



# 2023 SUSTAINABILITY REPORT





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# A MESSAGE FROM OUR CEO

I'm pleased to welcome you to Winland Food's inaugural sustainability report, which details our 2023 efforts to drive environmental, social, and governance (ESG) deeper into the way we work, enterprise-wide.

The name Winland Foods may be new, but our roots run deep. Our longstanding partnerships with nearly 700 vendors bring in top-quality grains, fruits, vegetables, and flavors from across North America and overseas. At our plants and corporate facilities, team members with long resumes in the food and beverage industry come to the table with expertise in culinary innovation, ingredient functionality, manufacturing, and distribution, creating delicious food that brings people together.

As a food manufacturing company, we're beholden to the natural systems that keep fields fertile and aquifers full. We recognize the serious threats of environmental deterioration and climate change, and are committed to strategies that help us operate with optimal efficiency and responsibility.

In 2023, our dedicated food safety and quality teams fine-tuned our processes for ensuring the highest standards in the products we sell. In collaboration with our vendors, we reduced supply chain impacts by prioritizing rail shipping and expanding the use of reusable shipping containers. On-site, our plants completed efficiency upgrades to save energy and cut emissions, while our people managers took steps to foster a more diverse, inclusive, and collaborative workplace culture.

To begin our ESG evolution, we conducted Winland Foods' first materiality assessment, identifying and prioritizing our highest-impact ESG issues and risks. As we move into 2024, we're using learnings from that assessment to advance our strategies, targets, and actions—developing our climate strategy, further integrating ESG into enterprise risk management, and expanding our reporting transparency. From our headquarters to the manufacturing floor, we're committed to doing our part.

As CEO, I'm honored to lead a company that's making a positive impact. We believe that good food is essential for a healthy, happy, and sustainable future, and we're dedicated to helping make that future a reality.

**Eric Beringause, CEO, Winland Foods**





# ABOUT WINLAND FOODS

## Our purpose: to be exceptional from the land to the table

Winland Foods is a global manufacturer of private label and branded foods for the retail and co-manufacture markets. Formed in October 2022 through a divestiture from TreeHouse Foods, we create delicious, high-quality foods across 12 product categories, including pasta, sauces, dressings, and dry dinners. We take pride in using only the finest ingredients, and believe everyone deserves access to affordable and nutritious options that make healthy eating accessible and enjoyable for all.

As a link in the global food chain, we recognize the importance of protecting natural systems and being a force for positive change. We are committed to responsible and sustainable environmental practices across our network and prioritize the safety, health, and well-being of our employees and customers by going above and beyond industry standards.

## WINLAND FOODS AT A GLANCE

Incorporated:

**October  
2022**

Headquarters:

**Oak Brook, Illinois**

Manufacturing Facilities:

**14** (USA, Canada, Italy)

Employees Worldwide:

**2,800**

New Products:

**~360** SKUs



### 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.



### 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.



### VALUES

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



## PRODUCT CATEGORIES



**PASTA**



**POURABLE DRESSINGS**



**PRESERVES**



**SAUCES**



**RED SAUCES**



**SPOONABLE DRESSINGS**



**SYRUPS**



**PLANT-BASED PROTEIN**



**DRY BLENDS AND BAKING**



**PITA CHIPS**



**PIE FILLINGS**



**DRY DINNERS**



# OUR CAPABILITIES

Winland Foods partners with global customers across a range of channels, including traditional grocers, big-box retailers, natural food stores, clubs, food-away-from-home, and e-commerce.

We also serve industrial, export, and co-manufacture customers in several categories, and create products designed to meet certifications including kosher, organic, gluten-free, cage-free, and non-GMO.

IN ADDITION TO FOOD  
MANUFACTURING,  
OUR IN-HOUSE  
EXPERTISE INCLUDES:



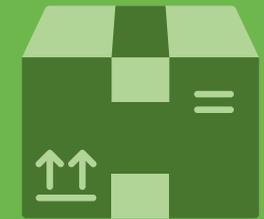
**RESEARCH &  
DEVELOPMENT**



**PRODUCT  
INNOVATION**



**FOOD  
SAFETY**



**PACKAGING  
ENGINEERING**



**STRATEGIC GLOBAL  
SOURCING**



**FOOD  
QUALITY**



**GRAPHICS &  
LABELING**



**LOGISTICS &  
DISTRIBUTION**



# SUSTAINABILITY AT WINLAND FOODS

At Winland Foods, we know sustainability drives both short- and long-term benefit for our company, our stakeholders, our society, and our world.

