



# Conagra Brands Citizenship Report 2020



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## From our President and Chief Executive Officer



As I reflect on the past year, I must first express my gratitude for the strength and resilience displayed by our employees who have worked tirelessly to nourish our communities. The economic and social impact of the COVID-19 pandemic

has been felt around the world. Food insecurity has been further exacerbated and, in the U.S., has left tens of millions of people unable to access nutritious food. In response to the increased strain on our nation's food banks, Conagra has provided product donations and cash contributions to essential nonprofits, organized food drives, and when safe and appropriate, volunteered in our communities to help our neighbors in need.

We have also seen unprecedented attention to—and action on—the systemic issues of racism, injustice, and inequality in America. Diversity and inclusion have always been a focus for Conagra Brands, but we also recognize that we can be better. We're taking meaningful actions to help employees to experience inclusion and holding ourselves accountable. Conagra Brands has set ambitious representation and retention goals, including doubling the representation of people of color in management and middle-management roles and having at least 40% of management-level roles held by women within the next five years.

Throughout the year, our commitment to nourish people, the planet and our communities took form in new product innovations, progress on our sustainable packaging goal, and our employees' actions to build stronger communities.

**Product Innovation:** Our relentless focus on innovation to meet the needs of modern consumers continues to accelerate, including by offering more plant-based options, which are a significant part of our business. This past year, we launched numerous nutritious offerings such as new varieties of Healthy Choice® Power Bowls, which are packed with protein and wholesome ingredients. In 2020, we also expanded our collection of Gardein® plant-based meat alternatives from the freezer case to the soup aisle with the debut of five new vegan Gardein Soups.

**Environmental Impact:** We made strides on our goal to make 100% of our current plastic packaging renewable, recyclable or compostable by 2025. This summer, we launched new Hungry-Man® Double Meat Bowls and P.F. Chang's® Ramen single-serve meals in serving bowls made from plant-based fibers.

Over the next few years, we aim to avoid the use of an additional 33 million pounds of plastic through further development of plant-based packaging options and other packaging innovations.

Generating less waste for disposal, reducing energy use and water use, and preserving biodiversity by mitigating deforestation are core tenants of Conagra's environmental, social and governance (ESG) strategy. Through our employee-led Sustainable Development Awards program, now in its 11th year, we conserved 120 million gallons of water, decreased our carbon footprint by 15,700 metric tons and reduced waste by more than 5,700 tons in fiscal year 2020.

**Community Support:** Through employee volunteerism, product donations and financial contributions, we helped to stock pantries as well as reduce food waste, and contributed financially to nonprofits in communities where we operate. In fiscal year 2020, we donated more than 30 million pounds of food to Feeding America and its network of food banks, the equivalent of 25 million meals.

Our efforts this year reflect Conagra's dedication to operating ethically and responsibly. Even in the face of so much uncertainty, I am proud of the progress we made to remain true to our core values and positively impact the world around us.



Sean M. Connolly  
President and Chief Executive Officer

# Conagra Brands at a Glance

**EMPLOYEES**  
Approximately   
**16,500**

**BRANDS<sup>1</sup>**  
Include

**HEADQUARTERS**   
**Chicago**

**REVENUE**   
Approximately  
**\$11 billion**

**FACILITIES**  
Approximately   
**50**



<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—to foster 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 business relationships with farmers, suppliers, customers and others.

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. We look forward to making good food for generations to come, and doing so in a way that supports responsible sourcing, stronger communities and a better planet.



## Good Food

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



## 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.



## 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 acting on climate change, preserving water resources, and eliminating waste.



## Stronger Communities

Conagra Brands cares deeply about our employees and we invest in them, their growth, success and overall wellbeing. In our communities where we live and work, we take action to address the issue of hunger by activating a variety of our resources, including employee volunteerism, product donations and financial contributions.

## 2020 Highlights



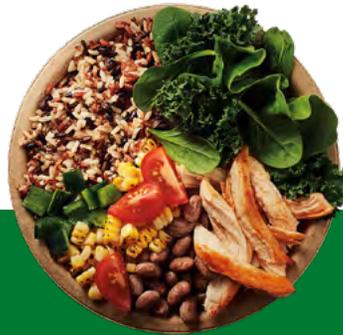
**WINNER**  
**2020**  
CONAGRA BRANDS SUSTAINABILITY

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

**conserved 120 million gallons of water**

**decreased our carbon footprint by 15,700 metric tons**

**reduced waste by more than 5,700 tons**



By using plant-based fiber bowls instead of plastic for Healthy Choice® Power Bowls, Hungry-Man® Double Meat Bowls and P.F. Chang's® single-serve meals, **we reduced the carbon footprint of packaging manufacturing for these products by 50–70%<sup>1</sup>**



We initiated a program to have 100% of fish sourced for our Van de Kamp's® and Mrs. Paul's® fish products **Marine Stewardship Council (MSC)-certified**



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



We were **recognized as one of the 50 most community-minded companies** in the nation by Civic 50 for the second consecutive year

<sup>1</sup> Source: GaBi Packaging Calculator analysis courtesy of Footprint, accessed June 2020

# Materiality: What Matters, Where it Matters

Our materiality analysis reflects current business strategies and stakeholder dialogues on relevant environmental, social and governance (ESG) topics. Our materiality matrix identified 21 topics across 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, with an eye on how our activities impact global efforts to reach the [UN Sustainable Development Goals](#). These 17 goals address challenges such as access to food, inequality, climate change, water scarcity, and community empowerment, and intersect with Conagra Brands' material topics, goals and ESG management strategies.

## Conagra Brands Materiality Assessment: Relative priority of corporate citizenship topics



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

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

# Protecting our Communities: Responding to COVID-19

Effectively addressing the pandemic requires everyone to do their part. **We are thankful for our dedicated employees who are working tirelessly to make our food available to consumers.**

As of the publication of this report, the pandemic's effects continue to be felt by every one of Conagra Brands' employees, from those on the front lines in our facilities who work tirelessly to produce vital foods to replenish store shelves, to those who ensure that our daily operations run smoothly and the company is getting food to customers and consumers as quickly and safely as possible.

Throughout this time, Conagra Brands' facilities are continuing to operate with safety top-of-mind. We are determined to keep our employees safe as we make great products that meet the needs of our consumers and communities. We've implemented a wide array of preventative measures to keep people safe and healthy, including:

- Creating proper social distance in work areas by modifying workstations and/or using plexiglass barriers
- Requiring face coverings in all of our facilities



- Staggering shift start and stop times
- Reformatting breakrooms and limiting conference room usage
- Screening employees upon entry, including with temperature taking
- Continuing our rigorous plant maintenance and sanitation processes
- Promoting good hygiene and preventative techniques in our facilities and away from the workplace
- Supporting employees who are directly impacted—either due to illness or quarantine requirements
- Proactively managing the contract tracing process
- Communicating openly and regularly with employees

The hard work and dedication of our employees at our food production and distribution facilities has been truly inspiring. To date, Conagra has committed more than \$13 million in special bonuses for front-line employees and continued to pay any employee who needs to be away from work due to a COVID-19-related production suspension or illness.

