

# 2023 SUSTAINABILITY REPORT

A FULL YEAR IN REVIEW







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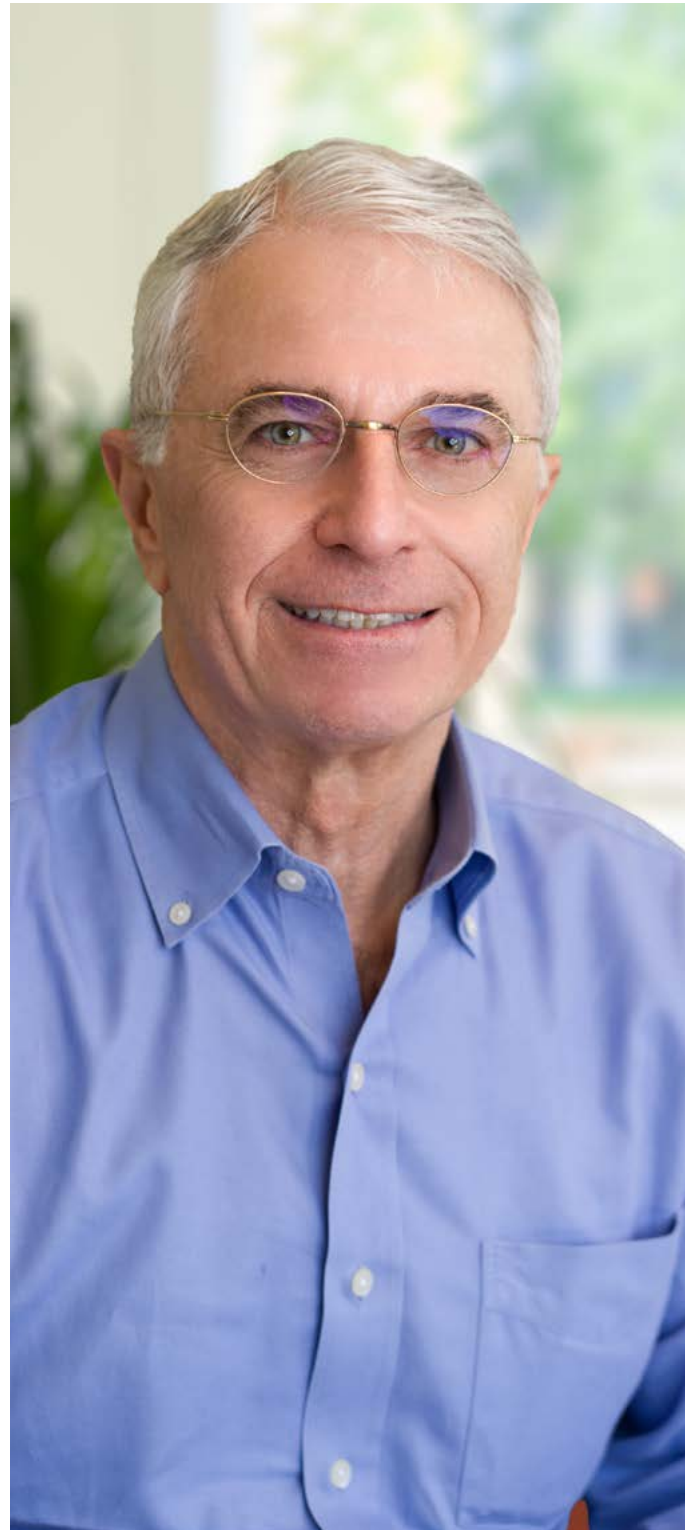
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# A LETTER FROM OUR CEO

Dear Stakeholders,

This year, Winland Foods didn't just grow; we took significant steps to embed sustainability into every aspect of our operations.

I am proud of our team, and proud to showcase how sustainability principles are becoming the backbone of our work.

Our legacy in the food industry has strong roots and rich partnerships, including relationships with nearly 700 vendors worldwide to source our top-tier ingredients. Our team, with expertise across the culinary arts, food safety, manufacturing and distribution, is instrumental in crafting foods that do more than fill plates—they bring people together.

We focus our strategy on weaving sustainability into everything we do. We aim for a future where every individual, from the boardroom to the factory floor, is involved and essential. We're continuously learning and adapting—because sustainability isn't a checkbox, it's a journey.

Our first materiality assessment has highlighted new efforts and opportunities to refine our climate strategies, embed sustainability more deeply into our operations and risk management

frameworks, and continue to improve our transparency in reporting while maintaining our exceptional safety record and inclusive culture.

These steps all take us beyond compliance with respective regulatory requirements, all while generating cost savings and operational efficiencies. Together, they demonstrate our proactive approach to environmental and social responsibility.

Looking ahead, we're excited to keep innovating, responsibly managing our resources and making positive contributions to our planet and communities—including joining the UN Global Compact in early 2024. Yes, the challenges are big, but so are the opportunities—and with our talented team and your ongoing support, I'm confident in what we can achieve.

Thank you for standing with us. Together, we're not just facing the future—we're shaping it to ensure we leave a lasting positive impact.

Warm regards,

**Eric Beringause, CEO, Winland Foods**



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# Key Milestones in 2023

## Expanding Our Portfolio:

We've expanded our product portfolio and grown as an organization, deepening our commitment to sustainable food production and diversifying our capabilities.

## Supply Chain and Safety Enhancements:

We've fortified our food safety protocols and made our supply chain more efficient, lowering our ecological footprint with smarter shipping options and sustainable packaging innovations.

## Greenhouse Gas Inventory:

We completed our first comprehensive Greenhouse Gas (GHG) inventory, setting a clear course for significant environmental impact reduction.

## Workplace Inclusivity Initiatives:

We've strengthened our commitment to a diverse workplace, because an inclusive culture enriches our team's creativity and our overall resilience.

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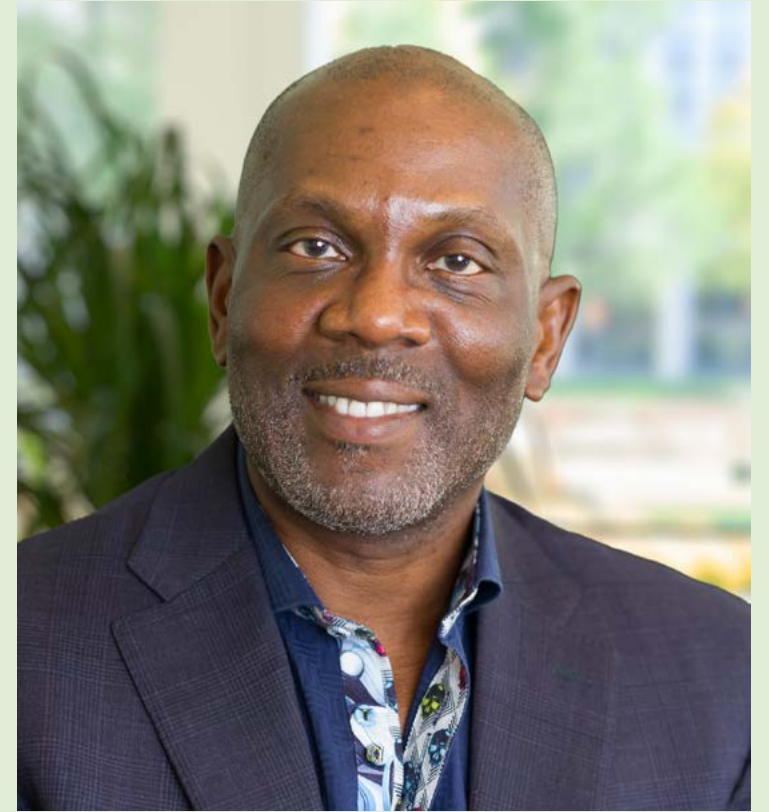
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**"Sustainability isn't just a goal at Winland Foods – it's an approach we are working to embed into everything we do, so that every product shows our care for our customers and for the planet we all share."**

**Bassey Ekpo, Chief Innovation Officer and Chair of  
Sustainability Steering Committee**



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# ABOUT WINLAND FOODS

Winland Foods, established in October 2022, is a global manufacturer of private label and branded foods aimed at retail, food-away-from-home and co-manufacture markets. As a vital link in the global food chain, we produce high-quality foods across 12 categories, including pasta, sauces, dressings, and dry dinners. We believe that everyone deserves access to affordable and nutritious options that make healthy eating accessible and enjoyable.

At Winland Foods, we work to embed environmental, social and governance priorities throughout all aspects of our operations—from more detailed tracking and analysis to understand and reduce our impact, to continuous engagement and dialogue with stakeholders, bolstered by strong oversight and accountability.

Our recent acquisition of Quality Pasta brings complementary expertise and new, innovative product capabilities. This strategic move reinforces our commitment to quality and sustainable food production. We remain focused on ensuring our operations exceed industry standards in food safety, health, and well-being for our customers and employees.

As we move forward, Winland Foods will continue to innovate and create positive change, prioritizing responsible and sustainable environmental practices across our network. Our actions today are designed to shape a better tomorrow, ensuring that we remain a force for good in protecting natural systems and promoting accessible, healthy eating for all.





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# WINLAND FOODS AT A GLANCE

Incorporated:  
**October 2022**

Headquarters:  
**Oak Brook, Illinois**

Manufacturing Facilities:  
**14 (USA, Canada, Italy)**

Employees Worldwide:  
**~2,800 permanent**

New Products:  
**~500 SKUs**

Total Products:  
**~3,800 SKUs**



## Mission

At Winland Foods, we strive to win the minds of our customers, the hearts of our consumers, the respect of our suppliers, and the loyalty of our employees.



## Vision

Through a shared commitment to excellence, we are dedicated to being the first choice for our employees, consumers, customers, and business partners, while being responsible stewards of the environment and our communities.



## Values

- Commitment to Excellence
- Quality
- Integrity
- Respect
- Collaboration



# OUR CAPABILITIES



## Customer channels

- Traditional grocers
- Big-box retailers
- Natural food stores
- Clubs / Food-away-from-home
- E-commerce



## Other channels

- Industrial
- Export
- Co-manufacture



## Product certifications

- Kosher
- Organic
- Gluten-free
- Cage-free
- Non-GMO



## Our expertise

- Food Manufacturing
- Research & Development
- Product Innovation
- Food Safety
- Packaging Engineering
- Strategic Global Sourcing
- Food Quality
- Graphics & Labeling
- Logistics & Distribution

# OUR BRANDS



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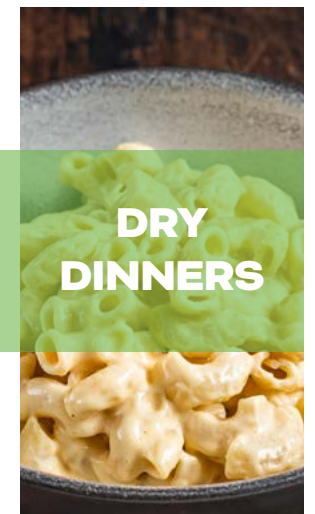
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# PRODUCT CATEGORIES



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# OUR SUSTAINABILITY APPROACH

At Winland Foods, we are continuously improving our organizational capability and integrating sustainability into every level of decision-making.