By committing to strategies that integrate environmental, social, and governance (ESG) principles across our business, we're setting Winland Foods up to:

- Improve decision-making and accountability
- Drive operational efficiency
- Reduce our impacts on the environment
- Continue attracting and retaining the best talent



## EMBEDDING SUSTAINABILITY

Winland Foods approaches sustainability as a company-wide commitment to value creation. As a new company, we're working to grow organizational capability and integrate sustainability into every decision we make, using an approach based on:



### ENGAGEMENT

with key internal and external stakeholders



### COLLABORATION

across functions and with external stakeholders



### INTEGRATION

of functional strategies with sustainable outcomes



### TRANSPARENT REPORTING

on goals and performance



### GOVERNANCE

to integrate ESG functional and business performance



# GAUGING MATERIALITY

In mid-2023, Winland Foods conducted a materiality assessment to:



The assessment sought input from key stakeholders including Winland Foods employees, customers, investors, and suppliers, and entailed both research and direct input from subject matter experts. To ensure we focused on the highest impact risks and opportunities, we analyzed impacts using a double-materiality lens, gauging inward-facing ESG issues with the potential to erode or create enterprise value and outward-facing impacts driven by Winland Foods' business activities.

The exercise identified 17 ESG impact areas, of which 9 are considered highest priority, with potential impacts both on the enterprise and on the economy, the environment, and people. Our strategies for these highest-priority issues are discussed in this report along with other topics we focus on.

# SUSTAINABILITY STRATEGY & FRAMEWORK

To create enterprise-wide alignment around ESG, we defined four strategic pillars that encompass our highest-priority ESG topics and additional areas that ranked high in material impact on the economy, environment, and people. This framework will focus our efforts to mitigate priority ESG risks and secure ESG opportunities by ensuring robust management and integrating of ESG into the way we work.

All pillars are underpinned by a structure of solid governance, itself one of our nine identified highest-priority areas, and reporting transparency. In 2024, we will continue maturing Winland Foods' ESG strategies, targets, and actions for these priority areas based on learnings from our materiality assessment.

## Governance & Reporting Transparency



### Exceptional Products



### Resilient Supply Chain



### Sustainable Operations



### Winning Culture

## Highest Priority

Food Safety

Environmental & Social Impacts of Ingredient Supply Chain

Occupational Health & Safety

Employee Engagement

Product Labeling & Marketing

Climate-Related Impacts & Risks (Scope 3)

Operational Impacts

Packaging Life Cycle Management

Climate-Related Impacts & Risks (Scope 1 and Scope 2)



# ENVIRONMENTAL IMPACT



## Building strategies for a more sustainable business and planet.

Winland Foods remains committed to environmental stewardship within our operations and supply chain, while ensuring our business remains resilient in the face of climate change. From land to table, we are doing our part to reduce our ecological footprint and contribute to a healthier future for all.

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Operational Impacts

Climate Risks & Impacts

Environmental Impact of  
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Optimization

Packaging Life Cycle  
Management

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**“As a food manufacturer, we know better than most that promoting sustainable practices literally puts food on the table. By encouraging responsible agriculture and driving energy and greenhouse gas savings across our operations and logistics, we’re helping protect the earth, heal the climate, and ensure healthy harvests for future generations.”**

Jonathan Ingram, Chief Procurement Officer





# OPERATIONAL IMPACTS

Our company relies on the earth and its natural systems, giving us both business and ethical incentives to reduce Winland Foods' operational impact. We implement efficiency strategies to reduce our energy use, water use, greenhouse gas (GHG) emissions, and waste, and we're developing a renewable fuels strategy to help set Winland Foods up for a more sustainable future.

In our first year as a stand-alone entity, Winland Foods carried over existing targets that focused on reducing Scope 1 and 2 GHG emissions, water usage, and waste. Simultaneously, we are setting the stage for deepening our commitments in 2024 and plan to refresh targets. Three of our major U.S. facilities effected significant savings via systems upgrades, enhanced efficiency practices, and reuse/recycling initiatives:

**BUCKNER, KY:** Partnering with a national recycling company, Buckner launched a program to recycle both bulk and packaged mayonnaise product waste from the production process and resell the by-product for use in biofuel production, diverting 500 tons of waste from landfill annually. The plant also upgraded to LED lighting in the warehouse for an annual savings of ~855,000 kWh, 360 MT CO<sub>2</sub>e.

**NORTH EAST, PA:** The plant undertook a boiler system efficiency audit, improved condensate recovery, and installed booster pumps on bottle washer segments of the production line to increase efficiency, saving a combined ~3,600 MMBTU, 300 MT CO<sub>2</sub>e, and 8 M gallons of water.

**TOLLESON, AZ:** The plant introduced a 200-horsepower variable frequency drive (VFD) air compressor for annual savings of 268,000 kWh, 100 MT CO<sub>2</sub>e. They are also currently replacing wet-seal vacuum pumps on flour mixers with waterless dry-seal pumps, which we estimate will save over 4.1 M gallons of water annually.

## SUSTAINABILITY TREASURE HUNT PROGRAM

Our Sustainability Treasure Hunt Program organizes two- and three-day challenge events to brainstorm process improvements around energy, water, and waste at individual Winland Foods plants. Working together, a cross-functional team of experts and plant employees scour the facility to identify savings opportunities. In 2023, we hosted Treasure Hunts at our plants in St. Louis, MO; Buckner, KY; Columbia, SC and San Antonio, TX, identifying potential of over \$775k in cost savings, 3,000 MT CO<sub>2</sub>e emissions reductions and 14 M gallons of water reductions.

