



**BUSINESS RESPONSIBILITY  
& SUSTAINABILITY REPORT**

**2024**



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**About the Cover:** Corn stalk from the Central Sands farm area near Hancock, WI.  
Cover photos courtesy of Scott Jacobson, Senior Director of Inventory Management.

# Our Business At a Glance

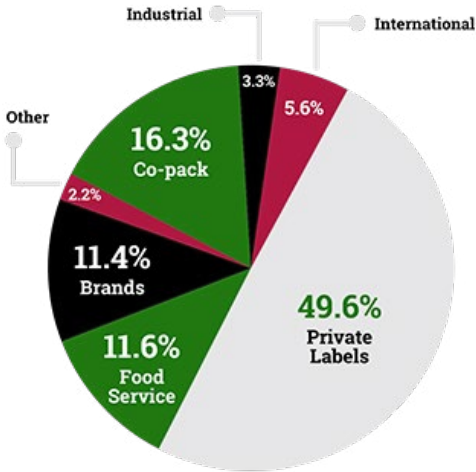


STOCKHOLDERS  
**Equity**

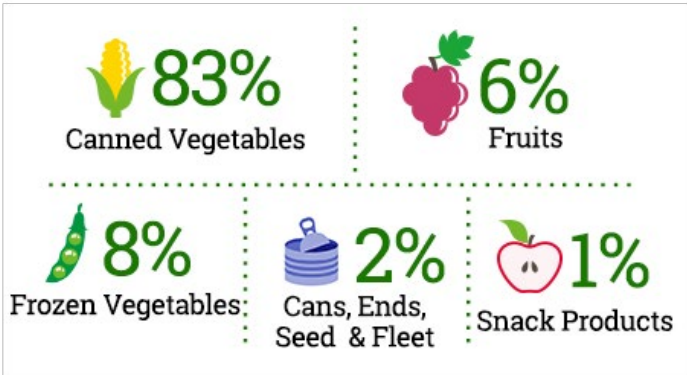
**2018** → **2024**  
\$545,134 → \$851,860

\* Number in thousands, Stockholders' Equity with adjustments for LIFO and OCI.

## Our Customers



## PRODUCT MIX BREAK DOWN



**94.3%** 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 more than 1,200 American farms and are distributed to approximately 55 countries. Seneca's products are sold under the highly regarded brands of Green Giant®, Libby's®, Aunt Nellie's®, Green Valley®, CherryMan®, READ®, and Seneca labels, including Seneca Snack chips. In addition, the Company holds a large share of the canned and frozen vegetable market for retail private label, food service, restaurant chain, international, industrial, and contract packaging. The Company's product portfolio also includes apple chips and cherries.

## Message From Our President & CEO

Thank you for taking the time to read our 2024 Business Responsibility and Sustainability Report.

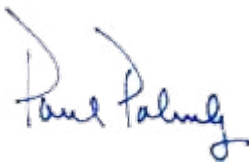
Our mission at Seneca Foods Corporation is to feed the world safe and nutritious products that are valued and enjoyed by families everywhere. This mission is supported by our vision to continue growing as a leader in the food industry by remaining deeply rooted in our Fundamental Beliefs which have stood 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 have emerged 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 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. What we do matters!



**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 55 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 recognize and respond to changing consumer needs, technology advancements and socioeconomic developments.