The pandemic also provided a stark perspective on the issue of food insecurity. Many Americans experience food insecurity and regular access to nutritious food is a consistent challenge. As a leading food company, Conagra Brands is uniquely positioned to have a positive impact in our communities. Conagra has provided support in many ways, including:

- Supporting Feeding America: Conagra Brands provides ongoing product donations to Feeding America, our national partner and the largest hunger relief organization in the United States. Conagra donated the equivalent of 25 million meals to Feeding America for distribution to its food banks across the country in fiscal year 2020. From March 2020 through December 2020, Conagra has donated the equivalent of 15.3 million meals to Feeding America.
- Making cash contributions: In addition to product donations, during this same time frame we have provided cash contributions totaling more than \$2.15 million to organizations including Feeding America, Greater Chicago Food Depository, Food Bank for the Heartland in Omaha, Asociación Mexicana de Bancos de Alimentos in Mexico, United Way Centraide in Canada, Food Banks Canada and others to help address their increased needs due to the COVID-19 pandemic.

## Protecting our Communities: Responding to COVID-19

Providing support at a local level during 2020:

- We launched remote food drives at our Chicago and Omaha offices to support local hunger relief agencies. In Chicago, our food drive rescued 3,860 pounds of food and donated products to Lakeview Pantry. In Nebraska and Iowa, we rescued 22 pallets of food from our Omaha offices and our facility in Council Bluffs, which was provided to Food Bank for the Heartland.
- In Illinois, we partnered with Feeding Illinois and the Illinois Broadcasters Association to encourage viewers and listeners to make donations to bolster dwindling food supplies at area food banks. Conagra Brands Foundation announced a match of up to \$100,000, helping drive the fundraising goal to \$1.5 million.
- Our team in Mexico City partnered with the United Way of Mexico to deliver individual meals to hospital staff in Mexico City and produce a video message of inspiration and hope for hospital workers. Additionally, we partnered with Ya Respondiste in Mexico City and World Vision in Veracruz to prepare supplemental food boxes that were delivered to families in Mexico City and Veracruz.
- Our team in Canada provided a variety of community-based organizations food product donations and cash contributions to assist people in Ontario, Quebec and British Columbia. In a unique partnership with Peel Children's Aid Foundation, the team provided food gift cards which were distributed by social care workers to families in need.

We are thankful for our dedicated employees who are working tirelessly to make our food available to consumers. Whether it's a nutritious family dinner, a quick snack, a kid-friendly meal or an indulgent dessert, our hope is that people find comfort in the food we make, especially in today's environment. We are determined to meet our commitments to our customers, consumers and communities. During this time of extreme disruption, our team's adaptability and sharpened focus has strengthened the long-term resilience of the company and communities where our employees live and work.

Let's continue to work together to nurture safe and healthy communities.



# 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 80% 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 world-class. 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 are investing in new technologies that will further help us operate our supply chain more efficiently and effectively 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 marketplace action as necessary. For additional Food Safety metrics please refer to our [SASB disclosure](#).



# Nutrition

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

1. Nutrient rich whole foods
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 diets cannot focus solely on nutrients, but instead should promote healthier eating patterns with more nutrient-rich whole foods. Today, many consumers are seeking more whole and natural 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 delivering vegetables and quality protein make up the majority of our portfolio. The nutrient density of our portfolio is considered best in class as exemplified by the current [Access to Nutrition Index \(ATNI\) U.S. Spotlight Index<sup>1</sup>](#). After rigorous nutrition evaluation by ATNI of the 10 largest U.S. food companies’ portfolios, Conagra Brands was ranked #1 in the Product Profile ranking.

Our Healthy Choice® brand exemplifies our nutrient-rich whole food strategy. The Power Bowls line features modern flavors with unique nutrient-dense vegetables and whole grains for consumers wanting healthy and nutritious food.

## Sustainable Nutrition

Our approach to nutrition increasingly incorporates environmental sustainability. Conagra Brands utilizes findings from The EAT-Lancet Commission on Food, Planet and Health and recognizes the [UN FAO definition of sustainable diets](#), which takes into consideration nutrition and health, economic impacts, social impacts and cultural context, and environmental impacts.

Plant-based offerings are a significant part of our business, with 78% of all ingredients procured plant-based by volume. Our Gardein® brand of plant-based proteins generated more than \$160 million in sales in fiscal year 2020. Our line of Gardein products allows vegans, vegetarians, and flexitarians to enjoy high-quality protein from plant-based foods, helping move our portfolio toward earth-friendly proteins that are good for people and good for 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 2020.

In July 2020, [Conagra Brands was recognized in a FAIRR report as a top-ranked U.S. company in sustainable proteins](#), exemplifying our proactive and sustainable approach to offering more plant based food options. FAIRR is a group backed by dozens of institutional investors managing more than \$25 trillion in assets. Their report ranked Conagra Brands in the “proactive” category because we have demonstrated evidence of addressing risks in our animal protein supply chain and expanded our plant-based protein portfolio.

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.



<sup>1</sup> Source: Based on [2018 ATNI Index](#). ATNI is generally reissued every 2-3 years.

## 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. This past year, we developed a new WIC strategy management process. Our new cross-functional process has created an effective collaboration with state agencies. To date, we've added more than 200 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.

## Personal Health Goals

We are committed to developing foods that help consumers adhere to their personal nutrition goals and philosophies, such as keto, low carb, paleo, vegan, vegetarian, heart healthy or no added sugar. 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-serving meals that meet the regulated FDA definition of Healthy and provide lower carbohydrate, gluten free and heart-healthy

options. We also provide selections, like Duncan Hines® Keto-friendly cups and evol paleo-friendly meals, that can help consumers adhere to lower carb and/or higher protein eating styles by offering more choices in otherwise restrictive diets.

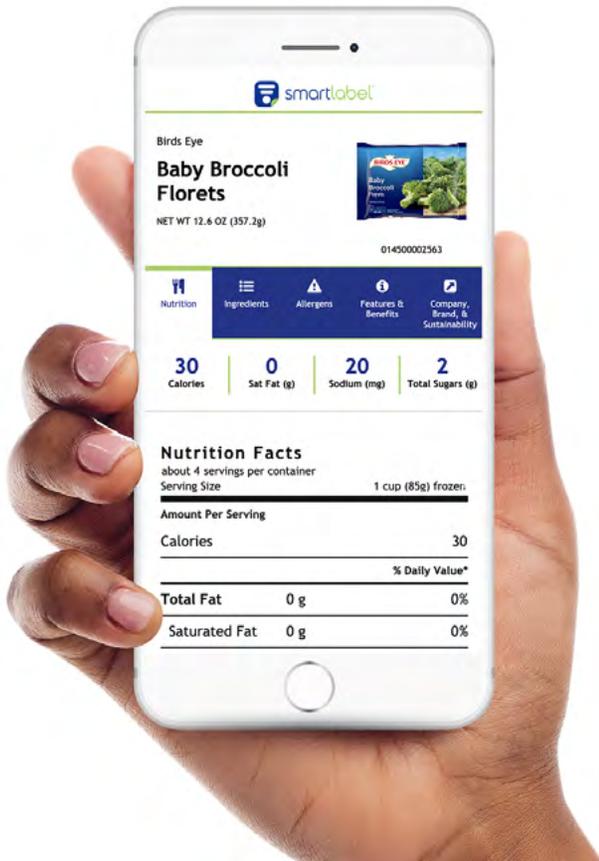


# Product Transparency

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://smartlabel.org).



## Genetically Modified Ingredients

Many of our products, such as Hunt's® tomatoes and Alexia® vegetables, are **Non-GMO Project Verified**. Conagra fully supports the National Bioengineered Food Disclosure Law, which requires food companies to disclose certain information about GMOs. Now that the final National Bioengineered Food Disclosure Standard has been issued by the USDA, we intend to comply fully by the January 2022 compliance deadline.

