

United Nations Global Compact Communications on Progress

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About Kellanova

Kellogg Company became [Kellanova](#) following the completion of the planned separation of the North American cereal business in October 2023. Today, Kellanova is a leading company in global snacking, international cereal and noodles, and North American frozen foods with iconic, world-class brands. The name “Kellanova” signals our ambition for the future, building upon the strong brand equity and legacy of the previous 117 years as Kellogg Company.

Creating #BetterDays for 4 billion people

We believe a key to running a good business is doing good for society. The [Kellanova Better Days8 Promise](#) is our commitment to advancing sustainable and equitable access to food by actively addressing the intersection of wellbeing, hunger, sustainability and equity, diversity and inclusion (ED&I). In doing so, we are committed to creating better days for 4 billion people by the end of 2030. Table 1 details our commitments.



As Kellanova, we will provide our initial Social and Environmental Report detailing 2024 progress toward the above goals in 2025. We also intend to report our continued efforts and progress toward the United Nations Global Compact (UNGC), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosures (TCFD) and other indices that align with our business strategy. Kellanova will also annually report environmental data to CDP.

Table 1: Kellanova Better Days8 Promise commitments

Area	Commitment (by the end of 2030, based on a 2015 baseline, unless indicated)
Wellbeing	<p>Nourish 1.5 billion people with our foods.</p> <ul style="list-style-type: none"> Do not use industrial trans fats in our foods. Provide clear, science-based, front-of-pack nutrition labeling.
Hunger	<p>Feed 400 million people facing food insecurity through food donations, expanded child feeding programs and disaster relief.</p>
Sustainability	<p>Create a climate-positive future by conserving natural resources.</p> <ul style="list-style-type: none"> Kellanova has committed to setting near- and long-term company-wide emission reductions in line with science-based net-zero standards with the Science Based Targets initiative (STBi). Achieve 100% renewable energy in global Kellanova-owned manufacturing facilities. Reduce water use in global Kellanova-owned manufacturing facilities in high water stress regions by 30%. Reduce food waste across our global Kellanova-owned manufacturing facilities by 50% (from a 2016 baseline). Advance the wellbeing of 250,000 people in our food value chain, from farming communities to processors, prioritizing support for vulnerable groups (from a 2023 baseline). Responsibly source 12 priority ingredients. Work towards 100% reusable, recyclable or compostable packaging (by volume).
ED&I	<p>Value diversity, equity, diversity and inclusion in our workforce.</p> <ul style="list-style-type: none"> Gender 50/50 parity at the management level by the end of 2025 Achieve 30% racially underrepresented talent in the U.S. at the management level. In North America, spend \$309,306,942 with diverse Tier 1 suppliers (Kellanova spend) and \$52,395,412 million with diverse Tier 2 suppliers (suppliers spend) in 2024.C
People	<p>Engage 2 billion people in advocating for sustainable and equitable access to food.</p>

Aligned with

Our Kellanova Better Days⁸ Promise and other organization initiatives are aligned with the 10 Principles of UNGC, as detailed below.

Human rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure they are not complicit in human rights abuses.

Human rights are addressed in our [Global Supplier Code of Conduct](#) to which all suppliers are required to abide. Specifically, suppliers must respect their employees by ensuring them, within the context of the supplier's business operations, a right to life, personal liberty, and personal security. Suppliers must comply with all applicable laws and regulations, including treaties and international standards such as the UN Global Compact's Ten Principles, UN Guiding Principles, Universal Declaration of Human Rights, International Bill of Human Rights, OECD Guidelines for Multinational Enterprises, and the eight International Labour Organization (ILO) fundamental conventions as set out in the Declaration on Fundamental Principles and Rights at Work. This includes commitment to the four core conventions in all contexts: Freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 & No. 98); The elimination of all forms of forced and compulsory labour (Convention No. 29 & No. 105); The effective abolition of child labour (Convention No. 138 & No. 182); The elimination of discrimination in respect of employment and occupation (Convention No. 100 & No. 111).

Additionally, our [Global Human Rights Policy](#) highlights salient human rights risks within our operations and global supply chain and details our refreshed human rights strategy for how we are working to mitigate and remediate these issues. These risks were identified through a detailed internal materiality analysis and with the support of third-party consulting firm ELEVATE. This policy supplements our other foundational policies, the Global Supplier Code of Conduct and Policy Statement Prohibiting Involuntary Labor, which guide our operations and inform our expectations for supplier and supply chain partnerships. The annual Human Rights Milestones Report outlines our progress in this area, and also satisfies legislative reporting, including the U.K. Modern Slavery Act.

