



Global RESPONSIBILITY 2019 SUMMARY



Highlights in 2018

At General Mills, we work to create holistic value throughout our supply chain, from agriculture and operations to our consumers and communities. Below are some highlights of our progress in fiscal 2018.

85 percent



of our 10 priority ingredients sustainably sourced

2nd largest



U.S. natural and organic food producer

100 percent of facilities worldwide audited and/or certified for food safety by independent third parties

US\$102 million in corporate giving worldwide

13 percent



decrease of greenhouse gas emissions across our value chain in 2018 compared to 2010

49 percent



of professional positions held by women globally

55,000+ acres



of pollinator habitat planted through 2018

US\$4+ million



invested in soil health initiatives through 2018

90 percent of our solid waste recycled or processed for recovery

81 percent of our U.S retail sales volume nutritionally improved since 2005

83 percent



of our employees worldwide volunteered in their communities

29 million



meals enabled through food donations around the world

Our Food

At General Mills, our purpose is to serve the world by making food people love.



We are committed to making food with passion and putting people first by improving the variety and health profile of our products while adhering to high standards of food safety.

Performance dashboard (fiscal 2018)

Nutrition

U.S. Health Metric: In fiscal 2018, **81 percent** of U.S. retail sales volume was composed of products nutritionally improved since fiscal 2005.



Food preferences

General Mills is now the **No. 2 organic** U.S. food producer* and the **No. 4 gluten-free** U.S. food provider.**



Food safety

100 percent of our facilities worldwide are audited and/or certified by independent third parties using globally recognized food safety criteria.



*Based on SPINS NOMC Dashboard data through Sept. 16, 2018.
**Nielsen xAOC; 52 weeks ending Dec. 29, 2018.

Nutritional impacts across our North American portfolio*



Fiber

19 percent of our North American product SKUs (300+ products) contain at least 10 percent of the recommended daily value of fiber per serving.



Protein

11 percent of our U.S. retail product SKUs (190+ products) provide at least 10 percent of the daily value of protein per serving.
29 percent of our Canadian retail product SKUs (165 products) are a source of protein.



Calories

62 percent of our North American product SKUs (1,250+ products) have 150 calories or less per serving.
30 percent of our North American product SKUs (700+ products) have 100 calories or less per serving.



Whole grain

At breakfast, Big G cereals are the **No. 1 source** of whole grain for Americans.
20 percent of our North American product SKUs (550+ products) contain at least 8 grams of whole grain per serving.



Calcium

24 percent of our U.S. retail product SKUs (300+ products) provide at least 10 percent of the recommended daily value of calcium per serving.
45 percent of our Canadian retail product SKUs (200+ products) are a source of calcium.

*Status as of FY18; includes current products meeting specified criteria.

Our Planet

Our sustainability mission is to treat the world with care.

