



B&G FOODS, INC.

Environmental, Health and Safety Policy

Purpose

B&G Foods is committed to providing quality products and observing high ethical standards in the conduct of our business. Together with our predecessors, we have been doing so since the 1800s. Our core values: *passion; food safety and quality; integrity and accountability; customer and consumer focus; safety and health at work; collaboration; and empowerment*, have been critical to our success. Our Code of Business Conduct and Ethics, referred to as “our Code,” serves as a guide for all directors, officers, employees and representatives of B&G Foods in our daily interactions with our customers, consumers, stockholders, regulatory agencies, supply chain partners and fellow employees.

Consistent with the requirements of our Code and our core values, we have an unwavering commitment to leadership and continuous improvement in environmental, health and safety procedures for the benefit of our employees, customers, consumers and the communities where we conduct business. Likewise, in establishing and maintaining relationships with our supply chain partners and other business partners, we expect the same commitment to leadership and continuous improvement in environmental, health and safety procedures and compliance with applicable laws.

Scope

This Policy applies to B&G Foods and all of its subsidiaries, operating divisions, facilities, offices and locations, and all of its directors, officers and employees, including but not limited to exempt and non-exempt personnel, and full and part-time employees. In addition, this Policy applies to other authorized personnel, including temporary and independent contract personnel.

We also extend our commitment to leadership and continuous improvement in environmental, health and safety procedures to stakeholders in our supply chain including co-packers, suppliers and other supply chain partners to support these principals in their businesses. B&G Foods reserves the right to terminate its business relationship with any supplier or other third party business partner that fails to demonstrate compliance with this Policy, without further liability of B&G Foods to the supplier or other third party.

Our Commitment

As a food company, we are aware that our business is dependent on the health and safety of our employees and the use of natural resources, and our understanding and respect of those relationships are fundamental to our long-term strategy and the sustainability of our business. It is our objective through this Policy to let our stakeholders know B&G Foods is committed to, and expects our supply chain and other business partners to be committed to:

- promoting continuous improvement in environmental, health and safety procedures and compliance with applicable laws by driving ownership of environmental, health and safety at the individual employee, managerial and organizational levels;
- holding our leadership accountable for providing and maintaining safe and healthful working conditions and following operating practices and procedures that result in a continuously improving safety and health environment for our employees, including by taking reasonable, practical and timely actions to eliminate hazards and to prevent injuries and illnesses, and to achieve organizational goals in reducing injuries and illnesses;
- insisting that no manufacturing facility, warehouse, office, or department will be considered properly managed regardless of its proficiency in other areas unless it maintains a safe and healthful work environment;
- mandating that safety is a condition of employment and holding every employee accountable for following all prescribed work safety practices and procedures because no job is so urgent and no schedule so rigid that employees cannot take the time to do their job in a safe manner;
- managing our operations to reduce our environmental footprint and become more efficient with regards to the use of natural resources and the prevention of waste and pollution;
- ensuring that environmental, health and safety considerations are taken into account in our short- and long-term strategic business decisions;
- establishing meaningful metrics and monitoring our performance against our environmental, health and safety goals;
- providing appropriate resources to identify, assess and manage environmental, health and safety risks and opportunities to lessen our environmental impact, minimize disruptions to our business associated the risks related to climate change and natural disasters, and improve health and safety;
- maintaining and continuously improving our environmental, health and safety management systems;
- supporting environmental, health and safety initiatives and compliance with applicable laws throughout our supply chain; and
- community and stakeholder engagement with respect to this Policy and our efforts to promote environmental, health and safety initiatives and compliance with applicable laws.

Responsibilities

Each employee of B&G Foods is expected to actively participate and take ownership of this Policy, and its supporting goals and objectives. Leadership is accountable for implementing this Policy and will be visibly committed and actively supportive of this Policy. Failure by employees of B&G Foods to comply with this Policy subjects violators to disciplinary action, up to and including termination of employment.

Governance, Accountability, Transparency and Training

Governance and Accountability. The Corporate Social Responsibility Committee of B&G Foods' Board of Directors shall be responsible for overseeing our environmental, health and safety efforts and ensuring compliance with this Policy. The Chair of the Corporate Social Responsibility Committee shall not less than annually report on our company's environmental, health and safety efforts and compliance with this Policy to the full Board of Directors. Our Chief Compliance Officer, as Chair of B&G Foods' management-level Environmental, Social and Governance Committee, shall not less than annually report

on our company's environmental, health and safety efforts and compliance with this Policy to the Corporate Social Responsibility Committee.

Transparency. B&G Foods is committed to reporting to our investors, customers, consumers, supply chain partners and the general public as to our efforts to promote continuous improvement in environmental, health and safety procedures, and compliance with applicable laws and this Policy.

Training. Effective training and communication are critical to the success of our environmental, health and safety program. B&G Foods provides periodic training to all of our employees on various elements of our environmental, health and safety program, and more targeted training to management employees and other employees based upon their roles and responsibilities.

Questions; Reporting Concerns

If any employee, supplier or other business partner of B&G Foods has a question regarding this Policy, please contact your B&G Foods manager or representative, our Environmental, Health & Safety Department, our Legal Department or email our Compliance Department at compliance@bgfoods.com.

B&G Foods' employees, suppliers and other third party business partners should promptly report any violation of this Policy to a B&G Foods manager or representative, our Environmental, Health & Safety Department, our Legal Department or our Compliance Department at compliance@bgfoods.com. Reports may also be made anonymously through EthicsPoint using any of the following methods:

- Go to www.ethicspoint.com and in the box provided under "File a New Report via EthicsPoint" type in B&G Foods. On the next screen select "Make a Report."
- Go to www.BGethics.com and select "Make a Report."
- From the U.S. or Canada, call 1.866.294.4079.
- From México, call 001.800.658.5454.

B&G Foods will treat the matter confidentially, to the extent possible under the circumstances.

Effective Date

This Policy is effective as of January 14, 2021.