

***Ingredients
for a Sustainable
Future***

**Since 1899,
we have maintained
business practices that are
economically viable, socially responsible
and environmentally sustainable.**

*We strive to balance the current needs of the environment,
our employees and their families, the community, our supply
chains, the marketplace and our family owners without
compromising the ability of subsequent generations
to meet the future needs of those
same stakeholders.*

Economic

We commit to creating and sharing value across the entire supply chain in our pursuit of accessible and affordable healthy ingredients.

Social

We invest in the wellbeing of our employees, customers and growers for the future.

The three key pillars of our sustainability program

Environmental

We believe exceptional ingredients come from stewardship and sustainable practices from farm to factory.

The three key pillars of our sustainability program.

Economic

- We take every opportunity to utilize our internal and external resources to manage risk and long-term challenges.
- We look to the internal framework of the Bay State Milling Approach, our Core Purpose and Values to fulfill our stakeholder expectations, regulatory obligations and ensure the safety and welfare of our assets—our employees, customers, and environment.
- We believe this approach will bring about the best return for all our stakeholders and secure our longevity for future generations.

Environmental

- We continually invest in initiatives and efficiencies to help conserve the natural resources of our planet.
- We respect and adhere to the laws and practices of local economies of our global supply chain.
- We expect our suppliers to share our values through our Vendor Code of Conduct.

Social

- We will connect agriculture and food to promote health and wellness for all.
- We strive to have a positive impact where we do business around the globe.
- We engage in our communities through national and local charities and organizations.
- We choose like-minded supplier partners who work within our Vendor Code of Conduct.
- All employees are encouraged to take an active role in the organization and contribute with integrity according to our Code of Conduct.
- We will provide work-life balance through company-supported benefits and programs.