



# Conagra Brands Citizenship Report 2021



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## From our President and Chief Executive Officer



At Conagra Brands, we have long embraced six timeless values that guide our work: Integrity, External Focus, Broad-Mindedness, Agility, Leadership and Results. With these principles at the core of all that we do, corporate responsibility comes

naturally. And as 2021 challenged us with a second consecutive year of disruption to nearly every aspect of our daily lives, Conagra leveraged our timeless values to stay responsive to our stakeholders – our employees, our investors, our communities and the consumers who rely on Conagra to deliver safe, delicious, affordable and nutritious food.

First among our timeless values is Integrity: we do the right things and do things right. Throughout this report, you'll find stories of the great work of our employees to ensure that Conagra lives this value every day. I'm confident that as you review our key accomplishments to-date and our goals for the future you'll be as encouraged as I am. We have many stories to share at Conagra, and I share a few of my favorites from the year, below.

### Nourishing our People

Safeguarding the health and wellbeing of our team has been our foremost responsibility throughout the COVID-19 pandemic. I am grateful to our dedicated employees for their tireless efforts to ensure our food is getting to customers and consumers. Throughout 2021, our teams displayed Agility to ensure we delivered for customers and consumers while staying safe.

Also during 2021, we continued our work to ensure everyone at Conagra feels valued and heard, and has an opportunity to succeed. During the year, we introduced an employee learning approach anchored in inclusive

behaviors, we continued to build upon our diversity and inclusion strategy to support the recruitment, advocacy for and development of diverse talent, and we made progress on our 2025 representation goals related to women and people of color. I am proud to celebrate the strides we've made to advance our company's culture. At Conagra, that's Leadership.

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*At Conagra Brands, Integrity is among our timeless values: we work hard to do the right things and do things right. Every day, our employees exhibit their commitment to Integrity by building more sustainable production and business practices, advancing our culture of belonging and giving back to help end food insecurity in our communities.*

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### Nourishing the Planet

In January 2020, we announced an important goal: to make 100% of our plastic packaging renewable, recyclable or compostable by 2025. I am proud that today, approximately 93 percent of Conagra's packaging material by volume meets this standard. In addition, our team's focused work to reduce waste has led to the avoidance of more than 23 million pounds of plastic packaging since fiscal year 2017, including 11 million pounds avoided in fiscal year 2021. At Conagra, we know that building a circular economy for plastics in the United States requires a multi-faceted approach. We have therefore joined the U.S. Plastics Pact, a collaborative of more than 850 organizations and led by The Recycling Partnership and World Wildlife Fund to build scalable solutions toward the vision of eliminating plastic waste.

And we were focused on much more than plastic reduction in 2021. Through our 12th annual Sustainable Development Awards, employee-led sustainability initiatives decreased Conagra's carbon footprint by more than 90,000 metric tons and conserved 64 million gallons of water. Through Broad-Mindedness and a Results orientation, our employees continue to find innovative ways to develop more sustainable operations.

### Nourishing our Communities

Remaining Externally Focused at Conagra means many things, and among them is giving back to the communities we call home. We have a long history of working to fight food insecurity and provide access to healthy and nutritious foods in our communities. During 2021, we continued this work. Through partnerships with hundreds of dedicated nonprofit partners across the country, Conagra employees volunteered more than 6,600 hours. We also donated the equivalent of 25 million meals to Feeding America and its network of food banks. Helping to improve the quality of life for families across the U.S. is truly a collective effort and I'm grateful for how we support our neighbors.

We strive to create long-term profitable growth at Conagra and deliver strong shareholder returns every year. Corporate social responsibility has been, and will remain, an important part of our journey. We believe that when Conagra is nourishing others, it too will thrive.

On behalf of everyone at Conagra Brands, I thank you for your continued support.



Sean M. Connolly  
President and Chief Executive Officer

# Conagra Brands at a Glance

## Brands<sup>1</sup>

Include



Employees  
Approximately

**18,600**



Headquarters

**Chicago**



Revenue  
Approximately

**\$11.2 B**



Facilities

**45**

<sup>1</sup> Visit [conagrabrands.com](http://conagrabrands.com) for a full list of brands.

# Citizenship Philosophy and Focus Areas

For our consumers and employees, our communities and our planet, Conagra Brands' commitment is to nourish—community, health and growth. This means making food that's delicious, safe, nutritious and convenient, while addressing the key economic, environmental and social impacts directly linked to our activities and products, such as through our connection to our employees and our relationships with farmers, suppliers, customers and others.

We look forward to making good food for generations to come and doing it the right way. Our citizenship strategy includes four focus areas: Good Food, Responsible Sourcing, Better Planet and Stronger Communities. Together, these strategic pillars articulate our values and ambitions as a responsible corporate citizen.



## Good Food

We continuously strive to make safe, delicious and nutritious foods, while providing the information that consumers need to make educated food choices.

*Pictured: MEDITERRANEAN QUINOA SALAD with Hunt's® Diced Tomatoes with Basil, Garlic and Oregano*



## Responsible Sourcing

We approach the sourcing of ingredients and packaging materials with care and consideration, taking into account environmental, social and economic impacts across our value chain.

*Pictured: Hunt's tomato growers, Calif.*



## Better Planet

The health of the planet and availability of natural resources are intricately linked to every part of our business. We're especially focused on reducing our business' impact on climate change, preserving water resources and eliminating waste in our operations.

*Pictured: Solar farm at our St. Elmo, Ill. facility*



## Stronger Communities

We care deeply about our employees and invest in their growth, success and overall wellbeing. The same philosophy applies to our communities. In our communities where we live and work, we take action to address the issue of food insecurity by activating a variety of our resources, including employee volunteerism, product donations and financial contributions.

*Pictured: Omaha employees celebrating Pride Month*

# 2021 Highlights



**WINNER**  
**2021**  
CONAGRA BRANDS SUSTAINABILITY



We achieved a **100% on the Human Rights Campaign's Corporate Equality Index** for the seventh year in a row.



To help alleviate hunger and food insecurity where our employees live and work, **we donated 30 million pounds of food to Feeding America** and its network of food banks, which is the equivalent of 25 million meals.

Through our employee-led Sustainable Development Awards program, we:



conserved 64 million gallons of water



decreased our carbon footprint by 91,000 metric tons



reduced waste by more than 12,300 tons and minimized material use by 17.6 million pounds

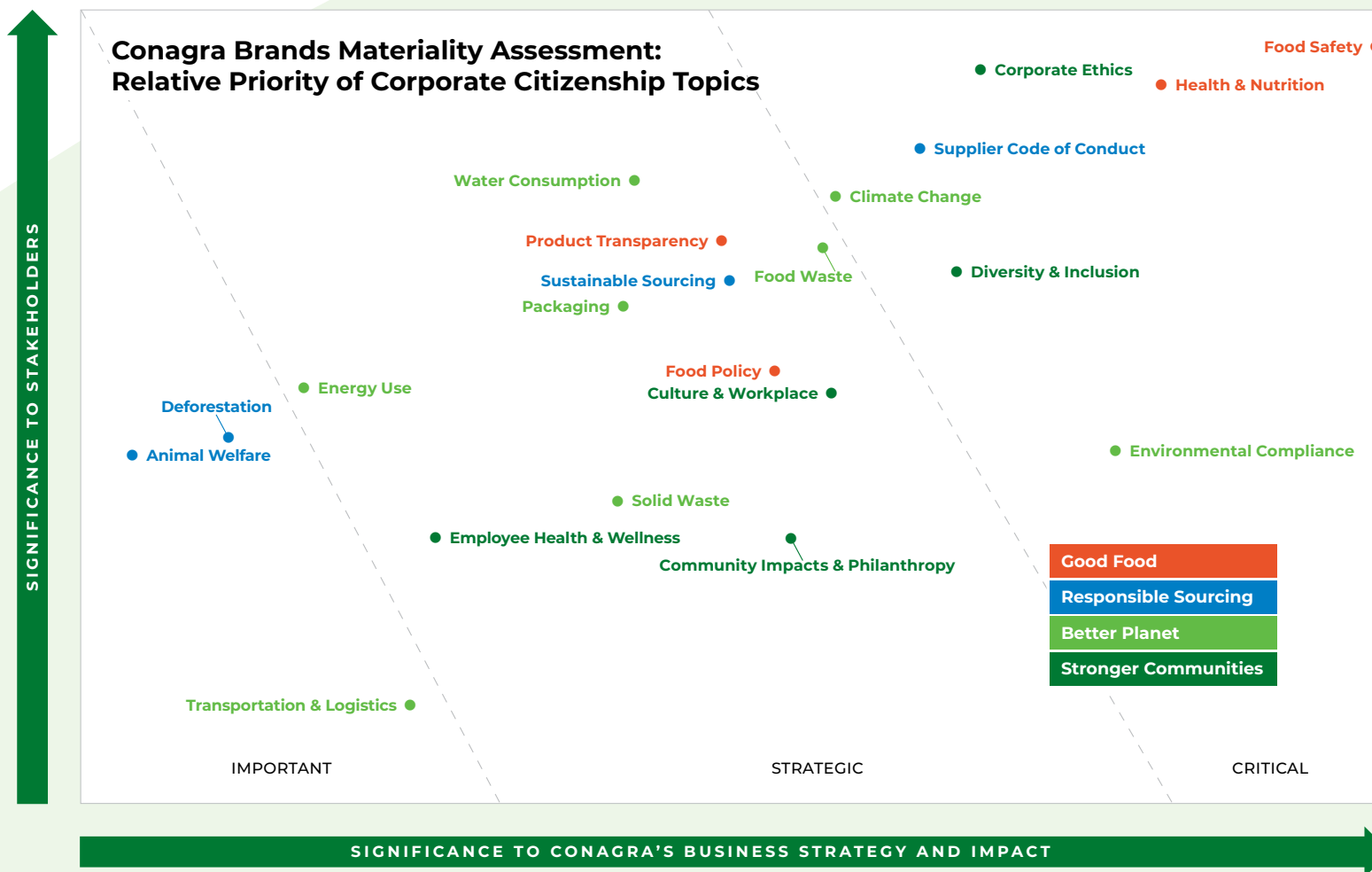
Approximately 93% of Conagra's packaging materials by volume were **renewable, recyclable or compostable,<sup>1</sup>** progressing towards our 2025 goal.

<sup>1</sup> Estimates are based, in part, on industry-wide average weights and post-consumer recycled content levels, guided by best practices on environmental footprint accounting.

# Materiality: What Matters, Where it Matters

We identify our environmental, social and governance (ESG) priorities through a materiality analysis. Our materiality analysis incorporates our current business strategies as well as relevant stakeholder dialogues. Our most recent materiality analysis identified 21 priority topics across our four strategic pillars: Better Planet, Good Food, Responsible Sourcing and Stronger Communities.

Our Citizenship strategy is deeply rooted in this holistic and objective view into what topics matter most. We conduct this analysis with an eye on how our activities impact global efforts to reach the **UN Sustainable Development Goals**. The UN's 17 goals address challenges such as access to food, inequality, climate change, water scarcity, and community empowerment, and intersect with Conagra Brands' material ESG priorities, goals and management strategies.



## Alignment of Material Topics with the UN Sustainable Development Goals

Each of Conagra Brands' CSR efforts support a component of the UN Sustainable Development Goals.<sup>1</sup>



CRITICAL	STRATEGIC	IMPORTANT
Food Safety: 2, 3, 9	Water Consumption: 6, 12	Deforestation: 2, 11, 15
Health & Nutrition: 2, 3, 9	Product Transparency: 2, 3, 12	Animal Welfare: 2, 14
Corporate Ethics: 1, 5, 8, 10, 16	Food Waste: 2, 12	Transportation & Logistics: 7
Supplier Code of Conduct: 1, 3, 5, 6, 8, 10, 16	Sustainable Sourcing: 2, 3, 5, 6, 8, 13, 14, 15	
Climate Change: 7, 11, 13	Packaging: 2, 8, 11, 12	
Diversity & Inclusion: 1, 5, 10	Food Policy: 9	
Environmental Compliance: 3, 6, 8, 12	Culture & Workplace: 3, 4, 5, 8, 16	
	Energy Use: 3, 7	
	Solid Waste: 8, 11, 12	
	Community Impacts & Philanthropy: 1, 2, 4, 11, 17	
	Employee Health & Wellness: 3, 5	

<sup>1</sup>Based on Conagra's internal assessment of the success metrics for each UN Goal, as compared to our CSR efforts.



# Food Safety

Food safety is ingrained in the culture of Conagra Brands, as we recognize that making food that our consumers can safely enjoy is the responsibility of everyone at the company. Consistent with this commitment, Conagra Brands has dedicated Food Safety & Quality teams who are responsible for managing the integrity of our food—beginning with sourcing ingredients and all the way through preparation and delivery to our customers and consumers. These teams are comprised of subject matter experts who provide functional leadership on all matters related to food safety and quality, including:

- Food safety and quality in production and distribution
- Supplier food safety and quality
- Consumer affairs
- Sanitation
- Allergens
- Microbiology, toxicology, and chemistry
- Thermal processing
- Religious certification (Kosher, Halal)
- Engineering
- Foreign material contamination
- Auditing

Outside of the company, we work closely with our suppliers to ensure food safety and the quality of our ingredients. Our suppliers use an accredited certification body to audit against Global Food Safety Initiative (GFSI) standards annually. Approximately 95% of our direct suppliers have completed GFSI-recognized certification.

