

**HUMAN RIGHTS AND
MODERN SLAVERY
DISCLOSURE REPORT
FOR FISCAL YEAR 2025**

Kraft*Heinz*

1. Purpose, Standards & Scope

Scope of Disclosure

Kraft Heinz applies a consolidated group approach to the management of human rights. As such, this report addresses the actions taken by all entities within The Kraft Heinz Company.

This statement describes the actions taken during Fiscal Year 2025 (ended December 27 2025, the “Reporting Period”), to assess, identify, and mitigate risks of modern slavery within Kraft Heinz’s operations and supply chain.

The UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2010, the Australian Modern Slavery Act 2018 and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act have similar reporting requirements. This statement is prepared in accordance with these laws and is intended to satisfy their reporting requirements across all Kraft Heinz entities globally.

For the purposes of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement covers Kraft Heinz Canada ULC.

This Modern Slavery Statement has been prepared by Kraft Heinz Australia Pty Limited (ACN 622 234 379) in accordance with the Australian Modern Slavery Act 2018. It covers Kraft Heinz Australia Pty Limited, as well as its owned and controlled entities, including the following subsidiaries which are reporting entities under the Act:

- H.J. Heinz Co Australia Limited (ACN 004 200 319)
- Golden Circle Limited (ACN 054 355 618)
- Cerebos (Australia) Ltd (ACN 004 304 803)
- Salpak Pty Limited (ACN 004 536 636)

This statement has been prepared in consultation with each reporting entity, following an active engagement and consultation process with the Kraft Heinz Australia Human Rights Subcommittee and the respective

This report has been prepared by The Kraft Heinz Company in accordance with the UK Modern Slavery Act 2015 for H.J. Heinz Foods UK Limited and H.J. Heinz Manufacturing UK Limited (the “UK Companies”).

executive leadership teams. This process included consideration of the Modern Slavery Act’s reporting requirements, information on proposed actions to address them, supported by relevant materials. The Human Rights Subcommittee includes representatives from human resources, procurement, legal, regulatory affairs, and packaging functions, and is co-chaired by the Kraft Heinz Australia General Counsel and the Head of Government and External Affairs. The Subcommittee reports to the sustainability Committee and ultimately to the Board of Directors.

A copy of this statement was provided to each entity owned or controlled by Kraft Heinz Australia Pty Limited (including each reporting entity) on 30 June 2026. The statement was approved by the Kraft Heinz Australia Board of Directors on 30 June 2026 on behalf of all reporting entities.

KRAFT HEINZ AUSTRALIA

Commitment – How We Respect Human Rights

Kraft Heinz respects human rights across its operations and supply chain. We are committed to extending responsible business practices to every facet of our business and expect the same standards from our growers, suppliers, and business partners.

Kraft Heinz is a signatory to the UN Global Compact and is guided by internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises and the principles set forth in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

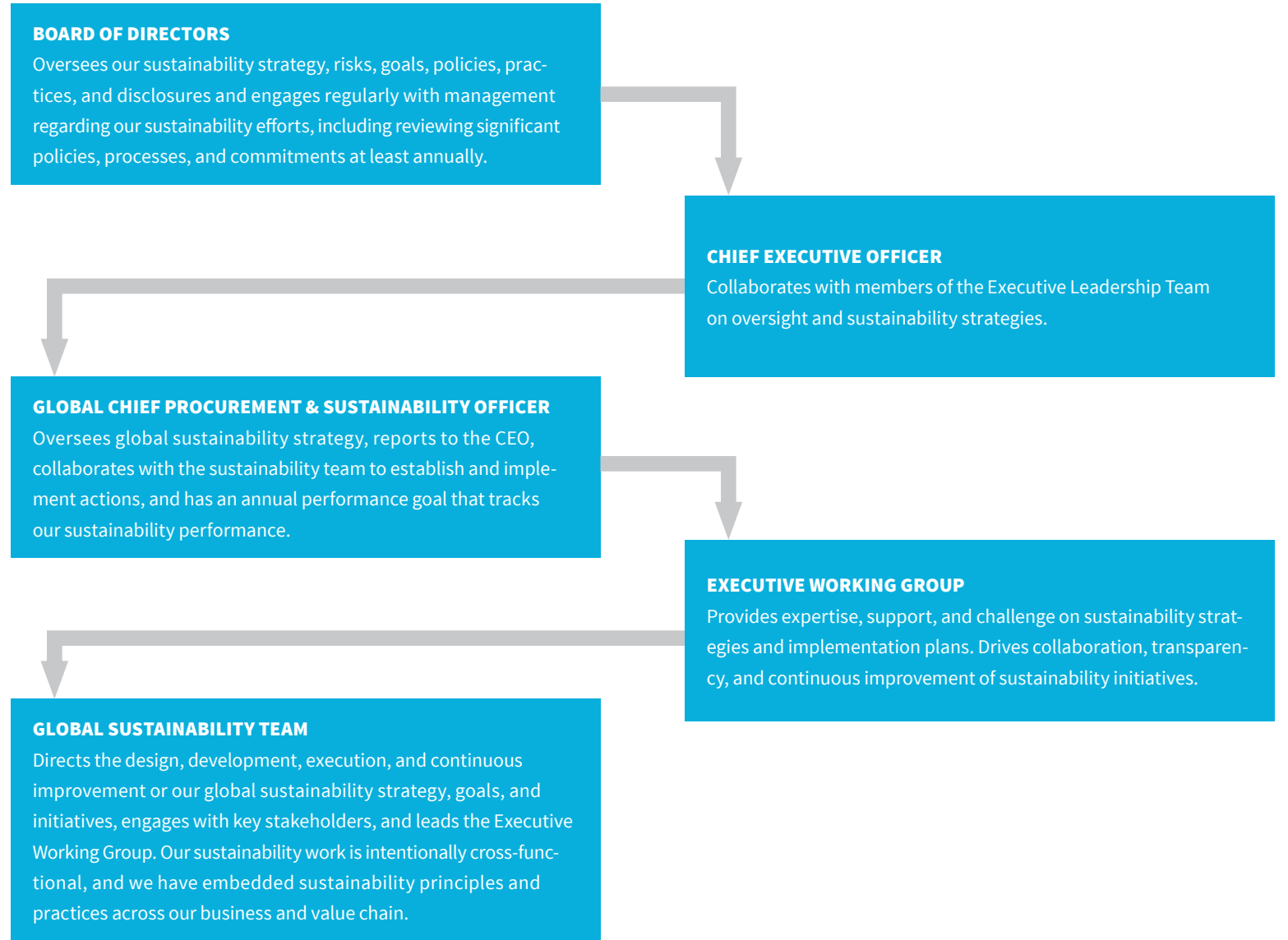
Our Approach to Modern Slavery: Modern slavery refers to labor exploitation (e.g. forced labor, child labor, debt bondage, or human trafficking) that may occur within our operations or within our supply chain.

