

GRI Index

Campbell Soup Company has reported in accordance with the 2021 GRI Standards for the period August 3, 2020 - August 1, 2021.

Disclosure	Disclosure Title	2021 Response
General Disclosures		
2-1	Organizational Details	Company Overview
2-2	Entities Included in the Organization's Sustainability Reporting	Company Overview
2-3	Reporting Period, Frequency, and Contact Point	We are reporting on FY2021 (August 3, 2020 - August 1, 2021). We report biennially, with updates annually. We value and welcome feedback from interested stakeholders. Contact Stewart Lindsay, Vice President, Corporate Responsibility & Sustainability, One Campbell Place, MS131, Camden, NJ 08103. You may also contact us via our dedicated CSR Feedback Email Address: csr_feedback@campbellsoup.com .
2-4	Restatements of Information	None
2-5	External Assurance	We completed third-party limited assurance consistent with guidance provided by ISO 14064-3 of our FY2021 Scope 1 and Scope 2 GHG emissions. We also completed limited assurance of our water withdrawal, water discharge, and waste to landfill for FY2021. All assurance statements can be found at https://www.campbellsoupcompany.com/our-impact/reports-and-policies/
2-6	Activities, Value Chain, and Other Business Relationships	10-K

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2-7	Employees	<p>Employees by Region and Type, Salary, and Gender</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Total Employees</th> <th>Full-Time</th> <th>Part-Time</th> <th>Hourly</th> <th>Salaried</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>USA</td> <td>13,825</td> <td>13,463</td> <td>362</td> <td>9,730</td> <td>4,095</td> <td>8,326</td> <td>5,499</td> </tr> <tr> <td>Canada</td> <td>160</td> <td>160</td> <td>0</td> <td>0</td> <td>160</td> <td>67</td> <td>93</td> </tr> <tr> <td>Mexico</td> <td>31</td> <td>31</td> <td>0</td> <td>0</td> <td>31</td> <td>13</td> <td>18</td> </tr> <tr> <td>Total</td> <td>14,016</td> <td>13,654</td> <td>362</td> <td>9,730</td> <td>4,286</td> <td>8,406</td> <td>5,610</td> </tr> </tbody> </table> <p>Employees by Type and Region</p> <table border="1"> <thead> <tr> <th></th> <th>USA</th> <th>Canada</th> <th>Mexico</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>13,463</td> <td>160</td> <td>31</td> <td>13,654</td> </tr> <tr> <td>Male</td> <td>8,132</td> <td>67</td> <td>13</td> <td>8,212</td> </tr> <tr> <td>Female</td> <td>5,331</td> <td>93</td> <td>18</td> <td>5,442</td> </tr> <tr> <td>Part-Time</td> <td>362</td> <td>0</td> <td>0</td> <td>362</td> </tr> <tr> <td>Male</td> <td>194</td> <td>0</td> <td>0</td> <td>194</td> </tr> <tr> <td>Female</td> <td>168</td> <td>0</td> <td>0</td> <td>168</td> </tr> <tr> <td>Total</td> <td>13,825</td> <td>160</td> <td>31</td> <td>14,016</td> </tr> </tbody> </table>						Region	Total Employees	Full-Time	Part-Time	Hourly	Salaried	Male	Female	USA	13,825	13,463	362	9,730	4,095	8,326	5,499	Canada	160	160	0	0	160	67	93	Mexico	31	31	0	0	31	13	18	Total	14,016	13,654	362	9,730	4,286	8,406	5,610		USA	Canada	Mexico	Total	Full-Time	13,463	160	31	13,654	Male	8,132	67	13	8,212	Female	5,331	93	18	5,442	Part-Time	362	0	0	362	Male	194	0	0	194	Female	168	0	0	168	Total	13,825	160	31	14,016
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Disclosure	Disclosure Title	2021 Response
2-9	Governance Structure and Composition	ESG Governance Structure
2-10	Nomination and Selection of the Highest Governance Body	Proxy
2-11	Chair of the Highest Governance Body	Proxy
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	Proxy
2-13	Delegation of Responsibility for Managing Impacts	Proxy
2-14	Role of the Highest Governance Body in Sustainability Reporting	Proxy
2-15	Conflicts of Interest	Proxy
2-16	Communication of Critical Concerns	Proxy
2-17	Collective Knowledge of the Highest Governance Body	Proxy
2-18	Evaluation of the Performance of the Highest Governance Body	Proxy
2-19	Remuneration Policies	Proxy
2-20	Process to Determine Remuneration	Proxy
2-21	Annual Total Compensation Ratio	Proxy
2-22	Statement on Sustainable Development Strategy	CEO Message
2-23	Policy Commitments	Policies on Our Impact site
2-24	Embedding Policy Commitments	The responsibility for embedding our policy commitments varies depending on the policy. For our environmental sustainability and water policies, day-to-day responsibility falls to both the Corporate Responsibility & Sustainability team and the Engineering team. These teams report up through the EVP General Counsel and Chief Sustainability, Corporate Responsibility & Governance Officer and the EVP and Chief Supply Chain Officer, respectively. Responsibility for embedding our Code of Business Conduct and Ethics sits with our Corporate Compliance and Ethics team who also reports to our EVP General Counsel. For our Responsible Sourcing Supplier Code, responsibility sits with our Procurement team and, ultimately, with our Chief Procurement Officer and EVP and Chief Supply Chain Officer.

