



**RESPONSIBILITY
REPORT
2023**





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Our Business At a Glance



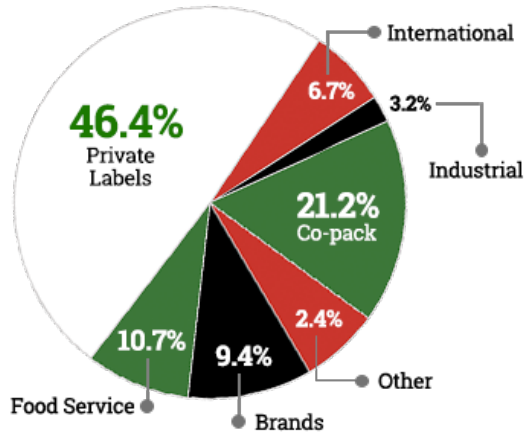
STOCKHOLDERS
Equity

2018
\$411,063

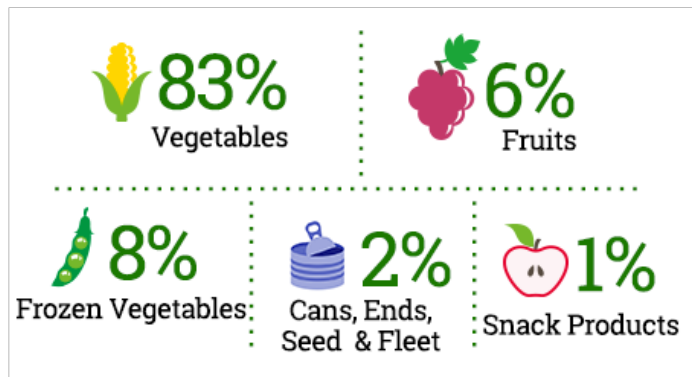
2023
\$583,464

* Number in thousands

Our Customers



PRODUCT MIX BREAK DOWN



93.3% of our revenue comes from the **USA**



99% of our produce is grown by **AMERICAN FARMERS**



Seneca Foods is one of North America's leading providers of packaged fruits and vegetables, with facilities located throughout the United States. Its high quality products are primarily sourced from approximately 1,400 American farms and are distributed to over 70 countries. Seneca holds a large share of the retail private label, food service, restaurant chains, international, contracting packaging, industrial, chips and cherry products. Products are also sold under the highly regarded brands of Libby's®, Aunt Nellie's®, Green Valley®, CherryMan®, READ®, and Seneca labels, including Seneca snack chips.

Message From Our President & CEO

Thank you for taking the time to read our 2023 Corporate Responsibility Report.

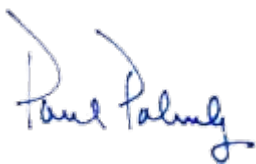
Our mission at Seneca Foods Corporation is to feed the world safe and nutritious products that are valued and enjoyed by families everywhere. This mission is supported by our vision to continue growing as a leader in the food industry by remaining deeply rooted in our Fundamental Beliefs which have stood the test of time for more than 25 years. You will see these guiding principles that instruct our actions on a day-to-day basis throughout the report.

As we emerge from the pandemic and deal with unprecedented inflation, our strong culture has helped us endure. Through the efforts of our dedicated employees we have been able to make a difference by providing safe and nutritious products to families everywhere.

As one of the largest processors of fruits and vegetables in North America, we view our role in helping feed Americans and others around the world as a worthy responsibility. Inherent in our mission of producing safe and plentiful nutritious quantities of food is the understanding that we are trusted stewards of the assets that we manage in the many communities around the country that we call home.

We embrace the culture that our employees, farmers, suppliers, and distributors share the common goal to work safely together to put food on the tables of families everywhere. In the report that follows, you will read many examples of how we are striving to accomplish sustainable and responsible initiatives across our organization. Despite the many challenges that emerged as a result of the pandemic and unprecedented inflation as well as the many demands on our society today, we continue to act responsibly by conserving resources that ultimately help make our business more sustainable and protect our planet for future generations. Our vertically integrated organization that includes seed, farming, can-making, production, warehousing, distribution and transportation all come together to make a real difference in people's lives.

Sincerely,



Paul Palmby
President and Chief Executive Officer



Our Mission

“We feed the world safe and nutritious products that are valued and enjoyed by families everywhere.”

We are committed to providing healthy and affordable fruits and vegetables to the millions of consumers who trust us to help feed their families, offering the best nutritional value possible.

