

Forced Labor and Child Labor Statement (updated April 2026)

Introduction

Keurig Dr Pepper Inc. (KDP) is committed to promoting human rights and labor practices through our business activities. We focus on the greatest opportunities for impact on the environment, our supply chain, the health and wellbeing of consumers and with our people and communities. This statement sets out the steps taken by KDP during 2025 to identify, prevent and address human rights and modern slavery risks in our operations and supply chains. This statement is designed to meet the requirements of the California Transparency in Supply Chains Act of 2010 (SB 657) and the Canadian Fighting Against Forced Labor and Child Labor in Supply Chains Act of 2023 (S-211), specifically on behalf of: Canada Dry Mott's Inc., Keurig Canada Inc. and Van Houtte Coffee Services Inc.

Our Structure, Operations and Supply Chains

KDP is a leading beverage company in North America that manufactures, markets, distributes, and sells hot and cold beverages and single serve brewing systems. We have a broad portfolio of iconic brands including Dr Pepper, Canada Dry, Mott's, A&W, Penafiel, GHOST, 7UP, Snapple, Green Mountain Coffee Roasters, Clamato, The Original Donut Shop, and Core Hydration, as well as the Keurig brewing system. With annual net sales of \$16.6 billion, an estimated 30,600 employees primarily located in North America, and more than 125 owned, licensed and partner brands, KDP's beverage brands are some of the most recognized beverage brands in North America, with significant consumer awareness levels and long histories that evoke strong emotional connections. As of December 31st, 2025, our operating structure consists of three operating and reportable segments: U.S. Refreshment Beverages, U.S. Coffee and International.

U.S. Refreshment Beverages	U.S Coffee	International
• Manufactures and distributes beverage concentrates, syrups and finished beverages of our brands to third-party bottlers, distributors, retailers, and, ultimately, the end consumer. • Key brands in this segment include Dr Pepper, Canada Dry, Mott's, A&W, GHOST, 7UP, Snapple, Squirt, Electrolit, Sunkist soda, C4 Energy, Hawaiian Punch, Bloom, Vita Coco, Core Hydration, Bai, Evian, Clamato, Yoo-Hoo, Big Red, and RC Cola.	• Brand owner, manufacturer, and distributor of innovative single serve brewers, specialty coffee (including hot and iced varieties), and ready-to-drink (RTD) coffee in the U.S. • Manufactures and sells Keurig brewers and K-Cup pods to retailers, away from home channel participants, and end-use consumers. • KDP engineers and designs most single serve brewers and utilized third part contract manufacturers located in various countries in Asia for brewer appliance manufacturing.	Sales in Canada, Mexico, the Caribbean, and other international markets from the manufacture and distribution of branded concentrates, syrup, and finished beverages, including sales of our own brands and third-party brands, to third-party bottlers, distributors, and retailers. Key beverage brands include Peñafiel, Clamato, Canada Dry, Squirt, Dr Pepper, Mott's, Schweppes, and Crush. Sales in Canada from the manufacture and distribution of finished goods relating to our single serve brewers, K-Cup pods, and other coffee products to partners and retailers, as well as directly to consumer through our website at www.keurig.ca . Key K-Cup pod brands include McCafé, Tim Hortons, and Van Houtte, as well as other partner and private label brands.

Owned Operations - KDP Policies and Due Diligence Processes

KDP's enterprise-wide [Code of Conduct](#) outlines the Company's commitments to stakeholders and the expectations of our personnel to act in a professional, ethical and legal manner. Our Code of Conduct includes accountability standards and procedures for employees on the topics of sourcing responsibly and respecting human rights. Our [Human Rights Position Statement](#) outlines the core standards and expectations we have established for our employees, our communities, and our suppliers for respect of human rights.

While we audit a percentage of our manufacturing sites annually, third-party country data shows that the geographic location of KDP's owned operations make these activities lower risk for forced and child labor. As a result, the bulk of our efforts are focused on KDP's upstream supply chain, which we address in the sections marked "Supply Chain" below.

