

INAUGURAL CSR REPORT



B&G FOODS, INC.

JANUARY 2024



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About this Report

Our Inaugural CSR Report: This B&G Foods Corporate Social Responsibility (CSR) Report includes B&G Foods’ goals, commitments and programs across a wide range of CSR and environmental, social and governance (ESG) issues. This report has been prepared by B&G Foods’ management under the oversight of the Corporate Social Responsibility Committee of B&G Foods’ Board of Directors, which has primary oversight responsibility for CSR and ESG.

This CSR report is a part of a broader set of CSR and ESG disclosures, which also appear in B&G Foods’ annual report, annual meeting proxy statement, other SEC filings and corporate website. Unless otherwise noted, data in this report is not externally verified and may occasionally be restated due to improvements in data collection methodology.

Actual results may vary significantly from expectations expressed or implied in this report. Undue reliance should not be placed on forward-looking statements, which speak only as of the date they are made. We do not undertake to update or revise any forward-looking statements, except as may be required by law.



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A Message from our President & Chief Executive Officer



I am thrilled to share the first B&G Foods corporate social responsibility report as it presents a great opportunity to outline what B&G Foods stands for and how we are going to achieve our ESG mission and goals. Throughout the company, employees have come together to identify areas of opportunity and put together inspired plans to meet our aggressive five-year ESG goals.

Teams of our dedicated employees have already begun to make great strides and I look forward to annually reporting the progress B&G Foods is making to achieve the goals you'll read about in this report.

Kenneth C. "Casey" Keller
President and Chief Executive Officer





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A Message from our General Counsel



As executive sponsor of our corporate social responsibility efforts, I am pleased to report that the past several years have included many exciting advancements on B&G Foods' corporate social responsibility journey.

During 2020, our Board of Directors established a board-level Corporate Social Responsibility Committee to demonstrate B&G Foods' commitment to corporate social responsibility and to oversee our efforts.

Since that time, we have established our ESG mission, five-year environmental sustainability and diversity, equity, and inclusion goals, and new philanthropy principles, all of which we invite you to read more about in the following report.

In addition, we have continued and plan to continue to increase our public disclosures regarding the steps we have been taking over the years to enhance our corporate social responsibility efforts and to minimize our impact on the environment, including our ESG goals and the progress we have been making to achieve those goals.

We have also formalized our management-level CSR governance. Teams of B&G Foods employees across our company have been working together to make steady progress towards our sustainability and diversity, equity and inclusion goals, and creating an impact within our communities through our philanthropic efforts.

The efforts within DEI at B&G Foods have been especially inspiring. An employee-led DEI advisory committee has been established to advise our management-level CSR Committee and to create programming that's already making an impact internally—ranging from thought-provoking career advancement presentations to investing in programs to help shape the next generation of B&G Foods leaders. I look forward to continued strides in this area to help us foster the careers of all of our employees and create an even more diverse, engaged and inclusive B&G Foods.

We've also made great progress toward our sustainability reporting and five-year sustainability goals, while at the same time navigating industry-wide supply chain and inflation challenges. In addition, we have engaged a third-party consultant to help us estimate our Scope 3 emissions and establish science-based targets in the near future, which we plan to incorporate into our sustainability goals.

We hope you enjoy reading the following report and learning more about the great strides we are making and plan to make over the coming years to enhance our CSR/ ESG efforts.

Importantly, the intent of our corporate social responsibility program is to be as collaborative as possible. We welcome feedback and points of view from all stakeholders to help us effectively plan our future initiatives. To provide feedback, please contact us at corporatesecretary@bgfoods.com.

Scott Lerner
Executive Vice President, General Counsel,
Secretary and Chief Compliance Officer
(Executive sponsor of B&G Foods' CSR and ESG efforts)

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Teams of B&G Foods employees across our company have been working together to make steady progress towards our sustainability and diversity, equity and inclusion goals, and creating an impact within our communities through our philanthropic efforts."



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About B&G Foods

At B&G Foods, we’re 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. A large part of this commitment includes acquiring and investing in established food brands and making them more relevant for our customers and consumers. While our growth strategy ensures that we change from one day to the next, always improving, one thing remains constant: our commitment to provide delicious food from our family to yours.



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The B&G Foods Family of Brands

Our Family of Brands

Our portfolio of more than 50 trusted brands has something for everyone.



130+
Years in Business

50+
Iconic Brands

2800+
Employees

2B+
Net Sales



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Our Core Values

Our core values—passion; food safety and quality; integrity and accountability; customer and consumer focus; safety and health at work; diversity, equity and inclusion; collaboration; and empowerment—have been critical to our success.



Passion

We love food and bringing our family of brands to you and your family. We pursue excellence in everything we do. We are energized by new challenges.



Food Safety & Quality

We make food safety our number one priority. We are committed to providing great-tasting, high-quality and safe foods to you and your family.



Integrity & Accountability

We are ethical, honest and transparent. We hold ourselves accountable for our decisions and actions. We believe in being a good corporate citizen, and we do the right thing because we care.



Diversity, Equity & Inclusion

We embrace diversity and value the similarities and differences of our employees. We leverage diverse backgrounds and perspectives to achieve outstanding results. We are committed to fostering an equitable and inclusive work environment where all employees have the opportunity to share their ideas, grow with our company, and realize their full potential.



Customer & Consumer Focus

We strive to consistently exceed our customers’ and consumers’ expectations. We proactively seek customer and consumer insights. We deliver what we promise.



Collaboration

We believe in team first, individuals second. We believe in timely and personal communication. We support each other professionally and personally without being asked.



Safety & Health at Work

We are committed to ensuring the health and safety of our employees and expect the same from our supply chain partners. We are committed to preventing accidents, injuries and illnesses related to the workplace.



Empowerment

We enable and encourage our employees to grow, excel and realize their full potential. We strive to hire people more talented than we are. We empower our people to make the decisions needed today, and prepare them for even bigger decisions they will make in the future.



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Our ESG Mission & Goals



Environmental Sustainability

As part of our commitment to being a good corporate citizen, we consider environmental sustainability to be an important strategic focus area. For instance, our manufacturing operations have a variety of initiatives in place to reduce waste, reduce energy usage, conserve water, improve wastewater management, reduce packaging and, where possible, use recycled and recyclable packaging. We evaluate and modify our manufacturing and other processes on an ongoing basis to mitigate risk and further reduce our impact on the environment, conserve water and reduce waste.

See [Our Sustainability Goals](#) for information about our environmental sustainability goals and the progress we are making towards achieving those goals.



Social

At B&G Foods, we're passionate about supporting our employees and giving back to the communities where we live and work.

Ours is a culture of collaboration. We work together to bring iconic brands to life to meet the needs of our diverse consumer base. To do that, we need the best people with diverse backgrounds, experiences, and perspectives. People who respect individual differences and are passionate about being part of a winning team. We are committed to fostering an inclusive work environment where all employees have the opportunity to share their ideas, grow with the company, and realize their full potential.

See [Progress Toward Five-year Social Goals](#) for information about our diversity, equity and inclusion goals and the progress we are making towards achieving those goals.



