

Environment:
How we treat the world around us.

Community:
How we interact with others where we live and work.

Employees:
How we support our internal stakeholders.

Stewardship of the Environment.

o **Energy Conservation (Reduce)**

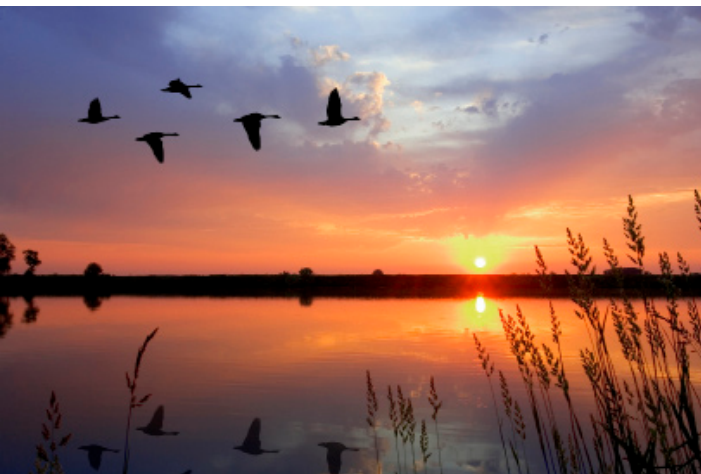
- Energy Steering Team to track and drive improvements
- Improved lighting to energy efficient technology
- Reduced electrical consumption by 5% vs. previous year

o **Water Conservation (Reduce)**

- Process improvements to reduce water usage
- Reducing impurities in effluent flow
- Reduced water use 6% vs. previous year

o **Waste Reduction (Reuse & Recycle)**

- Increased recycling 12% vs. previous year
- Reduced total waste by 22% vs. previous year
- 20-25% post consumer materials used in corrugated packaging



Strengthening our communities through charitable giving and volunteerism.

Our Focus:

- Health and Nutrition - 🍴
- Innovation in Education - 📖
- Protecting Natural Resources - 🌲

o **Business Wide Initiatives**

- Ronald McDonald House
- Second Harvest Food Bank
- United Way
- American Red Cross
- Earth Day

o **Location Specific Initiatives**

Initiative	Location	Focus
Meals on Wheels	Monticello, MN	🍴
Wild Life Refuge Clean Up	Big Lake, MN	🌲
Books for Summer Reading Program	Panora, IA	📖
Children's Water Festival	Panora, IA	🌲
Children's Aid Society	Etobicoke, ON Canada	🍴
Adopt-a-Highway	Lake Odessa, MI	🌲
Scholastic Book Fair Donations	Lake Odessa, MI	📖
Community Kitchen	Mason City, IA	🍴
School Supply Donations	Mason City, IA	📖

Above is a select list of location specific initiatives, each location participates in additional activities throughout the year.

Promoting a culture of wellness and safety.

o **Comprehensive Safety Program**

- Monthly safety meetings for all stakeholders
- Detailed safety metrics
- Pre-shift "warm-up" exercises
- SafeStart behavior based safety program

o **Proactive wellness and work/life balance programs**

- Employee Assistance Program
- Discounted and subsidized health club memberships
- Walking program
- Exercise room (some facilities)
- Ergonomic workstation review
- Tuition reimbursement program
- Intranet kiosks
- Alternative Work Arrangements
- Time off for volunteer work
- Work/life resource library



**Business:
How our ethics guide
our behaviors.**

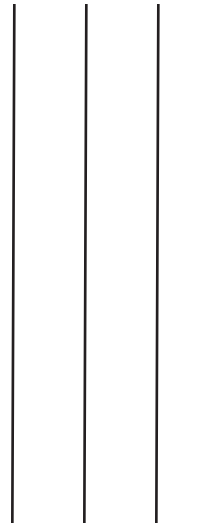
Cargill Kitchen Solutions
206 West Fourth Street
Monticello, MN 55362



All stakeholders of Cargill Kitchen Solutions operate under the direction of the Cargill Guiding Principles. Their ethical conduct and professional interaction within the business, with customers and suppliers, and within the community is a cornerstone for our business.

Cargill Guiding Principles (Abridged)

- We will comply with all laws
- We will not knowingly assist any party to violate any law
- We will not participate in any unethical, fraudulent or corrupt practice
- We will always honor all business obligations that we undertake
- We will keep accurate business records
- Managers and supervisors are responsible for employees, consultants and contract workers, and are responsible for preventing, detecting and reporting any violation of law Cargill policy
- We will not become involved in situations that create a conflict of interest between the company and the employee



Cargill Kitchen Solutions

**Corporate
Responsibility**

"Our Total Impact on Society"