workplace Health and Safety conditions and culture.
- Any further requirements as outlined in the [Environmental, Health and Safety Policy](#).



We value supplier partnerships and community impact.

At Kraft Heinz, we believe in harnessing the power of competition to drive economic growth and create unparalleled opportunities for all. Our supplier inclusion and development initiative is a deliberate effort to unleash the full potential of our supply chain by partnering with a wide range of suppliers. By investing across our supplier base, we're not only strengthening our own operations but also fueling the engine of economic prosperity. We believe by partnering closely with our suppliers, we can support community impact by driving economic empowerment and bolstering local economies as a result of our continued growth in these partnerships. We view our relationships with our suppliers as an extension of the impact we make on the communities we serve.

Our commitment to suppliers:

- Partnering with businesses of all types and sizes
- Creating opportunity
- Driving innovation
- Strengthening community impact

We are committed to the fair inclusion of suppliers in our procurement activities. We seek to make the connection between suppliers and our value chain more accessible and inclusive to businesses of all types and sizes. We are actively seeking opportunities to build business partnerships while continuously reviewing and improving our business practices to remove known barriers.

✓ **Expected Practice:** Kraft Heinz invites our suppliers to join us in our pursuit of more inclusive business practices by incorporating supplier inclusion and development into their own sourcing practices, policies, and management plans.

We are committed to protecting animals and their welfare.

Kraft Heinz is committed to the responsible sourcing of animal-derived ingredients and the humane treatment of animals involved in our supply chain. Kraft Heinz recognizes the sentience of farm animals and is committed to their humane treatment and to the continuous improvement of our practices related to their welfare.

Kraft Heinz's approach is informed by the principles of the Business Benchmark on Farm Animal Welfare (BBFAW) and the "Five Freedoms," which are internationally recognized principles outlining baseline expectations for animal welfare:

- Freedom from hunger and thirst
- Freedom from physical and thermal discomfort
- Freedom from pain, injury or disease
- Freedom to express normal behaviors
- Freedom from fear and distress

These principles apply to any supplier providing goods or services to Kraft Heinz that directly or indirectly involve, rely on, or affect animals at any stage of their supply chain, regardless of whether the product supplied is animal-derived.



Mandatory Requirement: Kraft Heinz requires these suppliers to:

- Comply with Kraft Heinz's [Global Animal Welfare Policy](#) which includes welfare standards related to antimicrobials, hormones, pain mitigation, routine mutilations, humane endings, transportation, housing and environmental enrichment, with species-specific requirements included where relevant.
- Comply with all applicable animal welfare laws and regulations in the countries where they operate.

We are stewards of the environment.

At Kraft Heinz, environmental stewardship begins with our own operational footprint. We are actively striving to conserve water and energy, reduce emissions, minimize waste, and make our packaging sustainable. Our environmental stewardship extends to activities within our supply chain where our suppliers also have a responsibility to minimize the environmental impact of their materials, products and operations.

The increasing threat of climate change and damage to the environment is more evident than ever. Kraft Heinz is committed to taking a holistic approach to climate action and environmental conservation. We commit to working with our suppliers to address risks and develop sustainable solutions and management practices with the aim of protecting and preserving the environment.

Water Stewardship

Kraft Heinz is committed to responsible water stewardship, particularly in regions facing water stress. Our primary focus is on managing and reducing water-related risks and impacts within our own operations and those of our Tier 1 suppliers, with expectations for responsible water stewardship extending across all tiers of our supply chain. Water is a critical shared resource, and effective management is essential to protecting ecosystems, supporting communities, and ensuring long-term business resilience.



Mandatory Requirement: Kraft Heinz requires suppliers to:

- Comply with all applicable local, regional, and national laws and regulations related to water use, water withdrawal, wastewater treatment, and wastewater discharge.
- Maintain valid permits, licenses, and authorizations for water abstraction, wastewater treatment, and discharge, when required.
- Ensure that wastewater is treated and discharged in accordance with applicable legal and regulatory requirements to prevent pollution of surface water, groundwater, and other natural water bodies.
- Prevent illegal discharge, contamination, or misuse of water resources.



