

## GRI Content Index 2022- The Kraft Heinz Company

The 2022 Kraft Heinz ESG Report has been prepared in reference to the Global Reporting Initiative's (GRI) Sustainability Reporting Standards. For a detailed explanation of the indicators, visit the GRI website: [www.globalreporting.org/standards](http://www.globalreporting.org/standards).

### GRI 102: General Disclosures 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
<b>Organizational Profile</b>			
102-1	Name of the organization	The Kraft Heinz Company (Nasdaq: KHC)	
102-2	Activities, brands, products, and services	<a href="#">2022 Annual Report Form 10k (Pg. 1-2)</a>	
102-3	Location of headquarters	Pittsburgh, Pennsylvania and Chicago, Illinois. <a href="#">2022 Annual Report Form 10k (Pg. 22)</a>	
102-4	Location of operations	<a href="#">2022 Annual Report Form 10k (Pg. 22)</a> , <a href="https://careers.kraftheinz.com/careers/Locations">https://careers.kraftheinz.com/careers/Locations</a>	
102-5	Ownership and legal form	<a href="#">2022 Annual Report Form 10k (Pg. 1)</a>	
102-6	Markets served	<a href="#">2022 Annual Report Form 10k (Pg. 1, 110)</a>	
102-7	Scale of the organization	<a href="#">2022 Annual Report Form 10k (Pg. 1-5)</a>	
102-8	Information on employees and other workers	<a href="#">2022 ESG Report (Pg. 80-81)</a> , <a href="#">2022 Annual Report Form 10k (Pg. 5)</a>	Employee breakdown by region and employment contract not available.
102-9	Supply chain	<a href="#">2022 ESG Report (Pg. 60-63)</a> , <a href="#">2022 Annual Report Form 10k (Pg. 2)</a>	
102-10	Significant changes to the organization and its supply chain	<a href="#">2022 Annual Report Form 10k (Pg. 2)</a>	
<b>Strategy</b>			
102-14	Statement from senior decision-maker	<a href="#">2022 ESG Report (Pg. 5)</a>	
102-15	Key impacts, risks, and opportunities	<a href="#">2022 ESG Report (Pg. 11-12)</a> , <a href="#">2022 Annual Report Form 10k (Pg. 8-21)</a>	
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behavior	<a href="#">2022 ESG Report (Pg. 7)</a>	
102-17	Mechanisms for advice and concerns about ethics	<a href="#">2022 ESG Report (Pg. 13)</a> , <a href="http://www.KraftHeinzEthics.com">www.KraftHeinzEthics.com</a>	
<b>Governance</b>			
102-18	Governance structure	<a href="#">2022 ESG Report (Pg. 9)</a> , <a href="#">2022 Proxy Statement (Pg. 23-39)</a>	
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">2022 ESG Report (Pg. 9)</a>	
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">2022 ESG Report (Pg. 11-12)</a>	
102-22	Composition of the highest governance body and its committees	<a href="#">2022 ESG Report (Pg. 9)</a>	
102-23	Chair of the highest governance body	<a href="#">2022 ESG Report (Pg. 9)</a>	
102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">2022 ESG Report (Pg. 9)</a>	
102-27	Collective knowledge of highest governance body	<a href="#">2022 Proxy Statement (Pg. 15-22)</a>	
102-28	Evaluating the highest governance body's performance	<a href="#">2022 Proxy Statement (Pg. 27)</a>	
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">2022 ESG Report (Pg. 11-12)</a>	
102-30	Effectiveness of risk management processes	<a href="#">2022 ESG Report (Pg. 9, 11-12)</a>	
102-31	Review of economic, environmental, and social topics	<a href="#">2022 ESG Report (Pg. 12)</a>	
102-32	Highest governance body's role in sustainability reporting	<a href="#">2022 ESG Report (Pg. 9)</a>	
102-33	Communicating critical concerns	<a href="#">2022 ESG Report (Pg. 9)</a>	
102-35	Remuneration policies	<a href="#">2022 Proxy Statement (Pg. 44 - 45, 50-69)</a>	
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	<a href="#">2022 ESG Report (Pg. 11)</a>	
102-41	Collective bargaining agreements	<a href="#">2022 Annual Report Form 10k (Pg. 80)</a>	We do not generally disclose details on our collective bargaining agreement
102-42	Identifying and selecting stakeholders	<a href="#">2022 ESG Report (Pg. 11-12)</a>	
102-43	Approach to stakeholder engagement	<a href="#">2022 ESG Report (Pg. 11-12)</a>	
102-44	Key topics and concerns raised	<a href="#">2022 ESG Report (Pg. 11-12)</a>	
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	<a href="#">2022 Annual Report Form 10k (Pg. 1-2)</a>	
102-46	Defining report content and topic boundaries	<a href="#">2022 ESG Report (Pg. 4)</a>	
102-47	List of material topics	<a href="#">2022 ESG Report (Pg. 12)</a>	
102-48	Restatements of information	No material restatements of information	
102-49	Changes in reporting	None	
102-50	Reporting period	January 1, 2021 - December 31, 2021	
102-51	Date of most recent report	October 2021	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	<a href="#">2022 ESG Report (Pg. 4)</a>	
102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">2022 ESG Report (Pg. 4)</a>	