We also engage outside experts to help ensure that our food safety and quality programs are continuously improving. We have a Food Safety Council, which provides ongoing input and advice on new and emerging food safety practices. The Council’s members are recognized in the industry for their expertise in specific food safety disciplines such as food science, microbiology, public health and public policy.

As leaders in food safety, we are continuously looking for innovative solutions to modernize food safety practices throughout our operations. We have invested in new technologies that will further help us operate our supply chain more efficiently and effectively to continue to deliver safe and high-quality products. In addition, we have embraced the Food Safety Modernization Act (FSMA), and remain actively engaged with industry and the U.S. Food and Drug Administration (FDA) as this important law continues to be implemented. In the rare event that our food does not meet our high standards for regulatory compliance, quality assurance or food safety, we take prompt marketplace action as necessary. For additional Food Safety metrics please refer to our SASB disclosure.

*As leaders in food safety, we are continuously looking for innovative solutions to modernize food safety practices throughout our operations.*



# Nutrition

Conagra Brands continuously innovates to deliver foods with nutrition benefits that meet today’s consumer expectations. Within our Health for All nutrition platform, we focus on four pillars:

1. Nutrient-rich whole food
2. Sustainable nutrition
3. Access to healthy food
4. Personal health goals

## Nutrient-Rich Whole Food Focus

Nutrition research shows that shifting people toward better eating habits cannot focus solely on nutrients. Instead, it should promote healthier eating patterns with more nutrient-rich whole foods. Today, many consumers are seeking more whole foods that contain ingredients they trust to help them achieve their health and wellness goals, and we are dedicated to providing solutions to meet their needs.

Whole vegetables, whole grain popcorn and frozen meals that deliver vegetables and quality protein make up the majority of our portfolio. The nutrient quality of our product portfolio was recently evaluated by ATNI in its 2021 Global Access to Nutrition Index and continues to score strongly. After rigorous nutrition evaluation by ATNI of food companies across the globe, Conagra Brands remained #1 in the Product Profile among companies with mixed product portfolios. The addition to our portfolio of Birds Eye®, which provides numerous healthy frozen vegetable options for consumers, has helped our portfolio Health Star Rating score improve since 2018. In addition, our Healthy Choice® brand exemplifies our nutrient-rich whole food strategy. In particular, the Healthy Choice

brand’s Power Bowls line features modern flavors with unique nutrient-dense vegetables and whole grains for consumers seeking healthy and nutritious food.

## Sustainable Nutrition

At Conagra Brands, we believe that a sustainable food system supports human as well as planetary health. Conagra recognizes the [UN FAO definition of sustainable diets](#), which takes into consideration nutrition and health, cultural context, and economic, social and environmental impacts. With that in mind, Conagra Brands utilizes NutriScore, an internationally recognized metric, to assess the nutrition of products in our vegan and vegetarian portfolio. Vegan and vegetarian meals and meat replacements with a NutriScore A or a B met our threshold for sustainable nutrition. Approximately 80% of our vegan and vegetarian meals and meat alternatives currently meet this bar and include options from our Healthy Choice, Frontera®, and Birds Eye and Gardein® brands.

Encouraging a greater proportion of plant-based foods and preventing food waste are key facets of the UN FAO sustainable diets definition. Plant-based offerings are a significant part of our business, and comprise 79% of all ingredients by volume that we procure. Our Gardein brand of vegan plant-based proteins generated more than \$173 million in retail sales in fiscal year 2021. Our line of Gardein products allows vegans, vegetarians, and flexitarians to enjoy high quality protein from plant-based foods, and helps move our portfolio toward earth-friendly proteins that are good for people and the planet. Supplying essential vitamins, minerals and plant protein, Birds Eye is our biggest brand and generated more than \$1.5 billion in retail sales in fiscal year 2021. Using frozen vegetables, rather than fresh vegetables, allows for longer storage and may help prevent food waste.

**Meeting Personal Health Goals**  
**Growing Sustainable Nutrition**  
**Health for All**  
**Advancing our Nutrient-Rich Portfolio**  
**Increasing Access to Healthy Food**



*Gardein® Chick'n Scallopini Vegan Fettuccine Alfredo*



In October 2021, **Conagra was named a “pioneer” and the top-ranked U.S. company on sustainable protein research and innovation** by The FAIRR Initiative, an investor network that defines material ESG issues in the animal agriculture sector to help inform investment decisions. FAIRR’s sustainable proteins engagement report, **“Appetite for Disruption: A Final Serving,”** is supported by more than 100 investors with combined assets of nearly \$18 trillion. We continue to build on these successes by innovating new plant-based products and offering viable options for consumers looking to incorporate more plant foods into their diets.

### Access to Healthy Food

Conagra strives to increase access to healthy food. By working with government agencies, retailers, and food service customers, we actively bring visibility to foods that meet criteria for federal nutrition programs, such as Women, Infants and Children (WIC) and Child Nutrition Programs. By doing so, we help families have greater access to healthier foods.

WIC has been successfully improving the health outcomes of low-income pregnant women and young children for more than 50 years. It provides \$3 billion for healthy food to more than 6 million program participants each year and has been shown to successfully decrease food insecurity. We work with every participating state to identify WIC-eligible SKUs in our portfolio, further improving access to healthful options like beans and vegetables. To date, we’ve added more than 350 SKUs to states’ WIC-approved product lists, enabling visibility to eligible foods that otherwise would not be available for WIC shoppers. Birds Eye frozen vegetables, Hunt’s and Rotel® tomatoes and Rosarita® beans exemplify foods that provide nutrition and economic value to WIC participants.

The USDA has recently recognized the important role canned and frozen food can play in improving nutrition security with the 2021 updated Thrifty Food Plan. Recognizing that convenience is crucial for families receiving SNAP benefits, the new plan includes and encourages the use of canned beans and frozen pre-cut vegetables. In general, frozen vegetables cost less per serving than fresh vegetables and last longer, reducing food waste and improving nutrient intake. With our strong portfolio of frozen and canned staples, such as Rosarita, Hunt’s and Birds Eye we are proud to offer numerous delicious and accessible options.

### Personal Health Goals

Food has become an integral part of health maintenance for many consumers. To support diverse health needs, consumers adhere to numerous personal nutrition goals and protocols. We are committed to developing foods that align to popular dietary patterns such as keto, low carb, paleo, vegan, vegetarian, no added sugar and heart health. For our health and wellness products, our food design framework includes nutrient guardrails that enable our food scientists and chefs to create recipes that deliver the intended nutrition attributes.

These attributes come to life in products like Healthy Choice single-serve meals that meet the regulated FDA definition of Healthy and provide lower carbohydrate, gluten free and heart-healthy options. With that in mind, Conagra introduced Healthy Choice Zero, a healthy main dish with fewer than 10 net grams of carbohydrates and zero added sugar. We also created Healthy Choice Max which provides a high-protein meal. These options help offer more choices for consumers trying to balance healthfulness with the desire for convenience and enjoyment.



Birds Eye® Sesame Broccoli Skillet



# Product Transparency

Conagra Brands is committed to providing access to the information consumers want and need to make informed decisions about what they eat.

## SmartLabel

SmartLabel leverages mobile technology to provide consumers with easy access to product information—detailed nutritional information, ingredient definitions, allergens, ingredient certifications such as USDA organic and Non-GMO Project Verified, and many other product attributes, as well as associated manufacturing practices like waste, energy and water use reduction. Currently, we have approximately 5,000 pages live on [smartlabel.org](https://www.smartlabel.org).



## Genetically Modified Ingredients

Many of our products, such as Hunt’s tomatoes and most of our Alexia® vegetable SKUs, are [Non-GMO Project Verified](#). Conagra fully supports, and is in compliance with, the National Bioengineered Food Disclosure Law, which requires food companies to disclose certain information about genetically modified ingredients.

## Allergen Labeling

The Food Allergen Labeling and Consumer Protection Act requires food manufacturers to clearly indicate when they’ve used one of eight major allergens: milk, eggs, fish, crustacean shellfish, peanuts, tree nuts, wheat, and soy. For any branded foods that contain one of these allergens, we include a plain language “Contains” statement below the ingredient statement. Effective January 1, 2023, the FASTER Act of 2021 adds sesame as the ninth major food allergen in the U.S. We are in the process of updating our allergen disclosures for branded products in the U.S. to satisfy the requirements of this law. For products sold outside the U.S., we label our products to meet any additional allergen disclosure requirements, such as for mustard in Canada. Some of our food packages might feature a precautionary “May Contain” statement. Conagra closely monitors allergen management trends and other food safety risks and works to minimize potential impacts. We always use Good Manufacturing Practices (GMPs) and thoroughly clean our equipment after using allergen-containing ingredients.



## Gluten-Free Products



Our portfolio offers options for consumers looking for gluten-free foods, including Udi’s® and Glutino® bread, snacks, pizza and baking mixes. According to FDA labeling rules, any foods bearing a “Gluten Free” claim must contain less than 20 ppm (parts per million) gluten. To ensure full compliance with the FDA’s defined standard for gluten content, Conagra only uses the “Gluten Free” claim on a food after implementing comprehensive testing protocols, including ingredient reviews, facility suitability and overall product composition.

# Responsible Marketing to Children

Since 2007, Conagra has participated in the [Children's Food and Beverage Advertising Initiative \(CFBAI\)](#) of the Council of Better Business Bureaus (BBB). We adhere to CFBAI's criteria, including that advertised foods contribute important food groups: fruits, vegetables, non/low-fat dairy, whole grains, key nutrients, or some combination of these components.



## OUR COMMITMENTS TO THE CFBAI INCLUDE:

- Devoting 100% of our advertising directed to children under 12 years of age to products that meet CFBAI's uniform nutrition criteria.
- Not seeking product placements in children's programming.
- Not running advertising primarily directed to children under 6 years of age in TV, radio, print or online, including websites, online games, DVDs and other video formats, mobile apps, and word of mouth platforms.
- Not advertising our foods to children in elementary schools, even foods that meet CFBAI's nutrition criteria. This commitment applies to the entire school, its facilities and grounds, and covers the entire school day, whenever children are under the supervision of the school or third parties on behalf of the school.

CFBAI's criteria also set rigorous standards that limit calories, saturated fat, sodium and added sugars.

Conagra also abides by the guidelines established by the [Children's Advertising Unit \(CARU\) of the BBB](#) to further ensure we market to children responsibly. CARU's standards are intended to promote child-directed marketing that is not deceptive, unfair, or inappropriate, taking into account the unique vulnerabilities of a younger audience. CARU's guidelines do not allow, among other things, claims that unduly exploit a child's imagination or sales pressure techniques that create a sense of urgency.

## Natural Product Claims

Conagra Brands has implemented an internal Natural Council, which is responsible for carefully reviewing all proposed natural claims for Conagra Brands' products. Comprised of cross-functional team members from Conagra's Legal, Regulatory, Product Development, Labeling and Food Safety & Quality departments, the Natural Council ensures all Conagra products featuring a natural claim meet the applicable U.S. laws and regulations and the company's requirements for such claims.<sup>1</sup> These requirements were developed, and are updated as necessary, to be consistent with the USDA's Natural Policy and the FDA's guidelines for natural claims. All Conagra products with a natural claim at a minimum do not contain artificial or synthetic ingredients, artificial flavors or colors, or are not preserved through the use of chemical preservatives.

<sup>1</sup> To the extent any Conagra Brands products bearing a natural claim are sold or distributed outside the U.S., this statement is not intended to provide any assurances by Conagra Brands as to the compliance of the natural claim with any applicable laws or regulations of the country where the products will be sold or distributed.



# Supply Chain Practices

## Supplier Code of Conduct

Conagra's [Code of Conduct for Suppliers](#) applies across the board to all of our suppliers and covers legal compliance with workplace and human rights; animal welfare; health, safety and the environment; ethical dealings; and monitoring and recordkeeping. Standards address non-discrimination, no forced or compulsory labor, no child labor, immigration law compliance, freedom of association, animal welfare, deforestation and other areas.

Each requirement within our Supplier Code of Conduct must be met and supported by appropriate documentation. We maintain full rights to inspect facilities and review applicable documentation to ensure compliance. Our Supplier Code of Conduct also specifies that our suppliers must take reasonable actions to ensure that their suppliers and sub-contractors are in compliance with our Supplier Code of Conduct. We provide guidance to our suppliers regarding subcontracting and require them to replicate our requirements all the way down their supply chains.

Conagra Brands uses a rigorous due diligence process to ensure that we have appropriate documentation regarding new suppliers and the materials we purchase from them. This includes, but is not limited to, spec sheets, allergen information, conflicts of interest disclosures, third-party audits and country of manufacture statements.

Our Supplier Quality and Risk teams review all materials to be purchased, where those materials come from, the potential supplier's third-party audit, proposed

final use of the material and other information about the material or supplier. The Supplier Quality team also looks at new suppliers' conformance with specific expectations set forth in our [Supplier Expectations Manual](#). Our Risk team's due diligence screens specifically include criteria related to environmental compliance, child labor and human trafficking.

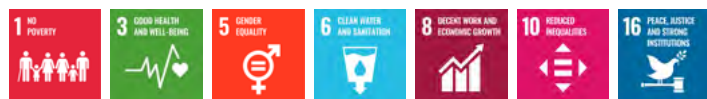
Dedicated procurement staff provide continuous support to each direct supplier via periodic touchpoints to discuss any sustainability developments or other issues that might arise.

## Supplier Excellence Program

The Supplier Excellence Program applies to our top direct material suppliers, which, in 2021, included 55 suppliers and approximately 50% of our overall spend on food ingredients, commodities and packaging direct material spend.