## WINLAND FOODS 2025 ENVIRONMENTAL GOALS\*

### SCOPE 1 & 2 EMISSIONS



### WATER REDUCTION



### WASTE REDUCTION



\*Scope 1, Scope 2, and water reduction goals are based on a 2020 baseline

\*\*Combined Scope 1 and 2 emissions from operations / pounds production

\*\*\*Total incoming water / pounds production

Please Note: Goals will be revisited in 2024.



# CLIMATE RISKS & IMPACTS

Due to the extensive geographical distribution of Winland Foods' facilities in the U.S., Canada, and Italy, it is essential to tailor climate resilience planning to each plant's unique requirements. While addressing the climate risks at all our facilities, special emphasis is placed on those in the U.S. South and Southwest, where the primary concern is the impact of heat on the health and safety of our employees. To combat the combination of environmental summer heat and heat generated by the manufacturing process itself, we've added spot-cooling units and cooling stations in all facilities to mitigate the risk of heat stress, and we conduct Wet-Bulb Globe Temperature monitoring to provide real-time estimates of the effects of temperature and humidity on plant employees. As summers get warmer, we will explore adjusting employee break times to optimize cooling opportunities.

Since our operations are large water consumers (particularly our pasta manufacturing plants), we also monitor and plan mitigation strategies for water risk, particularly at our plant in water-stressed Tolleson, AZ.

Climate-related risks in the agricultural supply chain can result in adverse impacts such as unpredictable weather patterns, water scarcity, and crop failures, resulting in disruptions in food production and distribution. We work to mitigate these risks by implementing sustainable sourcing practices, investing in resilient supply chains, and engaging in initiatives to reduce carbon emissions throughout our value chain.



## During the upcoming year we anticipate:

1

**Completing our first company  
-wide Scope 3 emissions  
inventory, covering  
full-year 2023**

2

**Evaluating the best  
renewable energy options  
for Winland Foods**

3

**Creating a framework  
and metrics for tracking  
environmental progress  
across our functions**

4

**Improving behavior  
practices at plants to boost  
efficiency**

5

**Beginning the process of  
setting emissions targets  
through the Science Based  
Targets initiative**

6

**Further integrating climate  
risk into our enterprise risk  
management program**



# ENVIRONMENTAL IMPACT OF INGREDIENT SUPPLY CHAIN

Our products' journey begins in soil tended by farmers all over the U.S., Canada, South America, and the European Union. All told, we partner with more than 700 vendors to supply the crops, commodities, spices, and other ingredients that go into our products. By collaborating with our suppliers to drive innovation and speed the adoption of sustainable practices, we strive to create a resilient supply chain that promotes environmental stewardship, social equity, and economic prosperity for today and future generations.

## SOURCING FROM THE LAND

### KEY INGREDIENTS

				
<b>Grains &amp; Oils</b>	<b>Fruits &amp; Vegetables</b>	<b>Flavoring</b>	<b>Functional Ingredients</b>	<b>Other Ingredients</b>
Durum wheat	Tomatoes	Salt	Acids (e.g. Citric, Lactic)	Eggs
Corn	Onions	Sugar/Sweeteners	Gums	Vinegars
Rice	Peppers (multiple varieties)	Herbs (e.g. basil, oregano)	Starches	Cocoa/ Cocoa Powders
Soybean Oil	Berries (all types)	Spices (e.g. black pepper)	Colors	Buttermilk
Canola Oil		Flavors		

# PARTNERSHIPS FOR SUSTAINABILITY & RESILIENCE

Winland Foods leverages successful supplier partnerships and seeks new vendor relationships to optimize our supply chain for greater efficiency, sustainability, and business resilience. 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.

At the same time, we encourage our suppliers to advance the kinds of responsible, regenerative agricultural practices that Winland Foods, our customers, and the global sustainability movement 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.

Our major suppliers are actively incorporating these best practices, extending the positive environmental outcomes to both Winland Foods and our valued customers.



Together, we're also reducing shipping waste through our Reusable Container Program, which utilizes over 10,000 reusable plastic drums to procure fruits and vegetables from vendors for our plants in Stoney Creek, ON, and Buckner, KY, achieving over 20 reuses per barrel.



We also procure tomatoes using reusable wood or metal bins, saving some 237,000 steel or fiber drums from going to landfill every year.



# SUPPLY CHAIN LOGISTICS OPTIMIZATION

During Winland Foods' first year as a stand-alone entity, we launched Supply Chain 2.0: a series of initiatives designed to drive continuous supply chain improvement by reducing waste, consolidating redundancies, and optimizing processes for moving materials and products from plant to warehouse to customer.

