



Enterprise Human Rights Policy
(Approved and adopted on July 15, 2022)

I. PURPOSE

A. Beyond Meat's Commitment to Human Rights

At Beyond Meat, Inc. ("Beyond Meat," "we" or "our"), we value and are committed to human rights. We strive to (i) maintain an ethical work environment that reflects our core values, (ii) provide a safe and secure workplace, and (iii) value and promote workforce diversity, and we do not tolerate unlawful discrimination or harassment. The purpose of this Enterprise Human Rights Policy ("Policy") is to further our human rights commitment by adopting appropriate policies, systems, and oversight measures.

We believe Beyond Meat's products further human rights in a variety of ways, including by contributing positively to human health and the climate, and by seeking to provide employment opportunities to more vulnerable and disadvantaged population groups. However, we recognize that workplaces, manufacturing facilities, agricultural facilities, business partnerships, and global supply chains can present human rights risks. The intent of this Policy is to set forth our commitment to respecting human rights in all aspects of our business.

B. Scope

This Policy applies to all employees, management and executives, suppliers, and business partners, and describes the various ways in which Beyond Meat strives to respect the human rights of all Beyond Meat stakeholders. There are no exceptions to this Policy, and no one is exempt from it.

II. INTERNATIONAL HUMAN RIGHTS FRAMEWORK

Beyond Meat is committed to respecting human rights as set out in the [United Nations Guiding Principles on Business and Human Rights \("UNGPs"\)](#). This commitment encompasses internationally recognized human rights as defined by the [International Bill of Human Rights](#) – which consists of the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights – as well as the [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#). Depending on circumstances, Beyond Meat also utilizes other widely accepted international human rights instruments. The principles laid out in this Policy and guiding our reporting framework are also aligned with the United Nations Global Compact and the United Nations Guiding Principles Reporting Framework.

Beyond Meat recognizes the diversity of laws in the locations where we operate and where people consume our products. We strive to respect domestic laws. When faced with conflicts between such laws and our human rights commitments, we seek to honor the principles of internationally recognized human rights to the greatest extent possible.

We implement our commitment to human rights using the approaches set out in the UNGPs, including (i) applying human rights policies, (ii) conducting human rights due diligence to assess and address our salient human rights risks, (iii) providing access to remedy, and (iv) maintaining oversight, governance, and accountability.

III. BEYOND MEAT'S HUMAN RIGHTS POLICY

A. Society and Stakeholder Engagement

Creating a more inclusive food system and society requires ongoing engagement and collaborations with all our stakeholders. From the farmers that produce our raw ingredients to the customers that have joined us in our mission, our success and the success of our stakeholders are inextricably linked. We coordinate with global, national, regional, and local stakeholders to identify human rights risks and opportunities and look to their guidance, support, and collaboration in assessing and improving this Policy's effectiveness.

B. Our Principles

Beyond Meat takes seriously its commitment to upholding the human rights of its employees, management and executives, suppliers, business partners, customers, and other stakeholders. We express our commitment in part through the various policies that govern our workplace, such as our Supplier Code of Conduct, which is incorporated by reference herein.

1. Diversity, Equity, Inclusion and Non-Discrimination

We cannot contribute to an equitable and inclusive society if we do not adhere to these values in our operations. In order to cultivate an inclusive culture of diverse employees, we work to maintain workplaces that are free from discrimination or harassment on the basis of race, color, gender, gender expression, gender identity, sexual orientation, religion, religious creed, sex, national or social origin, ancestry, age, mental or physical disability, medical condition, genetic information, military or veteran status, marital status, pregnancy, or any other characteristic protected by local law, regulation, or ordinance.

We strive to ensure that the rights of women, people of color, people with disabilities, and people from other vulnerable population groups are protected and accommodated. We expect our employees to reinforce our dedication to building an inclusive culture for all. Beyond Meat will promptly investigate any reports of discrimination and take corrective action as needed.

2. No Harassment or Violence

Beyond Meat is committed to providing a workplace free of violence and sexual harassment, as well as harassment based on factors such as race, color, gender, gender expression, gender identity, sexual orientation, religion, religious creed, sex, national or social origin, ancestry, age, mental or physical disability, medical condition, genetic information, military or veteran status, marital status, pregnancy, or any other characteristic protected by local law, regulation, or ordinance. We will not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse, or threats by managers, co-workers, or suppliers. Beyond Meat will promptly investigate any reports of harassment or violence and take corrective action as needed.

