

General Mills spending with diverse suppliers in North America* (US\$ million)			
	FY2017	FY2018	FY2019
Minority-owned businesses	\$70.0	\$56.8	\$53.5
Women-owned businesses	\$78.8	\$102.7	\$118.4
Veteran-owned businesses	\$10.2	\$10.1	\$9.2
LGBTQ+-owned businesses	\$0.1	\$0.3	\$0.3
Total	\$159.1	\$169.9	\$181.4
Total (% of spending in North America with suppliers)	1.8%	2.1%	2.4%

Animal welfare

The foundation of the General Mills [Animal Welfare Policy](#) is support for the internationally recognized “five freedoms” for all animals across our global supply chain. Although we are primarily a plant-forward food company, with large businesses such as Cheerios and Nature Valley, we use some animal-derived products and have long worked to support the humane treatment of animals in agriculture. We routinely engage with stakeholders focused on animal health and welfare and leverage industry initiatives that advance livestock production. These efforts span global ingredient purchases for our foods.

Chickens: Eggs are an important ingredient in ice cream, baked goods and doughs, and we strive to ensure that the hens laying them are treated humanely. Our commitment is to purchase 100% cage-free or free-range eggs for our operations globally by 2025. In 2019, 55% of eggs purchased were cage-free or free-range.

General Mills will work to transition 100% of the broiler chickens we buy in

the U.S. to meet a [higher standard](#) of animal welfare by 2024. Also by that year, we will use only breeds accepted by the [Global Animal Partnership](#) or the [Royal Society for the Prevention of Cruelty to Animals](#) and processed using multistep, controlled atmospheric stunning. We will ask suppliers to demonstrate compliance through certification or third-party auditing.

Cows: General Mills encourages all suppliers in our dairy supply chain to support industry-wide efforts that promote the humane treatment of cattle, including by addressing issues of pain relief due to dehorning, tail docking and castration. We support polled genetics breeding programs, an approach that has worked in the beef industry. Until dehorning is eliminated, we support best management practices such as procedure timing and use of analgesics and/or anesthetics.

All of the fluid milk we source in the U.S. for Yoplait comes from co-ops whose member farms operate in accordance with the standards of the National Milk Producers Federation animal care program (FARM). The program comprehensively addresses

LGBT Chamber of Commerce (NGLCC). Through these organizations and other industry groups, we benchmark, share best practices and network with prospective diverse suppliers.

Spending with diverse suppliers in North America increased 14% between fiscal 2017 and fiscal 2019,

reflecting ongoing integration of the program into the business.

Moving forward, we’re working to expand our program globally, with an initial emphasis on women. We’re also pushing deeper into our supply chain and collecting data about our suppliers’ spending with diverse businesses.

*Data for fiscal 2017 and fiscal 2018 have been updated to reflect supplier certification according to requirements of respective advocacy organizations: NMSDC for minority-owned businesses, WBENC for women-owned businesses and NGLCC for LGBTQ+-owned businesses. Although some suppliers are certified in multiple categories of diversity, spending with those businesses is included in only one category in this table (with women-owned businesses as the primary category).

Advancing animal welfare standards at EPIC

Our EPIC brand is committed to the belief that all ruminants should consume diets they were biologically intended to eat and roam freely outdoors. As a result, much of our beef, venison, wild boar, lamb and bison are raised on open pasture just as nature intended. We continuously strive to convert ranchers to this pasture-

based livestock model, and through our products, create financial incentives to help change agriculture. Through our sourcing, we support organizations devoted to improving animal welfare standards, such as The Savory Institute, The Global Animal Partnership, and The Marine Stewardship Council. [Learn more.](#)

RUMINANTS



81% certified by USDA organic, GAP step 4+, Humane Certified, Animal Welfare Approved, or American Grassfed Association, or 100% grassfed

PORK



100% certified by USDA organic, GAP step 1+, or Animal Welfare Approved

POULTRY



93% certified by USDA organic, GAP step 3+, or Animal Welfare Approved

EGGS



100% cage-free

dairy cow care, including standards for proper pain relief and disbudding, and a prohibition on the routine use of tail docking. The FARM standards are revised on a three-year cycle starting with a review by a technical committee composed of veterinarians and animal care experts.

Pigs: General Mills supports the humane treatment of pigs in our supply chain. This includes the development

and implementation of pregnant sow housing alternatives, which we recognize will take the industry time to achieve. In the meantime, we will favor suppliers that provide plans to create traceability and to end use of gestation crates within the U.S. pork supply chain. We’re also working to understand and address the issue of pain relief and potential elimination of castration and tail docking.