



GRÄNDE®

SOCIAL
RESPONSIBILITY
REPORT
2022

GRANDE'S MISSION

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dairy products trademark
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GRANDE'S C

...is based on pride in pr
respect for the rights
a commitment to
the financial security of all
and the fulfill
a purpose greater th

MESSAGE FROM OUR EXECUTIVE OFFICER:

e greater than ourselves"—the most profound mandate of Grande's
es each member of our extended Grande family to see beyond the impact
ents and challenges us to work in partnership to influence and improve
Our Mission, and the daily work that advances it, drives our constant
ark cheese and specialty custom whey ingredients—it is our "why."
intent of our Culture that defines how we go about it. Grande's Social
is an extension of our pursuit for purpose-filled work. Within our four
ility, Associate Excellence, Community Involvement and Environmental
and advanced initiatives that support our industry, our Associates, our
onment.

lation—a business built on the celebration of rich heritage and tradition,
continuous improvement, innovation, and the ongoing advancement
. This focus is essential, as the advancement and sustainability of our
the commitments of our other pillars. We are deeply committed to

feel for their individual contributions to our shared success. Our longstanding
communities we live and work in is a great source of pride for our Associates.
beyond financial support and are also focused on collaboration and the adva
of our Associates and fellow community members. And lastly, but certainly i
environmental sustainability are constantly evolving to keep and surpass pa
practices from farm-to-fork.

The statement etched in stone in our company headquarters says it best; "
to change the world, we can change the world around us." We invite you to
Responsibility Report and look forward to continuing this journey with you
positive change for people and the planet.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd S. Winkler".



LITY

GRANDE
**SOCIAL
RESPONSIBILITY
REPORT:**

ding Mission and support a business model that round us, thus st profound culture of a purpose greater

We began formally reporting on our social responsibility efforts in 2013 and while many things have changed since that time, our dedication to fulfilling the commitments of our Mission and Culture has not. The constant transformation of sustainability practices, global competition for talent, and navigation of a world pandemic serve as a constant reminder that our work around sustainability must never cease. The following pages are a reflection and celebration of our work over the past several years and sets the stage for continued strategic focus and advancement of key priorities—thank you for walking this journey in partnership.

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"A trademark that does not co and exceed the expectation le

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PILLAR TWO: **ASSOCIATE EXC**

"Every Associate at Grande is building of our world-class da

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PILLAR THREE: **COMMUNITY IN**

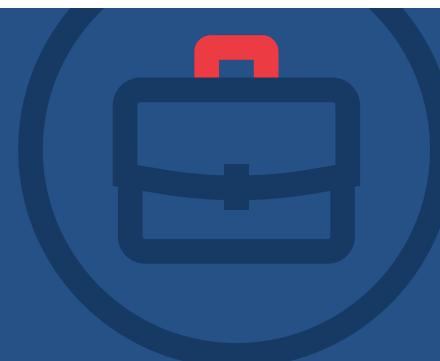
"Grande has a passion for and to helping our communities."

37



PILLAR FOUR: **ENVIRONMENT**

"Grande diligently works to pr and air in the communities in



PILLAR ONE:

BUSINESS SUSTAINABILITY

The strength and vitality of the Grande brand and its Trademark products have been years in the making.

Since 1941, our drive to fulfill the commitments of our Mission and Culture ensures that we are constantly progressing; continuously learning from our past and innovating for the future. We recognize that this constant evolution is essential for our partners from farm-to-fork. From our Producers who are continually finding new ways to grow and sustain the dairy industry, to our Custom Ingredients Group Customers seeking alternative, value-added growth strategies, to our Operators continuously striving to deliver the perfect “pie,” we recognize the intersections and interconnections of our collective success.

This synchronization of all Grande Associations creates the opportunity for our Customers, and our Company, to also continue to grow and exceed the expectations of our stakeholders hand in hand.

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Our sales Associates are also consultants to our Operators, delivering relevant business knowledge and trends to help ensure their long-term success. We work closely with our distributors to help mutually grow our business and the success of the independent pizza operator.