Governance & Business Ethics

B&G Foods is committed to conducting every aspect of our business in an ethical, open and honest manner and in full compliance with the law, both in letter and in spirit. We believe good corporate governance fosters accountability of our Board and management and is essential to promote the long-term interests of our company, our shareholders and all of our other stakeholders.



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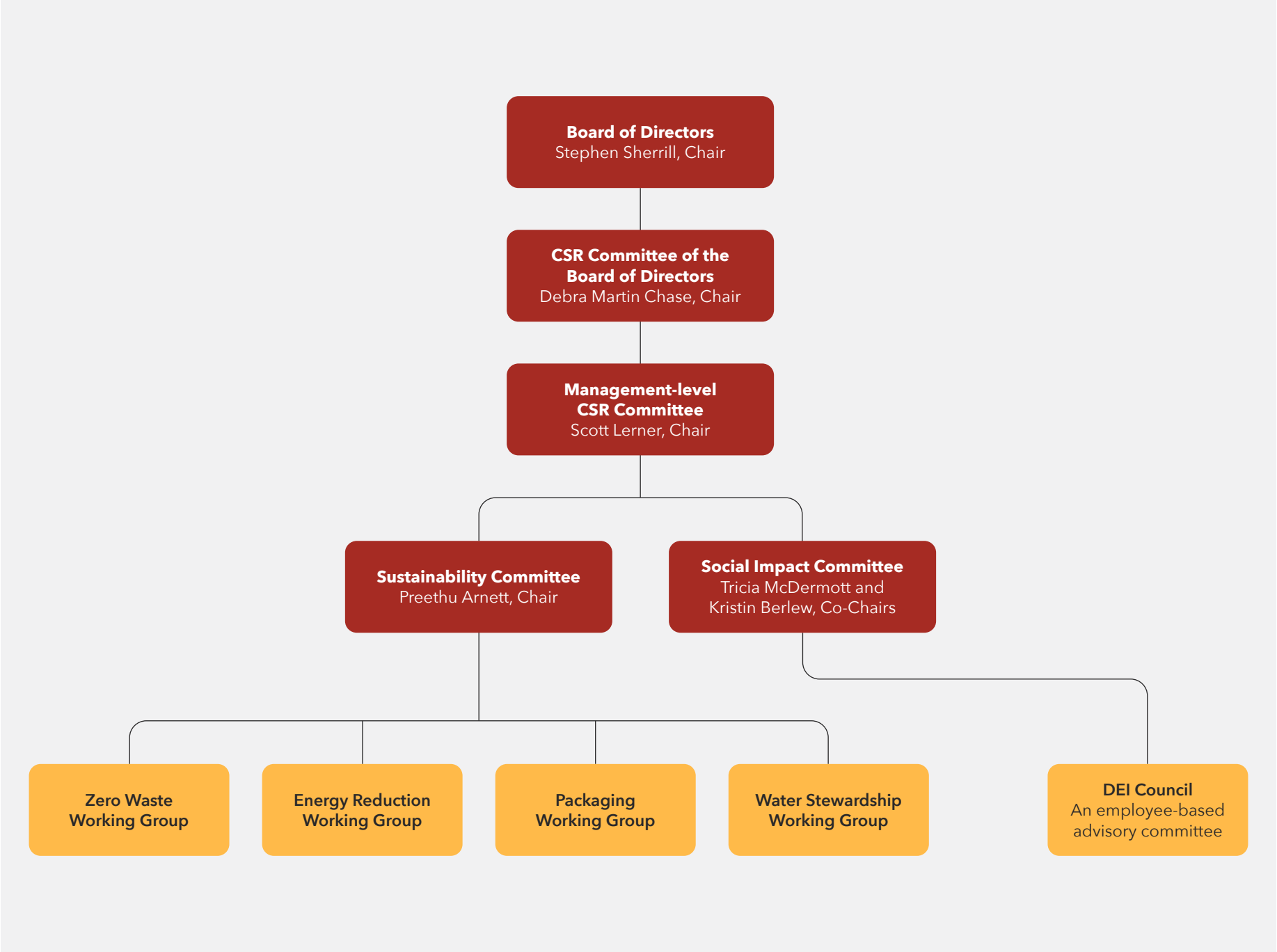
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Governance & Structure

Board and Board Committee Oversight of CSR and ESG

Our Board of Directors has overall responsibility for CSR and ESG oversight. The Corporate Social Responsibility Committee within our Board of Directors has primary oversight responsibility for B&G Foods’ diversity, equity and inclusion efforts; environmental and sustainability efforts; philanthropic activities; charitable contributions; and community relations. The Nominating & Governance Committee of our Board of Directors has primary oversight responsibility for B&G Foods’ corporate governance. The Audit Committee, Compensation Committee and Risk Committee of our Board of Directors also have oversight responsibilities relating to certain aspects of CSR and ESG.





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GOVERNANCE & STRUCTURE CONTINUED

Executive Leadership and Management Oversight of CSR and ESG

B&G Foods’ Executive Vice President, General Counsel, Secretary and Chief Compliance Officer has executive oversight responsibility for CSR/ESG mission, goals and management. He chairs our management-level CSR Committee and reports regularly to our Board, the board-level CSR Committee, the Nominating & Governance Committee, the Board’s other committees and our President and Chief Executive Officer. Our management-level CSR Committee has day-to-day responsibility for oversight and implementation of our CSR/ESG efforts. Other members of our management-level CSR Committee include our (a) Executive Vice President of Human Resources and Chief Human Resources Officer, (b) Senior Vice President of Supply Chain, (c) Senior Vice President of Quality Assurance and Research & Development, (d) Vice President of Human Resources, (e) Director of Public Relations and Corporate Communications, and (f) Manager of Sustainability and Cost Savings.

Our management-level CSR Committee has two subcommittees, the Sustainability Committee and the Social Impact Committee. The Sustainability Committee has four working groups of employees with subject matter expertise that focus on zero waste, energy reduction, packaging and water stewardship. Our Social Impact Committee focuses on human capital, DEI and philanthropy.

Diversity, Equity & Inclusion (DEI) Council

In January 2021, we formed a DEI Council. The DEI Council consists of a cross-section of employees with different professional and personal backgrounds and experiences. The primary purpose of the DEI Council is to provide input and guidance regarding our company’s DEI goals, strategy, metrics, initiatives, approach and communications and to partner with our company’s executive leadership team, human resources department, management-level CSR Committee and its Social Impact Committee, and other employees to plan and implement DEI-related initiatives. Two members of our executive leadership team act as executive sponsors of the DEI Council to provide guidance and ensure that the DEI Council has the resources necessary to fulfill its primary purpose and make a meaningful impact.



STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a priority at B&G Foods. We regularly meet with and listen to our key stakeholders, including stockholders, customers, consumers, and non-profit and advocacy organizations. We encourage feedback from our key stakeholders and take all such feedback into account as we establish and continually update our CSR and ESG policies, practices and short- and long-term objectives.



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Compliance & Ethics

Code of Conduct

At B&G Foods, we are committed to providing quality products and observing high ethical standards in the conduct of our business. 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.

