



2019 Conscientious Company Report



wh.farm





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Word from our harvesters

Our journey of three generations of farmers has changed and transformed into what we call today a company that is Grown for Good. Grown for good health, flavor and livelihood. We follow our values to strive to go above and beyond to meet the challenges we face every day.

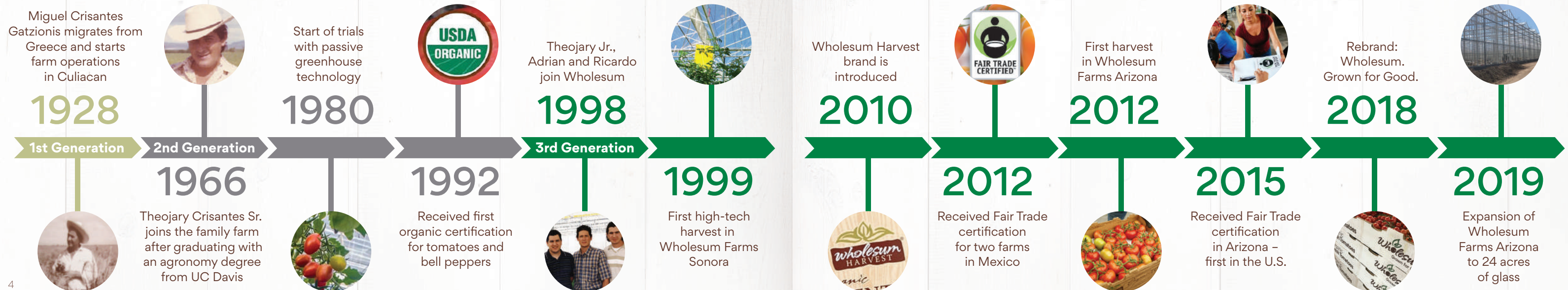
We joined the UN Global Compact which is built on principles of human rights, labor standards, the environment and anti-corruption. Learning and working towards these, we've found how intertwined these are with our own principles. We are pleased to confirm that Wholesum Family Farms reaffirms its support to the UN Global Compact for the years to come.

Ricardo and Theojary Crisantes, owners, brothers, CCO & COO

Our mission We grow organic produce for people's wellbeing

Our vision Beat conventional

Our values The company's four core values; Integrity, Responsible Growing, People on the Move and Problem Solvers highlight the company's commitment to what it preaches, organic growing and Fair Trade. For the past 30 years, these have been our compass. We see our values as the guiding principles for all decision making. These values play an integral role in our operations and speak to how we do work at Wholesum.



Integrity

Integrity means that we can trust each other to be honest and that we will give our best efforts to deliver on our commitments

Produce Integrity

Integrity is essential to us in our organic practices. We have been growing organically since 1992. Since then, we have been committed to growing produce that is good for consumers, workers, the environment, the future and the movement.

We believe it is how we follow this value that creates trust in the brand. Integrity not only means that we lead all our processes in accordance to the criteria of our certifications, it means that we lead by example; guiding and serving as a resource for our partners, striving to go above and beyond the minimum requirements. We approach our work as an opportunity to inspire and educate our partners and growers to have the highest standards in the industry and to have more organic produce available for the consumers that want it.



Responsible agriculture


Our passion for organic agriculture leads us to take it a step further and take care of our people, their communities and the planet.

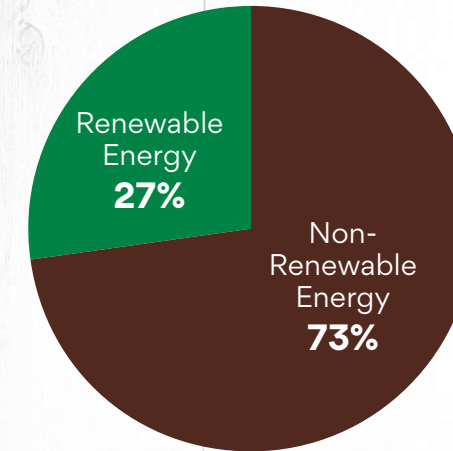
Our Sustainability Effort

Our results are proof of our efforts to take care of our environment, make more efficient the use of our natural resources and help the communities that we work in. Measuring helps us find inefficiencies and areas of opportunity.