With extensive U.S. production capabilities, Seneca Foods is a major supporter of U.S. agriculture and one of North America’s largest providers of high-quality fruits and vegetables, sourced from American farms. Through our philosophy of reinvestment in our business, we enjoy a modern processing and distribution capability that we believe is the best in our industry. From our state-of-the-art facilities located in the Northwest, Midwest, and Northeast, we supply products to almost every major U.S. retailer and over 70 countries around the world. We also supply food banks and school lunch programs, nursing homes, hospitals, and all major food service operators.

With our strong balance sheet, experienced workforce, and vertical integration in can making, farming, transportation, and seed research and production, we are uniquely positioned to support our Mission. We recognize our responsibility to be ever diligent to recognize and respond to changing consumer needs, technology advancements and socioeconomic developments.

While the challenges of the current environment around inflation and the ever changing business and socioeconomic landscape cannot be ignored, we are confident in our strengths and our values represented in our long-standing Fundamental Beliefs, such as the highest standards for protecting the environment, our products, and our workers.

Our Vision

“We will continue to grow as a leader in the fruit and vegetable industry by remaining deeply rooted in our fundamental beliefs and through a shared commitment to those we serve.”

What We Stand For Fundamental Beliefs



OUR STORY



Our high quality products are primarily sourced from approximately **1,400 American farms** and over **200,000 contracted acres**. With our facilities located near prime growing regions throughout the U.S., sustainable practices and protecting the environment are part of our core beliefs and important to the communities we are part of. The relationship we have with our growers is a trusted one - not only for providing high quality fruits and vegetables, but also as stewards of the land. The vast majority of the farmers are from family farms and orchards that we have done business with for many years, and in some cases, generations.

We live and work in the same farming communities which allows us to move produce from the farm to our facilities in a very short time frame, ensuring optimal freshness.



We collaborate **closely** with growers on



Land Selection



Field Prep



Fertility



Planting



Crop Maintenance

Food Safety & Product Integrity

We have numerous programs to ensure we are a leader in food safety. Our plants are certified according to **British Retail Consortium (BRC)** and **Safe Quality Food (SQF)** guidelines and recognized by the **Global Food Safety Initiative (GFSI)**. We also have training programs, conduct and support numerous audits, and meet our regulatory compliance obligations, including the Food Safety and Modernization Act (FSMA).

Investments made in information software allow us to enhance agricultural management, track pesticide usage, provide planting details, report point of origin, map GPS locations, and accommodate access to records for certification auditing, and customer information requests.

We make sure product has the right start towards providing our consumers high quality and safe products by employing in-house agronomists and plant breeders, plus joint research projects with leading U.S. universities as well as private breeding programs.

Integrated Pest Management

Experienced field staff and environmental coordinators are employed at each agricultural location to track and reduce all pesticide applications and ensure consistency throughout our operations. Integrated efforts between agriculture and operations personnel, plus growers, further leverage plant optimization making lower pesticide usage possible.

We continue to make major investments in agriculture information management systems to help us manage our agriculture practices. These systems utilize **Global Positioning System (GPS)** technology and has helped us be more efficient, produce less waste when planting, harvesting, and applying fewer pesticides. We have instituted a full scale IPM that has been instrumental in the reduction of pesticide applications through better field management. Production fields are mapped, surveyed, and discussed with growers to protect ecologically sensitive areas.



It is among the highest of our beliefs to protect the **integrity** of the product and **food safety**.



Our fruits, vegetables and legumes are not genetically modified. Some product formulations may include genetically engineered ingredients such as oils, starches and sweeteners. Our fruits and vegetables are picked at the very **peak of ripeness** and preserved within hours as our facilities are located in rural growing regions requiring minimal transportation time.

Our thermal process and investments in state-of-the-art rotational retort equipment is what preserves and **locks in freshness and vital nutrients** without degradation or the need for artificial preservatives.



Through the **simple concept** of using very hot water and steam to cook the products, thermal processing ensures safety by removing microbial organisms, sealing in freshness and extending product shelf-life. With thermal processing, our **farm fresh produce is made great**, resulting in high quality, nutritious, and delicious fruits and vegetables.

PRODUCTS / PLANET / PEOPLE

Quality Control

The adherence to documented principles in quality control, thermal processes, test procedures, grade specifications, warehouse, and safety provide the fundamentals to producing safe and quality food at each of our facilities.

