



# HUMAN RIGHTS MILESTONES

# HUMAN RIGHTS MILESTONES



2019 Reporting Year

LIVE OUR FOUNDER'S VALUES

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## Our Business

Kellogg is a global consumer goods company with manufacturing operations in 21 countries and directly employs approximately 31,000 people.

We work with over 20,000 Tier 1 suppliers. Agricultural commodities, including corn, wheat, potato flakes, vegetable oils, sugar and cocoa, are the principal raw materials used in our products and carton board, corrugated, and plastic are the principal packaging materials.

Our principal products are snacks, such as crackers, savory snacks, toaster pastries, cereal bars, granola bars and bites; and convenience foods, such as, ready-to-eat cereals, frozen waffles, veggie foods and noodles. These products were, as of February 24, 2020, manufactured by us in 21 countries and marketed in 180 countries.

They are sold to retailers through direct sales for resale to consumers. We use broker and distributor arrangements for certain products and channels, as well as less-developed market areas or in those market areas outside of our focus.

Our snacks brands are marketed under brands such as Kellogg's, Cheez-It, Pringles, Austin, Parati, and RXBAR. Our cereals and cereal bars are generally marketed under the Kellogg's name, with some under the Kashi and Bear Naked brands. Our frozen foods are marketed under the Eggo and Morningstar Farms brands. We also market crackers, crisps, and other convenience foods, under brands such as Kellogg's, Cheez-It, Pringles, and Austin, to supermarkets in the United States through a variety of distribution methods.

*\*This document has been published in accordance with the UK Modern Slavery Act 2015 and CTSCA*

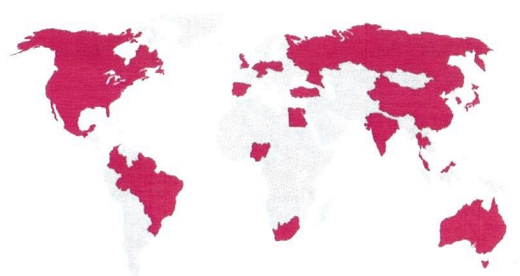
## Our Commitment

As a global corporate citizen, we are committed to upholding and advancing the cause of human rights.

Through our responsible sourcing program and on the ground projects, we focus on social issues that address violations of the international, regional, and corporate human rights standards that we support and promote.

We are committed to identifying and mitigating salient human rights risks through supplier screening, assessments, third-party audits, supplier engagement, direct worker feedback, on the ground interventions, and collaborative partnerships, taking appropriate action in accordance with our policies, Code of Conduct, and international and national human rights standards.

Forced labour is one of these issues and we recognize it to be pervasive and profound in its ability to affect the lives of workers, families, and communities. Along with other salient human rights risks within our supply chain and own operations, we are committed to continuing and increasing our efforts to eradicate abuses and violations.



KELLOGG MANUFACTURING PLANTS

## Policies

In 2016, in recognition of our commitment to protecting and advancing international human rights, we published our [Human Rights Position Statement](#) and [Policy Statement Prohibiting Involuntary Labor](#) outlining our expectations and requirements for both our own operations and our supplier value chain.

Kellogg is committed to, aligned with, and supports, all internationally recognized human rights as codified in the:

- United Nations Guiding Principles
- Universal Declaration of Human Rights
- International Bill of Human Rights
- ILO core labour standards, as laid out in the following 8 conventions:
  - Freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 & No. 98)
  - The elimination of all forms of forced and compulsory labour (Convention No. 29 & No. 105)
  - The effective abolition of child labour (Convention No. 138 & No. 182)
  - The elimination of discrimination in respect of employment and occupation (Convention No. 100 & No. 111)
- UN Global Compact's Ten Principles
- OECD Guidelines for Multinational Enterprises

Along with our [Global Supplier Code of Conduct](#) and [Resource Guide](#), these documents provide the foundation for how we do business. For more information on our programs, please see our [2019 Responsible Sourcing Milestones](#), and [2019 Global Sustainable Palm Oil Milestone updates](#).

Steve Cahillane  
CHAIRMAN AND CEO

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## Risk-Based Approach

We are committed to partnering with our peers and suppliers to find solutions to the issues present within our global supply chains. Engaging and partnering with our suppliers is essential to our work in the areas of human and workplace rights. We set clear expectations, seek to drive accountability, and assess potential and actual risk that our supply chain operations may cause or contribute to, both directly and indirectly.

In 2019, we undertook a third-party verification exercise with ELEVATE Ltd. to reassess our salient human rights risks, both for owned operations and within our supply chain. Informed by this assessment, Kellogg is updating its policies, due diligence and reporting aligned to a risk-based approach. In 2019, Kellogg performed third-party audits for 7 of our highest risk internal facilities. Kellogg and Elevate identified high risk supplier sites and have built a program to verify compliance against salient human rights issues.