## 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. 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. 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 include:

- Devoting 100% of our advertising directed to children under 12 years of age to products that meet CFBAI's uniform nutrition criteria.
- Never seeking product placements in children's programming.
- Never 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.
- Never 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.



## 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 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 absolutely and continuously 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. 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 to be purchased 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 includes 53 suppliers, representing approximately 58% 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 Environmental, Social and Governance (ESG) risk-related performance and disclosure. Metrics include public supplier response to CDP Water, Forest and Investor questionnaires; GRI-compliant reporting; and policy/commitments adequately addressing 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

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, with the potential to shift U.S. agriculture to be net-neutral for greenhouse gas emissions. 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.

## Decade of Ag Vision

In September 2020, we partnered with USFRA and approximately 200 stakeholders across the value chain to create the [Decade of Ag Vision](#). The vision outlines a resilient, restorative, economically viable, and climate-smart agricultural system that produces abundant and nutritious food, natural fiber, and clean energy for a sustainable, vibrant, and prosperous America by:

- Restoring our environment through agriculture that regenerates natural resources
- Revitalizing our collective appreciation for agriculture
- Investing in the next generation of agricultural systems
- Strengthening the social and economic fabric of America through agriculture

The Decade of Ag vision requires collaboration and action across the entire food value chain. Conagra contributes to the Decade of Ag vision through our Birds Eye® Good Agricultural Practices Program, a circular approach to our ag-focused manufacturing operations, and supplier engagements on sustainable sourcing for priority ingredients.



## 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>1</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 240,000,000 pounds 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.

<sup>1</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.



## Birds Eye Good Agricultural Practices Program

Birds Eye® carrots, peas, sweet corn and green bean crops are all grown in the U.S. from a network of 300 family farms. Our farmers want the land to be healthy for future generations. Our farmers use smart practices to save water, support biodiversity, and improve soil health to help fight climate change. Conagra Brands has invested in technology in the fields to monitor the plant's nutrient needs using real-time data. This allows us to sync harvesting with our production schedule, so that we pick our vegetables at peak ripeness and transport them directly to our plants that are ready to receive, wash and freeze them within a few hours. All Birds Eye fields are estimated to be in the top 20% of production based on the USDA's National Agricultural Statistics Service annual report.

Sustainability is a key component in all our Birds Eye producer's farm management plans. Our farmers complete a Birds Eye Good Agricultural Practices (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 Birds Eye Good Agricultural Practices (GAP) program and individual farm management plans, Birds Eye farmers:

- **Support soil health** through crop rotation, planting cover crops and minimizing tillage (plowing) to reduce erosion;
- **Reduce water consumption** through advanced irrigation techniques and recycling water where possible;
- **Reduce fertilizer application** by implementing the use of Variable rate fertilizer application technology and application of nitrogen as needed;
- **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 providing Birds Eye farmers access to 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.



## Sustainable Sourcing

As stated in our Supplier Code of Conduct, Conagra Brands is committed to the following and requires the same of its suppliers: 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 Brands 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 Brands requires that suppliers provide an environment that is free from stress, cruelty, abuse, and neglect throughout the life of the animal. Where noted in the [Priority Ingredients and Materials](#) section of this report, Conagra Brands' animal welfare policy includes compliance with additional commodity-specific policies, goals and standards for responsible animal housing and care.

In fiscal year 2020, Conagra's total ingredient buy by volume was approximately **78% plant-based**



Our Responsible Sourcing priority list includes 15 ingredients for which Conagra has additional ESG risk management strategies, including supplier assessments and an annual Supplier Code of Conduct written review and acknowledgement.

Conagra Brands discloses deforestation risk management practices for paper fiber packaging, beef, soy, palm oil, and cocoa via the annual CDP Forests Questionnaire. [Our 2020 CDP Forests scores](#) outperformed averages in the food and beverage industry for each scored commodity<sup>1</sup>, with Conagra responses earning a Leadership A- score for implementing current best practices on palm oil, and Management B score on other commodities for taking coordinated action on forests issues.



<sup>1</sup> CDP Score Reports Forests 2020 average performance for food & beverage processing - Cattle products (D); Palm Oil (C); Timber (D); Soy (D). CDP did not issue scores for cocoa disclosures in 2020.

## Priority Ingredients and Materials

PRIORITY INGREDIENTS <sup>1</sup>	PRIMARY SOURCING REGIONS	RISK MANAGEMENT PRIORITIES	PRIMARY RISK MANAGEMENT PRACTICES <sup>2</sup>	
PLANT-BASED	Popcorn	Midwest United States	Agricultural inputs and impacts	100% of supply is at low risk for contributing to agricultural runoff pollution in the Gulf of Mexico <sup>3</sup> .
	Tomatoes	Western United States	Agricultural inputs and impacts; water scarcity	Our tomato growers have installed drip irrigation systems on 98% of contracted acres, improving sustainable farming through conservation tillage, reducing nutrient and crop management chemical application rates, and reducing water use by nearly 15% compared to traditional furrow irrigation systems.
	Soy	United States	Agricultural inputs and impacts	Approximately 97% 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>4</sup> . As stated in our Supplier Code of Conduct, Conagra Brands does not directly procure soy from the Amazon, the Cerrado nor the Gran Chaco in Latin America.
	Peanuts	Southeast United States	Agricultural inputs and impacts	Peanut farmers in our supply chain have reduced fertilizer use by an industry average of 42.5%, water use by 33%, and pesticide use by 25% over the last two decades <sup>5</sup> .
	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) 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 (FARM) Animal Care Program</a> . The FARM Animal Care Program 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 80% of our volume comes from suppliers assessed at least annually on ESG performance as part of Conagra's Supplier Excellence Program.  In fiscal year 2020, between 1–10% of Conagra's annual egg supply was cage free. Conagra plans to convert approximately 20% of our egg usage to cage free by the end of fiscal year 2021; approximately 45–50% of our egg usage to cage free by the end of fiscal year 2022; approximately 60–70% of egg usage to cage free by the end of fiscal year 2023; and 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>6</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.

Continued on next page

<sup>1</sup> Commodities listed in order of volume sourced within material categories

<sup>2</sup> Progress numbers are approximate, and may vary annually due to changes in suppliers, market conditions or improvements in data methodology

<sup>3</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>4</sup> According to data from [WWF Living Forests Report](#), Ceres [Engage the Chain](#) and [WRI Global Forest Watch Analysis](#)

<sup>5</sup> Source: USDA

<sup>6</sup> This timeline reflects our best estimate of future egg volumes. Conagra's cage free egg timeline was updated in June 2021, following the publication of the 2020 Citizenship Report.

Continued from previous page

PRIORITY INGREDIENTS		PRIMARY SOURCING REGIONS	RISK MANAGEMENT PRIORITIES	PRIMARY RISK MANAGEMENT PRACTICES
ANIMAL INGREDIENTS	Beef	United States, Australia, Canada, Uruguay, Brazil	Ecosystem impacts, including deforestation	Approximately 95% of our beef is sourced from areas designated as low risk for deforestation <sup>7</sup> , 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. Our deforestation avoidance requirements are included in our Supplier Code of Conduct.  The 5% of our annual beef supply originating from Brazil is directly sourced from suppliers that employ continuous satellite monitoring for deforestation.
	Pork	United States	Animal Welfare	100% of raw pork is sourced in accordance with the Pork Quality Assurance <sup>®</sup> Plus (PQA Plus) standards for animal welfare, food safety, public health, and other responsible business practices. Based on supplier public commitments, by 2022, we expect that 90–95% of our current supply base for pork will come from supply chains where sows are housed in groups rather than stalls.
	Seafood	Bering Sea	Overfishing, ecosystem impacts	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.  We have launched an initiative to ensure 100% of fish sourced for our Van de Kamp's and Mrs. Paul's products is Marine Stewardship Council (MSC)-certified.