Kellanova's [Global Code of Ethics](#) provides global guidelines setting the expectations for employees and anyone in business with Kellanova to address human [rights](#) aligned with the UNGC Principles. More information on Kellanova's workforce commitments can be found [here](#).

Labor

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour: and

- Principle 6: the elimination of discrimination in respect of employment and occupation.

UNGC Principles 3-6 also are addressed in our above-referenced [Global Supplier Code of Conduct](#), as well as in our [Policy Statement Prohibiting Involuntary Labor](#). Both prohibit involuntary labor, including forced, indentured, bonded, slave or human-trafficked labor, within our business operations and our supply chain. Involuntary labor is a pervasive and insidious global issue that directly and negatively impacts basic human rights. We are committed to protecting human rights and maintaining an ethical and transparent supply chain, free of involuntary labor.

Our positions on human rights and labor are compatible with the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles, and the core conventions of the International Labour Organization. To further industry knowledge, collaboration and cooperation, Kellanova is a member of organizations such as AIM- PROGRESS and the Consumer Goods Forum.

In addition:

- Pay Equity: At Kellanova, we believe creating a place at our table for everyone is only the beginning. It is just as important for us to ensure that our people enjoy fair and unbiased access to the fruits of their labor. This is one way of describing pay equity. We are committed to eliminating discrimination by compensating our people equitably, not only within our organization but also relative to marketplace norms. We utilized a third party to conduct a meticulous pay equity study of salaried employees in each of our regional businesses. The results affirmed that Kellanova provides equitable compensation across our company. Our ongoing commitment to pay equity in our compensation plans is one important way we can continue to champion equity, diversity and inclusion for the benefit of everyone at our Kellanova table.
- Smallholder Farmers and Women: Kellanova recognizes that smallholder farmers and women play a critical role in the global food supply, first for themselves and their families, but increasingly for broader food security opportunities in rural or impoverished communities. Kellanova is assessing how our supply chain can improve their productivity and livelihoods and working within these communities to do so.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Kellanova's [Global Supplier Code of Conduct](#) also addresses compliance with environmental standards and regulations, deforestation and land rights.

Additionally, as a global food company, we know we have a responsibility to engage our supply chain, our suppliers and our industry to drive faster, more effective action to combat climate, deforestation, water and regenerative agriculture, among others.

These expectations are addressed in our [Global Deforestation Policy](#). We have focused our deforestation-related efforts on palm oil, soy, and paper and pulp. Although we are a small user of palm oil and soy from high-risk regions, these commodities have been identified through materiality assessments and stakeholder consultations as having significant social and environmental risk.

As an organization and as individuals, we also fully commit to our global [Environment, Health and Safety policy](#) to protect our people, partners, customers, consumers, communities and the environment that surrounds us.

Kellanova's [Global Code of Ethics](#) provides global guidelines setting the expectations for employees and anyone in business with Kellanova to address the environment aligned with the UNGC Principles.

Anti-corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Kellanova's [Global Supplier Code of Conduct](#) states that suppliers must not, directly or through others, offer, promise, give or accept any form of payment or incentive to gain an improper business advantage. Suppliers must not engage in fraud, bribery (including facilitation payments), kickbacks, money laundering, embezzlement, extortion, or any other form of corruption. Suppliers must, as applicable, comply with the United Nations Convention against Corruption, the U.S. Foreign Corrupt Practices Act, and the UK Bribery Act and shall not take any actions to violate, or cause business partners to violate, any applicable anti-bribery or anticorruption laws.

Kellanova's [Global Code of Ethics](#) provides the global guidelines for employees and third parties doing business with Kellanova to comply with all applicable laws fighting corruption and in alignment with the UNGC Principles.

Accountability across the company

Accountability is an important aspect of Kellanova's culture. Our Ethics Office recently updated our [Global Supplier Code of Conduct](#) and our employee [Global Code of Ethics](#).

As a global food company, we recognize that we have a responsibility to the people and communities that we serve around the world, including our consumers, employees, suppliers, and all those involved in and affected by our operations. This is why we have the same expectations for all our supply chain partners and their operations as we do for ourselves.

Our Global Supplier Code of Conduct outlines the standards and business practices we require all of our direct and extended suppliers to adhere to in all aspects. The scope of this requirement includes all tiers of suppliers, external manufacturers, contractors, joint venture partners, agents, distributors, and consultants. It also extends to parent, subsidiary, agents, subcontractors, and affiliate entities and applies to all employees, including permanent, temporary, contract, foreign, or migrant workers. It is the supplier's responsibility to ensure compliance with both the intent and

letter of this Code among all employees and throughout its supply chain, including all sub-tier suppliers/individuals, through dissemination, education, and verification.