As part of our Supplier Excellence Program, Conagra Brands assesses key suppliers at least annually on their ESG risk-related performance and disclosure. Metrics that we review include the supplier's publicly available: responses to the CDP Water, Forest and Investor questionnaires, GRI-compliant reporting, and policies/commitments that address sustainability risks specific to the supplier's industry, including climate change. The annual sustainability assessment is supplemented by quarterly performance discussions and risk analyses, and we work in partnership

with our suppliers to address any issues or gaps. We recognize top performing suppliers at our annual Supplier Excellence Summit, with awards to recognize suppliers who represent industry best practices in Sustainability and Diversity & Inclusion. Winners are chosen from among the highest-rated suppliers according to our ESG risk assessment.



# Sustainable Agriculture Program

## 2030 Decade of Ag Vision

Conagra Brands is a proud partner of [U.S. Farmers and Ranchers in Action](#), working across the value chain with farmers, ranchers, food and agriculture stakeholders to co-create sustainable food systems. We support USFRA's vision that farmers and ranchers enable the food systems of the future, support biodiversity, water conservation and water system restoration. We agree with USFRA that U.S. agriculture has the potential to support each of the 2030 UN Sustainable Development Goals, with an outsized positive impact on a core group of seven.

We are proud to continue our partnership with USFRA and over 150 stakeholders across the value chain in supporting the [Decade of Ag Vision](#). Created in 2020, the Decade of Ag mobilizes a sector-specific leadership network putting farmers and ranchers at the center to build on prior action and momentum to focus investments and innovation.

In 2021, USFRA presented the Decade of Ag Vision on a global level at the UN Food Systems Pre-summit in Rome, the UN Food Systems Summit General Assembly, and in Glasgow at

COP26. Because of USFRA's efforts and this shared vision, farmers and ranchers have an opportunity to participate when it comes to global conversations about ensuring a sustainable future for our food systems and environment.

Conagra contributes to the Decade of Ag Vision through our Good Agricultural Practices (GAP) program, a circular approach to our ag-focused manufacturing operations, and supplier engagements on sustainable sourcing for priority ingredients.

*Conagra's carrots, peas, sweet corn, and green bean crops are all grown in the U.S. from a network of farms.*



## Carrots, Peas, Sweet Corn & Green Beans

Conagra’s carrots, peas, sweet corn, and green bean crops are all grown in the U.S. from a network of farms. Our farmers want the land to be healthy for future generations and they use smart practices to save water, support biodiversity, and improve soil health to help fight climate change. We have invested in technology in the fields to monitor the plants’ nutrient needs using real-time data. This allows us to sync harvesting with our production schedule, so that our vegetables are picked at peak ripeness and transported directly to our plants that are ready to receive, wash and freeze them within a few hours.

Sustainability is a key component in our farm management plans. Our farmers complete a GAP survey to minimize ESG risks within Conagra’s supply chain and maximize sustainability benefits through confirmed actions such as a land use risk assessment, traceability to each production area, and a farm water quality assessment. As part of the GAP program and individual farm management plans, these farmers:

- **Support soil health** through crop rotation, planting cover crops and minimizing tillage (plowing) to reduce erosion;
- **Reduce water consumption** through advanced irrigation techniques like in-field sensors and recycling water where possible;

- **Reduce fertilizer application** by implementing the use of Variable rate fertilizer application technology and application of nitrogen as needed;
- **Reduce herbicide application** by strategically following sweet corn with field corn in our crop rotation, which has eliminated the need for over 2,670 gallons of post-emergence herbicide;
- **Reduce pesticide application** by strategically following potatoes with carrots in our crop rotation, which has reduced the application of soil fumigants on fields by 56,250 gallons;
- **Filter water runoff and preserve ecosystem biodiversity** through on-farm conservation buffers - small areas of vegetation or strips of land; and
- **Support healthy pollinator populations** by accessing bee habitat data via resources such as FieldWatch, a non-profit academic collaborative that promotes communication between crop growers and beekeepers in support of stewardship and responsible use of agricultural inputs. Birds Eye growers located adjacent to rivers and lakes also plant erosion-reducing buffer zones with perennial crops such as clover, which provide food for pollinators.

## Broccoli & Cauliflower

### SOIL HEALTH MANAGEMENT SYSTEM

Through integrated pest management and monitoring practices, farm worker education, and sustainable farming practices, our main broccoli and cauliflower supplier has reduced the volume of pesticides, including neonic and broad-spectrum contact insecticides, required annually by an estimated 5%. Through targeted soil analysis, drip irrigation, crop rotation and re-integration of organic crop residues into the soil, our main broccoli and cauliflower supplier has reduced the volume of fertilizer required annually by an estimated 5%.

### PROCESSING SUSTAINABILITY

Our main broccoli and cauliflower processor is dedicated to sustainability, and ranked 22nd in Forbes’ Top 40 most Sustainable Mexican Companies due to their continued environmental commitment. They implement water saving strategies throughout the processing flow, such as wastewater reclamation, recycling, and reuse systems. Energy usage is constantly tracked using over 1,000 energy sensors, with 80% of their total energy generated through green energy. Any waste created during the manufacturing process is composted and reused as natural fertilizer for crops.





## Popcorn

100% of our supply is at low risk for contributing to agricultural runoff pollution in the Gulf of Mexico.<sup>1</sup>



## Tomatoes

Since 2017, all of our contracted growers' tomato fields have implemented the California Processing Tomato Sustainable Practices Workbook. The Workbook provides a base of best sustainable practices for growers to compare to their own operation, and includes topics such as soil, water and pest management. Our farmers apply pesticides and herbicides directly to the plant's base through banded application, which reduces the amount of soil that receives pesticides or herbicides and reduces the volume of chemicals applied by approximately 75%, compared to typical broadcast application practices that achieve the same result.

All of our farmers closely monitor their fertilizer application rates through soil sample analyses throughout the growing season. Our farmers utilize drip irrigation on 98% of their fields, reducing overall water use by nearly 15% compared to traditional furrow irrigation systems. Conagra partners with suppliers to transport raw tomatoes in near zero emission CNG-powered trucks, avoiding more than 10,000 metric tons of CO<sup>2</sup> emissions in the 2021 fresh pack season.

Our organic tomato suppliers span across 50 acres of production, and value the importance of water conservation in our agricultural systems. When implemented at full capacity, their on-farm aquifer recharge project will be able to recharge 1,000 acre feet of flood water per day. Renewable energy provides one-third of our organic supplier's energy needs, and additional energy efficient technologies such as energy saving sprinkler heads and Variable Frequency Drives help reduce on-farm greenhouse gas emissions by 3,700 tons CO<sup>2</sup> per year. They provide valuable ecosystem services through their 4-acre wildlife refuge, which is home to pond turtles, great blue herons, hawks, short eared owls and other wildlife.

We are working with our tomato growers to increase cover crop adoption, which can further reduce the need for pesticides and herbicides. In 2022, we plan to increase cover crop acreage by 50% and reduce aerial pesticide applications on our conventional tomato supply by 10%. In addition, we are exploring options to increase the number of growers adopting beneficial insect habitat by the end of 2023, with a focus on tomato growers.

## Reducing Waste and Supporting Circularity in Agriculture

In addition to strong grower practices, Conagra utilizes green manufacturing processes and works with local crop, livestock and dairy producers to support circular agricultural systems and a circular economy as envisioned by the Ellen MacArthur Foundation.<sup>2</sup> Our Hunt's tomato facility in Oakdale, Calif. cleans and recycles water used to process tomatoes into farm irrigation water, supporting conservation throughout the supply chain and regeneration of local watersheds. Our Birds Eye facility in Waseca, Minn. generates 240 million of unneeded byproducts from peas, sweet corn and rice production annually – and every pound is recycled locally into livestock feed or fertilizer. This facility also recycles water used to clean and process vegetables back into irrigation water to grow food for animals, growing enough forage to feed a 170-head livestock herd for one year.

*Hunt's® tomato growers, Calif.*



<sup>1</sup> Conagra risk assessment based on U.S. Geological Survey Gulf of Mexico hypoxia data and USDA Farm Service Agency data on planted popcorn acreage

<sup>2</sup> According to the Ellen MacArthur Foundation, a circular economy seeks to rebuild capital, whether this is financial, manufactured, human, social or natural. Conagra's corporate citizenship activities support select elements of a circular economy

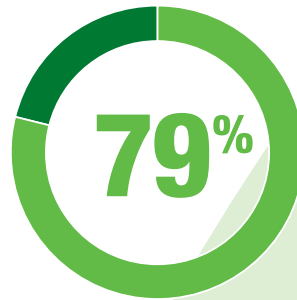
## Sustainable Sourcing

As stated in our Supplier Code of Conduct, Conagra Brands is committed to the following and requires the same of its suppliers to commit to: reducing environmental impacts such as deforestation, greenhouse gas emissions, and waste generation; protecting water resources through restorative or conservation efforts; supporting social needs in the communities in which it operates through philanthropic investment, diversity and inclusion, human rights practices; and supporting traceability efforts of goods and services throughout the supply chain.

All Conagra goods and services are sourced in accordance with our Supplier Code of Conduct, which incorporates the [UN Guiding Principles on Business and Human Rights](#) and the International Bill of Human Rights and the principles concerning fundamental rights set out in the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#).

Conagra requires its suppliers to implement humane procedures in support of the five freedoms of animal welfare at all times, including when animals are raised, cared for, transported, and processed. Conagra requires that suppliers provide an environment that is free from stress, cruelty, abuse, and neglect throughout the life of the animal. Where noted below, Conagra's animal welfare policy includes compliance with additional commodity-specific policies, goals and standards for responsible animal housing and care.

Conagra discloses deforestation risk management practices for paper fiber packaging, beef, soy, palm oil, and cocoa via the annual CDP Forests Questionnaire. [Our 2021 CDP Forests responses](#) earned a Management B score on cattle products, palm oil, timber and soy for taking coordinated action on forests issues.



In fiscal year 2021, Conagra's total ingredient buy by volume was approximately **79% plant-based**

*Cocoa, sourced from West Africa*



## Priority Ingredients

PRIORITY INGREDIENTS <sup>1</sup>	PRIMARY SOURCING REGIONS	RISK MANAGEMENT PRIORITIES	PRIMARY RISK MANAGEMENT PRACTICES <sup>1</sup>	
PLANT-BASED	Sweet Corn, Peas, Carrots, Green Beans, Popcorn, Tomatoes, Broccoli, Cauliflower	Midwest and Western United States, Mexico	Agricultural inputs and impacts; water scarcity	See Sustainable Agriculture section
	Soy	United States	Agricultural inputs and impacts	Approximately 98% of our volume comes from suppliers assessed at least annually on ESG performance as part of Conagra's Supplier Excellence Program. 100% sourced from areas designated as low risk for deforestation. <sup>2</sup> As stated in our Supplier Code of Conduct, Conagra Brands does not directly procure soy from the Amazon, the Cerrado or the Gran Chaco in Latin America.
	Palm Oil	Indonesia, Malaysia	Ecosystem impacts, including deforestation; labor practices	100% of our palm oil buy is covered by Roundtable on Sustainable Palm Oil (RSPO) Mass Balance certification.
	Cocoa	West Africa	Ecosystem impacts, including deforestation; labor practices	100% of total volume is sourced from suppliers that have one or more of the following: Rainforest Alliance Chain of Custody certification; NDPE policy (No high value conservation deforestation, no peatlands development, and no labor exploitation); 2025 or 2030 net zero deforestation goals that include reforestation and agroforestry efforts that support biodiversity.
ANIMAL BYPRODUCTS	Dairy	United States	Animal welfare	Conagra Brands sources primarily from the U.S., where major dairy suppliers adhere to the <a href="#">National Dairy Farmers Assuring Responsible Management</a> establishes dairy animal welfare management standards for the dairy industry, which addresses dehorning and includes a ban on tail docking. The program utilizes 3rd party evaluators that certify that standards are being followed on the farm.
	Eggs	Midwest United States	Animal Welfare	Approximately 67% of our volume comes from suppliers assessed at least annually on ESG performance as part of Conagra's Supplier Excellence Program. In FY21, approximately 20% of our egg usage was cage free; approximately 40-50% of our egg usage will be cage free by the end of fiscal year 2022; approximately 60-70% of our egg usage will be cage free by the end of fiscal year 2023; and we will directly source 100% cage free eggs by the end of fiscal year 2024, one year earlier than our original commitment to directly source <a href="#">100% cage free eggs by 2025</a> . <sup>3</sup>
ANIMAL INGREDIENTS	Broiler Chickens	United States	Animal welfare	Approximately half of our volume comes from suppliers assessed at least annually on ESG performance as part of Conagra's Supplier Excellence Program or individual sustainability assessments by our in-house sustainability team. Conagra Brands' ambitious <a href="#">2024 broiler chicken animal welfare goal</a> is included in our Supplier Code of Conduct.
	Beef	United States, Canada, Uruguay, Brazil	Ecosystem impacts, including deforestation	Approximately 79% of our beef is sourced from suppliers assessed at least annually on ESG performance as part of Conagra's Supplier Excellence Program. Approximately 68% of our beef is sourced from suppliers that are members of the U.S. Roundtable on Sustainable Beef. Conagra Brands' Supplier Code of Conduct states that Conagra Brands does not procure beef directly sourced from areas at high risk for deforestation, <sup>4</sup> specifically the Amazon, the Cerrado and the Gran Chaco in Latin America. Our deforestation avoidance requirements are included in our Supplier Code of Conduct. Approximately 98% of our beef is sourced from areas designated as low risk for deforestation. The remaining 2% of our annual beef supply originating from Brazil is directly sourced from suppliers that employ continuous satellite monitoring for deforestation.

