

Corporate Responsibility



ConAgra
Foods®

ConAgra Foods 2005 Corporate Responsibility Report

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ConAgra Foods cares.

We are committed to our consumers, customers, employees, shareholders and the communities in which we operate. We are dedicated to creating and maintaining a safe, diverse and ethical workplace. We place a high priority on active participation in our communities. We continuously work to reduce waste and protect the environment.

This is a report on ConAgra Foods' Corporate Responsibility activities, an area in which we have been active and involved for years. As one of the nation's leading makers and marketers of foods, we touch the lives of many, many people. This brings with it a special sense of responsibility, one we take to heart.

We live our values. We seek, every one of us, every day, to make a difference in our world. At ConAgra Foods, it's the only way to do business.



An active, positive force in our communities.

ConAgra Foods operates facilities throughout the United States at more than 200 locations in all. In each of the communities where we have a presence, we seek to impact quality of life positively through a range of activities, principally through the work of the ConAgra Foods Foundation and our Sustainable Development program initiatives.

From childhood hunger to disaster relief, from reduction of waste to protection of our air, water and land, we make it a priority at ConAgra Foods to be there for our communities.

And our value in the community goes much deeper, for we are an active part of the places in which we operate. Not only are we a taxpayer, employer and purchaser of goods and services, we are an active participant in the lifeblood of these communities, encouraging employee voluntarism in a wide array of efforts from local food banks to the Juvenile Diabetes Research Foundation, supporting civic and cultural events and sponsoring educational activities and efforts that encourage health and wellness and celebrate our diverse histories and heritage.



The ConAgra Foods Foundation: helping to make life better.

At the [ConAgra Foods Foundation](#), our mission is clear. We are committed to applying our resources to improving quality of life where ConAgra Foods employees live and work. We focus on the following areas: hunger, nutrition and food safety; civic and community betterment; health and human services; the arts and culture.

A particular emphasis at the Foundation is childhood hunger. Our [Feeding Children Better](#) program is the nation's largest corporate initiative dedicated solely to providing relief to hungry children. Through our longtime alliance with America's Second Harvest (ASH), and sponsorship of ASH's [Kids Cafes](#), we work hard every day to make sure no child goes hungry.

Each year since 1993, the Foundation has recognized nonprofit groups with the [ConAgra](#)

[Foods Foundation Community Service Awards](#). Winners, chosen by a volunteer panel of judges, receive substantial cash awards to help them further their important work. Aside from being IRS 501 (c)(3) tax-exempt organizations, award candidates must be well managed and results-oriented; demonstrate a significant impact on community welfare; and involve ConAgra Foods facilities and employees in their efforts.

Click any of the subjects below for other examples of the Foundation's work:

[Helping to feed the hungry](#)

[Helping people with food safety at home](#)

[Helping when disaster strikes](#)

[Helping minority students reach their goals](#)

[Helping the environment](#)



Sustaining growth and our environment: doing well by doing good.

Here at ConAgra Foods, business success and protecting the environment are not an either/or proposition. The guiding principle behind our sustainable development program, “Doing well by doing good”, sums it up perfectly. By reducing waste, we can improve our operations and benefit the environment at the same time. By continuously exploring ways to be more efficient in our use of resources and materials, we can reduce costs, improve margins, protect the environment *and* benefit our communities.

ConAgra Foods’ sustainable development program represents an ongoing, grassroots effort to improve processes in ways that cut waste, increase use of recycled materials, conserve energy and water, keep the air clean, and protect the land. The ConAgra Foods Sustainable Development Council, a group that includes representatives from across the

company, has supported program goals by facilitating the exchange of knowledge, techniques and expertise to enhance environmental stewardship since its establishment in 1992.

We encourage every employee to submit suggestions to improve performance; hundreds do so every year. The Council recognizes the most innovative and effective ideas with the annual ConAgra Foods Sustainable Development Awards. Click here for 2005 award winners.

Since the beginning of our sustainable development program more than a decade ago, our emphasis has been on achieving real, measurable results. We’re proud of our performance—click here for 2005 environmental project results.



Workplace

Maintaining a workplace we can be proud of: safe, diverse and committed to excellence.

Great business performance starts with a great workplace. And a great workplace grows from a company's culture.

Culture is embedded in the collective attitudes, priorities and efforts of a company's people. As such, culture is expressed in policies, practices and programs that create a safe, supportive environment where people can develop and grow; where individuals of unique talents and backgrounds can, through a system of shared beliefs, make a meaningful contribution to the success of the company.

