



Reporting

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REPORTING PRACTICES

This is Campbell Soup Company's 8th annual Corporate Responsibility Report. In this report, we strive to provide our stakeholders with a balanced view of our corporate responsibility strategy and performance in our worldwide operations during fiscal year 2015 (ended August 2, 2015). This report includes content on our key material issues and an update to key performance metrics, including progress against our 2020 goals. Our previous report was published in 2015. Significant policy or program advances and recognition occurring before or after FY2015 may also be included.

In preparing this report, we used the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines, including the Food Processing Sector Supplement. This report exceeds the disclosures necessary to meet the core-level reporting requirements, including some content that addresses comprehensive-level disclosures. Please see our GRI Index for more details and www.globalreporting.org to learn more about the GRI framework.

This Campbell CR Report covers our owned and leased facilities on a global basis where we have operational control. Unless otherwise stated, principles and policies referenced in the report apply to locations operated worldwide, and to all employees of Campbell Soup Company. Bolthouse Farms was acquired in August 2012. Plum was acquired in June 2013, and Campbell worked with Plum to incorporate it as a Public Benefit Corporation (Plum, PBC) under Delaware law in August 2013. Kelsen was acquired in August 2013. This year, we made progress in incorporating these acquisitions into many of our reported metrics. Garden Fresh Gourmet was acquired in June 2015, and we will work to incorporate their performance in the next update of the CR Report. This year, our environmental data was restated back to the base year of 2008 to include the Bolthouse Farms, Plum and Kelsen acquisitions.

The metrics and goals in this report are established and measured by the Campbell business units and corporate functions that are responsible for achieving them. This is done in consultation with internal and, in some cases, external stakeholders, as well as by reference to external benchmarks and leadership practices. Our goal is to deliver a useful and accurate description of our performance. Given our rapidly changing business, the number of acquisitions and divestitures, and the limited data from the acquired acquisitions, we are currently working to reevaluate some of our long-term performance goals and anticipate doing that in the next year.

Last year, we successfully completed a third-party limited assurance review consistent with guidance provided by ISO 14064-3 of our greenhouse gas (GHG) emissions inventory. This assurance process was under the supervision of the Vice President of Corporate Responsibility and Sustainability. We did not complete third-party assurance of other sections of the Report.

The full version of this Report can be downloaded [HERE](#). A printed executive summary is also available by request. Additional information about Campbell operations and financial performance is available in our [2015 Annual Report](#) and [Form 10-K](#), which are both available on our corporate website.

We value and welcome feedback from interested stakeholders. Contact Niki King, Senior Manager — CR Program Office, One Campbell Place, MS43, Camden, NJ 08103. You may also contact us via our dedicated CR Feedback Email Address: cr_feedback@campbellsoup.com.



GRI CONTENT INDEX

The Global Reporting Initiative (GRI) is a framework of internationally accepted guidelines and principles for companies and organizations to report on Corporate Responsibility and Sustainability performance. For more information about GRI, go to www.globalreporting.org.

GENERAL STANDARD DISCLOSURES

Profile Disclosure	Description	Page Cross Reference/Direct Response																																			
Strategy and Analysis																																					
G4-1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	CEO Message (8-9)																																			
Organizational Profile																																					
G4-3	Name of the organization.	Cover																																			
G4-4	Primary brands, products, and services.	Corporate Profile (10)																																			
G4-5	Location of the organization's headquarters.	Corporate Profile (10)																																			
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Corporate Profile (10), Worldwide Locations (11)																																			
G4-7	Nature of ownership and legal form.	10-K																																			
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Corporate Profile (10), Worldwide Locations (11)																																			
G4-9	Scale of the organization.	10-K, Corporate Profile (10), Financial Scorecard (12), Performance Scorecard (92),																																			
G4-10	<p>a. Total number of employees by employment contract and gender.</p> <p>b. Total number of permanent employees by employment type and gender.</p> <p>c. Total workforce by employees and supervised workers and by gender.</p> <p>d. Total workforce by region and gender.</p> <p>e. Whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>f. Any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</p>	Workforce Profile (63-64) <table border="1"> <thead> <tr> <th colspan="2">US Workforce Diversity</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>13,114</td> </tr> <tr> <td>White</td> <td>6,859</td> </tr> <tr> <td>African American</td> <td>1,296</td> </tr> <tr> <td>Hispanic or Latino</td> <td>3,182</td> </tr> <tr> <td>Asian</td> <td>549</td> </tr> <tr> <td>Native American</td> <td>307</td> </tr> <tr> <td>Native Hawaiian/Pacific Islander</td> <td>44</td> </tr> <tr> <td>Two or More Races</td> <td>101</td> </tr> <tr> <td>Chose Not to Disclose</td> <td>776</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Workforce Gender</th> </tr> <tr> <th></th> <th>US</th> <th>Outside U.S.</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>13,101</td> <td>13,462</td> </tr> <tr> <td>Male</td> <td>6,648</td> <td>7,490</td> </tr> <tr> <td>Female</td> <td>6,453</td> <td>5,972</td> </tr> </tbody> </table>	US Workforce Diversity		Total	13,114	White	6,859	African American	1,296	Hispanic or Latino	3,182	Asian	549	Native American	307	Native Hawaiian/Pacific Islander	44	Two or More Races	101	Chose Not to Disclose	776	Workforce Gender				US	Outside U.S.	Total	13,101	13,462	Male	6,648	7,490	Female	6,453	5,972
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G4-11	Percentage of total employees covered by collective bargaining agreements.	FAQ (86)																																			

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Profile Disclosure	Description	Page Cross Reference/Direct Response
G4-12	Description of supply chain.	Value Chain (15), 10-K, Responsible Sourcing (35-38)
G4-13	Any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	10-K, Reporting Practices (73)
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	Sustainable Business Model (42-46), FAQ (88)
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	CDP, UNGC, Stakeholder Engagement (16)
G4-16	Memberships of associations (such as industry associations) and national or international advocacy.	Stakeholder Engagement (16)