<sup>1</sup> Progress numbers are approximate, and may vary annually due to changes in suppliers, market conditions or improvements in data methodology

<sup>2,4</sup> According to data from [WWF Living Forests Report](#), [Ceres Engage the Chain](#) and [WRI Global Forest Watch Analysis](#)

<sup>3</sup> This timeline reflects our best estimate of future egg volumes.

Continued from previous page

PRIORITY INGREDIENTS		PRIMARY SOURCING REGIONS	RISK MANAGEMENT PRIORITIES	PRIMARY RISK MANAGEMENT PRACTICES
<b>ANIMAL INGREDIENTS</b>	<b>Pork</b>	United States	Animal Welfare	<p>In FY21, approximately two thirds of our pork volume came from suppliers that have public gestation crate-free pork targets. Within our pork supply chain, there is industry movement to modify housing for sows, as well as industry-wide challenges transitioning to crate-free systems.</p> <p>100% of raw pork is sourced in accordance with the Pork Quality Assurance Plus (PQA Plus) standards for animal welfare, food safety, public health, and other responsible business practices.</p> <p>We remain engaged with our pork suppliers regarding their housing systems and will continue to explore sourcing opportunities for gestation crate-free pork as supply becomes available.</p>
	<b>Seafood</b>	Bering Sea	Overfishing, ecosystem impacts	<p>99% of our seafood is third-party certified sustainable, either via Marine Stewardship Council or the Global Aquaculture Alliance's Best Aquaculture Practices (BAP) certification.</p> <p>100% of Van de Kamp's and Mrs. Paul's products include sustainably sourced fish through Marine Stewardship Council certification.</p>



# Supply Chain Water Risk

We monitor sourcing water risks through an annual assessment of priority materials and ingredients using the WRI Aqueduct global water risk mapping tool. Mitigation strategies for priority ingredients and materials include supplier water management assessments as part of our Supplier Excellence Program, and reducing our sourcing dependency on regions with persistent water stress.



SOURCE COUNTRIES (ALPHABETICAL)	WRI WATER STRESS LEVEL (2021)	PRIMARY RISK MANAGEMENT PRACTICES
<b>Brazil</b>	Low	Sourcing from low-risk regions.
<b>Canada</b>	Low	Sourcing from low-risk regions.
<b>Colombia</b>	Low	Sourcing from low-risk regions.
<b>Côte d'Ivoire</b>	Low	Sourcing from low-risk regions.
<b>Ecuador</b>	Low–Medium	Annual evaluation of supplier efforts to track, disclose and manage water risk.
<b>European Union (various)</b>	Varies, though majority of geographies fall in Low–Medium	Annual evaluation of supplier efforts to track, disclose and manage water risk.  Source low water risk commodity. 11% of overall European Union water use is for industrial purposes <sup>1</sup> , which includes metal manufacturing for Conagra's steel cans.
<b>Ghana</b>	Low	Sourcing from low-risk regions.
<b>Japan</b>	Low–Medium	Annual evaluation of supplier efforts to track, disclose and manage water risk.
<b>Malaysia</b>	Low	Sourcing from low-risk regions and utilizing third-party sustainability certifications for palm oil.
<b>South Korea</b>	Medium–High	Annual evaluation of supplier efforts to track, disclose and manage water risk.
<b>United States</b>	Low–Medium	Annual evaluation of supplier efforts to track, disclose and manage water risk.
<b>Uruguay</b>	Low	Sourcing from low-risk regions.



<sup>1</sup> Source: European Environment Agency report “Water Resources Across Europe—Confronting Water Scarcity and Drought,” 2009.

# Sustainable Packaging

Packaging serves a critical role in maintaining both food freshness and safety, but waste from plastic packaging is a growing issue. Conagra's dedication to innovation extends into packaging and we are committed to nourishing the planet by reducing waste derived from packaging through thoughtful design and by using renewable and more readily recyclable or compostable materials.

In fiscal year 2021, we continued to make meaningful progress on our goal to make 100% of our current plastic packaging renewable, recyclable or compostable by 2025. Approximately 93% of Conagra's packaging materials by volume<sup>1</sup> currently meet our goal of being renewable, recyclable or compostable.

## Avoiding Plastic

In January 2020, we declared our intent to avoid the use of 33 million pounds of plastic through further development of plant-based packaging options and other packaging innovations as part of our 2025 sustainable packaging journey. **Since fiscal year 2017, Conagra has avoided the use of more than 23 million pounds of plastic packaging, with 11 million pounds avoided in fiscal year 2021 alone.**

<sup>1</sup> Estimates are based, in part, on industry-wide average weights and post-consumer recycled content levels, guided by best practices on environmental footprint accounting.

## Conagra Joins US Plastics Pact

Complimentary to our 2025 sustainable packaging target, Conagra is proud to have joined the U.S. Plastic Pact, a collaborative led by The Recycling Partnership and World Wildlife Fund (WWF), launched as part of the Ellen MacArthur Foundation's global Plastics Pact network. The U.S. Plastics Pact is an ambitious initiative to unify diverse public-private stakeholders across the plastics value chain to rethink the way we design, use, and reuse plastics, to create a path toward a circular economy for plastic in the United States. In line with the Ellen MacArthur Foundation's vision of a circular economy for plastic, which unites more than 850 organizations and is underpinned by common definitions and concrete targets, the U.S. Plastics Pact brings together plastic packaging producers, brands, retailers, recyclers, waste management companies, policymakers, and other stakeholders to work collectively toward scalable solutions tailored to the unique needs and challenges within the U.S. landscape, through vital knowledge sharing and coordinated action.

**BY JOINING THE U.S. PLASTICS PACT, CONAGRA, COLLECTIVELY WITH INDUSTRY-WIDE PARTNERS, IS HELPING THE INDUSTRY TO COLLECTIVELY DELIVER ON FOUR AMBITIOUS TARGETS:**

1. Define a list of packaging to be designated as problematic or unnecessary by 2021 and take measures to eliminate them by 2025.
2. By 2025, all plastic packaging is 100% reusable, recyclable, or compostable.
3. By 2025, undertake ambitious actions to effectively recycle or compost 50% of plastic packaging.
4. By 2025, the average recycled content or responsibly sourced bio-based content in plastic packaging will be 30%.



In fiscal year 2021, approximately 93% of Conagra's packaging materials by volume<sup>1</sup> currently meet our goal of being **renewable, recyclable or compostable.**



## Sustainable Packaging & Plant-Based Protein Centers of Excellence

At Conagra, innovation is at the center of all we do. In order to connect our consumers with products that are on trend and in demand, accelerate growth and improve responsible production practices, we've established sustainable packaging and plant-based protein Centers of Excellence. These Centers of Excellence consist of product development teams made up of scientists, packaging engineers, food designers and culinary professionals. They utilize cutting edge research and state-of-the-art capabilities to propel our sustainable packaging and plant-based protein innovation. These initiatives help advance progress on our sustainable packaging and science-based climate change targets.

When designing packaging, we seek to make improvements our customers and consumers want from a performance and sustainability standpoint, while maintaining a rigorous focus on food safety. Our journey to **make 100% of our current plastic packaging renewable, recyclable or compostable by 2025** includes designing packaging that both reduces its environmental impact and provides design solutions that are more practical and easier to use. For example, our **Swiss Miss® eco-efficient recyclable cube**



has a space-efficient tapered design, which brings more canisters in to our facility on fewer trucks, reducing greenhouse gas emissions during transport. We have also continued introducing packaging featuring **bowls made from plant-based fibers** in products across brands such as Healthy Choice, Hungry-Man® and P.F. Chang's®. In other areas, such as e-commerce, we work across the supply chain to maximize packaging efficiencies and design home shipping solutions that reduce over-packaging.



Today, many consumers are choosing foods to lessen their impact on the environment. Plant-based proteins are generally recognized as having a reduced carbon footprint and less water, land and energy impacts than meat-based proteins. As more consumers seek plant-based foods, we are expanding our portfolio with new offerings, including Gardein Ultimate Plant-Based Chick'n, available in filets, tenders and nuggets. To appeal to flexitarian, vegetarian

and vegan consumers, our Birds Eye brand has developed new center-of-the plate meal options. By bringing traditional meat preparation techniques to vegetables, such as braising, baking and glazing, these plant-forward offerings are introducing new flavors and textures that nourish both consumers and our environment.

We also understand that we cannot help solve some of the global food system's most pressing challenges on our own. By forging strategic partnerships with global food innovation ecosystems like **MISTA**, we continue to make progress on building eco-friendly future food systems in collaboration with peers, suppliers, universities and startups. Through this partnership, Conagra is accelerating innovation in areas including plant-based, digital and nutrition.

**SPICY SOUTHWEST CHICK'N SANDWICHES**  
 Made with Gardein®  
 Ultimate Plant-Based  
 Chick'n Filets



# Operational Sustainability

Conagra Brands is committed to nourishing the planet. We focus our resources in key areas where it matters most across our value chain. Climate change, water resources and waste are the most material issues to us and, therefore, key areas of focus. Climate change affects agricultural industries throughout the world and is a fundamental challenge to food production. It is dramatically affecting how we source raw ingredients to make our food, and how we manage energy use in our facilities and across our value chain. Water resources are also essential throughout our value chain. From growing our raw ingredients to preparing and enjoying our food, all of us depend upon clean water every day. And, preventing waste—particularly food waste—is an important measure of our operating efficiency and an important social and environmental issue.

## Sustainable Development Awards Program



Conagra Brands' Sustainable Development Awards program continues to be the cornerstone for engaging employees and recognizing their innovative ideas related to sustainable production and business practices. Employee teams submit projects for a chance to win grants for sustainability-focused public



service projects in their communities. With more than 200 entries, this was the 12th consecutive year for the program and awards were given in seven categories:

- Sustainable Brands
- Waste Reduction & Recycling
- Water Conservation
- Climate Change & Energy Efficiency
- Sustainable Operations
- People's Choice Award
- Overall Award of Excellence

Award-winning facilities received a \$5,000 grant from the Conagra Brands Foundation for sustainability-focused public service projects in their communities.

### SINCE 2009, SUSTAINABLE DEVELOPMENT PROJECTS HAVE:



Conserved **3.6 billion gallons** of water



Decreased Conagra's carbon footprint by **207,680 metric tons**



Reduced waste by **111,300 tons**



Decreased packaging materials by more than **32,000 tons**



Saved over **\$270 million**



# Environmental Management

**Our global Environment, Occupational Health and Safety Philosophy**, endorsed by President & CEO Sean Connolly, drives us towards continuous environment health and safety (EH&S) improvement, as measured by our leading environmental and safety indicators and implemented through our EH&S management approach. We are committed to complying with environmental laws and regulations and to protecting natural resources. We educate employees on five Conagra environmental and sustainability policy areas: Environmental, Compliance, Climate Change, Water Stewardship and Resource Conservation.

Through a robust Environmental Management System, we proactively manage environmental issues and share best practices among our facilities. We routinely assess compliance through internal environmental audits. When compliance issues arise, our team of environmental professionals works closely with the affected facility to educate and develop effective action plans and track findings to resolution.



*Marie Callender's®  
production, at our  
Council Bluffs,  
Iowa facility*



# Climate Change

Climate change affects agricultural industries throughout the world and is a fundamental challenge to food production. It is dramatically affecting how we source raw ingredients to make our food, and how we manage energy use in our facilities and across our value chain. Conagra Brands' 2030 science-based climate change goals were validated by the **Science Based Target initiative**, an ambitious corporate climate effort leading the way to a zero-carbon economy. Conagra has committed to reducing absolute Scope 1 and 2 greenhouse gas emissions by 25% by 2030 as compared to our fiscal year 2020 baseline. In addition, we have committed to reducing Scope 3 greenhouse gas emissions from purchased goods and services by 20% per metric tonne of material sourced within that same timeframe.<sup>1</sup> **Our 2021 CDP Climate Change response** earned a B score, outperforming the B- average score in the food & beverage processing industry.



## LEADING THE WAY IN MEXICO

In January 2022, **Conagra Brands in Mexico** was named one of the **"50 Most Sustainable Companies"** in the country by Mundo Ejecutivo magazine, a leading business outlet in Mexico. The Conagra team was recognized for leadership in corporate governance, sustainability and environmentally-friendly best practices.



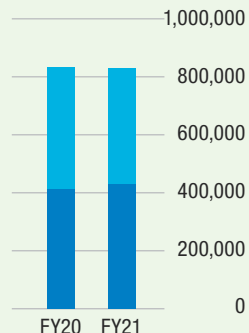
## Scope 1 & 2 Emissions

In fiscal year 2021, our Scope 1 and 2 greenhouse gas emissions (CO<sub>2</sub>e) were approximately 829,443 metric tons, a decrease of approximately 0.4% from our fiscal year 2020 emissions.