Supplier Code of Conduct

B&G Foods believes a strong relationship with our suppliers, one that is ethical, honest and transparent, is consistent with our core values and is essential to ensuring our company’s success. Accordingly, our supplier code of conduct communicates the expectations we have of our suppliers and to ensure that the suppliers we do business with adhere to the highest standards of ethics, integrity and compliance with the law. For more information about our supplier code of conduct, please see [Responsible Sourcing](#).

Compliance Training

We provide annual and periodic training and educational materials to our employees on our Code, raising and resolving ethical issues, ethical decision-making and on various other compliance and ethics topics.

Ethics Hotline & Ethics Reporting Process

We maintain an ethics hotline where employees, customers, suppliers and other persons or entities may raise concerns or report perceived violations of our Code anonymously.

When a report is filed through EthicsPoint or directly to our Compliance and Ethics Committee or Audit Committee,



the person filing the report may choose to remain anonymous. Investigators take every reasonable precaution to keep the reporter’s identity confidential, except where disclosure is required to conduct a thorough and fair investigation.

B&G Foods takes all reports of possible misconduct seriously. We will investigate the matter thoroughly, determine whether our Code or the law has been violated, and take appropriate corrective action. Employees who are being investigated for a potential Code violation will have an opportunity to be heard prior to any final determination.

B&G Foods values the help of employees who, in good faith, identify potential problems. Any retaliation against an employee who raises an issue violates the Code. Retaliation is grounds for discipline up to and including termination.

To raise a concern or file a report via EthicsPoint, use any of the following methods:

- Go to www.ethicspoint.com and select the “Make a Report” link at the top of the web page;
- Go to www.BGethics.com and select the “EthicsPoint” link, then select “Make a Report”;
- From the U.S. or Canada, call 1.866.294.4079 (toll free); or
- From other countries, go to www.BGethics.com for international phone numbers.



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Information Security & Data Privacy



Information Security

Information technology is critically important to our business operations. We rely on information technology (IT) networks and systems, including the Internet, to process, transmit and store electronic and financial information, to manage a variety of business processes and activities, including manufacturing, financial, logistics, sales, marketing and administrative functions. We depend on our IT infrastructure to communicate internally and externally with employees, customers, suppliers and others. We also use IT networks and systems to comply with regulatory, legal and tax requirements.

Cyberattacks and other cyber incidents are on the rise in the United States. They are constantly evolving in nature, are becoming more sophisticated and are being carried out by a wide range of groups and individuals (including criminal hackers, hacktivists, state-sponsored institutions, terrorist organizations and individuals or groups participating in organized crime) with a wide range of expertise and motives (including monetization of corporate, payment or other internal or personal data, theft of trade secrets and intellectual property

for competitive advantage and leverage for political, social, economic and environmental reasons). Such cyberattacks and cyber incidents can take many forms including cyber extortion, denial of service, social engineering, such as impersonation attempts to fraudulently induce employees or others to disclose information or unwittingly provide access to systems or data, introduction of viruses or malware, such as ransomware through phishing emails, website defacement or theft of passwords and other credentials.

B&G Foods maintains a comprehensive IT, data governance and cybersecurity program to support the effectiveness of our IT systems and identify, prevent and mitigate IT and data security risks. Our Chief Information Officer, who oversees our cybersecurity program, meets at least annually with the Risk Committee of our Board of Directors and/or the full Board of Directors to brief them on IT matters, including cybersecurity. At least two members of our Board of Directors have IT and cybersecurity experience or expertise, including the Chairs of our Audit Committee and Risk Committee.

Our cybersecurity program is aligned to the National Institute of Technology (NIST) Cybersecurity Framework (CSF). In addition, B&G Foods has an information security policy, which is supported by a robust security awareness program. Our cybersecurity team utilizes a variety of tools, processes and outside resources to continue to raise and maintain its maturity across the elements of NIST CSF.

Our IT infrastructure and information security management systems are audited by external auditors each fiscal year, and we conduct third-party vulnerability analysis, including simulated hacker attacks.

B&G Foods has also engaged third party firms to assess its cybersecurity maturity against the NIST CSF, as well as B&G Foods technical capabilities within its environment. B&G Foods also has an information security training and compliance program in place. Our IT department has engaged a third party to provide regular cybersecurity awareness training to our employees. We also have business continuity plans and incident response plans in place to prepare us to act quickly in the event of cyber incidents. We test our business continuity plans and incident response procedures at least annually.

We and third-parties with whom we have shared personal information have been subject to attempts to breach the security of networks, IT infrastructure, and controls through cyberattack, malware, computer viruses, social engineering attacks, ransomware attacks, and other means of unauthorized access. For example, in February 2023, we experienced a cyberbreach resulting from a global ransomware attack that impacted thousands of network servers around the world and which encrypted certain of our network servers. In this case, our internal IT department together with third-party cybersecurity incidence response teams that we keep on retainer were able to unencrypt and restore most of the affected servers and restore others from

backups within a few days and with minimal disruption to our manufacturing operations, sales, order processing, distribution and other business operations, and without paying any ransom. The February 2023 ransomware attack also resulted in the unauthorized release of sensitive personal information of certain of our current and former employees that required remediation expenditures by our company. B&G Foods estimates that the costs and damages from cybersecurity breaches over the past three years total less than \$250,000.

Data Privacy

We collect and use consumer personal data for a variety of purposes, including to provide recipe-related information to consumers who subscribe for these, to run sweepstakes and contests, to ensure that our advertising is directed to relevant audiences, and to otherwise improve our product and service offerings. We are also required to maintain employee personal data. We are sensitive to the privacy concerns of our consumers and employees, and are fully committed to complying with all applicable regulations.

In addition to meeting the ever-changing patchwork of legal requirements, B&G Foods is also committed to acting responsibly and transparently to continue to earn and maintain the trust of our consumers and employees with respect to our collection, retention and use of personal data. We also maintain safeguards to control against the loss of personal data or the unauthorized access, use, disclosure, destruction or modification of personal data.



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Political Contributions & Lobbying Policy

Consistent with the requirements of our Code and our core values, our political contributions and lobbying policy is intended to ensure that any involvement in political activities by B&G Foods and its directors, officers and employees complies with all applicable laws and regulations concerning political contributions, lobbying or other political activities. Below is a summary of certain key terms of the policy.

No Political Contributions

Our political contributions and lobbying policy provides that no funds or other assets of B&G Foods may be used to make contributions, loans or payments to (1) any elected or appointed official, political party, candidate for office, or political action committee (PAC), (2) pay for a candidate’s or elected or appointed official’s transition, inaugural or legal defense expenses, or (3) make any independent expenditures on behalf of any elected or appointed official, political party, candidate for office, or PAC, in any country or region, even where allowed by law. Directors, officers and employees may not make any political contributions as a representative or on behalf of B&G Foods, and may not use B&G Foods’ name in any way that may create the impression that the director, officer or employee is speaking or acting for or on behalf of B&G Foods.