## Assessing Risk

- Kellogg utilizes a combination of publicly available indices from reputable sources, including Sedex and Elevate's EiQ platform, to assess forced labour risk for supplier operations by region and commodity.
- Risk factors include regional location of operations, sector or commodity, degree of salience to industry identified issues, and supplier specific information.
- In 2019, Kellogg used the service SmartRisk to send real-time risk alerts gleaned from various online sources to our Procurement department and other related functions to increase response time to issues as they became known.
- Targeted facilities are asked to complete a robust self-assessment detailing policies and procedures related to labor practices to identify gaps that could indicate the possibility of or potential for human rights abuses or nonconformance.
- Audits include on site worker interviews according to SMETA best practice guidance, including determining the percentage of workers interviewed.

## Governance

At the board level, human rights, including forced labour and modern slavery, are overseen by the Social Responsibility and Public Policy subcommittee of the Kellogg Board of Directors, which assists the Board in discharging its oversight responsibilities with respect to certain social and public policy issues.

At the executive level, these issues are overseen by the Chief Sustainability Officer, who reports to the Senior Vice President of Corporate Affairs. We also convene a cross-functional team comprised of Sustainability, Communications, Human Resources, Procurement, EHS, and Legal that meets monthly to assess and track our global activities and inform policy and strategy regarding human rights. Each group is involved in decisions related to salient industry issues such as child labor, forced labor, freedom of association and collective bargaining, health and safety, land rights, water and sanitation, and women's rights.

At the daily work level these topics are managed collaboratively by our Sustainability, Procurement, Legal, Human Resources, Supply Chain, and Ethics and Compliance functions. Each group is involved in various capacities and have different aspects of responsibility.

Kellogg priority ingredient by high risk country source  
According to U.S. Department of Labor ILAB\*



Brazil,  
Colombia,  
Thailand,  
Mexico

**Sugar Cane**



Ghana,  
Cote  
d'Ivoire

**Cocoa**



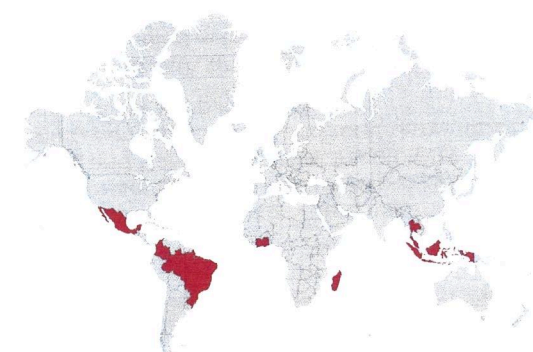
Malaysia,  
Indonesia

**Palm Oil**



Madagascar

**Vanilla**



**HIGH RISK COUNTRY/GOOD  
COMBINATION LOCATIONS\***

*\*Based on DOL ILAB*



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**46**

Total Owned Facilities

**41%**

High risk facilities audited in 2019

**35%**

Facilities considered high risk

**92%**

KNA suppliers in Sedex

**98%**

AMEA suppliers in Sedex

**94%**

KEU suppliers in Sedex

**100%**

KLA suppliers in Sedex

## Progress To Date: Own Operations

In 2019, 41% of high risk owned facilities participated in third-party verified external audits. We are working toward auditing all high risk facilities. In 2020, Kellogg prioritized employee wellbeing during the COVID-19 pandemic by ensuring the highest standards of employee and food safety. We also believe that food should be available for all and have worked with our employees, suppliers, and partners to ensure continuity of supply.

## Progress To Date: Supply Chain Operations

As of 2019, 94% of global in-scope suppliers have registered with the Sedex platform and 91% have registered and linked all Kellogg supplying sites. This aids Kellogg to more accurately assess Tier 1 supply chain locations and assess current audit status including open NCs or pending actions.

Beginning in 2021, we will be requiring all in-scope supplier sites to have an up to date version of the Sedex Self Assessment Questionnaire on file to better assist risk profiling and commodity/country risk exposure.

## Timeline of Activity



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## Progress on Grievance Mechanism Systems

- **2017** - All employees received a refresher on the Global Code of Ethics content through quarterly training.
- **2018** – Continue global review and resolution of Hot Line complaints, increase public reporting about the grievance process and outcomes, and promote availability of the Hot Line through internal communications to employees and contractors in our facilities.
- **2018 – 2019** Continue Regional Partnership to identify and implement opportunities for improvement and explore pathways to promote the Hot Line beyond our employees and contractors.