### GREENHOUSE GAS EMISSIONS (IN METRIC TONS)<sup>2</sup>

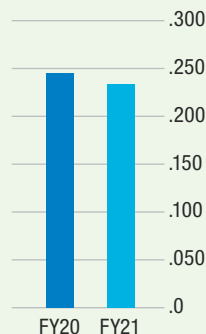
**FY20**  
**Scope 1: 411,872**  
**Scope 2: 421,244**  
**Total: 833,116**

**FY21**  
**Scope 1: 427,153**  
**Scope 2: 402,290**  
**Total: 829,443**



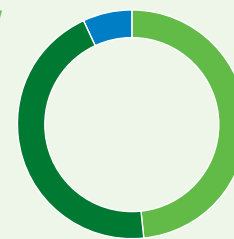
### GREENHOUSE GAS EMISSIONS PER POUND OF PRODUCT PRODUCED<sup>2</sup>

**FY20 .245**  
**FY21 .233**



## GREENHOUSE GAS EMISSIONS BY SOURCE

**48.5% Purchased electricity and steam**  
**44.7% Natural gas**  
**6.8% Other sources\***



\*Including other fuels, owned transportation and refrigerants

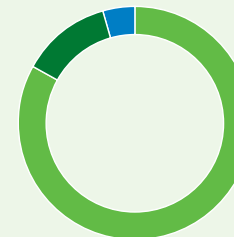
## Scope 3 Emissions

Conagra has committed to reducing Scope 3 greenhouse gas emissions from purchased goods and services by 20% per metric tonne of material sourced by 2030. In fiscal year 2021, our Scope 3 emissions decreased 9.8% per metric tonne of material sourced, almost halfway to our goal. Due to an increase in purchased goods, our absolute Scope 3 emissions rose 247,660 tons, less than 3% from the previous fiscal year.

## CONAGRA'S IN-SCOPE GREENHOUSE GAS EMISSIONS FROM PURCHASED GOODS AND SERVICES

For full Scope 3 inventory data, please see our [2021 CDP Climate Change response](#)

**83.1% Ingredients**  
 Meat - 53%  
 Plant-Based - 36%  
 Dairy - 1%  
 Eggs - 1%  
 Seafood & Other - 1%  
**12.5% Packaging**  
**4.4% Other goods and services\***



\*Other purchased goods and services included spend on cleaning chemicals and sanitation services, co-manufacturing, purchased pallets, water and sewer services, and travel agency services.

<sup>1</sup>The target boundary includes biogenic emissions and removals from bioenergy feedstocks

<sup>2</sup>The FY20 data reflects the impacts of a divested facility and application of the United States EPA's emission factors for calendar year 2020.

# Energy Use & Efficiency

For many of our manufacturing facilities, we conduct energy efficiency audits on key utility-consuming equipment and processes to identify improvement opportunities and reduce energy use. Our energy efficiency program focuses on natural gas and electricity use at our owned and operated manufacturing facilities and warehouses; natural gas and electricity use makes up 93% of our Scope 1 and 2 emissions.

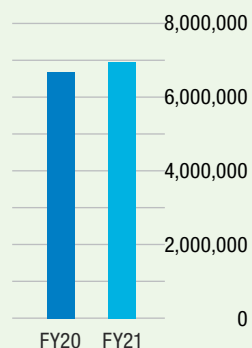
Our cross-functional steering committee of Engineering, Procurement, and Environmental, Health & Safety teams investigates renewable energy investments and workstreams around reducing energy usage. We also track energy usage at the facility level monthly and provide regular reports to management.

In fiscal year 2021, 2% of our total energy consumed came from renewable sources. Our Science Based Target will push us to find new solutions to address our overall energy usage and efficiency.

For additional Energy Management metrics please refer to our SASB disclosure.

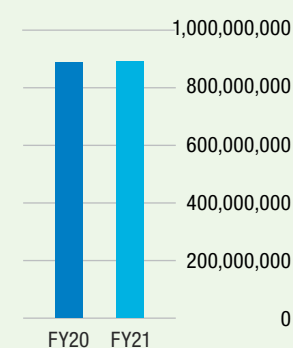
## Natural Gas Use<sup>1</sup> (in mmBTU)

FY20 6,692,835  
FY21 6,968,677



## Electricity Use<sup>2</sup> (in kWh)

FY20 871,684,282  
FY21 911,329,649



### SUSTAINABLE DEVELOPMENT AWARDS



At our Menomonie, Wis. facility, the team developed a comprehensive air and steam leak detection program that allows the site to manage these leaks while equipment is running. **The new program saved 366,800 kilowatt-hours of electricity and 208 tonnes of carbon dioxide.**

<sup>1</sup>The FY20 data reflects the impacts of a divested facility and data verification related to natural gas usage.

<sup>2</sup>The FY20 data reflects the impacts of a divested facility.



# Water Use & Water Quality

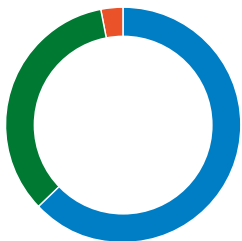
Conagra Brands' commitment to a better planet includes actively addressing water risk. Our water resource strategy guides how we actively manage water resources across our value chain, taking into account both water use and water quality. Nearly 85% of our operational water comes from areas on the lower end of the World Resources Institute (WRI) water risk spectrum.

Conagra Brands has responded to the CDP Water Questionnaire since its inception. Our **2021 CDP Water response** earned a Leadership A- for implementing current best practices on water, outperforming the B average score in the food & beverage processing industry.

## Water Withdrawal Source & Wastewater Discharge Destination

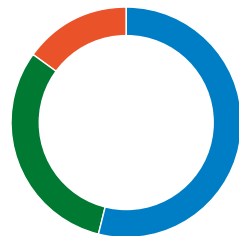
### WATER SOURCE

- 63% Public supply
- 34% Well water
- 3% Surface water



### WATER DISCHARGE

- 54% Publicly owned treatment facility
- 31% Direct
- 15% Land/irrigation



## Water Risk by Conagra Manufacturing Location and Percent of Total Water Use

Our water risk is analyzed using the WRI's Aqueduct tool, which uses peer reviewed methods and the best-available data to map water risk globally. WRI water risk levels are determined using 12 different indicators including flood occurrence, access to water supplies, ecosystem impacts and other metrics.

### LOW RISK

22 LOCATIONS  
51.9% OF WATER USE

- Archbold, Ohio
- Boisbriand, Qué.
- Centralia, Ill.
- Council Bluffs, Iowa
- Dickson, Tenn.
- Dresden, Ont.
- Fayetteville, Ark.
- Fennville, Mich.
- Fort Madison, Iowa
- Imlay City, Mich.
- Lake View, Iowa
- Lincoln, Neb.
- Louisville, Ky.
- Macomb, Ill.
- Macon, Mo.
- Mankato, Minn.
- Maple Grove, Minn.
- Milton, Pa.
- Quincy, Mass.
- Richmond, B.C.
- Russellville, Ark.
- St. Elmo, Ill.

### LOW-MEDIUM RISK

16 LOCATIONS  
32.5% OF WATER USE

- Beaver Dam, Wis.
- Darien, Wis.
- Hagerstown, Md.
- Hamburg, Iowa
- Humboldt, Tenn.
- Indianapolis Bakery, Ind.
- Indianapolis, Ind.
- Jackson, Tenn.
- Kent, Wash.
- Marshall, Mo.
- Menomonie, Wis.
- Milwaukee, Wis.
- Newport, Tenn.
- Reno, Nev.
- Waseca, Minn.
- Waterloo, Iowa

### MED-HIGH RISK

5 LOCATIONS,  
1% OF WATER USE

- Aurora, Colo.
- Brookston, Ind.
- Denver, Colo.
- Rensselaer, Ind.
- Troy, Ohio

### HIGH RISK

2 LOCATIONS,  
14.6% OF WATER USE

- Irapuato, Mex.
- Oakdale, Calif.

We are working at these high-risk water facilities to reduce water usage through capital investment projects and focused behavioral improvements. Both sites have set annual water goals, which have led to saving tens of millions of gallons every year. In fiscal year 2021, our Irapuato facility achieved a 5% water intensity reduction, and our Oakdale facility achieved a 3% absolute water reduction.

## SUSTAINABLE DEVELOPMENT AWARDS

Our team in Macon, Mo. implemented a number of projects including developing a method of cleaning belts using less water, lowering pressure in the automated sanitation pressure control system and developing more efficient ways to clean and sanitize equipment. **The team's efforts resulted in an estimated 9,900,000 gallons of water saved—about 9% of the site's total water use.**



# Eliminating Waste<sup>1</sup>

We are working systematically and strategically to reduce the amount of waste we generate in our facilities to capture the maximum value of the raw ingredients and other materials we buy. For unavoidable waste, we work hard to keep it out of landfills.

For each of our facilities, the sustainability team within EH&S tracks landfill and material diversion data monthly, using more than 15 descriptive categories. With this detailed waste characterization, our teams have insight into where the biggest opportunities exist to derive maximum use out of our material resources.

In fiscal year 2021, 87% of the solid waste generated at all Conagra's facilities was diverted to more beneficial uses through recycling, product donations to bolster food supplies at area food banks, use as animal feed, energy generation, or land applications to improve soil quality. In celebrating America Recycles Day on November 15, 2021 **Conagra honored 10 Zero Waste manufacturing facilities** for diverting more than 95% of waste materials from landfills through proper waste separation, recycling and other innovative waste reduction measures. This year's honorees include frozen, snacks, international and grocery manufacturing facilities.

<sup>1</sup> Includes all Conagra Brands company-owned manufacturing facilities

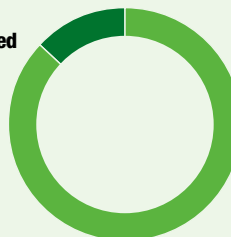


## FY21 Waste Characterization

**87% Materials diverted from landfill**  
**13% Landfill**

**83.6% organic materials diverted from landfill**

- 38.5% Food - Animal Feed
- 25.4% Wastewater Sludge
- 6.7% Cardboard
- 4.2% Food - Composting
- 3.9% Wood (Pallets)
- 2.8% Mixed Organics
- 0.6% Mixed Paper
- 0.8% Food - Oil/Grease
- 0.3% Food - Donation
- 0.5% Food - Energy Recovery

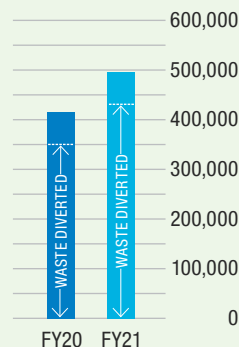


**3.4% inorganic materials diverted from landfill**

- 1.1% Mixed Recyclables
- 0.6% Mixed Metals
- 1.4% Mixed Plastics
- 0.4% Waste-to-Energy
- 0.0% Aluminum

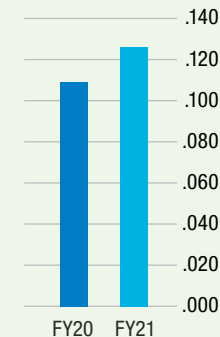
## Total Waste Generation and percent of Waste Diverted from Landfill (in U.S. tons)

**FY20 415,902 84% of waste diverted**  
**FY21 495,927 87% of waste diverted**



## Waste Generation per Pound of Food Produced (in pounds)

**FY20 0.109**  
**FY21 0.126**



### SUSTAINABLE DEVELOPMENT AWARDS

**At Conagra's Vlasic pickle facility in Imlay City, Mich. the team eliminated 300 tons of waste by addressing glass jar losses through enhanced process settings, reducing bottle breakage by 35%.**

# Corporate Ethics

## Code of Conduct

**The Conagra Brands Code of Conduct** provides guideposts for how our employees and directors must conduct themselves when representing Conagra both inside and outside the workplace. All new employees are required to take a course on our Code of Conduct as part of their onboarding process. We conduct annual training courses to ensure that employees are aware of our expectations and their obligations under the Code of Conduct. We also expect contractors, consultants, trainees, temps/agency workers, interns and volunteers to follow our Code of Conduct. Other service providers and suppliers must act ethically and consistent with our Code of Conduct and other contract requirements.

Our board of directors has approved our Code of Conduct. The overall administration of our Code of Conduct is handled by our Legal and Government Affairs department. The day-to-day administration of our Code of Conduct is managed by our local management teams. Matters relating to our Code of Conduct are routinely reported to the Audit/Finance Committee, which oversees the Code at the highest level. In addition, we require that our chief executive officer, chief financial officer, and controller comply with a separate **Code of Ethics for Senior Corporate Officers**.

## Ethical Employment Practices

Conagra prohibits the use of any forced or compulsory labor, including human trafficking and slavery, in all of our operations. Any work performed by an employee or other individual that is involuntary and/or performed under the threat of physical harm or other penalty is strictly prohibited. We also comply with state and federal child labor laws through our hiring policies and human resources practices. Our standard entry-level wage is equal to—and often exceeds—the local minimum wage in locales in which we operate.

To the extent any employee objects to his or her terms and/or conditions of employment or sees anything else of concern, he or she may raise a complaint to his or

her manager, a member of the Legal and Government Affairs department, and/or through our third-party ethics hotline 866.567.CODE (2633), which enables anonymous reporting. Conagra Brands takes seriously all reports made through our ethics hotline and ensures that all are investigated properly. We have a strict non-retaliation policy for all good faith reports made through all reporting channels, including our ethics hotline.



## Employee Health & Safety

As we strive to achieve an injury-free workplace, we are focused on maintaining a strong culture of safety, in which all employees commit to protecting themselves and their colleagues.

Our health and safety team audits each of our facilities every two years to ensure compliance with safety regulations and corporate policies. The team documents the audit results and tracks corrective

actions to ensure we hold ourselves accountable for providing a safe work environment. As follow-up to any workplace injury or illness (an “incident”) or near miss, we require a thorough investigation to identify and address the root cause.

During fiscal year 2021, our Occupational Safety & Health Administration (OSHA) Incident Rate (OIR) was 2.00 incidents per 100 full-time workers,

which is below the industry average of 5.10<sup>1</sup> for companies in the food manufacturing sector. In fiscal year 2021, OSHA inspected eight Conagra Brands facilities, decreasing the number of inspections by two from the previous fiscal year.