We are dedicated to building a great workplace by encouraging a culture of safety, a culture of diversity and inclusion, and a culture of wellness, supported by a clear Code of Conduct and strongly shared Values and Beliefs.



Workplace

A culture of safety.

Throughout ConAgra Foods, workplace safety is more than a priority. It's a commitment that must be ingrained in everything we do, every single day. Our objectives are clear: prevent injuries and illnesses; continuously assess ways to improve safety; and achieve uniformity and consistency of best practices across the company.

We're dedicated to promoting safety across our organization through a common, formalized framework and approach. We call it **KeyConcepts of Safety**.

KeyConcepts of Safety defines best practices and integrates them with strategies in three fundamental areas: People, Process and Commitment.

While our work in this area is never finished—one accident, injury or work-related illness is one too many—key performance measures tell us we're on the right track.

ConAgra Foods is proud to have five of our manufacturing locations participating in the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program (VPP). These locations have achieved safety excellence through teamwork. In addition to this formal recognition, in fiscal year 2005 we had 59 locations that collectively accumulated 15 million labor hours without a lost-time accident.

ConAgra Foods' employees continue to strive toward a goal of zero accidents and injuries.



A culture of diversity.

Diversity is strength.

We believe strongly in the right of all people, regardless of race, age, color, religion, gender, sexual orientation, national origin, disability, veteran status, or any other characteristic, to have an equal opportunity to excel and contribute to the success of this company.

Diversity is more than the right thing to do—it's the right way to succeed. Having a diverse workforce brings to our company a wide variety of perspectives and talents that strengthen our ability to better serve customers and consumers. We feed America; we seek to provide the foods America wants. With the broad and diverse base of consumers and customers we serve, having a broad and diverse workforce enables us to serve them more successfully.

We are committed to promoting diversity and inclusion at ConAgra Foods. Read our [Annual Diversity Report](#) to review a current, comprehensive summary of ConAgra Foods' efforts to build, support and develop a diverse and inclusive culture.

Our commitment extends to [supplier diversity](#) as well. It is a priority at ConAgra Foods to provide qualified Minority- and Women-owned Business Enterprises (MWBES) with opportunities to compete for business with our company. We are steadily pursuing business with more MWBEs.



Workplace

A culture of wellness.

Wellness at ConAgra Foods has been part of our culture since 1990 and its integration through various health promotion programs is strongly supported by senior management. From this support comes the commitment to create an effective, motivated and healthy employee population.

We believe the health and wellness of our employees is critical to the success of our strategic priorities, and we've incorporated programs into the workplace including preventive health screenings, customized health risk appraisals and fitness facilities, all at no cost to participants. ConAgra Foods earned the Bronze, Silver, Gold and Platinum Well Workplace Awards from the Wellness Council of America for our continuously evolving health promotion initiatives.

Through a partnership with Pfizer, Inc., we are able to deliver multilingual preventive screenings on-site with immediate results interpretation. Recently, ConAgra Foods joined with Pfizer Pharmaceuticals, Lockheed Martin Aeronautics and the New York Academy of Medicine to develop best practices for corporate health promotion.

A sampling of employee wellness initiatives found at various ConAgra Foods locations includes company-sponsored sports teams, on-site day care, automatic external defibrillators, blood drives, fitness centers and lactation rooms.



Workplace

A culture of excellence.

We will succeed as a company if we excel together.

At ConAgra Foods, we know we will not achieve our business goals without individual excellence. We know we will not deliver the performance we need in order to grow and thrive as a company without dedicated employees working well together in teams. We also know that excellence must be achieved honestly and honorably.

We're fostering a culture where employees are driven to perform while remaining true to a set of shared values: integrity, objectivity, customer focus, accountability, teamwork and a sense of ownership.

Our values unite us; our Code of Conduct guides us. Having a clear, companywide policy helps to ensure that, across ConAgra Foods, every employee shares a common understanding of what is expected in terms of behavior. Our Code of Conduct, furnished to every employee, printed in nine languages and posted on our employee intranet and external Web site, also provides a mechanism to report possible violations and promotes our commitment to workplace fairness.



The food we make: quality above all.

At ConAgra Foods, we are absolutely committed to providing high quality and great-tasting foods that meet consumer and customer desires. But what does that mean?

Quality food means great-tasting food that is safe, manufactured under the most rigorous of food safety practices and, once it's brought home, prepared and stored safely. Quality food also is produced through the humane treatment of animals and the careful, conscientious use of biotechnology.