As a strategy driver, we believe that sustainability provides a lens through which we can enhance efficiencies, reduce costs, mitigate risks and position ourselves to meet growing consumer demand.

By embedding sustainability into our business model, we aim to capitalize on new opportunities while mitigating risks associated with resource scarcity and regulatory pressures.

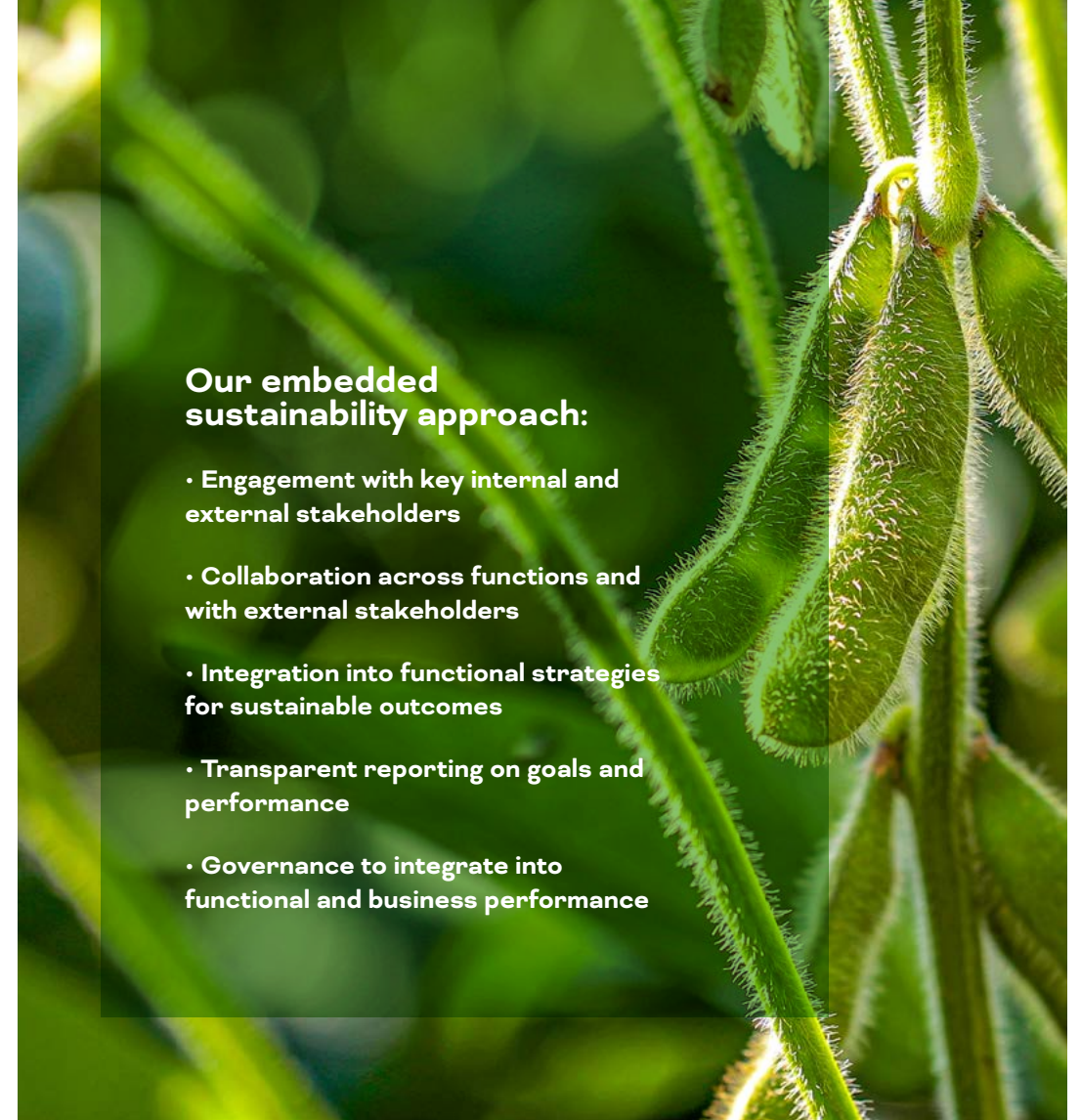
This also strengthens our market position by aligning with the growing consumer demand for responsibly produced products.

Each functional team has the best understanding of needs and opportunities unique to their workstreams, and they must be deeply involved in sustainability goal setting, execution and measurement.

This strategic integration helps us maintain a competitive edge, ensuring long-term profitability and stakeholder satisfaction. We believe this approach will allow us to stay agile and responsive in a market that increasingly favors sustainable choices.

## Our embedded sustainability approach:

- Engagement with key internal and external stakeholders
- Collaboration across functions and with external stakeholders
- Integration into functional strategies for sustainable outcomes
- Transparent reporting on goals and performance
- Governance to integrate into functional and business performance



Through these efforts, Winland Foods is crafting a future that values both people and the planet, driving continuous improvement to bolster our bottom line and best serve our customers in the process.

By joining the UN Global Compact in early 2024, we will continue to build our engagement in the global movement toward more sustainable, ethical practices.

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# MATERIALITY ASSESSMENT & MATRIX

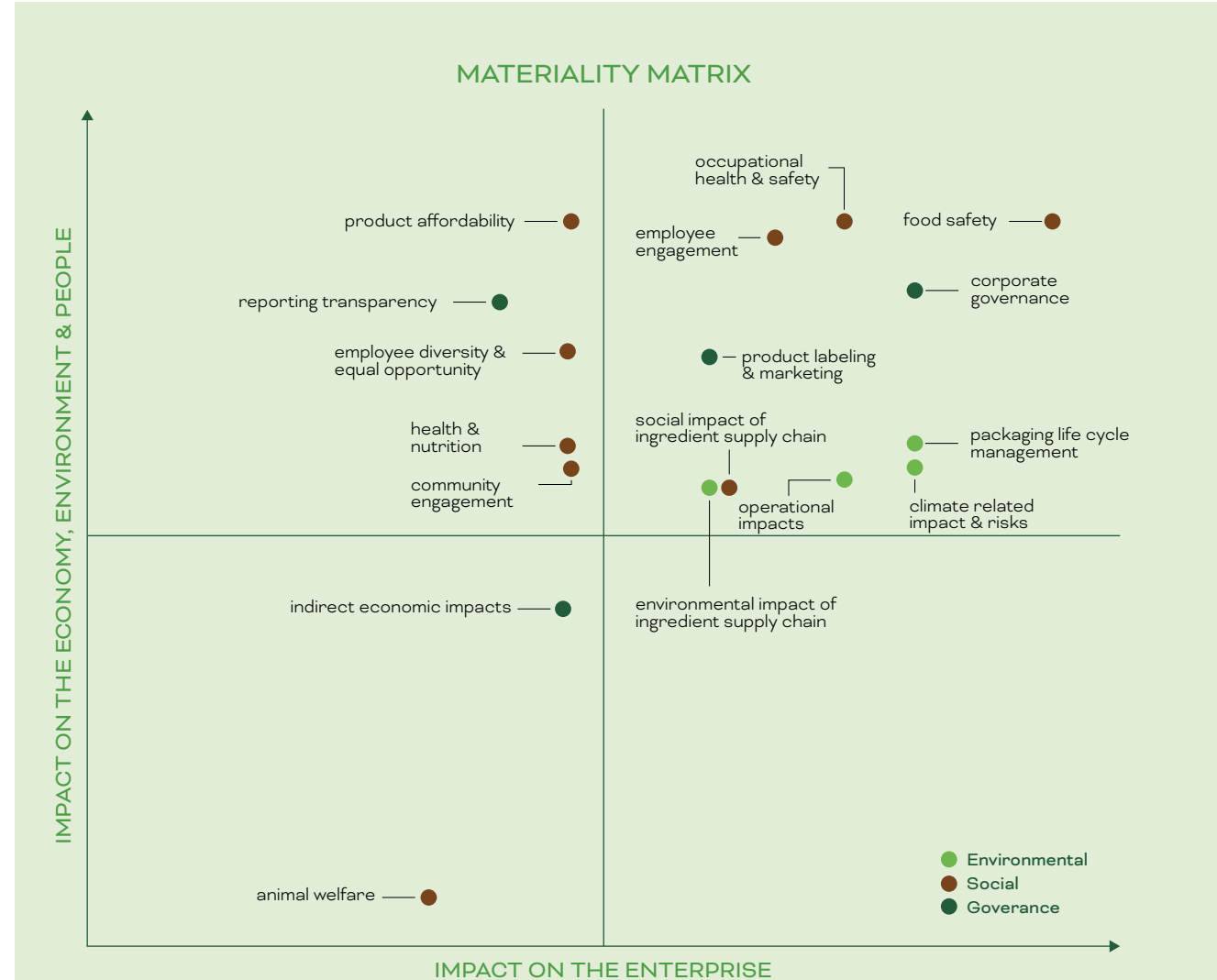
In mid-2023, Winland Foods undertook our first materiality assessment to sharpen our focus on sustainability across our value chain. This critical evaluation helped us identify the most significant topics, benchmarking them against key priorities for stakeholders including our employees, regulators, customers, investors, and suppliers. Ongoing dialogue and engagement with these stakeholders help us refine our insights, assess new challenges and opportunities and deepen our sustainability practices.

Through research and direct input from subject matter experts, our assessment used a double materiality lens to analyze both inward-facing sustainability issues—those with the potential to impact enterprise value—and outward-facing impacts stemming from our business activities.

The process identified 17 sustainability impact areas, with nine designated as highest priority, meaning that they have potential impacts both on the enterprise and on the economy, the environment and people.

The insights gained from this assessment now guide our strategic planning and reporting. By identifying topic owners, setting strategic goals and developing robust management strategies, we ensure targeted and effective oversight of these critical areas.

The materiality matrix crafted from this assessment acts as both a compass and a roadmap, directing our resources and efforts and ensuring that we effectively manage and monitor our initiatives as we move together in a more sustainable direction.



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# SUSTAINABILITY STRATEGY & FRAMEWORK

The four pillars of our sustainability strategy reflect our commitment to operational excellence and responsible business practices:



**Resilient  
Supply Chain**



**Sustainable  
Operations**



**Exceptional  
Products**



**Winning  
Culture**

Each pillar is sponsored by a member of our executive leadership team, and led by functional experts who work together to create meaningful, holistic strategies. In this way, we embed sustainability into how we work, supporting our overarching goal of reducing our environmental footprint while enhancing social value.