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Disclosure	Disclosure Title	2021 Response
2-25	Processes to Remediate Negative Impacts	See GRI 2-26
2-26	Mechanisms for Seeking Advice and Raising Concerns	Code of Business Conduct and Ethics ; Anyone inside or outside of Campbell who has a concern may call the Integrity Hotline at 800-210-2173.
2-27	Compliance with Laws and Regulations	There were no significant incidents of non-compliance with laws and regulations during the reporting period. Environmental Compliance: Campbell Soup Company manages environmental compliance through the use of an electronic system, the Campbell's Environmental Management & Metrics System (CEMMS). The CEMMS system is used at all of our facilities and is the backbone of our overall compliance monitoring. The CEMMS system proactively addresses our document management, permit tracking, tasks and calendar management, incident and inspection notifications, and PSM/RMP documentation control. While this system is auditable and supports ISO 14001, our compliance monitoring is not ISO 14001 certified, and we currently do not have any facilities that are ISO 14001 or OHSAS 18001 certified. Campbell's environmental group uses CEMMS data to provide a monthly report to Supply Chain leadership for the purpose of identifying environmental compliance status and open issues throughout owned manufacturing and distribution centers.
2-28	Membership Associations	Strategic Memberships and Affiliations
2-29	Approach to Stakeholder Engagement	Stakeholder Engagement
2-30	Collective Bargaining Agreements	15% of our workforce is unionized or covered by collective bargaining agreements.
Material topics		
3-1	Process to Determine Material Topics	Materiality
3-2	List of Material Topics	Materiality
Economic performance		
3-3	Management of Material Topics	10-K ; Proxy
201-1	Direct Economic Value Generated and Distributed	10-K ; Proxy
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	10-K ; CDP Climate Change
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	10-K
201-4	Financial Assistance Received from Government	Campbell occasionally receives non-material support from the government in the form of grants and/or credits.

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Disclosure	Disclosure Title	2021 Response
Market presence		
3-3	Management of Material Topics	Not applicable
202-1	Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	Not applicable
202-2	Proportion of Senior Management Hired from the Local Community	Not applicable
Indirect economic impacts		
3-3	Management of Material Topics	Vibrant Communities
203-1	Infrastructure Investments and Services Supported	Vibrant Communities
203-2	Significant Indirect Economic Impacts	Vibrant Communities
Procurement practices		
3-3	Management of Material Topics	Responsible Sourcing
204-1	Proportion of Spending on Local Suppliers	We do not currently track this data, but are determining the feasibility of tracking it in the future.
Anti-corruption		
3-3	Management of Material Topics	Code of Conduct ; Code of Business Conduct and Ethics
205-1	Operations Assessed for Risks Related to Corruption	Campbell's Legal Department regularly assesses corruption risk across the company and reports to the Audit Committee of the Board on that risk and on other legal and regulatory exposures. This assessment addresses the risks faced by the company in the geographies in which it does business. In addition, an annual Conflicts of Interest Questionnaire and Certification is completed by mid- and upper-level management and reviewed by the Legal Department. These assessments and evaluations have not identified significant risks related to corruption.
205-2	Communication and Training About Anti-Corruption Policies and Procedures	Each year, Campbell provides online and live training for employees on core ethics and compliance issues and risk-based training tailored to the issues associated with employees' specific job responsibilities. As part of the Winning with Integrity program, full-time salaried employees are required to complete regular training on our Code of Business Conduct and Ethics , and all employees have access to the Code.
205-3	Confirmed Incidents of Corruption and Actions Taken	There have been no confirmed incidents of corruption.