<sup>1</sup>[U.S. Bureau of Labor Statistics, as reported by the U.S. Department of Labor for 2018](#)

*ACT II®, Angie's BOOMCHICKAPOP®, and Orville Redenbacher® are produced at our Rensselaer, Indiana facility*



# Food Safety Culture

At Conagra, we are continuously working to improve our food safety culture. Food safety is everyone's responsibility – from the recruiting process through each step of our employees' careers, we strive to promote a food safety culture within the entire organization and beyond.

## Resources

Conagra has invested in employee technical expertise, analytical and microbiological labs, and third-party reviews that enhance our scientific and technical capabilities to drive continuous improvement. We understand the importance of remaining current on the latest industry intelligence including market incidents, changes to food safety legislation, significant new technology and analytical advances. This diligent monitoring increases our awareness and understanding of potential risks and enriches our food safety culture.

## Documentation, Communication and Performance Metrics

Our leaders operate with the growth and well-being of employees and their communities top of mind, while providing quality and food safety support to all our facilities. Our policies and procedures establish the direction and expectations for food safety. Food safety documentation enables suitable, consistent decision-making. It includes data (e.g., product, process and training records) and information about food safety expectations, plans and operational procedures and helps to verify compliance and consistency.

Communication also plays an important role in our food safety culture and it is delivered through many different channels such as: ongoing training, metrics reviews, sharing best practices through shift huddles and regular team meetings, and more.

### METRICS BY WHICH WE MEASURE AND VALIDATE OUR FOOD SAFETY EFFORTS, INCLUDING AS TO CULTURE:

- Internal, external (including the Global Food Safety Initiative and Food Safety Council), Customer and third-party audits
- Periodic employee surveys, including at the plant level
- Consumer feedback
- Root cause investigations performed by cross-functional teams
- Quality incident and training KPI's and analysis
- Behavioral observations
- Employee coaching and mentoring

We strive to promote a food safety culture within our entire organization in an environment where people are empowered to impact, improve and sustain food safety.





# Diversity & Inclusion

At Conagra, we nourish an inclusive culture that encourages openness, acceptance and individual authenticity. Diversity is more than race, gender, sexual orientation and disability. All backgrounds, perspectives, styles and opinions are valued and belong here. We harness the power of diversity and inclusion to accelerate innovation and growth.

Curiosity and diverse perspectives are how innovation begins. So, we seek out and welcome people who think differently. At Conagra, people can bring their true selves to work, feel valued and join an energetic exchange of ideas. When employees experience inclusion, we all perform better.

As our business has evolved, so has our culture. We continually find new ways of nurturing our employees' lives, both at work and in our communities. We strive to have the most impactful, energized and inclusive culture in food, rooted in **our Timeless Values** and translated into day-to-day actions by our five inclusive behaviors of genuine listening, civility, mutual respect, healthy debate and compromise.

Conagra's comprehensive diversity and inclusion strategy has helped us increase the representation of people of color and women in our workforce. For new hires in fiscal year 2021:

- We doubled the number of people of color hired in middle-manager level roles.
- At the management level, the number of newly employed people of color increased by 6%.

## EXPERIENCE INCLUSION

### Our Five Inclusive Behaviors



#### GENUINE LISTENING

We make a conscious effort to learn new things by listening to what others have to say and seeking to understand how others think and feel. Although we may not always agree, we respect each other and acknowledge the power of different points of view.



#### MUTUAL RESPECT

We cultivate a workplace where people trust and respect one another, where no one feels they need to bend out of shape to fit in. We always assume positive intent and recognize that individuals have valuable contributions to make.



#### HEALTHY DEBATE

We actively encourage new ideas and ask questions to challenge the status quo. We accept that sometimes, the best results evolve from rigorous debate, a bit of tension and a bit of discomfort.



#### CIVILITY

We disagree without disrespect. We seek common ground as a starting point for dialogue about differences, listening past one's preconceptions, and teaching others to do the same.



#### COMPROMISE

We stay focused on our goals and are collectively decisive once the input has been heard and considered.

### Our 2025 Goals

Double people of color representation in management and middle-manager level roles versus our fiscal year 2020 baseline

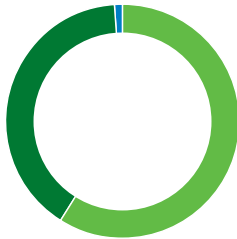
At least 40% of management-level roles held by women



Data for Employee by Gender, Employee by Generation, and Leadership Representation by Gender represents all Conagra Brands employees. Data for Employee by Ethnicity and Leadership Representation by Ethnicity represents U.S.-based employees only.

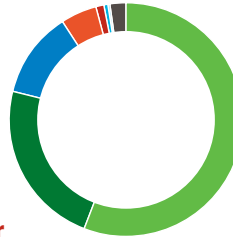
### Employee by Gender

59% Male  
40% Female  
<1% Undeclared



### Employee by Race and Ethnicity

56% White  
23% Hispanic or Latino  
12% Black or African American  
5% Asian  
1% Native Hawaiian or Other Pacific Islander  
<1% American Indian or Alaska Native  
<1% Two or More Races  
2% Undeclared



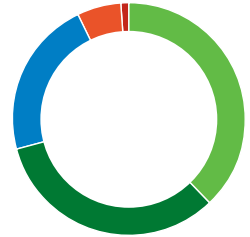
#### FY21 Progress

Increased representation of people of color in our workforce: +3%



### Employee by Generation

38% Generation X (1965-1980)  
33% Millennials (1981-1996)  
22% Baby Boomers (1946-1964)  
6% Generation Z (1997 and onwards)  
<1% Silent Generation (1928-1945)



### Leadership Representation by Gender

Management Level  
67% Male  
33% Female



### Middle-Manager Level

57% Male  
43% Female

#### FY21 Progress

Increased women in Management level roles: +1% and Middle-Management level roles: +2%



### Leadership Representation by Race and Ethnicity

Management Level  
85% White  
13% People of color  
<2% Undeclared



### Middle-Manager Level

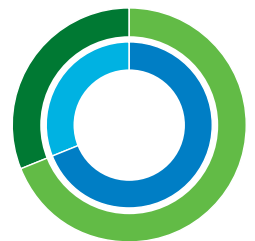
86% White  
13% People of color  
1% Undeclared

#### FY21 Progress

Increased representation of people of color in Management roles: +1% and Middle-Management roles: +1%

### Board Representation (as of March 2022)

By Gender  
69% Male  
31% Female



### By Race and Ethnicity

69% White  
31% People of color

## Diversity and Inclusion Governance Structure

At Conagra, we have instituted a systematic, business-led approach to diversity and inclusion that is executed through accountability, resourcing and business direction. Our D&I Leadership Council is comprised of our Senior Leadership and HR, Diversity & Inclusion teams. The Council drives accountability and execution of our commitments while measuring and assessing our performance. The Council meets quarterly to evaluate progress and collaborate with our three D&I Task Forces, who are represented by diverse talent across all employee levels and responsible for developing multi-year strategies to nurture belonging.

## How We Live Up to Our Commitments

Our multi-year diversity and inclusion strategy supports three key drivers of representation and retention: recruitment, advocacy and development of talent. In each of these areas, we have multiple strategic initiatives in place to advance our culture of belonging.

### RECRUITMENT

We engage with diverse talent, from new grads to seasoned professionals. Our message: Conagra welcomes the unique experiences as building blocks for our diverse culture.

- **Early Talent and Experienced Hires:** Our campus recruitment strategy and holistic recruitment framework help diversify our talent pipeline and increase workforce diversity for early talent and experienced hires. By partnering with organizations whose primary focus is providing opportunities for candidates from many dimensions of diversity, we aim to create more equitable outcomes during our recruitment and hiring process.

### ADVOCACY

In an effort to create community connections, as well as strengthen and sustain relationships with individuals from underrepresented backgrounds, we partner with community and social justice organizations, fund scholarships, invest in diverse suppliers and build awareness among employees.

- **Talent Advocacy:** Since May 2021, more than 45 professionals of color at Conagra have engaged in a development program that pairs them with external coaches who help enhance their leadership capabilities. To date, nearly 50 Conagra leaders of color have engaged in our partner programs through the McKinsey Connected Leaders Academy, whose mission is to advance racial equity by investing in future leaders. In addition, we launched an internal mentoring program for employees of all backgrounds to advance their career progression and connection with our senior leaders. As of January 2022, more than 45 completed this program.
- **Scholarships:** To support Black and Brown students, we have formed partnerships with the Thurgood Marshall College Fund, the nation's largest organization exclusively representing the Black college community, and the Hispanic Scholar Fund, one of the nation's leading nonprofit organizations supporting higher education. These partnerships will help ensure students receive equitable access to quality higher education opportunities and reinforce Conagra's commitment to supporting the communities where our employees live and work.

Conagra has made donations to each organization to fund several college scholarships. But this initiative is about more than money. Resources are also provided to each institution to support scholarship recipients as they navigate internships and other

services that prepare them for their future careers. In addition, Conagra employees actively engage with scholarship recipients to provide unique professional development opportunities that strengthen career prospects for students' post-college, including resume building assistance, job interview preparation and additional workplace readiness experiences.



**DEVELOPMENT**

From onboarding and compensation to development and career advancement, our processes are designed to drive equitable outcomes, support employees across various dimensions of diversity, and strengthen our inclusive culture. To achieve our strategic objectives within development, several functional areas within Conagra developed their own operational plans aligned to our enterprise strategy.

**ONBOARDING AND CULTURE**

Inclusive behaviors were introduced in 2021 and provide employees with a common framework for fostering unity and effectively working across differences. The inclusive behaviors are genuine listening, mutual respect, civility, compromise and healthy debate. We will debut development experiences for employees in fiscal year 2022 that build skills, reinforce and celebrate these critical behaviors.

**TALENT DEVELOPMENT**

People managers within Conagra have been assigned training focused on building their knowledge of Diversity & Inclusion concepts that are central to leading successful teams. As of January 20t, 2022:

- **97% of managers within Conagra have completed the “Reflect on Inclusive Leadership Practices” course**
- **92% of managers within Conagra have completed our “Dimensions of Diversity” course**



**CUSTOMER LEADERSHIP**

Our Sales organization transitioned to a centralized support model to better meet our customer needs as well as improve our overall efficiency and effectiveness. This change created an opportunity to expand the sales organization by 18%. Within this pool of new hires, 45% were people of color and 47% were women.

**RESEARCH & DEVELOPMENT**

Conagra’s R&D team has formed a committee, comprised of 20 employees across various levels and sub-functions, dedicated to Diversity & Inclusion. In November, they hosted “Be the Change,” an R&D employee event that provided everyone with a deeper understanding of Conagra’s D&I progress, focus areas and functional strategies.

**EQUITABLE ADVANCEMENT**

Pay equity, regardless of gender or ethnicity, is a core part of our D&I Strategy. Our compensation structure and benefits package enable us to recruit and retain talent within the context of an individual’s background, experience and performance. We recognize that pay equity is critical to our company’s success in these areas. We therefore have invested in pay equity technology solutions to analyze pay for employees, and evolve our compensation practices where appropriate.

**Equitable Advancement at a Glance — FY21 U.S. Salaried Workers**

Total Promotions

**444**

The average promotion rate, over the last 12 periods, for salaried Conagra employees that identify as a person of color.

**35%**

Promotion Rate by Gender

**53% Male  
47% Female**

# Employee Resource Groups

Our seven Employee Resource Groups (ERGs) have contributed to building a diverse and inclusive culture within Conagra. They provide a place for employees' voices to be amplified, and where employees can learn from each other on cultural and business topics. Our ERGs support personal and professional growth and community impact. Each ERG develops yearly operational plans that help drive Conagra's D&I strategy through activities such as employee mentorship, community service projects and educational events aimed at advancing our inclusive culture and fostering professional development. In fiscal year 2021, our ERGs hosted more than 150 meaningful events throughout the year, including collaborating on a storytelling series on unconscious bias, bystander education training, while uplifting their communities through back-to-school drives and food pantry volunteering, and more.



Asian Employee Resource Group



Veterans Employee Resource Group



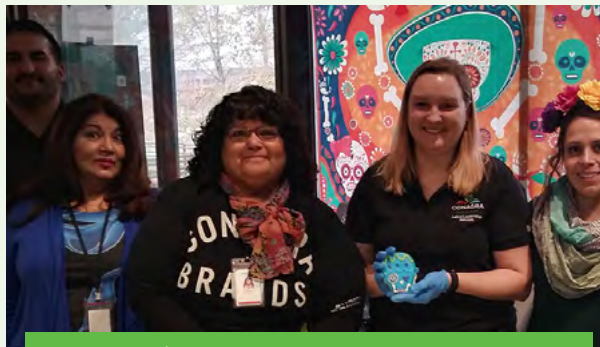
Black Employee Resource Group



Women's Employee Resource Group



LGBTQ + Ally Employee Resource Group



Latinx Employee Resource Group



Young Professionals Employee Resource Group



# Community Engagement

To have greater impact, we need to look beyond Conagra. Our business partners play a vital role in helping us support underrepresented communities through internship and mentoring opportunities, financial contributions and volunteerism. Here are a few examples:



## United for Change

Conagra conducts an annual employee fundraising campaign called [United For Change](#). The campaign is designed to increase employees' understanding of the root causes of poverty while also prioritizing issues of racial and social justice. The campaign firmly engages our longtime partner, [United Way](#) but in fiscal 2021 also included the [ACLU Foundation](#) and [Human Rights Watch](#).

