

## Ardent Mills Environmental, Social, and Governance Program & Policy

### Mission, Vision, and Values

#### OUR VISION



Ardent Mills is the trusted partner in nurturing our customers, consumers and communities through innovative and nutritious grain-based solutions.

#### OUR MISSION



Enhancing the Quality of Life and Standard of Health.

#### OUR PROMISE



Together, we make Ardent Mills.



#### OUR VALUES



Working to earn **TRUST** every day, always operating with reliability and integrity.



**SERVING** others with understanding, respect and care.



Operating with **SIMPLICITY**, clarity and transparency; removing barriers and letting people do what they do best.



Ensuring the **SAFETY** of our products and people; doing what's best to create the safest environment now and for the future.

### Environmental, Social, and Governance – Nourish: Intention & Impact

Our ESG program, Nourish: Intention & Impact, is our approach to managing our ESG impacts and achieving our goals. It is organized under four pillars: Communities, People, Planet, and Ingredients. Each one of these pillars includes goals to be able to track progress and success of our programs. More on our ESG program can be found on our [website here](#).

#### **Communities**

Focuses on reducing food insecurity, improving nutrition access and community engagement, and volunteerism.

#### **People**

Strives to cultivate a workplace in which all people thrive through our DEI efforts, employee wellbeing and safety, and employee development.

#### **Planet**

Focuses on the responsible management of natural resources encompassing climate change, water stewardship, waste reduction, and operational efficiencies.

#### **Ingredients**

Working together with our suppliers, we seek to source ingredients responsibly through tactics like establishing a code of conduct under which our vendors are to operate.

### Goals

**Communities**

- 20 million meals donated
- \$60 million in economic development benefits<sup>1</sup> created
- 75,000 cumulative volunteer hours by 2030
- 1 million students engaged in agriculture education yearly

**Planet**

- Increase total metric tons of waste being diverted from landfill
- Enroll 100% of facilities in composting and recycling diversion programs<sup>2</sup>
- Divert 75% of waste from landfills across our network
- Science-based greenhouse gas emissions targets will be set by end of 2023

**People**

- Aspirational goal of all Ardent Mills locations (45) with no recordable injuries
- Maintain and/or increase Employee Engagement Survey Enterprise score year over year

**Ingredients**

- 2.5 million acres enrolled in Ardent Mills' regenerative agriculture program
- 100% RSPO Palm Oil
- Achieve \$100 million of spend with diverse suppliers across all U.S. categories by end of FY28

**Our Commitment to Diversity, Equity & Inclusion (DEI)**

Our DEI mission is to lead our industry toward a more inclusive, diverse, and equitable environment in which all belong and contribute.

We want our team members to feel comfortable being themselves, and to be heard and valued for being uniquely them. This belief is the foundation for our diversity, equity, and inclusion platform. We ardently believe that diverse backgrounds lead to diverse viewpoints which make us stronger; and allow us to better serve one another, our customers, and our communities.

Our DEI framework is built on *Our Promise* philosophy and works to bring diversity, equity, and inclusion to the forefront of everything we do. Making sustainable and systemic change is core to Ardent Mills' DEI strategy.

**Our Promise**

All of us share responsibility for the success of Ardent Mills. We work closely together in teams and across functions. *Nobody is left isolated or unsupported. Everyone matters. Everyone has a voice.* This gives each of us the opportunity to create something special every day. And, when we come together, that's when truly amazing things happen. Together, we make Ardent Mills.

**Social Responsibility Verification**

Ardent Mills is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability or protected veteran status.

We provide competitive compensation packages that are market-driven base pay, based on skills, abilities and level of experiences. Our salary ranges are quite broad, and individual salary will be market competitive based on the unique set of skills and level of experience. Additionally, because we believe that our team members are the reason for our success, we offer all team members (except where their collective bargaining agreement prohibit) an opportunity to earn at minimum 5% additional variable bonus incentives based on contribution, company performance, and individual results achieved. Specific bonus plan and target amount are determined based on team member role and contributions.

As a part of our total rewards offering, we provide our team members with a robust health and welfare offering. At Ardent Mills we offer a wide range of benefits to our team members and their eligible family members. Some of our great benefit programs include eligibility for:

- Medical, Dental and Vision Coverage
- Health and Dependent Savings Accounts
- Company Paid Life and Disability Programs
- Voluntary Benefit Programs
- Company Sponsored Wellness Programs
- Retirement Savings with Company Match
- Team Member and Family Assistance Program (EAP)
- Paid Time Off and Paid Holidays
- Employee Recognition Program with Rewards (RAVE).

### **Code of Conduct**

Our Code of Conduct detailing ethical and compliance protocols can be [found here](#)