



Growing Goodness Together

Our 2021 Corporate Social Responsibility Report



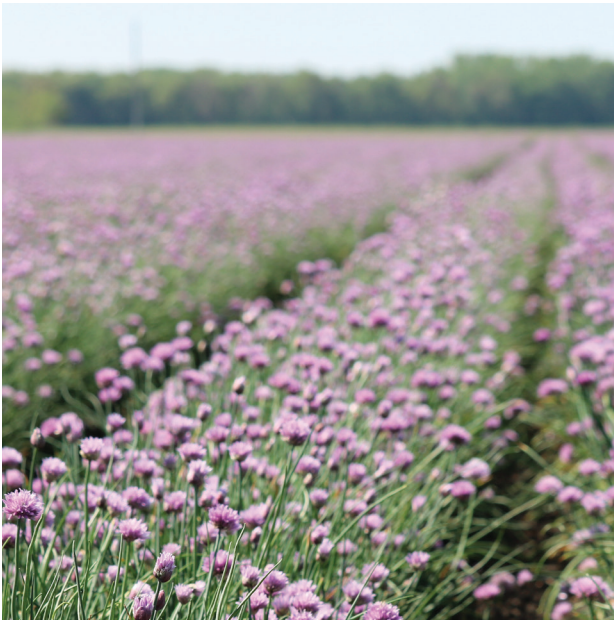
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INTRODUCTION

Growing Goodness Together



Welcome to the 2021 Van Drunen Family of Companies Corporate Social Responsibility Report! Thank you for being here and partnering with us to responsibly use the goodness of nature to help improve people's lives.

Our report theme for this year is Growing Goodness Together. We chose this theme to guide us as we share more with you about how the Van Drunen Family of Companies humbly works together for people, our communities, and our planet.

GROWING

For us, the word growing carries layers of meaning. It acknowledges our farming heritage and continuous commitment to responsible stewardship of the land and our natural resources. We grow our teams as we help people develop their skills and talents. Our communities grow and flourish when we give back through support and service. The choices we make now to grow responsibly will impact generations to come.

GOODNESS

Nature is full of goodness that nourishes our bodies and minds. We strive to responsibly use nature's goodness to help improve people's lives. We also strive to be a good corporate

partner to our employees, communities, and customers. Though often the world seems full of insurmountable problems, we believe goodness is all around us.

TOGETHER

We know that by working together, we can make a greater impact on the world. Undoubtedly, our world faces ever-growing challenges. But we believe through ingenuity and teamwork; we can find solutions that will allow future generations to thrive and grow.

We hope you enjoy reading this year's report as much as we enjoyed working with you in 2021!

MESSAGE FROM OUR OWNERS

As we reflect on 2021, we are filled with a sense of hope for the future. We realize that might sound strange to say about a year that included challenges like a continued global pandemic, social unrest, and economic uncertainty. However, the ways that our employees and communities cared for each other amid these challenges shows us that with perseverance and teamwork, we can tackle whatever comes our way.

We want to take this opportunity to thank all the people who helped us grow goodness together this past year. From our hardworking employees to valued customers to trusted suppliers to our local communities, you have played an essential role in helping us responsibly use the goodness of nature to help improve people’s lives. We are grateful for all the ways you partnered with us to achieve this goal and continue living out our mission and values.

We are excited to share this report that outlines our 2021 social responsibility efforts.

Though we continually strive to be a socially responsible corporate partner, we know we can always do more to help people, our planet, and our communities. As we further develop our social responsibility plans and goals, we will update you on our progress. We would also love to hear more about your social responsibility passions and efforts. **By aligning our goals with yours, we can have more impact on our world than if we work alone.**

Thank you for joining us on the journey to help improve people’s lives, our planet, and the health and wellbeing of all.