PRIORITY PACKAGING MATERIALS		PRIMARY SOURCING REGIONS	RISK MANAGEMENT PRIORITIES	PRIMARY RISK MANAGEMENT PRACTICES <sup>8</sup>
Paper fiber		Canada, United States, European Union	Life cycle environmental impacts	Approximately 98% of our volume comes from suppliers assessed at least annually on ESG performance as part of Conagra's Supplier Excellence Program.  Approximately 90% of virgin fiber for fiber-based packaging is sourced from suppliers utilizing Forest Stewardship Council (FSC) or Sustainable Forestry Initiative (SFI) certified mills.  Per our Supplier Code of Conduct, Conagra Brands does not directly source paper fiber from areas at high risk for deforestation, specifically natural forests in Sumatra, Borneo, New Guinea, and the Russian Far East.  As part of packaging waste reduction efforts, we are actively working to include the How2Recycle label on all Conagra Brands products sold in the U.S. and Canada.
Resin-based plastic		United States, with some foreign raw material inputs	Global markets, life cycle environmental impacts	Our sustainable packaging strategy includes a goal of making <u>100% of Conagra Brands' plastic packaging renewable, recyclable or compostable by 2025.</u>  In FY20, approximately 85% of rigid resin material spend was with Supplier Excellence Program suppliers, and approximately 67% of flexible resin spend was with Supplier Excellence Program suppliers.
Metal		United States, European Union, Canada, Japan, South Korea	Global markets, life cycle environmental impacts	Approximately 96% of our volume comes from suppliers assessed at least annually on ESG performance as part of Conagra's Supplier Excellence Program.  The recycling rate of steel cans is 71% in the U.S. <sup>9</sup> , which tends to be higher than for other materials.

<sup>7</sup> According to data from [WWF Living Forests Report](#), Ceres [Engage the Chain](#) and [WRI Global Forest Watch Analysis](#)

<sup>8</sup> Progress numbers are approximate, and may vary annually due to changes in suppliers, market conditions or improvements in data methodology

<sup>9</sup> Source: EPA ([2018 data](#))



# 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 (2020)	PRIMARY RISK MANAGEMENT PRACTICES
<b>Australia</b>	Medium–High	Minimize geographic sourcing dependency. Less than 2% of our beef supply originates from Australia.  Suppliers apply water conservation practices in water stressed areas.
<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.

This year we continued to make meaningful progress on our goal to make **100% of our current plastic packaging renewable, recyclable or compostable by 2025**. Progress toward this ambitious goal requires time, investment, and partnership throughout our

value chain to succeed. Our focus is on sustainable packaging improvements that deliver safe, affordable food to consumers while minimizing food waste. We work with the best available technology today, and support the technological evolution needed to successfully convert our diverse packaging portfolio.

## Incorporating Recycled Content

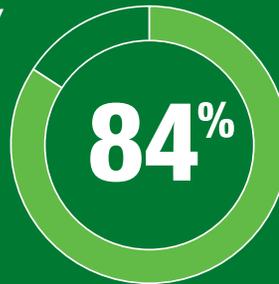
In addition to our 2025 sustainable packaging target, Conagra continuously evaluates opportunities to incorporate recycled content into our packaging designs while protecting food safety and quality. Throughout frozen portfolio, we utilize 25% post-

consumer recycled content polyethylene terephthalate (PET) resin for all recyclable single-serve meal trays not yet converted to recyclable plant-based fiber.

## 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. To date, Conagra has avoided the use of more than 4.5 million pounds of plastic packaging, with one million pounds avoided in 2020 alone.

In fiscal year 2020, approximately 84% of Conagra's packaging materials by volume<sup>1</sup> met our goal of being renewable, recyclable or compostable.



<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 from organizations such as the U.S. Environmental Protection Agency (EPA); progress numbers are approximate, and may vary annually due to changes in suppliers, market conditions or improvements in data methodology.

## Sustainable Packaging Innovation

In September 2020, we introduced new products featuring serving bowls made from recyclable, plant-based fibers for Healthy Choice® Power Bowls, Hungry-Man® Double Meat Bowls and P.F. Chang's® single-serve meals. **By using plant-based fibers instead of plastic, we reduce the carbon footprint of manufacturing the bowls by 50–70%<sup>2</sup> across select product lines.** The expansion helped to decrease Conagra's carbon footprint by 34,117 metric tons as of July 2020, equivalent to avoiding the greenhouse gas emissions of driving around the planet 3,399 times or 84 million miles<sup>3</sup>.

With the introduction of new eco-efficient packaging for Swiss Miss® in September 2020, we were the first major hot cocoa brand to move from round canisters to a recyclable cube. The cube is made from recyclable plastic with a wraparound in-mold label and a space-efficient tapered cube design that reduces the carbon footprint associated with manufacturing and transporting the hot cocoa containers by 15%<sup>4</sup>. Specifically, **the new design reduces the package's carbon footprint by 98 metric tons each year due to less energy required to manufacture and transport the material**, while the new shape allows Conagra to better utilize space in transit, saving more than 1,000 gallons of diesel fuel annually from fewer truck loads transporting plastic tubs<sup>5</sup>. This new package design is initially being used for the 38-ounce size Swiss Miss Milk Chocolate Hot Cocoa Mix.



<sup>2,3</sup> Source: GaBi Packaging Calculator analysis courtesy of Footprint, accessed June 2020.  
<sup>4</sup> GHG emission reduction related to manufacturing of the primary container was calculated using GaBi Packaging Calculator, courtesy of Berry Global, accessed February 2020; GHG emission reduction related to better pack out and reduction in truckloads of shipments was calculated using Berry Global's proprietary Carbon Footprint Calculator.  
<sup>5</sup> GHG emission reduction related to better pack out and reduction in truckloads of shipments was calculated using Berry Global's proprietary Carbon Footprint Calculator.

# Operational Sustainability

Conagra Brands is committed to making the planet better. 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 and, therefore, key areas of focus for us. Climate change affects agricultural industries throughout the world and is a fundamental challenge to food production. It affects how we source materials 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 community. With nearly 130 entries, this was the 11th consecutive year for the program and awards were given in seven categories:

- Sustainable Brands
- Climate Change & Energy Efficiency
- Water Conservation & Wastewater Management
- Waste Reduction & Recycling
- 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 community.

### SINCE 2009, SUSTAINABLE DEVELOPMENT PROJECTS HAVE:

Conserved **3.6 billion gallons** of water

Decreased Conagra's carbon footprint by **204,980 metric tons**

Reduced waste by more than **99,000 tons**

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

Saved over **\$267 million**

# Environmental Management

Our global Environment, Occupational Health and Safety Philosophy, signed by President and 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 and 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 around the world. 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.



# 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. In February 2021, Conagra Brands' new 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>. Additional data related to our newly validated targets will be shared in upcoming ESG disclosures and in next year's Citizenship Report. **Our 2020 CDP Climate Change response** earned a Leadership A- for implementing current best practices on climate change, outperforming the B- average score in the food & beverage processing industry<sup>2</sup>.

## Scope 1 & 2 Emissions

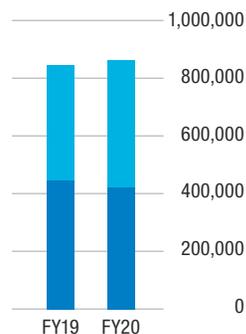
In fiscal year 2020, our Scope 1 and 2 greenhouse gas emissions (CO<sub>2</sub>e) were approximately 864,513 metric tons, which is less than 2% increase from our fiscal year 2019.