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Disclosure	Disclosure Title	2021 Response
Anti-competitive behavior		
3-3	Management of Material Topics	Code of Conduct ; Code of Business Conduct and Ethics
206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	There were no legal actions during the reporting period regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which Campbell has been identified as a participant.
Tax		
3-3	Management of Material Topics	Not Applicable
207-1	Approach to Tax	Not Applicable
207-2	Tax Governance, Control, and Risk Management	Not Applicable
207-3	Stakeholder Engagement and Management of Concerns Related to Tax	Not Applicable
207-4	Country-by-Country Reporting	Not Applicable
Materials		
3-3	Management of Material Topics	Improving Circularity in Packaging
301-1	Materials Used by Weight or Volume	Improving Circularity in Packaging
301-2	Recycled Input Materials Used	Improving Circularity in Packaging
301-3	Reclaimed Products and their Packaging Materials	We do not have any reclaimed products.

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Energy		
3-3	Management of Material Topics	Combating Climate Change
302-1	Energy Consumption Within the Organization	Scorecard; CDP Climate Change
302-2	Energy Consumption Outside of the Organization	Scorecard; CDP Climate Change
302-3	Energy Intensity	Scorecard; CDP Climate Change; Campbell defines intensity as Energy Use/Metric Ton of Food Produced.
302-4	Reduction of Energy Consumption	Scorecard; CDP Climate Change
302-5	Reductions in Energy Requirements of Products and Services	Scorecard; CDP Climate Change
Water and effluents		
3-3	Management of Material Topics	Promoting Sustainable Water Supplies; Combating Climate Change; CDP Water Security
303-1	Interactions with Water as a Shared Resource	Promoting Sustainable Water Supplies; Sustaining Water throughout the Tomato Journey; CDP Water Security
303-2	Management of Water Discharge-Related Impacts	Promoting Sustainable Water Supplies; Combating Climate Change; CDP Water Security
303-3	Water Withdrawal	Scorecard; CDP Water Security
303-4	Water Discharge	Scorecard; CDP Water Security
303-5	Water Consumption	CDP Water Security

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Disclosure	Disclosure Title	2021 Response
Biodiversity		
3-3	Management of Material Topics	We consider biodiversity to be embedded within sustainable agriculture so for reporting purposes, we do not report on biodiversity as a separate material issue. Management practices related to biodiversity are included in our sustainable agriculture stories under Healthy Environment – Combating Climate Change.
304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	Not Applicable
304-2	Significant Impacts of Activities, Products, and Services on Biodiversity	Not Applicable
304-3	Habitats Protected or Restored	Not Applicable
304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	Not Applicable
Emissions		
3-3	Management of Material Topics	Combating Climate Change
305-1	Direct (Scope 1) GHG Emissions	Scorecard; CDP Climate Change
305-2	Energy Indirect (Scope 2) GHG Emissions	Scorecard; CDP Climate Change
305-3	Other Indirect (Scope 3) GHG Emissions	Scorecard; CDP Climate Change
305-4	GHG Emissions Intensity	Scorecard; CDP Climate Change Campbell defines intensity as Greenhouse Gas (GHG) Emissions/Metric Ton of Food Produced.
305-5	Reduction of GHG Emissions	Scorecard; CDP Climate Change
305-6	Emissions of Ozone-Depleting Substances (ODS)	Not tracked at enterprise level
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Not tracked at enterprise level

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Disclosure	Disclosure Title	2021 Response
Waste		
3-3	Management of Material Topics	Working to Eliminate Waste
306-1	Waste Generation and Significant Waste-Related Impacts	Working to Eliminate Waste ; Improving Circularity in Packaging
306-2	Management of Significant Waste-Related Impacts	Working to Eliminate Waste
306-3	Waste Generated	Scorecard
306-4	Waste Diverted from Disposal	Scorecard
306-5	Waste Directed to Disposal	Scorecard
Supplier environmental assessment		
3-3	Management of Material Topics	Responsible Sourcing
308-1	New Suppliers that were Screened Using Environmental Criteria	Our Responsible Sourcing Supplier Code is available to all suppliers and sets forth the environmental standards we require. Suppliers who are deemed high risk may be asked to complete or produce results of a social and environmental compliance audit, consistent with Sedex Members Ethical Trade Audit (SMETA), a social and environmental auditing framework, or a similarly recognized authority. We also include environmental questions in all new supplier Requests for Proposal (RFPs).
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	Auditing has been significantly constrained due to the COVID-19 pandemic. In FY2021, four suppliers underwent SMETA audits and from those audits, no significant negative environmental impacts were identified.