Identified Material Aspects and Boundaries

G4-17	<p>a. All entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	10-K, Worldwide Locations (11), Reporting Practices (73)																																																																																																																																
G4-18	<p>a. The process for defining the report content and the Aspect Boundaries.</p> <p>b. How the organization has implemented the Reporting Principles for Defining Report Content.</p>	Materiality (19-21), Reporting Practices (73)																																																																																																																																
G4-19	<p>All the material Aspects identified in the process for defining report content.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="8">Material Aspect Boundaries</th> </tr> <tr> <th>Material Aspect</th> <th colspan="7">Boundary</th> </tr> <tr> <th>Products</th> <th>Agriculture</th> <th>Suppliers</th> <th>Manufacturing</th> <th>Distribution</th> <th>Customers</th> <th>Consumers</th> <th>Communities</th> </tr> </thead> <tbody> <tr> <td>Health, Nutrition & Awareness</td> <td>X</td> <td>X</td> <td>X</td> <td></td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Transparency</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Food Safety & Quality</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Responsible Sourcing</td> <td>X</td> <td>X</td> <td>X</td> <td></td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td colspan="8">Planet</td> </tr> <tr> <td>Sustainable Agriculture</td> <td>X</td> <td>X</td> <td>X</td> <td></td> <td>X</td> <td></td> <td>X</td> </tr> <tr> <td>Sustainable Business Models</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td colspan="8">People</td> </tr> <tr> <td>Business Ethics</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Culture & Talent Management</td> <td></td> <td></td> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Diversity & Inclusion</td> <td></td> <td>X</td> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Occupational Health & Safety</td> <td></td> <td>X</td> <td>X</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Community Impact & Food Access</td> <td>X</td> <td></td> <td></td> <td></td> <td>X</td> <td></td> <td>X</td> </tr> </tbody> </table>	Material Aspect Boundaries								Material Aspect	Boundary							Products	Agriculture	Suppliers	Manufacturing	Distribution	Customers	Consumers	Communities	Health, Nutrition & Awareness	X	X	X		X	X	X	Transparency	X	X	X	X	X	X	X	Food Safety & Quality	X	X	X	X	X	X	X	Responsible Sourcing	X	X	X		X	X	X	Planet								Sustainable Agriculture	X	X	X		X		X	Sustainable Business Models	X	X	X	X	X	X	X	People								Business Ethics	X	X	X	X	X	X	X	Culture & Talent Management			X					Diversity & Inclusion		X	X					Occupational Health & Safety		X	X					Community Impact & Food Access	X				X		X	Materiality (19-21)
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G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Environmental Scorecard (40-41), Reporting Practices (73), Footnotes (93)																																																																																																																															
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Reporting Practices (73)																																																																																																																															
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G4-24	List of stakeholder groups engaged by the organization.	Stakeholder Engagement (16-18)																																																																																																																															
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement (16-18)																																																																																																																															
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Stakeholder Engagement (16-18)																																																																																																																															
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Stakeholder Engagement (16-18)																																																																																																																															
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G4-28	Reporting period (such as fiscal or calendar year) for information provided.	Reporting Practices (73)																																																																																																																															
G4-29	Date of most recent previous report (if any).	Reporting Practices (73)																																																																																																																															
G4-30	Reporting cycle (such as annual, biennial).	Reporting Practices (73)																																																																																																																															
G4-31	Contact point for questions regarding the report or its contents.	Reporting Practices (73)																																																																																																																															
G4-32	a. 'In accordance' option the organization has chosen. b. GRI Content Index for the chosen option (see tables below). c. Reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	Reporting Practices (73)																																																																																																																															

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Profile Disclosure	Description	Page Cross Reference/Direct Response
G4-33	<p>a. Policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If not included in the assurance report accompanying the sustainability report, the scope and basis of any external assurance provided.</p> <p>c. Relationship between the organization and the assurance providers.</p> <p>d. Whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.</p>	Reporting Practices (73), FAQ (85)
Governance		
G4-34	Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	FAQ (88), Corporate Governance
Ethics and integrity		
G4-56	Values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Business Ethics (54-55), FAQ (88), Corporate Governance
SPECIFIC STANDARD DISCLOSURES		
Economic		
Economic Performance	DMA	10-K, CDP, Financial Scorecard (12)
G4-EC1	Direct economic value generated and distributed.	10-K, Financial Scorecard (12)
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	10-K, CDP
G4-EC3	Coverage of the organization's defined benefit plan obligations.	10-K, Performance Scorecard (92)
Indirect Economic Impacts	DMA	Community Impact & Food Access (67-71)
G4-EC7	Development and impact of infrastructure investments and services supported.	Community Impact & Food Access (67-71)
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	Community Impact & Food Access (67-71)
Procurement Practices	DMA	Responsible Sourcing
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	We do not currently track this data, but are investigating tracking in the future.
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy.	While Campbell maintains policies on supplier standards, we do not currently track the total volume of ingredients that are compliant with our policies. However, we do audit our suppliers against our Supply Base Requirements and Expectations Manual and will work toward being able to provide this information in the future. In FY2015 we audited 567 suppliers, which is about 29% of our active suppliers.
FP2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard.	We do not currently track this information.

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Profile Disclosure	Description	Page Cross Reference/Direct Response
Environmental		
Energy	DMA	CDP, Environmental Scorecard (40-41), Sustainable Business Model (42-46)
G4-EN3	Energy consumption within the organization.	CDP, Environmental Scorecard (40-41), Sustainability Scorecard (91)
G4-EN5	Energy intensity.	Environmental Scorecard (40) Campbell defines intensity as Energy Use / Tonne of Food Produced.
G4-EN6	Reduction of energy consumption.	Environmental Scorecard (40-41)
G4-EN7	Reductions in energy requirements of products and services.	Environmental Scorecard (40-41)
Water	DMA	CDP, Sustainable Business Model (44-45)
G4-EN8	Total water withdrawal by source.	CDP
G4-EN10	Percentage and total volume of water recycled and reused.	CDP
Emissions	DMA	CDP, Environmental Scorecard (40-41), Sustainable Business Model (42-46), Sustainable Agriculture (47-50), FAQ (83)
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).	CDP, Sustainability Scorecard (91)
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	CDP, Sustainability Scorecard (91)
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).	CDP, Environmental Scorecard (41), Performance Scorecard (92)
G4-EN18	Greenhouse gas (GHG) emissions intensity.	Environmental Scorecard (40), Campbell's defines intensity by Energy Use (GHG)/Tonne of Food Produced.
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	CDP, Environmental Scorecard (40), Sustainable Business Model (43)
Effluents and Waste	DMA	Sustainable Business Model (44)
G4-EN23	Total weight of waste by type and disposal method.	Sustainability Scorecard (91)
G4-EN24	Total number and volume of significant spills.	There were no significant spills in 2015.
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	No waste transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention ² . FAQ (84)
Products and Services	DMA	Sustainable Business Model (42-46), Sustainable Agriculture (47-50)
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	Sustainable Business Model (46), Sustainable Agriculture (47-50)
Compliance	DMA	FAQ (84)
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	FAQ (84)
Overall	DMA	10-K
G4-EN31	Total environmental protection expenditures and investments by type.	Environmental Scorecard (41)