Sincerely,

Jeff Van Drunen
Kevin Van Drunen



Jeff Van Drunen



Kevin Van Drunen

OUR 2021 SOCIAL RESPONSIBILITY INITIATIVES

25 New Acres of Certified Organic Farmland



New Workplace Chaplain Program for Employees



5,000 Food Items Donated to Local Food Pantries



2 New Pollinator Habitats Created



Van Drunen Farms | FUTURE CEUTICALS

Launched the Leadership Development Institute

SUSTAINABLE DEVELOPMENT GOALS

UN Sustainable Development Goals we strived to impact this year:

- #6: Clean Water and Sanitation
- #8: Decent Work and Economic Growth
- #12: Responsible Consumption and Production
- #15: Life on Land

Sedex Member

Annual Sedex Audits Completed



BRC
2 Facilities Earned a 100% BRC Rating



~**51** Million Gallons of Wastewater Reclaimed and Repurposed



Our 2021 Recycling Snapshot:

- 1.6 million lbs of corrugated cardboard
- 450,000 lbs of plastic film
- 90,000 lbs of steel drums

Employees Completed a Total of **13,800** Safety Courses



4,000 Trees Planted

More than **90,000** pounds of product donated to Convoy of Hope

More than 3.4 million lbs of material total!

GROWING GOODNESS FOR PEOPLE

One of the components of our corporate mission statement is to help people develop. From investing in our employees to caring for our customers to contributing to our community, we strive to help improve people's lives. Here are a few of our efforts in 2021 to achieve this goal.

EMPLOYEE DEVELOPMENT INITIATIVES

Approximately 1,000 employees participated in several new development and training



programs launched in 2021. One of them included our newly launched Leadership Development Institute.

This program equips attendees with the skills, knowledge, and tools to lead individuals and teams effectively, increase performance and productivity, and drive business results. We offer this course to potential, first-time, or experienced managers who want to enhance their leadership skills and clarify what kind of leader they want to be.

At the Van Drunen Family of Companies, leadership development is a strategic investment that helps our people grow together and ensures we have the right capabilities in place to successfully take us into the future.

In 2021, we also launched new education initiatives, including cyber-security training, social media training, and employment law training. These new programs joined our already-required training programs, including hands-on technical training, safety, quality, food safety, anti-harassment, MS Office suite education, and performance management.

COVID-19 RESPONSE UPDATE

As the world continued to cope with COVID-19 in 2021, we continued to prioritize employee health and safety through social distancing

practices, COVID-19-related paid time off for employees, free vaccination clinics, and personal protective equipment.

ACCIDENT PREVENTION PROGRAM

The Van Drunen Family of Companies strives to provide employees with a workplace free of recognized health and safety hazards through our Accident Prevention Program (APP). The APP aims to eliminate or reduce workplace accidents, injuries, and illnesses. Our Safety Department manages this program, which provides oversight and guidance to our manufacturing and support facilities. Key elements of the APP include:

- Incident and near-miss reporting
- Job safety analyses
- Development and implementation of safe work procedures
- Employee training

GROWING GOODNESS FOR PEOPLE



SAFETY TRAINING

Each year, our employee’s complete safety courses that cover a wide range of job-specific safety topics. In 2021, our employees completed a collective 13,800 safety courses. These courses include OSHA-required training First Aid/CPR, Powered Industrial Truck, and Aerial Lift certification.

FARM AND FACILITY SAFETY

As farmers for 160 years, we understand the importance of equipment safety. We establish effective equipment safety procedures and provide our agricultural and manufacturing employees with training specific to the equipment they operate, state-of-the-art engineering controls to prevent exposure to hazards, and personal protective equipment to control hazardous exposures. We routinely evaluate and upgrade our safety systems, such as fire protection and machine guarding, as part of our commitment to safety.