As our work evolves in 2024, we will add specific goals and measurable targets to each pillar, building in accountability and quantifiable progress towards our sustainability commitments.

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# 2023 HIGHLIGHTS

**1st**  
comprehensive  
greenhouse gas  
inventory completed

**98%**  
of packaging by weight  
is recyclable, reusable,  
or compostable

**9.5%**  
decrease in water use  
intensity since 2022

**43%**  
improvement in total  
recordable incident rate  
since 2022

**90%**  
or greater landfill  
diversion rate at 6 of  
our 14 manufacturing  
facilities

**\$2M+**  
in food donated to more  
than 40 food banks and  
food pantries



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# ENVIRONMENTAL IMPACT



In a rapidly changing world, we are doing our part to continuously improve environmental stewardship while strengthening our operational resilience.

**“We aren’t just making great food—we’re challenging ourselves to reimagine how to make it better, to keep delivering exceptional quality while leaving a lighter footprint on the planet.”**

Spence Richardson, Chief Operations Officer







# CLIMATE RISK AND OPERATIONAL IMPACTS

As a food manufacturer dependent on an agriculture-based supply chain, we acknowledge that our value chain both contributes to and is vulnerable to the impacts of climate change. We recognize that effectively managing these topics helps reduce our impact, mitigate risks, and create value for our stakeholders.

Our Environmental Sustainability Team leads our efforts to continue reducing energy, water, waste and greenhouse gas emissions in our operations. In 2023, Winland Foods made strides in reducing our environmental footprint through targeted operational improvements.

By tracking and reporting facility-level consumption, we can analyze month-over-month and year-over-year performance. This more granular understanding of our baselines will allow us to increase internal alignment on climate goals and targets. This includes setting more ambitious goals and accelerating our progress—addressing areas of higher utilization or stress within our system, increasing operational efficiency and reducing risk.

In our operations, we aim to tailor climate resilience strategies to each location’s specific needs, focusing especially on facilities in hotter climates and areas facing water scarcity. Adaptations including spot-cooling units and cooling stations are now standard in more vulnerable locations to protect our workforce from heat stress.

We address climate-related challenges in our agricultural supply chain, such as unpredictable weather and water shortages, through a combination of resilient supply chain investments and sustainable sourcing.

Designed to help stabilize our supply chain and reduce carbon emissions, these measures include:



**Supplier diversification**



**Weather forecasting and monitoring**



**Climate resilient crop varieties**



**Emphasizing the importance of water management practices with our suppliers**



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# ENERGY & EMISSIONS

In 2023, Winland Foods completed our first comprehensive greenhouse gas emissions inventory, including Scope 3. The inventory has provided valuable insights that will be leveraged to inform and shape our forward climate strategy.

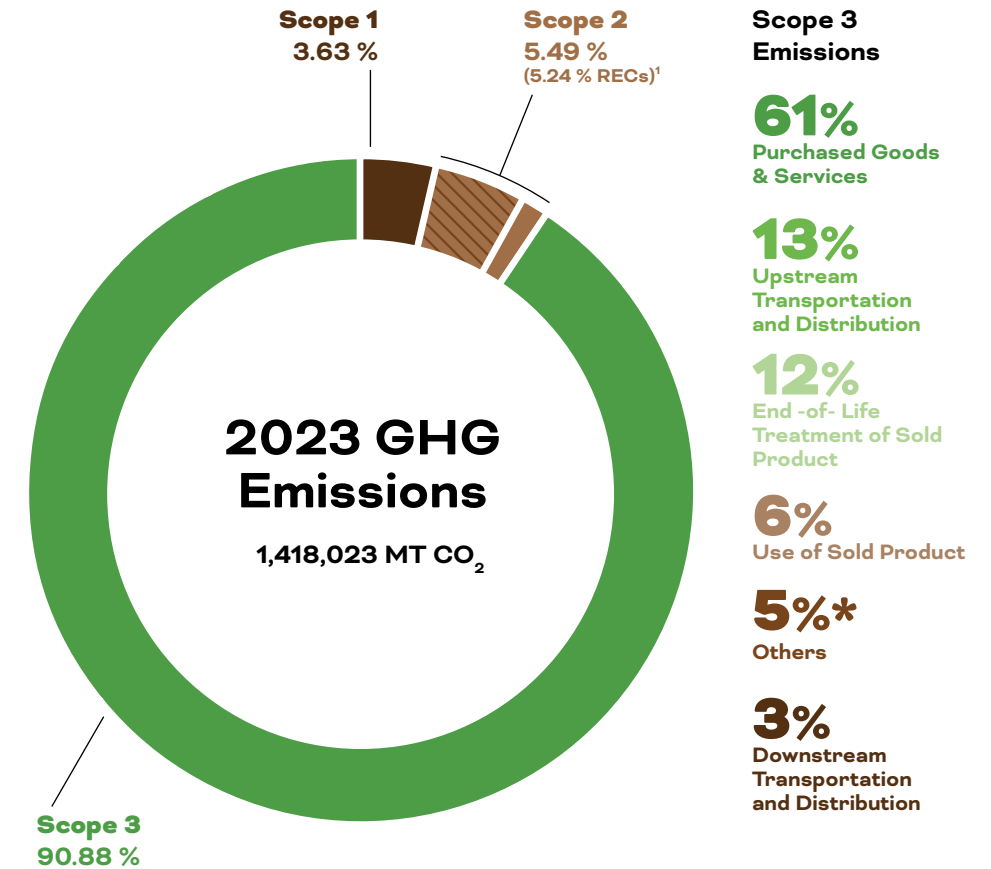
Sixty percent of our emissions in Scope 1 and 2 come from purchased electricity, but our GHG inventory revealed that a substantial 91% of our overall emissions come from Scope 3, our broader network and value chain—primarily due to supply and product transportation.

Looking ahead, we aim to leverage science-based emissions targets across our entire footprint, as well as boost efficiency at our plants through continued behavior pattern improvements. This will include Scope 1 and 2 emissions—those generated by our own facilities and from the energy we purchase through the grid, respectively—as well as Scope 3, emissions generated throughout our value chain including Forest, Land and Agriculture (FLAG). The Science-Based Target Initiative (SBTi) estimates that 22% of global greenhouse gas emissions come from FLAG sources.

These efforts will help us monitor our progress more accurately and further integrate climate considerations into our overall risk management framework, ensuring Winland Foods' adaptability and resilience in a changing climate.

In addition to Winland Foods' ongoing efforts to manage and reduce absolute greenhouse gas (GHG) emissions, we have purchased carbon offsets and renewable energy certificates<sup>1</sup> to match our 2023 Scope 1 and 2 emissions. In doing so, we are investing in climate solutions beyond our value chain in parallel to the important work of developing science-based targets to reduce our value chain emissions.

We will continue to improve efficiencies throughout our network, working toward a more sustainable value chain from ingredient sourcing all the way to kitchen tables.



<sup>1</sup>Renewable Energy Certificates purchased to cover ~95% of our Scope 2 emissions; 2023 emissions does not include Quality Pasta Company acquisition.

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As we work to evaluate the best renewable energy options, efficiency improvements across our facilities yielded energy and emissions savings in 2023.

**In Kenosha, WI and Atlanta, GA, we converted to electric forklifts and an electric yard truck, conserving approximately**

**790,000 kWh**  
**175 MT CO<sub>2</sub>e**

**In Buckner, KY, we upgraded to LED lighting in the warehouse for an annual savings of**

**855,000 kWh**  
**360 MT CO<sub>2</sub>e**

**In North East, PA, the plant improved management of their boiler system to increase efficiency, saving a combined**

**3,600 MMBTU**  
**300 MT CO<sub>2</sub>e**

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## Rail Car GHG Emissions Savings

Our strategic shift towards rail transport significantly reduces our greenhouse gas (GHG) emissions compared to traditional truck transport—all while helping to ensure more efficient and cost-effective operations.

Here's how rail transportation is making a difference:

**Efficiency in Bulk Transport:** Rail cars can carry a much larger volume per shipment than trucks. For instance, one train haul can replace approximately 250 truckloads, reducing the number of trips needed to transport the same amount of goods.

**Energy Savings:** Rail transport is inherently more fuel-efficient than road transport. It requires less fuel per ton-mile, which means that moving goods by rail generates fewer emissions. On average, trains are three to four times more fuel-efficient than trucks.

### **Our Strategies in Action: Shipping Durum Wheat and Tomatoes**

By using rail for our durum wheat from Montana, North Dakota and Canada to our pasta manufacturing sites and for our tomato shipments from California to multiple facilities, we significantly cut down on GHG emissions. These rail shipments save thousands of truck journeys each year, equating to substantial GHG reductions.

We also completed an on-site rail installation at our plant in North East, PA—one of the country's largest salad dressing facilities. Our new rail siding and tank farm allow us to accept bulk shipments of canola and soybean oil, direct from multiple suppliers. This project replaced the use of approximately 2,500 trucks each year, along with eliminating approximately 725 metric tons of CO<sub>2</sub>e in their associated emissions.





# WATER MANAGEMENT

Food manufacturing is a water-intensive activity, particularly to produce condiments (which include water incorporated into products, as well as water use as an aspect of the manufacturing process). Water is also used throughout our facilities for activities like cleaning, steam generation and heating and cooling. Most of the water used in our plants is purchased from local municipalities, our facility in Stoney Creek, Ontario is also permitted to draw water from Lake Ontario.

From 2022 to 2023, water use intensity (volume of water withdrawals, divided by volume of product produced) improved significantly, decreasing by 9.5% year over year. A range of efforts combined to make this change:

- **Operational efficiencies to reduce water use**
- **Increase in reused water for purposes like heating and cooling**
- **Greater efficiency in steam return systems**
- **Improvements to leak repair processes**

While we are pleased, we are not yet satisfied, and continue to prioritize water management efforts.

Wastewater (water that is not used in products or for other purposes in our plants) is primarily sent to local wastewater treatment, though some of our facilities operate on-site wastewater treatment plants to pretreat water before it is discharged in line with local requirements and regulations.

An updated water risk assessment using the Water Resource Institute Aqueduct Water Risk Atlas is planned for early 2024 and will be used to enhance our water management strategies. Similar to our GHG emissions analysis, better baseline and risk data helps us to prioritize sustainability initiatives in higher water intensity aspects of our operations.

Baseline water stress at individual sites will help determine further reduction goals as we set operational sustainability targets, including objectives for site-level water withdrawals.