Supply Chain - KDP Policies and Due Diligence Processes

KDP's supply chains span the world, from farms producing crops like coffee, corn and apples to the facilities that process those raw materials and the factories that build our appliances. We are committed to identifying and working to address forced or compulsory labor, child labor or human trafficking within KDP's supply chains, and collaborating with stakeholders involved in these complex issues. Our priorities are risk-based and, while our most extensive work to date has occurred in our coffee and appliance supply chains, we continue to define and execute on responsible sourcing approaches to other higher-risk key supply chains including cocoa, apple juice concentrate, high intensity sweeteners¹ and tomato paste.

The [KDP Supplier Code of Conduct](#) ("Supplier Code") is an extension of our own Corporate Code of Conduct and forms the cornerstone of our commitment to responsibly source our products. The Supplier Code defines the universal standards that we require our suppliers to adhere to when conducting business with KDP. The requirements laid out in the Code are based on internationally recognized standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact Principles and the International Labour Organisation (ILO) Declaration on Fundamental Rights and Principles at Work.

For identified portions of our most important supply chains, we specify product-specific standards such as independent raw material certifications and manufacturing standards. For example:

- All Tier 1 and select Tier 2 appliance suppliers are expected to follow the [Responsible Business Alliance](#) (RBA) Code of Conduct.²
- If applicable, appliance suppliers are also expected to adhere to KDP's [Conflict Minerals Policy](#).
- Coffee and cocoa suppliers must adhere to certifications or verifications such as Fair Trade, Rainforest Alliance and ofi AtSource Entry Verified®.
- KDP's [Brazilian Coffee Purchasing Policy](#) requires suppliers of Brazilian coffee to regularly cross check their upstream supply chains against the Brazilian Ministry of Labor and Employment's Dirty List (the "Dirty List"), which publishes the names of Brazilian estates found to be profiting from conditions of forced labor. KDP requires suppliers to annually confirm their compliance to the Policy.

The intent behind this approach is to ensure a set of clear expectations applying to KDP's suppliers, while recognizing that the diversity of our supply chains demands more detailed and product-specific standards, especially as issues such as modern slavery and child labor vary greatly by context.

Our Corporate Code of Conduct and Supplier Code of Conduct are reviewed annually by KDP's Executive Policy Review Group (EPRG). This group ensures consistency across and integration of KDP's Policies and is made up of KDP's Chief Legal Officer, Chief Human Resources Officer, Chief Supply Chain Officer and/or Chief Procurement Officer, SVP Corporate Controller and Legal VP, Privacy and Compliance.

Our Brazilian Coffee Purchasing Policy is sponsored and reviewed by Keurig Trading S.à r.l., a KDP subsidiary, which manages KDP's procurement of green coffee. Violations or findings are escalated to the Managing Director of Keurig Trading and to the KDP Chief Procurement and Corporate Affairs Officers.

¹ High intensity sweeteners include sodium saccharin, aspartame, acesulfame-k, stevia, sucralose, erythritol and monk fruit extract

² The RBA is the world's largest industry coalition focused on corporate social responsibility in global supply chains.

KDP's Sr. Director of Supply Chain Sustainability is responsible for supplier policy content and implementation strategy, with oversight by the Chief Corporate Affairs Officer. If any concerns are raised regarding supplier compliance, they are escalated to appropriate members of the relevant leadership team, depending on the severity of the issue, as well as to the Issues Management Steering Committee which is comprised of key company leaders. Regular updates of the action and decisions of this Committee are reported to the CEO and full executive leadership team on a regular basis, and ESG updates are provided to the Board of Directors regularly.

Owned Operations - Training

KDP employees review and acknowledge our Company Code of Conduct annually. This Code includes provisions around compliance with the law (including aspects of labor like forced and child labor) as well as utilization of grievance mechanisms. Noncompliance with this Code may result in disciplinary action, up to and including termination. Our employees are instructed to report any violations of the Code or other policies.