102-55 GRI content index <https://www.kraftheinzcompany.com/esg/verifications.html>

## Material Topics

### GRI 201: ECONOMIC PERFORMANCE 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 Annual Report Form 10k (Pg. 1-26)</a>	
103-2	The management approach and its components	<a href="#">2022 Annual Report Form 10k (Pg. 1-26)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 Annual Report Form 10k (Pg. 1-26)</a>	
<b>GRI 201: Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed	<a href="#">2022 Annual Report Form 10k (Pg. 1-18, 33)</a> , <a href="#">2022 Proxy Statement</a>	
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2022 CDP Climate Change Questionnaire</a>	
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2022 Annual Report Form 10k (Pg. 80)</a> , <a href="#">2022 Proxy Statement</a>	

### GRI 205: Anti Corruption 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 13)</a> , <a href="https://www.kraftheinzcompany.com/ethics-compliance.html">https://www.kraftheinzcompany.com/ethics-compliance.html</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 13)</a> , <a href="https://www.kraftheinzcompany.com/ethics-compliance.html">https://www.kraftheinzcompany.com/ethics-compliance.html</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 13)</a> , <a href="#">2022 Annual Report Form 10k (Pg. 4)</a>	
<b>GRI 205: Anti Corruption 2016</b>			
205-1	Operations assessed for risks related to corruption	<a href="#">2022 Annual Report Form 10k (Pg. 4)</a> , <a href="#">2022 ESG Report (Pg. 13)</a>	Detailed numeric breakdown of operations assessed not reported.
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">2022 ESG Report (Pg. 13)</a> , <a href="https://www.kraftheinzcompany.com/ethics-compliance.html">https://www.kraftheinzcompany.com/ethics-compliance.html</a>	Detailed numeric breakdown of training and communications not report.
205-3	Confirmed incidents of corruption and actions taken	<a href="#">2022 ESG Report (Pg. 13)</a> , <a href="https://www.kraftheinzcompany.com/ethics-compliance.html">https://www.kraftheinzcompany.com/ethics-compliance.html</a>	Detailed numeric breakdown of incidents not reported.

### GRI 301: Materials 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 55-57)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 55-57)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 55-57)</a>	
<b>GRI 301: Materials 2016</b>			
301-1	Materials used by weight or volume	<a href="#">2022 ESG Report (Pg. 75)</a>	
301-2	Recycled input materials used	<a href="#">2022 ESG Report (Pg. 75)</a>	
301-3	Reclaimed products and their packaging materials	<a href="#">2022 ESG Report (Pg. 75)</a>	

### GRI 302: Energy 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 50-51)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 50-51)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 50-51)</a>	
<b>GRI 302: Energy 2016</b>			
302-1	Energy consumption within the organization	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	
302-2	Energy consumption outside of the organization	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	
302-3	Energy intensity	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	
302-4	Reduction of energy consumption	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	

### GRI 303: Water and Effluents 2018

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 47-49)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 47-49)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 47-49)</a>	
<b>GRI 303: Water and Effluents 2018</b>			
303-1	Interactions with water as a shared resource	<a href="#">2022 ESG Report (Pg. 75)</a> , <a href="#">2022 CDP Water Security Questionnaire</a>	
303-2	Management of water discharge-related impacts	<a href="#">2022 ESG Report (Pg. 75)</a> , <a href="#">2022 CDP Water Security Questionnaire</a>	
303-3	Water withdrawal	<a href="#">2022 ESG Report (Pg. 75)</a> , <a href="#">2022 CDP Water Security Questionnaire</a>	
303-4	Water discharge	<a href="#">2022 ESG Report (Pg. 75)</a> , <a href="#">2022 CDP Water Security Questionnaire</a>	

303-5 Water consumption 2022 ESG Report (Pg. 75), 2022 CDP Water Security Questionnaire