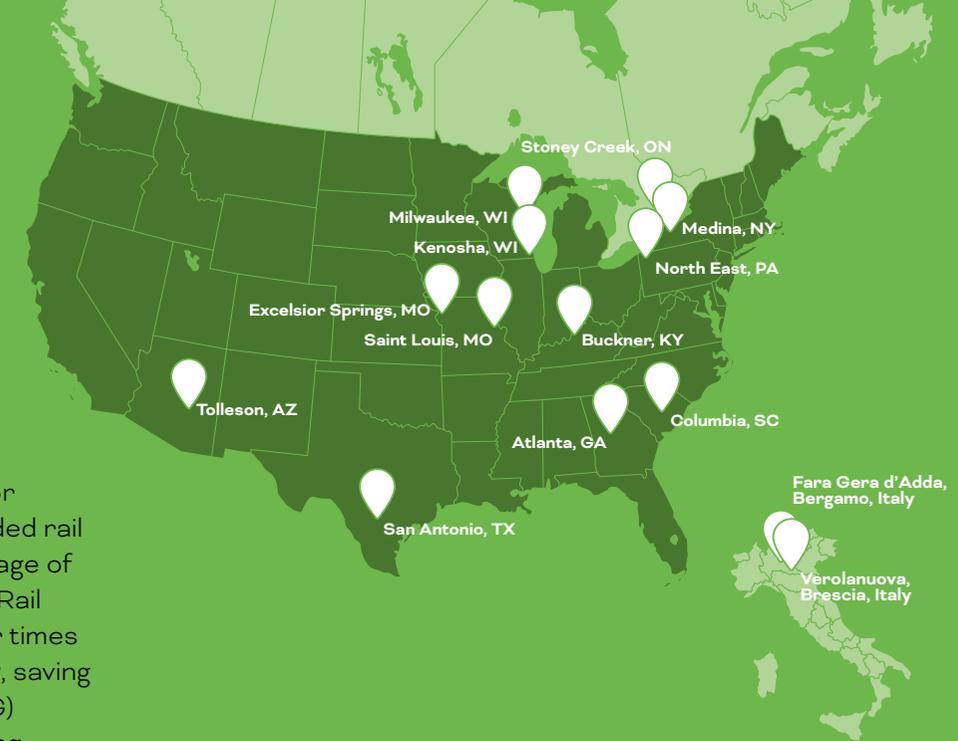
## Warehousing & Logistics to Meet Customer Need

Post-Covid, Winland Foods began rethinking our inventory management strategy, moving beyond a just-in-time approach by optimizing our distribution and warehouse network: manufacturing and warehousing product in locations close to our major customers, reducing our carbon footprint through reduced mileage, and providing a buffer to meet unpredictable demand. In addition, we have an active project to implement bracket pricing with our customer base, incentivizing them to maximize order patterns and fully utilize trucks to increase Cube Adjusted Weight (CAW) in our logistics network.

### ENVIRONMENTAL IMPACT

- Operational Impacts
- Climate Risks & Impacts
- Environmental Impact of Ingredient Supply Chain
- Partnerships for Sustainability & Resilience
- Supply Chain Logistics Optimization
- Packaging Life Cycle Management

### Manufacturing locations



## Riding the Rails

At several of our major facilities, we've expanded rail freight to take advantage of its greater efficiency. Rail requires three to four times less fuel than trucking, saving greenhouse gas (GHG) emissions while allowing greater transport volume.

### ON-SITE RAIL IN PENNSYLVANIA:

At our plant in North East, PA—one of the largest salad dressing facilities in the U.S.—we actualized a long-planned effort to build a rail siding and tank farm on site, enabling us to accept bulk shipments of canola and soybean oil direct from multiple suppliers. It was our single biggest project of the year, adding resiliency to our supply chain, eliminating the impacts of some 2,500 trucks annually with their associated GHG impacts, and minimizing truck idle time and demurrage costs.

### RAIL SAVINGS ON WHEAT & TOMATO SHIPMENTS:

Winland Foods also opts for rail over trucking for our durum wheat shipments from Montana, North Dakota, and Canada to our pasta manufacturing sites in Excelsior Springs, MO; St. Louis, MO; and Columbia, SC. All told, these rail shipments equate to more than 13,000 trucks annually, with their associated GHG impacts. Winland Foods also uses rail to ship the majority of our tomato purchases from California to our plants in Buckner, KY; Stoney Creek, ON; and San Antonio, TX, saving the equivalent of 2,100 trucks.

### CO-LOCATING RAIL, MILLING & MANUFACTURING:

In Columbia, SC, and Excelsior Springs, MO, our plants accept rail shipments of Durum wheat, mill the wheat into semolina on site, then pipe it next door to the plants' pasta manufacturing operations, reducing transportation costs and GHG impacts. Our plants in St. Louis, MO, and Tolleson, AZ, reduce logistics impacts by partnering with milling operations located only a quarter mile away, and which utilize rail for 40% of their incoming durum shipments.



# PACKAGING LIFE CYCLE MANAGEMENT

Our engineers design packaging that is easy to use and protects our products on the journey from manufacturing to store shelves. Aligned with Winland Foods' ESG strategy, we seek to use packaging materials that are lightweight, employ post-consumer recycled content, and are themselves recyclable, reusable, or compostable.

We are constantly seeking packaging-reduction opportunities through strategies such as optimizing packaging size and thickness and reducing the use of plastic films.