## Scope 3 Emissions

During fiscal year 2020, we estimate the Scope 3 GHG emissions associated with sending waste materials to landfills were 13,331,901 metric tons and that we diverted 84% of materials from landfill<sup>3</sup>. More information about our Scope 3 GHG emissions will be included in our 2021 ESG disclosures.

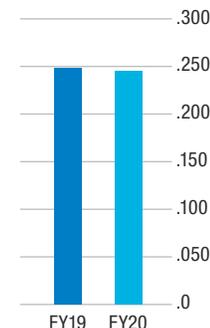
## Greenhouse Gas Emissions (In metric tons)

	FY19	FY20
Scope 1:	447,593	424,176
Scope 2:	401,188	440,337
<b>Total:</b>	<b>848,770</b>	<b>864,513</b>



## Greenhouse Gas Emissions per Pound of Product Produced

FY19	.249
FY20	.246



## Greenhouse Gas Emissions by Source

- 50% Purchased electricity and steam
- 41.4% Natural gas
- 8.6% Other sources (including other fuels, owned transportation and refrigerants)



## SUSTAINABLE DEVELOPMENT AWARDS

Our Fayetteville, Ark. team worked with SWEPCO, the facility's electric utility provider, to consult on an energy efficiency survey of their freezer. **The recommendations led to a reduction of 267,000 kWh of electricity and 151 metric tonnes of GHG emissions.**



<sup>1,3</sup> The target boundary includes biogenic emissions and removals from bioenergy feedstocks  
<sup>2</sup> CDP Score Report – Climate Change 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 91% of our Scope 1 and 2 emissions.

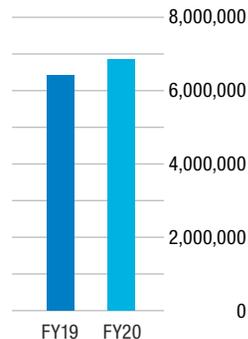
Our cross-functional steering committee of Engineering, Procurement, and Environmental, Health & Safety teams investigates renewable energy investments and workstreams around reducing energy usage. We also track energy usage at the facility level monthly and provide regular reports to management.

In fiscal year 2020, 4% 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 [2020 SASB disclosure](#).

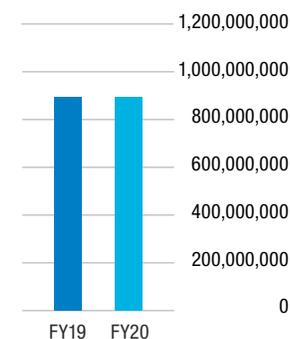
## Natural Gas Use (in mmBTU)

FY19 6,413,326  
FY20 6,843,690



## Electricity Use (in kWh)

FY19 892,793,363  
FY20 884,704,760



### ST. ELMO, ILL. SOLAR FARM

An eight acre, two megawatt solar farm with nearly 6,000 solar panels at Conagra's St. Elmo, Ill. facility **generates the energy equivalent to what is needed to produce more than one-third of the salad dressings and syrups made there, including our Wish-Bone® brand.** The Renewable Energy Credits generated at the facility are purchased by a third party as part of the Illinois Shines initiative. Exploring green manufacturing solutions is just one of the many ways Conagra is investing in a more sustainable future.

# Water Use & Water Quality

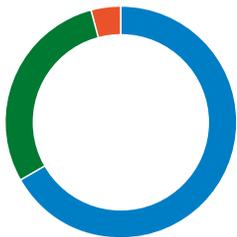
Conagra Brands' commitment to a Better Planet includes actively addressing water risk. Our water resource strategy guides how we actively manage water resources across our value chain, taking into account both water use and water quality. More than 85% of our operational water comes from areas on the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

Conagra Brands has responded to the CDP Water Questionnaire since its inception. **Our 2020 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<sup>1</sup>.

## Water Withdrawal Source & Wastewater Discharge Destination

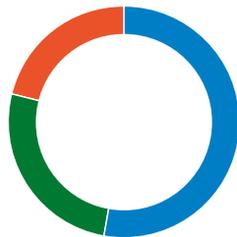
### WATER SOURCE

- 66% Public supply
- 29% Well water
- 4% Surface water



### WATER DISCHARGE

- 53% Publicly owned treatment facility
- 26% Direct
- 21% Land/irrigation



<sup>1</sup> CDP Score Report – Water Security 2020

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

Our water risk is analyzed using the World Resources Institute's (WRI) 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  
49.8% 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

18 LOCATIONS  
33.3% OF WATER USE

- Beaver Dam, Wis.
- Concord, N.H.
- 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.
- Sylvester, Ga.
- Waseca, Minn.
- Waterloo, Iowa

### MED-HIGH RISK

5 LOCATIONS,  
0.9% OF WATER USE

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

### HIGH RISK

2 LOCATIONS,  
16% 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.



## SUSTAINABLE DEVELOPMENT AWARDS

Our Imlay City, Mich. team installed a closed loop, chilled water system on one of the facility's pasteurizers to avoid using city water for cooling and then sending water to the drain. **The new closed loop system reduces the facility's total water use by 48 million gallons per year, and also generates substantial annual electricity savings, GHG emissions reductions, and cost savings.**



# Eliminating Waste

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 2020, 84.4% of solid waste generated from our facilities were diverted to more beneficial uses through recycling, donations to feed people, use as animal feed, energy generation or land applications as a soil amendment. In celebrating America Recycles Day on November 13, 2020 **Conagra honored eight 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. Over 20% of the weight of products produced comes from these eight zero waste facilities<sup>1</sup>.

## FY20 Waste Characterization

**84.4% Materials diverted from landfill**  
**15.6% Landfill**

### 82.1% organic materials diverted from landfill

- 39.2% Food - Animal Feed
- 24.9% Wastewater Sludge
- 6.4% Cardboard
- 4.6% Food - Composting
- 3.0% Wood (Pallets)
- 1.1% Mixed Organics
- 1.0% Mixed Paper
- 0.9% Food - Oil/Grease
- 0.7% Food - Donation
- 0.3% Food - Energy Recovery

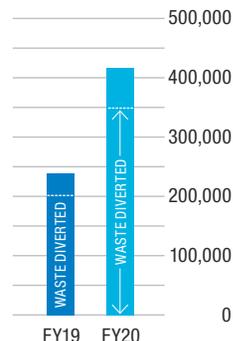


### 2.3% inorganic materials diverted from landfill

- 0.8% Mixed Recyclables
- 0.6% Mixed Metals
- 0.6% Mixed Plastics
- 0.2% Waste-to-Energy
- 0.0% Aluminum

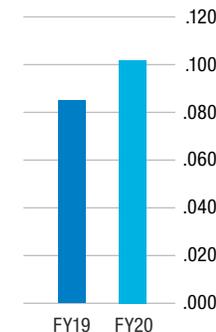
## Total Waste Generation and percent of Waste Diverted from Landfill (in U.S. tons)<sup>2</sup>

**FY19 237,835 85% of waste diverted**  
**FY20 415,902 84% of waste diverted**



## Waste Generation per Pound of Food Produced (in pounds)<sup>3</sup>

**FY19 .085**  
**FY20 .109**



**SUSTAINABLE DEVELOPMENT AWARDS**

Our Troy, Ohio Bakery team implemented a comprehensive waste tracking system and created a work stream to drive out loss from “tailing” – the over-mixing of materials before a planned production shutdown for sanitation, maintenance, or other required activities. The results of the new processes are very promising, with total bakery yield waste reduced by 1.5%, and cost savings of \$400,000 per year.

