GRAIN CRAFT

ETHICS & COMPLIANCE GUIDEPOSTS

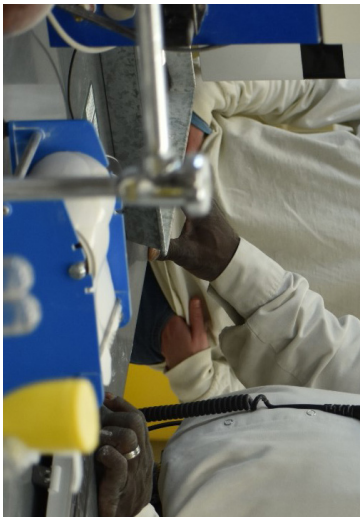
ENVIRONMENT AND SUSTAINABILITY

2025

Grain Craft's Foundational Guide for Best Business Practices.

Revised 01.22.2025

At Grain Craft our history and our ***How We Craft It*** pillars define who we are as a company. Both of these elements are a foundational component of how we make decisions and perform our work. As our history demonstrates, we believe that people, not buildings or equipment, determine whether an organization will succeed and we have anchored this philosophy in a set of three pillars based on our people-centered, can do culture.



MESSAGE FROM OUR PRESIDENT

"I hope you all have seen and experienced the foundation of trust and integrity in which Grain Craft was built."

The word "integrity" is a powerful character attribute. Acting with integrity in all we do is critical, not only to the success of our business, but the impact that we have on our friends, families, communities and ourselves. When we choose what is right we are creating a culture that sustains at a higher level.

Many of you have been with this company long enough to reach significant career milestones. While others might be new to our family, I hope you all have seen and experienced the foundation of trust and integrity in which Grain Craft was built.

While expectations have been set and trust is something you are are automatically appointed once you join the Grain Craft family, it is our charge to thoroughly take care of our employees, leaving no room for gray areas and lack of judgement. It is for this reason - in the best interest of each of our employees - that we established this Ethics and Compliance handbook. This handbook is meant to be used as a guideline when circumstances are unclear. It is also meant to inform current and prospective Grain Craft employees on our approch to the significant topics that follow throughough this booklet.

I ask that you familiarize yourself with the information in this handbook and ask questions if and when you have them. I appreciate each of you, your integrity, your drive and the trust you have put in us. Let's continue to lead with responsibility for ourselves and each other.

HOW WE CRAFT IT

DRIVEN WITH PURPOSE

RELATIONSHIPS ARE EVERYTHING

RIGHT ALWAYS WINS

Driven With Purpose

We make every day count.

It takes all the individual roles within our company to fulfill our collective mission. Whether it's team members on our milling side, our utilities, packers, elevator operators, food quality, safety, sales, logistics, our Admins... it is very apparent that each person here at Grain Craft plays such a critical INDIVIDUAL purpose and role to the success of our organization.

When you walk through the doors of Grain Craft every day, challenge youreself to think about how YOU make every day count, and challenge yourself to see every moment as a chance to step into your best self, with a positive impact on those we work with, and on Grain Craft as a whole.

Relationships Are Everything

Meaningful connections fuel our success.

Our business is all about relationships and the connections that we have created and continue to create with our suppliers, our customers, and most importantly, our people. Throughout the entire process and every step of the way, the relationships that we have created are what help fuel our success as a formidable leader in the flour milling industry.

Look at our process. Wheat purchasing, to milling, to customer delivery and customer service, we have special relationships every step of the way.

Right Always Wins

We never compromise on safety, quality, and commitment.

By never compromising when it comes to safety, quality and commitment, we stand out above others in our industry. We depend on you to look out for each other and to always have doing the right thing in mind through your daily decisions. Whether it is noticing a team member using a ladder not designed for the type of work they are doing, or it is a shipment of ingredients is found to be damaged due to the pallets shifting during our Incoming Ingredient Inspection, it is all team members' responsibility to correct these and make the right decision.

Everyone plays a part in Right Always Wins, and the result is success at every one of our facilities.