The following systems are in place as a foundation to providing the highest quality possible:

Food Allergens	We isolate allergenic ingredients to minimize risk and ensure that products with allergenic ingredients are labeled properly.
Hazard Analysis and Critical Control Point	We use heat processing and hermetic sealing to kill bacteria and prevent any microorganisms from spoiling our fruits and vegetables.
Metal Detectors	We meet all requirements for metal detectors including calibration, testing, and what to do when an alarm sounds
Sanitation	We maintain a master sanitation schedule and implement standard operating procedures
Guarantees	We maintain continuing guarantees for all raw materials with a Certificate of Analysis for each lot obtained.
Customer Complaints	We forward customer complaints to each corresponding facility where they are required to report on actions taken.
New Product Development	Technical service individuals handle all new product development as part of the new products team

Thermal Processes: All thermal processes are approved by our in-house Thermal Process Authority and filed with FDA.

Test Procedures: Microbiological testing occurs at all frozen facilities and analysis is completed on all frozen finished product, sanitary surveys, and environmental surveillance. Plant inspections consist of continuous quality control monitoring with staff at each facility.

Grade Specifications: We utilize Statistical Process Control in attribute grading and fill control with on-line inspections to determine product defect levels. All product is on a mandatory five day hold and positive release.

Training: To ensure all equipment, systems, and procedures are properly utilized, Seneca requires annual training on HACCP, GMPs, thermal processing, double seams, microbiology, sanitation, and chemical handling.

ROUTINE INSPECTIONS



- Fill control
- Visual seam
- Cooker



- Vacuum
- Color/Flavor
- Sugar/salt
- Center can temperature



- Seam tear-down



- Product auditing

Healthy Eating

Our Products play a key role in the journey towards healthier eating and healthier America. Dietary guidelines recommend we eat more plant-based foods that provide fiber, antioxidants and healthier fats like fruits vegetables, whole grains, beans and nuts. These nutrients are linked to lower risks of heart disease, diabetes, cancers and obesity. According to the new guidelines, you need to fill half your plate with vegetables and fruit.

DID YOU KNOW?

Canned and frozen fruits and vegetables compare favorably with, and in some cases **exceed** their fresh counterparts in nutrient content. Some of the leading experts have said the following concerning canned and frozen fruits and vegetables.



Canned foods provide nutritious, safe, affordable, convenient and sustainable options for Americans trying to make smart food choices for their health and the environment. In fact, a Michigan State University (MSU) study underscored this important role. The study, “Nutrition and Cost Comparisons of Select Canned, Frozen and Fresh Fruits and Vegetables,” analyzed more than 40 scientific journal studies and nutrition data, comparing canned produce to fresh and frozen based on nutritional value and cost. With continued emphasis on the importance of increasing fruit and vegetable consumption, the study revealed that canned foods provide a tasty, nutritious and affordable means to conveniently incorporate fruits and vegetables into the daily diet.¹

University of California-Davis published a report about this topic in *The Journal of the Science of Food and Agriculture*, in which they stated: “Fresh fruits and vegetables usually lose nutrients more rapidly than canned or frozen products. Losses of nutrients during fresh storage may be more substantial than consumers realize.” They also noted that nutrition labels on fresh produce do not impart the significant degradation of nutrient loss during storage and cooking of fresh vegetables.²

The **TRUTH** about canned and frozen fruits & vegetables

Nutrition	Our process locks in nutrients at their peak of freshness
Convenience	Our products are recipe ready - no peeling, washing, or slicing necessary
Availability	Our products are “always in season” and available any time of the year
Cost Effectiveness	Generally, products are less expensive per serving than fresh products
Variety	We offer among the industry’s most complete lines of canned and frozen fruits and vegetables with hundreds of different products and sizes

1 <https://journals.sagepub.com/doi/epub/10.1177/1559827614522942>

2 <https://ceking.s.ucanr.edu/files/19187.pdf>

PRODUCTS / PLANET / PEOPLE

Brands in Demand

Libby's® is the nation's second leading canned vegetable brand, offering over 50 product varieties, sizes and packaging options. Aunt Nellie's® glass packed vegetables hold 80% and 90% of the pickled beets and red cabbage categories, respectively. READ® canned vegetable salads (3-Bean, 4-Bean and German Potato Salad) dominate these categories as well.



Organic Beans and Vegetables

Green Valley® organic dry soak beans, seasonal vegetables and pumpkin are grown, harvested and processed using certified organic practices. Packaged in cans, pouches and single-serve cups, Green Valley brings organic goodness, variety and innovation to consumers nation-wide.



Innovation

New products, packaging and thinking have been a hallmark of Seneca Foods since its inception. Single-serve vegetable cups and food service corn pouches are a few examples.