Throughout the 2021 campaign, more than 2,260 employees from 36 facility and office locations across the United States, Mexico and Canada raised more than \$520,000 to help these organizations provide essential community programs that support financial stability, alleviate root causes of poverty, protect human rights and advance civil liberties for our neighbors.

## Social Works

Since 2017, Conagra has supported [SocialWorks](#) —a non-profit founded by Chance the Rapper to empower youth through the arts, education and civic engagement while providing essential funds to strengthen curriculum, provide support materials and create enrichment opportunities for students in Chicago. Through a unique collaboration, this year Conagra commissioned the organization's community of young, creative talent to make original music for videos used across our company's social media channels.

## Inclusive Marketing

We believe in promoting our brands in a way that reflects the needs and attitudes of our diverse consumers. We incorporate inclusivity throughout our comprehensive marketing efforts to better reflect the experiences of culturally diverse communities. On [Ready Set Eat](#), Conagra's website for culinary inspiration, trends and recipes, our ERGs collaborate with our culinary team to offer consumers culturally-relevant recipes that represent their unique backgrounds. Across our brands' social media channels, content is fueled by diverse food cultures, content makers and ongoing engagement with underrepresented communities.



## Supplier Diversity

We enhance the value we bring to our customers, consumers and communities through partnerships with a broad range of diverse suppliers who are ready to innovate and grow with us, including, but not limited to, minority-owned, women-owned, veteran- and service-disabled veteran-owned, and gay- and lesbian-owned businesses. Conagra also extends procurement opportunities to small, disadvantaged and HUBZone businesses. During fiscal year 2021, we spent more than \$420 million with over 900 certified diverse suppliers. In addition, Conagra is a member of the [Women's Business Enterprise National Council](#) and the [Mountain Plains Minority Supplier Development Council](#), which help provide diverse suppliers with equal access to procurement opportunities.

## Funding Research

The Conagra Brands Foundation has provided funding to the [Williams Institute](#), based at the UCLA School of Law, which studies issues relevant to LGBTQ+ populations. [Their report issued in December of 2021](#), and funded in part by the Conagra Brands Foundation, found that the COVID-19 pandemic has had a disproportionate economic impact on transgender people, who are three times more likely than cisgender people to face food insufficiency during the pandemic. By helping fund this research, we aim to bring awareness to challenges in access to food for this highly-marginalized population.

# 2021 Recognition & Honors



We are honored to be recognized for advancing diversity and inclusion at Conagra Brands.

As we continue to make progress on building a more equitable and inclusive workforce, our commitments to recruiting, advocating for and developing diverse talent remain rooted in improving our employee experience. Ensuring our employees are heard, learning from our challenges and celebrating our accomplishments will help us address long-standing disparities and grow our culture of belonging.



### The Civic 50

For the third consecutive year, we were recognized as one of the 50 most community-minded companies in the U.S.

# LATINA *Style* Inc.

### Latina Style Magazine

Named as one of the 50 Best Companies for Latinas to Work for in the U.S.



### Canadian Grocer Magazine

Recognized as a top CPG business making a positive impact on diversity, equity and inclusion.



### The Human Rights Campaign's Corporate Equality Index

For the seventh consecutive year, we received a perfect score of 100%.



### Latino Leaders Magazine

Recognized as one of the best companies for Latinos.

# Community Investment and Foundation

Conagra Brands takes a comprehensive approach to its community investment activities and harnesses our collective resources including cash contributions, product donations and employee volunteerism to support the communities where we do business. The vast majority of our efforts focus on impacting the pervasive societal issue of food insecurity, which according to **Feeding America's** "Map the Meal Gap" study, impacts people living in every county of the United States.



For the third consecutive year, **Conagra has been named an honoree of The Civic 50, which recognizes the 50 most community-minded companies in the nation.** An initiative by Points of Light, the world's largest organization dedicated to volunteer service, The Civic 50 provides a national standard for superior corporate citizenship and showcases how companies can use their time, skills and resources to impact their communities.

Through partnerships with hundreds of dedicated nonprofit partners across the country we support programs that provide people of all ages with direct access to food and additional supportive services for themselves and their families including Food Access, Healthy Cooking, Nutrition Education, Healthy and Active Lifestyles, and Urban Agriculture.

- **Food Access:** Ensuring that people have access to healthy, nutritious foods on a dependable basis, whether at food pantries, mobile pop-ups, congregate meal sites, or more.
- **Healthy Cooking:** Introducing people to new recipes or innovative cooking methods to help them get excited about preparing wholesome flavorful meals.
- **Nutrition Education:** Teaching people to make healthy choices when planning, shopping, cooking, and dining out.
- **Healthy and Active Lifestyles:** Encouraging people to enjoy the activities and foods that help fuel busy modern lives.
- **Urban Agriculture:** Increasing access to fresh produce grown locally in communities often viewed as food deserts, to spark interest in healthy, farm-to-fork eating.

This report highlights some of the key initiatives and nonprofit partners we supported to ensure that the communities where we do business have continued access to healthy and nutritious food.

*Heartland Alliance  
Chicago Farmworks*





Conagra Brands Total Giving FY2021

Total giving cash and in-kind  
corporate and Foundation

**\$32,827,153**

Total giving employees

**\$717,279**

Grants awarded

**933**

Volunteer hours

**6,697**

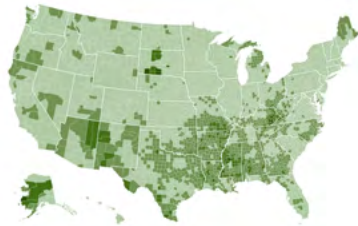
Conagra Volunteers at  
Completely Kids, Omaha, Neb.



# FEEDING AMERICA®

## Feeding America

Feeding America is Conagra's national partner in addressing the issue of food insecurity in the communities where our employees live and work. **Conagra Brands Foundation** has supported a unique combination of efforts including: national research that increases our collective understanding of the issue of hunger and its impact on vulnerable populations and diverse communities; direct services that improve access to nutritious and culturally relevant food, capacity-building efforts that increase front-line hunger relief agencies efforts to better serve the community and, national awareness building campaigns that help to educate the public and our leaders about the issue of food insecurity in our communities. Conagra also provides significant product donations that are distributed to Feeding America's network of 200 food banks and Conagra employees regularly volunteer at the food banks and partner agencies serving the communities where they live.



In fiscal year 2021, **the Foundation funded Feeding America's "Map the Meal Gap" study**, which looked at the cost of food insecurity across the

United States. This critical study found that 10.9% of the population is food insecure, with an annual food budget shortfall of \$18.8 billion. These results represent a staggering amount of need and Conagra Brands is committed to helping combat food insecurity in the communities our employees call home.

This year, Conagra Brands Foundation made capacity-building grants to 29 Feeding America food banks that serve the communities where a Conagra facility is present. Conagra Brands Foundation also supported Feeding America's inaugural effort to host an Equity Visiting Scholar who will provide thought leadership and research to address equity in the charitable food sector.

Each September, Conagra partners with Feeding America on its nationwide Hunger Action Month campaign, which is designed to mobilize the public to act on the issue of hunger. In our offices, we encouraged our employees to take individual steps to impact hunger and food insecurity by volunteering at a hunger relief agency, writing inspirational notes for Meals on Wheels recipients and raising awareness about the issue of food insecurity with their friends and families.

In fiscal year 2021, we **donated more than 22.8 million pounds of food to Feeding America and its network of food banks, which is the equivalent of 19 million meals.**

Select highlights from the recently completed capacity grants include:



### NORTHWEST ARKANSAS FOOD BANK

*Bethel Heights, Ark.*

The food bank increased its reach to rural areas through the expansion of permanent mobile pantry sites and pop-up pantries, utilizing contactless methods of food distribution.



### CHANNEL ONE FOOD BANK

*Rochester, Minn.*

This grant helped the food bank transition from distributing drive-up emergency food boxes to a client-choice model food shelf. Now the food bank can conduct culturally and linguistically competent outreach to better serve Latinx, Somali, Arabic, East African and southeast Asian families who initially joined the community as refugees or immigrants.



### FOOD FINDERS FOOD BANK

*Lafayette, Ind.*

Funding from Conagra underwrote the purchase of "foods to encourage" for the Fresh Market and provided steady flow of hard-to-come by produce, which provided a protein to its clients. Overall, 5,831 additional clients were served, 192,862 incremental pounds served, and there was a 72% increase in nutritious foods served.

## NOURISH OUR COMMUNITY



For more than 25 years, Conagra has invited employees to nominate nonprofit organizations in their local communities to be considered for grants in areas addressing domestic hunger and food insecurity, cooking skills, nutrition education, healthy and active lifestyles or urban agriculture. Conagra employees also play a part in the selection process with grants being awarded by a cross-functional committee of employees. Examples of this year's grant recipients include organizations distributing healthy food to children, seniors, veterans, and homeless populations, providing critical infrastructure upgrades in food pantries, and supporting nutrition education opportunities for underserved communities.

**In the fall of 2020, we awarded 22 grants totaling \$350,000** to highly regarded and well-established nonprofits to help create positive social impact in the communities where our employees live and work.

## SHINE THE LIGHT ON HUNGER



The annual Shine the Light on Hunger campaign is a community-wide call to action, advocacy and education that raises awareness and funds to support food access programs in Nebraska and Western Iowa.

Conagra has been a proud leader of this project for 14 years. This year, our goal was to raise the equivalent of over 1.5 million meals for Food Bank for the Heartland, a leader in the fight against hunger and food insecurity in the region. Achieving a goal of this magnitude requires the support of the larger community, and we worked to engage a broad coalition of local partners including

the Omaha mayor's office, Baker's Supermarkets, and arts and cultural institutions to engage everyone in the campaign. Conagra employees and community members rallied together to raise the equivalent of more than 6 million meals, a truly incredible testament to the Omaha community's commitment to taking care of each other. The Conagra Brands Foundation continued its annual commitment to match these donations dollar-for-dollar up to \$100,000. Conagra's culinary team also stepped up to help support their neighbors in need as part of our shelter meal service day, which has become a treasured annual tradition. This year, our culinary team personally planned, shopped, prepared, cooked and delivered more than 1,500 hearty dinners to six local shelters serving children, families, veterans, and other individuals.

## THE HATCHERY: BEHIND THE GLASS DOOR: SUCCEEDING IN THE FREEZER AISLE



Conagra leaders are always willing and available to share their expertise and were thrilled to partner with the team at The Hatchery, a Chicago-based nonprofit food and beverage business incubator, to help many emerging food entrepreneurs gain a more thorough understanding of the frozen food space.

A focused series of three virtual conversations were held to provide local entrepreneurs insight on how big brands think about innovation and were led by three of Conagra's exceptional leaders:

- Sowmia S., Demand Science Director
- Erica B., R&D Director Snacks & Baking
- Christie C., Vice President & General Manger Refrigerated & Frozen

This series covered how Conagra thinks about identifying and solving for latent demand, product design implications, and distribution and marketing activities to drive mental and physical availability. It also provided an opportunity to connect with entrepreneurs and share knowledge that could significantly help a young business succeed and prevent loss of valuable time by eliminating costly mistakes.



## EMPLOYEE GIVING

Our employees are always very generous with their time and talents and consistently volunteer throughout the year for causes that are near and dear to their hearts. Given the enthusiasm to volunteer in person at front line hunger relief organization throughout some of the most challenging months of the COVID-19 pandemic, we emphasized the importance of following all public health recommendations to ensure a safe volunteer experience for our employees, the staff at the nonprofits, and the community members accessing programs and services. Throughout FY21, Conagra employees contributed 6,697 volunteer hours of service with nonprofit agencies that serve the communities where we do business.

## Month of Service

Every April, Conagra's Month of Service provides an opportunity for employees to give back and make a difference in their own backyards. This year's efforts were more important and complex than ever before, as the COVID-19 pandemic required additional levels of communication to ensure employees were following all CDC health guidelines, local government recommendations as well as requirements at the various nonprofit agencies.

Early in our planning, we decided to increase the duration of Month of Service and extend it over the months of April and May so that we could encourage as many employees as possible to participate in smaller, socially distanced, group volunteer efforts. Conagra employees enthusiastically responded to the call-to-action and immediately began to reach out to various nonprofits to schedule service projects that impact hunger, nutrition, food insecurity, and access to healthy food. Projects included repacking fresh fruits and vegetables and much needed protein at food banks, helping plant and maintain urban gardens, and more. In total, our activities generated the equivalent of 481,224 meals for people facing food insecurity across the United States, Canada and Mexico.

Greater Chicago Food Depository



San Antonio Food Bank

## Month of Service At a Glance

**Projects**  
**121** 36 Chicago; 54 Omaha; 22 Facilities and Sales; 9 International

**Volunteer Hours Completed**  
**3,754**

**Volunteers Participated**  
**1,485**

**Lbs of Food Packed, Sorted and Gleaned**  
**575,140**

**Urban Garden, Cleanup and Planting Events**  
**18**

## Bright Spots

Throughout the year, we have highlighted many employee stories through a weekly feature disseminated to all corporate employees that we called “Bright Spots.” Here are just a few of these heartwarming stories:

Since 2011, Supply Planner **Kyle O. (Maple Grove, Minn.)** has volunteered in the kitchen of Open Arms of Minnesota, a nonprofit dedicated to nourishing mind, body and soul by providing medically tailored meals for people experiencing health crises.



More than half of Open Arms’ clients are seniors, and over 80% face food insecurity. At a time when seniors in need of meals are finding it even more challenging to access healthy, nutritious food, Open Arms and volunteers like Kyle are a vital lifeline.