HAZARDOUS MATERIAL RESPONSE

Van Drunen Farms maintains a trained and certified Emergency Response Team (ERT) whose role is to support our facilities in the event of a hazardous material emergency. The ERT is equipped with the necessary equipment, supplies, and skill to take offensive action during a hazardous material release for the purpose of protecting human life and property. The team is trained to work within the Incident Command System (ICS) framework established by the Local Emergency Planning Commission (LEPC). The investment and commitment to

the ERT help us care for employees and the communities we call home.

CORPORATE GIVING INITIATIVES

Giving back to our local community helps ensure that we have a positive impact on those around us and that our communities thrive for generations to come. In 2021, we were proud to support numerous organizations and causes, including:

- Academic scholarships through the Kankakee County Farm Bureau Foundation, Kankakee Community College, and Momence Scholarship Committee
- Sponsorship of the Excellence in Agriculture Award from the Daily Journal
- Local community events such as the Momence Gladiolus Festival
- Local food pantry and Christmas gift drives
- Sponsorships of local youth sports teams
- Local ministries serving underprivileged youth
- Momence, IL Police Department
- Momence, IL Heritage Foundation
- Vitamin Angels
- Feeding America
- Convoy of Hope

GROWING GOODNESS FOR PEOPLE

CONVOY OF HOPE

In 2021, the Van Drunen Family of Companies was proud to donate over 90,000 pounds of our dried fruits, vegetables, and herbs to Convoy of Hope. Convoy of Hope is a faith-based, nonprofit organization whose passion and mission are “to feed the world through children’s feeding initiatives, community outreaches, and disaster relief.” We are honored to be a part of this important mission to serve the hungry and hurting in our local communities and around the globe.

Learn more about how Convoy of Hope is working to help those in need at convoyofhope.org.

EMPLOYEE CARE INITIATIVE – WORKPLACE CHAPLAINS

To help care for our employees during challenging times, we launched a new employee care initiative through Workplace Chaplains. Workplace Chaplains is an organization that offers support to employees

through difficult issues they may be facing at home or work.

The service comes at no cost to employees, and all discussions between employees and chaplains are confidential. Workplace chaplains are on-site at each of our offices and facilities multiple times per week to meet with employees as needed. We’re thankful that in 2021, the chaplains assisted approximately 130 employees. Our employee’s physical and mental health matters and we are grateful to partner with organizations like Workplace Chaplains to support our team members.

EMPLOYEE HEALTH INITIATIVES

After a temporary closing due to COVID-19, we were excited to reopen our employee Fitness Center to support our employees’ physical wellbeing. Our 3,000 square-foot state-of-the-art fitness center is free and open to all employees 24 hours a day, seven days a week.



GROWING GOODNESS FOR THE PLANET

ENERGY SAVINGS PROJECTS

In 2021, two of our US-based freeze-drying facilities worked closely with their local energy provider on energy-savings initiatives. Quick wins such as adjusting fan speeds, installing new, high efficiency LED luminaires, fixing leaks, variable frequency drives, and larger projects like new control panels and improvements to our refrigeration equipment, helped us reduce our energy use.

Our Agriculture Department also continued its initiative to replace older equipment with modern, more efficient machinery. This new equipment, which included a tillage implement this year, helps reduce run time in the field and saves energy. The new tillage implement also allows us to till the soil more effectively at a shallow depth, reducing soil disturbance.

WASTEWATER RECLAMATION

Wastewater reclamation and repurposing are ways to responsibly use and conserve one of Earth’s most precious resources. In 2021, two of our processing facilities reclaimed approximately 51 million gallons of

wastewater*. As the water travels from our facilities to nearby lagoons, we filter out large particles. Once in the lagoons, the water is treated, monitored, and then eventually used to irrigate non-food crops.

*This metric is an approximation due to meter-reading interruption resulting from a 2021 water supply upgrade project at one of our facilities.

