

Supply Chain Transparency – Our Position

As awareness and advocacy efforts around human trafficking and slavery grow among governments, NGOs and investors, so do expectations for businesses to demonstrate what they are doing to address this issue within their supply chains.

The Mondelēz International Statement on Human Rights guides our approach. And, in line with the California Transparency in Supply Chains Act (SB 657) and the UK Modern Slavery Act 2015, our 2018 Human Rights Due Diligence & Modern Slavery Report and the links below provide more detail on our efforts to help make a difference in our operations and those of our suppliers.

INTERNAL ACCOUNTABILITY STANDARDS

We expect each employee to conduct business legally and ethically. Mondelēz International has policies that prohibit child and forced labor as noted in our Code of Conduct. We also audit our manufacturing facilities under the Program for Responsible Sourcing (PROGRESS). Failing to meet company standards on child and forced labor is a breach of corporate policy. As such, violators are subject to disciplinary action, up to and including termination of employment.

TRAINING

Mondelēz International provides specialized training for procurement employees. This training helps them identify and mitigate labor-related sourcing risks and includes a section on human trafficking and slavery.

CERTIFICATION BY DIRECT SUPPLIERS

Our purchasing contracts require direct suppliers to comply with all laws and support Mondelēz International's policies on child and forced labor. We have various tools to address non-compliance, which may include, but are not limited to, a corrective action plan. If the supplier does not resolve the issues of concern in a timely and satisfactory manner, Mondelēz International reserves the right to take more drastic action, such as termination of the business arrangement.

VERIFICATION AND SUPPLIER COMPLIANCE AUDITS

Using announced third-party audits, we've begun to assess direct suppliers' compliance with our corporate responsibility expectations (including child and forced labor) through PROGRESS.

GOING BEYOND OUR DIRECT SUPPLIERS

In addition to assessing direct suppliers, we've been working with civil society, government and industry to tackle conditions at the farm level. Since its inception in 2002, we've supported the International Cocoa Initiative (ICI) to address child and forced labor issues on cocoa farms.

In October 2013 we published a new approach to tackling child labor in the cocoa supply chain. We have worked with experts in the field, including the world's leading anti-slavery charity,

Anti-Slavery International, to define this approach. More details are available on www.cocoalife.org.

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