Expected Practices: Where appropriate and feasible, suppliers are encouraged to adopt responsible water stewardship practices aligned with their operational scale, geography, and local context. These may include:

- Understanding their water use and identifying key water-related risks and impacts within their operations.
- Seeking opportunities to improve water efficiency and reduce water consumption, where feasible.
- Implementing operational controls and best practices to manage water use and wastewater responsibly.
- Engaging, where appropriate, in collaborative or local water stewardship initiatives aimed at improving shared water outcomes.
- Considering internationally recognized water stewardship principles and best practices relevant to their operations.
- Being prepared to demonstrate, upon reasonable request, progress or improvements in water use efficiency or wastewater management practices using existing operational data.

Waste Management

Kraft Heinz manages waste through a holistic approach focused primarily on our own operations and Tier 1 suppliers. Expectations for responsible waste management extend across all tiers of our supply chain, with the objective of reducing waste generation, improving resource efficiency, and minimizing environmental impacts. Effective waste management is critical to protecting human health, safeguarding the environment, and supporting long-term operational resilience.



Mandatory Requirement: Kraft Heinz requires suppliers to:

- Comply with all applicable local, regional, and national laws and regulations related to waste management and hazardous materials.
- Maintain valid permits, licenses, and approvals for waste handling, storage, transport, treatment, and disposal, where required.
- Prevent illegal dumping, uncontrolled disposal, or unauthorized handling of waste.
- Handle hazardous waste, chemicals, and other regulated materials in a safe and environmentally responsible manner.



Expected Practices: Where appropriate and feasible, suppliers are encouraged to adopt safe and responsible waste management practices aligned with their operational scale, geography, and local context. These may include:

- Identifying opportunities to minimize waste generation and improve material efficiency, where feasible.
- Segregating waste streams and ensuring proper handling, storage, and disposal.
- Implementing controls to prevent spills, leaks, or contamination of soil and water.
- Using licensed and authorized third parties for waste transport, treatment, and disposal, where applicable.
- Considering waste reduction, reuse, or recycling practices where appropriate and consistent with local infrastructure and regulations.
- Raising awareness of responsible waste management practices within their own supply chain.

Greenhouse Gas Emissions

Addressing climate change means rethinking business practices and their impact on greenhouse gas (GHG) emissions. Kraft Heinz has committed to net zero across our entire value chain by 2050, with interim targets defined and aligned with the Science Based Targets initiative (SBTi).

Kraft Heinz compiles our GHG footprint inventory annually for our Scope 1, 2, and 3 emissions. As supplier-related emissions represent the majority of our total GHG emissions, supplier support is critical to improving overall footprint management. Kraft Heinz will focus its requests for action plans and data outlined below towards selected Tier 1 suppliers in Kraft Heinz's key scope 3 procurement areas, including livestock products, dairy products, sugar, sweeteners & starch, oils & fats, tomato products, processed grains, coffee, packaging materials and finished goods.



Mandatory Requirement: Kraft Heinz requires suppliers to:

- Understand their GHG footprint and calculate Scope 1 and 2 emissions following the GHG Protocol: Corporate Standard and associated standards and methodologies.
- Develop and implement a plan to progress towards committing to science-based climate targets, such as those validated or aligned to the requirements of the Science Based Targets initiative, or including time-bound plans to achieve these targets. Suppliers will provide such plans to Kraft Heinz upon request.
- Share the Product Carbon Footprint (PCF) data through our carbon accounting platform, or if such data is unavailable, provide and commit to a timeline and plan for the development of such data. Kraft Heinz is working towards increasing our share of primary data, and suppliers will provide such data to Kraft Heinz upon request:
 - › This PCF data must be calculated in accordance with global and industry standards, such as the GHG Protocol Product Standard, ISO 14040/44, or the latest PACT (Partnership for Carbon Transparency) methodology.
 - › For packaging products and finished goods from co-manufacturing partners, PCFs must be calculated using a cradle-to-gate system boundary.
 - › For agricultural products, PCFs must be calculated using a gate-to-gate system boundary.