Lobbying

Portions of B&G Foods’ business are subject to various laws and government regulations. At times, B&G Foods may work with lawmakers and government agencies regarding policy and legislation that may affect the manner in which we conduct some aspects of our business. Lobbying is the practice of communicating with elected officials in order to influence legislation. Lobbying is a legitimate activity but is strictly regulated by government rules and company policies. Our Political Contributions and Lobbying Policy provides that directors, officers and employees of B&G Foods may not contact any government personnel on behalf of B&G Foods regarding legislation, existing laws and regulations, and governmental actions, or engage in any other lobbying activities on behalf of B&G Foods, without the prior approval of the B&G Foods Legal Department. Directors, officers and employees of B&G Foods engaged in such activities must comply with all applicable laws and regulations.





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At B&G Foods we are committed to providing delicious food from our family to yours. We provide a diverse portfolio of more than 50 brands that consumers know and love. We strive to meet the varying needs of consumers with respect to budgets, taste preferences and nutrition.



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Food Safety & Quality

Commitment to Food Safety & Quality

B&G Foods is committed to ensuring that all the foods we sell are safe and meet the highest quality standards and comply with applicable laws. We employ a dedicated food safety and quality assurance team that supervises regulatory compliance across our portfolio of shelf-stable and frozen food products. All of B&G Foods’ ingredients, packaging materials and finished products are subject to our strong food safety and quality assurance procedures. As part of this process, all of our products are manufactured, stored and delivered in accordance with current Good Manufacturing Practices and in compliance with all federal, state and local laws and regulations of the United States applicable to such products, including without limitation, the U.S. Federal Food, Drug and Cosmetic Act, as amended (FFDCA). Our food safety plans are based on the Food Safety Modernization Act (FSMA) and/or Hazard Analysis Critical Control Points (HAACP) requirements and principles. We believe that our food safety plans, policies and procedures meet or exceed all applicable regulatory and industry standards.

Our supplier code of conduct expressly states that we expect our suppliers to provide products and services that meet or exceed all applicable government and contractual standards of safety and quality. Suppliers must immediately notify B&G Foods of any concerns about product safety or quality.

In 2022, all of the food manufacturing facilities that we operate, and all of the third-party co-manufacturing facilities that produce our products for us, were certified by SQF, BRCGS or another Global Food Safety Initiative (GFSI) benchmarked standards, or maintain AIB GMP certification.





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Recall Policy & Procedures

B&G Foods’ ultimate goal is to prevent any accidental or purposeful contamination of our food products. However, should food safety issues arise, B&G Foods has developed product recall policies and procedures to guide our employees on how to conduct rapid and effective product recalls and withdrawals in accordance with all applicable laws, should that become necessary. B&G Foods’ recall policy and procedures are used to identify and recover potentially adulterated, misbranded and/or hazardous foods in order to protect the public health, ensure the quality and safety of B&G Foods’ products and prevent economic fraud.

B&G Foods’ recall policy and procedures applies to all products manufactured and sold by or on behalf of B&G Foods in the United States, Canada, Mexico and other foreign countries, including products produced by third-party co-manufacturers (and products licensed to B&G Foods by third parties). For products licensed by B&G Foods to third parties, licensees of B&G Foods’ brands must have a written recall policy generally consistent with B&G Foods’ recall policy.

The chart below provides information regarding the voluntary recalls conducted by B&G Foods from 2020 through 2023.

Voluntary Recalls from 2020-2023

Year	Number of Recalls	Number of Cases	Notes
2020	3	<1,600	<p>In August 2020, we initiated a voluntary recall of 1,502 cases of a single date code of 6 oz. <i>Back to Nature</i> Organic Rosemary & Olive Oil Stoneground Wheat Crackers after learning that the product may contain milk allergens that were not declared on the products’ ingredient statements. There were no allergic reactions reported.</p> <p>In October 2020, we initiated a voluntary recall of a very limited number of boxes of a single date code of 6 oz. <i>Back to Nature</i> Organic Rosemary & Olive Oil Stoneground Wheat Crackers after learning that the product may contain peanut allergens that were not declared on the products’ ingredient statements. There were no allergic reactions reported.</p> <p>In December 2020, we initiated a voluntary recall of a limited number of individual containers of two consecutive date codes of 5.37 oz. Food Club Garlic Powder after learning that the product may contain soy allergens that were not declared on the products’ ingredient statement. There were no allergic reactions reported.</p>
2021	1	3,867	<p>In September 2021, we initiated a voluntary recall of 3,867 cases of 23 oz. <i>Tone’s</i> Taco Seasoning Blend with two date codes, after learning that the product may contain wheat allergens that were not declared on the products’ ingredient statement. There were no allergic reactions reported.</p>
2022	1	1,855	<p>In April 2022, we initiated a voluntary recall of 1,855 cases of 6 oz. <i>Back to Nature</i> Cheddalicious Cheese Flavored Crackers with a single date code, after learning that a limited number of the cracker boxes were inadvertently filled with foil wrapped pouches of animal shaped crackers, which contained egg and milk, allergens that were not declared on the products’ ingredient statement. There were no allergic reactions reported.</p>
2023	None	–	See note below.

Note: Effective January 3, 2023, B&G Foods divested the *Back to Nature* brand to a third party acquiror. During a brief transition period of less than one year, B&G Foods provided certain transition services to the acquiror of the *Back to Nature* brand, including sales, distribution and recall assistance services. In January 2023, on behalf of the acquiror of the brand we initiated a voluntary recall of 402 cases of 6.4 oz. *Back to Nature* Fudge Mint Cookies at the customer/wholesale level after being notified that an ingredient supplied by a third-party ingredient supplier to the third-party co-manufacturer of the products was contaminated with peanut, an allergen not declared on the cookie box label. On February 1, 2023, the voluntary recall was extended to the retail and consumer level for 3 cases of 6.4 oz. *Back to Nature* Fudge Mint Cookies with a single date code. All of the recalled products were manufactured by the third-party manufacturer of the products after B&G Foods had divested the *Back to Nature* brand. **There were no allergic reactions reported.**



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Nutrition & Transparency

We offer a variety of nutritional options, including, among many others, *Green Giant* vegetables, *Dash*, the leading brand of sale-free, flavor full, seasonings, *McCann's* oatmeal, and *Victoria* premium pasta sauces. We also offer many products that are organic and/or Non-GMO Project Verified.

We also recognize that customers, consumers, regulators, public interest groups, investors and other stakeholders desire additional nutritional information and transparency. Consumers and other stakeholders want to know what ingredients are in their food, where and how ingredients are sourced, and where and how food products are manufactured. Consumers and other stakeholders also want assurance that the crops used in our foods have been grown and harvested in a responsible and sustainable manner that respects the safety of farm workers and the environment. We are committed to increasing transparency about our foods, where they are grown and how they are manufactured, and continue to increase transparency so that consumers can make informed choices about the delicious foods we offer.

We have a multidisciplinary team of food safety, food quality and food labeling experts who follow a rigorous multi-step review process to ensure that our product labels and individual brand websites are informative and accurate, and that any claims we make for our food products are truthful and not misleading.



