



2020 Conscientious Company Report



wh.farm



Wholesum is a third-generation family owned and operated organic and Fair Trade Certified grower/shipper of organic fresh produce, with headquarters based in Arizona. We produce a wonderful variety of tomatoes, cucumbers, bell peppers, eggplant, squash, brussels sprouts, and artichokes year-round in farms in the US and Mexico. We sell our produce in the US under Wholesum, Fair Trade and Sourced for Good labels.



A Word To All Our Harvesters

Our story started 92 years back, when our grandfather, an immigrant from Greece, started farming operations in Culiacan. Since then, our journey has been fueled by our passion for responsible agriculture.

When the world halted at the beginning of the COVID-19 pandemic, farmworkers showed up every day, for everyone to have healthy food on their table. The events of 2020 solidified our commitment to create a more equitable food system that gives farmworkers the value they deserve, as an essential part of society.

We believe we are heading the right direction, focusing on growing a company that is grown for good, striving for good health, good flavor, and a better livelihood for our people and the planet. To support this, we continue to weave the UN Global Compact's principles into our work and share the information with our stakeholders.

*Ricardo and Theoary Crisantes,
Owners, brothers, CCO & COO*

Restating Our Mission

We restated our mission and vision statement, to achieve better clarity of the company's purpose and for better alignment with our long-term strategies.

- Our purpose** To nourish a healthy world
- Our mission** To beat conventional through responsible practices for the wellbeing of our community
- Our vision** To lead production of responsibly grown organic food that shows value to all
- Our values** Integrity, Responsible Growing, People on the Move and Problem Solvers



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 embedded in our company in the way we do business, how we treat our people and environment and how we lead our organic growing operations. With our 29 years of experience in organics, we approach our work as an opportunity to inspire, educate and have the highest standards in the industry. We believe it is how we follow this value, that enables commitment and trust.



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.

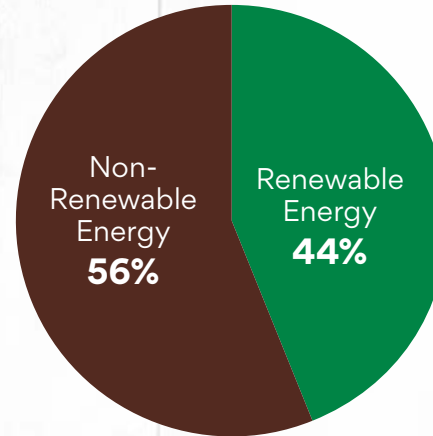
Our Sustainability Effort

We continuously search for ways to be better, be more efficient, give more support to the community and give back to Earth. We think that by measuring the data we have available, we keep ourselves accountable and our goals measurable.



Energy


-  Our energy efficiency went down 8% from 2019
-  Our renewable energy use went up by 7%



Ecosystems

536 native trees and flowers planted to support native fauna

Waste

- 120 tons** of plastics and cardboard were diverted from the landfill and into recycling facilities
-  more than doubled from 2019

Water

18% of irrigation water (16 million gallons) was captured and reused to water crops in our farm in Arizona

Community

- 57%** of produce sold under Fair Trade terms
- 1,694,200** pounds of donated produce
- \$23,000** in donations made to different organizations in the US and in Mexico

Most of these donations were done in support of a just immigration system, a more equitable food system and the Black Lives Matter movement, we supported three social justice nonprofits to enable a wider impact on the community:

- The American Civil Liberties Union (ACLU) of Arizona is devoted to fight and protect human rights and equal justice.
- Tucson Second Chance Community Bail Fund helps end criminalization of poverty in Pima county, by paying for an individual's pre-trial bail, given the higher disadvantage BIPOC face in this situation.
- Fair Trade USA sets social and environmental standards for farmers and workers to promote a more equitable world.