Recently, we achieved annual savings of:

- ~400,000 pounds of plastic through optimization of our salad dressing bottles
- 4,000 pounds (710,000 square feet) of plastic film by eliminating windows from our pasta cartons

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

In total, 98% of our packaging (by weight) is now recyclable, reusable, or compostable, and we're working with our suppliers to close the final gap—either by moving away from packaging formats that still require hard-to-recycle materials or by seeking innovative substitutes. In 2023, with support from our Research and Development and Value Engineering teams, we selected ten packaging components whose replacement with sustainable alternatives could move us closer to our goal of 100% packaging that is recyclable, reusable, or compostable. We are currently conducting or scheduling trials for five of these components, reviewing options for four others, and rolling out solutions for one.





# SOCIAL IMPACT

## Creating a more sustainable food future for everyone.

At Winland Foods, we're proud to provide our customers and consumers with high-quality, delicious food at an exceptional value. That's part of our social commitment, which spans from the land to the table and includes mechanisms to guarantee food safety, provide a healthy and inclusive workplace for our employees, protect the rights of workers throughout our supply chain, and support the communities in which we live and work.



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Occupational Health  
& Safety

Product Labeling  
& Marketing

Social Impact in Our  
Supply Chain

Employee Engagement

Employee Diversity,  
Equity & Inclusion

Community Engagement

GOVERNANCE

**“Food is personal. At Winland Foods, we’re always reminding each other that our customers are our families. We’re all responsible for how our processes and products affect their safety and health. At the same time, Winland Foods is always looking out for our employees’ wellbeing, and acting as an advocate for workers in our supply chain and for the needs of our communities.”**

Bassey Ekpo, Chief Innovation Officer





# FOOD SAFETY

As a food manufacturer, our top priority is the production of reliable, high-quality products for our customers and consumers. To assure we can meet and exceed consumers' expectations of providing safe, nourishing, and memorable meals for their families, we maintain a range of programs aimed at guaranteeing consistent food quality and safety.

Over the past year, Winland Foods has successfully stood up dedicated food safety and quality teams and programs to ensure the efficacy of our ingredient supply chain. We've also maintained and enhanced quality and safety processes in our manufacturing and distribution locations and assured continued compliance with federal and state regulations. We continuously monitor evolving health and safety risks and evolve our programs and processes to assure mitigation.

All of our facilities are certified by the internationally recognized Global Food Safety Initiative (GFSI). Under the GFSI umbrella, our plants are certified to either Safe Quality Food (SQF) or British Royal Consortium (BRC) standards and receive unannounced certification audits annually. Our food safety training program is managed at the corporate level, publishing key required trainings on a quarterly basis for each job function within Winland Foods' manufacturing and supply chain, then monitoring and tracking training uptake and compliance.

## QUALITY SYSTEMS



**FOOD SAFETY PLANS** identify potential biological, chemical, and physical hazards that must be controlled within our supply chain or via programs and processes at our facilities.



**GOOD MANUFACTURING PROCEDURES (GMPs)** describe the methods, equipment, facilities, and controls implemented to produce safe, quality food that meets industry standards.



**FOOD DEFENSE & FOOD FRAUD PREVENTION PROGRAMS** protect food from adulteration or tampering intended to create harm or substitute less expensive ingredients.



**OUR PRODUCT RECALL PLAN** enumerates roles and responsibilities for successfully retrieving products that may have been contaminated with harmful bacteria, allergens, or foreign objects, or whose ingredients have been mislabeled. We practice our formal, written recall plan on a biannual basis.



**SUPPLIER QUALITY/ MANAGEMENT PROCESSES** allow Winland Foods to manage, monitor, and respond to changes in our suppliers' ability to meet our Food Safety & Quality (FSQ) expectations and material specifications.



**WAREHOUSE/LOGISTICS QUALITY MANAGEMENT** is a defined program and approval process that outlines our expectations for all warehouse facilities that store our manufacturing ingredients and food products.



# OCCUPATIONAL HEALTH & SAFETY

Winland Foods is diligent about protecting the wellbeing of our employees and maintaining a healthy environment for our neighbors and communities. At all our plants, warehouses, and other facilities, we prioritize creating a workplace where our people feel safe and protected, are engaged with safety policies and practices, and feel comfortable raising concerns to facility leadership.

Over the past year, our Environmental Health and Safety (EHS) team has worked to build true partnerships with plant teams, transforming what were previously considered compliance issues into broadly understood best practices that keep people safe. We've also stressed the sharing of those best practices across functions and locations, building on our platform of hazard identification and mitigation training.

In 2023, our EHS team focused on areas that present heightened danger to life or health, including fall protection, lockout/tagout protections against release of hazardous energy, and risks associated with powered industrial trucks and confined spaces. Hazard mitigation teams have assessed current processes, identified potential risks, and developed corrective solutions. Looking forward, our focus will expand to slip, trip, and fall hazard mitigation and expanding behavior-based peer-to-peer safety programs. We know that when everyone has each other's backs and shares their knowledge, we can move our safety culture to the next level.

## Training & Testing

We conduct class-based and online training on personal protective equipment, confined space hazards, fall protection, hearing protection, respiratory protection, hazard communication, and ergonomics, along with location- and job-specific health and safety training. For all current training, we target a 95% completion rate each month, with plant leaders held accountable for meeting those numbers.