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Profile Disclosure	Description	Page Cross Reference/Direct Response
Labor Practices and Decent Work		
Employment	DMA	Culture & Talent Management (56-59), Workforce Profile (63-64)
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	Workforce Profile (63-64)
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	FAQ (86)
FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country.	There was no lost time due to industrial disputes, strikes and/or lock-outs in FY2015
Profile Disclosure	Description	Page Cross Reference/Direct Response
Occupational Health and Safety	DMA	Occupational Health & Safety (65-66), Performance Scorecard (92)
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	FAQ (86)
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Occupational Health & Safety (65-66), Performance Scorecard (92)
Training and Education	DMA	Culture & Talent Management (57-58), FAQ (87)
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	FAQ (87). We do not currently track this information in that specific manner.
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Culture & Talent Management (57-58)
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	FAQ (87)
Diversity and Equal Opportunity	DMA	Diversity & Inclusion (60-62), Workforce Profile (63-64)
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Workforce Profile (63-64)
Equal Remuneration for Women and Men	DMA	Diversity & Inclusion (60-62), Workforce Profile (63-64)
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Workforce Profile (63-64)
Supplier Assessment for Labor Practices	DMA	Responsible Sourcing (35-38), FAQ (85-86)
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.	Responsible Sourcing (37). 100 percent of our suppliers have expectations for labor practices outlined in our purchase contract terms and conditions, located in our Supply Base Requirements and Expectations Manual.

GRI CONTENT INDEX

Profile Disclosure	Description	Page Cross Reference/Direct Response
Human Rights		
Investment	DMA	Responsible Sourcing (37)
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	Responsible Sourcing (37). 100 percent of our suppliers have expectations for human rights outlined in our purchase contract terms and conditions, located in our Supply Base Requirements and Expectations Manual.
Non-discrimination	DMA	
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	FAQ (86)
Assessment	DMA	
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	As part of our customers' social accountability programs, two of our manufacturing facilities participated in social responsibility audits.
Supplier Human Rights Assessment	DMA	Responsible Sourcing (37)
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	Responsible Sourcing (37). 100 percent of our suppliers have expectations for human rights outlined in our purchase contract terms and conditions, located in our Supply Base Requirements and Expectations Manual.
Society		
Local Communities	DMA	Community Impact & Food Access (67-71)
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Community Impact & Food Access (67-71). We have community engagement programs in all of the locations in which we operate.
Anti-corruption	DMA	Business Ethics (54-55), FAQ (88)
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	FAQ (88)
Anti-competitive Behavior	DMA	10-K, Business Ethics (54-55)
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	10-K
Compliance	DMA	Business Ethics (54-55)
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	FAQ (84)

GRI CONTENT INDEX

Profile Disclosure		Page Cross Reference/Direct Response
Product Responsibility		
Customer Health and Safety	DMA	Food Safety & Quality (33-34)
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Food Safety & Quality(33-34)
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	In FY2015, Campbell had one Class I recall related to Pepperidge Farm bagels, and one Class II recall related to Plum Little Cremes, which have since been discontinued.
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	Product Scorecard (23)
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars.	Product Scorecard (23)
FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives.	Product Scorecard (23)
Product and Service Labeling	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives.	Health, Nutrition & Awareness (24-30), Transparency (31-32), Food Safety & Quality (33-34), Responsible Sourcing (35-38), whatsinmyfood.com
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	Health, Nutrition & Awareness (24-30), Transparency (31-32), Food Safety & Quality (33-34), Responsible Sourcing (35-38), whatsinmyfood.com
Compliance	DMA	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	None
Animal Welfare		
FP9	Percentage and total of animals raised and/or processed, by species and breed type.	We do not raise or process animals so this is not applicable.
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic.	We do not raise or process animals so this is not applicable.
FP11	Percentage and total of animals raised and/ or processed, by species and breed type, per housing type.	We do not raise or process animals so this is not applicable.
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone, and/ or growth promotion treatments, by species and breed type.	We do not raise or process animals so this is not applicable.
FP13	Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals.	We do not raise or process animals so this is not applicable.

UNGC INDEX

The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. Campbell committed to the principles of the UN Global Compact in 2009. Below is an index of our reporting against the UN Global Compact principles within the content of this 2016 Corporate Responsibility Report.

Principle Number	Description	Report Section/Links
1	Support and respect protection of internationally proclaimed human rights	<ul style="list-style-type: none"> • Human Rights Principles • Responsible Sourcing • Business Ethics • Water Policy
2	Make sure business is not complicit in human rights abuses	<ul style="list-style-type: none"> • Human Rights Principles • Responsible Sourcing • Stakeholder Engagement • Water Policy
3	Uphold freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> • Human Rights Principles • Responsible Sourcing • Code of Business Conduct and Ethics • Business Ethics
4	Support elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none"> • Human Rights Principles • Business Ethics • Responsible Sourcing
5	Support effective abolition of child labor	<ul style="list-style-type: none"> • Human Rights Principles • Business Ethics • Responsible Sourcing
6	Eliminate discrimination in employment and occupation	<ul style="list-style-type: none"> • Human Rights Principles • Business Ethics • Responsible Sourcing • Code of Business Conduct and Ethics
7	Support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> • Responsible Business Model • Sustainable Agriculture
8	Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> • Responsible Business Model • Sustainable Agriculture
9	Encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> • Responsible Business Model • Sustainable Agriculture
10	Work against all forms of corruption, including extortion and bribery	<ul style="list-style-type: none"> • Corporate Governance • Business Ethics

FREQUENTLY ASKED QUESTIONS

Campbell is committed to helping our external stakeholders learn more about our corporate responsibility and sustainability efforts. To support this effort to be more transparent, we have compiled environmental, social and governance information that is frequently requested by many of our stakeholders.

For other frequently asked questions about our company and products, please visit the corporate website's [FAQ](#) section.

Environmental

Energy & Emissions

Does the company have short-term goals related to energy reduction?

Yes. In addition to our 10-year goal to cut our environmental footprint in half by 2020 — defined as water used and greenhouse gas (GHG) emissions per tonne of our food produced — we have a short-term goal to reduce our energy use and greenhouse gas emissions by 2 percent annually.