Kraft Heinz manages these risks through our policies, due diligence, remediation, and capability building across our business and with our supply chain partners.

Governance

Kraft Heinz has established governance frameworks at global and local levels across a range of sustainability topics, including human rights and modern slavery.

We pursue our sustainability goals through a cross-functional approach across the company and throughout our value chain, centered on continuous improvement.



Kraft Heinz Board of Directors: The Kraft Heinz Company's Board of Directors oversees the global sustainability strategy and objectives, including the company's activities, opportunities and related risks concerning human rights. It engages with management at least annually to review significant policies, processes and commitments. The Board has responsibility for the consideration and oversight of critical sustainability issues, managed as a critical component of the overall enterprise strategy.

Executive Leadership Team: The Executive Leadership Team of the global Kraft Heinz Company ("ELT") consists of functional leads representing each business function of Kraft Heinz and our operational zones: General Counsel and Corporate Affairs Officer, Chief Financial Officer, Chief People Officer, Chief Procurement and Sustainability Officer, to name a few. The Executive Leadership Team is led by the Chief Executive Officer, Steve Cahillane, and reports to The Kraft Heinz Company's Board of Directors.

The ELT provides oversight and executional leadership of the company's sustainability strategy and collaborates with the Executive Working Group (a group comprised of leaders in various functions around the globe, which has sub-committees on various sustainability topics, including responsible sourcing). The ELT is ultimately responsible for managing human rights risks within The Kraft Heinz Company.

Responsible Sourcing Team: A global Responsible Sourcing team oversees the creation of the human rights strategy and its implementation across the company's supply chain. This team oversees the roadmap to identify and address human rights risks in the company's supply chain and works in partnership with our Zone Sustainability teams, which engage key local buyers and executives tasked with improving working conditions. The Responsible Sourcing team also verifies alignment with and implementation of the Kraft Heinz Supplier Guiding Principles for high-risk suppliers, based on location, commodity risk, and level of spend. Kraft Heinz utilizes on-site third-party audits for this verification.

Kraft Heinz Employees' Accountability: Each Kraft Heinz employee is expected to conduct business legally and ethically and comply with certain established company policies and standards. All such standards are outlined in the Employee Code of Conduct. Failure to meet the company's standards is a violation of corporate policy and may be against the law. Violators may be subject to disciplinary action, up to and including termination of employment, as well as other potential legal consequences.