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Employment																																																					
3-3	Management of Material Topics	Thriving People																																																			
401-1	New Employee Hires and Employee Turnover	<p>Voluntary turnover for FY2021 was 16% and involuntary turnover was 9%, with a total turnover rate of 25%.</p> <table border="1"> <thead> <tr> <th colspan="3">New Hires vs. Turnover by Age, Gender, and Region</th> </tr> <tr> <th></th> <th>New Hires</th> <th>Turnover</th> </tr> </thead> <tbody> <tr> <td colspan="3">Age Range</td> </tr> <tr> <td>30 and under</td> <td>1,118</td> <td>1,103</td> </tr> <tr> <td>31-50</td> <td>1,497</td> <td>1,500</td> </tr> <tr> <td>51 and over</td> <td>512</td> <td>1,024</td> </tr> <tr> <td>Total</td> <td>3,127</td> <td>3,627</td> </tr> <tr> <td colspan="3">Gender</td> </tr> <tr> <td>Female</td> <td>1,124</td> <td>1,415</td> </tr> <tr> <td>Male</td> <td>2,003</td> <td>2,212</td> </tr> <tr> <td>Undeclared</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>3,127</td> <td>3,627</td> </tr> <tr> <td colspan="3">Region</td> </tr> <tr> <td>USA</td> <td>3,111</td> <td>3,498</td> </tr> <tr> <td>Canada</td> <td>9</td> <td>123</td> </tr> <tr> <td>Mexico</td> <td>7</td> <td>6</td> </tr> <tr> <td>Total</td> <td>3,127</td> <td>3,627</td> </tr> </tbody> </table>	New Hires vs. Turnover by Age, Gender, and Region				New Hires	Turnover	Age Range			30 and under	1,118	1,103	31-50	1,497	1,500	51 and over	512	1,024	Total	3,127	3,627	Gender			Female	1,124	1,415	Male	2,003	2,212	Undeclared	0	0	Total	3,127	3,627	Region			USA	3,111	3,498	Canada	9	123	Mexico	7	6	Total	3,127	3,627
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401-2	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	While employee benefits may vary at locations, Campbell offers a robust employee benefits package that may include paid sick days, paid vacation, bereavement leave, education benefits including tuition reimbursement, relocation assistance, health insurance (individual and family), dental insurance (individual and family), vision insurance, domestic partner benefits, life insurance, disability insurance (including long-term), flexible spending accounts (health care and child care), stock options, bonus plans, 401(k) savings plans, an onsite daycare center (WHQ), onsite fitness center (WHQ), 10-week paid parental leave, adoption assistance, and retiree health care. Campbell Soup Company also offers corporate benefits to both same- and opposite-sex couples and has a workplace flexibility policy.																																																			
401-3	Parental Leave	Campbell's policy provides 10 weeks of fully paid leave to primary caregivers and two weeks of fully-paid leave to non-primary caregivers following the birth or adoption of a child. Outside the U.S., we ensure that practices regarding parental leave are competitive with food companies in those respective markets.																																																			

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Labor/management relations		
3-3	Management of Material Topics	Thriving People
402-1	Minimum Notice Periods Regarding Operational Changes	Notice periods, if any, may vary by contract and/or legislation and/or local regulation. We always comply with local regulations and have had no actions brought against the company for violation of notice periods.
Occupational health and safety		
3-3	Management of Material Topics	Caring for Our People
403-1	Occupational Health and Safety Management System	Caring for Our People
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Caring for Our People
403-3	Occupational Health Services	Caring for Our People
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	100% of Campbell's workforce is represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. All of our locations have some form of health and safety committee with representation from all employee levels.
403-5	Worker Training on Occupational Health and Safety	Campbell conducts health and safety trainings in line with our health and safety training standard, which applies to all employees and contractors. Our health and safety standard includes a health and safety orientation, extensive health and safety trainings, and recordkeeping of trainings. Campbell has a dedicated Learning Management System for all health and safety trainings and trainings are both computer-led and instructor-led. Training frequency varies by training topic, with some conducted annually, like confined spaces, conveyor safety, ergonomics, fall protection, and lockout tagout, among others. Site safety Leaders and Safety System Owners are responsible for ensuring affected employees and site visitors are trained and qualified to perform their jobs by ensuring all relevant health and safety training is completed as required.
403-6	Promotion of Worker Health	Caring for Our People
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Caring for Our People
403-8	Workers Covered by an Occupational Health and Safety Management System	All employees are covered by our health and safety management system.
403-9	Work-Related Injuries	Scorecard
403-10	Work-related Ill Health	Scorecard