What is the percentage of energy used that is derived from renewable sources?

6 percent.

What is the percentage of energy used that is derived from non-renewable sources?

94 percent.

What is the amount of energy used that is derived from renewable sources at any other level than enterprise (including facility, business unit, region, etc.)?

Approximately 85 percent of the electricity used at our Napoleon, Ohio, facility is sourced from the grid, of which 9 percent is renewable energy, according to the U.S. Department of Energy.

Does the company utilize carbon offsets?

Yes. Plum purchases carbon offsets in the amount of the GHG emissions from the energy used in its headquarters building in Emeryville, California.

Does the company purchase any carbon credits?

Yes. Campbell and Bolthouse Farms plants in California purchase carbon credits to be in compliance with the Air Resources Board Cap-and-Trade Program.

Does the company use carbon sequestration/capture?

No.

Does the company provide or promote mass transit or similar transportation systems that promote energy conservation?

Yes. At its World Headquarters location, the company provides shuttles to and from the local rail station.

Emissions

What are the company's total GHG emissions to air?
735,556 tonnes CO₂e.

What are the company's methane emissions from direct sources?
186 tonnes of CO₂e.

Does the company have a commitment to reducing its HCFC/CFC emissions?

For our refrigeration systems, Campbell uses both natural refrigerants and synthetics. Our primary refrigeration needs involve process cooling, product/ingredient storage coolers, freezers and comfort cooling. The company has begun a phase-out program of HFCs. This is consistent with our commitment to the Consumer Goods Forum resolution for eliminating HFCs due to the associated GHG emissions. CFCs and HCFCs are being phased out in accordance with the Montreal Protocol. As our HFCs and HCFCs systems require replacement, they will be replaced with natural refrigerants or alternative solutions with an equivalent GWP less than 10, in markets where it is legally allowed, commercially viable and technically feasible with safe operation assured.

The company is in the process of removing HFC and HCFC refrigerants, which are mainly found in our bakery operations. Three bakeries in the U.S. have been converted to ammonia refrigerant-based systems. The company has plans to convert our remaining five U.S. bakeries and three Australian bakeries. One of those facilities will be converted by 2017 and the remaining by 2020.

Does the company tie incentives to energy and/or emissions conservation goals?

Yes, the company's annual incentive plan includes emissions reduction goals.

FREQUENTLY ASKED QUESTIONS

Water

Does the company have goals related to water reduction?

Yes. Our primary goal is to cut the environmental footprint in half — defined as water and greenhouse gas (GHG) emissions per tonne of food produced by 2020.

Our annual target for FY2016 is 2 percent reduction.

What is the company's total wastewater discharge?

19,228,923 U.S. gallons of wastewater.

Waste

Does the company have short-term goals related to waste reduction?

Yes. In addition to our 10-year goal to achieve a global recycle rate of 95 percent, we have an annual target to move two facilities to a 95 percent recycle rate.

What is the primary source of the company's hazardous waste?

The primary hazardous materials include waste chemicals, used/waste oil, paint and medical waste. Please note that for some international sites, plant trash is also considered a hazardous waste.

What are the disposal methods for the company's hazardous waste?

Hazardous waste is disposed by incineration, treatment/neutralization and fuel programs. In FY2015, Campbell's hazardous waste was only 38 tonnes, which is approximately .02 percent of the company's total waste.

Does the company have waste management programs?

Yes. We have comprehensive waste management programs that include our business, packaging and chemical waste.

Packaging

Does the company participate in any consumer recycling initiatives?

Yes. Our Plum product line participates in the How 2 Recycle program.

Environmental Management and Compliance

Do you have an environmental management system, and is it ISO 14001-certified?

Yes. One of the key aspects of our Environmental Management System is an electronic system (CEMMS). The system is an auditable and corporate social responsibility compliant system (supporting ISO 14001). The CEMMS system addresses our document management, permit tracking, monitoring & measurement, tasks & calendar management, waste-recycling/reporting, inspection notifications, incidents of notice of violations management, audits management, energy tracking/reporting and refrigerant tracking and reporting.

The CEMMS system is used globally at our facilities and is the backbone of our overall Environmental Management system.

Are any of your locations ISO 14001-certified?

No.

Has the company had any significant environmental spills in the past three years?

No.

Did the company have any environmental fines this fiscal year?

Yes. Our Bolthouse Farms, Lancaster, CA, carrot farm was fined \$500 for blowing dust in February 2015 by Antelope Valley Air Quality Management District.

FREQUENTLY ASKED QUESTIONS

Environmental Sustainability Governance

Is the compensation of executives and/or other employees tied to sustainability metrics?

Yes. The incentive compensation of many of the employees, including Campbell executives, is tied to CR and sustainability metrics, including ethics and compliance training, safety performance and annual reductions in waste, water use and GHG emissions.

Are any of the company's facilities LEED-certified or ENERGY STAR®-qualified?

Yes. The Employee Center at Campbell's World Headquarters in Camden, New Jersey, was awarded the Leadership in Energy and Environmental Design (LEED) Silver Certification by the U.S. Green Building Council in June 2011.

The Innovation Center at the Pepperidge Farm headquarters campus in Norwalk, Connecticut, is designed as an environmentally friendly, LEED Silver-certified green building and employs a variety of energy-efficient, water-conserving and daylight-harvesting techniques, while using recycled building materials in the construction.

Is there senior-level responsibility for sustainability?

Yes, the VP of Corporate Responsibility and Sustainability reports directly to the CEO. Each year, the Audit Committee of the Board of Directors receives a presentation on sustainability and also approves enterprise-wide waste, water and GHG emissions reduction goals.

Environmental Policy

Does the company have an environmental sustainability policy?

Yes. Please see our [Environmental Sustainability Policy](#).

Does the company have a water policy?

Yes. Please see our [Water Policy](#). This policy also reflects our commitment to the human right to water.

Does the company take measures to reduce the environmental impact of business travel?

Yes. The company encourages employees to take efforts to minimize business travel. We also utilize an online travel system that lists the emissions produced from travel and also helps us track Scope 3 emissions related to travel.

Assurance

Is your CR report or any of its data externally assured or verified?

The full CR Report has not been externally assured. However, last year, we successfully completed a third-party limited assurance review consistent with guidance provided by ISO 14064-3 of our GHG emissions inventory. This assurance process was under the supervision of the VP of Corporate Responsibility and Sustainability.

Does the company have a Biodiversity Action Plan?