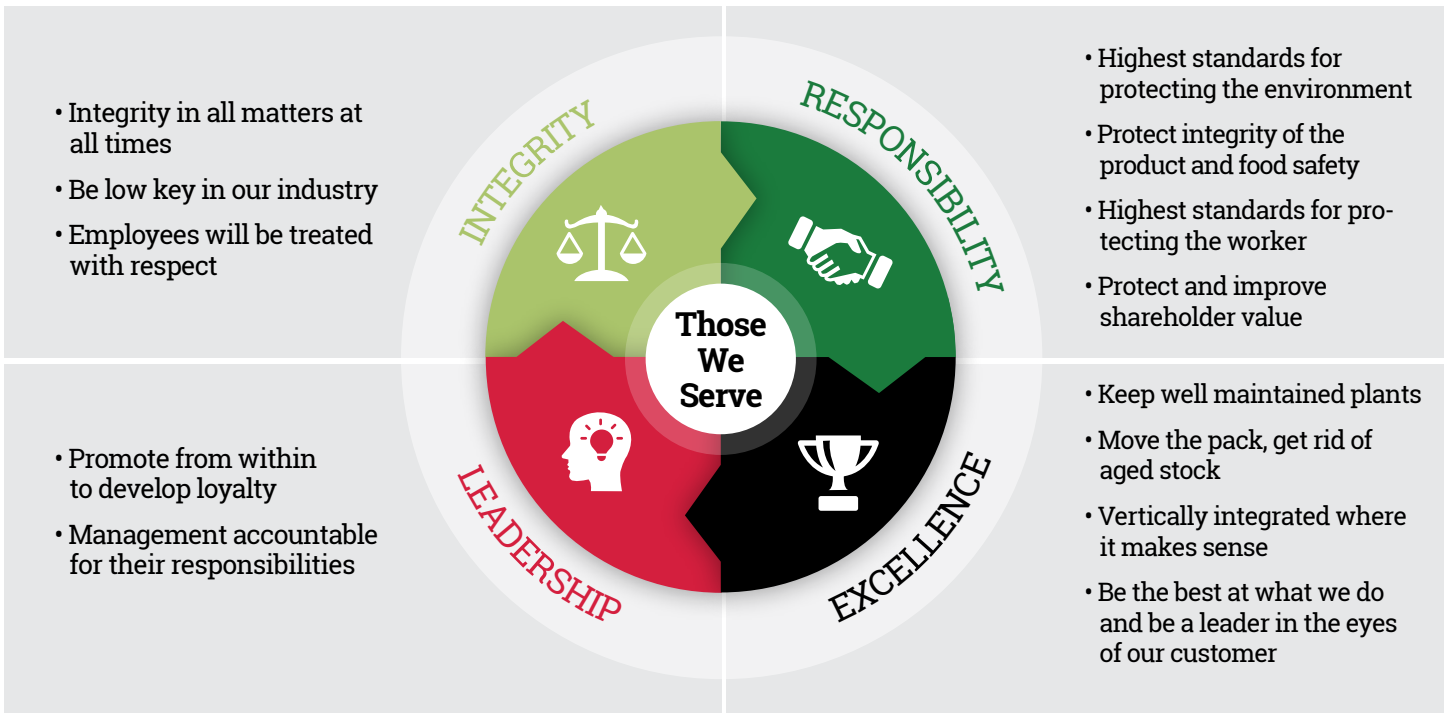
While the challenges of the current environment around inflation and the ever-changing business and socioeconomic landscape cannot be ignored, we are confident in our strengths and our values represented in our long-standing Fundamental Beliefs, such as the highest standards for protecting the environment,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

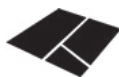


Our high-quality products are primarily sourced from more than 1,200 American farms and over 200,000 contracted acres. With our facilities located near prime growing regions throughout the U.S., sustainable practices and protecting the environment are part of our core beliefs and important to the communities 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. Most 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 short time frame, ensuring optimal freshness.



We collaborate **closely** with growers on



Land Selection



Field Prep



Fertility



Planting



Crop Maintenance

## Ethics & Compliance

One of Seneca's Fundamental Beliefs is to have integrity in all matters at all times. The [Seneca Code of Business Conduct & Ethics Policy and Procedures](#) are published and accessible to all employees from the company's intranet homepage and provided to all new hires at the time of hire. Each officer, director, and employee must adhere to the Code and its system of disclosure controls, including the internal reporting responsibilities assigned to them. Seneca employees and new hires are required to take online learning courses related to the Code and ethics procedures. This is administered through the Learning Management System annually, and employees and managers are notified of any non-compliance or tardiness.

The **Ethics Hotline** is available 24 hours a day and posted throughout all facilities' bulletin boards, published regularly in the company newsletter, Leader of the Pack, and rotated through breakroom monitors. The hotline allows for reporting issues related to finance, accounting, fraudulent activity and any other allegations believed to be unethical or questionable. All calls are processed by external legal counsel and considered strictly confidential (depending on the desires of the complainant).