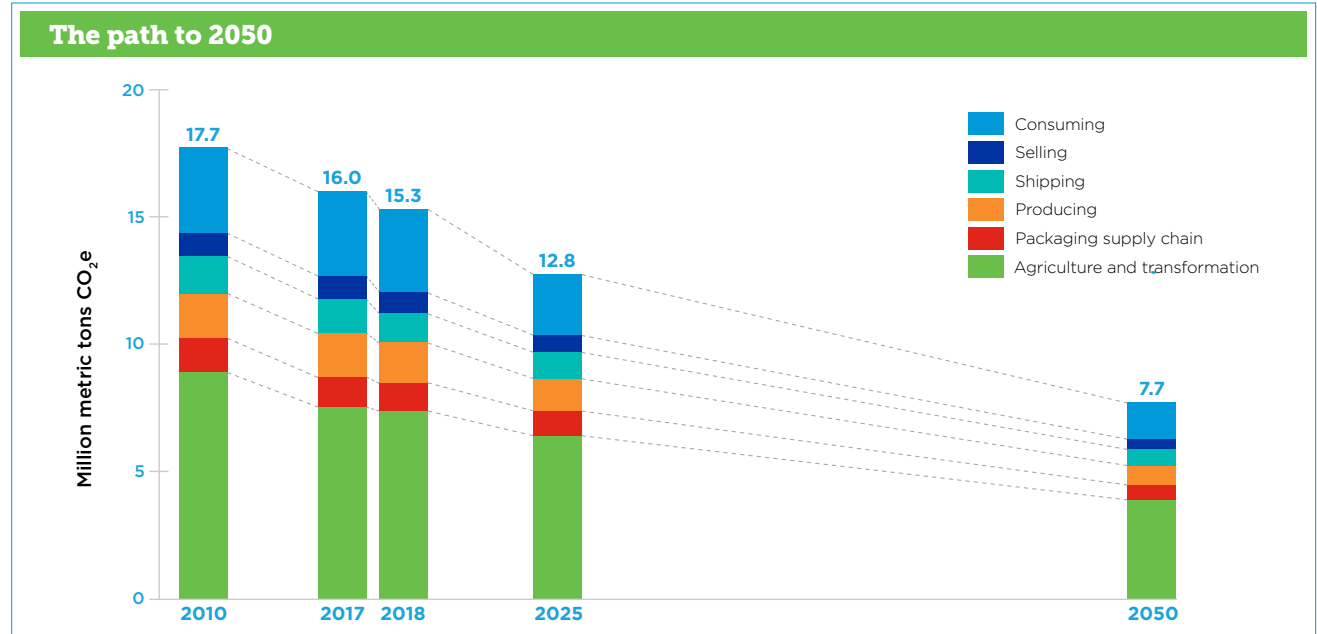


Our goal is to protect the resources upon which our business depends by promoting environmentally and socially responsible practices across our value chain.



Climate change

We are committed to combating climate change by working toward sustainable emissions levels by 2050 and reducing GHG emissions by 28 percent by 2025.*

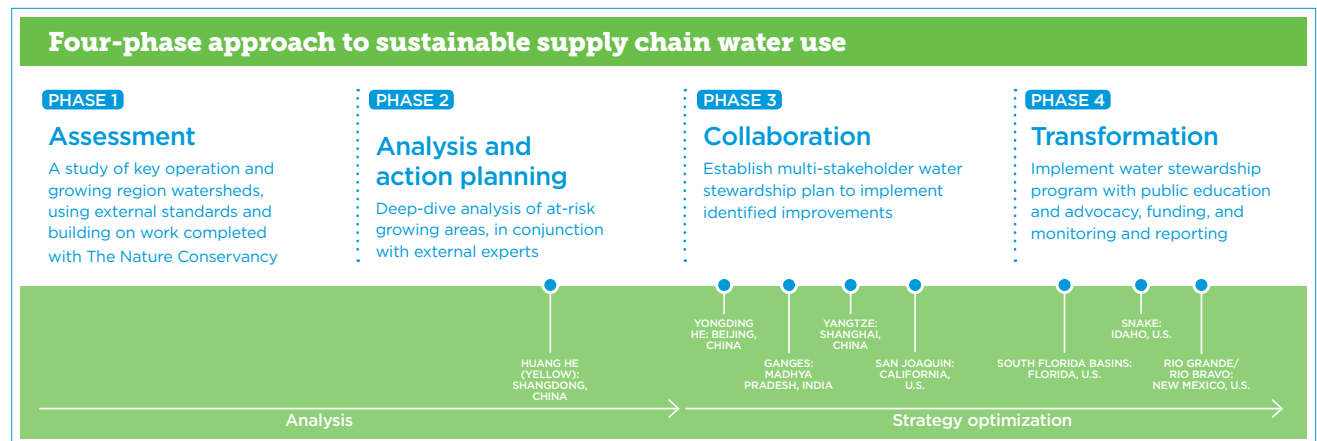


* Compared to 2010.



Water stewardship

We are advancing the sustainability of water use across our supply chain by ensuring farmers and communities have long-term plans to improve the health of key watersheds by 2025.





Sustainable sourcing

We are committed to sustainably sourcing 100 percent of our 10 priority ingredients by 2020, representing 40 percent of our annual raw material purchases, and supporting the livelihoods of smallholder farmers who grow our ingredients.

Performance dashboard: Sourcing			
Raw material/ingredient	FY2018 progress (% of volume sustainably sourced as of May 2018)	Strategy	Sustainability definition
Cocoa	90%	 Origin-direct investment	Direct investment at origin to improve smallholder farmer livelihoods and ingredient quality
Vanilla	32%		
Oats	90%	 Continuous improvement	Driving towards continuous improvement using industry-based environmental metrics with at least 25 percent of acres under measurement
U.S. wheat	74%		
U.S. sugar beets	81%		
U.S. corn (dry milled)	82%		
U.S. dairy (raw fluid milk)	91%		
Fiber packaging	99.5%	 Verification	Recycled material or virgin wood fiber from regions not contributing to deforestation
Sugarcane	70%		
Palm oil	100%		



*Measured using the National Milk Producers Federation's Farmers Assuring Responsible Management (FARM) Environmental Stewardship module (formerly called FarmSmart).