The company does not currently have a global Biodiversity Action Plan. However, we understand the importance of biodiversity, and some of the priorities of our sustainable agriculture program include efficient use of irrigation water to reduce extraction of water from natural systems and efficient use of fertilizer to reduce pollution of surface and groundwater resources, as well as GHGs and the associated impact on diverse ecosystems. For more information, see the Sustainable Agriculture section of the CR Report.

FREQUENTLY ASKED QUESTIONS

Social

Human Rights

Does the company have a Human Rights Policy?

Yes. Please see [Campbell's Human Rights Principles](#).

Is there a senior-level person responsible for implementation of the policy?

Yes. The Vice President Corporate Compliance & Deputy General Counsel and the Chief Procurement Officer are responsible for its implementation.

Is there a senior-level person responsible for non-discrimination issues?

Yes. The Vice President Corporate Compliance & Deputy General Counsel has this responsibility.

What percentage of your workforce is unionized or covered by collective bargaining agreements?

36 percent.

Has the company been subject to any organized labor actions within the last 12 months?

No.

Has the company been fined or disciplined by the EEOC in the past three years?

No.

Does the company have a policy that includes a commitment to the provision of fair and equal wages regardless of gender?

Yes. Both the company's [Code of Business Conduct and Ethics](#) and its [Human Rights Principles](#) reflect our commitment to fair and equal wages.

Has the company been subject to any human rights litigation in the past five years?

No.

Has the company been involved in any human rights controversies in the past five years?

No.

Has the company been fined by any governmental organization related to human rights issues in the past five years?

No.

Has the company been subject to fines or disciplinary action by the EEOC in the past three years?

No.

Has the company been subject to any organized labor actions, including strikes, at any of its global locations in the past year?

No.

What are the company's subcontractor/supplier standards with regard to labor/health and safety issues?
Please see [Campbell's Supply Base Requirements and Expectations Manual](#).

Does the company have any SA8000-certified facilities?

No.

Workplace Safety

What percentage of Campbell's workforce is represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs?

100 percent. All of our locations have some form of health and safety committee with representation from all employee levels. In some countries the composition of those committees is legislated.

Has there been a fatal accident at Campbell Soup Company in the past three reporting years?

No.

Has the company received any health and safety fines or violations or been subject to any disciplinary action by the Occupational Safety and Health Administration in the past full reporting year?

Yes. There were minor violations at our Bolthouse Farms operations. These can be found on the [OSHA](#) website.

Workplace Benefits

Does the company offer employee benefits that extend beyond the basics?

Yes. While employee benefits may vary for global locations, Campbell offers a robust employee benefits package that may include paid sick days, paid vacation, bereavement leave, education benefits, relocation assistance, health insurance (individual and family), dental insurance (individual and family), vision insurance, domestic partner benefits, life insurance, disability insurance (including long-term), flexible spending accounts (health care and child care), stock options, bonus plans, 401(k) savings plans, an onsite daycare center (WHQ), onsite fitness center (WHQ), paid maternity and paternity leave, adoption assistance, retiree health care.

Does Campbell Soup Company offer corporate benefits to both same- and opposite-sex couples?

Yes.

Does the company have a workplace flexibility policy?

Yes.

FREQUENTLY ASKED QUESTIONS

Human Resources

Does the company have a commitment to manage reorganizations in a responsible manner?

Yes. The company takes several internal measures to ensure that reorganizations are handled in a responsible manner. The company seeks to limit layoffs and dismissals, but sometimes this is unavoidable. In these situations we have policies and practices in place, including a severance policy.

Have significant job cuts occurred at the company in the past five years?

There have been job reductions in line with external benchmarks to drive productivity and the company's performance in a challenging global economic environment.

What is the company's average employee turnover rate over the past five years?

The voluntary turnover rate in FY2015 for our global operations was 14 percent. The involuntary turnover rate was 7 percent. This does not include Bolthouse Farms and Kelsen businesses or some of our operations in Indonesia and Malaysia.

However, Bolthouse Farms also had a voluntary turnover rate of 14 percent and an involuntary turnover rate of 9 percent. We are working to fully integrate these calculations in the near future.

What is the ratio of the company's directly employed workforce to its contract/seasonal employees?

Approximately 30 percent of Campbell Soup Company's employee population globally are contract employees or seasonal workers.

Training and Development

Is there a senior person responsible for overseeing employee training and development?

Yes, the Sr. Vice President and Chief Human Resources Officer is responsible for overseeing employee training.

What is the average amount spent on training a full-time employee annually?

\$600.

Average number of hours spent per year on training per full-time salaried employee?

12 hours.

What is the percentage of employees who have an annual performance evaluation?

100 percent of employees receive an annual performance evaluation.

What is the company's average annual employee compensation?

The average base compensation for employees globally in FY2015 was \$33,672. This does not include Bolthouse Farms and Kelsen businesses or some of our operations in Indonesia and Malaysia.

Workforce Demographics

What percentage of your workforce is full-time?

Full-time employees are 92.7 percent of our workforce, while part-time employees form 7.3 percent of our workforce. This does not include our Bolthouse Farms and Kelsen businesses or some of our operations in Indonesia and Malaysia.

What percentage of the company's management force is considered a member of a minority group?

32 percent of our U.S. workforce is considered a minority. We do not track this for other countries.

What is the Company's workforce composition by gender?

Of employees declaring, 44 percent of the company's global workforce is female.

What percent of the company's managers are female?

38 percent of the company's managers are female. This does not include our Bolthouse Farms and Kelsen businesses or some of our operations in Indonesia and Malaysia. At Bolthouse Farms, 38 percent of the managers are also female.

Governance and Shareholder Democracy

Are the roles of CEO and chairman separate?

Yes.

What Board committees are made up of independent directors?

The Audit, Compensation and Organization, Finance and Corporate Development, and Governance committees.

What is the percentage of Board meetings attended by all directors?

In FY2015, the full Board convened seven times, the four standing committees met a total of 25 times, and all directors attended at least 94 percent of scheduled Board meetings and the sessions of the committees on which they served. A segment of every Board meeting was allocated exclusively for the directors to confer on relevant issues without the participation of management.

FREQUENTLY ASKED QUESTIONS

Is there a separate sustainability or corporate responsibility committee?

While there is no separate sustainability committee, corporate social responsibility, corporate citizenship and sustainable development updates are shared with the Board and its committees periodically. CR and sustainability are addressed in regular communications to the Board and major shareholders. Some examples include public policy, environmental sustainability, health and wellness and emerging markets. Sustainability strategy and performance is specifically shared and discussed with the Audit Committee annually.

