



Our 2022-2023 Corporate Social Responsibility Report



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Freeze-dried pumpkin powder

INTRODUCTION

Cultivating Wellness for All



Welcome to the 2022-2023 Van Drunen Farms Corporate Social Responsibility Report! Thank you for reading our report and for all the ways you have partnered with us to responsibly use nature's resources to help nourish people's lives.

Our report theme for this year is Cultivating Wellness for All. 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.

CULTIVATING

We chose the word cultivating because it embodies so much of what we try to accomplish at the Van Drunen Family of Companies. Cultivation means fostering growth and further development. Not only do we cultivate the land to help our plants grow, but we also strive to cultivate growth in our teams and our communities.

WELLNESS

When our planet is well and thriving, its inhabitants can also be emotionally, mentally, and physically well. We want our actions to help contribute to a healthy world where people are free to pursue activities and nourishment that lead to a state of peace

and wellness. We strive to do that through community work, wholesome and functional products, and partner relationships.

FOR ALL

We know our work impacts so many people around the globe. Our goal is to positively influence all who cross our path. We celebrate the value our customers, team members, community members, vendors, and suppliers bring to the world, and we are thankful for the opportunity to partner with so many talented and passionate people.

We hope you enjoy reading this year's report as much as we enjoyed working with you in 2022!

MESSAGE FROM OUR OWNERS

We would like to begin our reflection with a heartfelt thank you to our team members, community partners, customers, and suppliers who helped us cultivate wellness for all in 2022.

As you might know, one of our facilities suffered a devastating fire in January of 2022. Throughout the rest of the year, we saw our teams come together to problem-solve, support, and encourage each other as we navigated this challenge. We also felt the love of our community and the graciousness of our customers who stood beside us as we determined our next steps.

This experience reiterated something we already knew – partnerships are important and relationships matter. Connection to each other and nature helps us be and stay well. People are built to be connected in community. In 2022, we remembered how truly impactful strong relationships can be.

No matter your role within the Van Drunen Family of Companies, thank you for being a part of our community.

We are proud to share our next Corporate Social Responsibility report that outlines our efforts throughout 2022. Our pursuit to positively impact people, the planet, and our communities is a journey of continuous improvement. We will continue to keep you updated as our plans progress, and we look forward to hearing more about your social responsibility plans as well.

Thank you for partnering with us as we work to cultivate wellness for all!

Sincerely,

Jeff Van Drunen
Kevin Van Drunen



Jeff Van Drunen



Kevin Van Drunen

2022 AT-A-GLANCE



2 NEW Training Programs

- o English as a Second Language (ESL)
- o Bystander Intervention

Sedex Member
Annual Sedex Audits Completed



Employees completed more than **4,200** hours of development, leadership, and educational training in 2022, including LDI training.



4,500 Food Items Donated to Local Food Pantries

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



EcoVadis Audit Completed 49/100



≈**45** Million Gallons of Wastewater Reclaimed and Repurposed



Our 2022 Recycling Snapshot:

- 1.4 million lbs of corrugated cardboard
- 530,621 lbs of plastic film
- 61,410 lbs of steel drums

Employees Completed a Total of **14,636** Safety Courses



5,000 Trees Planted

More than **29,000** lbs of product donated to Convoy of Hope

More than 3 million lbs of material total!

CULTIVATING WELLNESS 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 2022 to achieve this goal.

EMPLOYEE DEVELOPMENT INITIATIVES

Our employees collectively participated in more than 4,200 hours of human resource and leadership development training in 2022. We also launched new education initiatives, including English as a Second Language (ESL) and bystander intervention training. Our facility in Serbia also offers ESL lessons for its administration staff. These new programs joined our already required training programs, including:

- Hands-on technical training
- Cyber-security
- Social media
- Employment law
- Quality
- Anti-harassment
- MS Office Suite education
- Performance management

We also continued to provide more intensive development training through our Leadership

Development Institute (LDI). 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.

In 2023, we plan to expand our LDI program to include a LDI Recharge component. Past LDI participants will receive eight hours of refresher training to help reinforce their leadership learnings.