ENERGY USE

 4% increase in use of energy from 2018



Our renewable energy comes from PV (solar) and biomass

 Renewable energy use decreased by 15% from 2018

WATER USE

17% of irrigation water was captured and reused to water crops in our farm in Arizona – this sums up to 11 million gallons

 Recirculation decreased by 5% from 2018

RECYCLING

80 tons of plastics and cardboard were diverted from the landfill and into recycling facilities

 43% increase in diverted recyclables since 2018

ECOSYSTEMS

1,830 lbs of native seeds planted to replace invasive species

154 native trees, shrubs and cacti planted to promote biodiversity

COMMUNITY

2,160,600 lbs of organic produce donated to local food banks in Mexico and in the US

110 employees trained on sustainability

46 volunteers for our Healthy Start project totaling 880 hrs of work

\$20,300 in donations made to different organizations in the US and in Mexico

48% of our produce was sold under Fair Trade terms

\$1,067,355 Community development funds generated

People on the move

We're like a big family where the company grows through the empowerment and development of its people.

Our Commitment to Fair Trade



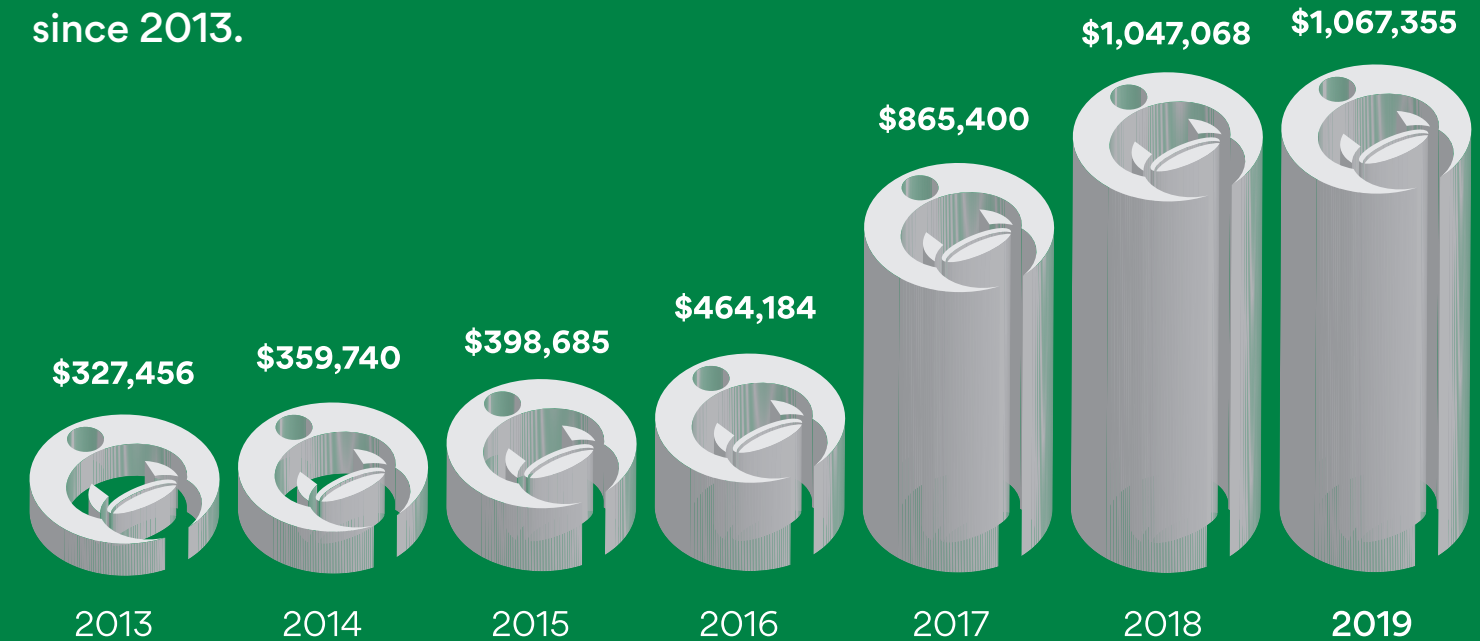
It's not just the people but also the communities that we impact through our work. We received our first Fair Trade certification in 2012 in our two farms in Mexico. In 2015, we were the first farm in the U.S. to become Fair Trade certified. Now, every farm partner that joins Wholesum is required to attain the certification within two years.

We are fully committed to the Fair Trade certification and its mission which is directly related to our value, People on the Move. We believe that our partnership with Fair Trade consists of three responsibilities: The Standards, Community Development Funds and a Shared Responsibility. The latter is the effort we make as a company to provide more opportunities for our valued workers. This means supporting the Fair Trade committees' projects as well as engaging at the farm level to promote sustainable development/Fair Trade.



Community Development Funds

\$4.53 million generated since 2013.



Shared Responsibility Project: Healthy Start

Across the highway from our greenhouses in Sonora lies the community of Los Janos, where most of our employees live. This is where we completed our third Fair Trade shared responsibility project; Healthy Start Kitchen. It was built from the ground up by volunteers – partner retailers, distributors, the Fair Trade Committee and Wholesum employees. We also received tremendous support from partner suppliers who supported us with donations to help this project come true. The project created a synergy that brought people together to form something for the common good, providing healthy food to the children

of the Los Janos kindergarten. This kitchen opened the fall semester of 2019 and is a meaningful impact to the community. It brings assurance to the parents that their children will obtain daily healthy meals in a safe and comfortable environment. Currently, the kitchen serves 28 children and will continue to provide meals for years to come.