How does the company update employees on compliance issues or new policies?

Our CEO is instrumental in keeping our worldwide workforce aware of corporate policy statements on specific compliance issues as they occur. Business units issue other policies and guidelines throughout the year, as needed. A central *Index of Standards and Procedures for Compliance*, maintained by the legal department, provides a comprehensive inventory of the policies, procedures and guidelines in use at the corporate level and within the individual businesses and functions. Similarly, a companion *Central Index of Mechanisms for Monitoring and Auditing Compliance* is maintained by the legal department to confirm responsibility for ascertaining that the policies and procedures are being followed.

What types of corporate policies and guidelines are in place at the company?

Revised corporate policies and guidelines are issued every year. Existing policy statements that are regularly reviewed and revised as needed include:

- [Code of Business Conduct and Ethics](#)
- Anti-Bribery Policy
- [Global Guidelines for Responsible Advertising to Children](#)
- [Commitment Concerning Advertising to Children](#)
- [Environmental Sustainability Policy](#)
- [Human Rights Principles](#)
- [Political Accountability Guidelines](#)
- [Supply Base Requirements and Expectations Manual](#)

Risk Management

Does the company conduct a risk-based assessment related to environmental, governance and social issues?

Yes. Campbell's legal department prepares a comprehensive report on current legal exposures, trends and risks that is presented to the Audit Committee of the Board of Directors. This report assesses the risks faced by the company in its businesses and in the geographies in which the company does business.

Does the company perform a comprehensive due diligence exercise before establishing joint ventures and/or evaluating prospective contractors and suppliers?

Yes. Campbell has an internal process through which it conducts comprehensive due diligence when considering joint ventures or prospective suppliers.

Product Safety

Does the company have a policy on the use of nanotechnologies in packaging or products?

Yes, our [Supply Base Requirements and Expectations Manual](#) states that "supply base providers may be permitted to use nanotechnology on a case-by-case basis. Consideration shall be given to the appropriate regulations and technology. Supply base providers shall inform Campbell when ingredients are derived from nanotechnology or when materials in direct contact with ingredients are derived from nanotechnology for proper safety evaluation."

Does the company have a goal to remove BPA from its packaging?

Yes. Campbell is committed to removing Bisphenol A (BPA) from our metal packaging material, and the company is on track to have 75 percent of its soup portfolio in non-BPA-lined cans by December 2016. The company is also currently testing alternatives to BPA coatings used on other packaging, including aluminum cans used for V8 beverages and metal screw top lids on glass jars. The company is on track to transition these products to a non-BPA solution by the middle of 2017.

FREQUENTLY ASKED QUESTIONS

International Operations

Does the company have operations in Burma, Israel, Israel-occupied territories, Russia or Northern Ireland?

No. Please see our location map for our current list of operations.

Advertising and Marketing

Does the company have policies on responsible advertising/marketing to children?

Yes. Please see the following policies:

[Global Guidelines for Responsible Advertising to Children](#)

[Commitment Concerning Advertising to Children \(U.S.\)](#)

Does the company report advertising disputes?

We do not currently report advertising disputes in which we may be involved. However, the National Advertising Division reports advertising disputes of all kinds — not just those specific to Campbell. Some of these disputes may be ones we have with other company advertising.

To review the details of specific resolutions, see [Dispute Resolutions](#).

Does the company restrict the use of media/fantasy personalities in advertising and/or in-school vending?

In addition to its policies on advertising, Campbell is a member of the Children's Food and Beverage Advertising Initiative in the U.S., which includes a pledge to ensure that everything we advertise to kids is a "better-for-you" choice. While it does not specifically restrict the use of media/fantasy personalities, embedded toys, pester power or "in-school" vending, it does restrict in-school marketing to kids.

Consumer Health

What are the company's health and nutrition targets and action plans?

While we do not have specific health and nutrition targets, we are committed to offering consumers healthy and nutritious food products and the knowledge to inform their choice.

Supply Chain

Are business partners (including contractors, suppliers, agents) covered by the company's policies on environmental, social and governance issues?

No. They are covered by the [Supply Base Requirements and Expectations Manual](#).

Is there a clearly defined senior person responsible for supply chain labor standards?

Yes. The Chief Procurement Officer has this responsibility.

What are the company's subcontractor/supplier standards with regard to labor/health and safety issues?

They are covered by the [Supply Base Requirements and Expectations Manual](#).

Has the company experienced any major social controversies, fines or settlements relating to subcontractor/supplier activities?

No.

Animal Welfare

Does the company have a sustainable seafood purchasing policy?

Concern over the sustainable sourcing of seafood from our oceans has gained more attention in recent years, as the negative effects of overfishing and destructive fishing practices have become more apparent. Supply chain mapping of the seafood category has helped us to narrow our seafood sustainability focus to clams, the primary seafood species we purchase. Campbell's primary seafood ingredient is clams, and we continue to source U.S. clams for our products since these are managed by the National Oceanic and Atmospheric Administration (NOAA), which maintains a quota on the number of clams harvested by any one source, safeguarding against harvesting of clams.

Does Campbell have an animal welfare policy?

Campbell's animal welfare policy is covered in the [Supply Base Requirements and Expectations Manual](#).

FREQUENTLY ASKED QUESTIONS

Genetically Modified Ingredients

What is the company's position on genetically modified (GMO) ingredients?

In January 2016, Campbell updated its position on GMO ingredients. Please see the company's [press release](#), which is reiterated below:

- Campbell Soup Company (NYSE: CPB) today announced its support for the enactment of federal legislation to establish a single mandatory labeling standard for foods derived from genetically modified organisms (GMOs).
- Campbell believes it is necessary for the federal government to provide a national standard for labeling requirements to better inform consumers about this issue. The company will advocate for federal legislation that would require all foods and beverages regulated by the Food and Drug Administration (FDA) and the U.S. Department of Agriculture (USDA) to be clearly and simply labeled for GMOs. Campbell is also supportive of a national standard for non-GMO claims made on food packaging.
- As a result of its decision to support mandatory national GMO labeling, Campbell will withdraw from all efforts led by coalitions and groups opposing such measures.
- The company continues to oppose a patchwork of state-by-state labeling laws, which it believes are incomplete, impractical and create unnecessary confusion for consumers.
- Campbell is optimistic a federal solution can be established in a reasonable amount of time if all the interested stakeholders cooperate. However, if that is not the case, Campbell is prepared to label all of its U.S. products for the presence of ingredients that were derived from GMOs, not just those required by pending legislation in Vermont. The company would seek guidance from the FDA and approval by USDA.
- Campbell continues to recognize that GMOs are safe, as the science indicates that foods derived from crops grown using genetically modified seeds are not nutritionally different from other foods. The company also believes technology will play a crucial role in feeding the world.