<sup>1</sup> Includes all Conagra Brands company-owned manufacturing facilities  
<sup>2,3</sup> FY19 waste data does not include legacy Pinnacle facilities



# 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 Brands 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 trainings 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 in a manner consistent with our Code of Conduct and other contract requirements.

Our board of directors approved the code, and overall administration 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 and designates appropriate personnel to determine remedial actions in the event of a violation. 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 Brands 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. Conagra Brands also complies 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). 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 2020, our Occupational Safety & Health Administration (OSHA) Incident Rate (OIR) was 1.69 incidents per 100 full-time workers, which

is below the industry average of 4.2<sup>1</sup> for companies in the food manufacturing sector and below our fiscal year 2019 rate of 2.28. In fiscal year 2020, OSHA inspected 10 Conagra Brands facilities, increasing the number of inspections by 3 from the previous fiscal year. Only two inspections resulted in citations, and both citations were minor.



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

# Inclusive Workplace

Conagra Brands strives to have the most impactful, energized and inclusive culture in food, rooted in our six Timeless Values:

- **Integrity:** Do the right things and do things right
- **External focus:** Center on consumers, customers, competitors and investors
- **Broad-mindedness:** Seek out and respect varied perspectives; embrace collaboration and assume positive intent
- **Agility:** Convert insights into action with the speed of an entrepreneur
- **Leadership by all:** Simplify, make decisions, inspire others and act like an owner
- **Focus on results:** Leverage a “refuse-to-lose” obsession with impact and value creation

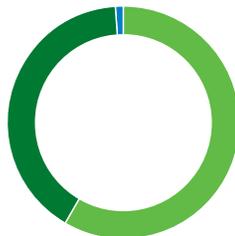
Our employees are the driving force behind our success. We foster an environment of personal and professional growth by investing in and developing leaders at every level.



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  
41% Female  
<1% Undeclared



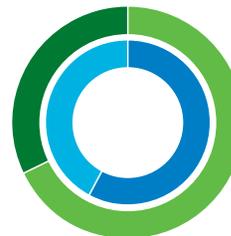
### Leadership Representation by Gender<sup>1</sup>

#### Management Level

68% Male  
32% Female

#### Middle-Manager Level

58% Male  
42% Female



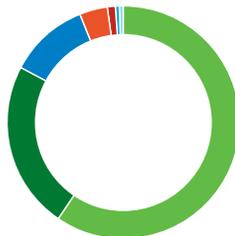
### Board Representation by Gender<sup>3</sup>

73% Male  
27% Female



### Employee by Ethnicity

59% White  
23% Hispanic or Latino  
11% Black or African American  
4% Asian  
<1% Native Hawaiian or Other Pacific Islander  
<1% Two or More Races  
<1% American Indian or Alaska Native



#### 2025 Goal

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



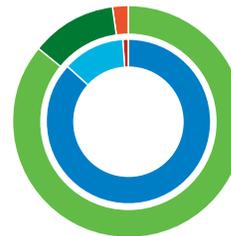
### Leadership Representation by Ethnicity<sup>2</sup>

#### Management Level

86% White  
12% People of color  
<2% Undeclared

#### Middle-Manager Level

86% White  
12% People of color  
<2% Undeclared



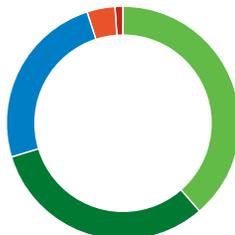
### Board Representation by Ethnicity<sup>4</sup>

73% White  
27% People of color



### Employee by Generation

39% Generation X (1965-1980)  
32% Millennials (1981-1996)  
25% Baby Boomers (1946-1964)  
4% Generation Z (1997 and onwards)  
<1% Silent Generation (1928-1945)



#### 2025 Goal

Double people of color representation in management and middle-manager level roles



<sup>1,2</sup> As of December 2020

<sup>3,4</sup> As of February 2021

# 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, and we harness the power of D&I to accelerate innovation and growth.

As our business has evolved, so has our culture. We've continually found new ways of nurturing our employees' lives, both at work and in the communities where they live. In our offices and manufacturing facilities, we've created an inclusive environment where employees from diverse backgrounds can grow their careers and make their mark on the organization.

Our commitment to diversity and inclusion goes back many years, evident in our network of mature Employee Resource



Groups and Supplier Diversity Program. Conagra's Latino Leadership Employee Resource Group was recognized by LATINA Style magazine as one of the country's top employee resource groups in 2020. We continue to work with our employee resource groups to brainstorm, learn, and generate ideas for our programs. For more than 15 years our

Supplier Diversity Program has promoted the inclusion of various qualified and certified businesses to help drive innovation. During fiscal year 2020, we spent more than \$385 million with over 900 certified minority, women, veteran-owned and small businesses across all procurement categories and business units.

For the sixth year in a row we've received a perfect score of 100% on the [Human Rights Campaign's Corporate Equality Index](#). Our efforts also support the [CEO Action for Diversity & Inclusion™ Pledge](#), which Conagra Brands signed when it launched in June 2017.

In May 2020, we commissioned independent research to identify our diversity, inclusion and equity strengths as well as areas where we need to improve. We also explored insights from other successful companies and leading organizational culture thought leaders. Our newly established D&I Leadership Council, comprised of Conagra's Senior Leadership and HR



Diversity & Inclusion teams, drives accountability and execution of our commitments while measuring and assessing our performance.

In addition, we launched Conagra's new inclusive leadership development program in October 2020. To date, we have trained nearly 1,400 people managers in inclusive leadership practices. The goal of this learning

series is to meet leaders where they are and show the importance of D&I as a means to succeed in the marketplace and achieve business objectives.



Still, we know we can do better. Candid conversations with employees across all levels of the organization brought us valuable insights. We've encouraged our employees to bring their true selves to work even in a remote setting by hosting a

Testimonial Speaker Series, which provides a platform for employees to share their experiences and D&I journeys first-hand. These discussions were designed to promote acceptance, workplace inclusion and positive change. It's an impactful way to hear how our colleagues' unique stories helped influence who they are and how they see the world.

## Partnering for Greater Impact

We've long known that to have the maximum impact, we need to look beyond Conagra Brands, and we continued to do just that in 2020. For example, our work with underrepresented communities in Chicago expanded this past year by developing unique internships and mentor opportunities. In partnership with Impact Culinary Training and food and beverage incubator [The Hatchery Chicago](#), in November 2020 we launched culinary internships for young adults from underrepresented communities to help jumpstart their careers in the food industry. The twelve-week program included hands-on, customized training with Conagra's R&D team to enhance the participants' culinary foundation skills and provided leadership development opportunities, including resume writing and mentorship programs.



Since 2017, Conagra Brands has supported [SocialWorks](#)—a non-profit founded by Chance the Rapper to empower youth through the arts, education, and civic engagement – by providing essential funds to strengthen curriculum, provide support materials, and create enrichment opportunities for students in Chicago. In November of 2020, SocialWorks and Conagra

launched a six-week food packaging design mentorship program for Chicago-area high school students from diverse communities across the city, culminating with one young Chicago artist's illustration being featured on the packaging for our iconic Duncan Hines® brand's Holiday Baking Kit.