People on the Move

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

Our Commitment to Fair Trade

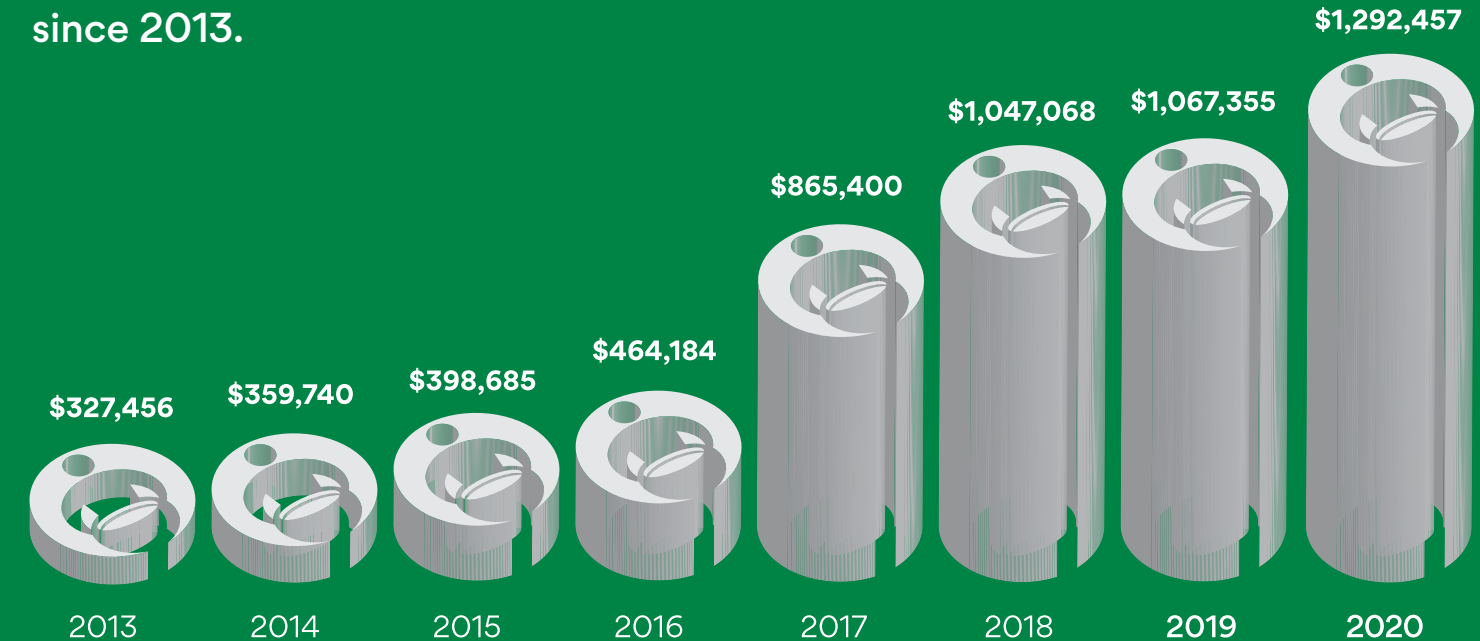


We are strong supporters of the Fair Trade USA program and the empowerment of the people. We live around powerful stories about our harvesters and their families going back to high school or college, people in small villages in southern Mexico finishing building their brick homes. It is these and more inspiring stories that keep us pushing to be better, always.