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Training and education		
3-3	Management of Material Topics	Thriving People
404-1	Average Hours of Training Per Year Per Employee	<p>We track the following metrics related to training and development:</p> <ul style="list-style-type: none"> • Average amount spent on training an employee annually: \$1,303 • Average number of hours of training per employee annually: 10 <p>*Our FY21 data now includes Snyder's-Lance employees.</p>
404-2	Programs for Upgrading Employee Skills and Transition Assistance Program	Thriving People
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	100% of employees receive an annual performance evaluation.
Diversity and equal opportunity		
3-3	Management of Material Topics	Thriving People ; Code of Business Conduct and Ethics

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405-1	Diversity of Governance Bodies and Employees	<p>Proxy</p> <table border="1"> <thead> <tr> <th colspan="5">Age Group</th> </tr> <tr> <th></th> <th>30 and Under</th> <th>31-50</th> <th>51 and Over</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>0</td> <td>2</td> <td>11</td> <td>13</td> </tr> <tr> <td>Employees</td> <td>2,446</td> <td>6,405</td> <td>5,165</td> <td>14,016</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="5">Gender Diversity by Management Level</th> </tr> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Undeclared</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>4</td> <td>9</td> <td>0</td> <td>13</td> </tr> <tr> <td>Top Management</td> <td>16</td> <td>20</td> <td>0</td> <td>36</td> </tr> <tr> <td>Management</td> <td>664</td> <td>941</td> <td>0</td> <td>1,605</td> </tr> <tr> <td>Non-Management</td> <td>4,930</td> <td>7,445</td> <td>0</td> <td>12,375</td> </tr> <tr> <td>Total</td> <td>5,610</td> <td>8,406</td> <td>0</td> <td>14,016</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="10">Ethnicity by Management Level (United States)</th> </tr> <tr> <th></th> <th>American Indian/Alaska Native</th> <th>Asian</th> <th>Black or African American</th> <th>Hispanic or Latino</th> <th>Native Hawaiian or Other Pacific Islands</th> <th>2 or More Races</th> <th>White</th> <th>Undeclared</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Top Management</td> <td>0</td> <td>2</td> <td>1</td> <td>4</td> <td>0</td> <td>1</td> <td>28</td> <td>0</td> <td>36</td> </tr> <tr> <td>Management</td> <td>6</td> <td>121</td> <td>82</td> <td>77</td> <td>2</td> <td>22</td> <td>1,185</td> <td>3</td> <td>1,498</td> </tr> <tr> <td>Non-Management</td> <td>385</td> <td>540</td> <td>2,605</td> <td>1,940</td> <td>69</td> <td>237</td> <td>6,492</td> <td>23</td> <td>12,291</td> </tr> <tr> <td>Total</td> <td>391</td> <td>663</td> <td>2,688</td> <td>2,021</td> <td>71</td> <td>260</td> <td>7,705</td> <td>26</td> <td>13,825</td> </tr> </tbody> </table> <p>For more information, see our Equal Employment Opportunity (EEO-1) Statement.</p>	Age Group						30 and Under	31-50	51 and Over	Total	Board of Directors	0	2	11	13	Employees	2,446	6,405	5,165	14,016	Gender Diversity by Management Level						Female	Male	Undeclared	Total	Board of Directors	4	9	0	13	Top Management	16	20	0	36	Management	664	941	0	1,605	Non-Management	4,930	7,445	0	12,375	Total	5,610	8,406	0	14,016	Ethnicity by Management Level (United States)											American Indian/Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islands	2 or More Races	White	Undeclared	Total	Top Management	0	2	1	4	0	1	28	0	36	Management	6	121	82	77	2	22	1,185	3	1,498	Non-Management	385	540	2,605	1,940	69	237	6,492	23	12,291	Total	391	663	2,688	2,021	71	260	7,705	26	13,825
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405-2	Ratio of Basic Salary and Remuneration of Women to Men	Ratios of the median salaries of women to men at Campbell's U.S. corporate office locations, by salary band, range from 106% to 94%. Each salary band is comprised of different roles within different functions and are not necessarily comparable.																																																																																																																			