Conagra Brands completely redesigned its annual employee philanthropy campaign in 2020, and in so doing, forged new partnerships with social justice organizations. In June 2020, we conducted a survey of all employees to select a social justice organization to be featured alongside longstanding partner United Way in the campaign. In October of 2020, we launched our global United for Change campaign, raising funds for the American Civil Liberties Union Foundation and Human Rights Watch, along with United Way. Beyond raising money to support vital community programs, United for Change provides educational opportunities and instills greater awareness of how social justice, racial justice, and equality issues are deeply interconnected with many of the root causes of poverty. Employee contributions, matched by the Conagra Brands Foundation, supported essential community programs that improve financial stability, alleviate root causes of poverty, protect human rights and advance civil liberties.

## Looking Ahead

As we look to the future, we are advancing a comprehensive strategy built around two strategic goals: increase representation of people of color and women in management roles, and decrease turnover within both groups. To continue

enhancing inclusion and retention within both groups, we will launch new mentorship programs and evolve our talent management programs.

To attain our goals, we have identified three key drivers of representation and retention: recruitment, advocacy and development of talent. In each of these areas, we have multiple strategic initiatives underway. Core aspects of our strategy include building a strong entry-level pipeline; providing development opportunities for underrepresented groups, internal and external; and committing to develop and advance our talent along the way.

Our goal is to create a culture of belonging, where everyone can experience inclusion. We want to be a place where people trust and respect one another. While we value and embrace diversity, we also celebrate what we all have in common—our energy and passion for making great food and great brands.



# Community Impact & Philanthropy

Food insecurity impacts people living in every county of the United States and according to the “Map the Meal Gap” study by [Feeding America](#), 11.5% of the population is food insecure. Conagra Brands is deeply committed to making a difference on this pervasive societal issue, which began to impact many more communities during the COVID-19 pandemic when local food pantries saw a significant rise in neighbors seeking assistance. We take a holistic approach to address food insecurity through a variety of actions, including product donations and financial contributions. When safe and appropriate, we also leverage the power and passion of our employees through volunteerism.

For the second 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. We are proud to serve the communities our employees call home by granting essential funds to support highly-effective nonprofit partners across the country that provide people of all ages with programs and services that are aligned with our core focus areas:



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.



- **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 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.



### Conagra Brands Total Giving FY2020

Total giving cash and in-kind  
corporate and Foundation

**\$45,293,517**

Total giving employees

**\$703,169**

Grants awarded

**680**

Volunteer hours

**2,753**

we all live here



## Feeding America



Conagra Brands Foundation is proud to continue a long-standing partnership with Feeding America,

the nation's leading hunger relief nonprofit. The Foundation has funded research to understand how hunger impacts vulnerable populations, national marketing campaigns to raise awareness, programs to improve access to nutritious food and local grants to increase the capacity of Feeding America's food banks located in the communities where Conagra Brands has a presence. Conagra also provides significant product donations that are distributed to Feeding America's network of 200 food banks.

In fiscal year 2020, 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 11.5% of the population is food insecure, and that individuals who are food insecure face an annual food budget shortfall of \$19.4 billion. These results represent a staggering amount of need and Conagra Brands is committed to help combat food insecurity in the communities our employees call home.

This year, Conagra Brands Foundation also made capacity-building grants to 31 Feeding America food banks that serve the communities where a Conagra facility is present. Many of the food banks utilized grants to increase their distribution of fresh produce, dairy products and other nourishing items by purchasing foods or building out their fresh item storage areas; 90% of food banks funded through this effort saw an increase in access to healthy foods. Funds also empowered organizations to pivot when the impacts of the pandemic hit their communities by employing new distribution solutions, such as mobile drive-through food pantries.



Each September, Conagra Brands 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 writing and illustrating notes for Meals on Wheels recipients and joining the Greater Chicago Food Depository's annual Hunger Walk.

In fiscal year 2020, we donated more than 30 million pounds of food to Feeding America and its network of food banks, which is **the equivalent of 25 million meals.**



For the past several years, Conagra Brands has participated in Walmart's flagship Fight Hunger. Spark Change. program. This year, Walmart gave online customers the option to round their purchase up to the nearest dollar to benefit Feeding America member food banks, with 100% of funds raised benefitting the food bank serving the customer's community. In addition, each eligible item purchased at Walmart, Sam's Club, or online unlocked a donation from the supplier that was equivalent to a minimum of one meal, with donations directed to local food banks across the country. Conagra Brands committed to a gift of \$1.9 million for FY20.



## Employee Giving

### MATCHING GIFTS

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.



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 2020 Conagra Brands employees secured more than \$146,000 in Foundation giving for a variety of nonprofit organizations through these programs.

## UNITED WAY CAMPAIGN

The [United Way](#) seeks to advance the common good in areas across the country—and around the world—by focusing on education, income, and health—the building blocks for good quality of life and strong communities. There are active United Way chapters in all 50 states, in or near the communities where our employees live and work.

Conagra Brands is a long-time supporter of the United Way and we held yet another successful campaign this year, raising more than \$556,000 in personal contributions from employees across the country. Employees from 45 offices and facility locations made donations, and our Mason, Ohio field sales office held the distinction of 100% participation. Employees also had the opportunity to contribute through in-office fundraisers including bake sales and bingo.

### Employee Volunteerism

Conagra Brands employees are very generous with their time and talents and volunteer throughout the year for causes that are near and dear to their hearts.

Typically, each year in April we coordinate an annual Month of Service, providing the opportunity for colleagues around the world to give back and make a difference through projects that directly address hunger and food insecurity. When the world was encouraged to shelter in place in March 2020 due to COVID-19, we were disheartened to have to postpone, and ultimately cancel, this beloved annual tradition to ensure we kept our employees safe and healthy. Despite this, we were amazed to see the many ways our colleagues stepped up to take care of their neighbors during a time of great need. Throughout 2020, we have highlighted many of these stories through a weekly feature disseminated to all corporate employees that we called “Bright Spots.” Here are just a few of these heartwarming stories:

**Rohit Reddy, VP Manufacturing** helped prepare packages of food for families impacted by COVID-19 at the [Food Bank of Somerset County](#), where he and his wife Rachna bagged and sorted groceries.



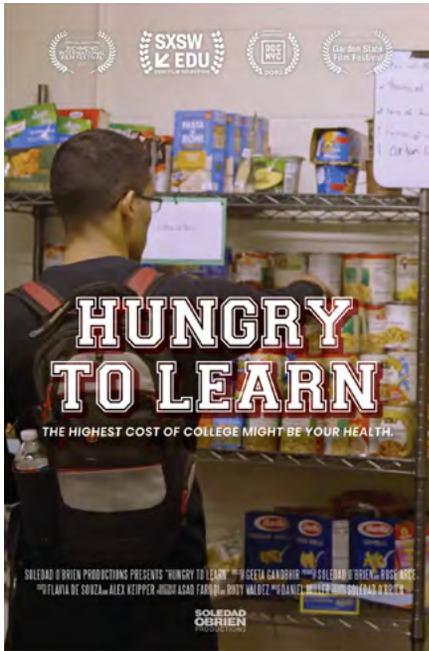
**Emily Neu, Manager Category Marketing** and her husband Justin helped distribute food at a county-wide drive sponsored by her local [Ohio United Way chapter](#). Local agencies, volunteers, and the Ohio National Guard all came together to distribute food

and supplies to community members experiencing food insecurity. Emily shared that the experience was powerful and “...humbling to see how many families came to the food drive in need.”

**Wendy Schuman, Executive Assistant** had the perfect way to say thank you to the staff at her mother’s long-term care facility: single-serve [Orville Redenbacher’s® Movie Theater Butter Microwave Popcorn!](#) She delivered bags for everyone who works there, along with some cheerful Thank You signs.