<b>MyHR Portal:</b>  The MyHR portal provides employees with the ability to report or manage any people-related concerns or activities from 6 a.m. until 1 a.m. Eastern time, Monday through Friday.	Complaint Topic	# Received
	Accounting, Auditing and Financial Reporting	6
	Business Integrity	8
	Environment, Health and Safety	47
	HR, Diversity and Workplace Respect	230
	Misuse, Misappropriation of Corporate Assets	33
	Forced Labor	0
	Total	324
*No Forced Labor Complaints		

## Our Ethics Hot Line

Our Ethics Hot Line offers a confidential way for employees, suppliers, contractors and the general public to ask questions and report concerns in relation to ethics, compliance or any other requirements in our Code immediately and anonymously 24 hours a day, 7 days a week via telephone, internet or mobile app. The Hot Line is operated for Kellogg by a third-party, confidential reporting company and always available to over 30,000 Kellogg employees in 21 countries in the caller's local language. The operator will listen to concerns or inquiries and provide a written summary to the Office of Ethics and Compliance for investigation and further action, as appropriate.

Regional compliance leaders review and resolve complaints and inquiries consistent with our investigation protocols. All complaints and inquiries are monitored and subject to review at the corporate level. Most investigations can be completed quickly. Our goal is to complete investigations within 30 days. However, completion timelines may vary depending upon additional factors such as the availability of witnesses, etc. Appropriate action is taken, based on investigation findings. Lessons learned are leveraged to prevent and detect future misconduct, ensure compliance, and identify any other opportunities for improvement.

2019 Hot Line Complaints as of 12/31/2019*	
Number of Complaint Tickets Received	324
Number & Percent of Complaint Tickets Closed	311 (96%)
Number & Percent of Complaint Tickets Substantiated	92 (28%)



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## 2019 Salient Human Rights Risk Assessment

In 2019, Kellogg partnered with ELEVATE to develop a comprehensive long-term, data driven responsible sourcing strategy that addresses salient rights risks within priority Tier 1 ingredient and packaging supply chains. This work enables the scalability of current programs and supports the Kellogg's Better Days platform. This program has two phases; segmentation and supplier categorization and execution of risk assessments beginning with prioritized Tier 1 suppliers according to human rights risk.

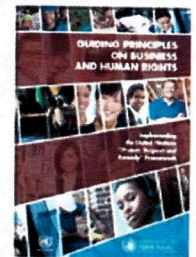


Salient human rights risks are defined according to the United Nations Guiding Principles Reporting Framework

*ELEVATE supported Kellogg in assessing the severity of human rights risks that exist within our supply chain, including degree of leverage, to mitigate and remediate present issues.*

### Kellogg's Key Salient Risks\*:

1. Forced labor
2. Child Labor
3. Migrant labor
4. Health & Safety
5. Discrimination and harassment
6. Wages
7. Working hours



*\*Salient risks identified by Kellogg's based on the definition of salience provided in the UNGP Reporting Framework.*