3. Health and Safety

Beyond Meat is committed to providing a safe and healthy workplace for our employees, contractors, and communities. Through the adoption of occupational health and safety procedures, we seek to provide a safe and healthy working environment for the protection of our employees, products, materials, equipment, systems, and information. We are committed to complying with applicable safety and health laws and regulations, as well as internal requirements. We expect our employees and any other persons working directly or indirectly with us or visiting our workplace to behave safely and follow safety rules and procedures. Beyond Meat will promptly investigate any reports of unhealthy or unsafe workplace conditions and take corrective action as needed.

4. Forced Labor, Child Labor and Human Trafficking

We are committed to voluntary employment, and we strictly prohibit all forms of compulsory labor including child labor, forced labor, slavery, and human trafficking.

Beyond Meat respects the rights of the child as stated in the United Nations Convention on the Rights of the Child. We will not use or tolerate child labor within our facilities or in those of our suppliers. We adopt the International Labour Standards on Child Labour's Minimum Age Convention, which sets the minimum age for admission to employment or work at 15, and we comply with local laws that may set a higher minimum age.

Beyond Meat will not use or tolerate the use of forced, compulsory, bonded, or indentured labor in our operations or those of our suppliers. Our suppliers must not traffic workers or in any other way exploit workers by means of threat, force, coercion, abduction, or fraud. Working must be voluntary, and workers must be free to leave work and terminate their employment or other work status with reasonable notice. Workers shall not be required to pay recruitment, hiring, or other similar fees related to their employment; our suppliers must bear or reimburse their workers for the cost of any such fees. Our suppliers must not require workers to surrender government issued identification, passports, or work permits as a condition of working, and our suppliers may only temporarily hold onto such documents to the extent reasonably necessary to complete legitimate administrative and immigration processing. Workers must be given clear, understandable contracts regarding the terms and conditions of their engagement in a language understood by the worker. Suppliers must ensure that each of their staffing or recruiting agencies complies with this commitment and with the more stringent of the applicable laws of the country where work is performed and the worker's home country.

5. Freedom of Association and Collective Bargaining

Beyond Meat advocates for the welfare and stability of society's most vulnerable. We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment and are committed to direct dialogue and collaboration to solve issues and promote positive working relationships amongst all parties.

6. Fair Wages

Beyond Meat will compensate employees and contractors in compliance with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits. Working hours are not to exceed the maximum set by local law, regulations, and customs.

7. Privacy and Freedom of Expression

Beyond Meat is committed to the rights to privacy and freedom of expression, and we will protect, wherever possible, against unauthorized access, use, destruction, modification, or disclosure of personal information and data. Beyond Meat takes seriously its role in ensuring the protection of data and minimizing potential threats and is committed to the proper processing of personal data to ensure its protection. Additionally, Beyond Meat promotes the right of its employees, management and executives, suppliers, business partners, customers, and other stakeholders to hold and freely share opinions without interference, and to access the full range of ideas and information.

8. Supplier and Business Partner Responsibility

Beyond Meat expects all suppliers and business partners to maintain employment, environmental, health and safety, and ethics practices that meet or exceed those set forth in this Policy.

9. Land Rights and Clean Water

We believe all people deserve access to clean water and secured land rights. This belief guides our commitment to use our scale, influence and resources to guarantee this commitment is operationalized across our global footprint and the communities we call home. We are committed to protecting the land

rights of local communities and farmers. Our approach to water stewardship incorporates, where possible, assessments of local water risks, consultation with public agencies, and the implementation of water recycling and reduction programs at our facilities.

C. Employee Engagement and Training

We believe that employee engagement and training is key to the full implementation of this Policy across our organization. Each employee will receive training on human rights and how to recognize, mitigate, and act on violations that reinforces our collective commitment to this Policy. As we continue our global expansion efforts, we are developing training on international regulations and cultural nuances that will support our enterprise implementation and success in adhering to this Policy.

D. Raising a Concern

Beyond Meat will not tolerate human rights violations within any part of our business or supply chain. Anyone subject to this Policy who observes or suspects misconduct is required to contact our ethics hotline, which can be accessed 24 hours a day, 7 days a week by telephone at 866-759-7890 (received by a 3rd party provider) to report such violations. All reports will be kept confidential to the extent possible. Additionally, anyone who reports potential misconduct, provides information, or otherwise assists in an investigation of potential misconduct will be protected against any retaliatory action.

E. Public Reporting

We will report to the public on our efforts and progress in implementing this Policy as well as human rights-related commitments and efforts.

F. Policy Governance

This Policy shall be administered by Beyond Meat's ESG Executive Steering Committee. This Policy is subject to change as more information becomes available and if external conditions change that require a shift in our ESG strategy and planning.