**Our Environmental Sustainability team led “Sustainability Treasure Hunts,” where they engaged colleagues and evaluated operations to find ways to save energy and water across our plants in two- or three-day sprints.**

**Four treasure hunts identified 81 potential projects that would deliver:**

**14M**  
gallons of water savings

**3,000 MT**  
of CO<sub>2</sub>e missions reductions

**\$775K**  
cost savings

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# WASTE MANAGEMENT

Within our operations, waste can come from inefficiencies in the manufacturing process, ingredient spoilage, products that do not meet our quality standards.

Waste in our value chain and distribution network can also be generated through spoilage, not meeting quality standards, and distribution errors. Additionally, order miscommunication or food waste at the customer level (within individual homes and businesses) contribute to waste in our value chain. Packaging is also a major source of waste, both upstream in production and downstream at the retail and consumer levels.

Our operations team works to prevent waste generation at every phase by making our manufacturing process and inventory management as efficient as possible. Where waste is unavoidable, we aim to repurpose food products that can be used elsewhere (for example, in animal feed or for composting) and to recycle or reuse materials in our own waste streams. We also have a product donation program so that excess products, or products approaching their best buy date, can benefit our neighbors in need.

We use a consolidated utility invoice management system to track monthly waste volume and costs at each of our facilities. This allows us to calculate our landfill diversion rate (the volume of waste from each facility sent to recycling, reuse, or any destination other than landfill, divided by total waste generated at the site). We aim for continuous improvements to the company-wide landfill diversion rate, and work to identify areas of stress within the system and opportunities for site-level reductions in waste and related cost savings.

In 2023, six of our 14 manufacturing facilities achieved a landfill diversion rate of at least 90%.



Our Milwaukee, WI plant has achieved zero waste to landfill and diverted 346 tons of waste in 2023. The plant, which produces pita chips, sells byproduct as animal feed. In addition to a comprehensive traditional recycling program for cardboard, plastics and other materials, all remaining plant waste is disposed of at a waste-to-energy facility instead of landfills.

We diverted approximately 84,000 tons of byproduct waste from landfills to animal feed in 2023 across all sites, including greater than 95% diversion rates at Columbia, SC and Excelsior Springs, MO.



In the food industry, condiments and sauces are known for being resource intensive products. By collaborating with local vendors, our Stoney Creek, ON site has successfully diverted 79% of its waste from landfills. This achievement, led by Waste Diversion Coordinator Trevor Beckham, is a testament to both creative operational efficiencies and the ongoing commitment of the entire team.



Our Reusable Container program utilizes over 10,000 reusable plastic drums—and achieves more than 20 reuses per barrel—to procure fruits and vegetables for our plants in Buckner, KY and Stoney Creek, ON. In a similar effort, we use reusable wood and metal bins to procure tomatoes, diverting ~237,000 steel or fiber drums from landfills each year.

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# PACKAGING LIFE CYCLE MANAGEMENT

**This past year marked substantial progress in our packaging initiatives:**



### Salad dressing bottle design optimization

We reduced our use of virgin plastic by approximately 400,000 pounds through the optimization of salad dressing bottle design.



### Window-less pasta cartons

By beginning the elimination of the plastic windows from our pasta cartons, we cut down on another 4,000 pounds of virgin plastic film, totaling 710,000 square feet less material used.

Our engineers focus on creating functional packaging that protects our products while minimizing environmental impact. This effort aligns with our broader strategy to reduce our ecological footprint while maintaining product integrity.

Ninety-eight percent of our packaging by weight is currently recyclable, reusable, or compostable. In collaboration with suppliers, we focus on closing the gap for the remaining 2% by exploring innovative, sustainable substitutes that increase recyclability, along with designs to reduce weight and optimize packaging for transport, all while maintaining consumer safety and product freshness.

We also recognize that while recycling is an essential step to reduce waste in landfills, it can be confusing for consumers. On our products, we have adopted How2Recycle labeling—a simplified, clearer labeling system that helps consumers understand when products are widely recyclable, when they should check local guidelines in their community or when they should take other actions (like store drop-off). We prescreen more than 90% of our packaging designs through How2Recycle for feedback on the clearest iconography, and we then use those icons on packaging for our customers who are also How2Recycle members.





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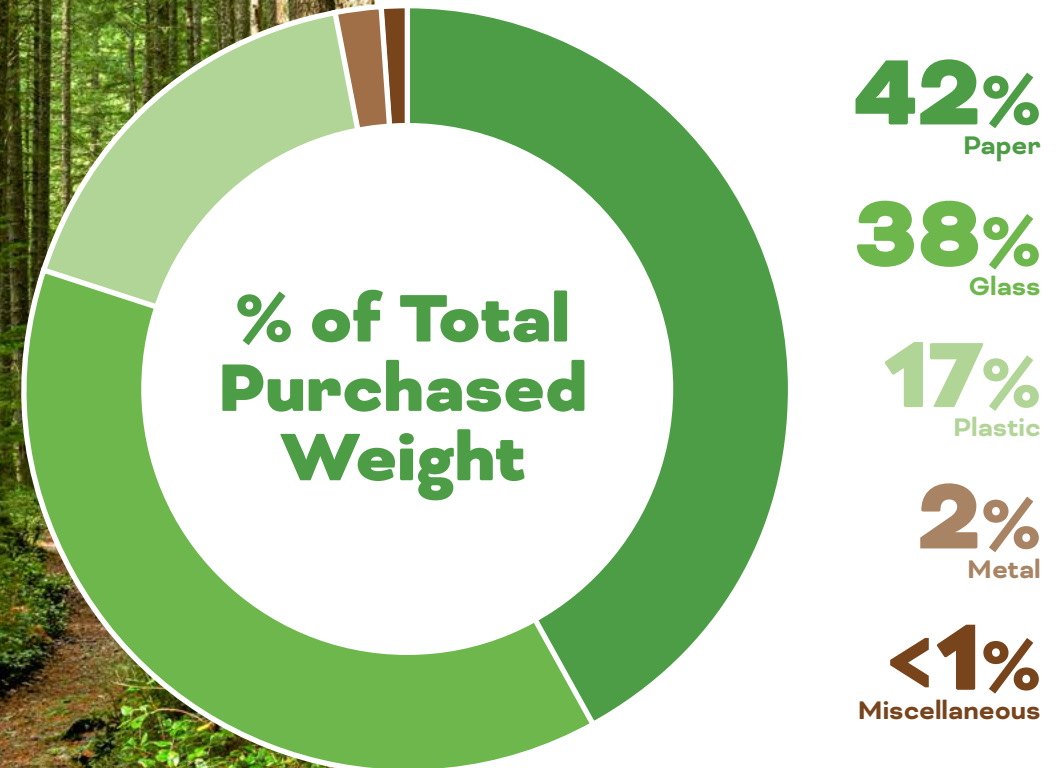
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# PRODUCT PACKAGING MATERIAL







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# SOCIAL IMPACT

The work of food production is inherently focused on people. As a company, we design our social initiatives to support our workforce, uplift local communities and ensure the well-being of our customers and consumers.

Through continuous engagement and responsible practices, we are as committed to creating a positive social footprint as we are to caring for our physical environment.

**“In our work, we aren’t just doing a job; we are feeding our own families, our neighbors and ourselves. By creating a safe, welcoming, and innovative place to work we aren’t just caring for our employees, we are modeling care for our communities, too.”**

Robert Taliana, Chief Human Resources Officer







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# FOOD SAFETY

Winland Foods continued to enhance our strong food safety plans throughout 2023, identifying and controlling potential hazards more effectively across our supply chain. Through rigorous monitoring and regular protocol updates, we ensure that each product meets or exceeds the safety standards our customers and regulatory bodies expect.

This year, we've made key updates to our Food Safety and Quality Management Commitment, reaffirming our dedication to high-quality standards across all operations. We also strengthened our food defense and food fraud prevention programs, securing our products against adulteration and ensuring their integrity from farm to table.

In response to evolving industry standards, we have updated our supplier quality management processes, enabling better oversight and quicker responses to supplier-related risks. We have refined our Good Manufacturing Procedures to further bolster production safety, ensuring we make every product under the safest conditions.

We also assess our product recall plan biannually, helping to ensure that our team is always prepared to act swiftly and effectively to protect consumer health in the unlikely event of a product recall.

All Winland Foods manufacturing facilities maintain certification under the Global Food Safety Initiative (GFSI), and we uphold standards such as Safe Quality Food (SQF) and British Retail Consortium (BRC) through unannounced annual audits.

Through these efforts, Winland Foods remains at the forefront of food safety, providing our customers with the assurance they need to trust in the quality and safety of our products every day.



# OCCUPATIONAL HEALTH & SAFETY

Safety is integral to our operations, embraced by every employee at each of our production sites.

Committees play a crucial role in proactively managing risks and ensuring employee well-being. Joint Management-Worker Health and Safety committees meet regularly and convene on an ad hoc basis for urgent matters. Decision-making is data-driven and consensus-based, ensuring alignment with our shared commitment to safe and sustainable outcomes.

## Activities Include:

- Conducting thorough risk assessments and hazard identification.
- Developing, reviewing, and updating health and safety policies.
- Implementing and overseeing safety programs and initiatives.
- Facilitating incident investigation and reporting processes.
- Conducting regular safety inspections and audits.
- Providing training and education on health and safety practices.
- Reviewing and refining emergency response plans.

These collaborative efforts help us to continuously enhance safety performance, develop a culture of engagement and accountability, and prioritize employee well-being.

Training and innovative programs designed to foster a secure and health-conscious work environment are also foundational to our safety practices. Our approach integrates OSHA 10-hour Safety Training across all levels, ensuring that each team member understands their safety rights as well as their responsibilities. This training is pivotal in reducing incidents and promoting a culture of safety at every touchpoint within our operations.

In 2023, we launched initiatives such as the Safety Calendar Art Contest, where employees' children create safety-themed artwork and the Safety Slogan contest, which encourages all employees to take ownership of our safety messaging in a personal way. These programs not only engage our workforce and their families in our safety culture but also help embed essential safety principles in everyday activities.

Our diligent incident investigations and hazard assessments have yielded significant results. This year, we saw a 43% reduction in our Total Recordable Incident Rate (TRIR), reflecting the efficacy of our enhanced safety measures and our commitment to continuous improvement in employee health and safety.

## Celebrating Safety Excellence

In late 2023, we launched our Safety Performance Awards Program to honor and celebrate outstanding safety achievements within our organization. This program recognizes teams who demonstrate exceptional commitment to maintaining safe work environments, highlighting their contributions in newsletters and on our internal digital platforms.

Our Atlanta, GA site achieved a trio of recognitions: the Winland's Silver Safety Award for 250,000 employee hours without an OSHA Recordable Incident; the Director's Twelve-Month Safety Award for 12 consecutive months without an incident; and the Most Improved in Workplace Safety Award for updates to their processes and site safety culture.

The Safety Performance Awards are part of our broader strategy to move beyond compliance and become a workplace where we ingrain safety in every aspect of our culture. By celebrating our team's achievements along the way, we reinforce the importance of safety and encourage all employees to strive for excellence in their daily responsibilities.





