

F23 Modern Slavery Statement

Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act of 2023.

Signed: May 30, 2024

About this Statement

This is a statement of the steps General Mills has taken in an effort to ensure slavery and human trafficking are not taking place in our supply chain or business and covers General Mills' fiscal 2023, the period of 12 months ending on May 28, 2023. The following document serves as a statement complying with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act).

General Mills Reporting Entities

The process of preparing this statement involved the participation of a wide range of internal stakeholders across many functions of General Mills. For the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, this is a joint statement for the reporting entities as outlined below.

The reporting entities for the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act are:

- GENERAL MILLS CANADA CORPORATION
- GENERAL MILLS CANADA HOLDING EIGHT CORPORATION
- GENERAL MILLS CANADA HOLDING FOUR CORPORATION
- GENERAL MILLS CANADA HOLDING ONE CORPORATION
- GENERAL MILLS CANADA HOLDING SEVEN LIMITED PARTNERSHIP
- GENERAL MILLS CANADA HOLDING THREE CORPORATION
- GENERAL MILLS CANADA HOLDING TWO CORPORATION
- YOPLAIT CANADA HOLDING CO./YOPLAIT CANADA HOLDING CIE
- YOPLAIT LIBERTE CANADA CO./YOPLAIT LIBERTE CANADA CIE
- KCLM RESEARCH IN NUTRITION INC.
- BLUE BUFFALO PET PRODUCTS CANADA, LTD.

Our Company, Structure, and Supply Chain

General Mills is a leading publicly traded, global manufacturer and marketer of branded consumer foods and wholesome natural pet food sold through retail stores. We are also a leading supplier to the North American foodservice and commercial baking industries. In addition to our consolidated operations, we have 50% interests in two strategic joint ventures that manufacture, and market food products sold in approximately 130 countries worldwide: our Cereal Partners Worldwide joint venture with Nestlé S.A. competes in the ready-to-eat cereal category in markets outside North America, and our Häagen-Dazs Japan, Inc. joint venture competes in the super-premium ice cream category in Japan. General Mills generated fiscal 2023 net sales of U.S. \$20 billion, and General Mills' share of non-consolidated joint-

venture net sales totalled U.S. \$950 million. As of May 28, 2023, General Mills had approximately 34,000 employees.

Headquartered in Minneapolis, Minnesota, USA, General Mills owns our principal executive offices and main research facilities. We operate numerous manufacturing facilities and maintain many sales and administrative offices, warehouses, and distribution centers around the world. We manufacture our products in 10 countries and market them in more than 100 countries. As of May 28, 2023, we operated 45 food production facilities. Of these facilities, 27 are located in the United States, 4 in the Greater China region, 1 in the Asia/Middle East/Africa Region, 2 in Canada (1 of which is leased), 5 in Europe/Australia, and 6 in Latin America and Mexico. We also operate numerous grain elevators in the United States. We utilize approximately 16 million square feet of warehouse and distribution space that primarily supports our North America Retail and Pet segments. As part of our Häagen-Dazs business in our Europe & Australia and Asia & Latin America segments, we operate 450 (all leased) and franchise 382 branded ice cream parlours in various countries around the world.

Canada

In Canada, General Mills brands include Annie's™, Betty Crocker™, Bisquick™, Blue Buffalo™, Cheerios™, Chex Cereal™, Cinnamon Toast Crunch™, Dunkaroos™, Fibre One™, Häagen-Dazs™, Liberté™ Yogurt, Lucky Charms™, LäraBar™, Muir Glen™, Nature Valley™, Old El Paso™, Pillsbury™, Trix™, and Yoplait™. As of May 2028, 2023, we employed 778 people and our main office is in Mississauga, Ontario with a regional office in Anjou, Quebec in addition to two manufacturing sites located in Saint-Hyacinthe, Quebec and Winnipeg, Manitoba. Most of these inputs for our Canadian operations are purchased from suppliers in the United States and managed as part of General Mills' integrated supply chain. General Mills' global supply chain management policies and practices therefore apply to our Canadian supply chain.