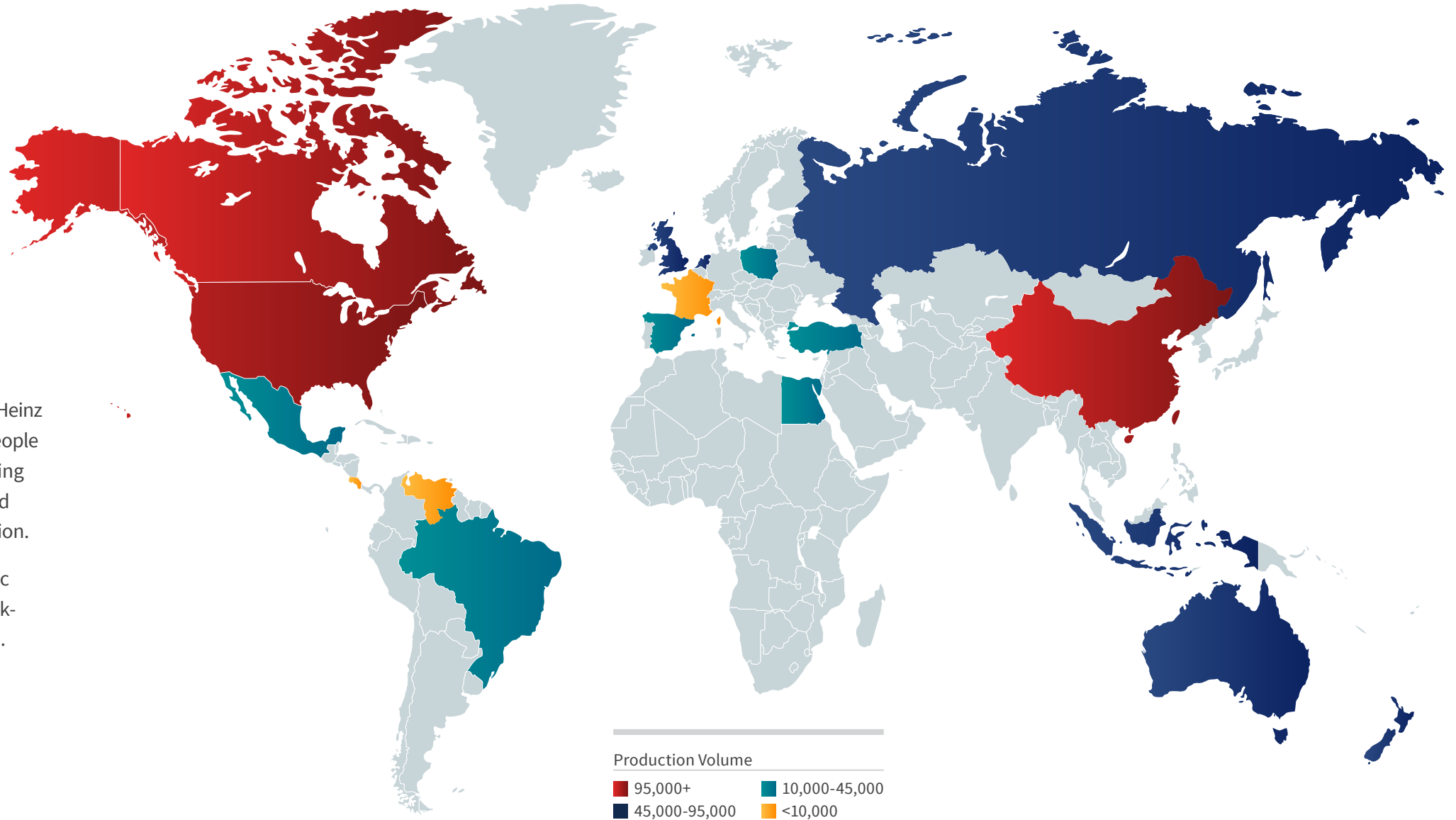
2. Operational Footprint & Supply Chain

Organizational Structure

Own Operations: Kraft Heinz is a global food and beverage company that manufactures and sells a wide range of products to consumers, retailers and commercial customers worldwide. To learn more about Kraft Heinz, view our annual and quarterly report on the Kraft Heinz [Investor Relations Website](#).

During the Reporting Period, Kraft Heinz employed approximately 35,000 people across its offices and manufacturing facilities worldwide and generated net sales of approximately \$25 billion.

This map illustrates the geographic distribution of the company’s workforce during the Reporting Period.



Supply Chain: Kraft Heinz’s global supply chain includes the sourcing of ingredients and packaging used to manufacture our food and beverage products, as well as the procurement of other indirect goods and services that support business operations.

Key sourcing categories include agricultural commodities such as tomatoes and other horticultural crops; dairy and meat; grains and sweeteners (e.g., wheat, corn, sugar) and additional commodities such as beans, cocoa, coffee, palm oil, soy, and spices. We also source packaging materials and raw inputs – including paper and pulp, aluminum, plastics and glass – as well as essential services such as transportation, warehousing, facilities management, and marketing.

Kraft Heinz engages third-party manufacturers to produce certain products on our behalf, which are sold under our brands. As of the end of the Reporting Period, Kraft Heinz had over 3,000 suppliers involved in manufacturing activities, including ingredient suppliers, packaging suppliers and external manufacturers, as well as over 16,000 suppliers providing indirect goods and services.

Our agricultural supply chain spans diverse geographies and farming systems, involving a range of labor types, including permanent, temporary, contract, and seasonal workers, each presenting varying levels of modern slavery risk. We adapt our approach accordingly to assess standards and manage issues, working with large multinational suppliers and, in some cases, directly with smallholder farmers.

Kraft Heinz aims to engage with its suppliers through long-term, stable relationships and seeks to do business with partners that share similar ethical standards and sustainability practices. All of our suppliers are required to demonstrate a commitment to protecting environmental and social rights.

Kraft Heinz reserves the right to conduct due diligence and audits of our suppliers, as part of supplier selection and contracting procedures to assess compliance with applicable laws and the requirements and business practices that Kraft Heinz expects its suppliers to follow.

As a large food and beverage company, Kraft Heinz Australia’s operations are predominantly focused on supplying food and beverage products to consumers and retailers and commercial customers in Australia and overseas.

We also engage approximately 335 contractors and external labor hire workers across our sites, with workforce levels fluctuating in line with seasonal demand. At the end of 2025, Kraft Heinz Australia operated four company-owned manufacturing facilities and one distribution center in Australia.