## Board Composition & Management

Our Board of Directors is comprised of nine directors, including our CEO and non-executive Chairman of the Board; Seneca maintains separate CEO and Chairman positions. Per Nasdaq rules, the Company maintains a majority of independent directors on its Board. The Nominating and Governance Committee is responsible for nominating new Board Members and seeks candidates with a range of diverse experience and perspectives that they feel will

contribute to Board guidance and effectiveness and, ultimately, the success of the Company. The Audit Committee oversees the financial integrity, internal controls, and external audit of the Company. Seneca's auditor is Deloitte & Touche LLP, a reputable "Big 4" accounting firm. The Compensation Committee reviews and approves executive pay, incentive compensation, and merit increases presented by the CEO each year. The Board has the fiduciary responsibility to represent shareholders and stakeholders, and oversees the Executive Management team, as well as overall performance of the Company. The Board also approves major decisions and provides guidance generally for the Company's strategy and risk management, to ensure the Company's viability and longevity.

Accountability for Business Responsibility and Sustainability (BRS) matters starts with the Board and Executive Management team. Within the Board, the Nominating and Governance Committee (as prescribed by its charter) is specifically responsible for overseeing the Company's BRS strategy, goals, and objectives, to ensure they are consistent with the values of Seneca Foods, best articulated by our Fundamental Beliefs and the pages of this report. The Board receives periodic updates on progress against those goals and objectives and reviews any significant ethics issues. In addition, the Executive Management team regularly convenes a cross-functional BRS Committee that is responsible for executing the strategy set by the Board and Senior Management and managing a wide range of issues including energy and water management, food and employee safety, and much more. A subset of the BRS Committee is responsible for preparing this report as a summation of the Committee's work.



# GOVERNANCE

## Update on Governance Policies

During fiscal 2024, the Board adopted a formal executive compensation claw back policy in compliance with Section 10D of the Securities Exchange Act of 1934, disclosed in the Company's 2024 10-K filing. As such, and in accordance with the policy, the Board may recover any excess incentive compensation received by executives because of incorrect financial reporting resulting in an accounting restatement. Likewise, the Company may not indemnify its executives against the loss of any incorrectly awarded incentive compensation. This policy is designed to reinforce the Company's pay-for-performance compensation philosophy and culture of integrity and accountability.

## Celebrating 75 Years

Celebrating our 75th year in business, we would like to take this opportunity to thank the thousands of employees and our partners in helping us to provide safe and nutritious products to our customers and consumers.

## Priority Topics

We regularly engage internal and external stakeholders to determine the corporate responsibility topics that are of significant concern and likely to influence the success of our business. In addition, we monitor the guidance provided by standard setters such as the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosure (TCFD). This research informs our strategy and reporting content.



## 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) guidelines and recognized by the Global Food Safety Initiative (GFSI). We have training programs that focus on Food Safety, Quality and Regulatory requirements that all employees in key processing areas are required to complete annually. In addition, numerous audits and inspections are conducted by both internal experts as well as external third parties and regulatory agencies to ensure we are exceeding our responsibilities related to Food Safety and Product Integrity. This includes all regulations at both the Federal (FDA, Food Safety Modernization Act/FSMA, USDA), and State level (where applicable), as well as local municipalities.



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 in rural growing regions requiring minimal transportation time from the field.

Our thermal process and investments in state-of-the-art stationary and 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 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. The shelf stable nature of our canned fruits and vegetables means that our products can be stored without energy inputs for freezing and refrigeration.