Our steadfast support of independently-owned shops ensures that they are equipped with the tools and resources necessary to elevate their brand presence and distinguish the unique value of small shops vs. large chains. Therefore, in addition to traditional solutions such as merchandising materials, menus, and direct mail pieces, we now also support Operators with website design, digital marketing, video, social media content, and more. We have and will remain the "Advocate of the Independent Pizzeria". ■

In response to the pandemic in 2020, Grande launched the Grande Operator Support Program, providing needed support to an industry greatly impacted by community closures and dining restrictions.

The program consisted of different toolkits and campaigns that were provided at no cost to not only Grande Operators, but to anyone within the restaurant industry. These toolkits were made up of best practices for curbside pick-up and delivery, customizable signage, and even social media posts that restaurants could use to help strengthen and shift their business.

The resiliency and commitment of these passionate restaurateurs inspired us to do even more, and as a result, we introduced and launched the Greater Purpose Program. This program provided financial contributions to independent Operators that reflected a portion

of their purchases. The industry was faced with challenges we were extremely grateful for. Many operators registered for the program and chose, and we were honored to donate this money to them. Some used the funds to support their workers and others to

FOR A
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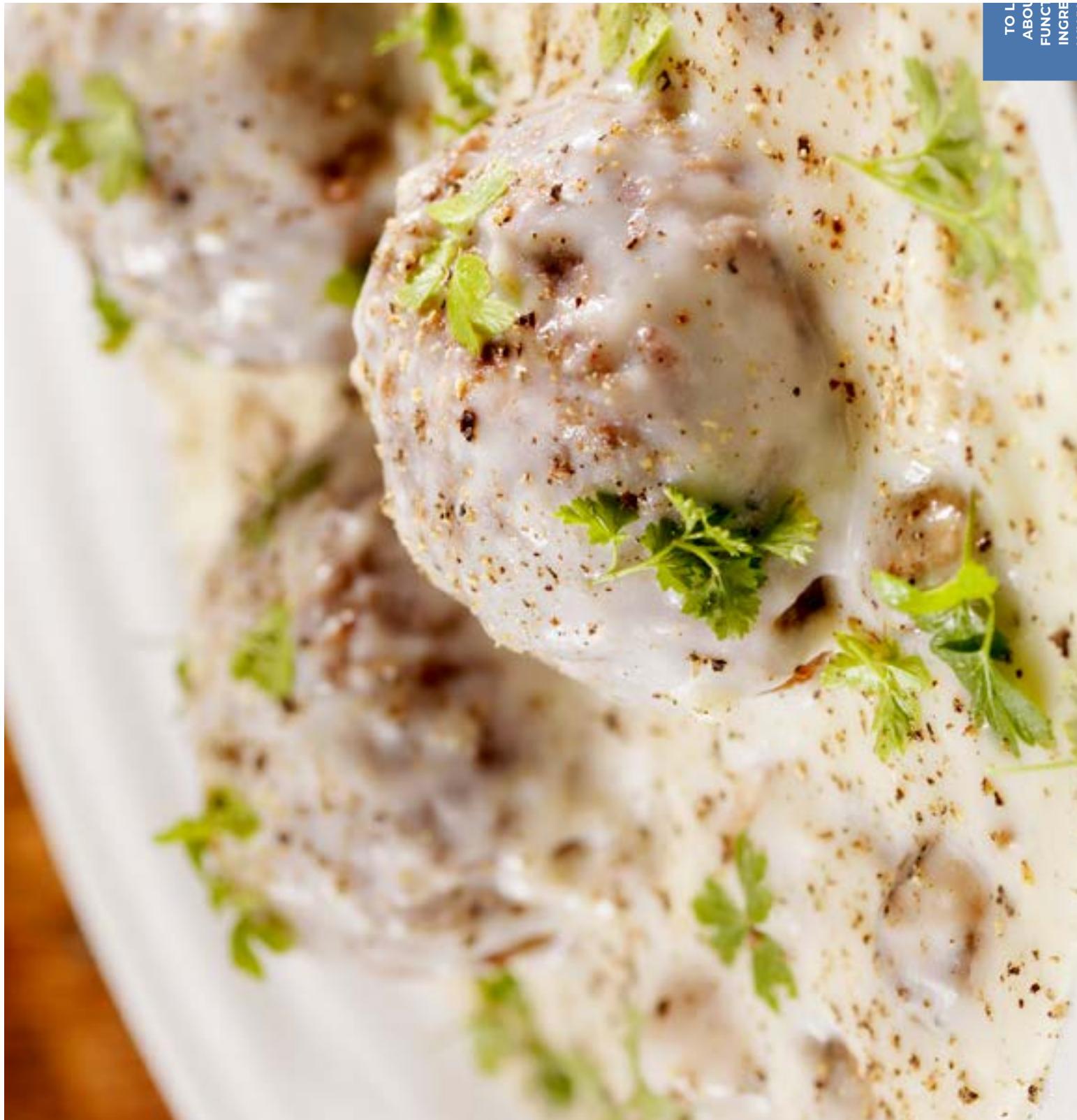
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PRODUCER PARTNERS