KRAFT HEINZ AUSTRALIA

3. Risk Assessment and Preventive Measures

Risk Assessment - Methodology

Kraft Heinz adopts a risk-based approach to human rights due diligence. This includes conducting risk assessments both internally and with third-party support to identify actual and potential human rights risks across our operations and supply chain. These assessments consider geographical, economic and social criteria.

This approach enables us to prioritize sites, suppliers, and commodities associated with higher levels of inherent risk, and to focus efforts where Kraft Heinz can have the greatest impact. It also allows for ongoing stakeholder engagement and monitoring of the overall effectiveness of Kraft Heinz's human rights risk management programs.

Sources of Risk Assessment Data: The company's risk assessments are informed by a combination of internal prioritization as well as external risk data.

- **Internal Prioritization:** Suppliers and Kraft Heinz operations are prioritized based on factors such as geographic risk, workforce characteristics (including vulnerable worker types), and level of supplier spend.
- **External Risk Data:** Kraft Heinz is a member of Sedex and uses the Radar risk assessment tool to evaluate inherent risk levels across both our operations and supplier sites. The tool is regularly updated and draws on external data sources, enabling the identification of potential risks across labor standards, health and safety, business ethics, and environmental factors, and supporting the prioritization of due diligence activities.

Materiality Assessment: Kraft Heinz leverages its materiality assessment to inform its sustainability strategy and prioritize the issues most relevant to the business and its stakeholders. This process supports the identification and prioritization of key environmental, social and governance issues that are of greatest concern to stakeholders and may impact business performance. The assessment is reviewed with key stakeholders on an ongoing basis to reflect changes in the operating environment and to allow for the inclusion of new or emerging issues which impact business operations across dynamic global markets.

Risk Assessment – Own Operations

Kraft Heinz conducts human rights due diligence on our own operations based on both self-assessment and third-party assessment models. We partner with Sedex and utilize their Self-Assessment Questionnaire (SAQ) and audit (SMETA) methodology to ensure we are taking a proactive approach to managing and improving working conditions within our own operations.

In addition to these assessments, we have implemented the following controls to help manage any potential modern slavery risks:

- Most Kraft Heinz workers are employed directly by Kraft Heinz and their employment contracts are governed by relevant local laws. Kraft Heinz employs human resources and legal specialists to ensure that contractual employment arrangements for Kraft Heinz are lawful and compliant with the relevant regulatory requirements.
- The company utilizes several well-established and legally compliant resources, systems and processes to administer team member payments.
- Kraft Heinz manufacturing team members generally have high union engagement and membership.
- Kraft Heinz workers are free to negotiate collectively and, if required, involve third parties such as unions, in such negotiations.

Kraft Heinz continues to monitor the risk of employee issues in its operations through regular employment engagement surveys and investigation of concerns raised, including through the Human Resources team, line management and/or the 24-hour Ethics & Compliance helpline.

Risk Mitigation & Prevention – Own Operations

Kraft Heinz respects human rights across its global operations and seeks to prevent and mitigate any risks of human rights breaches (including instances of modern slavery) through various policies and mechanisms.

Global Human Rights Policy: Kraft Heinz’s commitment to responsible business practices, continuous improvement and respect for human rights is embedded within the Global Human Rights Policy, which applies to both the company’s own operations and its global supply chain. The policy places particular emphasis on the rights of vulnerable groups, including foreign and migrant workers, women, children, indigenous populations, minorities and people with disabilities.

Kraft Heinz’s Global Human Rights Policy requires all Kraft Heinz employees and related entities, suppliers and business partners to strictly adhere to its human rights standards which, in summary:

- Prohibit child and underage employment
- Prohibit trafficking, forced or involuntary prison labor
- Prohibit all and any forms of abuse, bribery, harassment and discrimination
- Recognize and respect the rights of freedom of association and collective bargaining
- Recognize and respect fair, legal and equitable work timeframes, working conditions (including health and safety) and wages
- Recognize land rights, natural resources and ensure all workers’ rights to clean water and adequate sanitation facilities
- Require all labor recruitment and employment procedures to be carried out in a legal and ethical manner.

Employment Practices and Collective Bargaining: Kraft Heinz implements robust recruitment and employment practices, including both internal controls and external checks, such as third-party audits of recruitment agencies.

Kraft Heinz empowers workers through the right to join or form trade unions and to bargain collectively. Kraft Heinz management is committed to having constructive relationships with trade unions and works councils and ensuring that worker representatives are not discriminated against.

Employee Code of Conduct Training: The most recent version of the Kraft Heinz Employee Code of Conduct is accessible to all employees globally. Kraft Heinz requires employees to complete mandatory annual trainings on a range of topics. The company utilizes a modular training program for the various components of the Employee Code of Conduct, with training content tailored to each employee's function within the organization.

Kraft Heinz delivers training to its employees, particularly for those in roles more readily exposed to scenarios where modern slavery risks may arise. This targeted and proactive approach strengthens the company's commitment to protecting workers' rights globally and enhances its ability to identify actual or potential human rights risks within its supply chain. Enhanced training also supports the effective management of human rights risks across the business.