Healthier Snacks

Seneca® Apple Chips contain 40% less fat than traditionally fried chips and have zero cholesterol. They are gluten-free, low in sodium, and have no trans fats. Made in Yakima, Washington, where 300 days of sunshine provide perfect growing conditions, Seneca Apple Chips are a great tasting and healthier snack option for people on the go.



Environmental Management & Sustainability Practices



From our seed research team to the farm and table, we believe in farming and making great products in a sustainable and environmentally friendly way. Among our fundamental beliefs is our commitment to protect the environment we live and work in. We are constantly developing and implementing new systems and procedures that not only keep us in compliance with ever-changing regulations, but also reflect our dedication to preserving a healthy environment.

Our Roots Run Deep in Agriculture

Protecting our natural resources is a responsibility and an honor that we take very seriously. From the delicate seed to the table, consumers expect us to make the commitment to produce our crops in the most environmentally friendly way possible. That is why we continue to invest in modern equipment and technology in our agricultural departments. One example is our use of Global Positioning systems (GPS) and modern technology in the planting of our pea seed. By using the latest technology, we have been able to increase our seed savings to 10% or **over 300,000 pounds** of seed on over 11,000 acres of planted peas in our central sands growing area. This has been accomplished by using drones, driving and marking field boundaries with GPS and using satellite imagery to section the fields on the farms we plant with peas. Using modern planting equipment, equipped with computers, certain sections of the planter can be shut off to prevent seed from being planted in an already planted area of the field. Several of our contracted growers are also using this technology in their farming operations. We have also instituted GPS in our pea harvesting equipment. This initiative has resulted in a reduction of 1.75 gallons of diesel fuel used per acre which is over **20,000 gallons** of diesel fuel used per year.

As a contributor to the EPA initiative for Greenhouse Gas (GHG) emission reductions in agriculture equipment, we require every facility to meet all Tier 4 standards. We have also reduced the number of harvesters needed in our harvesting operation. The farmers we contract with also take proactive steps by using no-till practices when possible. In fact, out of over 6,500 acres of **pumpkin** contracted, **1,200 acres** are practicing no-till with an additional **2,500 acres** practicing reduced till. In addition, our farming operation (10,425 acres) and contracted growers (32,672 acres) in Central Sands, Wisconsin are utilizing a cover crop of typically rye or oats to prevent erosion, with the additional benefit of preventing nutrients from leaching.

The Life Cycle of Corn

Our largest sweet corn facility produces in excess of 70,000 tons of silage, which completes the life cycle of the corn process. **100%** of this by-product silage from our sweet corn operations is reused as animal feed or soil amenities.

Seneca seed and agriculture operations partners with IBAC Interests, L.P., a company that specializes in the repair and recycling of our large seed bags. With a united effort, over **185,000 lbs** of bagging material have been kept out of landfills since the inception of the program in 2011. We continue to reuse over **500,000 tons** of by-product waste for animal feed, composting material and soil amenities per year.



THE SENECA SEED DIFFERENCE

FROM SEED TO TABLE



Our seed operations make us one of the few companies that go all the way from seed to table including:

Breeding | Receiving | Cleaning | Milling | Treating | Packaging

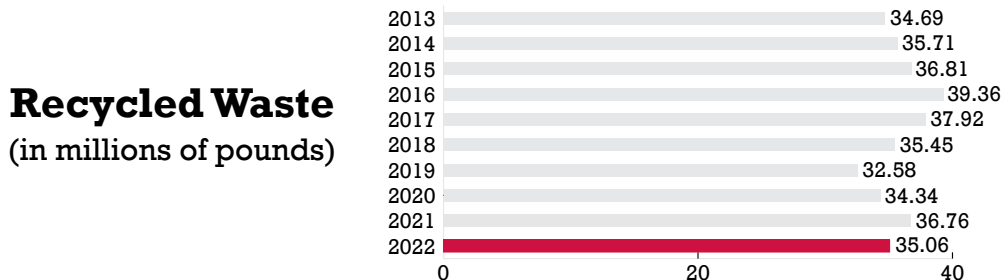
Recycling

We are committed to finding ways to process used materials into new products which allow us to prevent waste of useful materials, reduce consumption of fresh raw materials, reduce energy usage, and decrease air and water pollution. We have several programs which reduce the waste delivered to landfills through packaging optimization and plant recycling programs.

With our warehouse management system, we have nearly eliminated the need for paper by using scanners and computers in our labeling and packaging operations. Offices are equipped with separate containers used only for recyclable materials and each plant has a comprehensive recycling program to track items that are recycled. Many of our facilities continue to recycle over **90%** of the waste stream from their operations.