Ecosystems

We are committed to improving the health of ecosystems in our supply chain, which benefits farmers, wildlife, the planet and the food we make.

Performance dashboard: Ecosystems			
<h3>Regenerative agriculture</h3> <p>We will advance regenerative farming practices on 1 million acres of farmland by 2030.</p>	<h3>Soil health</h3> <p>Through fiscal 2018, we have invested more than US\$4 million in soil health initiatives.</p>	<h3>Pollinators and biodiversity</h3> <p>We have invested more than US\$6 million since 2011 to support pollinator and research efforts.</p> <p>More than 55,000 acres of pollinator habitat planted through 2018.</p>	<h3>Organic farming</h3> <p>General Mills is now the second-largest U.S. natural and organic food producer.*</p> <p>We reached 200,000 acres of organic acreage through fiscal 2018.</p>

*Based on SPINS NOMC Dashboard data through Sept. 16, 2018.

Our Workplace

General Mills is committed to putting people first, every day.



Our goal is to foster a safe, inclusive and rewarding workplace where all employees can thrive. We put our people first by focusing on best-in-class workplace safety, creating a diverse and inclusive culture, and investing in our talent. By creating an agile and advantaged organization, we enable our company to succeed.

Performance dashboard (fiscal 2017)



Workplace safety

We reduced our global total injury rate to 0.77 injuries per 100 employees in fiscal 2018, a **9 percent decrease** from 2017. Our ultimate goal is zero injuries and illnesses.



Global inclusion

40 percent of company officer positions and **49 percent** of professional positions are held by women globally.



Employee development

We trained more than **4,000 leaders** through our Engaging Leader initiative. **90 percent** of leaders feel the training will positively impact business results.



Honors, awards and accolades



100 Most Just Companies, *Forbes/* JUST Capital



Best Places to Work for LGBTQ Equality, Human Rights Campaign



100 Best Companies, Working Mother Media



100 Best Corporate Citizens, *Corporate Responsibility*



Best Companies for Multicultural Women, Working Mother Media


Our Community



Our aim is to build strong, resilient and sustainable communities.



Strong people, flourishing communities, a thriving planet: Our philanthropic work is an extension of the company's purpose and ties closely to our core business and food systems knowledge. We work in innovative ways with partners to harness our collective impact in key areas, while engaging employees through volunteerism.

Performance dashboard	
2020 GOAL	2018 PROGRESS & HIGHLIGHTS
 Increasing food security	
Leverage philanthropic partnerships to help enable 30 billion meals for hungry people by 2030	Our philanthropic partners enabled 3.5 billion meals worldwide in 2018
Increase food access in at least four communities with USDA recognized food deserts	Community food systems grant programs implemented in two communities to increase food access and equity
Enable or improve 100 million school meals for youth living in poverty	116 million meals were provided to more than 540,000 children worldwide in 2018 with General Mills support
Empower 25,000 food businesses to participate in food rescue	Our global investments in food recovery technology have empowered more than 30,000 retailers worldwide to participate in systematic food rescue.
Enable 200 million meals for food-insecure people through food donations	General Mills' food donations have enabled 233 million meals globally since 2010, including 29 millions meals in 2018
 Advancing sustainable agriculture	
Improve the well-being of 20,000 people in smallholder farming communities from which we source ingredients	NGO programs funded by General Mills helped improve the lives of 28,000 people in smallholder cocoa and vanilla communities in 2018
Enable 100 farmers in North America to access knowledge and training events that can support their adoption of regenerative agricultural practices.	More than 125 farmers from the USA and Canada participated in workshops and trainings focused on adopting regenerative agricultural practices.
 Strengthening hometown communities	
Maintain an employee volunteerism rate of 80 percent worldwide	83 percent of employees worldwide reported volunteering in their communities in the latest employee survey (2016)
Exceed US\$2.5 billion in cumulative corporate charitable giving	More than US\$2.25 billion in cumulative corporate giving by General Mills and its Foundation since 1954*

*This figure includes Foundation grants, Box Tops for Education giving, corporate contributions and the company's global food donations.



Learn more at [GeneralMills.com](https://www.GeneralMills.com)

Put
people
first

Build a culture of
CREATING

Make food with
PASSION

EARN people's
TRUST

treat THE WORLD WITH
CARE



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