Quality also means responsible nutrition and choice. It's a top priority at ConAgra Foods to offer a wide variety of nutritious, convenient and great-tasting foods so consumers can more

easily enjoy balanced, nutritious diets that fit individual tastes and needs. Our commitment to continuous improvement of the nutritional value of our products is well expressed in this simple statement: Eat Well, Live Well®. Our aim is to help America eat and live well by striving to meet consumers' individual dietary needs through our brands and through education at all levels—clear and relevant product information, promoting knowledge and awareness among consumers, and support of professional dietitians. Trans fats and childhood obesity are key areas of focus.

Safe and responsibly produced. Wholesome and nutritious. Convenient and, most of all, delicious. Each and every time. This is what product quality means at ConAgra Foods.

Eat Well, Live Well



Food safety: earning consumer trust, each and every day.

Food safety is of paramount importance at ConAgra Foods as we prepare product for consumers and customers. That is why we have developed and enforce such rigorous food safety practices in all our facilities and manufacturing processes.

An excellent example of our commitment to food safety is in our foodborne pathogen control program. The goal of the program is to minimize any risk to consumers. Equipment and process design, specific operating and sanitation procedures, and other measures all contribute to maximum protection against foodborne pathogens.

For many years, ConAgra Foods has been recognized as a leader in promoting food safety. We share our experiences with others through publications and technical presentations; we

have worked closely with the USDA and the FDA to provide scientific expertise, some of which aided development of many of the food safety regulations in place today. ConAgra Foods' state-of-the-art microbiological and chemistry testing laboratories continue to further strengthen safety controls and research capabilities to address this key issue.

Our concern for food safety doesn't end when our product reaches the store shelf or consumer's pantry. It's important that our products be handled, prepared and stored safely as well. That is why we partnered with the American Dietetic Association (ADA) to launch Home Food Safety... It's in Your Hands®, a consumer education program to communicate the importance of safe food handling in the home with a wealth of information and helpful tips.



Eat Well, Live Well®: providing maximum choice for America.

Wellness is important to everyone. And a nutritious diet is key.

With the endless variety of individual dietary needs among consumers—whether determined by age, health concerns or simple preference—our focus is on providing a wide range of wholesome, nutritious, great-tasting and convenient foods.

Our wellness product portfolio began more than 20 years ago with the birth of the Healthy Choice brand. Today, the promise of Healthy Choice expresses the philosophy behind a wellness portfolio that today comprises hundreds of products, including Egg Beaters, Fleischmann's, Hunt's, PAM, Lightlife, Ultragrain and many others: high nutritional value with absolutely no compromise on taste. Good food that's good for you.

Beyond what are classified as wellness foods, our company is in the midst of an initiative to improve the nutritional profile of the entire product line. ConAgra Foods nutrition experts and dietitians have been working methodically to identify opportunities across the product portfolio for increasing positive nutrients while reducing calories, trans fats, saturated fats, sodium and sugars.

Eat Well, Live Well® is about more than improving nutritional attributes, because the most healthful food in the world is of little value if it isn't eaten. Our focus is to improve our product line without compromising the four things all consumers want: taste, quality, convenience and price.



A case in point: trans fats.

One particular area of focus at ConAgra Foods is the reduction or elimination of trans fats from its product offerings.

Trans fat, or trans fatty acids, is a specific kind of fat formed when hydrogen is added to vegetable oil in a process called hydrogenation. Hydrogenated oils give foods such qualities as texture in pie crusts and cookies; greater food stability during cooking processes, such as frying; and increased physical stability in packaging, such as in microwave popcorn. Unfortunately, hydrogenated oils also raise low-density lipoprotein (LDL) cholesterol, which has been linked with increased risk of coronary heart disease.

New FDA requirements call for food companies to include trans fat information on the Nutrition Facts Panel printed on every package. Manufacturers are required to begin labeling their products by January 2006; ConAgra Foods has already started. As of April 2005, we had brought labels for more than 1,700 products in line with the new rule.

Meanwhile, a cross-functional team of experts from across the company—Product Quality & Development, including Analytical, Regulatory, Product Development, Process Engineering and Nutrition Science—is working to eliminate or reduce trans fats in our products. We're also working with oils suppliers and seed companies to learn how to better use oils and develop new varieties that are more healthful without compromising desired product quality attributes.



A special focus: our children.

As a leader in the food industry, ConAgra Foods believes it has a responsibility to provide product choice and honest information to help consumers make better choices and improve health. This is especially important when it comes to children.

Childhood obesity is an increasing problem—according to the Centers for Disease Control, the rate of obesity among children six to 17 years of age has tripled since 1975, expanding from about five percent to 16 percent. ConAgra Foods is increasing its focus on this important issue.