# HEALTH & SAFETY AT WINLAND FOODS



## 1. Training and Awareness

We provide training and awareness programs to educate our employees, business partners, and stakeholders on health and safety best practices. This includes training on hazard identification, risk assessment, emergency response procedures, and the use of personal protective equipment.



## 2. Risk Assessment

We regularly conduct assessments to identify potential occupational health and safety hazards and risks associated with our business relationships, operations, products and services.



## 3. Collaboration and Engagement

We actively engage in conversations with our business partners, stakeholders and front-line team members to build a culture of collaboration and shared responsibility for safety and health. In 2024, we plan to launch a Safety Connect Program to engage our leadership team in direct interaction with frontline team members to enhance working behaviors and conditions.



## 4. Due Diligence

We conduct due diligence processes to ensure that our business relationships align with our commitment to our employees' health and safety. This includes assessing the health and safety practices of current and potential contractors and suppliers, and establishing contractual agreements that prioritize safety standards and compliance requirements.



## 5. Continuous Improvement

Regular monitoring, evaluation and feedback mechanisms all help us improve health and safety measures on an ongoing basis. This includes conducting audits, inspections, and reviews to identify areas for improvement and implementing corrective actions as needed.



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## PRODUCT LABELING & MARKETING

We blend creative design with rigorous compliance in our product labeling and marketing to ensure each package reflects the quality inside while adhering to regulatory standards. Our in-house graphics team works closely with customer feedback to create packaging that captures the essence of our products and stands out on retail shelves.

We prioritize label accuracy, especially in verifying ingredients and claims. Each label undergoes a detailed review to ensure it meets both federal and local regulations, as well as certifications such as organic, kosher, non-GMO, gluten-free and plant-based distinctions. We verify these in-house or with third-party experts, ensuring every label is reliable.

Regulation in the food industry can be fast moving. Recent updates, like Canada's Front-of-Package (FOP) labeling and new organic and gluten-free requirements all highlight the evolving landscape we navigate to ensure compliance and keep our consumers informed.

By focusing on details and taking a proactive regulatory approach, Winland Foods ensures our product labeling and marketing strategies meet today's standards and can adapt to future challenges.

## HEALTH & NUTRITION

We understand that food preferences are as diverse as our consumers themselves. Our mission is to cater to a spectrum of tastes and dietary needs, offering everything from rich, indulgent treats to options that are organic, low-calorie, high-fiber and high-protein.

We actively participate in health and nutrition industry research, and work to refine our products to enhance their health benefits. By optimizing ingredients and recipes, we aim for offerings that meet and exceed consumers' high expectations as well as dietary needs and preferences.

Transparency is at the heart of our approach; we provide comprehensive nutrition information on all our product packaging. Our products also hold a range of third-party certifications to meet different health and nutritional profiles, including gluten-free, organic and non-GMO labels. This is all part of our process to verify the accuracy of nutrition-related claims, ensuring our consumers can make informed choices with confidence in every bite.





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# PRODUCT AFFORDABILITY

We believe that everyone should be able to put great food on the table at a fair price, and we are committed to making that vision a reality.

Our culinary and ingredients innovation teams are at the heart of this mission, crafting flavorful formulations that deliver premium quality without the premium cost.

Through extensive sensory testing, we ensure that every product we offer will meet our customers' expectations—and is something we are proud to serve to our own families.

We also approach our packaging design with a dual focus: safeguarding products' quality and appeal while minimizing the environmental footprint and cost for our customers. By optimizing both packaging functionality and sustainability, we strive to make a positive impact on both the planet and our consumers' budgets.

## Three Pillars of Sustainable Savings

Some of our strategies are straightforward—for example, we optimized our pallet packaging strategies for mayonnaise, salsa, and pasta to increase the number of cases that fit on each pallet from our plants. As a result, we need fewer pallets—and fewer trucks—to deliver the same amount of product to stores, reducing costs and our carbon footprint. For one big-box retailer, we saved 929,000 square feet (or nearly 100,000 pounds) of corrugated cardboard by removing the cardboard trays from our mayonnaise finished goods packaging.

Other efforts, like lightweighting plastic bottles for our pourables and mayonnaise products, required some innovative engineering to contain the same amount of product in a lighter bottle. This shift saved 445,000 pounds of virgin plastic in our pourables products alone—another change that helps save our customers money and conserve environmental resources at the plant and in transit.

We constantly challenge ourselves to deliver our quality standards more affordably. One example is our efforts to streamline ingredient variations which helps minimize downtime, reduce costs and minimize waste. This allows us to consistently deliver the highest quality products at a better value for our customers.



# EMPLOYEE ENGAGEMENT

## ATTRACTING & DEVELOPING TALENT

Winland Foods is committed to fostering a supportive and dynamic work environment where every employee can thrive.

In 2023, we launched a new 30-60-90 onboarding model that gradually expands new hires' understanding of our teams, leadership and processes with specific milestones and support throughout their first three months. This model aims to equip all new employees with the tools and knowledge they will need to succeed in their roles.

Across our plants, new hires also receive specialized training on our operational health and safety processes and food safety programs, emphasizing compliance with food safety imperatives

We also provide robust learning and development opportunities for existing employees that foster continuous growth and enhance their skills within the organization. Our programs focus on building competencies in leadership, communication, project management, and personal development..

Looking ahead to 2024, we are set to launch surveys that will provide a dashboard view of new-hire engagement, enhancing our onboarding effectiveness and identifying opportunities for improvement.

## EMPLOYEE ENGAGEMENT & TEAM BUILDING

We are continuously rethinking ways to foster a collaborative culture, making it easier to tackle challenges and streamline decision-making. Our leadership team's commitment to active listening and integrating employee feedback has sped up both decision-making and problem-solving.

Despite the industry challenge of high turnover among hourly workers, our focused efforts—including significant wage adjustments and a more efficient onboarding process—have helped us to achieve turnover rates below industry average.

Here are a few more ways we have worked to boost engagement across the company:

- **Functional Conferences:** We launched a series of conferences to strengthen our collaborative culture and increase engagement among both new and long-standing employees. These conferences have been widely praised across the team, especially for enhancing networking and creating new opportunities for team-wide collaboration. Throughout the year, we hosted multiple functional conferences with cross-functional presenters, bringing together hundreds of employees from various locations and departments.
- **Employee Recognition & Rewards:** We recognize and celebrate employees' career milestones with service and recognition awards. Celebrating these achievements underlines our appreciation for our team's hard work and dedication, further embedding our values throughout the enterprise.
- **Annual Engagement Survey:** In 2024, we are launching a new platform for our annual survey practice that enhances the effectiveness, capturing actionable feedback that will allow us to continue improving our processes and practices.

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## EMPLOYEE BENEFITS

Winland Foods provides a robust package of benefits designed to support the health and financial well-being of our employees. Our offerings cover a wide range of needs, from medical and pharmacy benefits to dental and vision care, along with short- and long-term disability coverage. To help our team navigate life's various challenges, our employee assistance program delivers essential resources and support.

In 2024, we are excited to introduce a Virtual Nurse Program that will provide virtual healthcare consultations to our employees, enhancing our wellness support and ensuring continuous health monitoring in our workplace.

In addition to health benefits, Winland Foods enhances financial security for our employees by matching up to 5% contributions to their 401(k) retirement plans. We also provide several supplemental plans that offer added protection in areas such as legal assistance, identity theft and unexpected severe healthcare costs, ensuring our team members are well-prepared for the future.

In response to employee feedback highlighting a clearer and more unified paid time off (PTO) process in 2023, we introduced a new PTO system to launch in 2024 that standardizes time-off policies, incorporates a new sick-leave policy, and adds Martin Luther King Day as a company holiday. We designed this new system to provide our employees with more flexibility and ensure that they do not feel compelled to work when ill, aligning with our focus on food safety and employee well-being.



## EMPLOYEE DIVERSITY, EQUITY & INCLUSION

Diversity, equity, and inclusion (DE&I) influence everything from recruitment to team dynamics. We understand that a diverse, empowered workforce sparks innovation and better reflects the customer base we serve, strengthening our business from the inside out.

Our approach to DE&I is pragmatic and rooted in tangible actions to create an environment where everyone has the tools and opportunities to reach their goals. We start with a focus on equitable hiring practices and provide clear paths for advancement, aiming to dismantle any barriers that might hinder any team member's professional growth.

We also prioritize continuous education on DE&I topics throughout the company, ensuring that our commitment to these principles is understood and embraced across all levels of the organization. This education helps foster a workplace culture that respects diverse perspectives and champions inclusivity, not just in policy but in daily practice.

In addition to foundational practices, we implement specific programs that reinforce our commitment:

- **Executive DEI Education:** We have conducted global virtual sessions and facility-specific meetings to educate leaders on DEI, aiming to enhance their capability to support diverse teams and promote inclusivity.
- **Diverse Recruitment Through Direct Employers Association:** This partnership helps us reach a wider pool of candidates, ensuring our recruitment process taps into diverse talent streams effectively.
- **Women's Networking Through WISE:** By partnering with Women Impacting Storebrand Excellence (WISE), we provide our female employees with access to valuable resources and networking opportunities that support their professional development and growth.

**We also ensure that our DE&I efforts extend beyond top-down directives; we encourage feedback and ideas from all employees, which helps us refine our strategies and make more impactful decisions.**

**For instance, our annual engagement surveys and functional conferences provide platforms for employees to voice their opinions and contribute to shaping our DE&I direction.**

**By integrating varied modes of communication and conversation across all facets of our operation, Winland Foods aims to not only uphold but champion an inclusive, equitable culture.**

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# COMMUNITY ENGAGEMENT

Preparing and enjoying food is one of the most fundamental community activities in which we all participate. As a business focused on food, bringing people together through community engagement is also central to our sustainability vision.

This year, we launched new initiatives to support local food banks, strengthening our ties with the communities we serve and extending our reach beyond business operations.

In 2023, more than 40 food banks and food pantries in our operating regions received more than two million dollars in food donations through our community engagement program.

We encourage employees to take active roles in these initiatives, providing our site-level teams with the time and resources to contribute to causes that matter most to them. This amplifies our impact while also strengthening the bond between our employees and the communities we serve, fostering a sense of pride and ownership over the projects we undertake.

Through these efforts, Winland Foods aims to be more than a food company—we are a dedicated partner to the communities where we operate. We intend to improve our processes for tracking these facility-level initiatives in 2024 and beyond, helping to provide a more complete picture of our total impact.



# GOVERNANCE



We have created a governance framework to foster integrity and accountability at every level of our organization. We believe in transparent practices that build trust with our stakeholders and hold us all accountable to deliver on our goals and commitments.