HR team members **Jessica C., Chris J., Kari L., Nicole L. and Melissa S.** supported local schools by donating personal protection equipment and other essential items, as well as snacks including Slim Jim®, Swiss Miss and Orville Redenbacher’s® products, to local teachers and students returning back to school in person.

Members of the **Omaha LGBT+Ally ERG** prepared a meal for Youth Emergency Services, an organization that serves youth experiencing homelessness in the area by meeting immediate needs for food, shelter, and safety, and providing a support system for the future.



We also have a Dollars for Doers program, which recognizes the personal volunteer service hours of our employees. Eligible nonprofits receive a grant when an employee has completed a minimum of 10 hours of volunteer service during a calendar year. In fiscal year 2021 Conagra Brands employees secured more than \$192,600 in Foundation giving for a variety of nonprofit organizations through these programs.

## Conagra Brands Foundation Employee Scholarship Program

Conagra Brands Foundation has established a scholarship program to assist children of Conagra Brands employees who have the passion and commitment to continue their education and succeed in college, university or vocational school. These renewable scholarships are offered each year for full-time, undergraduate study, at an accredited institution of the student’s choice. In fiscal year 2021, Conagra Brands Foundation awarded 31 scholarships to children of Conagra’s employees for their educational pursuits.

## Matching Gifts Program

Conagra Brands Foundation is proud to offer a robust matching gifts program to our employees of up to \$1,500 per calendar year. Eligible nonprofits are those whose primary purpose is to address issues such as: Arts and Culture; Civil Rights, Social Justice and Equality; Community Development; Environment; Health and Wellness or Nutrition Education; Hunger Relief and Post-Secondary Education.

*Northern Illinois Food Bank*



# 2021 SASB Disclosure

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. Our reporting uses the Standard for the Processed Foods industry as defined by SASB’s Sustainable Industry Classification System® (SICS®). Note that some responses may not fully align with individual SASB metric guidance, but represent data most closely aligned with each metric.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	(1) 9,550,075 gigajoules (GJ) of energy consumed (2) 34.4% from grid electricity (3) 2% renewable energy <sup>1</sup>
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m.), Percentage (%)	FB-PF-140a.1	(1) 19,695.45 thousand cubic meters (m) of water withdrawn (2) 14.6% in regions with High or Extremely High Baseline Water Stress <sup>2</sup>
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	Conagra Brands had two (2) incidents of non-compliance.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3	The primary tools leveraged by Conagra Brands to identify, assess and respond to water-related risks include: WRI Aqueduct Water Risk Atlas – Food & Beverage weighting scheme; in-house risk-mapping; a Supplier Excellence Program sustainability assessment; and international media resources. Conagra Brands’ sustainability team annually reviews the Aqueduct Water Risk data for our manufacturing locations, overlaying production and water withdrawal data with internal company knowledge to identify and monitor water use at high-risk sites. If a facility is designated as high-risk based on this assessment, water conservation efforts are prioritized at that location, in addition to other business drivers of decision-making. Conagra Brands’ Supplier Excellence Program broadly measures the performance of our largest and most strategic suppliers on a diverse set of criteria, including social and environmental metrics. Water-related questions included in our Supplier Excellence Program assessment include whether suppliers respond publicly to the CDP Water Security Questionnaire, have water reduction goals, or implement sustainability policies that address agriculture or other value chain water use. The scoring system allows us to quantitatively measure supplier progress over time, and Conagra Brands uses this information to enhance business partnerships. For more information, see our 2021 CDP Water disclosure at <a href="http://www.cdp.net">www.cdp.net</a> .
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1	There were zero (0) major non-conformances identified in fiscal year 2021. This translated to a major non-conformance rate of 0.0 majors per plant audited. There were 220 minor non-conformances in fiscal year 2021, resulting in a minor non-conformance rate of 5.8 minors per plant audited. Corrective actions were implemented for 100% of the major and minor non-conformances identified and submitted to and accepted by the GFSI certifying body for confirmation.

<sup>1</sup>Note to FB-PF-130a.1: Includes all Conagra Brands company-owned manufacturing facilities, corporate offices in Omaha and Chicago, corporate jet aircraft fuel, and company-owned and operated warehouses

<sup>2</sup>Note to FB-PF-140a.1: Includes all Conagra Brands company-owned manufacturing facilities

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Food Safety	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-PF-250a.2	We require our suppliers to use an accredited certification body to audit against Global Food Safety Initiative (GFSI) standards annually. Approximately 95% of our Tier 1 suppliers have completed GFSI-recognized certification, which is the relevant metric we currently have available to report.
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Conagra Brands had zero (0) food safety violations.
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tons (t)	FB-PF-250a.4	(1) Two (2) recalls and one (1) withdrawal in fiscal year 2021, with none resulting in injuries or illnesses. (2) Approximately 435 metric tons (t) of food product recalled.
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-PF-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes is approximately \$9.7 billion.
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	FB-PF-260a.2	Conagra Brands maintains a number of cross-functional groups, including an Attribute Steering Committee and Natural Council, that meet regularly to identify and manage products and ingredients that may be related to nutrition, health and wellness concerns among consumers. The Committees includes internal subject matter experts from legal, regulatory, labelling, nutrition, sustainability, consumer demand, product development, communications, and other functions relevant to identifying and managing trending nutritional and health food attributes and any related concerns, including but not limited to: sustainable proteins, additives, potential allergens, sodium, sugar, and product disclosures. The Committees guide nutrition, health and wellness attribute development and communications for product packaging, brand websites, e-commerce and other channels.
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-PF-270a.1	Conagra Brands participates in the Children’s Food and Beverage Advertising Initiative (CFBAI) of the Council of Better Business Bureaus (BBB). Pursuant to our CFBAI pledge, Conagra Brands devotes 100% of our national advertising directed to children under 12 years of age to products that meet the CFBAI’s strict uniform nutrition criteria, and does not advertise to children under the age of six. In line with our CFBAI commitments, programming is deemed “child-directed” if it has an audience of 30% or more children under the age of 12. Conagra also abides by the guidelines established by the Children’s Advertising Review Unit (CARU) of the BBB to further ensure we market to children responsibly. CARU’s standards are intended to promote child-directed marketing that is not deceptive, unfair, or inappropriate, taking into account the unique vulnerabilities of a younger audience. CARU prohibits, among other things, claims that unduly exploit a child’s imagination or sales pressure techniques that create a sense of urgency.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-PF-270a.2	(1) 8,076,401,146 <sup>3</sup> (2) 936,570,907
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-PF-270a.3	One (1) incident of non-compliance with federal labeling codes, which was promptly addressed with appropriate corrective action. Conagra Brands takes compliance seriously and has internal teams who evaluate the company’s labels and marketing to ensure they comply with all relevant legal and regulatory requirements. To the extent the company learns of a situation of non-compliance, it is addressed immediately.

<sup>3</sup>Note to FB-PF-270a.2: Response based on IRI data for Conagra’s fiscal year 2021.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Quantitative	Reporting currency	FB-PF-270a.4	Conagra Brands is and has been a party to a number of legal proceedings challenging various product claims made in the Company's product labeling. To the extent loss contingencies related to any of these matters could be deemed material to the company's financial statements, they would be disclosed in Conagra Brands' annual 10-K and/or quarterly 10-Q SEC reports.
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), Percentage (%)	FB-PF-410a.1	(1) Estimated 509,557 metric tons (t) of packaging procured by Conagra Brands (2) Estimated 49% made from recycled or renewable materials (3) Estimated 93% made from recyclable materials  Estimates are based, in part, on industry-wide average weights and post-consumer recycled content levels, guided by best practices on environmental footprint accounting from organizations such as the U.S. Environmental Protection Agency (EPA).
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Conagra Brands has committed to make 100% of our current plastic packaging renewable, recyclable or compostable by 2025. In addition, we apply key principles of sustainable packaging across packaging formats and materials. These sustainable packaging principles provide for adoption of more fiber-based packaging, reduction in material use, and packaging redesigns to support recyclability
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	100% of Conagra Brands' suppliers are required to follow our Supplier Code of Conduct, which includes third-party standards for human rights such as the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In addition to our Supplier Code of Conduct requirements: <ul style="list-style-type: none"> <li>• 100% of our palm oil buy is covered by Roundtable on Sustainable Palm Oil (RSPO) Mass Balance certification</li> <li>• 100% of fish sourced for our Van de Kamp's and Mrs. Paul's products is Marine Stewardship Council (MSC)-certified</li> <li>• 100% of major U.S. dairy suppliers to Conagra Brands adhere to the National Dairy Farmers Assuring Responsible Management (FARM) Animal Care Program</li> <li>• Select ingredient volumes are USDA Organic-certified, though we do not currently have volume data</li> </ul>
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-430a.2	Our risk management team monitors our entire supplier list daily for regulatory violations and legal actions, including those on regulatory corruption, social and environmental compliance. There were zero (0) incidents of non-compliance found related to environmental compliance, child labor and human trafficking, which translates to a non-conformance rate of 0.0.
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-PF-440a.1	Based on WRI's Aqueduct Analysis, 5% of our responsible sourcing priority ingredients are directly sourced from geographies rated as High water stress areas. Our priority ingredients represent those we deem most material for ESG risk analysis based on global risk trends and volumes sourced.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	As part of our Supplier Excellence Program, Conagra Brands assesses key suppliers at least annually on ESG risk-related performance and disclosure. Metrics include public supplier response to CDP Water, Forest and Investor questionnaires; annual sustainability disclosures in accordance with GRI or SASB frameworks; and policy/commitments adequately addressing sustainability risks specific to the supplier's industry. The annual sustainability assessment is supplemented by quarterly performance discussions and risk analyses, and we work in partnership with our suppliers to address any issues or gaps. Conagra Brands' priority ingredients and additional risk management practices are listed in alphabetical order below:



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Ingredient Sourcing	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	<ul style="list-style-type: none"> <li>• Beef: Risk management priorities include ecosystem impacts such as deforestation. To mitigate these risks, Conagra Brands' Supplier Code of Conduct states that Conagra Brands does not procure beef directly sourced from areas at high risk for deforestation, specifically the Amazon, the Cerrado and the Gran Chaco in Latin America.</li> <li>• Broiler chickens: Risk management priorities include animal welfare. To mitigate these risks, by 2024, Conagra Brands aims to source 100% of chicken used in products from either Royal Society for the Prevention of Cruelty to Animals (RSPCA) or Global Animal Partnership (GAP)-approved breeds or strains; offer improved environments that meet GAP standards for better lighting, litter quality and other enrichments; provide birds with more space to perform natural behaviors, including a stocking density of no greater than six pounds per square foot and no use of broiler cages; employ a multi-step controlled atmosphere processing system and avoid live-shackling or live-dumping; and track supplier compliance via third-party auditing.</li> <li>• Cocoa: Risk management priorities include ecosystem impacts such as deforestation and labor practices. To mitigate these risks, Conagra Brands' Supplier Code of Conduct requires suppliers to reduce environmental impacts such as deforestation and avoid causing or contributing to adverse human rights impacts through their own activities and address such impacts when they occur and seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.</li> <li>• Dairy: Risk management priorities include animal welfare. To mitigate these risks, Conagra Brands sources primarily from the U.S., where major dairy suppliers adhere to the National Dairy Farmers Assuring Responsible Management (FARM) Animal Care Program.</li> <li>• Eggs: Risk management priorities include animal welfare. To mitigate these risks, Conagra Brands has made an ambitious commitment to directly source 100% cage free eggs by 2024, one year earlier than its original commitment.</li> <li>• Palm oil: Risk management priorities include ecosystem impacts such as deforestation, labor practices, and geographic water scarcity. To mitigate these risks, 100% of our palm oil buy is covered by Roundtable on Sustainable Palm Oil (RSPO) Mass Balance certification.</li> <li>• Popcorn: Risk management priorities include agricultural inputs and impacts. To mitigate these risks, we source from geographies at low risk for contributing to agricultural runoff pollution in the Gulf of Mexico, according to internal assessments.</li> <li>• Pork: Risk management priorities include animal welfare. To mitigate these risks, 100% of pork sourced in accordance with the Pork Quality Assurance® Plus (PQA Plus) standards for animal welfare, food safety, public health, and other responsible business practices.</li> <li>• Seafood: Risk management priorities include overfishing and ecosystem impacts. To mitigate these risks, 100% of fish used in Van de Kamp's and Mrs. Paul's brands is third-party certified sustainable via Marine Stewardship Council certification.</li> </ul>

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Weight of products sold	Quantitative	Metric tons (t)	FB-PF-000.A	Weight of products produced is approximately 3.5 metric tons (t) <sup>4</sup>
Number of production facilities	Quantitative	Number	FB-PF-000.B	45 <sup>5</sup>

For more information, please contact Conagra Brands Investor Relations: [IR@conagra.com](mailto:IR@conagra.com)

<sup>4</sup>Note to FB-PF-000.A: Includes all Conagra Brands company-owned manufacturing facilities

<sup>5</sup>Note to FB-PF-000.B: Includes all Conagra Brands company-owned manufacturing facilities

## Reporting Parameters

### Thank you for your interest in Conagra Brands' 2021 Citizenship Report.

All data in this report cover the company's fiscal year 2021, which ended May 30, 2021, unless otherwise specified. Our reporting covers all company-owned facilities. APEX Companies, LLC completed [an independent verification](#) of environmental data included in the Better Planet section of this report. Other data included in the report have not been audited by a third party; however, the report does include the best information available through our existing data management systems. Additional information about our company is available on our website, [www.conagrabrands.com](http://www.conagrabrands.com).

## Contact

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