Our Supply Chain

We work within a large, diverse value chain of business partners and stakeholders. Our supplier base is large, complex, and global, with thousands of suppliers in more than 25 countries. The principal raw materials we use are grains (wheat, oats, and corn), dairy products, sugar, fruits, vegetable oils, meats, nuts, vegetables, and other agricultural products. We also use substantial quantities of carton board, corrugated, plastic, and metal packaging materials, operating supplies, and energy. Most of these inputs for our domestic and Canadian operations are purchased from suppliers in the United States. In our other international operations, inputs that are not locally available in adequate supply may be imported from other countries.

Commitments, Policies, and Due Diligence

Respect for human rights is fundamental to our purpose of making food the world loves and to our commitment to ethical business conduct.

We respect and acknowledge internationally recognized human rights principles. We are working diligently to implement the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#) throughout our business. We have been a signatory to the [United Nations Global Compact \(UNGC\)](#) since 2008 and are guided by the UNGC's 10 principles regarding human rights, labor, the environment, and anti-corruption. We are also a signatory to the [United Nations Women's Empowerment Principles](#). We

recognize governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions.

Our [Human Rights Policy](#) states the standards for our company, suppliers, and partners regarding the protection of human rights. These standards are based in part on the [International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work](#).

Consistent with the principles outlined in our [Employee Code of Conduct](#) and [Supplier Code of Conduct](#) we:

- Prohibit forced labor, child labor, and discrimination
- Work to establish safe and healthy working conditions, including freedom of movement
- Value diversity and consider it core to our business strategy
- Seek to compensate employees competitively and operate in compliance with applicable wage, work hours, overtime, and benefits laws
- Respect the principles of freedom of association and collective bargaining
- Recognize the importance of land rights as well as the principle of free, prior, and informed consent (FPIC) and support implementation of FPIC by national authorities

Employee Code of Conduct

Our [Employee Code of Conduct](#) outlines our ethical expectations and provides practical tips and examples for how to act with integrity in every decision, every action, every day.

Supplier Code of Conduct

The standards we hold for our suppliers are laid out in our [Supplier Code of Conduct](#), which covers four pillars of responsible sourcing: human rights, health and safety, the environment, and business integrity. Our Supplier Code of Conduct was updated in fiscal 2022 to include additional standards, including respect for land rights and freedom of movement. We expect all suppliers to uphold our Supplier Code of Conduct.

Training

Employee Training and Communication

We communicate our expectations through training opportunities and educational modules on our company intranet. Employees participate in live and online scenario-based training to illustrate ethical decision-making in daily business activities. Posters highlighting key messages from our Code of Conduct are posted in manufacturing facilities and offices. The code and posters are available in 10 languages for our global workforce. Employees also have access to an intranet site dedicated to Ethics & Compliance information and resources.

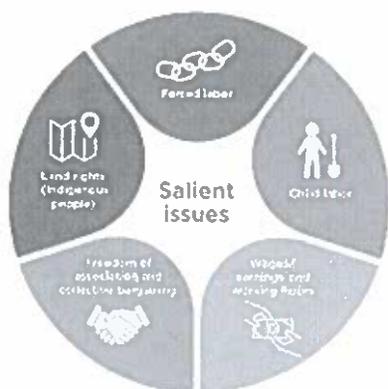
Supplier Training and Communication

To ensure alignment across the function, all Sourcing employees complete mandatory annual online learning on our Supplier Code of Conduct. Training is also expanded to other internal teams, including our Global Impact and Innovation, Technology & Quality teams. Additionally, in fiscal 2023 we launched this training to our external suppliers. The human rights section of the training includes education on modern slavery, forced labor, and child labor, as well as descriptions of other human rights issues.

Risks of Modern Slavery in our Operations and Supply Chains

Risk Assessment

General Mills partnered with Shift, the leading center of expertise on the UN Guiding Principles on Business and Human Rights, to assess our salient human rights risks. We conducted an initial assessment of human rights-related issues inherent to a complex supply chain like General Mills to identify and prioritize future due diligence on the most salient human rights risks to people throughout our value chain. The Shift assessment began in fiscal 2020 and was completed in fiscal 2021.



