



The Kroger Family of Companies

Statement on Human Rights

Our Purpose is to Feed the Human Spirit™. We care deeply about the rights of those with whom we work and rely on to operate our business every day. Our *Values, Policy on Business Ethics* and *Vendor Code of Conduct* have long served as the guideposts of our fundamental respect for human rights.

We continue to affirm our commitment to uphold our high standards and expectations for human rights and fair labor in our U.S. and global supply chain. Our policies and practices are aligned with these important international and industry standards:

- The United Nations Guiding Principles (UNGP) on Business and Human Rights, and
- The International Labour Organization (ILO) Conventions.

We prohibit discrimination and any forced, trafficked or child labor. We are committed to safe and healthy working conditions and the dignity of all individuals. We are also committed to the rights to freedom of association and to collective bargaining.

Scope

Our Statement on Human Rights applies to all associates of the Kroger family of companies. We also expect that our contract workers, agents, business partners and suppliers uphold these principles to value and protect human rights for all workers, including migrant and temporary workers.

Responsible Sourcing

We have a large and diverse supply chain, and we work closely with our suppliers to source products responsibly and sustainably. Our Responsible Sourcing Framework offers further detail about our relationship with our extended supply chain, including relevant commitments, policies, requirements and processes. We will only work with suppliers who agree to our Vendor Code of Conduct and who agree to participate in our Supplier Integrity Program.

Vendor Code of Conduct & Supplier Integrity

Our vendors will comply with our Vendor Code of Conduct, which outlines requirements for our vendors on topics including child labor, forced labor, discrimination, disciplinary practices, working hours, compensation, health and safety, freedom of association and compliance with regulatory and legal requirements.

Our Vendor Code of Conduct also requires that vendors allow Kroger, or a third-party auditor that we select, to audit their compliance with the Code of Conduct. Our associates evaluate any violations found during the audit process to determine whether a vendor is permitted to stay in a business relationship with us, or if there any conditional corrections that need to occur and on what timeline. Child labor, slave labor or attempted bribery during the audit will immediately disqualify a supplier from doing business with us.

Governance

Our work in this area is overseen by Kroger's Chief Ethics & Compliance Officer, Group Vice President of Corporate Affairs, Group Vice President of Human Resources, Vice President of Sourcing, and Head of Sustainability. This ensures that every part of our business is clear about the responsibility to respect human rights. Board-level oversight is provided by the Audit Committee and Public Responsibilities Committee of The Kroger Co. Board of Directors.

Any violations of our Policy on Business Ethics and Vendor Code of Conduct may be reported using the Kroger Helpline – a toll-free number (800-689-4609), email address (helpline@kroger.com), and website (www.Ethicspoint.com). Users of the Helpline may choose to remain anonymous.