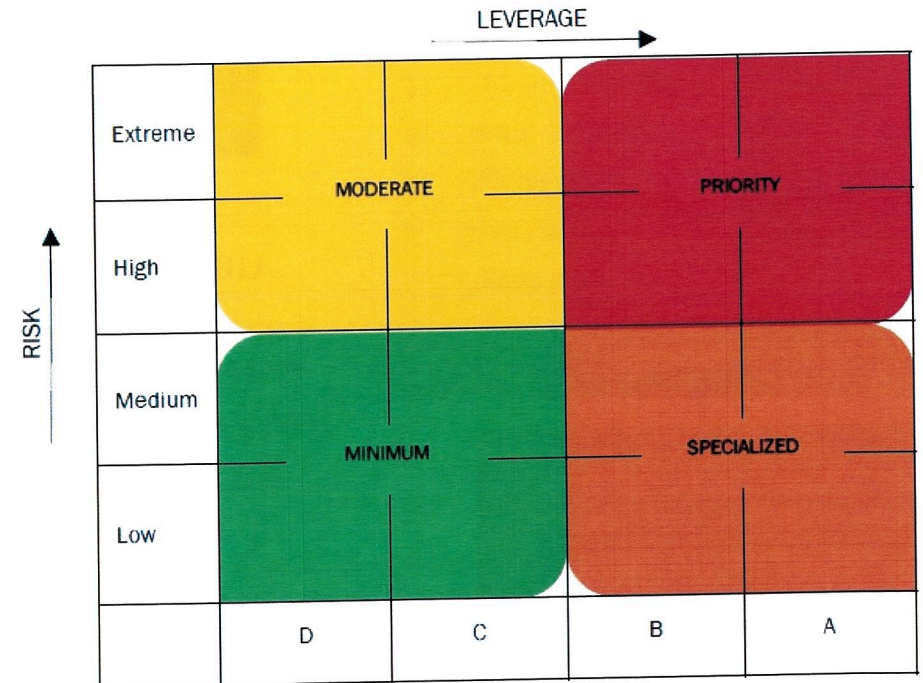
# HUMAN RIGHTS MILESTONES

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- ELEVATE's segmentation services maps the supply chain based on inherent sourcing risks and business leverage insights to determine which segments of the supply chain provide the greatest opportunity for Kellogg to influence change. This analysis draws on ELEVATE's intelligence risk landscape which assesses supply chain risk by geography, sector, and issue. It combines publicly available datasets such as the Global Slavery Index and the UN Human Development Index with proprietary supply chain category risk scores. This was combined with Kellogg's geographical and sourcing data to create enhanced visibility into existing sourcing practices and supplier relationships to generate insights and measures for identifying highest risk and prioritization.
- ELEVATE's resulting analysis groups suppliers in different segments. These groupings provide Kellogg with data-driven input for resource allocation to achieve performance improvements, mitigate risk, and maximize supply chain impact.
- 768 Tier 1 sites were identified as in-scope for this analysis. These sites cover 42 countries, 47 product categories, and over 3.7B in spend globally. They were mapped based on inherent sourcing risks and business leverage. The largest concentration of suppliers are found in the Medium - Low risk, High leverage (spend) segment – the Specialized segment. For 2020-2021 Kellogg will be focusing on the Priority segment.



## Definitions:

- **Priority:** Higher risk exposure and higher leverage
- **Specialized:** Lower risk exposure and higher leverage
- **Moderate:** Higher risk exposure but lower leverage
- **Minimum:** Lower risk exposure but lower leverage





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Assessments include:

- **Foreign Migrant Worker Assessment**
  - Designed to understand facility compliance specific to foreign migrant worker conditions and management systems to be delivered in combination with anonymous worker surveys
  - Topics include forced labor, permits, policies, documentation, recruitment agent management, contract communication, hiring fees, deposits and withholdings, discrimination, wages, benefits, working hours, dormitories, termination protocol, and grievance procedures
- **Forced Labor and Ethical Recruitment Surveys**
  - Designed to detect risk of forced labor and unethical recruitment practices based on international standards and guidelines. These surveys help suppliers hold their recruitment agencies accountable for acting ethically and take immediate action to mitigate risks of forced labor and measure change over time of labor practices
  - Topics include workforce demographics, use of labor agents by suppliers, recruitment fee presence, contracts, and identification document policies
  - Gives workers the opportunity to provide direct feedback on their recruitment and migration experiences
- **Child Labor Assessment**
  - Designed to understand facility compliance specific to awareness of child labor issues and management systems
  - Topics include awareness of, and responsibility for, child labor issues as part of a senior management function, written policy commitments against child labor, written procedures for age verification, and maintenance of age verification protocols
- **Worker Sentiment Survey**
  - Designed to be an anonymous and safe channel for workers to directly voice their opinions and concerns
  - Provides meaningful, bottom-up insights into worker perceptions, identifies gaps in current processes

*In 2020, Kellogg and ELEVATE are kicking off phase 2 of this engagement to assess prioritized high risk Tier 1 facility sites. Assessments are tailored to evaluate the salient rights risks identified by Kellogg based on facility location and supplier type. This work is a continuation of the 2019 supplier segmentation process and will continue into 2021.*

**+ELEVATE**

# HUMAN RIGHTS MILESTONES



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## Our Action Plan

### Own Operations

- Update SAQ gap analysis, and cross-functional review for all owned manufacturing facilities according to new SAQ format.
- Timeline for auditing owned facilities, beyond high-risk, over the next three years to verify on site processes and review implementation procedures on a case by case basis.
- Establish a process and data oriented program to continue assessing and remediating salient human rights issues internally.

### Supply Chain

- Continue our annual survey and supplier engagement programs for our high risk categories palm oil and sugar cane to understand supplier capabilities and status and look for collaborative opportunities.
- Continue to sponsor and coordinate on-the-ground supplier capability building.
- Partner with Elevate to execute assessment program for high risk TI facilities.
- Integrate and emphasize human rights issues through existing engagement channels internally such as the Kellogg Grower Survey and Origins projects.

### External Engagement

- Continue to lead and support various workgroups within the industry to help facilitate best practice sharing and awareness of the most efficient and relevant methods for mitigating risk and protecting workers throughout the supply chain.
- Continue to partner with peer organizations to bring to life new initiatives and leverage the collective influence and resources we have as a group to support our overlapping supply chains through continuous improvement.

