

2020/2021 Global Reporting Initiative (GRI) Index

(Published December 2021)



[Standard Disclosures](#)

[Topic-Specific Standards](#)

STANDARD DISCLOSURES				
General Disclosures Organization Profile				
Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
102-1	Name of the organization			Kellogg Company
102-2	Activities, brands, products and services			Annual Report
102-3	Location of headquarters			Battle Creek, Michigan, USA
102-4	Location of operations			Annual Report
102-5	Ownership and legal form			Annual Report
102-6	Markets served			Annual Report
102-7	Scale of organization			Annual Report
102-8	Information on employees and other workers	Living Our Founder's Values		Kellogg has approximately 23,000 employees globally. The gender breakdown of employees by type of role is included within our Corporate Responsibility Report .
102-9	Supply chain			Annual Report
102-10	<p>Significant changes to the organization and its supply chain</p> <p><i>Note: In 2020, we announced the creation of a dynamic, new category, named Natural & Insurgent, focused on further unlocking the growth potential of our on trend food forward brands. This new category is one of the largest of its type in the industry and brings together Kashi, RXBAR, Bear Naked, Pure, Leaf Jerky and Joyböl under a single umbrella with a shared mission to promote health, wellness and nutrition.</i></p>			See Comments in Note under Description



STANDARD DISCLOSURES

General Disclosures | Organization Profile

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
102-11	Precautionary Principle or approach			Kellogg does not have a formal policy regarding the Precautionary Approach. However, as new product and packaging ideas are considered, they are carefully evaluated by a multi-disciplinary team of senior company leaders.
102-12	External initiatives	Included throughout report		
102-13	Membership of associations	Included throughout report		

General Disclosures | Strategy

102-14	CEO Statement	Executive Summary		
102-15	Key impacts, risks and opportunities			Annual Report

General Disclosures | Ethics and Integrity

102-16	Values, principles, standards and norms of behavior	Living Our Founder's Values	SDG: 16	Our refreshed Global Code of Ethics is available online and via a mobile app.
102-17	Mechanisms for advice and concern about ethics		SDG: 16	Ethics Hotline (confidential for employees, suppliers, partners and anyone else)

General Disclosures | Governance Structure

102-18	Governance structure			Proxy, Annual Report
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STANDARD DISCLOSURES

General Disclosures | Governance Structure (continued)

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
102-19	<p>Delegating authority</p> <p><i>Note: Kellogg Company's Social Responsibility and Public Policy Committee of the Board of Directors oversees our corporate responsibility strategy. Our Senior Vice President (SVP) of Global Corporate Affairs, who reports to the Chairman and CEO, is responsible for successfully implementing the strategy and regularly updating the CEO and Board Committee. Our Chief Sustainability Officer (CSO) reports to the SVP of Global Corporate Affairs. Additionally, numerous leaders are accountable for achieving specific corporate responsibility commitments, based on their roles. Many of our senior leaders have annual performance goals tied to the company's corporate responsibility metrics.</i></p>			See Comments in Note under Description
102-20	<p>Executive-level responsibility for economic, environmental and social topics</p> <p><i>Note: Kellogg Company's Social Responsibility and Public Policy Committee of the Board of Directors oversees our corporate responsibility strategy. Our Senior Vice President (SVP) of Global Corporate Affairs, who reports to the Chairman and CEO, is responsible for successfully implementing the strategy and regularly updating the CEO and Board Committee. Our Chief Sustainability Officer (CSO) reports to the SVP of Global Corporate Affairs. Additionally, numerous leaders are accountable for achieving specific corporate responsibility commitments, based on their roles. Many of our senior leaders have annual performance goals tied to the company's corporate responsibility metrics.</i></p>			See Comments in Note under Description
102-21	Consulting stakeholders on economic, environmental and social topics	Included throughout report	SDG: 16	Corporate Human Rights Benchmark Partnerships Know the Chain Annual Report Proxy
102-22	Composition of the highest governance body and its committees		SDG: 5, 16	Proxy
102-23	Chair of the highest governing body		SDG: 16	Proxy
102-24	Nominating and selecting the highest governing body		SDG: 5, 16	Proxy
102-25	Conflicts of interest		SDG: 16	Proxy