**GRI 305: Emissions 2016**

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 52)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 52)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 52)</a>	

**GRI 305: Emissions 2016**

305-1	Direct (Scope 1) GHG emissions	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	
305-4	GHG emissions intensity	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	
305-5	Reduction of GHG emissions	<a href="#">2022 ESG Report (Pg. 74)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	

**GRI 306: Waste 2020**

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 53-54)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 53-54)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 53-54)</a>	

**GRI 306: Waste 2020**

306-1	Waste generation and significant waste-related impacts	<a href="#">2022 ESG Report (Pg. 53-54)</a>	
306-2	Management of significant waste-related impacts	<a href="#">2022 ESG Report (Pg. 53-54)</a>	
306-3	Waste generated	<a href="#">2022 ESG Report (Pg. 75)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	Detailed breakdown of various waste destinations not reported
306-4	Waste diverted from disposal	<a href="#">2022 ESG Report (Pg. 75)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	Detailed breakdown of various waste destinations not reported
306-5	Waste directed to disposal	<a href="#">2022 ESG Report (Pg. 75)</a> , <a href="#">2022 CDP Climate Change Questionnaire</a>	Detailed breakdown of various waste destinations not reported

**GRI 308: Supplier Environmental Assessment 2016**

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 61-72)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 61-72)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 61-72)</a>	

**GRI 308: Supplier Environmental Assessment 2016**

308-1	New suppliers that were screened using environmental criteria	<a href="#">2022 ESG Report (Pg. 61-72)</a>	Detailed numeric breakdown not provided.
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">2022 ESG Report (Pg. 61-72)</a>	

**GRI 401: Employment 2016**

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 19-22)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 19-22)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 19-22)</a>	

**GRI 401: Employment 2016**

401-1	New employee hires and employee turnover	<a href="#">2022 ESG Report (Pg. 80-82)</a>	Only total employees in calendar year reported.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">2022 ESG Report (Pg. 24-26)</a>	

**GRI 403: Occupational Health and Safety 2018**

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
<b>GRI Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 44)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 44)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 44)</a>	

**GRI 403: Occupational Health and Safety 2018**

403-1	Occupational health and safety management system	<a href="#">2022 ESG Report (Pg. 44)</a>	
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">2022 ESG Report (Pg. 44)</a>	
403-3	Occupational health services	<a href="#">2022 ESG Report (Pg. 44)</a>	
403-6	Promotion of worker health	<a href="#">2022 ESG Report (Pg. 44)</a>	
403-9	Work-related injuries	<a href="#">2022 ESG Report (Pg. 44,81)</a>	

**GRI 404: Training and Education 2016**

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
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GRI Management Approach 2016			
Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 25-26)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 25-26)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 25-26)</a>	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	<a href="#">2022 ESG Report (Pg. 25-26, 81)</a>	
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2022 ESG Report (Pg. 25-26, 81)</a>	
404-3	Percentage of employees receiving regular performance and career development reviews		Metric not reported
GRI 405: Diversity and Equal Opportunity 2016			
Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 19-22)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 19-22)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 19-22)</a>	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	<a href="#">2022 ESG Report (Pg. 19-22, 80-81)</a>	Breakdown by age group not reported
GRI 412: Human Rights Assessment 2016			
Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 61-63)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 61-63)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 61-63)</a>	
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	<a href="#">2022 ESG Report (Pg. 61-63)</a>	Breakdown of number and percentage of operations subject to human rights reviews no reported
412-3	Significant investment agreements and contracts that include human rights clauses or that und	<a href="#">2022 ESG Report (Pg. 61-63)</a>	See section on updated Supplier Guiding Principles
GRI 415: Public Policy 2016			
Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 13-14)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 13-14)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 13-14)</a>	
GRI 415: Public Policy 2016			
415-1	Political contributions	<a href="https://www.kraftheinzcompany.com/contributions.html">https://www.kraftheinzcompany.com/contributions.html</a>	
GRI 417: Marketing and Labelling 2016			
Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
103-1	Explanation of the material topic and its Boundaries	<a href="#">2022 ESG Report (Pg. 41-41)</a>	
103-2	The management approach and its components	<a href="#">2022 ESG Report (Pg. 41-41)</a>	
103-3	Evaluation of the management approach	<a href="#">2022 ESG Report (Pg. 41-41)</a>	
GRI 417: Marketing and Labelling 2016			
417-1	Requirements for product and service information and labeling	<a href="#">2022 ESG Report (Pg. 41-41)</a>	