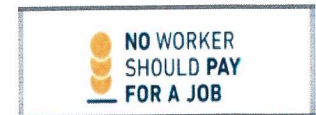
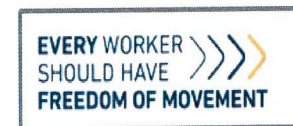
## Moving Forward

As we continue our responsible sourcing journey and work to embed human rights due diligence into all of our operations, we will continue to build awareness and share best practices regarding salient human rights issues. We remain committed to further expanding our efforts to increase visibility and transparency into the lower tiers of our highest risk areas and commodities.

We will also continue to seek ways to better partner with our suppliers to ensure that all within our value chain operate in accordance with our policies and requirements and provide guidance to those that need to improve or remove those that fail to meet expectations of engagement. We know that the tools to build a sustainable and ethical supply base are often found through activities deemed to be “beyond compliance”. We will continue increasing our efforts, through robust policies and procedures to ensure the fair and appropriate representation of all affected stakeholders.

## CGF Priority Industry Principles On Forced Labor

Kellogg supports the **CGF Priority Industry Principles on Forced Labour** for both our own operations and our suppliers. **As with other policies, we require the dissemination and adherence of these principles throughout our supply chain.**



### External Engagement

- [AIM-PROGRESS](#) – Leadership Team and Human Rights Steering Group
- [Consumer Goods Forum](#) (CGF) – Multiple work groups including the Coalitions for Human Rights/Forced Labor and the Sustainable Supply Chain Initiative (SSCI)
- [Roundtable on Sustainable Palm Oil](#)
- [North American Sustainable Palm Oil Network](#)
- [United Nations Global Compact](#)
- [United Nations Women's Empowerment Principles](#)
- [SEDEX](#)
- [Palm Oil Transparency Coalition](#)



# CASE STUDIES

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## *Olam – Cocoa in Ecuador*

Due to impacts from climate change and global market crop price shocks, farmers across Central America face decreasing crop yields, loss of income, and an inability to consistently maintain farms. Insufficient diversification of agricultural activity and a lack of alternative income streams put small-holder farmers and their communities in a position to be less able to withstand the impacts of climate change and downturns to global market prices. In Ecuador, cocoa is one of the most lucrative cash crops that farmers are able to grow. However, external factors are putting increasing pressure on these farmers and making sustainable livelihoods increasingly precarious.

In recognition of these issues, Kellogg and supplier partner Olam joined together in a three-year project beginning in 2018 to improve and increase support for the livelihoods of cocoa farmers and their communities in Ecuador. This program included the development and dissemination of training materials designed to integrate sustainable organic agricultural practices into cocoa production, increase crop diversification, and stabilize climate resilience. The project is focused on the cocoa growing regions of Guayas, El Oro, Los Rios, Santo Domingo, Marabi, and Esmeraldas.

In Year 1, this project focused on cocoa seedling nursery management and how to select and nurture high-yielding cocoa varieties with the highest probability for success and the establishment of vegetable nurseries for nutritional and income diversification.

In 2019, this program expanded to include the introduction of new topics associated with the integrated management of cocoa plantations and supporting farmers to diversify income streams.

Year 2 saw the development and implementation of materials focused on income diversification and organic management approaches. These included training modules on apiary management and honey production, organic fertilizer production units of wood vinegar, and overall soil conservation and protection.

Fertilizers and insecticides can help increase plot yields but can be expensive and have long-term negative effects on things like soil health and quality. By giving farmers the tools they need to be self-reliant in the acquisition of these inputs, they are able to save and reinvest more of their income to ensure the overall quality of soil for their plants, allowing them to be more resilient to the effects of climate change and disruptions.

The materials for wood vinegar and soil conservation and protection were developed through Olam's experience testing various methods in Ecuador over the course of the last five years to ensure that farmers are able to be self-reliant in the production of inputs.

To support income diversification and provide alternative income sources the project supported communities by adding small-scale honey production to increase economic opportunities.

The courses on apiary management were supported by a local company, Bee Happy, who provided the initial farmer training material and access to their production areas.



## **Improving income diversification and cocoa growing techniques in Central America**

The final year of the program will focus on increasing the reach of trainings through further communication and in field approaches that help farmers protect and progress their overall livelihoods through community based holistic actions.

