



## **Supplier Code of Conduct**

We expect all of our suppliers to engage in responsible supply chain practices and to comply with our Supplier Code of Conduct and the four pillars of responsible sourcing: Human Rights, Health and Safety, Environment and Business Integrity.

### **Human rights work**

General Mills believes the protection of human rights throughout our supply chain is a critical part of our mission. We are guided by the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work and we are a signatory to the United Nations Global Compact. At a minimum, we expect you to uphold these standards:

#### **Forced labor**

You will not use involuntary labor or require payment of fees or the surrendering of identification as a condition of employment. All employees will understand the terms of their employment.

#### **Child labor**

You will not employ children less than 15 years of age, or 14 years of age where local law allows. Young employees under the age of 18 will not work at night, in hazardous conditions or in work that interferes with schooling.

#### **Freedom of association and collective bargaining**

You will recognize and respect the rights of employees to freedom of association and collective bargaining.

#### **Anti-discrimination and fair treatment**

You will treat employees with respect. There will be no unlawful discrimination, harassment or abuse of any kind.

#### **Wages and benefits**

You will provide employees with compensation that includes wages, overtime pay, and benefits that meet or exceed the legal minimum standards. Employees will be paid in a timely fashion.

#### **Work hours and overtime**

You will ensure that work schedules and overtime are consistent with all applicable laws, including maximum hour and rest period laws.

#### **Health and safety**

Ensuring health and safety is of utmost importance to General Mills. We require that you will provide employees with a safe, clean and healthy work environment. You are also responsible for integrating comprehensive health and safety management practices and job-specific safety training into your

business. Employees will have the right to refuse and report unsafe or unhealthy working conditions. You will meet or exceed applicable laws and industry standards in this area.

### **Product quality and safety**

Consumers trust General Mills to provide them with safe, wholesome food products and we expect the same from you. You will supply only products or services that are safe and in compliance with all applicable local and national laws.

### **Environment**

At General Mills, our goal is to continually reduce our environmental footprint. In addition to complying with all applicable environmental laws, we expect you to continually improve your own environmental performance.

### **Business integrity**

Doing the right thing all the time is a core part of General Mills culture. We do not tolerate corruption in any form and we expect the same from you. You must operate with the highest standards for business integrity, and comply with all anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act. Specifically, you cannot offer or accept any bribe, kickback, favor or use any improper influence when dealing with government officials or in any business arrangements. As a supplier, you will also respect our corporate policies around business conduct, such as conflicts of interest, gifts and entertainment, and confidentiality.

### **Anti-retaliation**

You will prohibit unlawful retaliation against employees who report a compliance or ethical issue learned during the course of work performed for General Mills, or who cooperate in good faith with the investigation of a complaint.

### **Your responsibility**

We expect you to apply similar standards to your own suppliers and subcontractors by communicating the expectations contained in this Code of Conduct and holding them accountable as well. This includes contract and seasonal workers and temporary agencies.

### **Origin mapping**

You must be capable of disclosing potential sources of primary origin associated with the products or services provided to General Mills. We reserve the right to ask you for supply chain mapping back to the origin to facilitate an assessment of upstream supply chain compliance. If you do not have this capability today, we expect you to share with us your future plans.

### **Compliance**

General Mills respects the law in its business operations and expects you to do the same by complying with all laws that apply to your business and your work with us. If there is a conflict between what the law requires and the standards of this Code, we expect you to meet the higher standard.

You must also be able to demonstrate compliance with this Code of Conduct upon our request, and we expect you to take action to correct any non-compliance. We reserve the right to terminate any agreement or arrangement with you if compliance with this Code cannot be demonstrated.

To report a concern, talk to your General Mills representative or contact the General Mills Ethics Line at [generalmillsethics.ethicspoint.com](http://generalmillsethics.ethicspoint.com). US, Canada, Puerto Rico phone number: 1-800-210-2878. Reporters may choose to be anonymous.

*This Code of Conduct is based in part on the principles outlined in the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We expect you to develop and implement appropriate internal business processes to ensure compliance with this Code of Conduct.*

*General Mills utilizes independent third parties to assess supplier compliance with this Code of Conduct. These assessments generally include confidential interviews with employees and on-site contract workers. We may also request that suppliers complete a self-assessment questionnaire.*