



THE SIMPLY GOOD FOODS COMPANY
Labor, Human Rights and Social Policy
(September 2022)

The Simply Good Foods Company (“Simply Good Foods”) aims to lead the nutritious snacking movement with trusted brands that offer a variety of convenient, innovative, great-tasting, better-for-you snacks and meal replacements. We ground our behavior in acting with integrity, one of our core values, and aim to build a community of trust inside and out of Simply Good Foods by being transparent, honest, and authentic in how we communicate and do business. To that end, we acknowledge that this policy is simply an entry point for us with respect to setting a labor, human rights and social policy and disclosure. We pledge to continue to engage with our stakeholders to understand how Simply Good Foods can make a meaningful difference for them on this subject matter as we continue our journey.

Commitment to Our Community

At Simply Good Foods, we strive to contribute to a healthier world. We are passionate about working to help reverse adverse health trends, such as obesity and diabetes, through advocacy, our products and consumer education. **We aim to promote good nutrition and offer free educational tools and resources for healthier eating and living**, all backed by nutrition research and science. In addition, we undertake a multitude of advocacy efforts, including a focused effort to update the U.S. Department of Agriculture (USDA) and U.S. Department of Health & Human Services (HHS) Dietary Guidelines by utilizing current nutrition research and science to provide dietary guidance for all Americans, especially those in our society not deemed “metabolically healthy.” We also spend time and resources educating physicians, registered dietitians, customers and consumers about the benefits of good nutrition and customized eating approaches. Through our products, we aim to remove a meaningful amount of sugars and simple carbs from the food system every year compared to conventional alternatives. We are also committed to benefitting the communities around us through food and monetary donations, and various employee volunteer initiatives. **Simply Good Foods and its employees donated over 1 million meals/meal equivalents to community non-profit organizations in 2020 and over 1.5 million meals/meal equivalents in 2021.**

Commitment to Our People

We champion our employees. Being empowered, succeeding through interdependence, and bringing passion every day are ways our employees demonstrate our values daily. We believe these values contribute to fostering a diverse and inclusive work environment. In addition to being an equal employment opportunity workplace, we dedicate resources to attract and retain diverse employees. To that end, in fiscal year 2022, we established a diversity council at Simply Good Foods that is comprised of employees at mid and senior levels within our company. In addition, we regularly survey our employees to understand ways we can improve on diversity, inclusion and belonging and support employee mental and physical health.

We also believe education leads to self-improvement and recognize that the skills and knowledge of our employees are critical to the success of the organization. To continue building leaders from within, we encourage continuing education and are willing to reimburse employees for the cost of courses that are directly related to an employee’s present job or that will help an employee prepare for more responsibilities or promotions within the organization. Under our current program, an employee can be reimbursed up to a maximum of \$5,250 per calendar year.

During the Covid-19 pandemic, Simply Good Foods put its employees’ physical and mental health and wellbeing at the forefront of its priorities by implementing a work from home policy, restricting non-essential business travel, providing health screens and PPE for employees who are required to go into the office, and increasing



employee communications and check-ins. In response to employee feedback, we created a Workplace Engagement committee to try to combat some of the feelings of isolation and disconnectedness that have developed for some employees during the pandemic. As we returned to office, we also implemented a hybrid schedule which provides flexibility for employees to work a portion of their work week from home and the remainder of the time in office. This model provides opportunities for collaboration and mentoring while giving more autonomy to employees to work in an environment that suits their work-related needs. We also adopted a flexible time off program for our exempt employees, which provides more freedom for our employees to balance work/home life and spend time on personal interests and non-work goals. We offer an array of wellness programs and benefits to employees to support healthier living. For 2021, we proudly covered over 90% of the total health insurance plan costs for employees electing to utilize our sponsored plans.

