

Hormel Foods investigative process:

What happens when you report a concern?



1. Speaking up and submitting your concern

- Your allegations, which can be submitted anonymously, are documented within EthicsPoint via various methods of reporting (hotline, web portal, direct). If you chose to remain anonymous, please provide as much detailed information to support a thorough investigation.
- Upon submission, a report key will be assigned, which is required to access your case to receive updates and respond to follow-up questions.



2. Acknowledgement and initial assessment

- **Acknowledgment and assignment:** The ethics and compliance team will confirm receipt of your allegations, which will be triaged to the appropriate team (i.e. HR, ethics and compliance or legal) based on the nature of the allegation.
- **Confidentiality and protection:** All reports are handled confidentially. Hormel Foods strictly prohibits retaliation against anyone who raises a concern in good faith.



3. Investigation planning and information gathering

- **Investigation plan:** Once assigned, a case manager develops a plan that may include: (1) interviews with the reporter (if known), witnesses and the subject of the concern; and (2) review of documents, emails, logs or surveillance footage.



4. Review and determination

- **Evidence review:** Information is analyzed to determine whether the allegations are substantiated.
- **Decision making:** The company will determine appropriate next steps, which may include a range of disciplinary actions and/or non-disciplinary actions.
- **Privacy:** Due to confidentiality, specific outcomes are generally not shared with the reporter. However, you will be informed when the investigation is complete and whether appropriate action has been taken.



5. Resolution and follow-up

- **Case closure:** Once the investigation is complete and actions are taken, the case is formally closed.
- **Notification:** If you are not anonymous, you will be notified of the closure. If you are anonymous, you can check the status using your report with the report key.

OUR COMMITMENT: Hormel Foods is committed to a culture of integrity and transparency. Retaliation against individuals who report concerns in good faith is strictly prohibited and will be addressed promptly.