Regular Risk Mitigation Internal Trainings: The company is committed to proactively mitigating human rights risks within its own operations. To support this, Human Resources (HR) and Environment, Health and Safety (EHS) teams receive regular training on Self-Assessment Questionnaire (SAQ) and audit methodologies (e.g., SMETA), methodology, enabling them to systematically identify, evaluate and address potential risks. Where audit findings are identified, whether internally or through third-party assessments, these teams also receive company guidance and support to facilitate timely and effective remediation, ensuring that corrective actions are implemented and sustained.

Risk Assessment – Supply Chain

Kraft Heinz manages human rights risk in our supply chain through our Responsible Sourcing program. This program follows the steps outlined within the OECD Guidelines, including embedding responsible business conduct into policies and standards; conducting risk assessments across the full supply chain; carrying out supplier due diligence; mitigating and remediating adverse impacts; implementing long-term prevention measures; and tracking and reporting on progress.

- i. Embed Responsible Business Conduct** As outlined in section 5 (Governance), Kraft Heinz has set human rights standards for both employees and suppliers through our Global Human Rights Policy and Supplier Guiding Principles.
- ii. Identify & Assess Adverse Impacts** Kraft Heinz acknowledges that there is a potential risk of modern slavery instances in the upstream supply chain. We regularly assess our supply chain risk and define it based on the following criteria:
 - i. Commodity/Category risk
 - ii. Country/Location risk
 - iii. Level of spend

We utilize third-party risk data from the Sedex Radar risk assessment tool, which aggregates public domain datasets, to inform both country and category risk across our supply chain. During 2025, we assessed over 14,000 suppliers who met the spend criteria, identifying over 300 supplying sites as high-risk. This prioritization enables us to focus due diligence and remediation efforts on the parts of our value chain where we can have the greatest impact on preventing modern slavery.

- iii. Cease, Prevent or Mitigate** Suppliers deemed to be potentially high risk are required to conduct a third-party audit of each supplying site location. We require suppliers to register with Sedex and share a SMETA audit (or equivalent benchmarked standard). Following audit completion, suppliers must address any findings through a Corrective Action Plan (CAP). Our Procurement teams manage this process with their suppliers, ensuring they are supported throughout with relevant guidance.

- iv. Track Implementation & Results** Our Responsible Sourcing program is measured against three core KPIs:

- KPI 1: Suppliers linked to Kraft Heinz in Sedex
- KPI 2: Suppliers completing a SMETA audit (valid for 2 years)
- KPI 3: Suppliers with audit criticality ratings at low or medium levels

These KPIs are continuously tracked by Procurement teams, with data and progress reported on a monthly basis by each Zone Head of Procurement to our Chief Procurement and Sustainability Officer.

- v. Communicate How Impacts Are Addressed** Information on how we are addressing human rights impacts throughout our business is disclosed both in this report and within our annual ESG report.

Supply Chain Salient Risk Assessment: Understanding where salient risks exist across our supply chain allows us to prioritize actions beyond tier one, focus preventive efforts, and drive meaningful social impact where it is needed most.

We have worked to establish best-practice processes for the identification, management, reporting and remediation of human rights issues, with focus on integrating the UNGPs into our approach, taking into account their connection to Kraft Heinz, as well as our leverage to address and remediate them. These findings allow us to identify higher-risk issues salient to our supply chain and focus on particular regions we're sourcing from, either directly or through supply chain partners.

We deploy various due diligence tools that embed this UNGP-aligned methodology to support our saliency assessment process.

Methodology: According to the UNGPs, the saliency of a human rights issue is determined by its significance and importance to stakeholders who may be affected by company's activities. We can identify and prioritize human rights issues based on their potential severity and likelihood of occurrence. We are also factoring in our response to adverse human rights impacts when we consider our prioritization criteria. This is determined according to attribution of impacts (i.e. the extent to which Kraft Heinz has 'caused', 'contributed to' or is 'directly linked to' the impact) and our leverage in addressing the impact.

The risk assessment also considers impacts on vulnerable workers in our supply chain and the risks they may be facing, examples of which can be seen here:

USE OF MANUAL LABOR

Activity is physical in nature and may be repetitive and/or require lifting of heavy objects; activity also may require strength, endurance, manual dexterity, and/or certain technical skills.

USE OF POTENTIALLY HAZARDOUS CHEMICALS

Activity uses chemicals potentially hazardous to humans; workers typically use personal protective equipment to prevent adverse impacts on their health and safety.

USE OF HEAVY EQUIPMENT AND VEHICLES

Activity requires the use of heavy equipment or vehicles (e.g., industrial-size machines, tractors, forklifts, short- and long-haul trucks).

RISK TO INFORMAL WORKERS

Informal workers work without formal contracts and may be exposed to severe human rights risks with limited to no social protection and access to grievance mechanisms.

RISK TO MIGRANT WORKERS

Migrant workers may be discriminated against and may have limited social protection and access to grievance mechanisms.

RISK TO WOMEN

Women may be exposed to adverse human rights impacts in the workplace, such as gender-based violence, harassment, and discrimination.

RISK TO CHILDREN

Children may be at risk of child labor and other adverse impacts that could impede on their right to education and growth and development.

IMPACT ON LOCAL COMMUNITIES

Activity could adversely impact the local environment and, by extension, the health and wellbeing of local community members.

