



2020 CHRB Supplemental Disclosure: General Mills

A.1.4 Commitment to engage with stakeholders

Commits to engage stakeholders in design

At General Mills, we now have a resource appointed to enhance our human rights strategy in alignment with the UNGP Business and Human Rights framework. We have engaged a global, cross-functional team and are working with external stakeholders and organizations with expertise in human rights to identify our salient human rights issues and develop a roadmap.

In the area of nutrition, General Mills has an external group of external health and nutrition experts, the Health and Wellness Advisory Council, to provide the company with external perspectives from academia and research institutes

B.2.1 Identifying: Processes and triggers for identifying human rights risks and impacts

In consultation with HR experts:

In March 2020, General Mills initiated work with Shift (shiftproject.org), the leading center of expertise on the UN Guiding Principles on Business and Human Rights, which provides the methodology for how companies can identify and act upon their human rights risks. Shift is supporting us in compiling recommendations for a forward strategy and roadmap on human rights.

B.2.2 Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)

Salient risk assessment (and context):

Risk factors considered by Bureau Veritas included geography, category, results of prior audits on numerous factors, including human rights and child labor. The data sources used by Bureau Veritas include 3,655 SMETA audits describing 35,409 issues, 12,763 ISO14001 audits describing 30,564 non-conformities, 1,324 SA800 audits describing 3,516 non-conformities. Overall, 17,622 audits distributed globally with a heavy concentration in countries with known ESG risks based on public sources including the Yale Performance Index, the Social Progress Global Index, the Worldwide Governance Index and the Corruption Perception Index. Based on an aggregation of all these data accounting for density, our segmentation was determined. These data sources were chosen to uncover risks as outlined in our Supplier Code of Conduct and focus heavily on Human Rights and Health and Safety.

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