STANDARD DISCLOSURES

General Disclosures | Governance Structure (continued)

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
102-26	Role of the highest governance body in setting purpose, values and strategy			Proxy
102-27	Collective knowledge of the highest governance body		SDG: 4	Proxy
102-28	Evaluating the highest governing body's performance			Proxy
102-29	Identifying and managing economic, environmental and social impacts	Materiality assessment in online report	SDG: 16	Annual Report 10-K
102-30	Effectiveness of risk management processes			Proxy
102-31	Review of economic, environmental and social topics			The Social Responsibility and Public Policy Committee of the Board of Directors meets at least twice annually.
102-32	Highest governance body's role in sustainability reporting	Executive Summary		The Social Responsibility & Public Policy Committee of the Board of Directors oversees our corporate responsibility strategy.
102-33	Communicating critical concerns	Executive Summary		Critical concerns are communicated to the Social Responsibility & Public Policy Committee of the Board of Directors
102-34	Nature and total number of critical concerns			The Social Responsibility & Public Policy Committee of the Board of Directors addresses the following key topics. Details are considered confidential. <ul style="list-style-type: none"> • Public policy • Government relations • Regulatory matters • Philanthropic activities/charitable contributions • Sustainability efforts and climate policy • Related topics

STANDARD DISCLOSURES

General Disclosures | Governance Structure (continued)

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
102-35	Remuneration policies			Proxy
102-36	Process for determining remuneration			Proxy
102-37	Stakeholders' involvement in remuneration		SDG: 16	Proxy
102-38	Annual total compensation ratio (Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median total annual compensation for all employees [excluding the highest-paid individual in the same country])			Proxy

General Disclosures | Stakeholder Engagement

102-40	List of stakeholder groups	Included throughout report		Partnerships
102-41	Collective bargaining agreements		SDG: 8	46%
102-42	Identifying stakeholders for engagement	Included throughout report		Partnerships
102-43	Approach to stakeholder engagement	Included throughout report		Partnerships
102-44	Key topics and concerns raised	Included throughout report		Partnerships

General Disclosures | Reporting Practice

102-45	Entities included in the consolidated financial statement			Annual Report, Exhibit 20.01
102-46	Defining report content and topic boundaries	Materiality assessment in online report		
102-47	List of material topics	Materiality assessment in online report		
102-48	Restatements of information			None
102-49	Changes in reporting			None

STANDARD DISCLOSURES

General Disclosures | Reporting Practice (continued)

Disclosure	Disclosure	Disclosure	Disclosure	Disclosure
102-50	Reporting period			The information primarily covers 2020 activities. It also includes a few examples of corporate responsibility efforts from late 2019 to early 2021.
102-51	Date of most recent report			2020
102-52	Reporting cycle			Kellogg Company intends to continue publishing an annual Corporate Responsibility Report.
102-53	Contact point for questions regarding the report			https://www.kelloggs.com/en_US/contact-us.html
102-54	Claims of reporting in accordance with the GRI Standards			Core
102-55	GRI content index			GRI Index
102-56	External assurance Note: <ul style="list-style-type: none"> Manufacturing energy use and GHG emissions, along with Scope 3 GHG emissions, have received independent verification against the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol. Water use data from our top ten highest-risk manufacturing locations has received independent verification against the CDP Guidance for Companies for Corporate Reporting on Water. 	Nurturing Our Planet		See Comments in Note under Description

General Disclosures | Management Approach

103-1	Explanation of the material topic and its boundary	Materiality assessment in online report	SDG: 13, 14, 15
103-2	The management approach and its components	Policies, Positions and Milestones in online report	
103-3	Evaluation of the management approach	Materiality assessment in online report	