Procurement staff is regularly trained on KDP's Supplier Code of Conduct, key risks in our supply chains, and Procurement's unique role in engaging suppliers on key issues. Between 2021-2025:

- KDP's Ingredient and Packaging Procurement teams were required to attend training on KDP's updated Supplier Code of Conduct and key risk areas (2024)
- KDP's Appliance Procurement staff were trained on the RBA Code, KDP's audit program, and how to spot and report non-compliances during factory visits (2023)
- KDP's Coffee Procurement team was trained on labor risks in the coffee supply chain using the results of our labor risk work with Verite (see Due Diligence section for more detail) (2023)

Supply Chain - Training

KDP also trains suppliers on our expectations regarding social and environmental responsibility and supports the creation of tools to assess and address issues in the supply chain. Between 2021-2025, KDP:

- Trained all Tier 1 appliance contract manufacturers on RBA's updated compliance requirements (2024)
- Enrolled new Tier 2 component suppliers in the Responsible Factory Initiative's Factory Engagement Program³ (2024)
- All KDP's Tier 1 appliance contract manufacturers have at least one employee certified to the RBA's Factory Lead Certification⁴. (ongoing)
- Partnered with Verité, a nonprofit specializing in preventing and remedying labor rights violations in supply chains, to host a three-day workshop with our Malaysian suppliers and their labor brokers to discuss topics such as the implementing the Employer Pays model, strengthening contracts and service agreements with labor brokers and providing fair systems for remedy. (2023)
- Enabled training of our Brazilian coffee suppliers on workers' rights to both farm owners and farm workers as part of the U.S. Department of Labor-funded Cooperation On Fair, Free, Equitable Employment (COFFEE) Project. (2023)

Supply Chain - Traceability, Risk Assessment and Prioritization

KDP uses third-party country and commodity risk data to determine KDP's highest-risk supply chains and suppliers. KDP then creates tailored strategies to address the identified risk, taking

³ The Factory Engagement Program focuses on providing guidance and support to factories that are not yet ready to be audited

⁴ Factory Leads are individuals that work on the factory floor, are trained on RBA's standards and help ensure social and environmental standards are being followed and implemented on a day-to-day basis.

the following factors into consideration: the supply chain tier(s) and/or geographies in which the highest risk is present; the degree of influence and/or control KDP has with the relevant suppliers; and what existing industry coalitions and/or third-party responsible sourcing programs and standards are available.

When risks are associated with Tier 1 suppliers, where KDP has a contractual relationship, or with Tier 2 suppliers where we have visibility to a manufacturing or processing facility, we utilize self-assessments and third-party audits to determine supplier performance and continuous improvement plans as needed. When risks are present in tiers further upstream, for example at the farm and primary processing levels for agricultural supply chains, KDP utilizes third-party certification and verification programs, where available, to enable traceability and to conduct due diligence.

Based on a combination of third-party and internal data, we have identified our appliance supply chain and eight raw materials – apple juice concentrate citrus juice concentrates, cocoa, coffee, functional ingredients, high intensity sweeteners, preservatives and antioxidants, and tomato paste as higher risk supply chains.

Product/Ingredient	KDP Use	Geographical Footprint	Risk
Apple Juice Concentrate	KDP sources AJC to make certain flavored waters, juices and juice drinks	Various ⁵	Farm Level: Vulnerable migrant workers and exploitive recruitment agents Processing ⁶ : Working hours, overtime
Brewers and brewer components	KDP sources a variety of components and materials to make our coffee brewers	Malaysia, China, Indonesia, Thailand	Recruitment fees and passport withholding, particularly in countries suffering from labor shortages, e.g. Malaysia; Extended overtime hours to meet fluctuating product demand.
Citrus Juice Concentrates	KDP sources various citrus juice concentrates for brands such as ReaLemon, Squirt and Sundrop,	USA, Mexico, South Africa and Argentina.	Farm Level: Vulnerable migrant workers and exploitive recruitment agents Processing: Working hours, overtime
Cocoa	KDP uses raw cocoa and blended powders containing cocoa for our owned, licensed and partner brands. Though cocoa is a minor raw material input for KDP, we believe the social and environmental risks it carries make it a priority for our company.	Various ⁷	Child labor, lack of labor inspectors and legal enforcement