To help assure a healthy working environment, our testing program regularly conducts:

- **Noise monitoring surveys and annual hearing tests** to identify and address unhealthy noise levels
- **Air testing** to protect against potential airborne dust from handling dry ingredients
- **Heat-stress monitoring** to identify areas in need of temperature-reduction measures
- **Workstation ergonomic assessments** to protect against strains and sprains
- **First responder training** for team members, including first-aid care, CPR, and AED

## Incident Investigations

Incident investigations are completed for near-miss incidents, property damage, first aid, and medical-related injuries, with the site leadership team (supported by directors of EHS and Operations) evaluating all incident details to identify root cause, put in place corrective actions to mitigate the physical risk, and identify any necessary systemic improvements. All incident data is collected in our EHS Data Management System to record historical data, track corrective actions, analyze trending incidents, and report out OSHA Recordable Injuries.

**In 2023, Winland Foods' Total Recordable Incident Rate (TRIR) is currently 2.60, representing a 30% reduction for the year.**



# PRODUCT LABELING & MARKETING

Our in-house graphics specialists work with our customers to design packaging graphics that promote the brand, communicate the product’s taste experience, and stand out on the shelf. All packaging labels undergo a rigorous review process to check for accuracy of ingredients and associated claims as well as adherence to applicable federal and local-level labeling requirements. Labeling that identifies food certifications (e.g., organic, kosher) or makes claims regarding product attributes (non-GMO, gluten free, plant based, etc.) are verified either in-house or with the aid of a third party.

# SOCIAL IMPACT IN OUR SUPPLY CHAIN

Winland Foods is committed to ethical labor practices. Our Supplier Quality Expectations Manual provides both existing and new suppliers and their facilities with a basis for understanding our expectations. Along with provisions covering food quality and safety, environmental responsibility, and related issues, the manual discusses social policy and practice issues such as minimum age and maximum work hour requirements, employee freedom of association, provision of a safe and healthy work environment, and prohibition of abuse, harassment, and discrimination. All our suppliers are expected to acknowledge and demonstrate adherence to the enumerated expectations, and Winland Foods conducts on-site audits to verify compliance to aspects of our policy.

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# EMPLOYEE ENGAGEMENT

We're proud to be building a company culture that's rooted in creativity, collaboration, and respect for each other and the world around us. From our leaders to our R&D scientists to every Winland Foods employee on the plant floor, we value all of our people as unique individuals whose skills and ideas help drive company success.

## Attracting & Developing Talent

Our company culture is built on teamwork and collaboration. We value open communication, mutual support, and a positive work environment that supports our employees' health, wellness, and personal goals. We believe in investing in our peoples' careers, providing them opportunities to broaden their skills, demonstrate leadership, and expand their networks through participation in cross-functional projects.

Our focus on the individual begins in recruitment and stretches throughout an employee's Winland Foods tenure. In summer 2023, we launched a new 30-60-90 onboarding model that gradually expands new hires' knowledge of Winland Foods' teams, leadership, and processes, proving all the tools they need to be successful in their roles. At our plants, new hires receive specialized training on our operational, health, and safety processes, emphasizing compliance imperatives around food safety. Looking ahead to 2024, we anticipate launching surveys to provide a dashboard view of new-hire engagement.

## WINLAND FOODS SUMMER INTERNSHIP PROGRAM

**During 2023, we launched Winland Foods' first internship program to bring talented undergraduates into our finance, legal, engineering, HR, research and development, sales, and customer services functions, providing them with experience working on teams (on-site and remotely), applying their skills to specific projects, and learning about the industry, while also deepening our pipeline of future talent.**

## Employee Engagement & Team Building

To support our recruitment efforts and earn the loyalty of our existing workforce, we spent 2023 consciously developing a more collaborative culture. Today, when there's a challenge to solve, everyone's getting onboard, empowered to bring their ideas and perspectives. Management listens. People feel heard. We're making decisions and resolving issues faster, with all our people pulling toward the same goal.

Like other manufacturers of non-durable goods, we were challenged this year by high turnover among hourly wage workers at our plants. In 2023, we invested in wage adjustments and took steps to add consistency to our new hire trainings across plants, consolidating onboarding to one day to get people engaged more quickly with their new work experience. By September, we posted our lowest monthly turnover numbers for 2023, at 2.2%.

To further promote our collaborative culture and drive engagement for both new and veteran employees, we've introduced a series of functional conferences focused on bringing together team members from departments across multiple locations, facilitating networking and collaboration in a team environment. Extremely well received, the conferences have spurred ongoing, organic communication and collaboration, including via the creation of team chat forums.

Winland Foods conducts annual employee engagement surveys to measure and assess employee motivation, and maintains a program recognizing employee service and career milestones.

## Employee Benefits

Winland Foods offers a comprehensive suite of benefits to promote employee health and financial wellness. Health benefit elections include medical and pharmacy, dental, vision, and short- and long-term disability, and our employee assistance program provides resources and information to deal with life's challenges. Winland Foods matches employee contributions to 401(k) retirement plans up to 5%, and offers multiple supplemental plans to assist in areas such as legal, identity theft, and financial protection for extreme health care events.