Our passion for Trademark excellence through our entire supply chain starts with our Grande Producer dairies.

We strive to be the preferred market of innovative dairies, with both an attitude and passion to be considered among the best Producers in the nation, supplying the greatest quality of milk. But the passion doesn't stop there. Our Producers see great value in our partnership—from environmental stewardship to animal welfare and everything in between—they are among the most committed and innovative in the market.



Since 2014, our farms have been part of the Farmers Assuring Responsible Management Animal Care (FARM-AC) program. In 2019, Grande developed an additional program, Producers Assuring Consumers of Excellence (PACE). The PACE program areas of focus include:

- Soil and water conservation practices
- Energy conservation
- Recycling
- Animal care and wellness
- Food safety
- Employee management and safety
- Business sustainability and succession plans
- Emergency preparedness plans

Additionally, in 2020 Grande implemented the FARM Environmental Stewardship (FARM-ES) program with Producers.

The success of our Operators and Customers is only possible through the success of our Producers, and vice versa. As such, we see our partnership with our Producers as a means to strengthen all aspects of our business. Therefore, in addition to the items mentioned previously, Grande also supports or is engaged in the following:



JUDA CHEESE EXPANSION

One of the largest capital projects in our company's history, the expansion of our cheese production facility in Juda, Wisconsin, increased production capacity by 50% in order to support the growing demand from our customers. In addition, we maximized innovation and technology to improve overall capabilities. The project also created opportunities to re-examine sustainability in our manufacturing process, including:

ENERGY USAGE

- Installation of thermal energy transfer system that now provides “free” thermal energy to heat whey products.
- Upgraded steam system for high temperature, short-time pasteurizers to reduce energy usage.
- Integration of highly-efficient ammonia system.
- Installation of highly-efficient cooling system for brine.
- Addition of an anaerobic digester that transforms waste into energy used to power our whey plant.

WATER CONSUMPTION

- Integration of several automated Clean-In-Place (CIP) systems.
- One implementation that provided the most water savings was the CIP system for our chilling operation—reducing annual water consumption by 20%.

CHEMICAL USAGE

- Integration of chemical dosing system that ensured a minimal, yet effective amount of chemicals required for cleaning processes in the plant—reducing annual chemical use by 10%.

ENTERPRISE RESOURCE PLANNING

Beginning in 2017, Grande set out on a journey to enable a transformation of operations, supply chain, and internal office services through the implementation of a leading class Enterprise Resource Planning (ERP) system. The business transformation focused on five key areas—standardizing processes across the organization, modernizing the technology landscape, bolstering in-house knowledge and strengthening internal skillsets, enabling greater insights to inform decision making, and enhancing systematic validation for more robust audit capabilities. The project resulted in enhancements and improvements including:

IMPROVED SUSTAINABILITY PRACTICES

Reduction in disposable resources due to transition to automated processes (i.e., paper consumption) and reduction in energy usage due to transition from hardware to cloud-based solutions.

PROCESS EFFICIENCIES

System automation has allowed for reallocation of resources and time to areas of great impact and value (i.e., transition of time away from manual comparison of data to other continuous process improvement opportunities).

INCREASED COLLABORATION

Integrated system allows for greater idea sharing and problem solving across the Enterprise. ■

FOOD SAFETY AND QUALITY

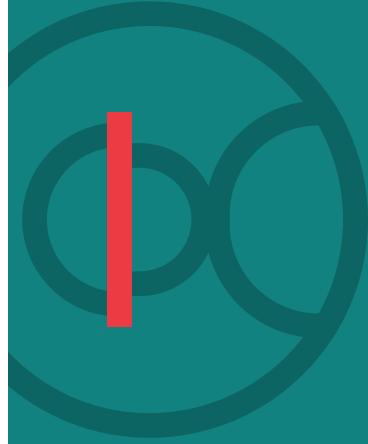
Our product quality and value-added services that our Trademark represents, must meet “world-class” standards.