### **Key outcomes to date:**

- 65 Farmer Field Schools held on implementing and managing a cocoa seedlings nursery
- 31 Farmer Field Schools held on implementing and managing vegetable nurseries
- 45 Farmer Field Schools conducted on organic fertilizer production units – wood vinegar
- 18 Farmer Field Schools conducted on Apiary set-up
- 1,653 farmers received training material and attended trainings – 486 women and 1,137 men
- 6 cocoa seedling nurseries producing a total of 46,000 plants
- 6 vegetable nurseries set up in different communities

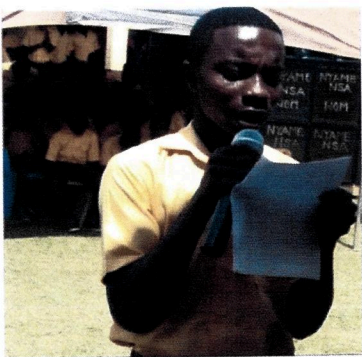
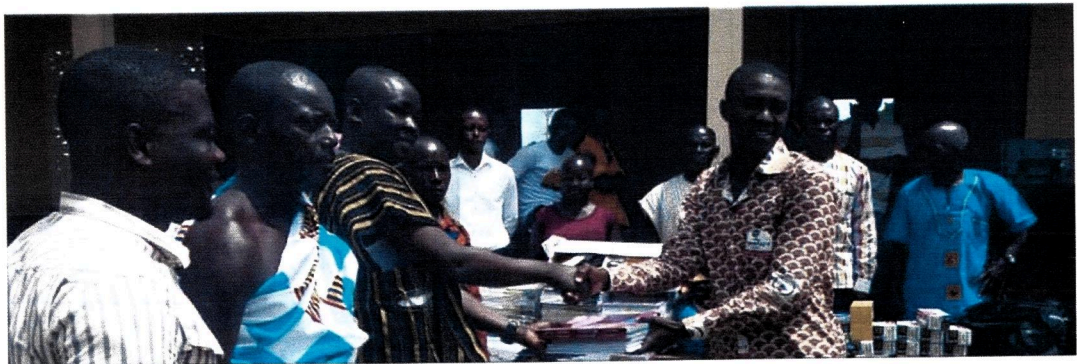


# CASE STUDIES



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## Remediating and mitigating child labor in Ghana

### Barry Callebaut – Cocoa in Ghana

In September 2018, Kellogg partnered with supplier Barry Callebaut to kick off a two-year pilot program aimed at remediating and mitigating the risks of child labour in the cocoa farming community of Bonsu Nkwanta, Ghana. The project consists of a package of interventions designed to provide educational support to the children of cocoa farming families, teacher support to local educators, farmer support, and community support. The pilot program design is predicated on the idea that to fight child labor, holistic community wide solutions are required and that by supporting families and communities we can empower people with the resources they need to benefit from sustainable long-term change. Rather than quick fix solutions, we seek to address the root causes of these issues, the complexities and individualities of specific communities, and the needs of families as we seek to affect lasting change.

### Progress To Date

After the first full year of implementation, community engagement remains high and activities completed continue to show ongoing benefits for the community. The borehole has provided safe and consistent access to clean water, solar lamps at homes allow children to study in the evenings and provide cell phone charging, school kits have made the community the first in the region to deliver the most up to date curriculum, and the school feeding program appears to be reducing student truancy.



**BARRY CALLEBAUT**

### Community Feedback

"Access to potable water was a challenge to the inhabitants of the community, however, that has become a thing of the past due to the borehole that has been provided by the project. Inhabitants of the community no longer have to travel far to get potable water and this will also ensure that all are free from waterborne diseases. Children also get to go to school earlier than before." – *Nana Yaw Adobah – Chief of Nsuekyire*

"Since the inception of the project, there has been a massive improvement in school attendance and reduction in truancy. School children do not have the excuse of going home at lunchtime thanks to the meals provided by the project. Teaching and learning materials provided to the school sets it apart as very few schools in the district have such. Teachers have reference materials and graph work no longer have to be taught on blackboards." – *Vincent Arthur – Headmaster*

Activity	Achievement
March 2019-August 2019	
Motivational income provided	2nd term payment x5 teachers
Farmers who received pruning services	30 farmers
Borehole completion	100%
School meals provided	4 months
Solar lamps delivered	30 lamps
Ministry of Welfare visits	1 visit
DCLC Meetings	1 meeting
March 2019-August 2019	
Uniforms delivered	100 uniforms
Book bags delivered	100 book bags
School kits delivered	100 school kits
Teaching kits delivered	100 teaching kits
Bicycles delivered	5 bicycles
Motivational income provided	1st term payment x5 teachers
Farmers who received weeding services	30 farmers
Solar streetlight installation complete	100%
Ministry of Welfare visits	4 visits
People identified for the DCLC	11 members
DCLC Meetings	2 meetings
Rules of DCLC defined	Rules defined



# CASE STUDIES

Kellogg's

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## Improving productivity and vanilla farmer livelihoods with positive impact

### Symrise - Vanilla in Madagascar

In 2019, Kellogg partnered with supplier Symrise AG, in coordination with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to begin implementation of a three-year responsible sourcing project in the Ankavanana area of the SAVA region in Madagascar.