TOPIC-SPECIFIC STANDARDS

Economic | Economic Performance

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
201-1	Direct economic value generated and distributed		SDG: 2, 8, 9	Annual Report
201-2	Financial implications and other risks and opportunities due to climate change		SDG: 13	Annual Report
201-3	Defined benefit plan obligations and other retirement plans			Annual Report
201-4	Financial assistance received from government			Kellogg occasionally receives standard, non-material support from government entities in the form of tax abatements, renaissance zone credits and payments, as well as support for employee training.

Economic | Market Presence

202-1	Ratios of standard entry-level wage by gender compared to local minimum wage		SDG: 1, 5, 7, 8	Annual Report
202-2	Proportion of senior management hired from the local community		SDG: 8	Annual Report

Economic | Indirect Economic Impacts

203-1	Infrastructure investments and services supported	Included throughout report	SDG: 2, 5, 7, 9, 11	Annual Report
203-2	Significant indirect economic impacts	Included throughout report	SDG: 1, 2, 3, 8, 10, 17	Annual Report
204-1	Proportion of spending on local suppliers		SDG: 12	Kellogg sources the majority of our grains from the country in which foods are made. Some ingredients, such as cocoa and vanilla, cannot be grown and purchased near significant operations. Responsible Sourcing Milestones

TOPIC-SPECIFIC STANDARDS

Economic | Anti-Corruption

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
205-1	Operations assessed for risks related to corruption		SDG: 16 UNGC: 10	Select leaders and managers in 100 percent of our global operations participate in our annual Enterprise Risk Assessments that address fraud, anti-corruption compliance and management of third-party intermediaries.
205-2	Communication and training about anti-corruption policies and procedures		SDG: 16	Included in annual employee training
205-3	Confirmed incidents of corruption and actions taken		SDG: 16	Kellogg has a robust process in place to assess the risk of corruption and takes action when necessary. Based on concerns raised by an employee and a subsequent investigation resulted in the removal of a supplier.

Economic | Anti-competitive Behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		SDG: 16	Global Code of Ethics Palm Oil Grievance Tracker Human Rights Milestones
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Economic | Tax

207-1	Approach to tax			Tax Policy and objectives
207-2	Tax governance, control and risk management			10-K

Environmental | Materials

301-1	Materials used by weight or volume		SDG: 8, 12 UNGC: 7, 8	Responsible Sourcing Milestones Packaging Milestones
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TOPIC-SPECIFIC STANDARDS

Environmental | Materials (continued)

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
301-2	Recycled input materials used	Nurturing Our Planet	SDG: 8, 12 UNGC: 7, 8, 9	<ul style="list-style-type: none"> 95% of timber-based packaging is from recycled or certified-virgin sustainable sources (FSC, PEFC, SFI) 75% of global timber-based packaging comes from recycled content Packaging Milestones

Environmental | Energy

302-1	Energy consumption within the organization	Nurturing Our Planet	SDG: 7, 8, 12, 13 UNDC: 7, 8, 9	2020 data reported to CDP
302-3	Energy intensity	Nurturing Our Planet	SDG: 7, 8, 12, 13 UNDC: 7, 8, 9	2020 data reported to CDP Climate Milestones
302-4	Reduction of energy consumption	Nurturing Our Planet	SDG: 7, 8, 12, 13 UNDC: 7, 8, 9	2020 data reported to CDP Energy conservation