Our vertically integrated food safety and quality systems are designed to achieve and sustain the highest levels of quality excellence. From farm-to-fork, these processes meet regulatory requirements and globally recognized food safety standards including Safe Quality Food (SQF).

Each facility adheres to extensive food safety plans, which comply with the Food Safety Modernization Act (FSMA), strict food safety regulations set forth by the U.S. Food and Drug Administration (FDA), and facility and equipment guidance from the U.S. Department of Agriculture (USDA). To address food safety at all stages of procurement, processing and delivery, our food safety program is integrated with our quality programs. Rigorous hazard analysis is conducted on ingredients, packaging, manufacturing processes, and product distribution to evaluate and minimize risk in all categories of hazards (biological, chemical, and physical).

Our comprehensive approach covers areas such as facility and equipment sanitary design and installation; an aggressive pathogen environmental monitoring program for verification of sanitation controls; substantial product and ingredient microbiological testing; and ongoing Associate education on equipment design, sanitation, and good hygienic practices and protocols. The production Associate helps guarantee zero defects to ensure that the integrity of our products is maintained. Additionally, with the implementation of the new ERP system, which focuses on product flows, labeling, record keeping, data collection, and other protocols, our current practices substantially exceed the industry's guidelines for product traceability. ■





PILLAR TWO:

ASSOCIATE EXCELLENCE

Our Associates are the heart of our business. The workplace lifecycle of each Associate is unique and it is our intention to create an environment where Associates have the resources and support in place to find success—from their first day on the job through retirement.

Fully achieving and delivering on the Mission and Culture of Grande is only possible if we work in partnership with our Associates, continually investing in their personal and professional growth and well-being. *The Journey documents,*



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GRANDE CONSISTENTLY SCORES
ABOVE THE 85TH PERCENTILE
IN OVERALL COMPANY
FAVORABILITY AS COMPARED
TO MANUFACTURING
BENCHMARK COMPANIES.
AS CAPTURED IN OUR
ANNUAL CULTURE SURVEY

GRANDE ASSOCIATE LIFECYCLE



ATTRACTION



RECRUITING



ONBOARDING



PERFORMANCE



DEVELOPMENT



RETENTION



In addition, during this time, each Associate is assigned a mentor/partner called a "friend". The Company's mission is to support our Associates—they support them by sharing their knowledge, help them a member of our extended family, teach them to others, and help them grow, this expanded AS into the Enterprise more as an integral part of the culture.

THE JOURNEY

In late 2019, every Associate received a set; a finely packaged, hand-bound special book: "The Spirit and Intent of The Enterprise Charter."

"The Spirit and Intent of The Enterprise Charter" was written in 1994 by Grande's founders. It shared a common understanding of what Grande means. The piece defines the goals, and objectives—of all Associates. It is the words within the book that share our Associates' values.

"The Enterprise Charter" was updated in 2019 by our CEO in part because it differs in that it outlines the decision-making architecture for Grande. This document defines "what we strive to be" uniquely Grande.

Together, these documents define our shared journey—it isn't just Grande that reinforces what is already true. Our Associates continue to help shape our company through interactions, and contributions.

DEVELOPMENT & TRAINING

Grande is deeply committed to ongoing Associate development and career growth within our Company. We have embraced a more formal approach and program that allows an individualized approach to development.

FORMALIZED TRAINING

Significant focus has been given to training and development within our manufacturing facilities. In 2018, two Operations Training Specialists joined Grande to provide dedicated training support in our two largest facilities. An Operations Training Advisory Council was formed in both locations to help drive strategic decisions related to training needs within the facilities. While Brownsburg and Juda were the first to launch, the Operations Training Specialists have since expanded the initiative to include all facilities. Additionally, we've developed partnerships with our local technical colleges to deliver specialized training, including welding bootcamps (based on Grande equipment and standard operating procedures) and Six Sigma Green Belt training. These courses are open to all Associates, regardless of experience level.

