

UN GLOBAL COMPACT

The Kraft Heinz Company reports this information with reference to the United Nations Global Compact (UNGC) principles for the fiscal year ending December 28, 2024.

Principle	Report Section/Links
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Employee Code of Conduct, Global Human Rights Policy, Supplier Guiding Principles, 2024 ESG Report - Governance section and Responsible Sourcing pillar
Principle 2: Businesses should make sure that they are not complicit in human rights abuses	Employee Code of Conduct, Global Human Rights Policy, Supplier Guiding Principles, 2024 ESG Report - Governance section and Responsible Sourcing pillar
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Employee Code of Conduct, Global Human Rights Policy, Supplier Guiding Principles, 2024 ESG Report - Governance section and Responsible Sourcing pillar
Principle 4: Business should uphold the elimination of all forms of forced and compulsory labor	Employee Code of Conduct, Global Human Rights Policy, Supplier Guiding Principles, 2024 ESG Report - Governance section and Responsible Sourcing pillar, Kraft Heinz California Transparency in Supply Chains Act Statement, Forced Labour in Canadian Supply Chains Report, UK Modern Slavery Statement, ANZ Modern Slavery Statement
Principle 5: Business should uphold the effective abolition of child labor	Employee Code of Conduct, Global Human Rights Policy, Supplier Guiding Principles, 2024 ESG Report - Governance section and Responsible Sourcing pillar, Kraft Heinz California Transparency in Supply Chains Act Statement, Forced Labour in Canadian Supply Chains Report, UK Modern Slavery Statement, ANZ Modern Slavery Statement
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation	Employee Code of Conduct, Global Human Rights Policy, 2024 ESG Report page 57

Principle	Report Section/Links
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges	Employee Code of Conduct, Global Environmental, Health, and Safety Policy, 2024 ESG Report and 2025 ESG Report - Environmental Stewardship pillar
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	Employee Code of Conduct, Global Environmental, Health, and Safety Policy, 2024 ESG Report and 2025 ESG Report - Environmental Stewardship pillar
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	Employee Code of Conduct, Global Environmental, Health, and Safety Policy, 2024 ESG Report and 2025 ESG Report - Environmental Stewardship pillar
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Employee Code of Conduct, Global Anti-Bribery/Anti-Corruption Policy, GRI Index 205, Ethics & Compliance