EMPLOYEE BENEFITS EXPANSION

We expanded several employee benefits in 2022, including:

- Our Pregnancy and Parental Leave policy now includes more paid time off for the arrival of a child.
- We updated our Paid Time Off schedule, providing most employees additional paid days off.
- Part-time employees who work at least 20 hours but less than 30 hours per week are now eligible for medical, dental, vision, life insurance, and flexible spending accounts at the same cost as full-time employees.



- Employees who do not meet eligibility requirements for the Federal Family Medical Leave Act (FMLA) due to tenure with the company are now eligible for a company-provided Family Medical Leave.

ACCIDENT PREVENTION PROGRAM

Van Drunen Farms 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 and 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, including classroom and practical

CULTIVATING WELLNESS FOR PEOPLE



SAFETY TRAINING

Each year, our employees complete safety courses that cover a wide range of job-specific safety topics. In 2022, our employees completed a collective 14,636 safety courses. These courses include OSHA-required training in First Aid/CPR, Powered Industrial Truck, and Aerial Lift certification.

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 Department of Homeland Security in concert with the Local Emergency Planning Commission (LEPC). The investment and commitment to the ERT help us care for employees and the communities we call home.

FARM AND FACILITY SAFETY



As farmers for 160 years, we understand the importance of equipment safety. We continue to routinely evaluate and upgrade our farm and manufacturing equipment safety systems, such as fire protection and machine guarding, as part of our commitment to safety. In 2022, we continued to provide our agricultural and manufacturing employees with equipment-specific training and personal protective equipment to control hazardous exposures.

CORPORATE GIVING INITIATIVES

Giving back to our local community helps ensure that we positively impact those around us and that our communities thrive for generations to come. We have a full-time community liaison on staff to help us best connect with our local community and coordinate our support efforts. In 2022, we were proud to support numerous organizations and causes. Here are a few:

- Academic scholarships through the Kankakee County Farm Bureau Foundation, Kankakee Community College, and Momence Scholarship Committee
- Sponsored a Kid's Day at the Farm event in Kankakee County, IL
- Local community events such as the Momence, IL Gladiolus Festival
- Local food pantry and Christmas gift drives
- Sponsorships of local youth sports teams
- Local ministries serving underprivileged youth
- Grant Park, IL Fire Department
- Momence Heritage Foundation
- Supported local park maintenance
- Convoy of Hope
- Phil's Friends

CULTIVATING WELLNESS FOR PEOPLE



CONVOY OF HOPE

In 2022, Van Drunen Farms was proud to donate over 29,000 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

In 2021, 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; 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 excited to share that in 2022, we were able to expand this support to our remote employees as well. 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

We were happy to continue growing employee membership to our 3,000-square-foot state-of-the-art fitness center in 2022. The fitness center is free and open to all employees 24 hours a day, seven days a week.



CULTIVATING WELLNESS FOR THE PLANET

ENERGY SAVINGS PROJECTS

In 2022, one of our US-based freeze-drying facilities continued an energy savings project with their local energy provider. Quick wins such as adjusting fan speeds, installing new, high-efficiency LED luminaires, fixing leaks, variable frequency drives (VFD), and larger projects like new control panels and improvements to our refrigeration equipment helped us reduce our energy use. The facility was thrilled to report that it saved more than 519,000 kWh of energy in 2022 alone! That's the equivalent of 436 acres of carbon sequestered from U.S. forests.



AGRICULTURE INITIATIVES

Caring for the land well is a part of our farming heritage. Here are a few of our responsible agricultural initiatives from 2022:

- Upgraded two pieces of equipment with better emissions controls
- Maintained our two pollinator habitats
- Elected 45 additional acres in the fall of 2021 to begin the 3-year transition to certified Organic. That transition process continued in 2022.

BATTERY RECYCLING

One of our Midwest facilities implemented an emergency lighting upgrade in 2022 and safely recycled 2,646 pounds of old batteries.

This project not only helped us maintain a safe environment for our employees, but our recycling efforts also kept hazardous materials from the landfill. **A win for people and the planet!**

RECYCLING UPDATE

Our recycling program is an important way we care for the planet. A few of our recycling highlights from 2022 include:

- Recycled more than 1.4 million pounds of corrugated cardboard
- Saved more than 530,621 pounds of plastic film from the landfill
- Recycled more than 61,410 pounds of steel drums
- In total, we recycled more than 3 million pounds of material!

