GRI Content Index 2021- The Kraft Heinz Company

This report has been prepared in reference to the Global Reporting Initiative's (GRI) Sustainability Reporting Standards. For a detailed explanation of the indicators, visit the GRI website: www.globalreporting.org/standards.

GRI 102: General Disclosures 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
Organizational Profile			
102-1	Name of the organization	The Kraft Heinz Company (Nasdaq: KHC), 2021 ESG Report (Pg. 1,3)	
102-2	Activities, brands, products, and services	2021 ESG Report (Pg. 5), 2021 Annual Report Form 10k (Pg. 1-3)	
102-3	Location of headquarters	Pittsburgh, Pennsylvania and Chicago, Illinois. 2021 Annual Report Form 10k (Pg. 20)	
102-4	Location of operations	2021 ESG Report (Pg. 8), 2021 Annual Report Form 10k (Pg. 20), https://careers.kraftheinz.com/careers/Locations	
102-5	Ownership and legal form	2021 Annual Report Form 10k (Pg. 1)	
102-6	Markets served	2021 Annual Report Form 10k (Pg. 1, 110)	
102-7	Scale of the organization	2021 Annual Report Form 10k (Pg. 1-5)	
102-8	Information on employees and other workers	2021 ESG Report (Pg. 8, 76), 2021 Annual Report Form 10k (Pg. 5)	Employee breakdown by region and employment contract not available.
102-9	Supply chain	2021 Annual Report Form 10k (Pg. 1-2)	
102-10	Significant changes to the organization and its supply chain	2021 Annual Report Form 10k (Pg. 1-2)	
Strategy			
102-14	Statement from senior decision-maker	2021 ESG Report (Pg. 4-5)	
102-15	Key impacts, risks, and opportunities	2021 ESG Report (Pg. 10-11)	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	2021 ESG Report (Pg. 7)	
102-17	Mechanisms for advice and concerns about ethics	2021 ESG Report (Pg. 12)	
Governance			
102-18	Governance structure	2021 ESG Report (Pg. 9), 2021 Proxy Statement (Pg. 20-29)	
102-20	Executive-level responsibility for economic, environmental, and social topics	2021 ESG Report (Pg. 9)	
102-21	Consulting stakeholders on economic, environmental, and social topics	2021 ESG Report (Pg. 10)	
102-22	Composition of the highest governance body and its committees	2021 ESG Report (Pg. 9)	
102-23	Chair of the highest governance body	2021 ESG Report (Pg. 9)	
102-26	Role of highest governance body in setting purpose, values, and strategy	2021 ESG Report (Pg. 9)	
102-27	Collective knowledge of highest governance body	2021 Proxy Statement (Pg. 15-19)	
102-28	Evaluating the highest governance body's performance	2021 ESG Report (Pg. 9)	
102-29	Identifying and managing economic, environmental, and social impacts	2021 ESG Report (Pg. 10-11)	
102-30	Effectiveness of risk management processes	2021 ESG Report (Pg. 9)	
102-31	Review of economic, environmental, and social topics	2021 ESG Report (Pg. 11)	
102-32	Highest governance body's role in sustainability reporting	2021 ESG Report (Pg. 9)	
102-33	Communicating critical concerns	2021 ESG Report (Pg. 9)	
102-35	Remuneration policies	2021 ESG Report (Pg. 9)	
Stakeholder Engagement			
102-40	List of stakeholder groups	2021 ESG Report (Pg. 10)	
102-41	Collective bargaining agreements	2021 Annual Report Form 10k (Pg. 86)	
102-42	Identifying and selecting stakeholders	2021 ESG Report (Pg. 10)	
102-43	Approach to stakeholder engagement	2021 ESG Report (Pg. 10)	
102-44	Key topics and concerns raised	2021 ESG Report (Pg.10-11)	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	2021 Annual Report Form 10k (Pg. 1-2)	
102-46	Defining report content and topic Boundaries	2021 ESG Report (Pg. 11)	
102-47	List of material topics	2021 ESG Report (Pg. 11)	
102-48	Restatements of information	No material restatements of information	
102-49	Changes in reporting	None	
102-50	Reporting period	January 1, 2020 - December 31, 2020	
102-51	Date of most recent report	September 2020	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	2021 ESG Report (Pg. 3)	
102-54	Claims of reporting in accordance with the GRI Standards	2021 ESG Report (Pg. 3)	