Expected Practices: Suppliers are encouraged to:

- Establish programs to reduce overall energy consumption and increase sourcing and/or production of renewable and other low carbon sources of energy.
- Calculate Scope 3 emissions in accordance with the GHG Protocol: Corporate Standard and Corporate Value Chain Standard, and associated methodologies.
- Engage with their own suppliers to better understand and actively work towards reducing upstream Scope 3 emissions.

Agriculture

Agriculture plays an important role in sustaining crop productivity, environmental sustainability, and human health. We work hard to advance sustainable agriculture practices within our supply chain by taking a continuous improvement approach that considers the context of the region, crop, and both environmental and financial constraints.

Our Sustainable Agricultural Practices Manual, “[In Our Roots](#)” documents a practical, adaptable set of guidelines that can be implemented and scaled across our suppliers. Sections to be considered include:

- Location Selection and Ecosystem Management
- Seeds, Seedlings and Rootstock Selection
- Soil Health and Nutrient Management
- Integrated Pest and Disease Management
- Water, Energy and Waste Management
- Responsible Labor Practices, Ethical Conduct & Occupational Health and Safety

Additionally, we are committed to regenerative agriculture as defined by the [Sustainable Agriculture Initiative’s Regenerating Together \(SAI RTP\) Program](#). Regenerating Together is an outcomes-focused framework that provides a consistent methodology for measuring progress across five impact areas: Soil Health, Water, Biodiversity, Climate and Farmer Livelihoods.

✓ **Mandatory Requirement:** Kraft Heinz requires suppliers to:

- Not use pesticides or herbicides deemed illegal in the region and country of operation.
- Track and document the chemicals used in supplier operations or farms, which shall not include chemicals or pesticides listed on the World Health Organization Section 1a & 1b or the Rotterdam Convention Prior Informed Consent (PIC) list.

✓ **Expected Practices:** Suppliers are encouraged to:

- Align their practices with the Kraft Heinz Sustainable Agricultural Practices Manual, “[In Our Roots](#)”.
- Follow the practices of the on-boarding level of performance as defined by SAI RTP or equivalent framework, with aspirations for higher levels of performance where feasible.
- Research and explore new ways of working to reduce the amount of chemicals required.

- Modifying production techniques, where feasible, to avoid processes that require the use of polluting chemicals.
- Measure and document inputs such as water, fertilizers, and other material items used, and provide such documentation to Kraft Heinz upon request.
- Take soil samples to verify which nutrient requirements for specific crops are necessary for their soil conditions, to allow for efficient management of soil health without overusing resources.

Sustainable Packaging

Continuous improvement in packaging is critical to addressing waste and climate change. Minimizing the environmental impact of packaging should be a shared priority. This includes eliminating unnecessary packaging across the supply chain and prioritizing recycling, reuse, and composting, increasing the use of recycled materials, and reducing non-recyclable and virgin packaging wherever possible.

✓ **Mandatory Requirements:** Kraft Heinz requires packaging suppliers to:

- Provide, prior to first shipment and promptly upon any change, complete packaging specifications and full material disclosures (including composition, dimensions, adhesives, coatings, inks, processing aids and certificates).

✓ **Expected Practices:** Suppliers are encouraged to:

- Adhere to our [Global Packaging Design Principles](#) which are intended to address legislative driven risks and future-proof our portfolio for sustainable growth.
- Use more sustainable means of packaging in our manufacturing, storage, transportation, distribution, and sales network.
- Innovate and continuously improve in support of sustainable packaging initiatives.



Deforestation

Deforestation and forest degradation contribute to climate change, biodiversity loss, and harm to communities. Kraft Heinz is committed to ensuring our sourcing practices do not contribute to these impacts, including the conversion of natural forests to agriculture, plantations, or other land uses, or causing severe or sustained forest degradation.