2022 ENVIRONMENTAL SAVINGS OF OUR RECYCLING



4,338 Barrels of Oil



7.2 million Gallons of Water



17,612 Trees



5.8 million kWh of Electricity

CO₂ **1,036** tons of CO₂



WASTEWATER RECLAMATION

In 2022, one of our processing facilities reclaimed approximately

45 million gallons of wastewater. As the water travels from our facility 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. We know that reclamation and repurposing is just one way to be a good steward of this resource, and we are looking forward to finding more ways to improve our efforts in the future.

CULTIVATING WELLNESS FOR THE PLANET

TUTHILL FACILITY RESTORATION

On January 2, 2022, one of our freeze-drying facilities suffered a devastating fire. We are grateful to report that no one was injured during the event and that first responders were able to manage containment safely and successfully. However, a significant portion of the building suffered a catastrophic loss, and local officials were not able to determine the cause.

While the fire presented an enormous challenge at the start of 2022, the rest of the year showed us how resilient our teams are in the face of adversity. We are happy to share that no employees lost employment because of the fire, and our Tuthill team members settled into other roles across our facilities with determination and a great attitude.

Our team members also immediately came together after the fire to determine next steps. Their creative problem-solving and tenacity meant that just eleven months and two weeks from the start of the fire, the restored portion of Tuthill was back up and running!

We are also proud of how our teams found opportunities to responsibly restore and improve amidst the loss. Here are some of our activities:

WASTE DISPOSAL

- We were able to recycle 1,392,100 pounds of metal during the post-fire demolition.
- Our team partnered with a property restoration provider to properly isolate and clean up any chemical spills that resulted from the building loss.
- Due to quality concerns, our product waste was sent to the landfill.

ENERGY EFFICIENCY IMPROVEMENTS

- Our engineers included more energy-efficient equipment in the restored engine room, including installing variable frequency drives (VFD) on two compressors. The new VFDs help improve efficiency by only sending energy to power motors when needed.
- We also upgraded our ventilation systems to help keep humidity low in the building. This helps us conserve energy by keeping our HVAC system from having to work as hard to cool the facility.
- We installed new high-efficiency air handlers in the facility.

GENERAL FACILITY IMPROVEMENTS

- Our team installed a concentrate cleaning solution system which has helped reduce our plastics usage.

- Construction crews added improved insulation when able.
- The facility re-enrolled in an energy savings program with its local energy provider to help identify even more energy savings opportunities.
- We improved the facility floor plan with employee safety in mind.
- Our team added more windows to the facility to let more natural light in for our employees.
- We were able to repurpose unused equipment at other facilities, preventing us from buying more equipment than we needed.
- We moved to work-in-progress (WIP) packaging, which has helped reduce plastic packaging use.

Loss can be overwhelming but also can present the chance to rethink and repurpose. Thank you to our teams for rising to the challenge. We also want to extend a special thank you to our community and customers for your grace, support, and patience as we worked through the cleanup, rebuild, and restart process.

CULTIVATING HEALTH AND WELLBEING

FOOD SAFETY UPDATES

Audits are important tools for ensuring our food supply is safe for the public. At Van Drunen Farms, we welcome numerous auditors to our facilities each year. In 2022, we went through 51 external and 24 internal audits and achieved strong results. Additionally, we are proud to report that five of our facilities received AA ratings and our restored Tuthill facility earned a 100% score with no non-conformances 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 and quality training. All facilities achieved a 100% training completion rate in 2022. Our manufacturing, agricultural, and office employees collectively completed 1,962 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



SOCIAL RESPONSIBILITY AUDITS

In 2022, we completed two social responsibility audits with good results. First, each of our Midwest facilities, Serbia facility, and South America facility underwent their annual Sedex Members Ethical Trade Audit (SMETA) and are SEDEX 4 Pillar certified. Second, we completed our next EcoVadis social responsibility audit and maintained our 49/100 score from the previous year. 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 continue shaping our social responsibility continuous improvement goals.



CONCLUSION

Thank You!

Thank you for reading our 2022-2023 Corporate Social Responsibility Report! We are thankful for all our corporate partners, from employees to community members to suppliers to customers. Your partnership with us has helped us to continue cultivating wellness for all in 2022. We humbly acknowledge our responsibility to be good stewards of nature's resources and positively impact people and their health and wellbeing. Thank you for joining us on this journey.

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.