102-55	GRI content index	2021 ESG Report (Pg. 72), https://www.kraftheinzcompany.com/esg/verifications.html

Material Topics

GRI 201: ECONOMIC PERFORMANCE 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 Annual Report Form 10k (Pg. 1-25)	
103-2	The management approach and its components	2021 Annual Report Form 10k (Pg. 1-25)	
103-3	Evaluation of the management approach	2021 Annual Report Form 10k (Pg. 1-25)	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	2021 Annual Report Form 10k (Pg. 1-10), 2021 Proxy Statement	
201-2	Financial implications and other risks and opportunities due to climate change	2021 CDP Climate Change Questionnaire	
201-3	Defined benefit plan obligations and other retirement plans	2021 Annual Report Form 10k (Pg. 86), 2021 Proxy Statement	

GRI 205: Anti Corruption 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 12)	
103-2	The management approach and its components	2021 ESG Report (Pg. 12)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 12), 2021 Annual Report Form 10k	
GRI 205: Anti Corruption 2016			
205-1	Operations assessed for risks related to corruption	2021 Annual Report Form 10k (Pg. 9, 23), 2021 ESG Report (Pg. 12)	Detailed numeric breakdown of operations assessed not reported.
205-2	Communication and training about anti-corruption policies and procedures	2021 ESG Report (Pg. 12), https://www.kraftheinzcompany.com/ethics-compliance.html	Detailed numeric breakdown of training and communications not report.
205-3	Confirmed incidents of corruption and actions taken	2021 ESG Report (Pg. 12), https://www.kraftheinzcompany.com/ethics-compliance.html	Detailed numeric breakdown of incidents not reported.

GRI 301: Materials 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 56)	
103-2	The management approach and its components	2021 ESG Report (Pg. 56)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 56)	
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	2021 ESG Report (Pg. 73)	
301-2	Recycled input materials used	2021 ESG Report (Pg. 73)	
301-3	Reclaimed products and their packaging materials	2021 ESG Report (Pg. 73)	

GRI 302: Energy 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 52)	
103-2	The management approach and its components	2021 ESG Report (Pg. 52)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 52)	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	
302-2	Energy consumption outside of the organization	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	
302-3	Energy intensity	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	
302-4	Reduction of energy consumption	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	

GRI 303: Water and Effluents 2018

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 49-51)	
103-2	The management approach and its components	2021 ESG Report (Pg. 49-51)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 49-51)	
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	2021 ESG Report (Pg. 72), 2021 CDP Water Security Questionnaire	
303-2	Management of water discharge-related impacts	2021 ESG Report (Pg. 72), 2021 CDP Water Security Questionnaire	
303-3	Water withdrawal	2021 ESG Report (Pg. 72), 2021 CDP Water Security Questionnaire	
303-4	Water discharge	2021 ESG Report (Pg. 72), 2021 CDP Water Security Questionnaire	

303-5	Water consumption	2021 ESG Report (Pg. 72), 2021 CDP Water Security Questionnaire	

GRI 305: Emissions 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 53)	
103-2	The management approach and its components	2021 ESG Report (Pg. 53)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 53)	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	
305-2	Energy indirect (Scope 2) GHG emissions	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	
305-3	Other indirect (Scope 3) GHG emissions	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	
305-4	GHG emissions intensity	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	
305-5	Reduction of GHG emissions	2021 ESG Report (Pg. 72), 2021 CDP Climate Change Questionnaire	