Risk Mitigation & Prevention – Supply Chain

Kraft Heinz is committed to working with our suppliers to ensure they demonstrate a clear commitment to protecting the rights of their workers, subcontractors and onward supply chains.

In addition to the Global Human Rights Policy, which also applies to the Kraft Heinz supplier base, this is achieved through the following processes put in place.

Workforce Profile in the Supply Chain: We are able to understand the profile of the workforce within our direct Tier 1 supply chain through supplier assessments. The workforce of our high-risk suppliers (that have completed Sedex SAQ in our supply chain consists of:

- Permanent Employees: 87%
- Temporary Employees: 5 %
- Seasonal Workers: 3%
- Other (Agency Workers/Apprentices/Trainees/Interns): 5%

According to site profile data from high-risk suppliers we are linked to in Sedex, our supply chain workforce profile reports as 28% female and 72% male, of which 15% are migrants. Migrants and seasonal workers may face unique challenges. Therefore, as part of our due diligence process, we conduct targeted audits and engage directly with suppliers to ensure compliance with our global standards.

Certifications

For specific commodities, Kraft Heinz partners and collaborates with organizations dedicated to improving standards across the industry.

Onsite Audits

Kraft Heinz and third-party partners conduct audits and implement corrective action plans.

Self-Assessment Questionnaires

Review supplier data to validate compliance with SGPs.

Supplier Global Principles / Global Policies

Integration of SGPs into contract clauses.

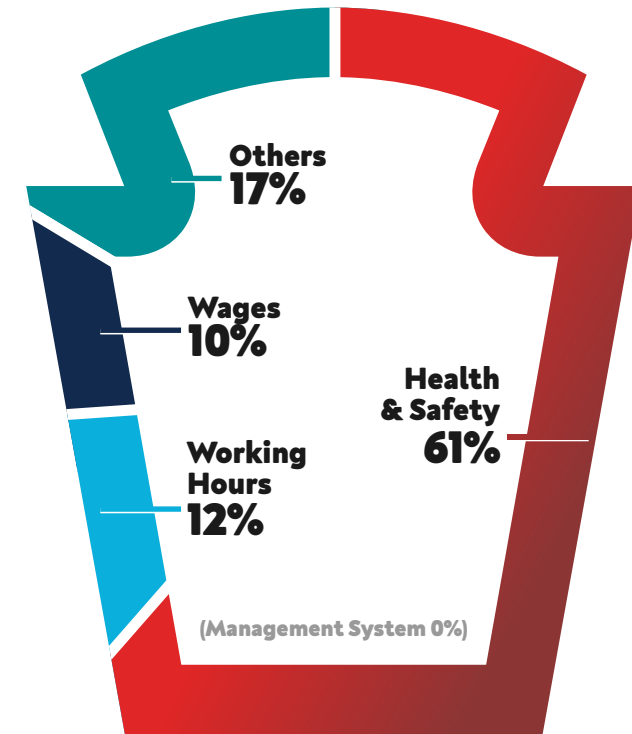
Third-Party Risk Management (TPRM): This program helps us identify and manage human rights risks when onboarding new suppliers, using a set of criteria aligned with our Supplier Guiding Principles. This tool has been designed to help us understand both actual and potential risks of suppliers, allowing risk mitigation activity to take place during the supplier onboarding process and consequently inform procurement decisions.

Self-Assessment Questionnaires: All suppliers are expected to join a third-party platform, in order to fill in a self-assessment questionnaire. This enables Kraft Heinz to identify potential gaps and implement remediation plans. Depending on the risk levels, Kraft Heinz may then decide to conduct further on-site verifications.

Third-Party Audits: Upon request, a supplier must certify its compliance with the SGPs and supporting policies and permit Kraft Heinz and/or its designated agents (including any third parties) to engage in monitoring activities, including on-site audits. Suppliers are audited by approved audit companies of the SMETA four-pillar audit protocol (or an equivalent benchmarked audit standard). Supplier audits are both shared and gathered through the Mutual Recognition work-stream of AIM-Progress, a stakeholder coalition of fast-moving consumer goods companies working on responsible sourcing. This helps reduce the burden on supplier reporting, allowing increased focus on continuous improvement and implementing corrective actions.

Our SMETA audit data as of year-end 2025 shows that the majority of non-compliances relate to health and safety, working hours, and wages.

SMETA audit non-compliance categorization



- 1. Fire exits (16%)
- 2. Chemicals management (14%)
- 3. Fire Safety - Licenses, Inspections & Training (8%)
- 1. Overtime Hours exceeded legal requirement (35%)
- 2. Working hours exceeded legal requirement (34%)
- 3. Rest breaks & Rest days (23%)
- 1. Living wages (47%)
- 2. Benefits & insurance (34%)
- 3. Records keeping and documentation (7%)

Certifications: For certain commodities that are deemed high-risk, Kraft Heinz aims to have these certified by selected sustainability standards. Credible certification schemes are applied to complex and high-risk supply chains. Credible certification schemes are applied to complex, high-risk supply chains, establishing clear requirements across human rights, as well as environmental protection and regenerative agriculture. We use these schemes for their independent verification, which strengthens traceability and accountability. They also drive continuous improvement through monitoring and corrective actions, supporting responsible sourcing and helping to protect people connected to our supply chain.