Environmental | Water

303-1	Interactions with water as a shared resource:	Nurturing Our Planet	SDG: 6 UNGC: 7, 8, 9	2020 data reported to CDP Water Risk Assessment
303-3	Water withdrawal	Nurturing Our Planet	SDG: 6 UNGC: 7, 8, 9	2020 data reported to CDP Water Risk Assessment
303-4	Water discharge <i>Note: Total effluent from manufacturing 2020: 8,315 megaliters. Breakdown by destination is not available.</i>	Nurturing Our Planet	SDG: 6 UNGC: 6, 9	See Comments in Note under Description
303-5	Water consumption <i>Note: Total water use in 2020 from manufacturing: 10,568 megaliters (groundwater: 1,757 megaliters; municipal supplier: 8,810 megaliters). Total water use in 2020 from high water risk manufacturing locations: 6,250 megaliters (groundwater: 918 megaliters; municipal supplier: 5,332 megaliters).</i>	Nurturing Our Planet	SDG: 6 UNGC: 6, 9	See Comments in Note under Description

TOPIC-SPECIFIC STANDARDS

Environmental | Biodiversity

Disclosure	Description	Section (Visit the indicated section of our online report.)	Cross Reference	Links/Comments
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity outside protected areas		SDG: 6, 14, 15 UNGC: 7, 8, 9	None
304-2	Significant impacts of activities, products, and services on biodiversity	Nurturing Our Planet	SDG: 6, 14, 15 UNGC: 7, 8, 9	Global Policy on Deforestation Supporting Biodiversity 2020 Palm Oil Milestones Responsible Sourcing Milestones
304-3	Habitats protected or restored	Nurturing Our Planet	SDG: 6, 12, 14, 15 UNGC: 7, 8, 9	Global Policy on Deforestation Supporting Biodiversity 2020 Palm Oil Milestones Responsible Sourcing Milestones
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		SDG: 6, 14, 15 UNGC: 7, 8	None

Environmental | Emissions

305-1	Direct (Scope 1) GHG emissions <i>Kellogg Note: As noted in Section 8 of the CDP Climate Change Information Request, we report combined Scope 1 (including emissions from the combustion of biomass and biogas) and Scope 2 emissions from global manufacturing operations and global company-wide operations in this Corporate Responsibility Report. Specifically, these combined Scope 1 and 2 emissions include the data reported in CDP CC8.2, 8.3a, and 8.9.</i>	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	See Comments in Note under Description
305-2	Energy indirect (Scope 2) GHG emissions	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	2020 data reported to CDP
305-3	Other indirect (Scope 3) GHG emissions	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	2020 data reported to CDP
305-4	GHG emissions intensity	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	2020 data reported to CDP
305-5	Reduction of GHG emissions	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	2020 data reported to CDP

TOPIC-SPECIFIC STANDARDS

Environmental | Effluents and Waste

Disclosure	Description	Section (Visit the indicated section of our online report.)	Cross Reference	Links/Comments
306-1	Waste generation and significant waste-related impacts	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	Food Loss and Waste Position Statement/Methodology Food and organic waste reduction
306-2	Management of significant waste-related impacts	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	Food Loss and Waste Position Statement/Methodology Food and organic waste reduction
306-3	Waste generated	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	In tonnes: Total Waste to Landfill: 18,637 Total Anaerobic Digestion: 2,812 Total Bio-Recycling: 4,412 Total Composting: 4,484 Total External WWTP: 643 Total Animal Feed Waste: 207,091 Total Fermentation: 158 Total Incinerated: 3,847 Total Land Application: 4,543 Total Recycled: 33,232 TOTAL WASTE: 279,860,528
306-4	Waste diverted from landfill	Nurturing Our Planet	SDG: 3, 12, 13, 14, 15 UNGC: 7, 8, 9	In tonnes: Total Anaerobic Digestion: 2,812 Total Bio-Recycling: 4,412 Total Composting: 4,484 Total External WWTP: 643 Total Animal Feed Waste: 207,091 Total Fermentation: 158 Total Land Application: 4,543 Total Recycled: 33,232
306-5	Waste directed to disposal	Nurturing Our Planet	SDG: 6, 12, 13, 14, 15 UNGC: 7, 8, 9	In tonnes: Total Waste to Landfill: 18,637 Total Incinerated: 3,847