This initial assessment was conducted in line with the UN Guiding Principles on Business and Human Rights and included:

- Desktop research including a review of all relevant internal policies and programs underway
- Internal stakeholder interviews with individuals from across the company
- External stakeholder interviews of leaders from non-profit organizations
- Workshops with internal stakeholders to review research findings and prioritize the list of salient issues
- Peer benchmarking

This assessment identified forced labor and child labor as the most salient issues associated with our value chain. Shift also identified wages, earnings, and working hours; freedom of association and collective bargaining; and land rights as important salient issues. A variety of factors may increase human rights risks, including temporary or seasonal work status and weak enforcement of legal protections. As General Mills continues to advance respect for all human rights, we are prioritizing efforts that can reach the most vulnerable people.

Potential Risks in Own Operations

The risk of modern slavery in our owned operations is low due to policies and practices aligned with our corporate value of putting people first, strong auditing programs, interviews with third-party labor vendors for manufacturing plants, and accountability for remediation of any findings.

Grievance – The Ethics Line

Our [Ethics Line](#), hosted by an independent reporting service, is available 24 hours a day, 7 days a week, from any location worldwide and is multi-lingual. Those using the line can choose to remain anonymous. The Ethics Line is available on our Corporate Website and can be used by anyone wishing to raise a concern or question. Ethics Line cases are routed to Ethics & Compliance to triage for initial review, who

then align an investigation team (HR, Global Security, Global Internal Audit, Finance or Law) depending on the report.

While the Ethics Line is open to all General Mills stakeholders to report concerns about any part of our value chain, it is primarily used for employees to report concerns of Employee Code of Conduct violations. Along with robust, standardized operations and human resources policies, training, and oversight, the Ethics Line helps us feel confident that the risk of modern slavery in our owned operations is low.

General Mills encourages all leaders to foster an environment of productive discourse where employees feel comfortable raising concerns. Employees are encouraged to raise concerns with their manager, and they are also reminded that their HR business representative, a lawyer at General Mills, a member of the Ethics & Compliance group, and the Ethics Line are all available for receiving concerns.

Assessing the Effectiveness of the Ethics Line

Semi-annually, Ethics & Compliance presents to the Audit Committee of the Board of Directors on the Ethics & Compliance program, including a report of employee incidents. The report includes details of the incident, results of the investigation, and outcome. Our external auditor KPMG receives a similar report quarterly and reviews it with Ethics & Compliance. In fiscal 2023, there were no reports or questions related to modern slavery.

Each year, the company conducts an annual Ethical Culture Survey, which gathers employees' perceptions of our ethical culture and Ethics & Compliance resources. The Ethical Culture Survey goes to a randomly selected group representing 25% of employees worldwide. Our survey results indicate that employees feel comfortable raising concerns without fear of negative consequences, and they are confident that if they report an inappropriate business practice or ethical issue something will be done about it.

Another area we measure is employees' comfort in speaking up. We reference the Navex Global Risk and Compliance Benchmark Report according to which a low percentage of anonymous reports indicates comfort in the reporting process. Our Ethics Line receives an anonymous reporting rate significantly lower than the industry average, which, combined with the scores related to comfort in reporting we see in our Ethical Culture Survey, provides a reasonable indicator that our employees feel safe in raising complaints and concerns.

Potential Risks in Our Supply Chain

Responsible Sourcing Audits

The Global Responsible Sourcing program manages compliance of our owned manufacturing locations, co-packers, premiums and licensing, and Tier 1 direct suppliers. We expect all suppliers to uphold our Supplier Code of Conduct, and we use responsible sourcing audits and self-assessment questionnaires (SAQs) to assess and understand suppliers' business practices.

