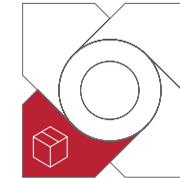


PILLAR NO. 3

# Product Responsibility

OUR AMBITION

Our highest priority is the quality and safety of our products, which is foundational to our organization and culture. We are committed to maintaining and continuously improving our food safety management systems and making packaging more sustainable, but only where it is possible to also ensure the quality and safety of the food.



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## Product Responsibility

### Business Relevance

**As a consumer packaged goods holding company with businesses operating in the center-of-the store, refrigerated, foodservice and food ingredient categories, our products are our business.**

The Post companies produce a wide variety of products within our portfolio, including:

- Post Consumer Brands: Ready-to-eat cereal and nut butters
- Michael Foods: Foodservice, primarily egg and potato products
- Bob Evans Farms: Retail side dish, egg, cheese and sausage products
- Weetabix: Ready-to-eat cereal, muesli and protein-based ready-to-drink shakes
- 8th Avenue Food & Provisions: Nut butters, healthy snacks and pasta

Our products are also distributed to a range of customers including high-volume food distributors, retailers, club stores, supercenters, mass merchandisers and national restaurant chains. Our companies also market private brand foods.

Post is committed to a holistic approach to product responsibility including food safety and quality as the highest priority and complemented with continued advancements in sustainable packaging, responsible marketing and certifications.

### Management Approach

**Our approach to delivering on product responsibilities engages multiple functions within our organization and initiatives within each business given unique product category requirements.**

Our Chief Compliance Officer leads enterprise-wide strategy, planning and execution in the areas of quality, EHS, safety and compliance. Post Holdings and each of our operating companies has a quality and food safety leader, supported by appropriate teams and resources. The quality and food safety teams are accountable for maintaining Food Safety Management Systems including developing and implementing policies, procedures, training and risk-based controls tailored to the products and processes of their respective operating company.

Sustainable packaging is led by our Vice President of Packaging and supported by a team of packaging specialists within Post Holdings and individual businesses. Product innovation and marketing is led by each business based upon unique product categories and brands, customers, consumers and markets.

### 2023 ESG Focus Areas

#### 1. Food Quality and Safety

Our focus is on defining effective processes to advance our product responsibility efforts while maintaining the quality and safety of our products as the highest priority.

#### 2. Sustainable Packaging

Our focus is on supporting each business to advance sustainable packaging, including active participation in the Sustainable Packaging Coalition, implementing How2Recycle labels across products and outlining forward-looking roadmaps.

#### 3. Responsible Marketing

Our focus is on continuous enhancement of our processes to ensure our products are responsibly marketed.





## Product Responsibility

### FOOD QUALITY AND SAFETY

#### Food Safety Management Systems

We verify the effective implementation of food safety management systems at our manufacturing and warehousing facilities through the use of internal and third-party audits. Third-party auditors assess our company-owned and co-manufacturer facilities alike against international standards such as SQF, BRC and FSSC22000, which have been approved by the Global Food Safety Initiative (GFSI). GFSI is a global organization for benchmarking and harmonizing of food safety auditing and certifications standards. For our supplier facilities, we implement risk-based quality management programs whereby external assessments are evaluated against the GFSI approved standards.

We have processes in place to quickly identify and communicate food safety risks and drive timely risk management, including, where necessary, recall measures. Our ingredients, packaging materials, finished products and critical controls are traced, enabling us to investigate and address any potential concerns in the marketplace. Our internal food safety assurance systems are able to continuously monitor for errors during production. These systems position Post to proactively withdraw affected products in a timely manner and in compliance with all applicable regulations. In fiscal year 2022, the Post businesses had one product recall related to mislabeling of a small quantity of product.

#### Continuous Improvement

We are committed to continuously improving our food safety management systems. We define, track and report on metrics for safety of products and robustness of our preventive controls. We set targets and invest resources in our facilities to drive continuous improvement in those metrics and our food safety management systems. Each year, hundreds of our employees go through various food safety and regulatory training. Some trainings we offer include Preventive Controls Qualified Individual (PCQI), Foreign Supplier Verification Program (FSVP), Allergen, Hazard Analysis and Critical Control Points (HACCP) and other certification and improvement topics as part of our training protocols.



We are also actively engaged in various industry organizations that also help monitor regulations, best practices and innovation and inform our decision making such as [Consumer Brands Association](#), [Institute for Food Technologists](#) and [Food and Drink Federation](#), as well as sector-specific organizations (e.g., North American Meat Institute).

### SUSTAINABLE PACKAGING

#### Industry Alignment

Post's commitment to sustainable packaging is aligned with the mission of the [Sustainable Packaging Coalition](#) (SPC), which we joined as an enterprise, providing the opportunity for all of our businesses to actively participate and leverage available technical resources. SPC membership also exposes us to new ideas, allows us to network with other leadership companies and offers potential collaboration opportunities with SPC. Weetabix follows the aims of WRAP's UK Plastics Pack and joined as a member in the past year.