In cooperation with RIT (Rochester Institute of Technology), we obtained a grant to install recycling equipment at our Geneva, NY facility. The equipment was installed during the latter part of our fiscal 2020 year. Since installation, we have been able to improve our landfill avoidance in the Geneva plant by more than 50% on a month by month basis.

The graph below represents our continuing company-wide efforts with our recycling program.



Water conservation starts in the field



Water is a valuable resource and needs to be protected. With today's pressure on the resource, our farms are taking proactive measures in reducing water usage. We have successfully converted nearly all high pressure irrigation systems to low pressure allowing for less evapotranspiration and energy use. Several of our growers are also using soil probes to aid in less application of water.

As an incentive to reduce water usage and recycle waste water for manufacturing and agricultural irrigation, Seneca incentivizes plant operations that lower water usage on an annual basis. One of our recently acquired facilities installed a Hydro cooler, which replaced spray nozzles, to save 18,000,000 gallons of water per year. Another project to replace a pump, saved an additional 15,000,000 gallons of water for a total permanent savings of 33,000,000 gallons of water used. In addition to our water savings in 2021, additional water savings projects in 2022 pack season resulted in over 51 million gallons of water saved per year. The projects included practicing dry clean up, increased training for water awareness and installation of another chiller to replace single pass water in a cooling loop.








DID YOU ?
KNOW

98%

of our waste water (one billion gallons) is **reused** for irrigating crops to use for animal feed



Awards & Achievements

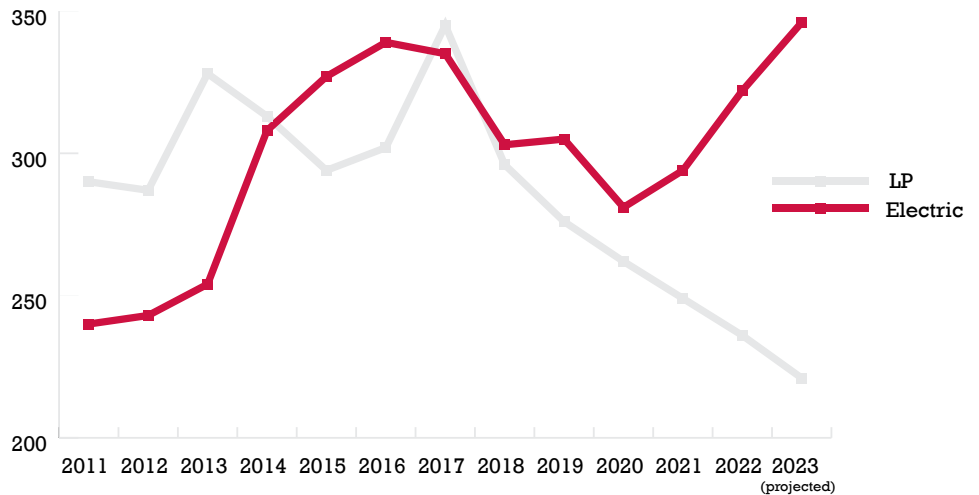
-  Anaerobic digesters installed at facilities in Montgomery, MN and Janesville, WI
-  31% less water usage per case
-  32% less generated waste per case
-  Nominated for Wisconsin Manufacturer of the Year - MEGA Category (2017)
-  Yakima, WA facility: 100% Wastewater Compliance from City of Yakima (2013-2017, 2019-2022)
-  Montgomery, MN facility: Certificate of Commendation for outstanding operation of a waste water facility (2014-2016, 2018-2021)
-  Blue Earth, MN facility: Certificate of Commendation for outstanding operation of a waste water facility (2014-2019, 2021)



Forklift LP Reduction

Since 2007, we have taken great strides to reduce our LP forklifts and replace with electric forklifts. We continue to look for opportunities to reduce location fleets where operational needs have changed by replacing LP powered equipment with electrically powered equipment where practical. In 2019, we trialed 13 lithium batteries with success. With the addition of 36 lithium forklifts for 2022, we will have increased our fleet total to 86. The expected savings over the lifetime of our lithium battery project is estimated to be approximately \$390,000. We will continue to replace our LP and Battery fleet with lithium battery forklifts as we go forward. The graph below shows the progress that we have made toward the electrification of our forklift fleet, indicating that we are on track to be at 61% electric forklifts by the end of 2023. The current electric fleet of 58% has allowed us to reduce **1,483 metric tons** of CO₂e vs using LP lift trucks.