GRI 306: Waste 2020

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 54-55)	
103-2	The management approach and its components	2021 ESG Report (Pg. 54-55)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 54-55)	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	2021 ESG Report (Pg. 54-55)	
306-2	Management of significant waste-related impacts	2021 ESG Report (Pg. 54-55)	
306-3	Waste generated	2021 ESG Report (Pg. 54-55, 72), 2021 CDP Climate Change Questionnaire	Detailed breakdown of various waste destinations not reported
306-4	Waste diverted from disposal	2021 ESG Report (Pg. 54-55, 72), 2021 CDP Climate Change Questionnaire	Detailed breakdown of various waste destinations not reported
306-5	Waste directed to disposal	2021 ESG Report (Pg. 54-55, 72), 2021 CDP Climate Change Questionnaire	Detailed breakdown of various waste destinations not reported

GRI 308: Supplier Environmental Assessment 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 11, 60-70)	
103-2	The management approach and its components	2021 ESG Report (Pg. 11, 60-70)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 11, 60-70)	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	2021 ESG Report (Pg. 11, 61-71)	Detailed numeric breakdown not provided. Supplier Guiding Principles were launched in 2021.
308-2	Negative environmental impacts in the supply chain and actions taken	2021 ESG Report (Pg. 11, 61-71), Kraft Heinz Supplier Guiding Principles	Kraft Heinz Supplier Guiding Principles were launched in 2021.

GRI 401: Employment 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 22-26)	
103-2	The management approach and its components	2021 ESG Report (Pg. 22-26)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 22-26)	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 ESG Report (Pg. 22-26)	

GRI 403: Occupational Health and Safety 2018

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 46)	
103-2	The management approach and its components	2021 ESG Report (Pg. 46)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 46)	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	2021 ESG Report (Pg. 46)	

403-2	Hazard identification, risk assessment, and incident investigation	2021 ESG Report (Pg. 46)	
403-3	Occupational health services	2021 ESG Report (Pg. 46)	
403-6	Promotion of worker health	2021 ESG Report (Pg. 46)	
403-9	Work-related injuries	2021 ESG Report (Pg. 46, 76)	

GRI 404: Training and Education 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 27-28)	
103-2	The management approach and its components	2021 ESG Report (Pg. 27-28)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 27-28)	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	2021 ESG Report (Pg. 27-28, 76)	
404-2	Programs for upgrading employee skills and transition assistance programs	2021 ESG Report (Pg. 27-28, 76)	
404-3	Percentage of employees receiving regular performance and career development reviews		Metric not reported

GRI 405: Diversity and Equal Opportunity 2016

Indicator	Description	Locations(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 21-24)	
103-2	The management approach and its components	2021 ESG Report (Pg. 21-24)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 21-24)	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	2021 ESG Report (Pg. 8, 76)	Breakdown by age group not reported

GRI 412: Human Rights Assessment 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 61)	
103-2	The management approach and its components	2021 ESG Report (Pg. 61)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 61)	
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	2021 ESG Report (Pg. 61)	Breakdown of number and percentage of operations subject to human rights reviews no reported
412-3	Significant investment agreements and contracts that include human rights clauses or that und	2021 ESG Report (Pg. 61)	

GRI 415: Public Policy 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 12-13)	
103-2	The management approach and its components	2021 ESG Report (Pg. 12-13)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 12-13)	
GRI 415: Public Policy 2016			
415-1	Political contributions	https://www.kraftheinzcompany.com/contributions.html	

GRI 417: Marketing and Labelling 2016

Indicator	Description	Page number(s) and/or URL(s)	Omissions or other notes
GRI Management Approach 2016			
103-1	Explanation of the material topic and its Boundaries	2021 ESG Report (Pg. 42-43)	
103-2	The management approach and its components	2021 ESG Report (Pg. 42-43)	
103-3	Evaluation of the management approach	2021 ESG Report (Pg. 42-43)	
GRI 417: Marketing and Labelling 2016			
417-1	Requirements for product and service information and labeling	2021 ESG Report (Pg. 42-43)	