- Campbell has been engaged in the conversation about GMO labeling for several years and has taken action to provide consumers with more information about how its products are made, including the presence of GMOs, through efforts like its website www.whatsinmyfood.com. With 92 percent of Americans supporting the labeling of GMO foods, Campbell believes now is the time for the federal government to act quickly to implement a federal solution.¹

- More information about the rationale behind Campbell's decision can be found on [Campbell's newsroom](#).

Public Policy

Does the company actively participate in the discussion of local, state, national and international public policy issues?

Yes. We engage in issues that are relevant to our business strategies and operations, from food safety and advertising to health care and international trade. We also contribute to public dialogue on policy issues through our memberships in food and related industry trade associations. Committed to industry-wide transparency, we emphasize candid dialogue and open interactions with government agencies and officials.

Does the company have policies for political engagement and does it disclose political contributions?

Yes, Campbell is recognized as a leader in political accountability. Campbell's U.S. lobbying disclosure reports are filed with the appropriate state and federal authorities under the [U.S. Lobby Disclosure Act](#). We also file disclosure reports with the [Election Law Enforcement Commission](#) for lobbying activity with the State of New Jersey. Campbell has a formal set of [Political Accountability Guidelines](#) and related disclosures, which are available on the company's public website.

In the U.S., Campbell does not endorse any individual political party or candidate, but we do encourage voluntary political activity by our employees. Our employees can contribute funds to political candidates and organizations engaged in policy issues that are important to our company, such as food manufacturing standards and worker safety, through Campbell's Political Action Committee (PAC), a segregated fund that is affiliated with the company. Contributions made by the Campbell PAC are publicly reported, in accordance with federal law. To view the Campbell PAC's disclosures of contributions and expenditures to the Federal Election Commission (FEC), visit the [FEC website](#).

1. Consumer Reports, 2014.

FY2015 SUSTAINABILITY SCORECARD¹

Total Energy Use, Combined Fuel Use and Electricity	FY2012	FY2013	FY2014	FY2015
Energy Use (mmbtu)	9,389,948	9,778,381	9,561,735	9,863,208
Energy Use (mmbtu/tonne of food produced)	3.17	3.11	3.12	3.34
USA	8,011,033	8,279,914	8,008,198	8,250,069
International	1,378,915	1,498,467	1,553,537	1,613,139
Greenhouse Gas Emissions	FY2012	FY2013	FY2014	FY2015
GHG Emissions (tonnes CO ₂ e)	804,725	815,915	784,183	735,556
GHG Emissions (tonnes CO ₂ e/tonne product)	0.272	0.260	0.256	0.249
USA	678,613	678,490	648,124	595,966
International	126,112	137,425	136,059	139,590
Direct Emissions (Scope 1)	416,763	437,467	457,986	423,730
USA	363,943	380,199	397,692	359,538
International	52,820	57,268	60,307	64,192
Indirect Emissions (Scope 2)	387,963	378,447	326,197	311,826
Campbell USA	276,149	259,769	250,444	236,560
International	73,292	80,157	75,752	75,266
Global Water Use	FY2012	FY2013	FY2014	FY2015
Water Use (m ³)	31,069,566	32,898,766	30,498,811	29,753,024
Water Use (m ³ /tonne of food produced)	10.50	10.47	9.94	10.09
Solid Waste Generation and Recycling	FY2012	FY2013	FY2014	FY2015
Solid Waste (tonnes)	292,021	222,596	293,941	329,394
Recycled Waste (tonnes)	240,695	175,681	240,534	277,381
Recycle Rate	82%	79%	82%	84%
Waste Disposed (tonne/tonne of food produced)	0.017	0.015	0.017	0.018

Please see page 93 for footnote references.

CAMPBELL'S FY2015 PERFORMANCE SCORECARD

Economic (\$ in millions)	FY2012	FY2013	FY2014	FY2015
Net Sales	\$7,175	\$8,052	\$8,268	\$8,082
EBIT	\$1,155	\$1,080	\$1,192	\$1,054
Taxes on Earnings	\$325	\$275	\$347	\$283
Dividends Paid	\$373	\$367	\$391	\$394
Capital Expenditures	\$323	\$336	\$347	\$380
R & D	\$116	\$128	\$121	\$117
Products (\$ in millions)	FY2012	FY2013	FY2014	FY2015
Products: Reduction of Negative Nutrients (revenue) ^{1,2}	\$3,978	\$4,675	\$4,475	\$5,372
Products: Reduction of Negative Nutrients (revenue/total revenue) ^{1,2,5}	61%	62%	57%	53%
Products: Increased Positive Nutrients (revenue) ^{1,3}	\$2,216	\$2,656	\$2,666	\$3,200
Products: Increased Positive Nutrients (revenue/total revenue) ^{1,3,5}	34%	35%	34%	32%
Healthy Products (revenue) ^{1,4}	\$2,217	\$2,595	\$2,508	\$2,929
Healthy Products (revenue/total revenue) ^{1,4,5}	34%	34%	32%	29%
Environmental⁶ (\$ in millions)	FY2012	FY2013	FY2014	FY2015
Water Use (m3)	31,069,566	32,898,766	30,498,811	29,753,024
Water Use (m3/tonne of food produced)	10.50	10.47	9.94	10.09
Energy Use (mmbtu)	9,389,948	9,778,381	9,561,735	9,863,208
Energy Use (mmbtu/tonne of food produced)	3.17	3.11	3.12	3.34
GHG Emissions (tonnes CO2e)	804,725	815,915	784,183	735,556
GHG Emissions (tonnes CO2e/tonne of food produced)	0.27	0.26	0.26	0.25
Global Recycle Rate %	82%	79%	82%	84%
Waste Disposed (tonne/tonne of food produced)	0.017	0.015	0.017	0.018
Capital Investment in Environmental Compliance/Sustainability	\$18.6	\$16.0	\$17.0	\$12.0
Scope 3 Emissions ⁷ (tonnes CO2e)	11,343	11,704	10,314	7,366
Social (\$ in millions)	FY2012	FY2013	FY2014	FY2015
Supplier Diversity Spend	\$142	\$161	\$169	\$171
Recordable Case Rate	2.39	2.03	1.91	1.95
Lost Day Case Rate	0.32	0.31	0.34	.29
Women in Global Workforce	45%	45%	44%	44%
Women in Global Management Positions	35%	36%	36%	38%
Charitable Giving, Including In-Kind	\$40.6	\$52.6	\$70.40	\$59.20
Food/In-Kind Donations	\$32.1	\$44.0	\$60.10	\$50.40
Tuition Assistance Paid	\$1.2	\$1.0	\$0.82	\$0.81
U.S. Healthcare Expense ^{8,9}	\$119	\$116	\$106	\$100
Pension Income/Expense ¹⁰	\$388	\$(311)	\$35	\$96
Post-Retirement Medical & Life Expense ¹⁰	\$66	\$4	\$23	\$29
401 (k) Retirement & Supplemental Plan Contributions ¹⁰	\$24	\$27	\$29	\$31

Please see page 93 for footnote references.