**Forklift LP Reduction/
Electrification**
(in number of trucks)



Renewable Energy

Our solely owned anaerobic digester in Montgomery MN, has consistently allowed us to offset a portion of our natural gas usage. By using this **renewable energy source**, we have been able to save and offset approximately 20% of fossil fuel, “natural gas,” equivalent methane used in the facility. In 2022, the digester produced **264,092 therms** of methane gas that was used in a biogas boiler that was installed to burn the biogas fuel. This fuel has not only been used during the production season but is also used during the year to heat the facility when needed. We have also entered into a partnership with the City of Janesville to purchase methane from an anaerobic digester that the city built and installed. By using our wastewater as the food source, the city’s digester produces methane to help offset our natural gas usage. In 2022 the city’s digester was able to produce **481,958 therms** of natural gas, which we used as fuel in our biogas boiler throughout the production season.

PRODUCTS / PLANET / PEOPLE

Energy Efficiency Successes

Reverse Osmosis Systems	We have successfully installed 15 systems in our plants for boiler in feed water allowing us to generate steam in a more efficient way by not only reducing blow downs of the boilers from 12-14 to 3-4 per day, but also reducing the amount of chemicals needed to clean the water.
Lighting	Occupancy sensors have been installed in warehouses reducing the amount of time lights are on in any zone. We were recently able to complete an LED upgrade to our entire Janesville facility. With over 1,000,000 sq. ft. under LED lighting, this single upgrade alone will save 3,690,098 KWH annually.
Peak Energy Reduction	Programmable logic controllers have been implemented to monitor equipment runtime and turn equipment off. We have also installed economizers, heat exchangers and condensate recovery systems on boilers in our plants.
Data Center Upgrades	Our data centers have completed major upgrades to reduce energy usage and cooling costs.
Carbon Footprint Reduction	Oxidizers have been successfully installed in our can manufacturing plant allowing us to reduce thousands of pounds of Volatile Organic Compounds (VOCs).
Solar Powered Aerators	We have saved over 22,000 gallons of diesel fuel used to power the previous aerators in our Glencoe, MN facility by eliminating the CO ₂ from the diesel powered engines
Rail Savings	By utilizing rail for shipments where possible, we were able to realize a savings in greenhouse gases in shipping of 7,220 metric tons of CO ₂ e in 2022 vs. shipping by truck.

\$196,000
2022 ENERGY SAVINGS

7,900,000 sq. ft.
FLOOR SPACE UNDER ENERGY EFFICIENT LED LIGHTING

Can Manufacturing Institute

We are proud members of the Can Manufacturing Institute, and we realize the importance of promoting the use of steel cans in manufacturing and food canning industry. As seen in the factual information below, steel cans are the most recycled food container in use. They provide the most reliable source for storing food in a safe and prolonged manner and prevent unwanted waste from going to the landfill. Greenhouse gases are reduced, and the steel can is able to be recycled over and over again.

Did You Know ?

34 MILLION TONS FOOD THAT IS CANNED
IS FOOD THAT ISN'T WASTED
HELPING TO OFFSET THE 34 MILLION TONS OF FOOD WASTED IN THE UNITED STATES

RECYCLING 1 TON OF STEEL CANS CONSERVES 2,500 LBS OF IRON ORE, 1,400 LBS OF COAL & 120 LBS OF LIME STONE

CANNED FOOD IS PICKED AT THE PEAK OF RIPENESS & IMMEDIATELY CANNED
LOCKING IN ITS FLAVOR & NUTRITION

4 NUMBER OF HOURS TO POWER A 60 WATT BULB FROM RECYCLING 1 STEEL CAN

58% THE RECYCLING RATE OF STEEL CANS

STEEL CANS ARE **100% RECYCLABLE METAL** OVER & OVER AGAIN, FOREVER

NEW STEEL PRODUCED WITH RECYCLED CANS REDUCES GREENHOUSE GAS EMISSIONS BY 75%

75% OF ALL STEEL EVER PRODUCED IS STILL IN USE TODAY

LOOKING TRIM CANS TODAY WEIGH **33% LESS** THAN 25 YEARS AGO

ANNUAL COST TO AMERICANS FROM FOODBORNE ILLNESS: **\$7.77 BILLION**
CANS MAKE FOOD SAFER WITH **100%** CONTAMINATION PROTECTION

FOR MORE INFORMATION VISIT WWW.CANCENTRAL.COM/FOODCANS



100%
of our cans
are made
without BPA

Packaging Optimization

As the last U.S. based self-made can manufacturer in North America, we control our own destiny. We have successfully implemented down gauging of steel in cans, thermal oxidation and energy recovery on steel sheet coating, and use of water based compounds for coating. We are proud to have the **lightest 15 oz. 3-piece can in the industry**. We were able to reduce the amount of steel used for our ends by 10% by necking down our cans, including all of our 300 size cans in 2016. We have effectively lowered our volatile organic emissions and reduced our natural gas consumption by installing state of the art thermal oxidizers, resulting in a savings of natural gas of over **900,000 therms of gas** per year, which has removed over **4,700 metric tons of CO₂e**.