To better attract and retain employees, we are launching a new, highly competitive paid time off (PTO) system company-wide in 2024, providing greater flexibility to our workforce and adding sick time for our hourly employees. We are also adding Martin Luther King Day to our calendar of paid holidays.



# EMPLOYEE DIVERSITY, EQUITY & INCLUSION

Winland Foods believes that maintaining a diverse and inclusive workforce is critical to our success as a global company. We seek to recruit, develop, and retain the most talented people from a candidate pool that mirrors the consumers and communities we serve, and our formal Diversity, Equity & Inclusion (DEI) Policy commits us to ensuring a working environment of mutual respect and equal advancement opportunity for candidates of every race, color, religion, national origin, age, gender identity/expression, marital status, sexual orientation, and all other characteristics protected by law and a fundamental belief in fairness and humanity.

Our diversity commitment covers our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment that encourages and enforces:

- Respectful communication and cooperation between all employees
- A teamwork culture that encourages participation and representation of all groups and employee perspectives
- A speak-up culture that encourages employees to promote inclusion within their teams and report incidents of bias, discrimination, or harassment
- Work/life balance through flexible work schedules that accommodate employees' varying needs
- Employer and employee contributions to the communities we serve, to promote a greater understanding and respect for diversity

As a part of our commitment, we seek business partners and vendors who also honor the importance of DEI in their operations.

# DEI INITIATIVES

During 2023, we launched three initiatives to advance Winland Foods' DEI culture:



## EXECUTIVE DEI EDUCATION:

In fall 2023, we executed three global virtual sessions and additional in-person, facility-specific sessions to educate individual leaders on advancing DEI. Aimed at supporting the hiring of diverse candidates and developing a pipeline of diverse leaders to help shape Winland Foods' future, the virtual meetings were recorded and made available for further viewing.



## DIVERSE RECRUITMENT THROUGH DIRECTEMPLOYERS:

Our new partnership with the DirectEmployers Association will help Winland Foods hire and retain diverse talent via job outreach oriented to diverse talent pipelines.



## WOMEN'S NETWORKING THROUGH WISE:

WISE (Women Impacting Storebrand Excellence) is a leader in professional development resources for store brand professionals, providing programs and creating opportunities to foster women's professional and personal growth. Our top-tier sponsorship provides all of Winland Foods' women employees with access to the organization's resources, including webinars, professional development, and online networking events.



# COMMUNITY ENGAGEMENT

In 2023, we organized donations of more than two million dollars of Winland Foods products to a network of 40-plus food banks and food pantries in our operating regions, helping individuals, families, and communities in need. Beyond this corporate-level initiative, the majority of Winland Foods' community engagement work is decentralized to the facility level, allowing our sites to tailor initiatives to the needs of their communities and the causes that resonate with their employee populations. In 2024, we plan to improve tracking of these facility-level initiatives and their impacts.



**\$2M+**

of Winland Food products  
donated to



**40+**

food banks  
and food pantries



- A MESSAGE FROM OUR CEO
- ABOUT WINLAND FOODS
- SUSTAINABILITY AT WINLAND FOODS
- ENVIRONMENTAL IMPACT
- SOCIAL IMPACT**
  - Food Safety
  - Occupational Health & Safety
  - Product Labeling & Marketing
  - Social Impact in Our Supply Chain
  - Employee Engagement
  - Employee Diversity, Equity & Inclusion
  - Community Engagement
- GOVERNANCE



# GOVERNANCE

**Creating a culture guided by our values and governed with integrity.**

Our customers trust Winland Foods to be a responsible partner, and our employees count on us to create a safe, respectful, and inclusive work environment where they can thrive. We work to meet those expectations by conducting business the right way every day, guided by integrity and a commitment to ethical conduct.



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  - Corporate Governance
  - ESG Governance & Oversight
  - Enterprise Risk Management
  - Ethics & Compliance
  - Data Privacy & Security

**“Winland Foods’ commitment to good governance and transparency serves as the compass guiding our journey to a more sustainable future.”**

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





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# CORPORATE GOVERNANCE

Winland Foods' corporate governance structure is overseen by a five-member Board of Directors, which currently includes two outside directors. The Board follows an annual work plan and maintains three standing committees: Audit & Risk, Compensation & Management, and ESG. Our policies and procedures exceed private company requirements, with a clear hierarchical decision-making structure and compliance mechanisms threaded throughout the organization, from Legal Affairs and Internal Audit to IT, EHS, Food Safety, and Trade Compliance.

# ESG GOVERNANCE & OVERSIGHT

Chaired by Winland Foods' Chief Innovation Officer, our ESG Steering Committee provides strategic leadership and execution support to drive integration of ESG into corporate and functional strategies. Our Board of Directors provides oversight, and other stakeholders support efforts at the function and facility level.