For consumers and other stakeholders who want more information about our food, beyond that which we can fit on product labels, additional information about ingredients, nutrition and product claims is available on our individual brand websites, or by phone or electronic submission through our consumer affairs center. Additional information about our responsible sourcing efforts, pesticide use and risk mitigation, and a variety of other topics is available on the Responsibility page of our corporate website and elsewhere In this CSR report.

CONSUMER EDUCATION & RESPONSIBLE MARKETING

Marketing to Children Policy

Young children may have a limited ability to understand and process information. Older children may be in a position to make purchasing decisions without parental guidance. B&G Foods strives to market and advertise our products in a responsible manner without taking advantage of these possibilities.



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At B&G Foods, we’re passionate about supporting our employees and giving back to the communities where we live and work while also building strong and resilient communities. By putting people first, we all win.



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Social Impact

Our Workforce

As of December 31, 2022, our workforce consisted of 3,085 employees. Of that total, 2,661 employees were engaged in manufacturing, 144 were engaged in marketing and sales, 165 were engaged in warehouse and distribution and 115 were engaged in administration.

2,661 Manufacturing Employees

115 Administration Employees

165 Warehouse & Distribution Employees

144 Marketing & Sales Employees



Our Culture

We love food and bringing our family of brands to our consumers and their families. We have fire in our bellies, are energized by new challenges and pursue excellence in everything we do. We believe in teamwork, have a common desire to be part of something big, and share a commitment to stay humble amidst exponential growth.

Our open-door policy creates an idea-driven environment where each of us, regardless of level, has a voice. We are approachable, collegial and fiercely loyal.

We make it a priority to listen to our employees, to understand their diverse viewpoints and respond to their feedback by taking action to improve. We do this in part by monitoring employee engagement and satisfaction through periodic employee engagement surveys.



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Diversity, Equity & Inclusion (DEI)

At B&G Foods, we foster a culture of collaboration. We work together to bring iconic brands to life to meet the needs of our diverse consumer base.

To do that, we need the best people with diverse backgrounds, experiences, and perspectives; people who respect individual differences and are passionate about being part of a winning team. We are committed to fostering an inclusive work environment where all employees have the opportunity to share their ideas, grow with the company, and realize their full potential.

Recent DEI Council Initiatives

Hosted Career Development Conversations

In partnership with our human resources department, the DEI Council hosted a career development session with Debra Martin Chase, Chair of B&G Foods’ board-level CSR Committee. Ms. Chase shared her personal career development journey with B&G Foods employees, providing valuable insights into some of the challenges she has faced and overcome. The DEI Council also hosted a career development session with members of the executive leadership. Themed a “casual conversation with leadership,” the event provided a platform



for open and engaging discussion on important topics and different perspectives related to career development and DEI in the workplace.

Introduced a DEI Council Newsletter

The DEI Council launched a quarterly newsletter that serves as a hub for sharing important information, updates, success stories and resources related to DEI generally and specific initiatives at B&G Foods.

Introduced a DEI Council Electronic Mailbox

To provide a dedicated channel for DEI-related communication, the DEI Council launched a “Better Together” email address internally. This electronic mailbox is intended for any queries, suggestions, or feedback related to DEI at B&G Foods.

Launched DEI-related Employee Education Emails

To promote understanding and appreciation of different cultures and celebrations, the DEI Council has begun sending regular educational emails on various topics related to DEI.

Established Partnership with NextUp

Members of the DEI Council worked closely with other business leaders and executive sponsors to roll out networking, career-development, and skill-building resources from NextUp that are focused on advancing women and underrepresented groups.

Launched Unconscious Bias Training

As part of B&G Foods’ commitment to fostering a diverse, equitable and inclusive environment, the DEI Council provided invaluable assistance to our human resources department with the launch of unconscious bias training for employees.

Sponsored Employee-Brand Partnership Events to Promote an Inclusive Environment

The DEI Council partnered with managers of various B&G Foods brands to host events at B&G Foods’ corporate headquarters

DEI IN OUR SUPPLY CHAIN

We are also working on DEI efforts in our supply chain. We encourage our business leaders to work closely with our procurement team to identify diverse suppliers so that they are provided with meaningful opportunities to compete for our business and so that we can expand our outreach and support to small- and large-scale suppliers from underrepresented communities.

that align with B&G Foods’ commitment to DEI. 2023 events included employee celebrations focusing on Cinco De Mayo, which featured our *Ortega* and *Las Palmas* brands, and a summer barbecue featuring many of our spices & seasoning brands, including *Weber*, *Spice Islands* and *Tone’s*. These employee events are designed to provide an opportunity for employees to get to know each other in a relaxed, casual environment and help foster a sense of community.

Launched a “Women in Manufacturing” Task Force

A female plant manager and member of the DEI Council is leading this effort in partnership with other plant managers and the HR Department to better understand and break down barriers to females pursuing and advancing their careers in manufacturing.

Designed and Introduced a B&G Foods DEI Council Logo

The DEI Council designed and introduced the DEI Council logo, which appears on [page 11](#) of this report, in December 2023 as a visible symbol of our company’s commitment to DEI.



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Progress Toward Five-year Social Goals

In January 2021, we hired a third-party DEI consultant to help us further develop our DEI strategy and priorities, educate and increase our self-awareness, assess our internal demographics and work practices, and provide guidance to our Board of Directors, board-level CSR Committee, management-level CSR Committee, DEI Council and management as we continue to make progress on our DEI efforts.

In January 2022, we established five-year DEI goals about which we expect to report at least annually.

Our five-year goals are to:

- increase representation of women to 50%
- increase representation of underrepresented talent to 35%
- increase representation of women and underrepresented talent in leadership roles (director-level and above in corporate; supervisor/manager level and above in manufacturing) by 10 percentage points

The tables to the right provide information regarding the percentages of our employees who are female or from underrepresented groups as compared to our overall employee population and our leadership. The tables also set forth our five-year goals (established in January 2022) to increase the representation of women and members of underrepresented groups in both our general employee population and our leadership.

Female Talent as a Percentage of Employees

	FISCAL YEAR ENDED			GOAL
	December 31, 2022	January 1, 2022	January 2, 2021	By 2027
All Employees	33%	34%	33%	50%
Corporate	54%	53%	53%	
Manufacturing, Warehouse and Distribution	28%	29%	29%	
All Leadership Employees	28%	28%	27%	38%
Corporate Leadership ¹	39%	34%	31%	
Manufacturing, Warehouse and Distribution Leadership ²	24%	26%	26%	

Underrepresented Talent³ as a Percentage of Employees

	FISCAL YEAR ENDED			GOAL
	December 31, 2022	January 1, 2022	January 2, 2021	By 2027
All Employees	38%	32%	30%	35%
Corporate	21%	21%	20%	
Manufacturing, Warehouse and Distribution	42%	35%	32%	
All Leadership Employees	25%	18%	17%	28%
Corporate Leadership ¹	6%	10%	10%	
Manufacturing, Warehouse and Distribution Leadership ²	31%	21%	20%	

1 Corporate leadership includes corporate employees at director-level and above.

2 Manufacturing, warehouse and distribution leadership includes manufacturing, warehouse and distribution employees at supervisor/manager-level and above.

