



THE J.M. SMUCKER Co
2024 Employer Information Report (EEO-1)



The Employer Information Report (EEO-1) is a mandatory annual filing with the Equal Employment Opportunity Commission (EEOC).

Employers are required to submit demographic data about their workforce, including race and gender, to ensure compliance with federal anti-discrimination laws. The EEO-1 report represents a single point in time and mandates the use of specific job categories, which do not necessarily reflect how we organize our workforce. This data is collected from all U.S. employees and does not include information regarding our international employees.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 8659420			EMPLOYER NAME J M Smucker Company The												
ADDRESS 1 Strawberry Lane						CITY/TOWN ORRVILLE				STATE OH		ZIP CODE 44667			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 340538550															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): LMJTNLCVN8H4 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 311421 - Fruit and Vegetable Canning															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	9	0	0	0	0	0	6	0	0	0	0	0	15
First/Mid-Level Officials and Managers	57	31	653	78	18	0	3	6	448	49	15	1	1	9	1369
Professionals	26	23	436	27	26	2	0	6	423	25	27	0	1	6	1028
Technicians	1	0	15	1	0	0	0	2	13	0	0	0	0	0	32
Sales Workers	0	2	27	0	1	0	0	1	7	1	0	0	0	0	39
Administrative Support Workers	7	24	48	2	1	0	0	1	186	24	4	2	0	3	302
Craft Workers	196	139	1468	348	8	0	16	30	271	142	4	5	5	12	2644
Operatives	206	89	335	261	3	0	8	8	57	88	3	2	1	1	1062
Laborers and Helpers	258	275	426	339	10	2	4	26	153	291	7	5	1	13	1810
Service Workers	2	0	23	1	0	0	0	0	1	0	0	0	0	0	27
CURRENT 2024 REPORTING YEAR TOTAL	753	583	3440	1057	67	4	31	80	1565	620	60	15	9	44	8328
PRIOR 2023 REPORTING YEAR TOTAL	707	580	3555	1044	65	8	32	82	1621	567	66	12	13	48	8400
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/17/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															