⁵ In 2025, we sourced all of our apple juice concentrate from the following countries: USA, Germany, Chile, Spain, Mexico, Turkey, Hungary, New Zealand, South Africa and Moldova, China, Poland, Ukraine,

⁶ Key issues for factories in specific higher-risk countries like China.

⁷ In 2025, we estimate that our cocoa was sourced primarily from Ivory Coast, Ghana and Cameroon, with smaller volumes coming from Nigeria, the Democratic Republic of the Congo, Ecuador, Dominican Republic and Brazil.

Coffee	KDP sources coffee for our owned, licensed and partner brand K-cup pods, whole bean and ground coffee	Various ⁸	Child labor, lack of labor inspectors and legal enforcement, vulnerable migrant workers, poor working conditions
Functional Ingredients	Ingredients added to our beverages for a particular function such as caffeine, quinine and L-theanine	China and Indonesia.	Working hours and occupational safety.
High Intensity Sweeteners	KDP sources high-intensity sweeteners as sugar substitutes or sugar alternatives that are used in a variety of beverages across our portfolio.	China	Processing: Working hours, overtime
Preservatives and Antioxidants	Used to prevent beverage spoilage such as potassium sorbate and sodium benzoate.	China, USA, Argentina, Czechia, Germany, Italy, Estonia, The Netherlands and Vietnam	Working hours and occupational safety.
Tomato Paste	KDP sources tomato paste for our Clamato, Mr & Mrs T products and other tomato-based beverages	USA, Chile	Vulnerable migrant workers at farm level
Tropical Juice Concentrates	KDP sources various tropical juice concentrates for brands such as Bai and Mott's.	Indonesia, India, The Philippines, Thailand, Peru and Kenya.	Farm Level: Vulnerable migrant workers and exploitive recruitment agents Processing: Working hours, overtime

Supply Chain – Due Diligence

KDP utilizes a series of due diligence tools to assess, identify and remediate issues across higher-risk segments of our supply chain.

KDP recognizes that its purchasing practices, such as supplier contracts and product specifications, play an important role in setting and enforcing expectations for the upstream supply chain. Our standard supply contracts include [Supplier Code of Conduct](#) compliance as a business requirement. The Supplier Code of Conduct is also referenced in our commercial Terms and Conditions, which provides further coverage in cases where no formal contract is in place. We ask our most important suppliers to sign off on our Supplier Code of Conduct via separate adherence requests outside of contracting or PO usage. We pay all suppliers in accordance with the terms agreed at the outset of the contract and do not change payment terms retroactively. Any changes to contracts are re-negotiated transparently and mutually agreed.

While all these efforts do not necessarily cover all of KDP's supply base, taken together they provide a multi-pronged effort to make our expectations clear.

⁸ In 2025, we sourced all our green coffee from the following countries: Brazil, Cameroon, Colombia, Costa Rica, El Salvador, Ethiopia, Guatemala, the United States (Hawaii), Honduras, India, Indonesia, Kenya, Laos, Mexico, Nicaragua, Papua New Guinea, Peru, Rwanda, Tanzania, Uganda, and Vietnam.

Beyond purchasing practices, our Responsible Sourcing program utilizes scored self-assessments and/or third-party audits⁹ to evaluate risk for our most business-critical direct suppliers and contract manufacturers.¹⁰ While we prioritize continuous improvement, if a supplier refuses to comply with KDP's responsible sourcing and auditing expectations, KDP will cease business with said supplier.