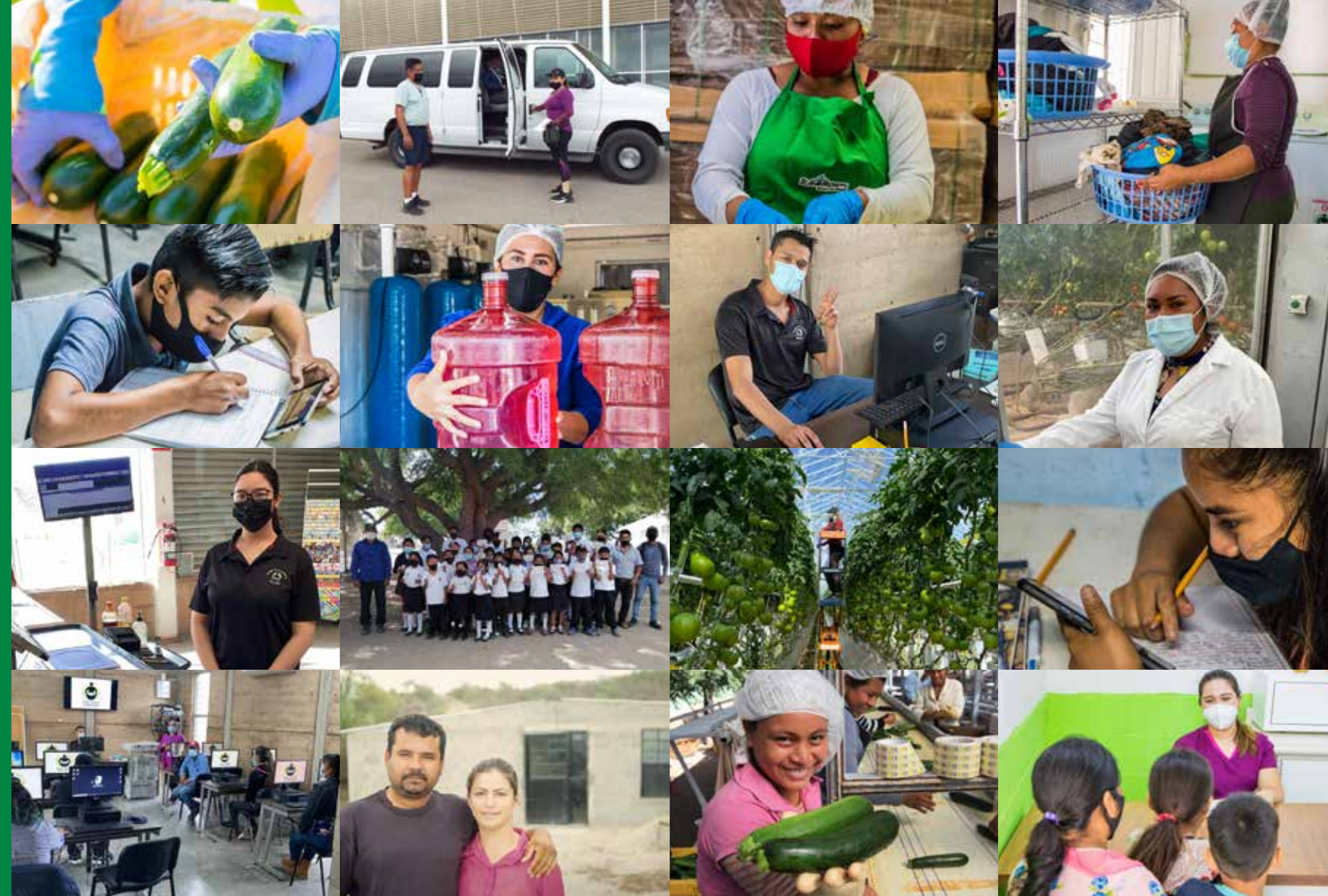
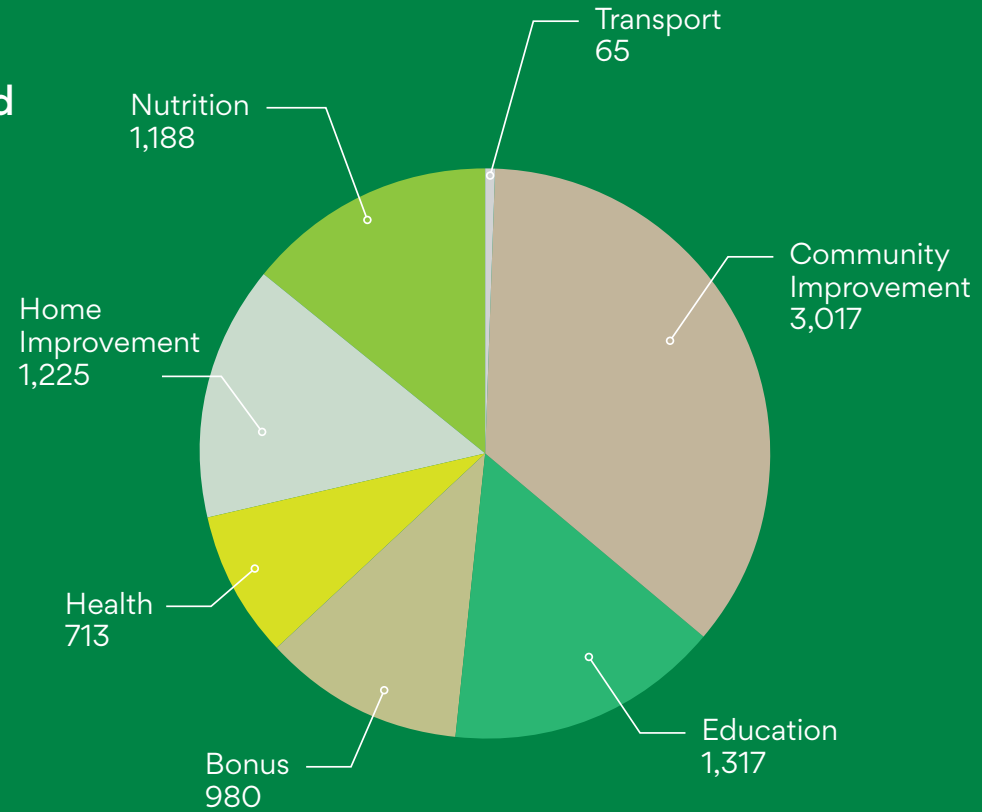
Community Development Funds Generated