**“A solid base of oversight and accountability keeps us on track, allowing us to innovate in ways that strengthen our business and serve our customers better.”**

**Katie Roberts, General Counsel & Corporate Secretary**

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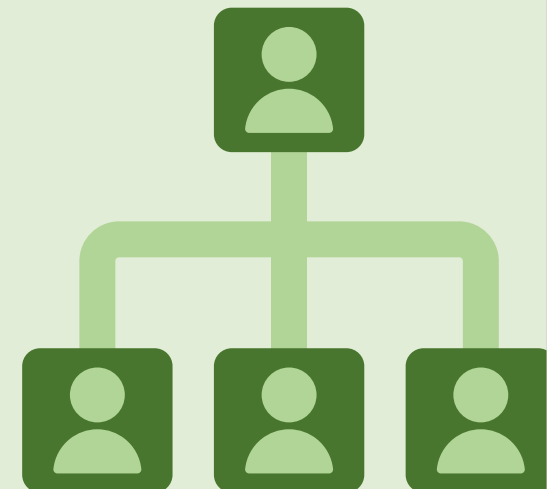
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# CORPORATE GOVERNANCE

We set the bar high for corporate governance, and in 2023 exceeded requirements for private companies with a proactive and structured approach led by our five-member Board of Directors, including two independent directors. This team championed a governance framework that touches every corner of our organization, from Legal Affairs to Food Safety and Trade Compliance.

## We achieved this in four primary ways:

### Dynamic committees:

Our board operated three committees: Audit & Risk, Compensation & Management and ESG. These groups worked to embed sustainability commitments throughout our corporate strategies.

### Sustainability at the center:

The Sustainability Steering Committee, led by our Chief Innovation Officer and backed by the Executive Leadership Team, set goals and ensured these priorities echoed through every business operation.

### Strong risk management:

Guided by top executives like our CFO and General Counsel, our Enterprise Risk Management (ERM) program identifies and addresses risks, especially those tied to sustainability, enhancing both our strategic decisions and operational efficiencies.

### Ethical foundations:

Our Code of Ethics is more than a set of rules. It's a cornerstone of our culture, ensuring everyone in our network acts with integrity and upholds our high ethical standards.

Together, these elements reinforce a governance culture that achieves compliance and fosters responsible and sustainable business practices for the long run. This commitment is central to our identity and crucial for building trust with our stakeholders and the communities we serve.

# ABOUT OUR BOARD

In 2023, the Winland Foods Board of Directors employed a clear hierarchical decision-making structure and compliance mechanisms threaded through every function of the organization.

Board members represented a diverse mix of skillsets, genders, ages and nationalities, bringing a mix of highly relevant perspectives to governance conversations. These include experience in food and beverage manufacturing and food retailing and a wide range of functional expertise (including finance, operations, information technology, human resources, capital markets, corporate development and strategy).

The group evaluated the company's overall strategy, considering the impact of each decision on the organization, employees, customers, partners and society more broadly.



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# ENTERPRISE RISK MANAGEMENT

Our Enterprise Risk Management (ERM) program is strategically designed to address the myriad risks that could impact our operations and long-term objectives. Vital for navigating both foreseeable and emergent challenges, the program is overseen by a dedicated ERM Committee which includes our Director of Internal Audit, Chief Financial Officer, Chief Information Officer, General Counsel and Senior Sustainability Director. This cross-functional representation ensures that a wide range of perspectives and expertise shape our risk management approach.

The ERM framework aims to proactively identify risks across our operations, from supply chain vulnerabilities to cybersecurity threats. Throughout 2023, the committee focused on integrating sustainability more deeply into our risk assessments, recognizing the increasing importance of related factors in our strategic planning. The team carefully identified and categorized Winland Foods' universe of risks, implementing management processes to address each identified risk and creating a prioritization matrix.

In an increasingly complex global marketplace, we must embed dynamic risk management practices at every level. In 2024, our objectives include updating our risk and sub-risk inventories and further enhancing the integration of sustainability considerations into our risk mitigation strategies. This will involve close collaboration with our executive leadership to further prioritize scenarios and tailor audit engagements to ensure control effectiveness.

This systematic approach strengthens our resilience and aligns with our broader commitment to sustainable operations and corporate responsibility.

## Sustainability Governance & Oversight

Our governance framework includes several layers designed to effectively oversee and execute our sustainability initiatives across the company.

Central to our strategy in 2023 was the Sustainability Steering Committee, led by the Chief Innovation Officer. This committee spearheaded the strategic integration of sustainability into our business, supporting both broad corporate initiatives and detailed functional strategies. With backing from the Executive Leadership Team, the committee focused on identifying critical sustainability topics, setting aligned objectives and deploying resources to ensure we achieve these goals.

Our Board of Directors played a crucial role in overseeing this integration, with a particular focus on ensuring that we aligned our sustainability efforts with our overall corporate strategy and performance metrics. This oversight helped us maintain a clear focus on sustainability outcomes and ensured accountability at the highest levels.

Our high-priority topic owners, supported by executive sponsors of our strategic pillars, were also charged with collaborating cross-functionally to develop and implement targeted strategies. In 2024 and beyond, we are focused on building out actionable plans with detailed KPIs to enable regular progress reports.

This structured yet flexible approach allows us to adapt and respond to new sustainability challenges and opportunities as they arise, ensuring that Winland Foods remains a responsible steward of the resources we depend on.

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# ETHICS & COMPLIANCE

At Winland Foods, ethics and compliance are fundamental to our operations and culture. Our Code of Ethics provides clear guidelines for all employees, suppliers and business partners, ensuring responsible behavior and providing specific guidance for key areas such as food safety, workplace safety and data security.

We expect and require everyone associated with Winland Foods to adhere to these standards. We enforce this through training, monitoring and transparent reporting. To support transparency and accountability, we maintain a 24-hour hotline operated by a third party, allowing for anonymous reporting of unethical or illegal activities. Our strict zero-tolerance policy against retaliation ensures that employees can raise concerns from any corner of the organization without fear of reprisal.

Through these measures, Winland Foods upholds the highest standards of ethical conduct, building trust and ensuring integrity across all our business practices.

# DATA PRIVACY & SECURITY

We are committed to protecting the personal data of our employees and others who engage with Winland Foods. We comply with all applicable laws that regulate the collection, storage, and use of personal data wherever we do business. We maintain safeguards and limits regarding PII collection, storage, and transmission.

In 2023, we deepened our focus on cybersecurity and data privacy, enhancing protections against digital threats to secure sensitive company and personal data. This includes ongoing training and upgraded security measures to address the evolving landscape of digital risks.

Attackers are constantly evolving their techniques and tactics to circumvent cybersecurity defenses. We have deployed several different information and security technology tools to identify assets, protect against exploitations and enforce compliance. Our outsourced Security Operations Center works 24x7x365 to identify threats, normalize data and aggregate and correlate security events.

Every employee plays a role in our commitment to security. Through our cybersecurity training and awareness program, employees regularly receive training, communications and guidance for best practices in identifying threats and securing data.

**Key themes  
from our  
Code of Ethics:**

**Demonstrating  
Mutual Respect**

**Competing Fairly**

**Avoiding Bribery  
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**Avoiding Conflicts  
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**Complying with  
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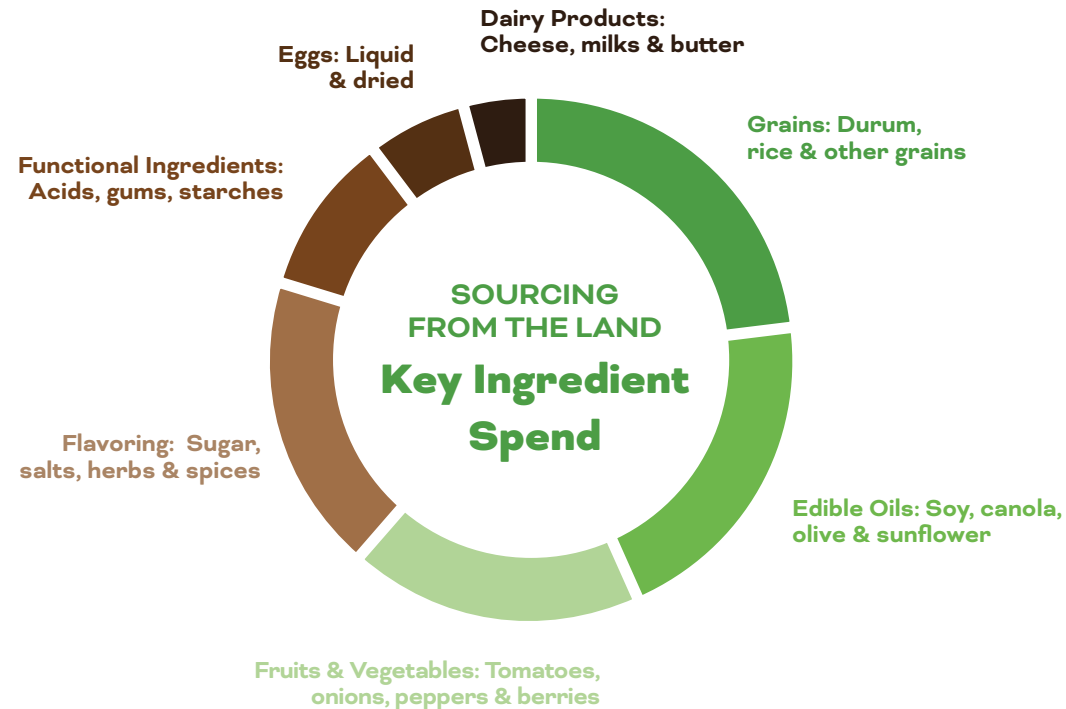
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# SUPPLY CHAIN MANAGEMENT

At Winland Foods, our supply chain is not just a mechanism for delivering products; it's a pivotal element of our sustainability strategy. In 2023, we embarked on a journey to integrate sustainable practices into every link of our supply chain, from ingredient sourcing to product distribution.



## OUR INGREDIENT SUPPLY CHAIN

This year, we strengthened our approach to understanding and managing the risks in our ingredient supply chain, expanding on our strong foundational focus on food safety and quality.

Our progress to date includes:

**Supplier Quality Expectations Manual:** We require all food ingredient and food contact suppliers to acknowledge our Supplier Quality Expectations Manual, which contains clear guidelines that outline our expectations for everything from food safety to environmental considerations. This ensures all partners align with our standards in addition to compliance with all applicable laws and regulations.

**Partnerships for Sustainability & Resilience:** We continue to foster relationships with suppliers committed to sustainable practices, enhancing both the resilience and responsibility of our supply chain.

**Roundtable on Sustainable Palm Oil (RSPO):** We proudly joined the RSPO, affirming our commitment to sustainable sourcing practices and the responsible production of palm oil.