For our appliance supply chain, the top three categories of non-compliances in 2025 were working hours, wages and benefits (i.e. insufficient social insurance), and emergency preparedness. In our ingredient supply chains, the top three categories of non-compliances in 2025 were working hours, health and safety and emergency preparedness. In 2025 we expanded our audit program further to include our functional¹¹ ingredients¹² and preservatives¹² supply chains, where similar issues to the findings in our apple juice concentrate and tomato paste supply chains were observed. All instances of confirmed non-compliance require a corrective action plan to be submitted within specific timelines determined by the severity of the finding. Additional data on the results of the audit program is disclosed in our Impact Report.

As a beverage company that is heavily reliant on agricultural inputs where the highest labor risks often reside at farm level, KDP partners with sourcing programs that assess compliance to product-specific or agriculture-focused codes. To date, we have utilized this approach in coffee and cocoa with public commitments to responsibly sourced purchases.

In our green coffee supply chains, assessments at farm level are conducted via third party providers on behalf of programs such as Fair Trade, Rainforest Alliance and 4C and of AtSource.

We accept coffee and/or cocoa certified by programs that meet the following criteria:

- 1) The Program has been deemed as equivalent under the Global Coffee Platform's Equivalence Mechanism 2.0¹³.
- 2) The Program includes an independent audit of the farm-level practices of a representative sample of the producer group(s) supplying coffee to us in accordance with a set of key requirements¹⁴.
- 3) The Program provides a set of standardized data that is requested of all our certification and verification partner programs.

In 2025, 97.35% of green coffee and 100% of cocoa delivered to KDP was sourced under these programs¹⁵.

In 2025, KDP joined the Nossa Voz initiative, a comprehensive grievance mechanism that provides a safe, accessible and proactive way for coffee farm workers in coffee producing regions of Brazil to report labor and human rights concerns. Implemented by LRQA, the initiative brings together organizations at the global, sectoral and local levels across the coffee supply chain to support the proactive communication and management of grievances. Using accessible and tech-enabled channels, trained operators who understand the local context, address reported grievances through the development and execution of customized remediation plans. In addition to supporting human

⁹ We currently accept the following third-party audit standards: Responsible Business Alliance (RBA), Sedex Members Ethical Trade Audit (SMETA), SA8000 and Business Social Compliance Initiative (BSCI).

¹⁰ These are generally Tier 1 and selected Tier 2 manufacturing sites providing key agricultural ingredients, appliances or components to KDP

¹¹ Functional ingredients such as caffeine, quinine and L-theanine

¹² Ingredients used to prevent beverage spoilage such as potassium sorbate and sodium benzoate

¹³ More information about the Global Coffee Platform can be found [here](#).

¹⁴ The industry standard sampling approach is to take the square root of the total number of farms as the baseline starting number to receive an audit, and then to adjust that number up or down based on risk. Each program will approach this differently and the GCP equivalence process ensures that each program has a robust management system in place for the sampling that is fit-for-purpose.

¹⁵ 97.35% of green coffee was responsibly sourced in 2025. 2.65% of coffee was received as conventional due to the impact of U.S. tariffs on coffee imports. The accelerated nature of these tariffs, relative to standard coffee contracting terms, required us to purchase green coffee from the spot market to meet our production timelines.

rights in Brazil's coffee producing regions, Nossa Voz serves as a tool to identify and mitigate supply chain risk and help meet regulatory requirements.

Supply Chain – Labor Recruitment

KDP's Supplier Code of Conduct specifies that workers shall not pay recruitment fees, or other related expenses, for their employment and applies to "all workers providing work at a supplier location, such as under an employment agency or service provider. It also applies to any subcontractors and third-party labor agencies." This includes workers who are directly hired by our suppliers as well as those who work at our supplier facilities but are officially employed by a third party. Beyond these requirements, KDP has made investments aimed at boosting supplier accountability, building capability and deeper worker protections in our appliance and coffee supply chains.