AGRICULTURE INITIATIVES

Caring for the land well is a part of our farming heritage. Here are a few of our responsible agricultural initiatives from 2021:

- Transitioned 25 Certified Organic Acres into use for herbs
- Planted two pollinator habitats
- Elected 45 additional acres in the fall of 2021 to begin the 3-year transition to Certified Organic



GROWING GOODNESS FOR THE PLANET



PLASTIC PACKAGING REDUCTION INITIATIVE

Reducing plastic use is another way to positively impact the environment. In 2021, we shifted from using 5.75 mil plastic liners and bags to 4 mil. We estimate that this change saves over 95,000 pounds of plastic and helps reduce CO₂ emissions by more than 570,000 pounds each year. This shift also results in a 30% reduction in packaging weight, making our packaged products lighter and more efficient to ship.

RECYCLING UPDATE

Our recycling program is an important way we care for the planet. A few of our recycling highlights from 2021 include:

- Recycled more than **1.6 million pounds** of corrugated cardboard
- Saved more than **450,000 pounds** of plastic film from the landfill
- Recycled more than **90,000 pounds** of steel drums

In total, we recycled more than **3.4 million pounds** of material!

The environmental savings of our 2021 recycling is:



5,197 Barrels of Oil



8,337,161 Gallons of Water

CO₂

1,191 tons of CO₂



6,717,370 KWh of Electricity



20,247 Trees

GROWING GOODNESS FOR HEALTH AND WELLBEING

FOOD SAFETY UPDATES

Audits are important tools for ensuring our food supply is safe for the public. At the Van Drunen Family of Companies, we welcome numerous auditors to our facilities each year. In 2021, we went through 91 external and 24 internal audits and achieved strong results. Additionally, we are proud to report that two of our facilities received a 100% score on their British Retail Consortium (BRC) audits! We take the responsibility of supplying safe, high-quality food to the public seriously, and we will continue to use our audit results to guide our food safety efforts.

To successfully advance our food safety efforts, we also require employees to participate in food safety training. Our manufacturing, agricultural, and office employees collectively completed thousands of hours of safety training on topics such as:

- Food Allergens
- Personal Hygiene
- Preventing Food Contamination
- Food Borne Illnesses
- Pest Control Practices
- Effective Record Keeping

- Food Safety Standards
- Cleaning and Sanitizing
- And more!

SOCIAL RESPONSIBILITY AUDITS



In 2021, we completed two social responsibility audits with good results. First, each of our Midwest facilities underwent a Sedex Members Ethical Trade Audit (SMETA) and received positive

feedback with minimal corrective actions. Second, we completed our first EcoVadis social responsibility audit and received a Bronze Medal rating.

We recognize that audits like these are an important way for us to be transparent about our social responsibility efforts and to build trust with our stakeholders. We look forward to using our results to help guide our social responsibility continuous improvement goals.

FORMALIZED ETHICS AND HUMAN RIGHTS POLICIES

Though we have always strived to be an ethical corporate partner throughout our 160+ year history, we believed it was time to formalize our commitments through four new ethics and human rights-related policies. We formally published these policies in 2021, which include our:

- Anti-Bribery and Corruption Policy
- Anti-Human Trafficking Policy
- Anti-Slavery and Child Labor Policy
- Whistleblower Policy

To view these policies, please visit: vandrunenfarms.com/corporate-social-responsibility

We also launched our new ethics reporting email inbox in 2021 to allow stakeholders to report policy violations safely and privately. Reports can be submitted to safereport@vandrunen.com where they will be carefully reviewed by the Van Drunen Family of Companies legal team, who will determine the next steps and potential corrective actions.

CONCLUSION

Thank You!

Thank you for reading our 2021 Corporate Social Responsibility Report! We are thankful for all our corporate partners, from employees to community members to suppliers to customers. Nature is a good gift that deserves our respect and protection. By working together, we can preserve this gift and positively impact people, our planet, and the health and wellbeing of all.

If you have any questions about our Corporate Social Responsibility efforts or want to learn more, please email us at socialresponsibility@vandrunen.com or visit: vandrunenfarms.com/corporate-social-responsibility.