#### Consumer Engagement

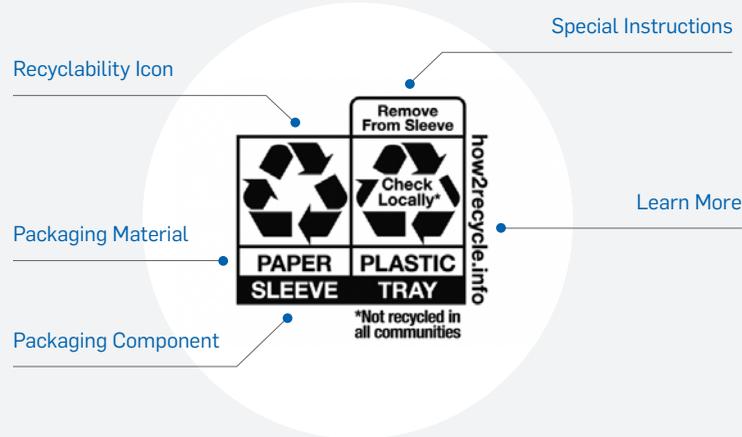
While we are committed to continuously improving our packaging, it is important to ensure consumers have the necessary information to do their part to optimize recycling. Post committed to implementing How2Recycle (H2R) labels across our portfolio of brands and products and in 2022 developed an internal guideline to help accelerate efforts across all businesses. H2R is the next generation recycling label that helps inform consumers how to dispose of or recycle packaging accurately and where to go if they need to find information specific to their municipality.

In the U.K., our Weetabix business ran a campaign with sustainability influencer Dougie Poynter to encourage our drinks lovers to recycle their bottles and will be rolling out consumer communications across social media accounts to remind everyone to do their part.



## Product Responsibility

### How2Recycle Labeling System



# 85%

Our Post Consumer Brands business has defined H2R labels for 85% of branded products.

“I’m excited about where we are today, as well as where we are headed on our packaging sustainability journey. Our core strategies, which encompass quality, supply assurance and total cost are all aligned with our sustainability goals.”



**Dave Brown**  
Senior Vice President, Chief Procurement Officer,  
Post Holdings

### Packaging Innovation

During fiscal year 2022, our Post Consumer Brands business announced a new commitment to design for 100% recyclable cereal and product packaging across its product base by 2025. The business is currently at 90% recyclable packaging due to a focus for several years on reducing the amount of packaging necessary for our products. For example, we reduced plastic film usage in cereal bags by more than one million pounds while maintaining overall durability and quality. The year before, the Post Consumer Brands team reduced paper packaging material usage by about 930,000 pounds. The packaging research and development teams are working to identify solutions to further close the gap.

Low-impact packaging is one of four strategic pillars of our Weetabix Change for Better sustainability strategy. The focus is on reducing the overall impact of our packaging, which means taking a holistic view of all packaging choices and ensuring that they reduce waste and reduce emissions.

Weetabix achieved 100% recyclability for all packaging, believing this is the best option for its food-grade packaging. This was achieved by successful changes, such as:

- Shifting to 100% recyclable bottles and reducing plastic by 10% for the Weetabix On The Go drinks range.
- Introducing an innovative new wrap for Weetabix, which is 100% recyclable in curbside collections.

Many packaging innovations we are pursuing also result in carbon reductions. For example, the above two achievements also reduced our carbon footprint, removing 9% from our drinks range and 20% from Weetabix packaging.



## Product Responsibility

“We’re working all the time to optimize the materials we use in our packaging so that we achieve the best balance of product protection and lowest impact. This helps make progress on the sustainability front, but it also ensures our business operates as efficiently as we can.”



**Mark Tyrrell**  
Weetabix Packaging Development Manager

Food preservation also must remain front of mind in all our packaging decisions as food waste is arguably a bigger threat to the environment than packaging waste, with a bigger carbon footprint. While there are plastic-free options available, many of them don’t keep our food fresh resulting in food waste and an increase in carbon footprint compared to our existing packaging. Last year, Weetabix developed a model that predicts the effect of different materials on food waste, and it has been successful in helping select materials to trial. We remain committed to doing all the due diligence to find the best environmental solutions to keep the impact of our packaging low.

### RESPONSIBLE MARKETING

Post produces a wide portfolio of products that meet a variety of consumer needs including value, taste, availability, nutrition and sustainability. We are committed to responsibly marketing and communicating about our products, across all media, so consumers can make informed choices. We are proud of our brands and understand the importance of being transparent and accurate with our advertising and packaging. We ensure our marketing programs conform to applicable laws and regulations as well as local policies.

### Labeling and Nutrition

As a food company, we give directions on proper preparation of our products and include detailed product labels providing information to consumers on ingredients and nutrition. In fact, our Post Consumer Brands business has a [webpage](#) dedicated to helping consumers read new nutrition facts labels.

Post has nutrition-focused technical teams across our businesses that monitor consumer nutrition trends and participate in innovation. We encourage a healthy lifestyle, and our food products fit into a varied diet with a variety of product offerings. Post actively participates in targeted nutrition and school meal programs.

### Product Certifications and Attributes

Post acknowledges the trend towards certified or labeled products, which is of growing interest to customers, consumers and investors. As part of our approach to responsible marketing, as previously described, we seek to only use credible certification frameworks and auditable practices. The Post businesses offer products across a range of certifications and clearly labeled attributes, such as:

- |  |  |
|--|--|
| <a href="#">WIC eligible</a>                       | <a href="#">Halal</a>  |
| <a href="#">USDA Organic</a>                       | <a href="#">Kosher-Certified</a>                               |
| <a href="#">Roundtable on Sustainable Palm Oil</a> | <a href="#">American Humane Certified Cage Free</a>            |
| <a href="#">Non-GMO Project Verified</a>           | <a href="#">Climate-Friendly (check out our Airly® Brand!)</a> |
| <a href="#">Gluten Free</a>                        |  |
| <a href="#">Plant-based</a>                        |  |
| <a href="#">Grain Free</a>                         |  |
| <a href="#">Keto-Friendly</a>                      |  |
| <a href="#">Allergens</a>                          |  |
| <a href="#">Vegan</a>                              |  |