We treat employees with respect and dignity, and work to promote an empowering work environment that is free of discrimination, harassment, or abuse of any kind. Simply Good Foods provides equal employment opportunities to all employees and applicants for employment without regard to: physical and mental disability; race, color, national origin, ancestry, citizenship, alienage; sex, pregnancy, childbirth (including physical recovery from) and related conditions, marriage to a co-worker, marital status, domestic violence victim status, familial status; gender, gender identity or expression, sexual orientation, gender dysphoria and similar gender-related condition; religion or creed; age; past, current, or prospective service in the uniformed services; genetic information; or any other characteristic protected under applicable federal, state, or local law. All Simply Good Food employees, other workers, and representatives are prohibited from engaging in unlawful discrimination or harassment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, demotion, layoff, compensation, benefits, and termination of employment. Our commitment extends to all persons involved at all levels in our operations. Improper interference with the ability of other employees to perform their expected job duties is absolutely not tolerated. Treating employees with dignity and respect ensures people are working of their own free will and are being compensated fairly and have the right to freedom of association and the right to collective bargaining. We abide by all labor laws, wage and hour laws, relevant employment laws applicable to our business operations, and we respect international human rights principles (including health and safety, child labor laws, forced labor laws, wage and hour practices, documentation requirements, and business integrity). More specifically, we are guided by the UN Guiding Principles on Business and Human Rights and the UN Universal Declaration of Human Rights.

Commitment to Health and Safety

Ensuring the proper health and safety of individuals is of utmost importance to Simply Good Foods. We focus on providing safe and high-quality foods while ensuring safe and healthy working environments for all employees. In September 2022, we gained ISO 22000 certification – demonstrating our strong commitment to food safety and continuous improvement within our supply chain. Our employees are encouraged and empowered to take proactive measures toward accident prevention and safety and to refuse and report any unsafe or unhealthy working conditions. We aim to meet or exceed applicable laws and industry standards regarding safe and healthy working conditions and we carefully monitor workplace injury statistics to ensure we are doing everything prudent to keep our employees safe.

**Workers Compensation Claims By
Calendar Year**

Incident Type	2015	2016	2017	2018	2019	2020	2021
Non-Fatal Injuries	0	2	2	2	3	0	0
Fatal Injuries	0	0	0	0	0	0	0

Supply Chain Expectations

At Simply Good Foods, we seek a win-win approach with our vendors and other business partners. We largely rely upon an outsourced supply chain and we seek to establish and maintain relationships with business partners that value what we value. To that end, we strive to work with vendors who treat their workers with dignity and respect, adhere to applicable laws and regulations and operate in a safe and environmentally sustainable manner. We expect our business partners to meet or exceed all applicable employment laws governing work hours, vacation, leave and holidays and to pay their employees in a timely fashion and ensure that work schedules and overtime are consistent with all applicable laws, including maximum hour and rest period laws. Accordingly, we require our suppliers to comply with our Vendor Code of Conduct, which includes expectations regarding non-discrimination, the health and safety of workers, prohibition of child and forced labor, slavery, involuntary labor, and human trafficking from their operations and supply chains. We will not knowingly do business with any individual or company that participates in the practices that we prohibit.

Commitment to Business Ethics and Compliance

As part of our commitment to acting with integrity, we let all employees know they have a duty to report any known or suspected violation of our Code of Conduct, including any violation of laws, rules, regulations or policies that apply to Simply Good Foods. We have formal mechanisms for employees to report potential violations without fear of reprisal, including our confidential and anonymous EthicsPoint phone line and website submission options. We do not retaliate against any employees or business partners who report in good faith a compliance or ethical issue or who cooperate in good faith with the investigation of a report or complaint. As noted above, it is essential that we and our business partners comply with applicable laws, as well as all applicable international compliance standards. We take great pride in upholding the high standards of conduct outlined in our Code of Conduct and expect our business partners to do the same by adhering to our Vendor Code of Conduct.

The Corporate Responsibility and Sustainability Committee of the Simply Good Foods' Board of Directors is responsible for overseeing this policy and the Company's related risks and activities, as well as evaluating effective outcomes of this policy's implementation. The Committee intends to review this policy and the Company's related activities at least annually.