



SUPPLIER
**Responsibility
Principles**





Our Way

Hormel Foods conducts business according to “Our Way” – a set of values that guides us in our approach to our people, processes, products and performance through the principles of integrity and innovation. To fully realize our values, we partner with suppliers who share our commitment.

The Hormel Foods Supplier Responsibility Principles are designed to ensure that the quality of products and services we receive from our suppliers follow our commitment to responsible environmental and social performance. In partnership, we deliver quality products and add value to society.

At a minimum, we require our suppliers to act in accordance with all applicable federal, state and local laws and regulations. In addition, international laws and industry standards must be followed where applicable. We also expect suppliers to act in accordance with the internal principles and guidelines aimed at promoting and protecting human rights, including the International Bill of Human Rights, International Labour Organization Conventions

and Declaration on Fundamental Principles and Rights at Work, OECD Guidelines for Multinational Enterprises, UN Declaration of Human Rights, UN Global Compact’s 10 Principles and the UN Guiding Principles on Business and Human Rights.

This document outlines the principles Hormel Foods is committed to and our expectations for all suppliers. Hormel Foods will suspend or discontinue purchases from a supplier if an audit or other credible source reveals they are violating these requirements.

For the purpose of this document, “supplier” means any company, corporation or other entity that sells or seeks to sell goods or services to Hormel Foods, as well as their suppliers and sub-contractors.



Dear partners,

Our focus is to elevate the everyday experience by making Hormel Foods the favorite part of any eating occasion. We achieve this goal by consistently producing high-quality, safe products through responsible business practices.

It takes the diligence of everyone throughout our supply chain to guarantee the satisfaction of each consumer who buys our products. Through sound partnerships, we are able to share the same commitments to improve our environmental and social performance.

This document outlines the minimum expectations we require of all our suppliers.

Sincerely,

Curtis Southard

DIRECTOR OF PURCHASING



products

Hormel Foods delivers wholesome, nutritious and great-tasting products to our consumers by concentrating our efforts on food safety, food quality and health and wellness. We expect our suppliers to uphold the same standards by focusing on quality and product integrity.

Quality

The quality of Hormel Foods products relies on receiving superior inputs from our suppliers. We expect our partners to ensure high-quality and safe products through appropriate measures of quality control.

Product Integrity

All ingredients and products must be produced following the highest standards of sanitation in compliance with company and governmental requirements. To ensure safe and wholesome products, all items are tracked to ensure final labeling is complete and accurate.





people

To ensure an engaging and mutually beneficial environment for the people who make our business possible, Hormel Foods commits to safety, diversity, training, benefits, wellness and a code of ethics. We expect our suppliers to uphold these commitments to show their employees they are highly valued.

Respect and Dignity

Hormel Foods policies protect each employee's right to a workplace where laws are followed, discriminatory practices are avoided and respect is shown. We expect suppliers to respect employees by ensuring harassment and abuse are not tolerated.

Wages and Benefits

The pay program at Hormel Foods aims to attract, retain, motivate and reward highly qualified employees. Suppliers must provide fair and equal compensation in accordance with applicable laws and standards. Hormel Foods values suppliers that have fair benefits, compensation, protection of workers' rights to exercise freedom of association and professional development programs.

Discrimination

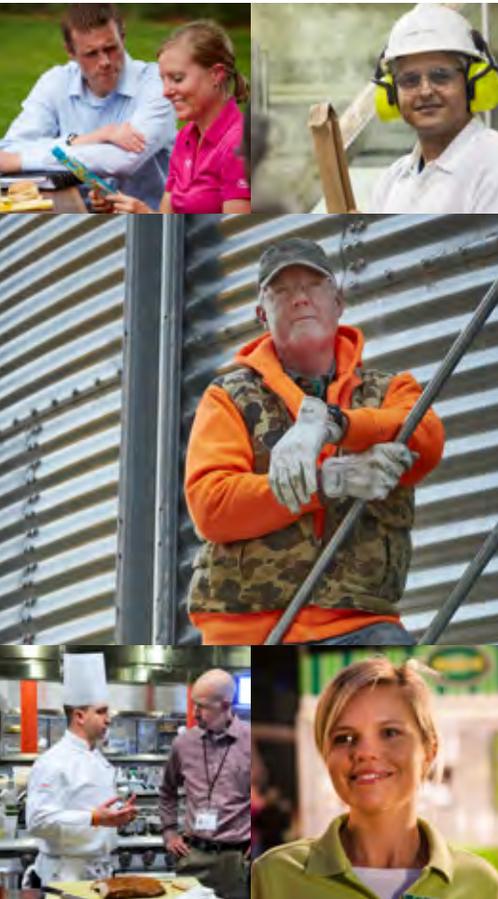
Discrimination by suppliers on account of race, religion, national origin, sex, age, sexual orientation, gender identity, disability, genetic information or a status as a veteran will not be tolerated.

Safe Work Environment

Hormel Foods supports a high standard for ensuring employee health and safety. Suppliers must be in compliance with applicable safety and health regulations, and applicable laws and regulations relating to working conditions. Suppliers should have appropriate controls, procedures and preventative training to ensure a safe work environment for employees.

Diversity

Hormel Foods aims to increase diversity among employees and suppliers to produce products that meet the needs of the diverse global marketplace. We value suppliers who share the same commitment.





people

Ethical Recruitment

Suppliers must ensure that no fees or costs have been charged, directly or indirectly, in whole or in part, to job-seekers and employees for the services directly related to recruitment for temporary or permanent job placement, including when using the services of private recruitment, a labor broker or employment agent or performing recruitment activities directly. Workers must receive a written contract in their language stating in a truthful, clear manner their rights and responsibilities. In addition, suppliers must not retain any documents or demand monetary deposits or other collateral as a condition of employment, and workers cannot be subject to the withholding of wages, identification cards, passports or other travel documents, or personal belongings without their consent.