For Associates who work in highly technical production areas, Grande has developed special programming,

consisting of both classroom and hands-on experience to prepare Associates for State exams where they will obtain required certificates and licenses. The training is designed by internal subject matter experts and provides a higher success rate of passed exams.

Additionally, Grande offers a series of courses available to all Associates that are promoted for their personal growth and development including, but not limited to: Emotional Intelligence, Self-Leadership, Meeting Management, Time Management, Leading Change, Lean 101, and Building Trust.

DEVEL

TALENT DEVELOPMENT FROM WITHIN

We recognize that one of the greatest opportunities to grow talent is to foster new and enhanced skills and personal development within our own Associates. Our approach is multi-faceted and takes on a customized and personalized approach—meeting Associates where they're at on their personal journey.

Development Planning for Associates was created to provide basic career planning tools and a formal way of identifying key development needs for Associates to achieve their career goals. Participants learn how to create a development plan that supports success in their current role and potential movement toward future positions. While first introduced to Salaried and Salaried Non-Exempt Associates, it has since been piloted with Hourly Associates. The Operations Training Specialists continue to partner with Associates and leadership to develop robust development plans. Our goal is that all Grande Associates who have been with Grande for a year or more will have a formal professional development plan in place.

Another way is through interested while rotation was initial maintain growth and through the

FOSTERING AND SUPPORTING LEADERS

Grande places great value in developing and supporting leaders so they can best support their teams.

The Journey documents state, “Leadership is a privilege that has both responsibilities and rewards. In this case, the responsibility of leading Associates through the process of Mission involvement has its reward in the knowledge that beyond the call of duty, leaders may well be influential in enhancing respect for human worth and dignity.” Just as we are committed to the development of all Associates, we have instituted several programs focused on the development of leaders throughout our organization.

In 2019, we of leaders designed is unique manufacturing course, in course is foster leadership ability to purpose g Beyond fo create a tools such In addition there are receive cc sessions’ plans, and successic stwards|

The *New Manager Immersion Program*, which began in 2018, was created to support leaders new to managing people within Grande. This is an important distinction, because even for those who have led Associates before, this program ensures that we level-set all managers with the same principles and values important to leadership within Grande. In addition to this program, we also have four core programs within Grande’s leadership coaching and training model, which all managers are required to complete, including: Situational Leadership, Optimizing Associate Performance, Optimizing Associate Engagement and Development, and Inside Out Coaching.



**THE JOURNEY,
ENTERPRISE CHARTER**



Grande's sustainability depends upon and development of leaders who:

- Bring clarity to the Enterprise Vision to recognize their contribution
- Inspire each Associate on a personal level
- Develop each Associate's career



WELLNESS

ess programs create an environment that
l family members to live healthy lifestyles
orevention, education, and support.

Wellness Centers at our Lomira
hat time has expanded to seven
by SSM Healthcare medical
nd their dependents, spouses,
outine annual physicals to
ding lab procedures)—our clinic
as a valuable benefit.

ess partnership in 2020 with
s portal for Associates and
on overall well-being, the
nts to participate in a variety of
luding exercise, nutrition, mental
ants who reach a threshold
for a discount on their medical



ASSOCIATES AT ALL

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GRANDE FACILITIES HAVE ACCESS
TO ONSITE CLINICS AND/OR
FITNESS CENTERS

ASSOCIATE SAFETY

Grande is committed to offering
a workplace free from injury
or incident and empowers
Associates with the knowledge
and confidence needed
to keep everyone safe.

As we continue to elevate the culture of safety throughout the organization, we are committed to safe work practices, continuing Associate training, and ongoing self-analysis. Our Associates are our organization's greatest resource. To protect this resource, we instill a proactive safety culture that permeates every level of our organization.