\$5.82 million generated since 2013.



Community Development Funds Reach

8,510 events in which employees were benefitted from a Fair Trade project.



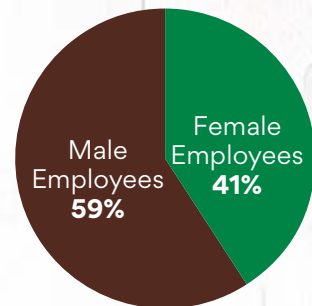
Problem Solvers



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

United Nations Global Compact

The Compact put forward the Sustainable Development Goals to push the agenda for a more sustainable future for all. These address many global challenges; we are currently focusing on two:



SDG 5: GENDER EQUALITY

We strongly believe in the importance of gender equality as a driver for education, empowerment, business development, family success and to end poverty. Like we have said before, “If we want to be the change, it starts with us.” For three years, we have been measuring gender data in the company to better understand our areas of opportunity. We have established a Diversity, Equity, and Inclusion Policy in an effort to push our value People on the Move and leave no one behind.



First Level Manager & Operatives categories need attention



First/Mid-Level Officials & Executive/Sr Level Manager categories grew by 2% and 3%

	Female	Male
Operatives		
First/Mid-Level Officials and Managers	29%	71%
Laborers and Helpers	37%	63%
Administrative Support Workers	37%	63%
Executive/Senior Level Officials and Managers	45%	55%
Technicians	48%	52%
Professionals	50%	50%
Service Worker	57%	43%

*Based on GRI-405-1 disclosure



SDG12: RESPONSIBLE PRODUCTION & CONSUMPTION

Awareness of our consumption patterns is crucial to drive innovation and change within our company, suppliers and community. In 2020, we finally measured 100% of all our inputs by weight! This means we counted every input in our operations and categorized it renewable or non-renewable. Our goal is to build a roadmap to move towards a higher percentage of renewable inputs where possible.

	All Inputs	Top 10 Inputs per farm	
	2020	2019	2018
Renewable	66%	52%	58%
Non-renewable	34%	48%	42%
Total	100%	100%	100%

	All Inputs	Distribution within each category	
		Renewable	Non-Renewable
Semi-manufactured goods	25%	→ 14%	→ 86%
Raw materials	30%	→ 100%	→ 0%
Associated process materials	4%	→ 28%	→ 72%
Packaging materials	41%	→ 76%	→ 24%

*Based on GRI-301-1 disclosure



Wholesum[®]

Grown for Good[™]



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