# 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:

<b>Food Allergens</b>	We isolate allergenic ingredients to minimize risk and ensure that products with allergenic ingredients are labeled properly. Where possible, we eliminate the risk of allergens by working with our vendors and suppliers to approve alternate formulas that do not contain allergens.
<b>Food Safety/ Preventive Control/ Hazard Analysis &amp; Critical Control Point</b>	Our Food Safety Plans are the bedrock of Food Safety and Quality. We have experienced Preventive Controls Qualified Individuals at each facility who oversee our plans, make updates as necessary and ensure compliance with all aspects of regulatory compliance.
<b>Foreign Material Removal</b>	Agricultural products have inherent potential for foreign material, whether it is stems, rocks, stones or extraneous vegetable matter. We utilize numerous pieces of equipment and interventions to remove any potential foreign material including: vision sorters, metal detection, magnets, heavy object traps, riffle pans, de-stoners, floatation washers, scalping and sizing reels, shakers and screens, in-line filtration, and manual inspection.
<b>Sanitation</b>	We maintain a master sanitation schedule and implement standard operating procedures based on industry standards in collaboration with our third-party sanitation experts.
<b>Guarantees</b>	We maintain continuing guarantees for all raw materials with a Certificate of Analysis for each lot obtained.
<b>Customer Complaints</b>	Seneca has a defined process for customer and consumer complaints. Complaints are actively received from consumers and customers and promptly addressed. All data is available to Seneca plant operations and management. 1) Reports are generated on a timely basis for systematic review. 2) Special reports are generated for items noting any trends or areas of more concern. 3) Operations resources review individually to provide a response to the consumer and customer as needed. 4) Operations resources review collectively to develop corrective actions to improve. 5) As part of our benchmarking tasks, manufacturing operations conduct benchmarking meetings to brainstorm and assist in developing best practices in operations to reduce consumer complaints.
<b>New Product Development</b>	Technical Service individuals handle all new product development as part of the new products team. The procedure includes a generation of product ideas and projects with managerial approval. We have a detailed system to gather and develop relevant information including recipes, manufacturing techniques, packaging requirements, and a complete compliance review of the new product and necessary label compliance information. This team meets weekly to discuss and prioritize projects.
<b>Quality Systems Manual</b>	Seneca Foods maintains a robust, comprehensive Quality Systems Manual (QSM). This manual provides the expectations, alignment and execution to all aspects of food safety and quality in our business. This manual covers Food Safety Systems, Coding, Recall and Traceability, Non-Conforming products, Manufacturing, Weight Control, Raw Vegetable Processing, Ingredient and Packaging Materials, Warehouse and Distribution, Quality Monitoring, Location Specific Programs, Federal Standards and Regulations, and FDA Bacteriological Manual.



# PRODUCTS / PLANET / PEOPLE

**Thermal Processes:** All thermal processes are developed and validated by our in-house Thermal Process Authority and filed with FDA. The thermal process group ensures all processes meet or exceed commercial sterility requirements as required by 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 before shipping.

**Training:** To ensure all equipment, systems, and procedures are properly utilized, Seneca requires annual training on HACCP, preventative controls, food defense, GMPs and housekeeping, HALAL, Kosher, thermal processing, seams and seaming, sanitation, and microbiology.



## ROUTINE INSPECTIONS



30 min

- Fill control
- Visual seam
- Cooker



60 min

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



3 hrs

- Seam tear-down



1 week

- Product auditing

**Healthy Eating**

Our products play a key role in the journey towards healthier eating and a 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.

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.<sup>1</sup>

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.<sup>2</sup>

**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.



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

<b>Nutrition</b>	Our process locks in nutrients at their peak of freshness
<b>Convenience</b>	Our products are recipe ready - no peeling, washing, or slicing necessary
<b>Availability</b>	Our products are “always in season” and available any time of the year
<b>Cost Effectiveness</b>	Generally, products are less expensive per serving than fresh products
<b>Variety</b>	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>

**Brands in Demand**

Our iconic brands deliver farm fresh goodness made great and in a sustainable way. Our energy efficient facilities are close to our growers, not only to ensure maximum freshness, but to also limit the carbon footprint bringing us the harvest. Green Giant® and Libby's® are leaders in the canned vegetables category offering numerous 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 nationwide.

As part of the National Organic Program (NOP) that is administered by USDA, we are required to be in compliance with all NOP guidelines and regulations. Our inspectors and certification body have noted our compliance commitment with no major compliance issues in 2023.

**Innovation**

New products, packaging and thinking have been a hallmark of Seneca Foods since its inception. Single-serve vegetable cups and food service sweet corn pouches are a few examples. Seneca has in-house innovation resources via our R&D team, which incorporates involvement of appropriate personnel and documentation requirements across our portfolio of products- vegetables, ready to eat beans, snack chips and cherries.



**Nutrition & Healthier Snacks**

Seneca® Apple Chips contain 40% less fat than traditionally fried chips and have zero cholesterol due to the unique frying technology that we have at our snack facility. 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. To address our customers and consumers nutritional and health concerns, we offer a full line of healthy vegetables both frozen and canned. Seneca has developed low and no salt versions of most vegetables, adopted the use of super sweet corn to reduce the amount of added sugar, developed packaging materials to exclude certain chemicals, such as BPA and PFAS, and we assist customers with their programs addressing consumer diet and nutritional information. Seneca personnel are trained in the subject and can provide nutritional information when requested.