Group	Primary Role	Structure
<b>Board of Directors</b>	<ul style="list-style-type: none"> <li>Oversees integration of ESG into corporate strategies &amp; ESG performance and reporting</li> </ul>	ESG Committee
<b>Executive Leadership Team</b>	ESG Steering Committee <ul style="list-style-type: none"> <li>Evaluates &amp; prioritizes ESG topics</li> <li>Establishes topic ownership &amp; aligns on goals</li> <li>Provides resources for strategies &amp; reporting</li> <li>Communicates ESG topic management</li> </ul>	<b>Chair:</b> Chief Innovation Officer <b>Facilitator:</b> Senior Director ESG <b>Members:</b> Chief Human Resources Officer, Chief Manufacturing Officer, Chief Procurement Officer, Chief Commercial Officer, Chief Financial Officer, Chief Information Officer, General Counsel
	Enterprise Risk Management Committee <ul style="list-style-type: none"> <li>Ensures integration of ESG topics into enterprise risk</li> <li>Defines enterprise boundaries</li> </ul>	<b>Chair:</b> Chief Financial Officer <b>Facilitator:</b> Director Internal Audit <b>Members:</b> General Counsel, Chief Information Officer, Senior Director ESG
<b>High-Priority ESG Topic Working Groups</b>	<ul style="list-style-type: none"> <li>Develops &amp; executes topic strategies and action plans, collaborating cross-functionally</li> <li>Reports on KPIs &amp; progress to goals</li> </ul>	<b>Sponsor:</b> Executive Leadership Team Member <b>Facilitator:</b> Functional Topic Owner <b>Advisor:</b> Senior Director ESG <b>Members:</b> Applicable cross-functional stakeholders



**GOVERNANCE**

Corporate Governance

ESG Governance  
& Oversight

Enterprise Risk  
Management

Ethics & Compliance

Data Privacy & Security

# ENTERPRISE RISK MANAGEMENT

Winland Foods maintains an Enterprise Risk Management (ERM) program to identify, assess, and prepare the organization for potential impacts that may interfere with our operations and objectives. Overseen by an ERM Committee comprising our Director of Internal Audit, CFO, CIO, General Counsel, and Senior ESG Director, the program helps us manage risks and uncertainties, facilitate efficient risk reporting to leadership, enhance decision-making, and increase our operational efficiency. In 2023, the program:

**Identified and reported Winland Foods' universe of risks and sub-risks**

**Documented management's processes to address each ERM sub-risk**

**Performed walk-throughs of management processes to address very high and high ranked ERM risks and sub-risks**

In 2024, our ERM objectives include a refresh of risk and sub-risk listings, a ranking of each risk with our executive leadership, documentation of mitigation processes, walk-throughs of higher-ranked risks, and facilitating closer integration of ERM and ESG.

# ETHICS & COMPLIANCE

Winland Foods' Code of Ethics serves as a framework of ethical business practices to guide our employees and culture. The code provides us with high-level guidance and direction in areas including food safety and quality, workplace safety, social responsibility, ethics and compliance, cybersecurity and data privacy, and reporting. We expect everyone who works for or on behalf of Winland Foods, including our suppliers and business partners, to act with integrity and in accordance with the code's enumerated principles.

We encourage our employees to report possible unethical, illegal, or improper conduct to their supervisor, plant manager, or our HR or Legal Affairs departments. We also maintain a 24-hour, third-party-operated hotline where employees, partners, contractors, and others can report anonymously. Winland Foods has a zero-tolerance policy for retaliation against individuals who report concerns in good faith.

# DATA PRIVACY & SECURITY

We are committed to protecting the personal data of our employees and others who engage with Winland Foods. We comply with applicable laws that regulate the collection, storage, and use of personal data wherever we do business. We never share personally identifiable information (PII) without permission, and we maintain safeguards and limits regarding the collection, storage, and transmission of PII. More information can be found in our [Privacy Policy](#).

To protect our systems and users from data breaches, malware, phishing attempts, and other cybercrime, Winland Foods employs a third-party-managed Security Operations Center that monitors the servers and applications within our cloud environment as well as employees' and contractors' Winland Foods-furnished equipment. To reduce human risk factors, we've also partnered with a security awareness firm to create a new cybersecurity training and awareness program through which users can receive and track individualized training on a mobile platform, in multiple languages. A security proficiency assessment is conducted to determine cybersecurity strengths and weaknesses, allowing us to assign user-specific trainings modules as needed across the areas of email security, internet security, mobile security, incident response, passwords and authentication, social media, and being a human firewall.

In 2024, we'll offer quarterly trainings (based on assessment results and the outcome of phishing tests), annual security awareness training, and additional focus areas during Cybersecurity Awareness Month in October.



## FORWARD-LOOKING STATEMENTS

This report includes forward-looking statements regarding Winland Foods' expectations, plans, and prospects for improving our ESG 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.

## ABOUT THIS REPORT

This inaugural sustainability report is a reflection on our sustainability efforts since being incorporated in October of 2022. In 2024, we will work to publish a FY 2023 sustainability report prepared with reference to the GRI Standards.



[winlandfoods.com](https://winlandfoods.com)