In our appliance supply chain, only one of our contract manufacturers uses migrant labor to supplement their workforce. To minimize the risk of predatory recruitment practices, this supplier has embedded no-recruitment fee policies in their contracts with labor agents and conducts training in both sending and receiving countries to help raise worker awareness of their rights. All labor agents associated with this supplier are required to complete the Responsible Recruitment Program, an RLI initiative that trains labor agents on RBA expectations on a regular basis.

Over the last two years we have identified and remediated the following fee-related findings:

- In 2024 we had one recruitment fee finding in our Tier 2 supply chain. This finding showed that approximately 389 workers paid an average of USD 11 each for pre-employment health checks. All workers were reimbursed within 30 days of the audit finding and we have partnered with the supplier to ensure all health-check fees are paid by the employer going forward.
- In 2025, we had one recruitment fee finding in our Tier 2 supply chain. This finding occurred at a different supplier facility than the recruitment fee finding identified in 2024. The finding showed that approximately 22 workers paid an average of USD 10 each for pre-employment health checks. All workers were reimbursed within 14 days of the audit finding and we have partnered with the supplier to ensure all health-check fees are paid by the employer going forward.

Outside of our appliance supply chain, efforts to address recruitment-related risks are generally at the farm level. For coffee, we address this risk in a variety of ways including leveraging our product-specific standards, investing in research and responsible recruitment tools and engaging more deeply with coffee farmworkers in vulnerable segments of the coffee supply chain. Our social impact investment program has existed since 2003 and has invested more than \$76 million in programs benefiting coffee farmers and workers

Supply Chain: Remediation Measures and Assessment of Program Effectiveness

In supply chains where we manage a responsible sourcing audit program, we assess effectiveness by tracking audit performance over time. When there is continuous underperformance, we engage more deeply with those suppliers to understand the root causes of the issues and, in some cases, invest in additional training for the supplier.

In supply chains where we rely on third-party programs, we ask these programs to share impact data with us on an annual basis. We then compare their performance against one another to assess strengths and weaknesses across the program portfolio and share that feedback to encourage continuous improvement. Should information arise that suggests poor performance or lack of remediation within these programs, we work to investigate and hold the programs accountable by following up with the program to ensure remediation is happening according to their standards.

KDP utilizes a variety of tools for remediation of human rights issues in its supply chain. For supply chains where we manage sourcing audits of Tier 1 or Tier 2 manufacturing facilities, findings related to forced or child labor are designated as Not Acceptable and require resolution within a 30-day timeline. In certain instances, KDP will cease doing business with suppliers if improvements are not made in a timely manner.

In 2025, KDP identified non-compliances in one of our supplier's tropical juices concentrate facilities. While we promptly engaged the supplier to address the concerns, they ultimately declined to participate in the remediation process. As a result, KDP decided to suspend the business relationship.

In supply chains where the risk is at the farm level and further upstream from KDP, we rely on the remediation measures built into the responsible sourcing programs that we utilize. Each of these programs has clear requirements around how cases of forced or child labor must be handled. KDP is not necessarily notified of individual findings due to the confidentiality requirements for the program. In our coffee supply chain, we make investments to improve income for coffee farming families, which is an indirect manner of addressing income lost through meeting responsible sourcing program requirements or addressing audit findings.

Supply Chain - Industry Collaboration and Stakeholder Engagement

KDP has engaged most directly with local stakeholders on labor risks in our coffee supply chains. We have been working with Verité since 2015 to research labor dynamics and support our strategy to address risks in key green coffee origin countries. This work involves: a) improving awareness and understanding for KDP, our suppliers, and other coffee stakeholders of the nature, scale, and scope of farm labor issues, and b) developing and refining tools to identify and address risks and to engage in constructive, inclusive, practical dialogue at the sector level.

At the industry level, we are engaging in several multi-stakeholder initiatives focused on forced labor. We are active members of the [Sustainable Coffee Challenge](#) (SCC) and hold a seat on their Advisory Council. We are also active members of the Responsible Business Alliance (RBA) and their Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI).

Additional information on our sustainable supply chain programs can be found on the [KDP website](#).