In 2024, we have planned a country-level commodity risk assessment to help us identify key environmental and social risks associated with our global ingredient sourcing. We will leverage this assessment to target our efforts more effectively and take an important step toward a full-scale supply chain risk assessment including environmental and social considerations.

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## SUPPLY CHAIN LOGISTICS & OPTIMIZATION

In 2023, we initiated Supply Chain 2.0—a series of targeted improvements designed to enhance efficiency and reduce environmental impact:

• **Warehouse & Logistics Strategy:** Post-COVID, we reevaluated our inventory management to not only meet just-in-time needs but also reduce our carbon footprint by optimizing our distribution network.

• **Rail Transport Initiatives:** We've expanded the use of rail freight significantly due to its efficiency and lower environmental impact. Notably, our facility in North East, PA, has seen substantial benefits from an onsite rail siding and tank farm, which supports direct bulk shipments and cuts down thousands of truck deliveries annually.

• **Co-located Milling Operations:** In locations like Columbia, SC and Excelsior Springs, MO, we mill durum wheat directly adjacent to our pasta manufacturing, dramatically reducing transportation needs and associated emissions.

Through these focused efforts, Winland Foods is committed to enhancing the sustainability and efficiency of our supply chain operations, ensuring that we continue to meet our consumers' high expectations and contribute positively to our global community.



## Sustainability in Our Value Chain

As a food manufacturer, our upstream supply chain includes fruits and vegetables, functional ingredients like acids and starches, flavorings like herbs and spices, and a range of other ingredients from cocoa to vinegars.

We encourage our suppliers to advance the kinds of responsible, regenerative agricultural practices that we, our customers and our global community demand: limiting the use of pesticides and herbicides, creating efficient systems for water reuse, growing rain-fed and no-tillage crops, and promoting other practices to protect and improve soil, biodiversity, climate resilience and productivity.

As a responsible partner to our private-label customers, our consumers and our investors, we secure the best ingredients at the best available prices and deliver quality products to market.

This means that downstream, we partner with a wide range of transportation partners and distributors to help our products reach people's tables. Identifying ways to reduce waste in our sourcing and distribution processes, as well as make our packaging and transportation more efficient, all make a meaningful difference in helping us to keep our environmental footprint small, while we work to maximize our impact.

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## GRI

Statement of use: Winland Foods has reported the information cited in this GRI content index for the period January 1, 2023, to December 31, 2023, in alignment with our financial cycle, with reference to the GRI Standards

## FORWARD LOOKING STATEMENT AND DISCLAIMERS

This report includes forward-looking statements regarding Winland Foods' expectations, plans and prospects for improving our sustainability performance, achieving our sustainability goals and meeting related objectives. Such statements are based on our expectations and assumptions as of the report's publication and are subject to risks, uncertainties and changes in circumstances that may differ materially from those contemplated. These may include our ability to successfully implement sustainability initiatives, respond to changing market conditions and manage social and environmental risks, among other factors. We anticipate that subsequent events and developments may cause expectations and assumptions to change, and we undertake no obligation to update or revise forward-looking statements except as required by law.

## GHG INVENTORY

In adherence with the GHG Protocol, we conducted a comprehensive evaluation of Winland Foods' assets, facilities and operations to create our 2023 GHG inventory. This inventory will serve as a baseline for GHG emissions, against which we can measure and establish our goals for reducing GHG emissions in the future.

## ABOUT THIS REPORT

This report covers key sustainability-related activities and accomplishments of Winland Foods from January 1, 2023, to December 31, 2023, related to environmental protection, social responsibility and economic progress. It includes related activities under the company's operational control but is not all-inclusive. It also includes select supplier- and product-related impacts. Data pertaining to carbon emissions, energy, and health and safety contained in this report are subject to restricted boundaries due to availability. The acquisition of Quality Pasta Company was not complete until December 19, 2023 and is not included in the scope of this reporting. Winland Foods will work to include in future reporting.

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### GHG Emissions intensity

GHG Emissions Intensity including Scope 1, 2 Market, and 3 emissions (metric tons CO <sub>2</sub> /production pounds)	0.001
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### GHG Emissions (metric tons CO<sub>2</sub>e)\*\*

<b>Scope 1</b>	<b>51,508.0</b>
<b>Scope 2</b>	
Location Based	76,172.2
Market Based	3,602.0
<b>Scope 3</b>	
Purchased Goods & Services	788,186.5
Capital Goods	7,875.1
Fuel and Electricity - Related Activities	28,866.3
Upstream Transportation and Distribution	162,152.5
Waste Generated in Operations	18,211.3
Business Travel	659.0
Employee Commuting	4,039.4
Downstream Transportation and Distribution	44,859.2
Processing of Sold Products	888.9
Use of Sold Products	80,163.1
End-of-Life Treatment of Sold Product	152,768.1
<b>Total Emissions*</b>	<b>1,418,022.8</b>

\*2023 emissions does not include Quality Pasta Company acquisition.

### Energy

Energy Intensity (kWh/production pounds)	<b>0.315</b>
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### Energy Consumption (GJ)

Diesel	12,853.7
Distillate Fuel Oil No. 2	9,237.2
Propane	549.4
Gasoline	59.1
Natural Gas	1,041,114.3
Electricity Consumption	627,989.5
<b>Total Energy Consumption</b>	<b>1,691,803.1</b>

### Water

<b>Total Water Withdrawal (mL)</b>	<b>1,557.3</b>
Surface Water	227.1
Groundwater	-
Seawater	-
Produced Water	-
Third-Party Water	1,330.2

\*Gases included in calculations: CO<sub>2</sub>, CH<sub>4</sub> & N<sub>2</sub>O.

\*\*This was Winland Foods first year complete inventory, including Scope 1, 2, and 3, using the Greenhouse Gas Protocols along with the location-based EPA and IEA emission factors with the GWP 6th Assessment Report, 2021 (AR6).

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## ENVIRONMENT - 2023

### Water

<b>Total Water Withdrawal from areas with water stress (mL)</b>	<b>890.7</b>
Surface Water	227.1
Groundwater	-
Seawater	-
Produced Water	-
Third-Party Water	663.6
<b>Total Water Discharge</b>	<b>803.8</b>
Surface Water	803.8
Groundwater	-
Seawater	-
Produced Water	-
Third-Party Water	-
<b>Total Water Discharge from areas with water stress<sup>1</sup></b>	<b>485.2</b>
<b>Total Water Consumption<sup>2</sup></b>	<b>753.5</b>
<b>Total Water Consumption from areas with water stress</b>	<b>405.5</b>

<sup>1</sup> Winland Foods is unable to provide breakdown of total water discharge to all areas by category.

<sup>2</sup> Winland Foods does not participate in Water Storage. Water Consumption data is not available directly but is calculated using the difference of water withdrawal and water discharge.

<sup>3</sup> Information is collected from monthly waste invoices for each waste stream. Hazardous waste for some locations is estimated based on the facilities Hazardous Waste Generator Status. When hazardous waste quantities were not available, the maximum allowable quantity according to the site's status was assumed. Actual Hazardous Waste totals are likely significantly lower.

### Waste

<b>Total Waste Generated (MT)<sup>3</sup></b>	<b>128,039.2</b>
Animal Feed	75,772.8
Land Application	32,460.6
Compost	1,257.2
Traditional Recycling	6,432.1
Hazardous Waste	63.4
Non-Hazardous Waste	12,053.1
<b>Waste Diverted (MT) (Recycling)</b>	<b>115,925.4</b>
Animal Feed	75,772.8
Land Application	32,460.6
Compost	1,257.2
Traditional Recycling	6,432.1
Hazardous Waste	2.9
Non-Hazardous Waste	-
<b>Waste Disposed (MT)</b>	<b>12,113.7</b>
Landfill	11,604.6
Incineratin with Energy Recovery	448.5
Hazardous Waste (landfilling)	60.6



**SOCIAL - 2023**

Employees	North America		Europe	
	Female	Male	Female	Male
<b>Permanent</b>				
Under 30	134	307	4	0
30-50	404	902	15	34
Over 50	303	654	8	16
<b>Total Employees</b>	<b>841</b>	<b>1,863</b>	<b>27</b>	<b>50</b>
<b>Temporary</b>				
Under 30	-	1	1	-
30-50	-	1	-	-
Over 50	-	1	-	-
<b>Full-time</b>				
Under 30	133	303	4	-
30-50	404	899	14	34
Over 50	298	654	8	16
<b>Part-time</b>				
Under 30	1	4	-	-
30-50	-	3	1	-
Over 50	5	-	-	-



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**SOCIAL - 2023**

Employees	North America*	
	Female	Male
<b>New Hires North America</b>		
Under 30	73	183
30-50	130	276
Over 50	46	82
<b>Employee Turnover Rate North America</b>		
Under 30	44%	53%
30-50	24%	27%
Over 50	15%	15%

\*European turnover data unavailable.

Work Related Injury	Number	Rate
Fatalities from work-related injury	-	-
High-consequence work-related injury	3	0.1
Recordable work-related injury <sup>4</sup>	58	2.1
<b>Total hours worked</b>		<b>5,478,098</b>

Work Related Ill Health	Number
Fatalities from work-related ill health	-
Recordable work-related ill health	-

<sup>4</sup> The main type of work-related injury is from contusions; no recordables for non-employee workers.

Programs for Skills and Transition <sup>5</sup>	% of Employees
<b>Compliance Training</b>	36%
<b>Non-Compliance</b>	
Required Job Skills	52%
Diversity & Inclusion	1%
Cyber/Data Security	24%
Professional Development	23%
<b>Access to Non-Mandatory Training</b>	<b>13%</b>

<sup>5</sup> Upon involuntary termination as a result of reduction in force, we partner with an outplacement service that offers these programs.



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**General Disclosures 2021**

2-1 Organizational details	Winland Foods at a Glance, page 7
2-2 Entities included in the organization's sustainability reporting	<p>Winland Foods is a privately held company composed of the following legal entities: Winland Foods, Inc., Winland Foods Canada, Inc., American Italian Pasta Company, Pasta Lensi S.r.l., Associated Brands, Inc., S.T. Specialty Foods, Inc., and The Carriage House Companies, Inc.</p> <p>Our reporting covers the scope of these entities unless otherwise noted and has not been adjusted.</p>
2-3 Reporting period, frequency and contact point	<p>Winland Foods reports annually on its sustainability progress and performance. This report was published in September 2024.</p> <p>Please email questions to <a href="mailto:maureen.desanzo@winlandfoods.com">maureen.desanzo@winlandfoods.com</a>, Maureen DeSanzo, Sr Director Sustainability.</p> <p>About Winland Foods, page 6</p>
2-4 Restatements of information	No restatements have been made.
2-5 External assurance	At this time, we have not sought external assurance. Information contained in this report is governed by our Sustainability Steering Committee and Legal Affairs.
2-6 Activities, value chain and other business relationships	<p>Product Categories, page 9</p> <p>Supply Chain Management, page 36</p> <p>Our Capabilities, page 8</p>
2-7 Employees	Performance Data Tables, page 39
2-8 Workers who are not employees	Winland Foods' most common non-employee worker, whose work is controlled by the organization, is an IT consultant. Overall headcount at the end of the reporting period is 480. This number will fluctuate annually to meet business need.
2-9 Governance structure and composition	<p>Sustainability Governance &amp; Oversight, page 34</p> <p>Corporate Governance, page 33</p> <p>About Our Board, page 33</p>
2-10 Nomination and selection of the highest governance body	Board members are elected by shareholders in accordance with the company's governance policies, including evaluation of potential nominees across the management team, shareholders and independent directors.