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Disclosure	Disclosure Title	2021 Response
Non-discrimination		
3-3	Management of Material Topics	Code of Conduct ; Code of Business Conduct and Ethics
406-1	Incidents of Discrimination and Corrective Actions Taken	The company has not been fined or disciplined by the EEOC in the last five fiscal years.
Freedom of association and collective bargaining		
3-3	Management of Material Topics	Code of Conduct ; Code of Business Conduct and Ethics
407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	Campbell has not identified any operations in which the right to freedom of association and collective bargaining may be at risk and we hold our suppliers accountable to our Responsible Sourcing Supplier Code.
Child labor		
3-3	Management of Material Topics	Code of Conduct ; Code of Business Conduct and Ethics ; Human Rights Principles
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Campbell has not identified any operations at significant risk for incidents of child labor and we hold our suppliers accountable to our Responsible Sourcing Supplier Code.
Forced or compulsory labor		
3-3	Management of Material Topics	Code of Conduct ; Code of Business Conduct and Ethics
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Campbell has not identified any operations at significant risk for incidents of forced or compulsory labor and we hold our suppliers accountable to our Responsible Sourcing Supplier Code.
Security practices		
3-3	Management of Material Topics	Not Applicable
410-1	Security Personnel Trained in Human Rights Policies or Procedures	Not Applicable

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Disclosure	Disclosure Title	2021 Response
Rights of indigenous peoples		
3-3	Management of Material Topics	Materiality
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	There have been no incidents of violations involving rights of indigenous peoples in the reporting period.
Local communities		
3-3	Management of Material Topics	Vibrant Communities
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Vibrant Communities We have community engagement programs in all of the locations in which we operate.
413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	We have not identified operations with significant actual or potential negative impacts on local communities.
Supplier social assessment		
3-3	Management of Material Topics	Responsible Sourcing
414-1	New Suppliers that were Screened Using Social Criteria	Our expectations concerning human rights for our suppliers are outlined in our Responsible Sourcing Supplier Code, which can be found at https://www.campbellsoupcompany.com/suppliers/ . Suppliers who are deemed high risk may be asked to complete or produce results of a social and environmental compliance audit, consistent with Sedex Members Ethical Trade Audit (SMETA), a social and environmental auditing framework, or a similarly recognized authority.
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	Auditing has been significantly constrained due to the COVID-19 pandemic. In FY2021, four suppliers underwent SMETA audits and from those audits, no significant negative social impacts were identified.
Public policy		
3-3	Management of Material Topics	Not Applicable
415-1	Political Contributions	Not Applicable

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Disclosure	Disclosure Title	2021 Response
Customer health and safety		
3-3	Management of Material Topics	Operating Transparently
416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	<p>Operating Transparently</p> <p>Campbell has a long history of actively monitoring pesticide residues on incoming ingredients via our own internal chemical residue testing laboratory. Ingredients and suppliers are selected for sampling using a risk-based approach using internal and external data sources on likely residue risk to set sampling frequency. In tomato ingredients, Campbell's number one ingredient type for our legacy brands, we have over a decade of requiring farmer compliance with Campbell pesticide requirements which are stricter than U.S. Environmental Protection Agency (EPA) and California EPA standards. Farmer pesticide application reports are monitored, and tomato farmers out of compliance with these requirements cannot harvest their fields for Campbell.</p>
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	In FY2021, Campbell had no Class I or Class II recalls.
Marketing and labeling		
3-3	Management of Material Topics	Materiality
417-1	Requirements for Product and Service Information and Labeling	We ensure that 100% of our products provide nutrition information on packaging globally. Our multidisciplinary team of experts follows a rigorous multistep review process to ensure any claims we make for our products are truthful and not misleading to consumers. In addition to an extensive internal review process, regulatory agencies enforce compliance in our operating markets. At a minimum, we label for energy (calories), total fat, saturated fat, sodium, carbohydrates, and protein in 100% of our markets. Most products also include a percentage of recommended daily intakes for nutrients per serving in line with local regulations. We participate in front-of-pack labeling systems mandated by regulations throughout Central and South America markets. We also participate in voluntary front-of-pack labeling programs throughout other regions as determined by individual businesses. For consumers who want more information about our food, beyond what we can fit on product packaging, additional information about ingredients, nutrition, and claims is available online on individual brand websites.
417-2	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	There were no significant incidents of non-compliance concerning product and service information and labeling in FY2021.
417-3	Incidents of Non-Compliance Concerning Marketing Communications	There were no significant incidents of non-compliance concerning marketing communications in FY2021.
Customer privacy		
3-3	Management of Material Topics	Not Applicable
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Not Applicable