3 Underrepresented talent refers to groups who have been denied access and/or suffered past institutional discrimination in the United States and, according to the Census and other federal measuring tools, includes African Americans, Asian Americans, Hispanics or Chicanos/Latinos, and Native Americans. This is revealed by an imbalance in the representation of different groups in common pursuits such as education, jobs, and housing, resulting in marginalization for some groups and individuals and not for others, relative to the number of individuals who are members of the population involved.



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Our Philanthropy Principles

Promote Food Security



As a leading manufacturer of high-quality, well-known food brands, we believe we can make a difference in the community by supporting causes and organizations that promote food security and education to ensure those in need have access to safe and nutritious food.

Support the Communities where We Live and Work



At B&G Foods, we combine our passion for food with our passion for supporting and giving back to the community. We donate food, money and our time and expertise to various causes and charitable efforts at the corporate, brand and local levels, and encourage our employees to do the same. Through these efforts we strengthen, educate and feed our hometown communities across North America.

Accelerate Diversity in the Culinary Arts



Food is a universal language, and we believe the culinary arts are made infinitely more powerful through a diverse blend of people and perspectives. As part of our ongoing commitment to diversity, equity and inclusion, we offer culinary arts scholarships to cultivate the talents of underrepresented students to maximize their impact in the culinary world.



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Philanthropy Principles in Action

Promoting Food Security

America's Grow-a-Row

In 2022, B&G Foods announced that we are proud to partner with America's Grow-a-Row (AGAR), a not-for-profit organization that grows and gleans fresh, healthy fruits and vegetables that are donated to those suffering from hunger or living in areas that lack reliable access to fresh, affordable produce. In 2023, B&G Foods donated \$250,000 to AGAR, which will result in the planting, growing, harvesting and distribution of 1.25 million servings of fresh produce to communities in need across the United States.

Our partnership with AGAR, an organization based in B&G Foods' home state of New Jersey, provides a new opportunity for our New Jersey-based employees to volunteer locally. Employees will be given the opportunity to help harvest produce that will be donated to other areas of the country where B&G Foods has manufacturing or distribution facilities, creating an opportunity for a full circle donation experience and providing an opportunity for B&G Foods employees throughout the country to get involved.

During the 2023 harvest season in New Jersey, B&G Foods held five volunteer days in which employees helped to harvest more than 127,000 pounds of fresh produce that was donated to those in need.



Partnering with AGAR is an opportunity to use our passion for food to make a real impact in communities, especially food deserts. By providing 1.25 million servings of produce to those who are in need, we are making it easier for families to eat healthy, nourishing foods."

—Casey Keller, President and Chief Executive Officer



Food Bank Donations

B&G Foods is proud to make food bank donations to help those in need. In 2022, food bank donations to organizations including Feeding America, Feed America First, Operation Blessing and more, totaled nearly \$3 million and helped put food on the table for countless families.





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PHILANTHROPY PRINCIPLES IN ACTION CONTINUED

Supporting the Communities Where we Live and Work

St. Jude Children's Research Hospital

Our *Green Giant* and *Ortega* brands partnered with St. Jude Children's Research Hospital from 2016 to 2023 and, together with our employees, donated approximately \$3.3 million to help the organization further its efforts in leading the way the world understands, treats and defeats childhood cancer and other life-threatening diseases. In addition to providing much-needed funding, the brand also prominently featured patients and their stories on limited-edition *Green Giant* and *Ortega* products to generate increased awareness about the important work the hospital does. B&G Foods employees also supported St. Jude and contributed to our company's overall donations with employee giving campaigns in recent years in which B&G Foods provided matching funds.



Ukraine Relief Efforts

In 2022, B&G Foods mobilized to provide humanitarian support to the people of Ukraine. B&G Foods donated three containers filled with over 100,000 lbs. of food to the Ukrainian American Cultural Center of New Jersey (UACC), who then shipped the products to the people of Ukraine to help provide humanitarian relief for the war-torn country.

Local Charitable Support

While B&G Foods has overarching company-wide charitable partners, we also encourage our individual offices, manufacturing facilities and distribution centers to support local organizations that are making a difference in their communities. Some of the longstanding partnerships include our Parsippany, New Jersey headquarters' participation in the American Cancer Society Walk for Life, our Yadkinville, North Carolina manufacturing facility and Bike MS (multiple sclerosis), our Hurlock, Maryland manufacturing facility and Wreaths Across America, among others.

These local charitable initiatives are a fantastic way for teams of B&G Foods employees to work together outside of the work environment to give back in an impactful way. Our *Clabber Girl* manufacturing facility in Terre Haute, Indiana fundraises for the Special Olympics each year with a Polar Plunge in which employees are dropped into a dunk tank to support the cause. Our team at our Bentonville, Arkansas sales office has volunteered locally at Cobble Stone Farms to do their part to help the non-profit provide nutritious food for those in need in Northwest Arkansas. These are just two examples of the excellent work that's being done by our teams in the United States.



In addition, B&G Foods employees in Canada and Mexico are also involved in a number of charitable initiatives to make a difference in their respective countries. Employees at B&G Foods Canada are proud to support Toonies for Tummies, a charitable foundation that raises funds to support local children's breakfast programs in schools across Canada. Through this program, B&G Foods employees volunteer their time to serve breakfast to children in schools to ensure the kids start the day with a nutritious, filling meal so they can concentrate in school.

While not associated with a specific non-profit, our manufacturing facility in Irapuato, Mexico has done incredible charitable work to reforest the local environment with the goal of planting 500,000 trees to become "carbon neutral". In 2023, the team in Mexico planted nearly 27,000 trees. For additional information, please see [Reforestation](#).



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PHILANTHROPY PRINCIPLES IN ACTION CONTINUED



Accelerating Diversity in the Culinary Arts

B&G Foods Culinary Leaders of Tomorrow Scholarship at The Culinary Institute of America (CIA)

Food is a universal language, and



B&G Foods believes that the culinary arts are made infinitely more powerful with a diverse blend of people and perspectives.

In 2021, B&G Foods founded the B&G Foods Culinary Leaders of Tomorrow Scholarship at The Culinary Institute of America (CIA) to support individuals from diverse backgrounds in their pursuits of culinary careers. With a goal of making culinary education and employment more accessible to all, the B&G Foods Culinary Leaders of Tomorrow Scholarship awards five \$10,000 grants to eligible students at the CIA students each year with a total commitment of \$1,000,000 in scholarships over eight years. Scholarship recipients who continue their education in good standing will receive the award each year until graduation.

B&G Foods' partnership with the CIA is rooted in shared values of passion, collaboration, inclusion and empowerment. B&G Foods' story began in 1889 when two immigrant families came to America in search of a better life. What began with one pickle brand sold on the streets of New York City has become a portfolio of more than 50 iconic and beloved brands—including, *B&G*, *Green Giant*, *Crisco*, *Ortega*, *Clabber Girl*, *Cream of Wheat*, *Dash* and *Victoria*.