Environmental | Compliance

307-1	Non-compliance with environmental laws and regulations		SDG: 12, 13, 14, 15, 16 UNGC: 7, 8, 9	Kellogg has not paid any significant fines (> USD \$10,000) related to environmental or ecological issues in the past four fiscal years.
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TOPIC-SPECIFIC STANDARDS

Environmental | Supplier Environmental Assessment

Disclosure	Description	Section (Visit the indicated section of our online report.)	Cross Reference	Links/Comments
308-1	New suppliers that were screened using environmental criteria		SDG: 13	100%
308-2	Negative environmental impacts in the supply chain and actions taken		SDG: 13 UNGC: 7, 8, 9	Global Palm Milestones Responsible Sourcing Milestones

Social | Employment

401-1	New employee hires and employee turnover		SDG: 5, 8 UNGC: 6	Total employee turnover in 2019 for North America, Latin America and Asia Pacific was 27%. Data was unavailable for Europe and does not include China, Brazil and Egypt.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		UNGC: 6	Data varies by region and even within regions
401-3	Parental leave		SDG: 5, 8	Data varies by region and even within regions

Social | Labor/Management Relations

402-1	Minimum notice periods regarding operational changes		SDG: 8 UNGC: 3, 6	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.
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Social | Occupational Health and Safety

403-1	Occupational Health and safety management system <i>Note: Kellogg is on a Zero (net injuries) is Possible journey. Employee Health and Safety is demonstrated by leadership and reinforced across our empowered and engaged culture. We have a comprehensive occupational health and safety management system that was implemented to ensure compliance against approximately 60 global standards that we deem essential in the workplace. The standards are applicable to all workers, workplaces and activities. We also have a global employee health and safety statement signed by our CEO.</i>	Living Our Founder's Values	SDG: 3, 8	See Comments in Note under Description
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TOPIC-SPECIFIC STANDARDS

Social | Occupational Health and Safety continued

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
403-2	<p>Hazard identification, risk assessment and incident investigation</p> <p><i>Note: Through risk-based methodologies, we build capabilities in our people and improvement in our processes. We have a comprehensive hazard identification, assessment and incident investigation process and system. Our hazard identification process is referred to as Safety 7 and our risk assessment processes are embedded into our management systems, processes and tools. All of these processes are designed to access risk on routine and non-routine tasks. All of the hazard identification, risk assessment and incident investigations are part of our Kellogg Work System Phase 0 and are minimum requirements for our facilities globally. We have specific management system standards around each of these elements.</i></p>	Living Our Founder's Values	SDG: 3, 8 UNGC: 6	See Comments in Note under Description
403-3	<p>Occupational health services</p> <p><i>Note: We have comprehensive occupational health elements as part of our overall Employee Health and Safety Management System. Our EHS Management is has a fully defined process, system and specific tools to support the execution of this work globally. Our health services are part of our comprehensive management system and are auditing every two years.</i></p>	Living Our Founder's Values	SDG: 3, 8 UNGC: 3	See Comments in Note under Description
403-4	<p>Worker participation, consultation and communication on occupational health and safety</p> <p><i>Note: The mission of Employee Health and Safety at Kellogg is to deliver value through a culture that embraces the belief that zero injuries are possible, while minimizing our impact on the planet and communities where we live, work and source. Creating a strong safety culture and capabilities within every individual at Kellogg is one of our K Values. All Plant Leadership Team members actively coach teams in EHS principles. Everyone is engaged and accountable to eliminate losses. Employees establish and execute standard work to restore and maintain conditions; and we do not tolerate unsafe behavior, conditions and actions that harm people or the environment. Employees are continuously improving their skills to sustain the health of our systems and the safety absolutes that drive accountability to our standards. Safety is ignited through 100% workforce engagement.</i></p>	Living Our Founder's Values		