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**General Disclosures 2021**

2-11 Chair of the highest governance body	There was not a designated chairman of the board.
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance & Oversight, page 34 Corporate Governance, page 33
2-13 Delegation of responsibility for managing impacts	Corporate Governance, page 33
2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance & Oversight, page 34
2-16 Communication of critical concerns	An overview of hotline reports was provided to the board Audit Committee.
2-22 Statement on sustainable development strategy	A Letter from our CEO, page 4
2-23 Policy commitments	Ethics & Compliance, page 35
2-24 Embedding policy commitments	Winland Foods is committed to embedding policy commitments into all aspects of our operations, ensuring that our practices reflect our core values and ethical standards. We are working to align our policies with international guidelines and frameworks, including the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises, to promote sustainable and responsible business practices.
2-26 Mechanisms for seeking advice and raising concerns	Ethics & Compliance, page 35
2-28 Membership associations	UN Global Compact (joined in 2024), National Pasta Association, Association for Dressings and Sauces Society of Consumer Affairs Professionals, International Association for Food Protection, US Chamber of Commerce
2-29 Approach to stakeholder engagement	Our Sustainability Approach, page 10 Materiality Assessment & Matrix, page 11
2-30 Collective bargaining agreements	Non-Union employees working conditions are not based on collective bargaining agreements (CBAs). By prioritizing workplace culture, Winland Foods strives to create an environment where employees feel valued, respected, and satisfied, leaving less than 1% of our total employees covered by CBAs.



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**Material Topics 2021**

3-1 Process to determine material topics	Materiality Assessment & Matrix, page 11
3-2 List of material topics	Materiality Assessment & Matrix, page 11

**Market Presence 2016**

202-2 Proportion of senior management hired from the local community	Winland Foods hires locally and globally in an effort to find the most qualified team. Locality is based on a 50 mile radius from our plants and corporate offices as well as work from home locations. Over 50% of our Senior Management team were hired locally. Senior Management is defined as the highest ranking executives in the company and their direct reports.
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**Materials 2016**

301-1 Materials used by weight or volume <sup>6</sup>	Total Weight: 118,953 short tons Non-renewable (glass, plastic, metal): 68,514 short tons Renewable (corrugated, paper board, paper): 50,439 short tons
301-2 Recycled input materials used <sup>6</sup>	Post Consumer Recycled Content: 26.9%
301-3 Reclaimed products and their packaging materials	Winland Foods does not have reclaimed products or product packaging in the reporting year.

**Energy 2016**

302-1 Energy consumption within the organization	Performance Data Tables, page 39
302-3 Energy intensity	Performance Data Tables, page 39
302-4 Reduction of energy consumption	In 2023, Winland Foods completed multiple projects that resulted in 9,139.3 GJ savings of energy. Energy sources directly impacted were fuels and electricity, which resulted in savings for heating, cooling and steam generation.  Performance Data Tables, page 39

**Water and Effluents 2018**

303-1 Interactions with water as a shared resource	Water Management, page 18
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<sup>6</sup>Scope of response is related to finished product packaging. All product packaging is purchased from suppliers and the metrics are based on purchased volumes and packaging specifications.





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303-2 Management of water discharge-related impacts

All water discharges are regulated on the basis of the constituent limits imposed by the municipality operating the POTW that each of our sites discharge to. Each of our sites have guidelines for discharge quality and in cases where our sites are not able to be in compliance with permit limits we either have to pay surcharges and on our discharge or have to install corresponding Wastewater Treatment systems to maintain compliance. Determination of whether our sites are in compliance, receive surcharges or need to install treatment is a collaborative effort with the municipalities accepting our discharge water.

Water Management, page 18

303-3 Water withdrawal

Performance Data Tables, page 39

303-4 Water discharge

Performance Data Tables, page 39

Water discharges are treated for constituent pollutant concentrations as required in facility wastewater permits. These pollutants include Total Suspended Solids (TSS), Chemical and / or Biological Oxygen Demand (COD and BOD), Fats Oil and Greases (FOG), Total Kjeldhal Nitrogen (TKN) and Total Phosphorous (TP). Any or all of these pollutants may or may not have set limits in any of our sites wastewater permits and our facilities either have on-site wastewater treatment to remain below permitted levels of pollutants or are charged surcharges based on exceedances of permit limits.

Two formal Notices of Violation for wastewater permit exceedances were issued to Winland in 2023. Discharge limits are determined by local POTW authorities to which our sites discharge wastewater."

303-5 Water consumption

Performance Data Tables, page 39

**Biodiversity 2016**

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Leveraging the World Database of Protected Areas, Winland Foods identified that our Fara Gera d'Adda production site in Fara Gera D'Adda, Italy, totaling 0.014 km<sup>2</sup> is adjacent to the Adda Nord Natural Park, an International Union for Conservation of Nature (IUCN) Management Category V area. The site is operating within an industrial area and is given authorizations related to operations for this industrial zone. We are not currently aware of any biodiversity impacts related to our operations.

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

Winland Foods does not currently evaluate for Red List species.

**Emissions 2016**

305-1 Direct (Scope 1) GHG emissions

Performance Data Tables, page 39

305-2 Energy indirect (Scope 2) GHG emissions

Performance Data Tables, page 39



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305-3 Other indirect (Scope 3) GHG emissions	Performance Data Tables, page 39
305-4 GHG emissions intensity	Performance Data Tables, page 39
305-5 Reduction of GHG emissions	In 2023, Winland Foods reduced Scope 1 & Scop2 GHG emissions by 934.3 MT CO2e since 2022. Performance Data Tables, page 39

**Waste 2020**

306-1 Waste generation and significant waste-related impacts	Waste Management, page 19
306-2 Management of significant waste-related impacts	Waste Management, page 19
306-3 Waste generated	Performance Data Tables, page 39
306-4 Waste diverted from disposal	Performance Data Tables, page 39
306-5 Waste directed to disposal	Performance Data Tables, page 39

**Environmental Assessment 2016**

308-1 New suppliers that were screened using environmental criteria	The primary focus of our supplier qualification activity is currently related to food safety and quality. All food ingredient and food contact suppliers are required to acknowledge our Supplier Quality Expectations Manual, which indicates that suppliers should work to continuously improve environmental performance and are expected to comply with all environmental laws and regulations. We are considering how to further integrate environmental screening criteria as part of our supplier development initiatives.
308-2 Negative environmental impacts in the supply chain and actions taken	There were no significant negative environmental impacts reported within our supply chain for this period.

**Employment 2016**

401-1 New employee hires and employee turnover	Performance Data Tables, page 39
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement, Employee Benefits, page 28





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401-3 Parental leave 467 male & 331 female employees were entitled to parental leave in 2023.

**Occupational Health and Safety 2018**

403-1 Occupational health and safety management system	Ensuring the safety and well-being of our team members is at the core of our values. Adopting an a Health and Safety Management System signified our dedication to our team's health and our company's success. Through our systematic approach to identifying and mitigating risks, promoting a culture of safety, and outlining Key Requirements adhering to OSHA regulations, we are committed to producing a safer workplace that not only reduces incidents, but also protects both our team members and our organization from potential harm and legal issues. Investing in the implementation and ongoing enhancement of our EHS Management Systems is not just an investment in our workforce; it's a strategic move towards sustainable practices and heightened organizational performance.
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety, page 24
403-3 Occupational health services	Occupational Health & Safety, page 24
403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety, page 24
403-5 Worker training on occupational health and safety	Occupational Health & Safety, page 24
403-6 Promotion of worker health	Employee Engagement, Employee Benefits, pages 28 & 29
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety, A Five-Point approach to Employee Safety, pages 24 & 25
403-8 Workers covered by an occupational health and safety management system	Winland Foods has implemented an Occupational Health and Safety management system to capture EHS data. 100% of Winland Foods employees and non-employee workers are covered by the system that has been certified by an external party. No workers are excluded from this process.



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403-9 Work-related injuries	Winland Foods uses complete incident data trending and analysis to determine work hazards. In 2023 nip points were the leading cause of work-related injury. All incidents are investigated to determine the true root cause. Action items are identified to mitigate risk and Safety Alerts distributed across the organization to communicate risk and mitigation actions. Lessons learned from this process have resulted in the creation of our Safety Connect process (BOS), Hazard Mitigation Teams and Safety Campaigns.
	Performance Data Tables, page 39

403-10 Work-related ill health	Performance Data Tables, page 39
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**Training and Education 2016**

404-1 Average hours of training per year per employee	On average male employees spent 500 minutes in training and female employees spent 430 minutes.
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404-2 Programs for upgrading employee skills and transition assistance programs	Performance Data Tables, page 39
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404-3 Percentage of employees receiving regular performance and career development reviews	19% of male and 31% of female employees receive regular performance and career development reviews.
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**Diversity and Equal Opportunity 2016**

405-1 Diversity of governance bodies and employee	Winland Foods' corporate governance structure was overseen by a five-member Board of Directors, consisting of 80% (4) male and 20% (1) female. which included two independent directors. 80% of the board is over 50, while 20% is 30-50.
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Performance Data Tables, page 39

**Local Communities 2016**

413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement, page 31
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**Supplier Social Assessment 2016**

414-1 New suppliers that were screened using social criteria

Supply Chain Management, Our Ingredient Supply Chain, pages 36 & 37

414-2 Negative social impacts in the supply chain and actions taken

There were no significant negative social impacts reported within our supply chain for this period.

**Public Policy 2016**

415-1 Political contributions

Winland Foods' Code of Ethics does not allow for support of political parties or candidates for public office or reimbursement of employees for political contributions

**Customer Health and Safety 2016**

416-1 Assessment of the health and safety impacts of product and service categories

100% of product and service categories assessed on the basis of their health and safety impacts. Assessments for improvements are triggered by customer request or regulatory/labelling changes.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

No cases of non-compliance concerning the health and safety impacts of products and services resulting in fines, penalties or warnings were recorded in 2023.

**Marketing and Labeling 2016**

417-1 Requirements for product and service information and labeling

Product Labeling & Marketing, page 26

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