



Grain Craft's Foundational Guide for Best Business Practices.

At Grain Craft our history and our core values 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 core values based on a customer-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 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 approach to the significant topics that follow throughout 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.

OUR CORE VALUES

Trusting People

We intentionally establish an environment of mutual trust and respect. The integrity of each team member is essential to maintaining that trust. With an attitude of humility, we make positive assumptions about one another, communicate with openness and sincerity, and commit to do the right thing.

Valuing People

We implement behaviors and practices that underscore the value of each member of our team. We recognize the value of team member involvement in our decision-making processes. We invest in our team through competitive wages and benefits and we invest in their learning and development by providing training, mentoring, and resources that facilitate growth.

Excellence

We aim for excellence in everything we do. We set high expectations for ourselves that drive us to improve everything every day, learn from our experiences and innovate. We draw on the different perspectives, experiences and talents of our team members to help us make informed decisions. We work hard - individually and as a team - to consistently exceed the expectations of all our stakeholders and customers. At Grain Craft, we have established a High-Performance culture; a standard that can be traced back to the beginnings of the company.

Safe People & Products

We devote ourselves to the safety of our team and our customers. We are all committed to do everything we can to offer safe products made in a safe work environment - never compromising. Over the past two years we have placed a continued emphasis on behavior-based safety practices throughout all our facilities and all Grain Craft mill employees have undergone extensive behavior-based safety training to establish individual ownership and to anticipate and amend unsafe working conditions.

Community

We commit to make a positive impact on the people in the communities where we do business. We implement sustainable business practices to preserve the environment of our communities and ensure good jobs for future generations.

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 – Local wheat sourcing, sustainable ingredient sourcing, sustainable farming practices, grower resources and education

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

OUR MISSION

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

GRAIN  CRAFT

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