TOPIC-SPECIFIC STANDARDS

Social | Occupational Health and Safety continued

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
403-5	Worker training on occupational health and safety <i>Note: Our Kellogg Work System (KWS) is built on the belief of 100% engagement through the building of capabilities in team members. We leverage a skills matrix to capture the required skills and level of competency required for roles as part of the KWS journey. We also meet or exceed all regulatory training requirements. At Kellogg, safety is not proprietary. We learn, listen and remain curious to further strengthen our EHS Center of Excellence.</i>	Living Our Founder's Values	SDG: 3, 8 UNGC: 3	See Comments in Note under Description
403-6	Promotion of worker health	Living Our Founder's Values	SDG: 3, 8 UNGC: 3	We follow all reporting requirements for worker health globally.
403-7	Prevention and mitigation of occupational health and safety impact directly linked by business relationships	Living Our Founder's Values	SDG: 3, 8 UNGC: 3	We conduct thorough industrial hygiene testing to proactively mitigate any potential health risks.
403-8	Workers covered by an occupational health and safety management system	Living Our Founder's Values	SDG: 3, 8 UNGC: 3	All workers are covered by our Global Employee Health & Safety Management System.
403-9	Work-related injuries	Living Our Founder's Values	SDG: 3, 8 UNGC: 3	Total Recordable Incident Rate: 0.37. Industry average is 4.0
403-10	Work-related ill health	Living Our Founder's Values	SDG: 3, 8 UNGC: 3	Lost Time Incident Rate: 0.20 Industry average is 1.2. No fatalities in 2020

Social | Training and Education

404-1	Average hours of training per year per employee	Living Our Founder's Values	SDG: 5, 8	19.5 hours
404-2	Programs for upgrading employee skills and transition assistance programs			<ul style="list-style-type: none"> • Launched a global training and qualification process for all production employees globally • 80% of eligible employees globally are leveraging LinkedIn Learning for their continuous learning and development

TOPIC-SPECIFIC STANDARDS

Social | Training and Education continued

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
404-3	Percentage of employees receiving regular performance and career development reviews			100%

Social | Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	Living Our Founder's Values	SDG: 5, 8 UNGC: 6	Features Diversity & Inclusion Annual Report Proxy
405-2	Ratio of basic salary and remuneration of women to men		SDG: 5, 8, 10 UNGC: 6	Ratio (=average female salary/average male salary) <ul style="list-style-type: none"> • Executive level base salary = 0.81249 • Management level (base salary) = 1.07744 • Management level (base salary + other cash incentives) = 1.08267 • Non-management level = 1.00667

Social | Non-discrimination

406-1	Incidents of discrimination and corrective actions taken		SDG: 5, 8, 16 UNGC: 1, 6	We take internal concerns seriously. Our internal standards are higher than legal expectations and we take appropriate corrective action when we believe our policies have been violated.
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Social | Freedom of Association and Collective Bargaining

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		SDG: 8 UNGC: 1, 2, 3	Global Supplier Code of Conduct
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Social | Child Labor

408-1	Operations and suppliers at significant risk for incidents of child labor	Living Our Founder's Values	SDG: 3,4	Global Supplier Code of Conduct
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TOPIC-SPECIFIC STANDARDS

Social | Forced or Compulsory Labor

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Living Our Founder's Values	SDG: 8 UNGC: 1, 2, 4	Global Supplier Code of Conduct

Social | Security Practices

410-1	Security personnel trained in human rights policies or procedures		SDG: 16	100%
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Social | Indigenous Rights

411-1	Incidents of violations involving rights of indigenous peoples		SDG: 2 UNGC: 1, 2	Palm Oil Grievance Tracker Global Palm Oil Milestones
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Social | Human Rights Assessment