Grande developed and implemented the Grande Observation (GO) program. Associates observe a task by their colleagues, providing feedback on what was done well, while discussing opportunities for improving the process. As a result of this real-time feedback, behaviors can be modified. Additionally, education, training, and safety department presence ensures that the behaviors are both modified and sustained. Safety training starts during new Associate orientation and continues throughout each Associate's career path. ■

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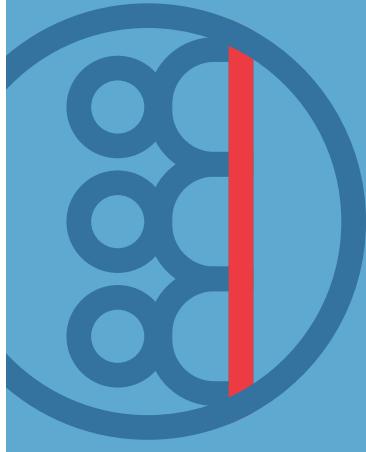
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PILLAR THREE:

COMMUNITY INVOLVEMENT

Perhaps the most profound mandate of our Company is the constant pursuit of fulfilling a “purpose for ourselves.”

boards, encouraging and opening our doors to those in need. By doing so, Grande continues to serve our communities.

While this statement takes on many meanings, the common denominator is that our Associates are deeply committed to the communities in which we live, work, and play. Our commitment to community spans far beyond fulfilling monetary requests. While investing into communities and non-profits is important work, we also believe in the partnership necessary to bolster community growth and engagement by serving on





ARC OF FOND DU LAC

Grande provided \$75,000 to purchase two new vehicles to transport ARC participants to and from community programs. Serving over 800 families and individuals living in Fond du Lac, Dodge, and Winnebago counties, ARC empowers adults and youth with intellectual and developmental disabilities to become independent and integrated within our communities—a key aspect of this is transportation.

ENVISION GREATER FOND DU LAC

Envision Greater Fond du Lac is our combined chamber of commerce and economic development organization in Fond du Lac, Wisconsin, home to Grande's headquarters. When the agencies merged and Envision was formed in 2017, Grande played an active role in helping to navigate this transition. Grande has since been an active supporter of their efforts including board engagement, annual sponsorship of programs, Young Professionals of Fond du Lac, and more.



Photo Credit: Envision
Greater Fond du Lac

FOOD DONATIONS

The pandemic presented an unexpected opportunity to forge new partnerships with food banks and soup kitchens throughout the state and region. The full impact of COVID-19 brought high unemployment and a corresponding increase in the number of people in need. Grande partnered with several agencies that used our cheese to prepare hot meals or placed our product in their food box distribution programs. These agencies included the New Community Shelter (Green Bay, WI), Milwaukee Rescue Mission (Milwaukee, WI), Second Harvest (Madison, WI) and Feeding America (WI and IL), in addition to supporting several local pantries. In total, nearly 500,000 pounds of cheese was donated to those in need.



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Grande Associate,
Steve, presents check
to the Make-A-Wish
Philadelphia, Delaware
& Susquehanna Valley
Chapter



MAKE-A-WISH

Each year at Grande's annual Foodservice Sales Summit, there is an evening event that raises funds to support Make-A-Wish. Proceeds raised at this event are divided among four chapters throughout the country, and volunteer Sales Associates help those chapters grant a wish for a child in need. For over seven years, Grande has worked closely with Make-A-Wish and has granted nearly 25 wishes to children. 2020 was a special year as we had to move our event to a virtual platform in lieu of an in-person event. Despite these challenges Grande Associates contributed over \$17,000 in funds and the Grande Foundation provided a \$20,000 match.

In 2020, Grande supported a wish to four-year old Rhett, who has had a very difficult medical journey. Rhett had a stroke at age two and was diagnosed with a nervous disorder. He suffered extensive brain damage and seizures resulting from the stroke. When Rhett is not undergoing therapy, he enjoys spending time outdoors. Because of Rhett's medical issues and medications, his ability to go to public playgrounds was restricted. Make-A-Wish granted, through support from Grande, a personalized playset in Rhett's backyard. The playset included a big yellow slide, a rock wall, and "safe" swings to enjoy year-round.



Grande Associates
granted a Make-A-
Wish to Rhett for his
personalized backyard
playset

Grande Associate, Katie, with her "little"

**partnerships
based on youth
Big Brothers
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EBS (BBBS)
in the greater Fond du
Lac area. Additionally, several
"Kids," participation in
hosting the holiday
events—perhaps the greatest
children they serve.