Child Labor

Hormel Foods does not tolerate child labor, and we will not work with suppliers that do not adhere to this policy. The term “child” refers to any person employed under the age of 15 (or 14 where the applicable laws permit), or under the age of completing compulsory education, or under minimum age for employment in the country.

Voluntary Employment/ Forced Labor

Hormel Foods does not tolerate forced or involuntary labor, including bonded, indentured and involuntary prison labor. Additionally, workers must be allowed to terminate employment at any time upon reasonable notice. We require our suppliers to follow this policy.

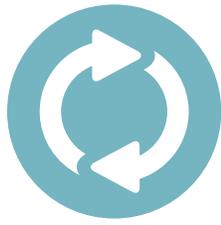
Working Hours

Hormel Foods suppliers are required to comply with legal requirements for maximum number of working hours and overtime compensation as well as vacation time, leave periods and holidays.



Company goal:
Continue to be a company where people aspire to work and build long-term careers.





environment & animal care

Hormel Foods is committed to reducing the impact our day-to-day operations have on the environment, and we expect suppliers to uphold the same standard.

Environmental Management

Hormel Foods requires suppliers to comply with all applicable federal, state and local laws and regulations relating to the protection of the environment. We seek to do business with suppliers who share our commitment to reducing the environmental impact of business operations. This includes efforts to improve water quality and to reduce energy and water consumption, air emissions and solid waste. Our goal is to partner with our suppliers to find innovative solutions to improve efficiency and prevent environmental damage to land, water and air. We expect suppliers to measure environmental impact and make improvements.

Protection of Forests and Biodiversity

Hormel Foods requires all suppliers to legally acquire land rights and operations and to protect high conservation value areas, high carbon stock forests, rainforests and peatlands (regardless of depth).

Sustainable Agriculture

Hormel Foods recognizes the critical role that sustainable agricultural practices play in meeting the world's food demands while protecting our natural resources. We recognize a shared interest and need to support the principles outlined in the United Nations Sustainable Development Goals, especially those sections involving water scarcity and water quality. In addition to the expectations outlined in this document, members of our agricultural supply chain should reference the objectives and requirements of our Environmental Policy Statement and Sustainable Agriculture Policy.

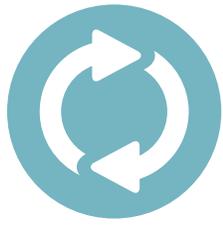
Animal Care

The humane treatment of animals is an absolute priority of ours. We require transporters, individual producers and any other supplier that handles animals to uphold this commitment and follow all local and federal laws and relevant industry guidelines. In addition, all suppliers are required to use antibiotics responsibly under the direction of a veterinarian.



"We should all go to our posts of duty daily with the feeling the work can be done still a little bit finer, a little bit better than we are doing it."

-George A. Hormel

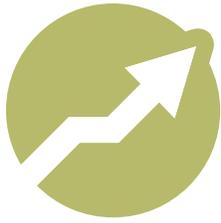


environment & animal care

Continuous Improvement

Since Hormel Foods was founded in 1891 by George A. Hormel, continuous improvement has been part of the company's culture. The continuous improvement culture is currently supported by a formalized continuous improvement process (CIP). The CIP provides a framework that guides all employees in understanding their individual role in implementing improvements to achieve companywide goals. Ultimately, the process focuses on understanding and meeting the requirements of internal and external customers. We believe it is important for suppliers to focus on developing a formal process that will encourage continuous improvement within their organization.





performance

To maintain the highest integrity and success of our business, Hormel Foods is committed to ethical business conduct. We expect our suppliers to uphold these standards by focusing on the items listed below.

Financial Performance

For more than 125 years, financial stability at Hormel Foods has been achieved by making sound business decisions. Our balanced model is a key driver for annual growth and includes five segments, Grocery Products, Refrigerated Foods, Jennie-O Turkey Store, Specialty Foods and International & Other. The diversity of these different businesses allows us to be successful in a variety of economic conditions and insulates us from ever-changing market forces. Hormel Foods recommends all suppliers to routinely evaluate the long-term effect of their business decisions and to follow generally accepted accounting principles.

Data Privacy

Hormel Foods believes in protecting the privacy of personal information and requires suppliers to follow all pertinent data privacy laws and regulations.

Gifts

The company's policy stipulates that no gift, loan or favor should be made to or accepted by employees, officers, directors or their immediate families involving any supplier if it is intended to influence a business decision. This does not prohibit casual entertainment, business entertainment consistent with the company's usual practices or gifts reasonably viewed under the circumstances in which they are given or received to be of nominal value. For this purpose, any gift in kind of less than \$100 would be considered of nominal value. Acceptance of cash or cash equivalents is not acceptable under any circumstances. Hormel Foods believes it is important for suppliers to implement a similar policy for gifts.

Anti-corruption and Bribery

Directly or indirectly offering or accepting bribes, kickbacks or any other benefits with the objective of influencing behavior, is strictly prohibited by Hormel Foods and its suppliers. A full list of our code of ethical business conduct can be found online, covering conflicts of interest, political donations, antitrust compliance and more.

Contact

For further information, please contact:

Hormel Foods Corporation
1 Hormel Place
Austin, MN 55912

www.hormelfoods.com
www.hormelfoods.com/csr
sustainability@hormel.com

