



## **B&G FOODS, INC.**

### **Human Rights Policy**

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#### **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 respect the personal dignity and individual worth of every human being and comply with all applicable human rights laws. At B&G Foods, it is the responsibility of each of our employees to maintain a work culture that supports human rights. Likewise, in establishing and maintaining relationships with our supply chain partners and other business partners, we expect the same commitment to high ethical standards and compliance with applicable laws, including those relating to human rights.

#### **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 human rights to stakeholders in our supply chain including co-packers, suppliers and other supply chain partners to support these principals in their workplaces. Failure by employees of B&G Foods to comply with this Policy subjects violators to disciplinary action, up to and including termination of employment. 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**

We are committed to compliance with all applicable laws and regulations with respect to human rights, and our respect for the protection and preservation of human rights is guided by the principles set forth in the United Nations Universal Declaration of Human Rights. We have and will continue to communicate to our employees, supply chain partners and other stakeholders our commitment to human rights through our Code and our Supplier Code of Conduct.

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:

- respecting and promoting human rights;
- promoting safety and health at work;
- valuing diversity and inclusion;
- respecting the rights of freedom of association and collective bargaining;
- not allowing forced labor or human trafficking;
- not allowing child labor;
- eliminating discrimination and harassment;
- fair work hours, wages and benefits;
- supporting human rights and compliance with applicable laws throughout our supply chain;
- community and stakeholder engagement with respect to this Policy and our efforts to promote human rights and compliance with applicable laws; and
- being a good corporate neighbor in the communities in which we operate.

## **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 human rights 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 human rights 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 human rights 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 human rights and compliance with applicable laws and this Policy.

*Training.* Effective training and communication are critical to the success of our human rights program. B&G Foods provides periodic training to all of our employees on various elements of our human rights 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 Human Resources Department or email our Compliance Department at [compliance@bgfoods.com](mailto: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 Human Resources Department or our Compliance Department at [compliance@bgfoods.com](mailto:compliance@bgfoods.com). Reports may also be made anonymously through EthicsPoint using any of the following methods:

- Go to [www.ethicspoint.com](http://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](http://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 was last amended and is effective as of January 14, 2021.