We have reformulated our Kid Cuisine frozen meals to enhance nutritional value, providing a convenient meal choice for kids that's better for them and tastes great, too. We improved The Max, our popular school foodservice pizza, by incorporating Ultragrain, our groundbreaking

whole-wheat flour that delivers the nutrition and goodness of whole grains with a taste and texture similar to traditional refined white flour products. We also added protein and fiber, and reduced fat and sodium—and kids love it.

We currently are reformulating Chef Boyardee products to reflect the latest nutritional science and policy, including the USDA's new dietary guidelines. And we're working to improve the nutritional content in all our kids' products, such as adding calcium or fiber, which often are missing from childrens' diets.

In addition to what we do with product formulations, we take care in promoting our products to children and their parents. We are committed to responsible and truthful advertising and hold ourselves and our agencies to the highest standards.



Using biotechnology: safely and responsibly.

At ConAgra Foods, we are committed to providing products that consistently meet customers' and consumers' expectations for safety and quality. With this in mind, we use only those ingredients that meet strict criteria for safety and quality, comply with all regulatory requirements and are aligned with the preferences of our customers and consumers.

We support science-based regulatory policies for crop-based ingredients that assure the safety and integrity of the food supply, as well as the protection of the environment. Biotechnology has been used over the past decade to modify several common food crops, such as corn and soy, to produce certain desirable agricultural traits. We currently do not prohibit the use of biotech ingredients in our products when:

- there is a reputable scientific consensus that the ingredient is safe

- the ingredient is compatible with our product needs and distribution systems; and
- using the ingredient is permitted by national regulatory authorities and no special labeling is required on the finished product.

We also provide options for consumers who would prefer to purchase products without biotechnology ingredients. Our Lightlife brand of products is manufactured using non-GMO soy seeds. In addition, our organic food products do not contain biotech ingredients and are an available option to those who are concerned.

We continue to listen carefully to our customers and consumers about this issue and believe that, ultimately, the consumer will determine which products are accepted in the marketplace.



Animal welfare: doing the right thing.

We believe in the humane treatment of animals. It's the right thing to do, and it plays a key role in the quality of our products. At ConAgra Foods, the only way to deliver quality products is to follow quality procedures, and that includes how food animals are raised and processed.

With a Supplier Quality Program that includes specific expectations for appropriate animal care, we encourage all our suppliers to purchase only from farms that comply with industry guidelines, including those established by the U.S. Department of Agriculture and the Food Marketing Institute. And in our turkey operations, we have developed our own guidelines, training and auditing programs to help ensure compliance with those established by the National Turkey Federation.



Shareholders

Doing the right thing for shareholders.

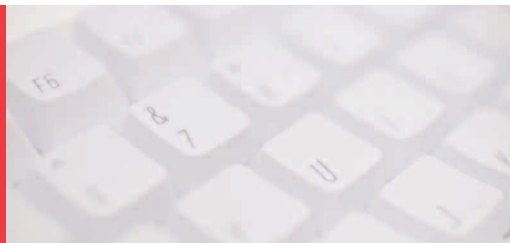
At ConAgra Foods, we have always taken very seriously our responsibility to act in the best interests of our shareholders in everything we do. It's a natural extension of our emphasis across the company on doing the right thing, of meeting the highest standards of ethical behavior in every aspect and activity of our business.

We have a longstanding tradition of sound corporate governance policies and practices centered on ensuring a strong alignment of interests between company management, Board of Directors and stockholders. A Board

comprised, with the exception of our Chief Executive Officer, entirely of independent directors; a Code of Conduct and Code of Ethics for Senior Corporate Officers; formalized, published Corporate Governance Principles, as well as Board committee charters, available on the Web for review—these are a few highlights of a comprehensive approach to good governance that emphasizes ethics, openness and transparency.

Other shareholder information is available in the Investors section of the ConAgra Foods Web site.

Feedback



Talk to us.

ConAgra Foods cares what you think.

In our 2005 Corporate Responsibility Report, we have tried to provide a description of our priorities and activities in this important arena. As with virtually every other aspect of our business, there is always room for improvement.

Whether you're an investor, an employee, a customer, a consumer, a member of one of our communities, or any other interested party, your perspective is a valuable tool for guiding improvement. We continuously evaluate and look for ways to enhance ConAgra Foods' Corporate Responsibility efforts. We welcome feedback of any kind.

Contact us. Give us your thoughts.

Talk to us.

Corporate Social Respo