The purpose of this project is to improve the overall productivity of existing vanilla farms and improve livelihoods for 1,000 local farmers, their families and their communities. Benefits of this program will impact approximately 6,000 people as all members of the farmer households are assisted by improved resilience and entrepreneurship development.

Madagascar is home to 80% of the world's vanilla and the crop is subject to volatile fluctuations in price as a result of varying yields due to weather patterns. The region is often hit with cyclones occurring in the southwestern Indian ocean. This adversely affects the

incomes and lives of local farmers and their families.

The Ankavanana region of northern Madagascar is remote and accessible only by foot or boat. The environment is fragile, and the steep hillsides are subject to high levels of soil erosion due to the effects of slash and burn farming practices for rain-fed rice cultivation. The region is rich in biodiversity, but indigenous species are vulnerable to deforestation and climatic change. These factors make earning a living through farming in this region very difficult. Encouraging the implementation of good agricultural practices aids conservation of the environment and increases food security.

This program has been designed to be holistic and farmer centric, focused on multiple areas of community and familial life in conjunction with climate smart agriculture.

Through this partnership, Kellogg and Symrise are sponsoring Farmer Field Schools in 12

villages to introduce participants to financial literacy programs that can help increase their crop value and make the most of their vanilla income. There is also a partnership with village school associations to ensure greater access to quality education to support children and youth to achieve their full potential.

Available advisory services cover a wide range of topics including ensuring registration of farmers' households to Mahavelona, a mutual health care system. Currently 400 farmers and 2,000 beneficiaries are covered by Mahavelona which includes free access to hospitals and heavily subsidized costs for consulting doctors and receiving medicine.

Community based savings groups, comprised of 255 members (60% women), help farmers manage their savings to support improved vanilla plot maintenance, rice farming, children's education, and small business enterprise opportunities.

*"Responsibly sourcing our ingredients means making a difference from the very start. That's why we're working closely with the farmers who grow them. Farmers like those in Madagascar aren't just growing vanilla for people around the world, they're cultivating healthy soils, diverse ecosystems and strong communities. And across Kellogg, we want to help them do even more."*





# CASE STUDIES

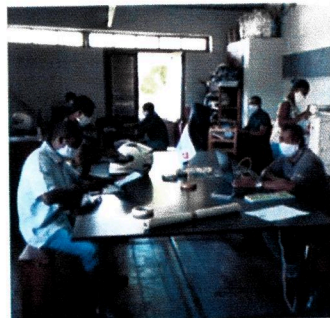
*Kellogg's*

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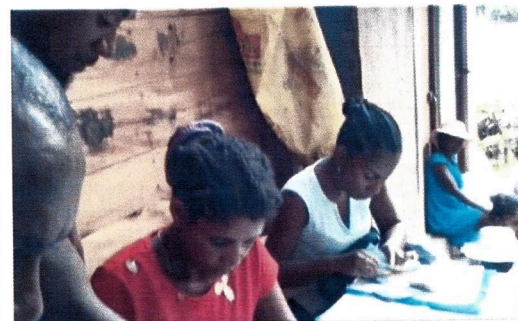
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Community members and school pupils gather to participate in a reforestation activity



Post-Covid, trainers use time to improve materials and prepare external audits



Distribution of Cash advance during lean season in transparency with 1/ village leader 2/ farmers 3/ Symrise employee to guarantee direct cash in hand release to the right person with all documentation signed

*Improving productivity and vanilla farmer livelihoods with positive impact*

## Activities include:

Driving innovation through the Symrise Vanilla Agro Innovation Center to empower farmers with additional insights to assist them in implementing Climate Smart Agricultural (CSA) practices such as testing different vanilla cropping systems, collecting and analyzing data to show long-term results throughout the project, and organizing visits to local innovation demonstration plots to see first hand how these techniques are applied.

Kellogg supports Symrise to deploy Sustainable Farm Management Advisory Services to recruit and contract with specialized local NGOs such as Mahavelona, FRAM, Rural Cap Development, and OSDRM; together our network of partners support the provision of services such as access to inputs and finance, financial education, and essential community social services such as healthcare and education.

These include train-the-trainer initiatives covering aspects such as nutrition and

agronomy in the form of Farmer Business Schools to facilitate peer-to-peer knowledge transfer. The holistic community-based approach empowers training for community service providers in plant nursery management, animal health agents, and community mobilisers to maintain continued and widespread support on topics of vanilla production. The comprehensive approach to general sustainable land management includes agroforestry, cover cropping and cash crop diversification through the inclusion of ginger, turmeric, cocoa, etc., to bolster income even in lean seasons.