Suppliers are required to align with this commitment, particularly for higher-risk agricultural and forestry commodities (including palm oil, beef, soy, coffee, cocoa and paper-based packaging), in accordance with Kraft Heinz's [Global No Deforestation Sourcing Policy](#). This commitment is guided by globally recognized principles and frameworks, such as the Accountability Framework Initiative (AFi) and the Science Based Targets initiative for Forest, Land and Agriculture (SBTi FLAG).

✓ **Mandatory Requirement:** Kraft Heinz requires suppliers to:

- Comply with all applicable local, regional, and national laws related to land use, forest protection, and environmental management.
- For products placed on the EU market, comply with applicable requirements of the EU Deforestation Regulation (EUDR), including submission of due diligence statements and provision of corresponding reference numbers for delivered materials where Kraft Heinz is the first downstream operator.
- Adhere to Kraft Heinz's [Global No Deforestation Sourcing Policy](#).
- Adopt and implement practices to prevent deforestation and forest degradation in their operations and supply chains.
- Source only from areas that have not undergone deforestation after December 31, 2020.
- Participate in the Kraft Heinz annual deforestation assessment.
- Maintain appropriate documentation and evidence to demonstrate compliance upon request.
- Disclose relevant supply chain information, including origin and traceability data, as required.
- Report and address any identified deforestation risks or grievances related to their supply chain, including when making deforestation-free claims.

- Inform Kraft Heinz promptly of any changes in supply chain, sourcing origin or certification status that may impact compliance with this policy,

✓ **Expected Practices:** Suppliers are encouraged to:

- Improve traceability across both direct and indirect sourcing.
- Implement monitoring systems to identify and manage deforestation risks.
- Support forest conservation, restoration, and responsible land management practices.
- Engage sub-suppliers to strengthen deforestation-free practices throughout the value chain.
- Participate in grievance mechanisms and remediation processes where issues are identified.

Kraft Heinz's Responsibilities to Our Suppliers

Kraft Heinz understands that our suppliers are key partners in enabling us to do better every day. Kraft Heinz will abide by the following principles when dealing with our suppliers:

- Kraft Heinz seeks to always treat all of our suppliers honestly, ethically, and fairly. Kraft Heinz will not intentionally mislead suppliers.
- Kraft Heinz will not take advantage of honest supplier errors.
- Kraft Heinz will work to resolve any issues or disputes on a fair and factual basis.

A photograph of a person with long brown hair, wearing a red knit sweater, raising their right hand in a meeting or training session. In the background, other people are seated, and a whiteboard with colorful sticky notes is visible.

Implementation & Training

Commitment

All suppliers must read, acknowledge and formally agree to comply with these Supplier Guiding Principles when entering into contracts, executing purchase orders, or otherwise conducting business relationships with Kraft Heinz in a manner that mandates compliance with the requirements of these Principles. The Supplier Guiding Principles are communicated to suppliers early in the engagement process and are incorporated into contractual agreements.

Supplier Implementation

Suppliers shall operate with integrity and comply with applicable local laws and these Supplier Guiding Principles. To support compliance, appropriate policies, training, management systems, procedures and resources must be maintained. These requirements must be further cascaded by suppliers to their employees, contractors, agents, representatives and their own suppliers. An individual or individual(s) of sufficient authority must be designated to ensure effective implementation and compliance.

Training

Kraft Heinz will provide training materials on these Supplier Guiding Principles and requires that all supplier representatives or account managers working on Kraft Heinz business review such materials. Suppliers remain responsible for meeting all Mandatory Requirements and may rely on their own trainings and communications where these meet or exceed such requirements.



Monitoring & Transparency

Suppliers are expected to take a proactive management approach in maintaining compliance with these Principles and the referenced Policies and must promptly report any known issues of non-compliance with the Mandatory Requirements. The following guidance ensures compliance and transparency for this process and highlights Kraft Heinz's expectations from our suppliers.

Monitoring

Self-Assessment: Kraft Heinz reserves the right to monitor a supplier's compliance with these Principles using supplier self-declarations (i.e., through Kraft Heinz's Third-Party Risk Management portal), questionnaires and/or online assessments.