The scholarship is the latest addition to B&G Foods' ongoing support of the CIA, and underscores our commitment to help build a more diverse and inclusive future for the food industry. B&G Foods has also committed to making ongoing in-kind contributions of products and ingredients for use in CIA classrooms and invites students to continue their engagement with B&G Foods through mentorship, internships, and potential employment.

Whether students seek employment in or outside the kitchen, B&G Foods hopes that these annual awards will promote greater diversity, equity and inclusion within the world of food.



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Labor & Human Rights

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 labor and human rights laws.

Human Rights Policy

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.

Our human rights policy applies to B&G Foods and all of our subsidiaries, operating divisions, facilities, offices and locations, and all of our directors, officers and employees. In addition, our human rights 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 our human rights 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 our human rights policy, without further liability of B&G Foods to the supplier or other third party.

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 of conduct and our supplier code of conduct.

It is our objective through our human rights 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;

We respect the personal dignity and individual worth of every human being.

- 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.

In establishing and maintaining relationships with our supply chain partners, we expect the same commitment to high ethical standards and compliance with applicable laws and therefore our supplier code of conduct expressly states that we expect our suppliers to have controls in place that:

- Verify the employment eligibility of their employees and employ workers with the legal authorization to work.
- Respect the right of employees to freely associate, organize and bargain collectively in accordance with applicable laws.

- Ensure compliance with applicable wage, hour and benefits laws; that accurate written records of employees' regular and overtime hours are maintained; and that employees are paid timely.
- Ensure a workplace that treats employees with personal dignity and is free from discrimination, harassment and abuse of any kind.
- Prohibit child labor, prison labor, slavery and human trafficking; ensure that employees' personal documents or other valuable items, such as passports, work permits and travel documentation are not kept by the supplier as a means to bind employees or restrict their freedom of movement; and ensure that no North Korean nationals or citizens are employed by the supplier or the supplier's supplier in the manufacture of B&G Foods' raw materials or finished goods.

Respecting Worker Rights

Guided by our human rights policy described above, we respect the rights of freedom of association and collective bargaining. Approximately 57% of our employees, located at six manufacturing facilities in the United States and one manufacturing facility in Mexico, are covered by covered by collective bargaining agreements.



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Safety & Health at Work

We are committed to ensuring the health and safety of our employees and expect the same from our supply chain partners. We are also committed to preventing accidents, injuries and illnesses related to the workplace.



In January 2021, we adopted a new environmental, health and safety policy that, among other things, provides that we hold our leadership accountable for providing and maintaining safe and healthful working conditions; insist 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; and mandating that safety is a condition of employment and holding every employee accountable for following all prescribed work safety practices and procedures. To promote safety and health at work, we provide monthly safety and health training and assessments as well as annual internal and third-party safety and health audits.

We carefully track all safety incidents and near-incidents for our employees, and are pleased to report that over the past five years from 2018 through 2022 our Total Incident Rate (TIR) for our own employees has declined significantly from 2.6 for 2018 to 1.9 (or 1.7, if we exclude the impact of COVID) for 2022. By comparison, according to the United States Bureau of Labor Statistics, the national food manufacturing average for TIR was 4.6. In 2022, our manufacturing facilities reduced the total number of OSHA reportable cases (excluding the impact of COVID) for the fourth consecutive year. For 2022, our Days Away from Work Injury

and Illness (DAFWII) Rate decreased to 0.56 from 0.68 in 2021. For 2022, our Days Away, Restricted or Transferred (DART) Rate increased slightly to 1.73 from 1.69 in 2021.

We continue to focus and invest in the safety and health of our employees and we strive to continue to improve our TIR, DAFWII Rate, DART Rate and other safety metrics.

B&G Foods also expects our suppliers to operate in a manner that complies with all applicable laws, regulations and industry standards and to provide a safe and healthy workplace for all of their workers. Our supplier code of conduct provides that suppliers must make continuous efforts to support accident prevention and minimize health risk exposure. At a minimum, potable drinking water, clean restrooms, adequate ventilation, fire exits and essential safety equipment, an emergency aid kit, access to emergency medical care and appropriately lit work stations are provided. Supplier facilities are to be constructed and maintained in accordance with applicable law.



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The planet we call home provides us with everything needed to sustain life. At B&G Foods, we are committed to implementing a series of programs and policies that preserve and protect Planet Earth.



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Our Sustainability Goals

As part of our commitment to being a good corporate citizen, we consider environmental sustainability to be an important strategic focus area. In January 2022, we established aggressive five-year environmental sustainability goals.



Packaging

By 2027, we are striving to have 100% of our packaging be reusable, recyclable, compostable or biodegradable, and for 50% of our packaging to consist of recycled content.



Energy, Water and Waste

Conservation of energy and water and reduction in waste are also critical pieces of B&G Foods’ environmental sustainability goals. By 2027, we aim to reduce energy usage at our manufacturing facilities by 25% and water usage by 10% and achieve “zero waste” to landfill.



Suppliers

Our supplier code of conduct expressly provides that we expect our suppliers to operate in a manner that complies with all applicable federal, state and local environmental laws and regulations and that reduces their impact on the environment, particularly in the areas of energy use, water use, greenhouse gas emissions and solid waste.

PROGRESS TOWARDS FIVE-YEAR SUSTAINABILITY GOALS AND ESTABLISHMENT OF SCIENCE-BASED TARGETS

We are currently collecting baseline data relating to our sustainable packaging, conservation of energy and water and reduction of waste goals. In the meantime, we plan to continue to enhance our public disclosures regarding the steps we have been taking over the years to minimize our impact on the environment, including the progress we have been making to achieve our five-year environmental sustainability goals.

We have also engaged a third-party consultant to assist with the assessment of our Scope 3 greenhouse gas emissions (GHG) footprint in alignment with the GHG Scope 3 Protocol Standard and to help us establish appropriate science-based targets for Scope 1, 2 and 3 that are consistent with the requirements of the Science Based Targets Initiative (SBTi).



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Waste Management



A Commitment to Zero Waste

In 2016, we initiated a program to institute a zero landfill program within B&G Foods based on work done at Maple Grove Farms, which reached a 92 percent diversion rate from landfill after just two years. Members from each of our manufacturing facilities attended training at Maple Grove Farms, which was followed with on-site audits at each United States location. All of our manufacturing facilities began tracking diversion to landfill rates and three of our manufacturing facilities currently have diversion rates exceeding 90 percent.

In 2017, Maple Grove Farms was certified silver by the U.S. Zero Waste Business Council. Maple Grove Farms was also awarded the 2017 Vermont Governor’s Environmental Excellence Award, which recognizes actions to conserve and protect natural resources, prevent pollution and promote environmental sustainability.

Our goal is to have each of our manufacturing facilities become certified as a zero landfill site by an accredited body within five years.

Packaging Sustainability

With more than 50 brands and a wide variety of shelf-stable and frozen products, we rely on a wide range of packaging formats to safely deliver products to our customers and consumers and ensure food safety and product quality. To reduce costs and minimize our impact on the environment, we continuously strive to reduce packaging and where possible use recycled and recyclable packaging.



