

**Kraft** *Heinz*

# 2022 Company Profile



**ASU** The Difference  
Engine  
Arizona State University

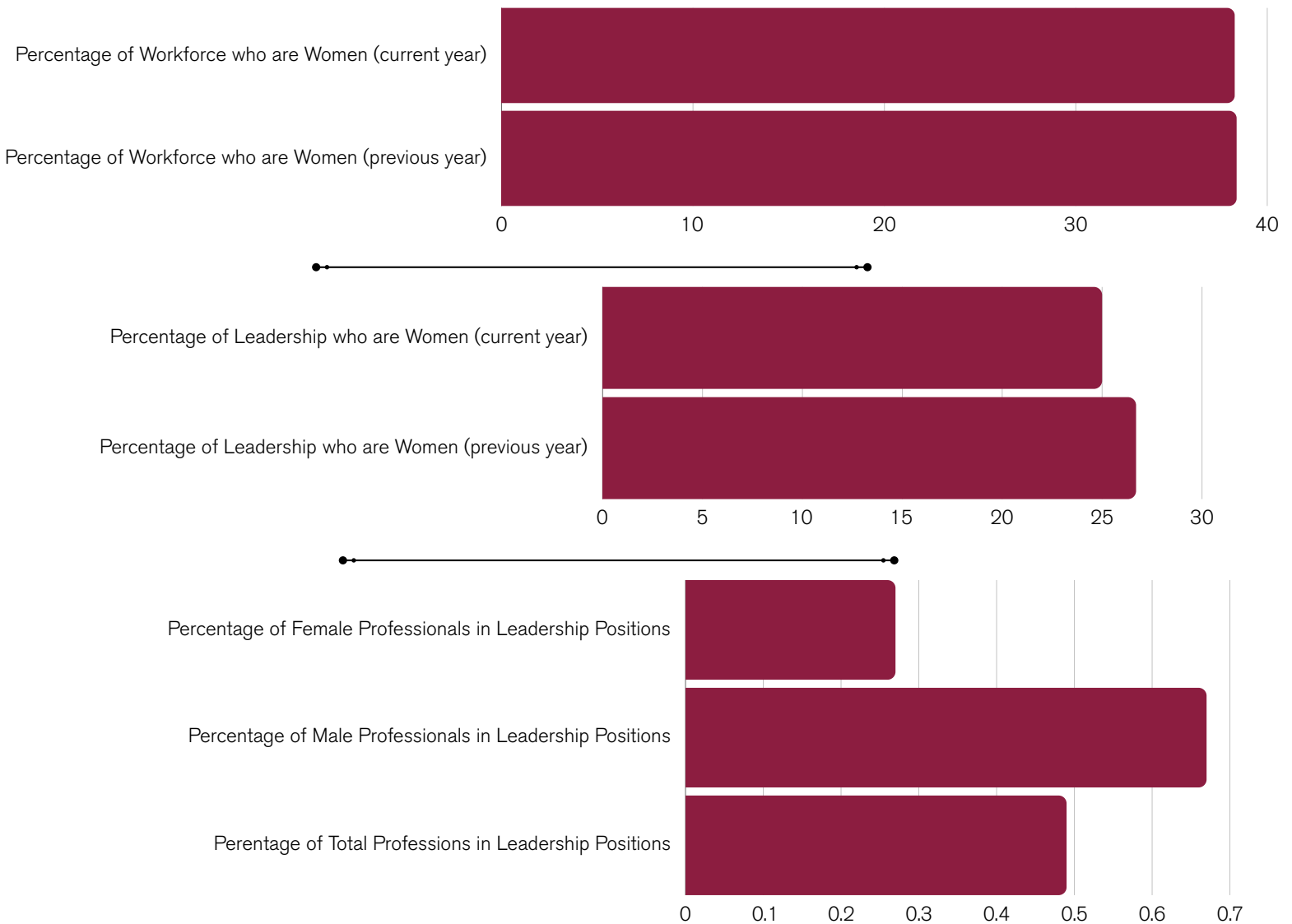
Women's Power & Influence Index (1.0)



# Kraft Heinz

Kraft Heinz, a multinational food company, has been ranked as a LATE BLOOMER based on the criteria used for the Women's Power Index. Kraft Heinz has several professional development programs such as the Women's Business Resource Group (BRG), Gender Equality Network BRG, and the WE Network. In terms of recruitment, Kraft Heinz has promised to increase women in leadership positions to 50% by 2025. Based on the most recent EEO data, 25% of its executives are women, and 38% of the total workforce is female. Kraft Heinz has started a Supplier Diversity Program to help women-owned businesses not only learn essential skills and network but to have the opportunity to become a supplier to Kraft Heinz. We could not find any information regarding Kraft Heinz's pay gap policy, gender-specific mentorship opportunities, childcare services, paid time off for parents, women's health benefits, or a gender equality program.

## Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 11/3/2023

## Compensation

### Pay Gap

Pay Gap Score

0

#### *Existence of policy to address the gender pay gap*

Information related to this criterion could not be found.

## Career Growth

### Professional Development

Professional  
Development Score

#### *Existence of professional development programs geared towards female employees*

1

"Additionally, we launched The WE Network, a global leadership accelerator for women at the Associate Director level. The first cohort of 30 women graduated in October 2020."

Ref: ESG report, pg24

"Since 2016, Kraft Heinz has enabled groups and individuals to form and lead Business Resource Groups (BRGs), to help foster diversity, inclusion, and belonging for all employees. BRGs also offer learning and development opportunities, assist in talent recruitment and create a network of support for employees. BRGs across our global footprint include: Women's BRG and Gender Equality Network BRG (Europe and U.S.)"

Ref: pg 4, Kraft Heinz Diversity, Inclusion, and Belonging

The WE Network is a global accelerator program focused on leadership development for women. Participants are at the Associate Director level and being developed to be the next generation of Kraft Heinz leaders.

Ref: pg 24 Kraft Heinz 2021 ESG report

### Mentorship

Mentorship Score

0

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

Information related to this criterion could not be found.

## Recruitment Efforts

### *Written commitment to attracting women to open positions*

Information related to this criterion could not be found.

## Recruitment Efforts Score

0

## Work-Life Balance

### Childcare Benefits

#### *Existence of childcare subsidies and support*

Information related to this criterion could not be found.

### Childcare Benefits Score

0

### Caregiver Paid Time Off (PTO)

#### *Availability of paid caregiver leave in excess of government mandates*

Information related to this criterion could not be found.

### Caregiver PTO Score

0

### Health Benefits

#### *Existence of female oriented health benefits*

Information related to this criterion could not be found.

### Health Benefits Score

0

## External Stakeholder

### Community Engagement

#### *Organizational support of initiatives that drive gender equality and women's empowerment in the community*

"Launching a new Supplier Diversity Program for businesses that are majority-owned by people of color, women, those in the LGBTQI+ community, people with disabilities, and veterans. The Program will help these businesses gain access to essential skills, tools, and networks – giving them the opportunity to become Kraft Heinz suppliers."

Ref: pg 5, Kraft Heinz 2021 ESG report

### Community Engagement Score

1

## **Inclusive Culture**

### **Gender Equality Program**

### **Gender Equality Program Score**

***Additional programs that promote gender equality within the industry or the company***

0

Information related to this criterion could not be found.

### **Harassment Policy**

### **Harassment Policy Score**

***Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence***

1

"We will not tolerate harassment—whether it is sexual or non-sexual in nature—of any kind or any other offensive or disrespectful conduct in the workplace by anyone, including any supervisor, employee, contractor or other business partner of the Company. Kraft Heinz complies with all applicable laws prohibiting harassment wherever we do business. However, no matter the circumstances, we do not allow any harassing or disrespectful behavior, including unwelcome verbal, visual, physical or other conduct of any kind that causes others to feel uncomfortable or unwelcome at work, or that creates an intimidating, offensive or hostile work environment. Harassment is determined by how your actions impact others, regardless of your intentions. If you experience discrimination or harassment or witness it happening to someone else, speak up and report it."

Ref: pg 17, Kraft Heinz Code of Conduct

### **Harassment and Discrimination Training**

### **Harassment & Discrimination Training Score**

***Existence of policies mandating discrimination and sexual harassment training***

1

"We will continue to build upon our foundation of awareness by delivering programming that advances communication skills and inclusive daily habits. We will also continue to offer training and learning experiences designed to interrupt unconscious bias during moments that matter across the employee experience. Since 2015, we have established a solid foundation of awareness across the organization and celebrated numerous impactful achievements in the diversity, inclusion, and belonging space. We have been steadfast in educating and training our leaders to be inclusive, creating a nurturing community."

Ref: pg 22, Kraft Heinz 2021 ESG Report