Remediation: In the event Kraft Heinz becomes aware of supplier conduct that is not in accordance with the requirements outlined in the SGPs and supporting policies, Kraft Heinz will take appropriate action to investigate any reported non-compliance and discuss the findings with the supplier. Our remediation process is aligned with the OECD framework and considers whether for each issue identified, the extent to which Kraft Heinz has caused, contributed to or are linked to the identified violation. The principal aim for our remediation efforts is to restore the individuals that have been impacted by our business activity to their prior state had the impact not occurred.

Where Kraft Heinz determines remediation is required, the supplier will implement a corrective action plan to promptly remedy the non-compliance. Kraft Heinz will monitor this activity, finding ways to engage and support suppliers within its capabilities, including but not limited to, access to the Kraft Heinz network of experts.

In the event of serious or persistent conduct in violation of supplier policies, the conduct of the supplier will be evaluated on a case-by-case basis. Kraft Heinz reserves the right to terminate any agreement or business relationship with a supplier that fails to meet any minimum mandatory requirements.

4. Corrective Action

Capability Building & Partnerships

Training & Capacity Building: Kraft Heinz recognizes the importance of strengthening compliance capability across the business and requires employees to complete regular training on human rights. Our training program combines online e-learning outlining our Supplier Guiding Principles (mandatory for all procurement colleagues), alongside in-person training covering the principles of human rights and the role of procurement in supporting suppliers to meet these standards. Our Ethics & Compliance Team also regularly conducts training on our ethics helpline.

Training is delivered quarterly, and attendance is tracked to ensure key stakeholders are participating. Feedback from participants is used to help ensure the training remains relevant and effective.

Suppliers can also access our online SGPs training to support their understanding and implementation of mandatory requirements and expected practices.

Industry Initiatives & Partnerships: Kraft Heinz recognizes that advancing respect for human rights across complex global value chains requires collaboration and shared accountability. By participating in stakeholder initiatives such as AIM-Progress, the World Business Council for Sustainable Development (WBCSD), the Consumer Goods Forum, and Sedex, we strengthen our ability to identify and address salient human rights risks, align with evolving international standards, and promote consistent expectations for responsible business conduct. These partnerships support transparency, data-driven due diligence, and supplier engagement, helping us scale impact and contribute to industry-wide progress on human rights.

Grievance Management

Kraft Heinz is committed to addressing any human rights impacts which the company has potentially caused or to which it has contributed, and expects its suppliers, business partners and other relevant stakeholders to do the same. We provide several ways for employees, suppliers, business partners and other stakeholders to raise concerns or complaints, including reporting potential misconduct to managers, Human Resource professionals, the Legal Department, the Ethics & Compliance team and the confidential Ethics & Compliance helpline (the “Helpline”).

Complaints Procedure: The Helpline is open to all internal and external stakeholders and members of the public, is maintained by a third-party provider and has multilingual staff available 24 hours a day. Reports can be made via country-specific, toll-free phone numbers, or online. When a complaint is made, it is reviewed by a member of the Ethics & Compliance team, classified, and assigned for investigation to the appropriate investigation team and region. Kraft Heinz has timeline standards and expects investigations to be concluded in 45, 80 or 120 days, depending on the severity. When

an investigation is concluded, the Ethics & Compliance team prepares a report and informs any relevant stakeholders of the outcome and appropriate recommendations. Kraft Heinz then works with those stakeholders to implement any recommendations. The company is committed to safeguarding anonymous reports and it does not tolerate retaliation of any kind.

Internal Communications: Kraft Heinz makes sure that all employees are aware of the Helpline and know how to use it. Visuals are provided in the form of posters and video boards in all offices and manufacturing facilities, available in 14 key languages. All computer lock screens are set up to highlight how to access the Helpline and refer to the Kraft Heinz Value, We do the right thing.

The Helpline is part of the Code of Conduct and all Ethics and Compliance policies. White-collar workers are required annually to complete training and demonstrate their understanding of the complaint mechanism process. Similar trainings are provided face-to-face to the blue-collar workers in our manufacturing facilities and are delivered by Human Resources Business Partners and People and Performance teams in 14 languages.

Cascade to Suppliers: Suppliers are required to provide a confidential mechanism for their workers to communicate any workplace grievances, misconduct, violations of the SGPs, or legal or ethical concerns.

Suppliers are also required to protect workers who report violations in good faith or cooperate in any investigations against retaliation.

In the event Kraft Heinz becomes aware of supplier conduct that is not in accordance with the requirements of the SGPs, Kraft Heinz will take appropriate action to investigate any reported non-compliance and discuss the findings with the supplier.

Suppliers and/or any of the suppliers’ employees, contractors, or agents are also encouraged to report any potential non-compliance with the SGPs or any violation or misconduct to the Helpline.

Grievance Mechanism Dashboard: Kraft Heinz measures the effectiveness of complaints or grievance mechanisms by using a dashboard to monitor and analyze investigation metrics, including the number of complaints, issue types, complaint locations, substantiations and investigation timelines, measured against the company’s own year-over-year performance and industry benchmarks.