412-1	<p>Operations that have been subject to human rights reviews or impact assessments</p> <ul style="list-style-type: none"> <i>In 2020 we partnered with external consulting group ELEVATE to review our internal manufacturing operations and TI supplier sites to determine an updated set of salient human rights risks. From this review we focused on seven human rights risks that were most material to our business and where we could make the greatest impact. These can be found in our Human Rights Policy. Through customer and internal initiation we also completed 5 internal SMETA 4-Pillar audits of high-risk facilities. No critical NCs were found and all minor NCs have been resolved.</i> <i>Within our supply chain we also piloted, with ELEVATE, a human rights assessment program focused on worker voice, child labor, and audit. These assessments covered 26 high risk supplier sites. We are currently working back with ELEVATE to finalize our remediation and mitigation plans for these sites.</i> 	Living Our Founder's Values	SDG: 1, 3, 5, 11, 12 UNGC: 1, 2	Human Rights Policy
412-2	Employee training on human rights policies or procedures	Living Our Founder's Values	SDG: 1, 3, 5, 11, 12 UNGC: 1, 2	Included in global Employee Code of Ethics training and the Supplier Code
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		SDG: 1, 3, 5, 11, 12 UNGC: 1, 2	We conduct human rights screenings in all emerging markets where we have made significant investments.

TOPIC-SPECIFIC STANDARDS

Social | Local Communities

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
413-1	Operations with local community engagement, impact assessments and development programs	Feeding People In Need ; Nurturing Our Planet ; Living Our Founder's Values	SDG: 1, 2 UNGC: 1, 2	Kellogg supports the communities where it has operations, the farming communities where our ingredients are grown, and farmers beyond our direct supply chain.
413-2	Operations with significant actual and potential negative impacts on local communities		SDG: 1, 2 UNGC: 1, 2	Global Code of Ethics Palm Oil Grievance Tracker Human Rights Milestones

Social | Supplier Assessment for Labor Practices

414-1	New suppliers that were screened using labor practices criteria	Living Our Founder's Values	SDG: 1, 5, 8, 16 UNGC: 1, 2	80% screenings cover the top 80% spend and the high-risk categories Global Supplier Code of Conduct
414-2	Negative social impacts in the supply chain and actions taken		SDG: 1, 5, 8, 16 UNGC: 1, 2	Global Code of Ethics Palm Oil Grievance Tracker Human Rights Milestones

Social | Public Policy

415-1	Political contributions		SDG: 16 UNGC: 10	Corporate Political Expenditures Political Contributions Policy
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Social | Customer (Consumer) Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	Nourishing With Our Foods	SDG: 3	Nutrition Milestones Access to Nutrition Index
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		SDG: 3	22,656 boxes of Kellogg's™ Coco Balls (可可球) were recalled in China.

TOPIC-SPECIFIC STANDARDS

Social | Marketing and Labeling

Disclosure	Description	Section (Visit the indicated section of our online report .)	Cross Reference	Links/Comments
417-1	Requirements for product and service information and labeling	Nourishing With Our Foods	SDG: 12, 16	Nutrition Milestones Childhood Wellbeing Promise
417-2	Incidents of non-compliance concerning product and service information and labeling		SDG: 3, 12	None
417-3	Incidents of non-compliance concerning marketing communications <i>Note: In 2020, Kellogg Company identified one violation of our CFBAI Pledge. In Q4 2020, a third-party media vendor errantly ran child-directed Kellogg branded advertisements during programming developed for children under 6, in violation of our pledge to not market any products to children under 6. The cause of the issue was determined to be the media vendor's failure to accurately apply Kellogg content targeting parameters. We worked with the vendor to implement procedures to help ensure that this error is not repeated.</i>		SDG: 3, 12	See comments in Note under description

Social | Customer (Consumer) Privacy

418-1	Substantiated complaints concerning breaches of customer (consumer) privacy and losses of customer (consumer) data		SDG: 16	None
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Social | Socioeconomic Compliance

419-1	Non-compliance with laws and regulations in social and economic area			None
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