*Several Grande Associates serve
as "Bigs"—perhaps the greatest*

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GREATER PURPOSE PROGRAM

A GIVING PROGRAM BY
ASSOCIATES,
FOR ASSOCIATES

The Greater Purpose Program was launched Enterprise-wide in 2019. Associates have an opportunity to offer \$5 from each paycheck to support fellow Associates in need throughout the year. Since its inception, the program has provided support to Associates who have experienced life challenges such as: natural disasters (flooding and house fires), critical illness for themselves or family members (cancer treatment related expenses, extended stay/therapy following a major surgery), and funeral expenses (loss of immediate family members). ■



To date, the Greater Purpose Program has awarded over
\$60,000
to Associates in need.

100

Grande supports an average
of 100 non-profit agencies
every year.

125*

Grande Associates are currently
connected to/volunteering with 125
service or non-profit agencies in
their communities. *data self-reported

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Culture



PILLAR FOUR:

ENVIRONMENTAL AWARENESS

**Grande sources the highest quality milk in W
produce our Trademark cheese and whey pro
fitting that we continue to preserve and prot
resources abundant in this area of our nation**

In 2020, Grande committed to long-term environmental initiative focused within the social, environmental, and economic spheres. Through a rigorous demonstration of the dairy's ability to manage our environment ourselves, we aid in our community's measure of success.

We see environmental sustainability as a critical means to reduce the overall environmental impact of our procurement, manufacturing, and distribution processes, both now and in the future. At Grande, this happens in a number of ways, but namely through:

- A shared commitment to maintaining sustainable farming practices with our Producers, farmer-led conservation groups, and other key industry sustainability leaders.
- The careful management of existing manufacturing processes and future investments.



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to trial a manure composting process. The process increased the usability to plants, reduced odor, and allowed covered manure to biodegrade over the winter months when landspreading of manure is not desirable. The results of this pilot project encouraged eight additional farmers to take up this practice. In 2019, this practice accounted for nearly 1.5 tons of phosphorus reduction. The Farmers of the Upper Sugar River and LASA initiated pilot projects to plant cover crops over the winter months which help minimize soil erosion when the primary crop is removed. In 2019, this practice resulted in nearly a half ton of phosphorus reduction for LASA. ■



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PARTNERS

Fod, LASA, partners recognize better understand techniques that and production consists of both social components.

**THE FARM ENVIRONMENTAL STEWARDSHIP**

The FARM Environmental Stewardship (FARM-ES) module is a catalyst to discuss environmental goals at all levels of the dairy supply chain. Supported with a complete Life Cycle Assessment (LCA), FARM-ES is a prime Scope 3 (supply chain) greenhouse gas (GHG) reporting tool. It is recognized as the mechanism for on-farm emissions accounting for supply chain stakeholders and is endorsed by the Global Reporting Initiative. Dairy customers need Scope 3 GHG emissions data, and FARM-ES provides a solution to this need and streamlines the reporting process to help tell the story of dairy.

The online tool, combined with the program's resources, help farms continuously improve in ways that make sense to their business. FARM-ES helps to demonstrate dairy's environmental leadership and supports the measurement of progress toward meeting industry-wide goals while making assumptions about field-level practices using publicly available data. FARM-ES is an excellent complement to *Field to Market* because it provides more granularity for dairy farms that produce their own feed. When used together, FARM-ES and the *Field to Market* platform give a holistic view of a dairy farm's environmental footprint.

In 2022, we will have examined the impact as well as to share findings with farmer-led groups. Data suggests some

The program has the sustainability practice but beyond. Other key Nature Conservancy Conservation Department Southwest Wisconsin Dairy Consulting, UW Farmers of Wisconsin has been engaged a project. ■

THE PILOT PROGRAM AWARDED THE CENTER'S 2022 SUSTAINABILITY OUTSTANDING COLLABORATOR

**ENVIRONMENTAL ON-FARM SUSTAINABILITY**

In general, sustainability programs seek to maintain or increase farm productivity while continuously improving environmental outcomes. On-farm metrics are collected that relate to current and future environmental outcomes (e.g. greenhouse gas emissions and soil erosion).

LOCAL RESOURCES

Farming communities have local resource issues that typically are not addressed by sustainability programs. These issues include drinking water supplies, recreational lakes, adequate drainage, or permit requirements for farms. The assessment will explore the condition of local environmental resources that may be tied to government and private organization programs that evaluate surface water, groundwater, and fish and wildlife habitats.