LAND RIGHTS

Grain Craft is committed to doing business the right way and has a zero tolerance for illegal activities in our supply chain and land displacements of any legitimate land tenure holders. Agriculture is an integral part of Grain Craft's supply chain. Our products depend on a safe, high quality, and affordable supply of agricultural raw materials to meet the demands of our business as well as the expectations of our consumers, customers and other stakeholders.

Agriculturally based raw materials are supplied to Grain Craft by our suppliers, both directly and indirectly, from farms and processors only in the U.S.

Grain Craft will:

- Engage with appropriate industry and other groups to positively impact and respect all legitimate land tenure rights and the people who hold them.
- Utilize the Grain Craft Sustainability Statement to ensure continued engagement with and compliance by suppliers on relevant land issues.
- Commit to a presumption of transparency such that relevant information related to land acquisitions by Grain Craft will be made public if circumstances permit.
- Actively engage, and appropriately advocate, on the latest policies, programs, and opportunities concerning land rights and tenure in industry, governmental and international organizations that are addressing land rights policy.
- In order to ensure a confidential and safe process for investigating grievances which are raised by affected parties and to help ensure the Grain Craft Sustainability Statement is properly implemented, Grain Craft and our suppliers will utilize appropriate reporting mechanisms for communicating suspected breaches of this policy to Grain Craft.

Grain Craft follows the IFC Performance Standards definition of FPIC which can be summarized as:

- Free - Consent to the sale of land is given voluntarily and absent of "coercion, intimidation or manipulation."
- Prior - Consent is sought sufficiently in advance of any authorization or commencement of activities from an existing landowner.
- Informed - Ensures that information is provided prior to seeking consent to acquire and that information is provided as the acquisition process proceeds.
- Consent - Refers to the collective decision made by the land rights-holders and reached through the customary decision-making processes of the affected peoples or communities.

Protecting farmers' land rights is essential if we are to foster food security, long-term stewardship of our natural resources and the development of rural communities.

SUSTAINABILITY

At Grain Craft, we're committed to help preserve the environment by minimizing our environmental footprint and conserving natural resources. Every day, we strive to further our existing sustainability efforts by promoting innovations at all levels of the company. To us, there is no finish line. Our mission is to continually effect positive change on behalf of the communities and customers we serve.

Our sustainability initiatives are focused on these key practices:

Procurement

Grain Craft's Upstream Innovation® program is centered around many of the key areas of regenerative agriculture. Most importantly, our Upstream Innovation® initiatives incorporate a set of shared goals with farmers, including strengthening grain-based nutrition, ensuring the longevity and supply of quality wheat and grains, and supporting production practices that enhance soil conditions and farms indefinitely. Through Upstream Innovation®, Grain Craft determines both short-and long-term strategies for innovation across the entire supply chain - from the formation of the wheat berry to the grain-based foods today's consumers enjoy.

Milling Facilities

Recycling, local power efficiency audits, motion lights, controlled water systems, updating to high efficiency systems

Transportation

Maximizing rail and truck capacity, tractor and trailer tire efficiencies, reducing wheat load shuttles

Regenerative Agriculture

One of our primary upstream drivers is to support growers that are good stewards of the land and who conduct farming practices to promote longevity of crop land. Through our Grain Craft RA Program we work with farmers to understand soil composition, incorporation of regenerative agriculture practices, energy efficiences and varietal performance.

We capture these practices in our annual Grain Craft Sustainability Report. This report focuses on three key areas of our growers' farms - soil health, water use, and energy use. Grain Craft's regenerative agriculture goals include highlighting the many practices our growers are already successfully implementing within the regenerative agriculture scope. In addition, we continue to learn from our grower partners through hands on interactions in the fields, soil testing, annual surveys and ongoing collaboration. Using each of these tools, we have set a goal to drive continuous improvement across all geographies within our supply chain.

OUR MISSION

Through trust, dedication and relationships, we unlock the goodness of grain and nourish people.

GRAIN CRAFT

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