## 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 where we live and work. 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.

Seneca's fundamental beliefs form the basis for our Environmental Policy and Environmental Management System (EMS). The objectives of the policy are:

- » To maintain compliance at all Seneca locations with state and federal environmental compliance regulations.
- » To promote a basic understanding of environmental awareness and responsibility for all employees via training and communication.
- » To encourage the development and implementation of innovative ideas that save money and improve the environment through resource conservation, energy conservation, water conservation, and waste minimization, thus reducing emissions, waste, and Seneca's environmental footprint.
- » To establish accountability and effective management of environmental permits, compliance plans and programs, and regulations at each Seneca location.
- » To implement a comprehensive environmental management system, with continuous improvement provided with annual internal audits and the correction of any shortcomings within 30 days, or at a minimum, a plan to address the shortcomings within 30 days for more time intensive corrective actions.
- » To support sound environmental practices for packaging and processes such as improving product packaging and design to reduce waste or facilitate recyclability.
- » To develop and support a system for tracking all resource uses at each location from water, wastewater, electricity, natural gas and other fuels, and refrigerants in support of energy and water conservation efforts, as well as greenhouse gas emission calculations.

On an annual basis, corporate environmental staff conducts a compliance audit at each location to confirm that permits conditions are being complied with, training is conducted, recordkeeping is accurate, reporting is meeting requirements, and company policies are being met.

Based on the environmental aspects of Seneca's operations and the goals to manage risk from environmental pollution and reduce our environmental footprint, there are certain areas where company policies have been developed that go beyond regulatory requirements. These areas are also audited annually and are requirements for Seneca operations.

Continuous improvement in the environmental, water conservation, and energy conservation areas are a frequent focus of Seneca's SAVES program, which is designed to uncover and implement savings and improve processes.

## 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.

We use **GPS** and precision agriculture technologies in the planting of our pea seed. By using the latest technology, we have been able to realize seed savings of **10%** or over 300,000 pounds of seed on over 11,000 acres of planted peas in our Central Wisconsin growing area. This has been accomplished by marking field boundaries with GPS and using satellite imagery to section the fields on the farms we plant with peas. This modern planting equipment, equipped with computers, controls sections of the planter that can be shut off to prevent seed from being double planted in the same area. Several of our contracted growers are also using this technology in their farming operations. Similarly, we have also instituted **auto-steer**, which also uses GPS, in our pea harvesting equipment. This initiative has resulted in a reduction of fuel usage in our harvesting equipment.

Our recent purchases of precision application equipment has facilitated reductions in usage of crop protection products. In 2023, we acquired, and began trialing, three **Unmanned Aerial Vehicles (UAVs)**, and in 2024 we will be acquiring a large **self-propelled sprayer**. One of the UAVs is used for scouting (surveying) purposes, gathering imagery that can be used to identify a multitude of agronomic issues, such as weed patches, irrigation issues, or disease/pest infestation symptoms. The two other UAVs can apply a wide range of products to the crop, such as herbicides, insecticides, fungicides, fertilizers/micro-nutrients, and even cover crop seed. These 'sprayer' UAVs will allow us to protect crops from pests and diseases in areas where conventional aircraft cannot reach, as well as reduce usage of pesticides using prescription applications targeting only the areas requiring treatment rather than the entire field. Similarly, the new self-propelled sprayer from John Deere will be equipped with **John Deere's See & Spray™ technology**, which uses multiple cameras and machine learning to target weeds, reducing the volume of herbicides used.



As a contributor to the EPA initiative for Greenhouse Gas (GHG) emission reductions in agriculture equipment, we require every facility to meet all applicable nonroad standards. We have also reduced the number of harvesters needed in our harvesting operation over time as newer machines with larger capacity have replaced older, smaller equipment. 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. Our farming operation and contracted growers, representing over 40,000 acres in Central Sands, Wisconsin, are utilizing a cover crop – typically rye or oats – to prevent erosion and leaching of nutrients, while sequestering organic carbon in the soil and **reducing the amount of carbon dioxide** that is released from the field to the atmosphere.



