



THE SIMPLY GOOD FOODS COMPANY
Labor, Human Rights and Social Policy
(April 2021)

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 our value of acting with integrity, and 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.

Business Ethics and Compliance

Doing the right thing is the cornerstone of our culture. As such, it is essential that we and our business partners comply with applicable federal, state and local laws, as well as all applicable international compliance standards. We take great pride in upholding the high standards of conduct outlined in our Ethics Code and expect our business partners to do the same by adhering to our Vendor Code of Conduct.

All employees have a duty to report any known or suspected violation of the Code of Ethics, 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 a compliance or ethical issue or who cooperate in good faith with the investigation of a report or complaint.

Commitment to Our People

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. 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. Simply Good Foods expressly prohibits any form of unlawful employee harassment or discrimination based on any of the characteristics mentioned above. 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.

We treat our employees with dignity and respect. That means 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, 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.



We are committed to creating and maintaining a diverse and inclusive work environment. In addition to being an equal employment opportunity workplace, we dedicate resources to attract and retain diverse employees.

We further believe that 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. Qualified reimbursement expenses include tuition and book fees for courses at accredited universities, colleges, and qualified adult education centers.

We aim to treat employees with respect and dignity, and to promote a work environment that is free of discrimination, harassment, forced labor or abuse of any kind. Simply Good Foods strives to provide a workplace that helps each of our employees strengthen and maintain their mental health.

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. To that end, we implemented monthly “Pulse Check” surveys that are sent out to the entire workforce. As a result of one of these surveys, the Executive Leadership Team 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.

Health and Safety

Ensuring the proper health and safety of individuals is of utmost importance to Simply Good Foods. Our focus is on providing safe and healthy working environments for all employees and other workers. Our employees are encouraged to take proactive measures toward accident prevention and safety. Employees have the right 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. We also offer wellness programs to employees to support healthier living.

Workers Compensation Claims By Calendar Year

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

Commitment to Our Community

At Simply Good Foods, we strive to contribute to a healthier world. We are passionate about working to reverse adverse health trends, such as obesity and diabetes, through advocacy, our products and consumer education. Every day, we promote simple, good nutrition and offer educational tools and resources for healthier eating and living, all backed by nutrition research and science. We undertake a multitude of advocacy efforts to change the dietary guidelines and educate physicians and consumers about the benefits of good nutrition.

Additionally, we are committed to benefitting the communities around us through food and monetary donations, and various employee volunteer initiatives. Simply Good and its employees donated over 1 million meals/meal equivalents to community non-profit organizations in 2020.

Supply Chain Expectations

At Simply Good Foods, we strive to work with vendors who treat their workers with dignity and respect, adhere to applicable laws and regulations and operate in an 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. We ensure compliance with these policies through internal qualification processes and review.

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.