Supplier Assessment: Where deemed necessary, Kraft Heinz and our designated agents (including designated third parties) will engage in monitoring activities at supplier sites through onboarding and linking on recognized platforms, such as Sedex, and, where appropriate, on-site audits such as SMETA or other recognized assessment standards, with reasonable notice. Kraft Heinz reserves the right to conduct additional audits to further investigate potential non-compliance with these Principles, review the implementation of corrective actions, or comply with regulator or other third party inquiries.

Addressing Non-Compliance

In the event Kraft Heinz becomes aware of supplier conduct that is not in accordance with the requirements of these Principles, Kraft Heinz will take appropriate action to investigate any reported non-compliance and discuss the findings with the supplier. The supplier shall assist with the investigation and provide access to information requested. Where Kraft Heinz determines remediation is required, the supplier will implement a corrective action plan to promptly correct the non-compliance with defined timelines.

In the event of serious or persistent conduct in violation of these Principles, the conduct of the Supplier will be evaluated on a case-by-case basis. Kraft Heinz reserves the right to terminate any agreement or business relationship with a supplier that fails to meet any of the Mandatory Requirements contained in these Supplier Guiding Principles.

Responsible Sourcing of High-Risk Commodities

We recognize that certain commodities in our supply chain play a critical role in biodiversity preservation, climate change mitigation, human rights standards and community livelihoods. Kraft Heinz works with our supply chain partners on sourcing for higher-risk commodities such as palm oil, soy, cocoa, coffee, beef and wood-based materials, including paper and packaging. We require suppliers to demonstrate their credentials of responsible sourcing through industry-recognized certification schemes and we reserve the right to request documented evidence of these certifications where necessary.

Supply Chain Transparency & Traceability

Suppliers, their subcontractors, and intermediaries play a critical role in enabling transparency and traceability of raw and packaging materials. Suppliers are required to maintain sufficient traceability and data on the origin (country or region), production, and sourcing of materials, including site locations and high-risk commodity sources, with traceability to mills or farms, and relevant risk assessments and monitoring results. Suppliers must also ensure traceability from origin to final product and provide proof of certification when requested. Kraft Heinz may use this information to support quality, food safety, and ethical and environmental objectives, and suppliers are expected to facilitate auditing and evaluation activities across their own supply chains.

Kraft Heinz uses anonymous data to comply with the reporting and disclosure requirements of all relevant human rights, environmental protection, and supply chain due diligence laws, as well as with the expectations of our customers and consumers. Suppliers are expected to support by sharing all the required data mentioned in these Supplier Guiding Principles across all the different topics.

Reporting Concerns

Suppliers must provide a confidential mechanism for their workers to communicate any workplace grievances, misconduct, or violations of these Principles, or legal or ethical concerns. Issues reported must be addressed in a timely and respectful manner, and any corrective actions arising from such investigation must be documented. Suppliers must ensure that retaliation against workers reporting violations in good faith or cooperating in any investigations is prohibited.

Suppliers and/or any of the suppliers' employees, contractors, or agents are also encouraged to report:

- Any potential non-compliance with these Principles
- Any violation or misconduct by any employee, representative or other agent of Kraft Heinz to the Kraft Heinz Ethics & Compliance Hotline.

The Kraft Heinz Ethics & Compliance Hotline is hosted by an independent third party and is confidential, multi-lingual, and available 24 hours a day. Reports can be made via country-specific, toll-free phone numbers or online via www.KraftHeinzEthics.com. Kraft Heinz encourages suppliers to communicate the availability of the Ethics and Compliance hotline to their workers. Kraft Heinz will not tolerate retaliation against any person or supplier reporting potential misconduct in good faith.



Kraft*Heinz*

Visit www.KraftHeinzEthics.com to access country-specific, toll-free phone numbers for the Kraft Heinz Ethics & Compliance Hotline or to report any potential non-compliance with these Principles online.