

## **Kraft Foods Corporate Responsibility Guidelines**

**Forced Labor.** Kraft Foods prohibits the use of forced labor in our operations, i.e., any work or service that a worker performs involuntarily, including under threat of physical harm or other penalty.

**Child Labor.** Kraft Foods prohibits the unlawful employment or exploitation of children in our workplace. In accordance with the conventions of the International Labor Organization (ILO) and national laws, the minimum age for employment is the highest of the following ages: (i) 15 years of age, (ii) the local minimum employment age, or (iii) the mandatory schooling age. All temporary workers used by Kraft Foods and all third-party contractors who perform work on Kraft Foods premises are required to meet these minimum-age requirements.

**Diversity and Inclusion.** We prize a diverse and inclusive workplace and aim to promote cultural and individual differences. Kraft Foods does not discriminate in employment or employee treatment based upon any of the following characteristics: race, color, religion, gender, age, ethnic or national origin, veteran status, disability, sexual orientation or preference, gender identity, marital status, citizenship status, genetic information, or any legally protected personal characteristic or status.

**Harassment and Abuse.** Kraft Foods will not tolerate any form of harassment including harassment based on race, color, religion, gender, age, ethnic or national origin, veteran status, disability, sexual orientation or preference, gender identity, marital status, citizenship status, genetic information, or any legally protected personal characteristic or status.

**Safety and Health.** We use internal and external expertise to provide a safe work environment. Specifically, we: (i) provide safety training for all employees as required for their work; (ii) establish first aid and medical treatment procedures to provide employees with appropriate care; (iii) conduct careful investigations of accidents to avoid recurrence, and study the safety and health features of any new equipment, materials or process; and (iv) solicit employee involvement and support through safety committees or other avenues for employee input.

**Third-Party Representation.** We aim to have constructive relationships with our employees and their unions. Kraft Foods respects the interests of its employees to join (or not join) a union. In those situations where our employees have third-party representation, we will work with employee representatives in a direct and straightforward manner.

**Employee Compensation and Development.** Except for collective bargaining at union represented facilities, Kraft Foods compensates its employees competitively within the labor market and industries in which we compete; provides superior levels of compensation for superior performance; and focuses rewards on individual contributions and business results. Further, we provide equal opportunity for advancement to all of our employees.

**Business Integrity.** We promote honesty and integrity in our business conduct by raising ethical awareness among our employees and providing direction and education on ethical issues. Further, we prohibit bribes, kickbacks, or and any other illegal inducements in business or government relationships.

**Environment and Sustainability.** We work to continuously improve our environmental performance by setting and then working toward quantifiable goals that reduce the environmental impact of our activities.

[http://www.kraftfoodscompany.com/DeliciousWorld/compliance-integrity/corporate\\_responsibility\\_guidelines.aspx](http://www.kraftfoodscompany.com/DeliciousWorld/compliance-integrity/corporate_responsibility_guidelines.aspx)