Assessment of Effectiveness

Kraft Heinz uses a variety of different approaches to assess the effectiveness of actions taken to address human rights risks. We regularly review our strategy and approaches against international regulations, external benchmarks (such as the Corporate Human Rights Benchmark from the World Benchmarking Alliance) and the AIM-Progress Responsible Sourcing Journey self-assessment tool. Several approaches used to assess effectiveness are detailed below:

Internal Audit Team: The effectiveness of our human rights governance is evaluated through our internal assurance framework and audit team. These assessments review our approach and test existing controls for managing human rights risk, from data assurance and supplier risk screening to KPI tracking and reporting. Findings help identify where we can continue to enhance our approach and inform improvement plans.

Responsible Sourcing KPIs: A suite of three KPIs used to manage Responsible Sourcing performance within our supply chain are reported on a monthly basis to our Chief Procurement and Sustainability Officer. These KPIs provide visibility into supplier data, track third-party audits, and monitor the implementation of corrective action plans. They cascade from the Executive Leadership Team to Zone Heads of Procurement and regional buyers, supporting accountability for progress in managing human rights risks within our supply chain.

Sustainability Risk & Resilience Framework Tool (SRRF): This tool provides a structured approach to assessing the effectiveness of interventions across key sustainability risk areas, including human rights. It enables a consistent approach to risk identification, scoring, and tracking of mitigating action plans, with a focus on both direct and indirect sourcing of high-risk commodities. The SRRF supports evaluation of whether actions are appropriately designed, effectively implemented, and delivering intended outcomes. It integrates inputs from operations, supply chain, and supplier assessments to provide a holistic view of risk exposure and progress against mitigation plans over time.

5. Supporting Policies

Policies and Related Disclosures

Kraft Heinz maintains several group-wide policies relevant to social and environmental rights, business ethics, sustainability and health and safety. These policies underpin Kraft Heinz’s approach to preventing modern slavery across our operations and supply chain:

Kraft Heinz continually reviews and updates our policies with input from internal experts, suppliers and external stakeholders.


Global Human Rights Policy	<p>Kraft Heinz’s commitment to responsible business practices, continuous improvement and respect for human rights is embedded in our Global Human Rights Policy.</p> <p>The policy is guided by internationally recognized standards and requires all employees, related entities, suppliers, and business partners to adhere to these human rights standards.</p>
Supplier Guiding Principles (“SGPs”)	<p>Kraft Heinz’s Supplier Guiding Principles set out mandatory requirements and expected practices for all suppliers. The SGPs cover areas including business ethics, human rights, ethical labor practices, occupational health and safety, supplier diversity, animal welfare and environmental stewardship. Suppliers are required to manage their subcontractors and supply chains in a manner consistent with the SGPs.</p>
Sustainable Agricultural Practices Manual	<p>Our Sustainable Agricultural Practices Manual provides suppliers with guidance based on the principle of creating a long-term farm management philosophy that is focused on productivity, prosperity and reducing environmental harm, whilst reinforcing responsible labor practices, ethical conduct and occupational health and safety principles.</p>
Global Code of Conduct	<p>All employees, officers and directors are required to abide by the company’s Global Code of Conduct which addresses every aspect of the business, including topics such as anti-corruption, anti-competitive behavior, data protection and human rights. To ensure compliance with the global code’s tenets, Kraft Heinz regularly provides training, communications and guidance to our employees around the world.</p>
Speak Up and Investigation Policy	<p>All Kraft Heinz employees have an obligation to speak up via the company’s Ethics Helpline if they become aware of conduct by a company employee or business partner that they believe, in good faith, may violate any law, regulation or policy, including the Global Code of Conduct. Kraft Heinz will not tolerate any retaliation against an employee who makes a good faith report of misconduct.</p>
ESG Report	<p>The ESG Report provides information on Kraft Heinz’s environmental, social, and governance priorities, goals, and progress, supporting transparency for stakeholders.</p>



Approval & Sign-Off

This report has been approved and signed by the Global Chief Procurement and Sustainability Officer and has also been approved by the Board of Directors of each relevant reporting jurisdiction.

Approved and signed by Janelle Aydin,
Global Chief Procurement & Supply Chain Officer



Date:

June 11 2026

Kraft Heinz UK

In accordance with the UK Modern Slavery Act, the 2025 Kraft Heinz Human Rights & Modern Slavery Report was approved by the board of H.J. Heinz Foods UK Limited on June 4 2026 and by the board of H.J. Heinz Manufacturing UK Limited on May 27 2026 and has been signed by the undersigned director for and on behalf of each of the UK Companies to the extent that the 2025 Kraft Heinz Human Rights & Modern Slavery Report relates to the activities of those respective entities.

Approved and signed by Marta Pilczuk,
Managing Director for H.J. Heinz Foods UK Limited:



Date:

June 5 2026

Approved and signed by Fardws Ahmed,
Financial Controller For H.J. Heinz Manufacturing UK Limited:




Date:

June 10 2026

Kraft Heinz Canada

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of President, Canada, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity (or entities) listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Approved and signed by Simon Laroche,
President, Kraft Heinz Canada ULC:



Date:

May 26 2026

Kraft Heinz Australia

Approved and signed by Saji Jacob, on behalf of the board of Kraft Heinz Australia Pty Ltd, Head of Supply, ANJ:



Date:

June 30 2026

Mandatory Disclosure Matrix

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