“My experience was eye-opening. It made me see how the co-operative effort of management, labor and customers/consumers can positively impact the lives of workers, and their families, throughout the world. A small amount of money per box, when collectively applied, can make the difference between a happy, productive workforce dedicated to achieving excellence and one that is dissatisfied, distracted and inefficient, leading to higher costs and inferior product.”

Bradley Foletta
Lipman Family Farms



- **565 scholarships** from kindergarten to post-graduate education
- **315 benefited** from year-round transportation to school
- **20 soccer teams** benefited from the field
- **31 jobs** created
- **\$288,000 at cost sales** at the Mini Market (managed by FT committee)
- **4,993 vouchers** for specialized care, medicine or food
- **325 children** received nutritious meals
- **\$21,000 at cost sales** from tortilleria (managed by FT committee)
- **1,073 different users** accessed library and guided computer use
- **45 employees** took extra-curricular courses to gain skills in beauty and mechanics
- **275 students** received extra-curricular courses during school breaks
- **499 home improvements**
- **155 dental care** consultations
- **1,783 loads washed** at laundry facilities allowing more time with family
- **257 people benefited** from refrigerator use in company housing
- **67 workers** in the US benefited from an 80% paid healthcare
- **63 solar heaters**
- **12,000 less miles** traveled by employees with shuttle service
- **8 employees** have purchased land at low-cost



Problem solvers



I observe and find ways to overcome challenges and improve my performance.

United Nations Global Compact

In 2018 we joined the United Nations Global Compact, which pushes the agenda for the Sustainable Development Goals. While we contribute to many of the 17 SDG's we have identified two that we are focusing on to have the biggest impact:

GENDER EQUALITY

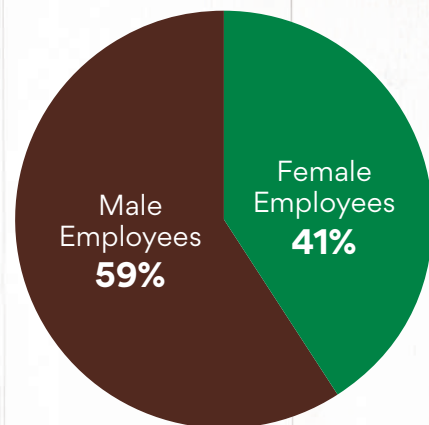
We prioritized this goal because we strongly believe in the importance of gender equality as a driver for education, empowerment, business development, family success and to end poverty.

41% female (from 1,383 employees)

= No change from 2018

32% managers are female

👍 Up by 4% from 2018



Age group	Female	Male	Total
18-29	19%	26%	45%
30-49	17%	26%	43%
50-100	4%	8%	12%

**Based on GRI-405-1 disclosure*



RESPONSIBLE CONSUMPTION AND PRODUCTION

Awareness of our consumption patterns is crucial to drive innovation and change within our company, suppliers and community. We measured our top expense products in different categories and identified our renewable and non-renewable consumption patterns. Our goal for 2020 is to have 100% of our products identified to then build a roadmap to move to renewable inputs where possible.

	2018		2019	
Renewable	2,405	58%	2,528	52%
Non-renewable	1,771	42%	2,312	48%
Total Tons	4,177	100%	4,839	100%

Category	2018	2019
Raw Materials	1,065	1,146
Associated process materials	0	0
Semi-manufactured goods or parts	284	262
Materials for packaging purposes	2,828	3,431

**Based on GRI-301-1 disclosure*



RESEARCH AND DEVELOPMENT

In 2019, our research and development team did 204 trials to evaluate different varieties to grow better under organic production systems, trying to find new products for the market. This team is full of problem-solvers that focus on finding plants with better quality and performance. They look for properties such as health, heartiness against pests and diseases, shelf-life, flavor and more. Our goal, to beat conventional.

Variety	Trials
Tomato	115
Cucumber	21
Squash	22
Eggplant	10
Bell Pepper	36

Beneficial Insect	Quantity Produced
Parasitoid Wasp, <i>Aphidius colemani</i>	337,500,000
Spotted Lady Beetle, <i>Coleomegilla maculata</i>	832,000

We also produced over 338 million beneficial insects, used to prevent pest outbreaks. We produce and release parasitoid wasps and ladybugs which are predators for different pests such as aphids, whitefly, larvae amongst other pest eggs.



Parasitoid Wasp



Spotted Lady Beetle

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