WATER USAGE



Grande's production plants are based in areas with an abundant water supply and it is imperative we protect these critical resources and support opportunities to reduce water consumption.

In 2017, Grande applied for Tech Connect with National Aeronautics and Space Administration (NASA) through the Water Council and Wisconsin Manufacturing Extension Partnership (WMEP). Tech Connect is a NASA outreach program focused on moving NASA-developed technologies to the public, and works with organizations in the Midwest to support in-house technical issues related to water consumption. Subject matter experts at the NASA Glenn Research Center provide a unique perspective in helping with these challenges, with the goal of developing new jobs in the region.

The work with NASA focused on water reduction in 2019 and 2020. An assessment of two of our largest external sources of water/water carriers was completed by NASA experts. This work identified opportunities and challenges for Grande to reduce well water usage and less waste.

IX number of ways Grande finds to minimize water usage in our facilities: Reduce, Renew, Reuse, Recycle, Reclaim, Return.

42,000,000

From a comprehensive site assessment of water reduction opportunities at our 34-acre Judda facility, twenty one projects have been completed or are in the process of implementation that will save over 42,000,000 gallons of water annually.





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THE REDUCTION IN
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Our efforts to reduce phosphorus extend beyond our plants as well. At our Brownsville facility, we own over 180 acres of farmland around the plant. Through minimal-till farming and crop rotations, farmers who rent our property have reduced phosphorus losses due to runoff during rain events from six pounds per acre per year, to one pound per acre per year. These practices decrease losses due to runoff by nearly half a ton per year.

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Finally, at our Juda facility, Grande installed an anaerobic digester which eliminates the need for land application of some of our waste water from our cleaning processes. The digester converts the solids in the cleaning water to methane, which Grande captures and uses to run a biogas engine.

RESOURCE RECOVERY

In 2019, Grande began a continuous improvement journey leveraging zero loss analysis (ZLA) to improve yield across all production facilities.

The intent of the study was to explore yield opportunities within our manufacturing facilities. The study has been refreshed each year to continually evaluate how to best maximize the productive use of milk components like protein and butterfat in our manufacturing process. This resource recovery aspect of ZLA has the potential to positively impact our sustainability efforts by reducing the raw material resources needed to manufacture increased amounts of our Trademark products for customers.

ZLA is a tool that allows us to see all the opportunity that would be possible in a 'perfect' world. Focusing on resource recovery, the process is quite simple; if we assume that 'perfect' yield is possible, we are able to reveal all our potential losses.

Several team-led projects across the network support our resource recovery efforts, including:

BROWSE

GOAL

Improve
Recapture solids throughout the "make" process.

APPROACH

Butterfat
processes
curds and
point studies
opportunities

JUDA WHEY

GOAL

Optimizing and standardizing cleaning times, and utilizing standard work to align best practices across shifts.

OUTCOME

Converted 3,500,000 additional pounds of raw material into finished goods annually.

OUTCOME
1,000,000
This study
project te



***The Grande Home
Office was recognized
with the Leadership
Award at the 2019 U.S.
Green Building Council
Awards Ceremony, in the
Innovative Design, New
Construction category.***



INNOVATION CONTINUES...

g process—Grande navigates this with a balanced approach true to our fundamental principles and long-term objectives. This process ensures that we are continually reviewing, adapting, and effectiveness of our priorities and their connections back to our mission, leadership, engagement, and commitment throughout our supply chain partners, and it is inclusive of dairy farmers, supply chain partners, and its.

As it relates to our Social Responsibility platform include:

Significant capital investments that support the growing needs of our business platforms. These projects will support an innovative work environment that meet and exceed the Trademark excellence standards.

Continued investments in the development, well-being, and growth of people. From the launch of High-Performance Work Teams and an improved development planning and flexible scheduling—we are committed to supporting our Associates throughout their lifecycle with Grande.

Continued and enhanced relations with local non-profit organizations and the current and future quality of life for all. It is our goal to find ways for our Associates to engage and support the community, work, and play.

Through our work with the Innovation Center and the framework of the Strategic Plan, we develop our own strategic roadmap with a focus on innovation, throughout our network—from the Producer through delivery to the consumer.

make an impact on the world around us through these efforts and inspire generations to pursue the “fulfillment of a purpose greater than ourselves” by sharing our progress in the future! ■





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