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Water Stewardship

Water is a critical resource throughout B&G Foods’ business, from agricultural fields to manufacturing facilities to the products our consumers enjoy. Because we recognize the importance to B&G Foods and to the environment of responsible water stewardship, we continually look for opportunities to reduce total water usage, the risks relating to water scarcity and the impact of our operations and key supply chains on water quality.

In addition to water conservation, we strive to ensure that our manufacturing facilities achieve and maintain the highest standards for the wastewater we discharge to the natural environment and municipal treatment facilities. We carefully consider our responsibilities to our employees, customers, consumers, investors, the communities in which we operate, other stakeholders and the global community in addressing water stewardship.

As set forth in our water stewardship policy, to achieve our water stewardship objectives we are committed to:

- periodically assessing the regulatory, reputational, environmental and financial risk associated with our water usage and providing meaningful disclosure about the risk and our strategy to mitigate the risk;
- acting as an advocate for water stewardship and engaging stakeholders and other organizations in furtherance of our goals;
- considering water impacts in business planning and decision-making;
- striving to use water efficiently, minimize water loss, prevent pollution, and promote water recycling and responsible waste water disposal;
- setting meaningful goals relating to water stewardship in line with best practices and consistent with our operational needs;
- engaging our agricultural and manufacturing suppliers as partners in responsible water stewardship, setting clear expectations and seeking demonstrable improvements; and
- complying with all applicable legal and regulatory requirements with respect to water quality and consumption in our communities.



Our Water Stewardship Commitment in Action

At B&G Foods, water stewardship is a company-wide priority, but the need for and impact of responsible water usage is felt most acutely at our *Green Giant* manufacturing facility in Irapuato, Mexico, which is located in an area of water scarcity and whose operations traditionally require heavy water usage.

Our other facilities are less water intensive. At our Irapuato facility, we have undertaken various efforts to reduce water used in sanitation and within the manufacturing process. Several years ago, the facility installed a reverse osmosis system to reclaim discharged water from its wastewater treatment plant, which reclaims millions of gallons of water each year.

Green Giant Mexico also encourages its contract growers to reduce their water use through conversion from flood, or gravity, irrigation to drip irrigation. Flood irrigation is the movement of water through earthen canals or furrows, with water delivery occurring in between rows of crops. Drip irrigation is precise application of water through tubes or irrigation tape, with water applied through small holes directly at the root of the crops.



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Environmental Conservation

Energy Conservation

Each of our manufacturing facilities has undertaken independent efforts to reduce energy consumption. We're proud to share that we participate in the Carbon Disclosure Project (CDP), which works with suppliers to reduce carbon emissions and mitigate climate change.



Individual facilities have also upgraded lighting to LED equipment, which has resulted in reduced electricity usage. Another key focus has been fuel consumption. Several facilities have upgraded the burner controls for boilers to reduce consumption, while others have switched to consume cleaner burning natural gas to reduce pollution. Sites have also upgraded insulation efforts to reduce energy consumption.

Pesticide Risk Mitigation

B&G Foods is committed to addressing the complex factors that contribute to pesticide use and risks in agriculture using a strategic and meaningful approach. Our approach relies on engaging with our suppliers to create strong relationships, gain an understanding of pesticide risk within our business and collaborate to implement risk mitigation strategies. Our strategies and commitments are designed to target and mitigate potential pesticide-related risks to consumers, the environment, pollinators and farm workers in priority agricultural supply chains, and are informed by the results of a pesticide

risk assessment recently completed on our behalf by the IPM Institute of North America. We commissioned the IPM Institute of North America to specifically assess the adoption of Integrated Pest Management (IPM) practices, pesticide use and pesticide risks throughout our supply chain for 20 crops.

B&G Foods expects a shared commitment from our suppliers and business partners in engagement in pesticide risk assessment and mitigation efforts. We are committed to working with our supply chains to understand and mitigate pesticide-related risks in agriculture.

We plan to consolidate the pesticide policies and practices for our various brands and products into a new, comprehensive company-wide supplier pesticide policy to guide B&G Foods' efforts to mitigate pesticide-related risks across our supply chains, create transparency and provide a framework for supplier engagement. Among other things, we expect that the new policy will require suppliers of any crops with potential for high dietary risk from pesticide residues to conduct residue testing and share those results with B&G Foods, to the extent that they are not doing so already. Should residue testing results indicate elevated risk, our policy will require that suppliers demonstrate and report to B&G Foods on risk mitigation efforts. We also plan to increase our engagement with suppliers, especially suppliers of priority high-risk crops, to understand pest management and pesticide use practices, validate high risks and inform targeted risk mitigation strategies.



In the meantime, we encourage our suppliers to adopt IPM practices in the production of crops to holistically reduce risk related to pesticide use, including risks to humans and the environment.

Reforestation

Our *Green Giant* facility in Irapuato, the agricultural region of south central Mexico, has been planting trees throughout the region for almost 20 years in an effort to help improve such issues as water infiltration, carbon dioxide capturing and deforestation.

What started out as a couple hundred trees per year has taken root into something much bigger, with close to 150,000 trees planted to date with an overall goal to plant 500,000 trees. That's the estimated number of trees it would take to make the Irapuato facility "carbon neutral," which means the trees will absorb enough carbon dioxide from the air to offset the carbon dioxide we create in making our products. In 2023, the team in Mexico planted nearly 27,000 trees.



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ENVIRONMENTAL CONSERVATION CONTINUED

Responsible Sourcing

B&G Foods believes a strong relationship with our suppliers, one that is ethical, honest and transparent, is consistent with our core values and is essential to ensuring our company's success. Accordingly, our supplier code of conduct communicates the expectations we have of our suppliers and to ensure that the suppliers we do business with adhere to the highest standards of ethics, integrity and compliance with the law. For purposes of our supplier code of conduct, "suppliers" include all suppliers, vendors, contractors, consultants, agents and other providers of goods or services to B&G Foods or any of our subsidiaries anywhere in the world.

Our supplier code of conduct sets forth our expectations regarding legal compliance; business integrity; business and financial records; food safety and quality; product specifications and origin mapping; conflicts of interest, including gifts and entertainment and employment and affiliations; confidential and proprietary information; labor and human rights; safety and health at work; environmental/sustainable business practices; and OFAC/BIS and customs compliance. A full copy of our [supplier code of conduct](#) is available on the [Responsibility page](#) of our corporate website.



Animal Welfare

Policy of No Animal Testing

B&G Foods does not fund, conduct or use third parties to perform any laboratory experiments on animals. Moreover, we have not conducted animal tests (or used third parties to do so) or provided funding for animal tests in the past and we have no plans to do so in the future.

Support for the Elephant Sanctuary

In 2007, a volunteer with Tennessee-based nonprofit The Elephant Sanctuary, which provides a haven for old, sick or needy African and Asian elephants, wrote David Wenner, our CEO at the time, to ask for a molasses donation. The sweetness of molasses helps elephants take their dietary supplements and medications.

In 2008, we officially kicked off the partnership between The Elephant Sanctuary and [Grandma's Molasses](#), which now donates a year's supply of molasses annually. We're honored to have [America's #1 molasses brand partner with The Elephant Sanctuary](#).



B&G FOODS, INC.