FOOTNOTES

Worldwide Locations

1. All counts are estimated based on end of fiscal year employment levels and include temporary employees. Sales offices and other locations with under 50 employees are not included.
2. Combined manufacturing and administrative employees.

Product Scorecard

1. Products brought to market or reformulated with lower levels of saturated fat, trans fat, sodium or sugar, while not exceeding upper limits for all negative nutrients.
2. Products that contain a good source of fiber, vitamin A, vitamin C, iron, calcium, potassium or vegetables and do not exceed upper limits for negative nutrients.
3. Products that meet FDA and other globally accepted criteria for healthy claims, are limited in fat, saturated fat, sodium and cholesterol AND provide a good source of at least one essential vitamin or mineral.
4. \$ value reflects total gross sales in millions.
5. % reflects percentage of total gross sales of product category/ total revenue.

FY 2015 Product Nutrition Highlights By-the-Numbers

1. One serving of vegetables is 1/2 cup.

Environmental Scorecard

*Note: Campbell has acquired four companies and divested one business since 2008 when it first publicly reported environmental metrics and set the baseyear for all of its reduction goals. Bolthouse Farms was acquired in August 2012, Plum in June 2013, Kelsen in August 2013 and Garden Fresh Gourmet in June 2015. Campbell divested its European simple meals business in October 2013. As a result of these changes in the Campbell portfolio, and in accordance with the guidance from the WRI WBCSD GHG Protocol Corporate Standard, we removed the divested European business from our environmental data back to our baseyear in last year's report. And this year, we have integrated, back to our baseyear, all acquisitions except for Garden Fresh Gourmet, which will be incorporated into the next report.

Social Scorecard

*Does not include Bolthouse Farms

1. Includes Employee Contributions, Administration and Management Overhead Fees.
2. Costs represent U.S. Healthcare spends only, net of restructuring. Excludes Bolthouse and IBNR adjustments.
3. In 2016, we elected to change our method of accounting for the recognition of actuarial gains and losses for defined benefit pension and postretirement plans and the calculation of expected return on pension plan assets. Historically, actuarial gains and losses associated with benefit obligations were recognized in Accumulated other comprehensive loss in the Consolidated Balance Sheets and were amortized into earnings over the remaining service life of participants to the extent that the amounts were in excess of a corridor. Under the new policy, gains and losses will be recognized immediately in our Consolidated Statements of Earnings as of the measurement date, which is our fiscal year end, or more frequently if an interim remeasurement is required. In addition, we will no longer use a market-related value of plan assets, which is an average value, to determine the expected return on assets but rather will use the fair value of plan assets. We believe the new policies will provide greater transparency to ongoing operating results and better reflect the impact of current market conditions on the obligations and assets. Please see our 8-K filed on December 10, 2015.

Workforce Profile

1. Data represents Campbell employees currently registered in our HR Database (approx. 85 percent of all employees) and does not include contract or seasonal employees or Kelsen Group and a portion of our employees in Indonesia and Malaysia. We are continuing to progress toward total integration.
2. Does not include contract workers, Bolthouse Farms, Kelsen Group, Indonesia or Malaysia.

FY2015 Sustainability Scorecard

1. Note: Campbell has acquired four companies and divested one business since 2008 when it first publicly reported environmental metrics and set the baseyear for all of its reduction goals. Bolthouse Farms was acquired in August 2012, Plum in June 2013, Kelsen in August 2013 and Garden Fresh Gourmet in June 2015. Campbell divested its European simple meals business in October 2013. As a result of these changes in the Campbell portfolio, and in accordance with the guidance from the WRI WBCSD GHG Protocol Corporate Standard, we removed the divested European business from our environmental data back to our baseyear in last year's report. And this year, we have integrated, back to our baseyear, all acquisitions except for Garden Fresh Gourmet, which will be incorporated into the next report.

Campbell's FY2015 CR Performance Scorecard

1. FY 2015 numbers include all of our products globally. Historically they included U.S. retail sales only.
2. Products brought to market or reformulated with lower levels of saturated fat, trans fat, sodium or sugar, while not exceeding upper limits for all negative nutrients.
3. Products that contain a good source of fiber, vitamin A, vitamin C, iron, calcium, potassium or vegetables and do not exceed upper limits for negative nutrients.
4. Products that meet FDA and other globally accepted criteria for healthy claims, are limited in fat, saturated fat, sodium and cholesterol AND provide a good source of at least one essential vitamin or mineral.
5. % reflects percentage of total gross sales of product category/ total revenue.
6. These numbers have been restated to reflect our global operations as of FY2015.
7. Does not include acquisitions.
8. Includes employee contributions, administration and management overhead fees.
9. Costs represents U.S. Healthcare spends only, net of restructuring. Excludes Bolthouse and IBNR adjustments.
10. In 2016, we elected to change our method of accounting for the recognition of actuarial gains and losses for defined benefit pension and postretirement plans and the calculation of expected return on pension plan assets. Historically, actuarial gains and losses associated with benefit obligations were recognized in Accumulated other comprehensive loss in the Consolidated Balance Sheets and were amortized into earnings over the remaining service life of participants to the extent that the amounts were in excess of a corridor. Under the new policy, gains and losses will be recognized immediately in our Consolidated Statements of Earnings as of the measurement date, which is our fiscal year end, or more frequently if an interim remeasurement is required. In addition, we will no longer use a market-related value of plan assets, which is an average value, to determine the expected return on assets but rather will use the fair value of plan assets. We believe the new policies will provide greater transparency to ongoing operating results and better reflect the impact of current market conditions on the obligations and assets. Please see our 8-K filed on December 10, 2015.