



OUR PEOPLE

4,291 full-time employees

Diversity

51% Minority representation increased to 51%. **27%** Female representation remained at 27%.

Retention **31%**

Employees with 10 or more years of service—a key indicator of employee satisfaction and engagement—represent 31% of our workforce.

Health and Safety

Our Occupational Safety and Health Administration (OSHA) recordable incident rate and DART (days of restricted work activity or job transfer) rate increased by 18% and 11%, respectively, in 2018. Despite the increase, both were more than 40% lower than the Food Manufacturing average (U.S. Department of Labor's Bureau of Labor Statistics).

The Allendale and Lemoore East plants passed 1 million hours without a lost-time injury.

SAFETY GOAL Achieve performance in the top quartile of the food manufacturing industry sector.

OSHA Recordable Incident Rate

Year	Rate
'13	3.06
'14	2.3
'15	2.2
'16	2.3
'17	2.0
'18	2.43
Goal	1.8

DART Rate

Year	Rate
'13	1.97
'14	1.8
'15	1.4
'16	1.6
'17	1.1
'18	1.81
Goal	1.0

PRODUCT RESPONSIBILITY

Leprino Quality and Food Safety

Leprino Foods has validated, verifiable food safety programs and management systems in place, which we regularly assess and improve to ensure effectiveness and to integrate new food safety tools and practices.

SUPPLY CHAIN RESPONSIBILITY

Animal Care in Our Dairy Supply

100% of our U.S. milk supply is in compliance with the Leprino Quality Animal Care program.

OUR COMMUNITIES

Volunteerism/Community Involvement and Company Giving

Employee support and company giving efforts focus on four pillars of support: **Nutrition | Education | Fitness | Local Needs**

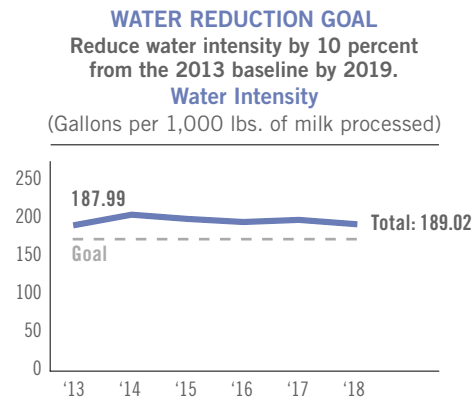
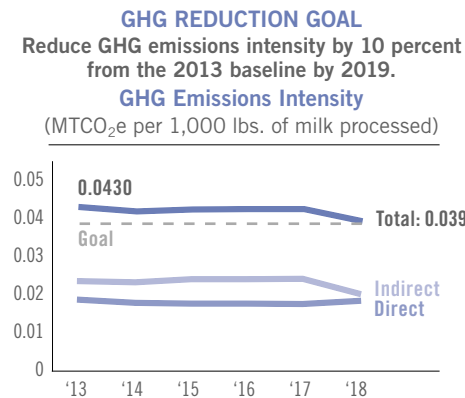
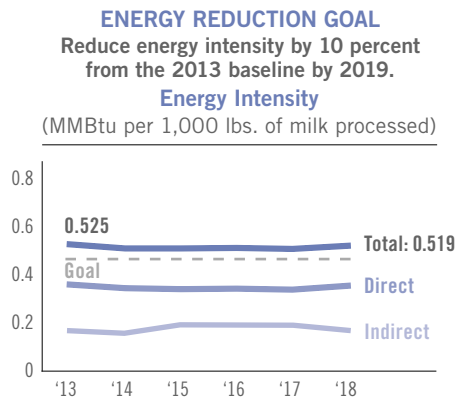
204 organizations supported through employee volunteering, location-specific activities and Foundation donations.

\$514,404 2018 Leprino Foods Company Foundation donations. Since inception in 2015 more than \$1.2 million has been donated to 115 organizations.

ENVIRONMENTAL RESPONSIBILITY

We continue to push toward our improvement goals. Energy intensity decreased slightly from 2013 baseline (1.12%); however, recent projects have led to a greater reduction in our carbon footprint. GHG emissions intensity decreased 8.91% from 2013 baseline to 2018, approaching our 10% reduction goal.

Water intensity increased due to product mix and food safety and quality demands. This prompted a more focused approach to water, including a metering project to understand usage with more granularity and inform future conservation and efficiency efforts.



NOTES | Period: Nov. 1, 2017–Oct. 31, 2018. **Safety:** We compare our fiscal-year safety performance with the latest available annual data from OSHA for the top quartile of the food manufacturing industry sector; therefore, the top quartile values for FY2018 correspond with the OSHA report for calendar year 2016. Industry values used reflect weighted calculations based on location sizes. **Environmental:** The intensity measures cover our U.S. plants and exclude our headquarters. Recalculation of indirect GHG data with 2016 eGrid factors issued in 2018 resulted in nominal change from previously reported values.



**LEPRINO FOODS COMPANY
GLOBAL RESPONSIBILITY
TRUE TO OUR CORE**

VISION: Growing stakeholder value through global responsibility consistent with our core values

In simple terms, Global Responsibility (GR) is a platform that formalizes our commitment to doing things the right way. It stems from our core values of quality, service, competitive price and ethics, guiding everything we do. Our GR strategy encompasses five categories with priority areas of focus that address the economic, environmental and social aspects of our operations and the main interests of our key stakeholders.



PRODUCT RESPONSIBILITY

Our commitment to deliver high-quality, nutritious and responsibly produced products to our customers and consumers

LEPRINO QUALITY AND FOOD SAFETY



SUPPLY CHAIN RESPONSIBILITY

Our commitment to promote and ensure responsible practices throughout our supply chain

RESPONSIBLE PROCUREMENT AND ANIMAL CARE IN OUR DAIRY SUPPLY



OUR PEOPLE

Our commitment to ensure employee health and safety and to energize, empower and engage our team to succeed

HEALTH AND SAFETY AND EMPLOYEE ENGAGEMENT



ENVIRONMENTAL RESPONSIBILITY

Our commitment to comply with regulations and use natural resources responsibly

ENVIRONMENTAL COMPLIANCE, ENERGY, GREENHOUSE GAS EMISSIONS AND WATER



OUR COMMUNITIES

Our commitment to strengthen relationships and benefit communities close to home and beyond

VOLUNTEERISM/COMMUNITY INVOLVEMENT, COMPANY GIVING AND INDUSTRY EDUCATION



SUPPORT FOR THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals are a worldwide call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. Our efforts and progress within the GR areas of focus help contribute to the achievement of this collective vision for a better future.

Learn more and view our past Global Responsibility reports at leprinofoods.com/global-responsibility.