Direct community support is a main priority particularly through the direct empowerment of women through improved participation in farmer groups and community association leadership. The program enables community forest management by implementing management plans in agreement with the regional government to protect existing forests and landscapes; it provides support for village

elementary schools via FRAM, and specific inclusion of Kellogg supported nutritional and dietary diversity training.

In 2019, 400 farmers in 12 villages have been engaged in line with CSA principles through:

- Developing and strengthening trust among community members through the formation of self-managing small groups of farmers known as Community Based Savings Groups (CBSC) (also known as Village Savings & Loan Associations (VSLA)) ;
- Improved livelihood resilience of farmers and improved food security through access to health insurance system, savings and access to affordable finance through their self-help groups (CBSC), intensification & diversification of food crops;
- Created increased value through certified high-quality vanilla, ginger, essential oils and other locally processed crops;
- Trained farmers to deliver Climate Smart Agriculture & Climate Resiliency activities through Farmer Field School (productivity) & Farmer Business School (economic livelihoods)

## Key outcomes to date:

- Engaged 400 farmers in 12 villages on best practices focused on soil health, conservation and food security
- Provided health care coverage, reaching 2,000 beneficiaries
- 3 demo plots and forest community management plans in place
- Financial support to 12 village elementary schools, reaching 1,932 students
- 584 farmers engaged in Rainforest Alliance certification process for 2020 harvest
- Established Symrise Agro Innovation Center, empowering farmers with CSA principles & training on vanilla production, land management, alternatives to slash & burn for rain-fed cultivated rice, agroforestry and cover crops, animal husbandry, cash flow and food security, and financial education



# AWARDS AND RECOGNITIONS

*Kellogg's*

2019 Reporting Year

LIVE OUR FOUNDER'S VALUES



**Kellogg Co. awarded  
the 2019 Citizen's  
Award by the U.S.  
Chamber of Commerce  
Foundation Citizenship  
Center**

## ***Social Impact Program in India***

The U.S. Chamber of Commerce Foundation Corporate Citizenship Center named Kellogg Company the winner of the 2019 Citizens Awards, in the category of Best Economic Empowerment Program. 2019 marked the 20th anniversary of the annual awards program, which recognizes the most innovative and impactful corporate citizenship initiatives raising the bar on social responsibility and spearheading the transformation to a strong, healthy and sustainable future.

Kellogg partnered with the international nonprofit organization TechnoServe on the award-winning program, which trains farmers in India on climate-smart agricultural practices to improve yields, quality, and resilience on their farms, as well as to reduce food waste. The program has also helped these farmers access better markets and

supplies by building the entrepreneurship skills of farmer-owned small businesses that provide those services. As a result, more than 12,000 participating farmers have increased their incomes by 20 percent.

In addition, the program also teaches families to grow organic kitchen gardens in order to improve nutrition and reduce food expenditures. The average household with a garden now consumes vegetables daily, and their spending on vegetables has decreased by nearly 75 percent.

"This work contributes to our Kellogg's Better Days commitment to create better days for 3 billion people worldwide by the end of 2030," said Amy Senter, Kellogg Company Chief Sustainability Officer. "We are committed to supporting farmers and TechnoServe has been a tremendous partner in this work. We are honored to be recognized for the meaningful impact we are making on families

and communities through our collaboration." "Feeding the world starts with ensuring that farming families have good, sustainable livelihoods—especially as smallholder farmers face increasing pressures from climate change," said TechnoServe CEO William Warshauer. "We are proud to partner with Kellogg on this high-impact initiative, and we are honored that it has been recognized in this way by the U.S. Chamber of Commerce Foundation."

"Kellogg's partnership with TechnoServe to transform the lives of smallholder farming families in India demonstrates the kind of impact that business can have as a force for good," said U.S. Chamber Foundation Senior Vice President Marc DeCoursey. "That's why it's such an honor to recognize Kellogg with this award."

The Chamber Foundation announced the winners of the 2019 Citizens Awards

on November 14 at a ceremony in Washington, D.C. .

# HUMAN RIGHTS MILESTONES



2019 Reporting Year

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Approved by Directors May 2022

Kellogg Marketing and Sales Company (UK) Limited

Print Name: Christopher Jones

Title: Director

Date: 25/05/2022.

Kellogg Company of Great Britain Limited

Print Name: Philip Jones

Title: Director

Date: 20/05/22

Kellogg Management Services (Europe) Limited

Print Name: Benjamin Lamont

Title: Director

Date: 20<sup>th</sup> MAY 2022