In 2016, Seneca entered into an agreement with Pratt industries to supply us with **9 million fiber trays** for our labeled product, made from **100% recycled material**. This recycled material is made from our own fiber supplied to Pratt, creating a closed loop system. In 2020, we increased the number of trays to 24 million and 5 million cartons for a total of 29 million pieces. This is a 47% increase over the 15.5 million pieces in 2019. In 2021 and 2022, we were slightly down in recycled purchases but achieved the following results in 2022.

Factor	Units Saved Through Purchase	Savings
17	Trees	51,935
4,000	KWH of Power	12,220,000
3.3	Cubic Yards of Land Fill	10,081.50
7,000	Gallons of Water	21,385,000
1	Tons of CO ₂	3,055

We continue our relationship with CHEP (U.S.A.) Inc. to reduce our reliance on wooden pallets and minimize the impact on the environment. Using over 670,000 CHEP pallets annually vs. one way white wood, we experience substantial savings. In addition, our can plants are using over 88% reusable plastic pallets under our own manufactured cans. When broken, the pallets are reground and used again to make new pallets. This has resulted in reducing our usage and reliance on wood based pallets in our can manufacturing operations.

CHEP Annual Savings

 Reducing emissions by 9,770,676 lbs CO₂ Sequestered by 5,404 acres of forest	 Reducing waste by 963,306 lbs or 539 people's waste	 Reducing wood used by 169,277 board feet or 386 mature trees
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The Seneca Difference

Without the dedication and hard work of our loyal employees, achievement of our goals would not be possible. It is the combined team effort of every member of our Seneca family that makes us successful in reaching our goals.

The culture of Seneca derives from the field and plant floors where we work. Many of our people have been with us for decades and are driven by our longstanding fundamental beliefs of having integrity, being fair dealing, and commitment to worker safety. Given the nature of our business, we are strongly committed to being good stewards of the food supply and natural environment. We follow the spirit as well as the letter of all regulations.

Seneca Learns

We have developed programs to empower our employees with the skills necessary to help them in making a difference. They have positively impacted our employees and often the environment with reductions in waste. The three key programs are **GROWS** (Get Rid of Waste Systematically) and **SAVES** (Seneca Adding Value Employee System) and **LEADS** (Leadership Education and Development at Seneca).



GROWS is an approach to learning based on leadership development and a philosophy that job enrichment must come from uninhibited involvement of those affected. It highlights respect and understanding and reinforces growth and engagement between the individual and the organization. At the center of GROWS is the development of a continuous improvement action plan impacting the areas of quality, human safety, cost reduction, productivity, or the environment.



SAVES is a process improvement program founded on systematic lean problem solving, disciplined waste elimination, superior cost management, and iterative continuous improvements across the organization impacting areas such as quality, service delivery, and employee safety. The program is committed to supporting professional development and personal growth of employees by providing education, training, and direct coaching on lean tools and methodologies.



LEADS is a training program designed to help supervisors at Seneca improve on core competencies that, when applied correctly and consistently, lead to positive employee relations and a greater ability for employees and their supervisors to meet performance objectives. It focuses on leadership, managing employees in a positive and productive manner, and reinforces many of our Fundamental Beliefs, such as treating employees with respect.

PRODUCTS / PLANET / PEOPLE



Future Farmers of America

We are proud to sponsor scholarships annually through the Wisconsin Future Farmers of America Foundations. In addition, we participate in annual livestock sales at local fairs to promote the well-being of the FFA program.



Supporting Our Troops

Seneca actively works to build and maintain relationships with multiple veteran organizations in hopes of recruiting them to open positions. We coordinate with the U.S. Department of Veterans Affairs to employ veterans that have been displaced. We also participate in several veteran job fairs sponsored through Veterans Affairs and others.



Student Internship Program

We believe that it is very important to promote the education of students who are studying in the fields of manufacturing, agriculture, and food and nutrition. We have an internship program with local colleges to identify, develop, and train potential college graduates with the skills necessary to succeed in the field of food and nutrition.