Employees and suppliers are strongly encouraged to contact our [Ethics Hotline](#) to report any actual or suspected violations of Kellanova Global Code of Ethics, Supplier Code of Conduct, policies and the laws without fear of retaliation. The Hotline, which is operated by a third-party, confidential reporting company, is available immediately and anonymously 24/7 via telephone, internet or mobile app in 21 countries and in local languages. We also use social and ethical compliance assessments of our own facilities to verify that involuntary labor does not exist within our operations.

Focusing on where we can have the greatest impact

To determine those items material to our Better Days8 Promise social and environmental purpose strategy, a team of senior leaders, with input from internal and external stakeholders, undertook a materiality assessment process to understand the company's current and potential Better Days8 Promise ethical and economic impacts. Although there are a myriad of important issues facing society today, we focus on the intersection of those that are most material to our business and where we can have the greatest impact given the reach of our operations, supply chain and value chain. In identifying material topics, the team focused on those that:

- Align with our vision, purpose, strategy, brand portfolio and geographic footprint.
- Intersect multiple areas of our value chain.
- Affect consumers, customers, employees, investors, communities, regulatory agencies and other stakeholders in regions where we operate and source.

We also regularly conduct a comprehensive mapping exercise to evaluate our material topics against the 17 U.N. Sustainable Development Goals (SDGs). As a result, we expanded our materiality matrix across our value chain and indicated those "Priority SDGs" most aligned with our work. We also identified "Additional SDGs" that are important to our business and that we impact, however, those listed as Priority are where we concentrate our Better Days8 Promise efforts.

Our [materiality matrix](#) (Table 2) lists the four sections of our Better Days8 Promise social and environmental purpose strategy and the topics within each. It also indicates the boundaries of each topic across our value chain and the SDGs we've identified as either "Priority" or "Additional" for each of these workstreams.

Table 2: Materiality matrix

MATERIALITY ACROSS OUR VALUE CHAIN

The following table lists the four intersecting topic areas of Kellanova's Better Days™ Promise social and environmental purpose strategy and the topics within each. It also indicates the boundaries of each topic across our value chain, and the U.N. SDGs we've identified as either "Priority" or "Additional" for each of these workstreams.

MATERIAL TOPICS	OUR VALUE CHAIN								SUSTAINABLE DEVELOPMENT GOALS		
	Research & Development	Agriculture	Suppliers	Manufacturing & Packaging	Marketing & Sales	Distribution	Customers	Consumers	End of Life	Priority SDGs	Additional Material SDGs
NOURISH											
Wellbeing	●	●	●	●	●		●	●	●	2, 3, 5, 8, 10, 12, 13, 17	1, 3
Responsible Marketing	●				●		●	●	●	5, 8, 10, 11, 12, 17	3, 14
Food Safety	●	●	●	●	●	●	●	●		2, 3, 5, 10, 12, 17	3
HUNGER											
Food Security	●	●	●	●	●	●	●	●	●	2, 3, 5, 10, 12, 17	3, 14, 15
SUSTAINABILITY											
Climate Action	●	●	●	●	●	●	●	●	●	2, 3, 5, 7, 10, 12, 13, 17	1, 7, 13
Natural Resource Conservation	●	●	●	●	●	●	●	●	●	2, 3, 6, 10, 12, 13, 17	6, 13, 14, 15, 17
Sustainable Agriculture	●	●	●		●		●	●		2, 3, 5, 8, 10, 12, 17	1, 4, 14
Sustainable Packaging	●		●	●	●	●	●	●	●	12, 13, 17	14
PEOPLE											
Business Ethics & Compliance	●	●	●	●	●	●	●	●	●	2, 3, 5, 8, 10, 12, 13, 17	3, 4, 8, 14, 16, 17
Diversity & Inclusion	●	●	●	●	●	●	●	●		5, 8, 10, 17	5, 10
Human Rights	●	●	●	●	●					2, 3, 5, 17	3, 4, 8



2023 Materiality Matrix

A note on materiality

Materiality, as used in our Kellanova Better Days8 Promise site or in other communications regarding our social and environmental purpose strategy and goals, is different than the definition used in the context of filings with the SEC. Issues or items deemed material for purposes of our Kellanova Better Days8 Promise site or reports regarding our social and environmental purpose strategy and goals may not be considered material for SEC reporting purposes.

Our first social and environmental report

Kellanova looks forward to sharing its first Social and Environmental Report detailing 2024 progress toward our Better Days8 Promise goals, the UNGC, material SDGs and other important standards in 2025.