We use the 4-pillar [Sedex Members Ethical Trade Audit \(SMETA\) protocol](#) or mutually recognized responsible sourcing audits to assess our supply chain on social and environmental practices. SMETA is a prescriptive audit procedure covering Health and Safety, Labor Standards (including audit criteria on forced labor and human trafficking), Environment, and Business Ethics. The audit covers human rights by assessing the extent to which businesses understand and manage their human rights impacts through the lens of the UNGPs. The SMETA framework is widely recognized by companies across many sectors,

which enables suppliers to share audit results with multiple customers to improve efficiency and reduce audit burden. Accredited third-party auditors perform these audits and ensure timely creation of Corrective Action Plans (CAPs) and closure of identified non compliances within a specified time frame.

Our owned manufacturing locations are audited using the 4-Pillar SMETA Sedex Members Ethical Trade Audit (SMETA) protocol at minimum every three years, and we require our co-packers to submit an updated audit every three years. During fiscal 2023, 159 of our owned locations and co-packers were audited, representing about 53% of the total locations.

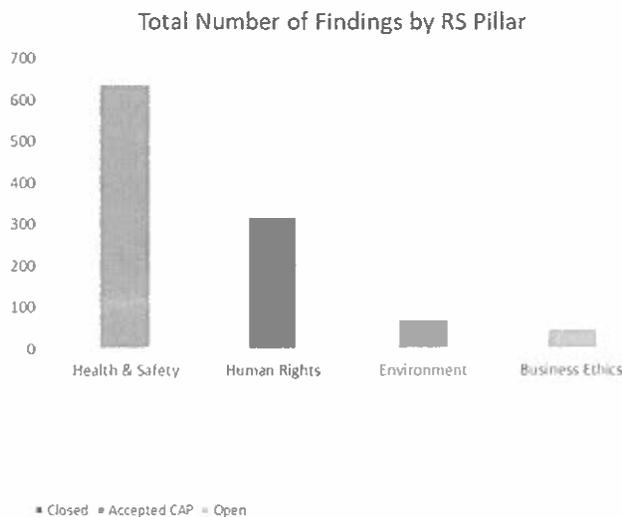
Tier 1 direct suppliers (suppliers that provide ingredients used in our food products or packaging) are rated by inherent country and goods risk using external data sources. To segment our Tier 1 suppliers into different risk levels, we consider factors including geography, ingredient category, and the results of prior responsible sourcing audits from around the world, covering health and safety, human rights, business integrity, and the environment.

All suppliers are expected to comply and participate in the program by submitting a SMETA-compliant audit or SAQ when requested.

Responsible Sourcing Audit Overview

In fiscal 2023, 216 audits were conducted as required by GMI Responsible Sourcing audit program and 237 audits were mutually recognized for a total of 453 audits. These occurred across General Mills company owned manufacturing, co-manufacturers, and Tier 1 suppliers.

	FY2023
Audits received	453
<i>Audits Conducted Required by GMI</i>	<i>216</i>
<i>Audits mutually recognized</i>	<i>237</i>
Findings	
<i>Audits without significant incidents</i>	<i>435</i>
<i>Audits with significant incidents</i>	<i>18</i>
Significant Incidents*	
<i>Audits without significant incidents</i>	<i>376</i>
<i>Audit with significant incidents</i>	<i>17</i>



**Significant incidents require the supplier to go through a root cause analysis and submit a Corrective Action Plan (CAP). In addition, a documented review by the audit company validating that the finding has been closed properly is required.*

Remediation Measures

Responsible sourcing audit findings are addressed via an internal escalation process that requires leadership team approval and sign-off. We are building consistent processes for the remediation of human rights violations, which are informed by the UNGP framework of “cause, contribute to, and directly linked to”.

Approval and Attestation

This Report was approved by the Board of Directors of the entities that control each reporting entity herein.

Hereby Signed,

A handwritten signature in black ink, appearing to read "Benjamin Backberg", written over a horizontal line.

Benjamin Backberg, Board Member of the following controlling entities:

GENERAL MILLS CANADA HOLDING SEVEN LIMITED PARTNERSHIP

BLUE BUFFALO PET PRODUCTS CANADA, LTD.