Well-being

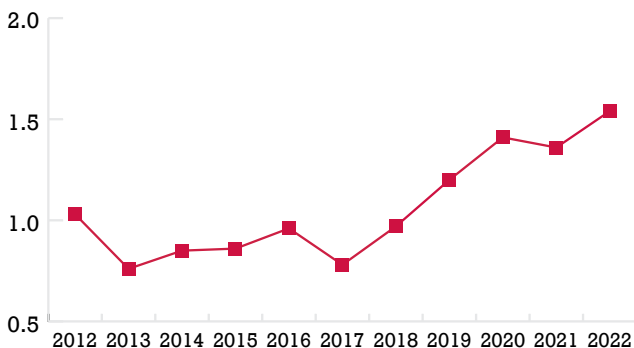
Seneca always maintains the highest standards for protecting the worker and the environment. The vision of Seneca’s well-being program is to provide transformative and innovative tools for education to help motivate our employees and their families in achieving a healthy lifestyle. Our programs focus on eight dimensions of well-being: physical, emotional, social, financial, environmental, Intellectual, work and spiritual. Seneca engages with Telus Health, our trusted mental health and wellbeing support partner that provides award winning programs that are focused on improving lives and improving business.

Safety

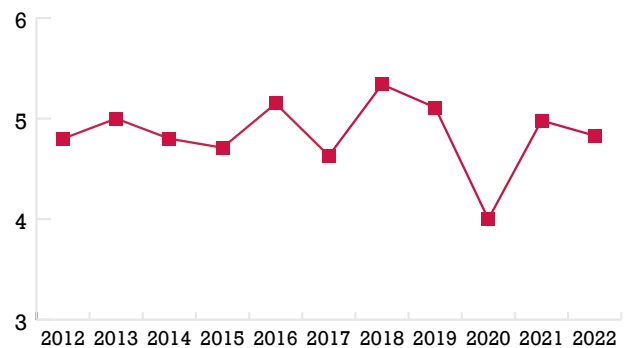
We strive to maintain the safest workplace possible for our employees, visitors, and contractors. We believe that the success of a good sound safety environment begins with our employees. We promote and encourage safety involvement at all levels of the company where employees can come together to help identify and resolve safety issues. We provide the necessary safety knowledge through in-depth training and enactment of Seneca’s **HERO** (Health Environment Risk Observation) where we achieve close to 100% participation.

We conduct annual safety audits at all locations to ensure compliance with Seneca and OSHA safety standards. Reports are written on the findings that identify the strengths and weaknesses of our safety program. In addition, Seneca is partnered with outside risk management services to achieve optimal compliance and management of maintaining a safe working environment. The President’s “Bronze Eagle” award recognizes plants that achieve a million work hours and/or 1,000 days worked without a lost time injury to their employees. 35 of the President’s awards have been awarded, with several of our facilities receiving this prestigious award multiple times. We continuously outperform national averages for recordable and lost time injuries.

Lost Time Incident Rate



Total Recordable Incident Rate



Seneca Foundation

The Seneca Foods Foundation is a private not-for-profit corporation which provides assistance focused on helping to prepare and empower our young people by giving them the tools they need to become independent and contributing members of their communities. The Foundation focuses on programs related to youth development and higher education and gives priority to those which serve youth in communities where Seneca operates or has a substantial presence, especially those with Seneca employee and retiree involvement.

Farming For The Future Foundation

The Seneca Foundation has pledged \$500,000 to the Farming For The Future Foundation whose mission is to educate current and future generations about agricultural innovation and sustainability. Its goal is to promote agricultural literacy, to increase the understanding of the origins of our food, and to deepen the relationship between farmers and consumers. The Foundation is slated to open The Food + Farm Exploration Center in Summer 2023 in Plover, WI as a place for people to discover agriculture and learn about food and farming through educational exhibits, programs, events, and interactive experiences. This will positively impact understanding of agriculture as it relates to sustainability, health, and nutrition and the industry's ability to feed a growing world.



Feeding the World

We truly do “Feed the World.” With our American-made products shipping to over 70 countries, Seneca Foods offers customers around the world vegetables, fruit, and shelf-stable snack items. We view the communities we serve as our extended family, and do all we can to ensure fewer people go hungry. Over the years, we have donated millions of dollars’ worth of products to charitable programs such as Feeding America, Habitat for Humanity, Second Harvest, and Foodlink. These organizations help tackle tremendous issues such as food insecurity through networks of food banks.

As a leader in the food industry, we also coordinate product donations on a national level to organizations in need. But many of our closest neighbors don’t have the means to adequately feed themselves and their families, so we include special outreach to support the local community organizations in areas in which our employees work and live.



About This Photo: Green beans from the Central Sands farm area near Hancock, WI.

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