Wendy shared that the response was great: “they all got a fun, yummy treat and no one had to worry about sharing or compromising their health and safety—it was the perfect solution.”



## “Hungry to Learn” Documentary

Conagra Brands Foundation was proud to sponsor journalist, speaker, author and philanthropist Soledad O’Brien’s acclaimed documentary about hunger on college campuses, [“Hungry to Learn.”](#) Research has shown that a startling 45% of college students experience hunger while pursuing a degree, turning to food pantries, friends and food assistance programs to fuel their studies. This eye-opening documentary, directed by Geeta Gandbhir, shares the stories of four students facing hunger. The film also follows Sara Goldrick-Rab, founder of the [Hope Center for College Community and Justice](#) and the #RealCollege movement, which seeks to facilitate authentic dialog about what it takes for students to succeed—starting with food access and safe housing.

The film was selected for [DOC NYC 2019](#), [SXSW EDU 2020](#), and the [ACT Human Rights Film Festival 2020](#), among others.

## 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 through the [Nourish Our Community program](#). The nonprofits selected address 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 serving healthy snacks and meals to veterans in need, providing training aimed at reducing poverty within the LGBTQ community; increasing diversity and inclusion in the workforce; distributing healthy and nutritious snacks and dinner to children every day during the school year, and breakfast and lunch during the summer. In the fall of 2019, we awarded 23 grants totaling \$350,000 to highly regarded and well-established nonprofits in 11 states.



## BLUE VALLEY COMMUNITY ACTION PARTNERSHIP (NEBRASKA)

**Project: Supportive Services for Veteran Families**  
[Blue Valley Community Action](#) is dedicated to alleviating poverty; this program is specifically aimed at serving veterans in need. The funding supported the purchase of healthy snacks and meals for the Community Resource and Referral Center pantry. This facility is adjacent to a veterans housing complex, which makes the program accessible to handicapped veterans and those without reliable transportation.



## 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 Brands has been a proud leader of this project for 13 years. This year, our goal was to raise the equivalent of over 1.75 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 [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 2 million meals, a truly incredible testament to the Omaha-area 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 Brands employees 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. On December 10, 2019, our culinary team—along with 60 employees—personally planned, shopped, prepared, cooked, and served over 1,500 hearty dinners at six local shelters serving children, families, veterans, and other individuals.

# 2020 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
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	(1) 10,406,165 gigajoules (GJ) of energy consumed  (2) 31% from grid electricity  (3) 4% renewable energy <sup>1</sup>
<b>Water Management</b>	(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) 18,240,941 thousand cubic meters (m) of water withdrawn  (2) 16% 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 zero (0) 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 2020 CDP Water disclosure at <a href="http://www.cdp.net">www.cdp.net</a> .
<b>Food Safety</b>	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 was one (1) major non-conformance identified in fiscal year 2020. This translated to a major non-conformance rate of 0.02. There were 260 minor non-conformances in fiscal year 2020, resulting in a minor non-conformance rate of 7.4. 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 80% 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) Six (6) recalls in fiscal year 2020, with none resulting in injuries or illness  (2) Approximately 227 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 \$8.4 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 include internal subject matter experts from legal, regulatory, labeling, 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. 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 35% or more children under the age of 12.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-PF-270a.2	Conagra Brands fully supports the National Bioengineered Food Disclosure Law, which requires food companies to include information about GMOs on product labels and online. Now that the final National Bioengineered Food Disclosure Standard has been issued by the USDA, we intend to comply fully and are on track to include information about GMOs on product labels and online by the January 2022 compliance deadline.
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-PF-270a.3	Three (3) incidents of non-compliance with federal labeling codes, all of which were 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.
	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.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
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	<p>(1) Estimated 666,380 metric tons (t) of packaging procured by Conagra Brands</p> <p>(2) Estimated 47% made from recycled or renewable materials</p> <p>(3) Estimated 72% made from recyclable materials</p> <p>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).</p>
	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	<p>100% of Conagra Brands' suppliers are required to follow our <a href="#">Supplier Code of Conduct</a>, 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:</p> <ul style="list-style-type: none"> <li>• 100% of purchased palm oil is Roundtable on Sustainable Palm Oil (RSPO)-certified</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	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. 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, 1% 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	Conagra Brands' priority responsible sourcing list is based on ESG risk assessments of food ingredients and packaging materials with input from subject matter experts within our R&D, sustainability, procurement, risk management and other relevant teams, as well as third-party research identifying crops and sourcing geographies that may be at higher risk for environmental, social or governance risks. Conagra Brands mitigates ESG risks through requirements in our Supplier Code of Conduct, and individual ESG assessments and engagements of our largest suppliers as part of our Supplier Excellence Program. The Supplier Excellence Program applies to our top direct material suppliers, which includes major suppliers for our responsible sourcing priority ingredients.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
<b>Ingredient Sourcing</b>	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	<p>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:</p> <ul style="list-style-type: none"> <li>• <b>Beef:</b> 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>• <b>Broiler chickens:</b> 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>• <b>Cocoa:</b> 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>• <b>Dairy:</b> 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>• <b>Eggs:</b> Risk management priorities include animal welfare. To mitigate these risks, Conagra Brands has made an ambitious commitment to source 100% cage free eggs throughout U.S. and Canada operations by 2025.</li> <li>• <b>Palm oil:</b> 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) certification.</li> <li>• <b>Peanuts:</b> Risk management priorities include agricultural inputs and impacts. To mitigate these risks, peanut farmers in our supply chain have reduced fertilizer use by an industry average of 43%, water use by 33%, and pesticide use by 25% over approximately the last two decades.</li> <li>• <b>Popcorn:</b> 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>• <b>Pork:</b> 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>• <b>Seafood:</b> 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>

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
<b>Ingredient Sourcing</b>	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>Soy: Risk management priorities include deforestation, agricultural inputs and impacts. To mitigate these risks, 100% of soy is sourced from areas designated as low risk for deforestation according to data from WWF Living Forests Report, Ceres Engage the Chain, and WRI Global Forest Watch Analysis. Conagra Brands' Supplier Code of Conduct states that Conagra Brands does not directly procure soy from the Amazon, the Cerrado nor the Gran Chaco in Latin America.</li> <li>Tomatoes: Risk management priorities include agricultural inputs and impacts and water scarcity. To mitigate these risks, tomato growers in Conagra Brands' supply chain have installed drip irrigation systems on 97% of contracted acres, improving sustainable farming through conservation tillage, reducing nutrient and crop management chemical application rates, and reducing water use by nearly 15% compared to traditional furrow irrigation systems. In addition, Conagra Brands' Oakdale, California tomato processing facility cleans and recycles water used to process tomatoes into farm irrigation water, supporting conservation throughout our supply chain.</li> </ul> <p>For more information on risk assessment and management strategies related to climate change, water stress and deforestation, see our 2020 CDP disclosures on <a href="http://www.cdp.net">www.cdp.net</a>.</p>

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
<b>Weight of products sold</b>	Quantitative	Metric tons (t)	FB-PF-000.A	Weight of products produced is approximately 3.5M metric tons (t) <sup>3</sup>
<b>Number of production facilities</b>	Quantitative	Number	FB-PF-000.B	47 <sup>4</sup>

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

<sup>3</sup> Note to FB-PF-000.A: Includes all Conagra Brands company-owned manufacturing facilities

<sup>4</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' 2020 Citizenship Report.**

All data in this report cover the company's fiscal year 2020, which ended May 31, 2020, 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).



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