## Pollinator Habitat

Pollinator habitat is important to our operations, especially since our pumpkin and cherry crops depend on pollinators. As such, we are excited to have entered into a partnership with the **Bee and Butterfly Habitat Fund**. The program identifies opportunities to establish critical pollinator habitats to help the honeybee and monarch butterfly populations thrive. Guided by the mission to increase and improve pollinator forage and habitat, the organization develops affordable, pollinator-focused seed mixes through NextGen habitat projects. For 2024, we will be **planting permanent habitats** at 5 different plant locations in Illinois, Wisconsin, and Minnesota with a total of 92 acres. The plantings will take place in areas that are not in use, such as corners of wastewater spray fields, areas around stormwater ponds and grassy areas around plant locations.



## 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, as well as growers, makes lower pesticide usage possible.

We continue to make major investments in agriculture information management systems to help us best manage our agriculture practices. These systems utilize spatial data derived from Geographic Information Systems (GIS) as well as our GPS-enabled equipment, and has helped us be more efficient in handling our harvesting, and pesticide application data. 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.



# THE SENECA SEED DIFFERENCE



All the way from seed to table.



## 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. Several 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, which includes a Scott turbo can shredder, allows the separation of the internal contents from the metal can. We are able to send the separated used steel to a steel recycler, the liquid to our spray irrigation, and the vegetable matter to a composting facility. This has allowed us to keep unusable canned products out of the landfill. The equipment was installed during the latter part of our fiscal 2020. Since installation, we have been able to improve our landfill avoidance in the Geneva plant by more than 50%. We also have several other facilities that are using this same technology to keep unusable canned product out of landfills.

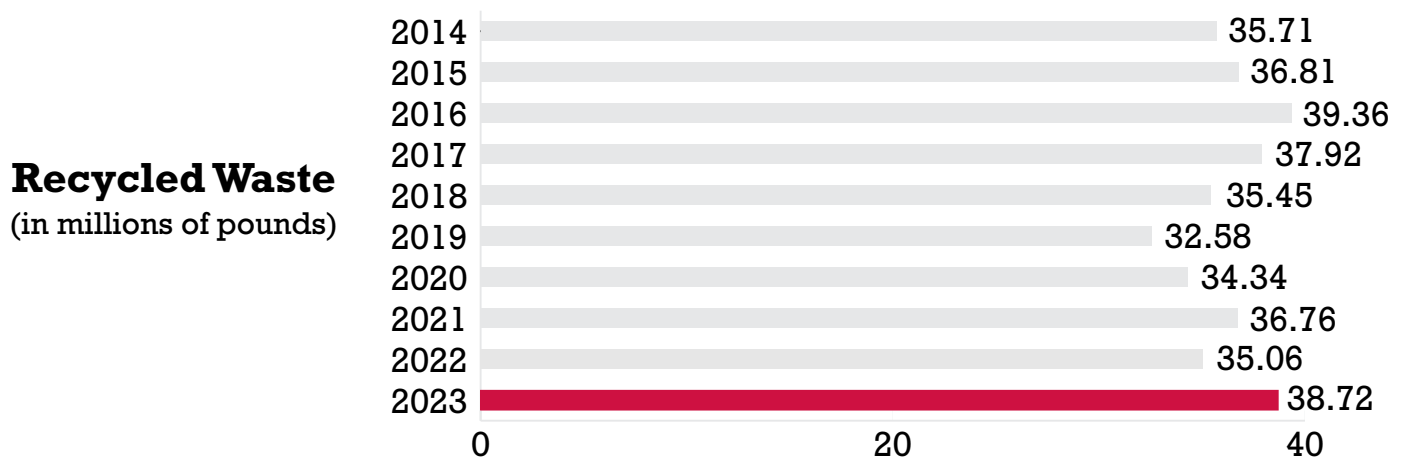
## PRODUCTS / PLANET / PEOPLE

Another way that we are proactively limiting product from entering landfills is with our by-product usage. When crops are harvested, a portion of what comes into our processing facility is not part of the final product. This material is referred to as a vegetable by-product. For example, harvested sweet corn delivered to our facilities is in the husk and on the cob. When the husk and cob are removed and then chopped, the sweet corn by-product is called silage. Our processing facilities produce a significant amount of by-product during the production of our canned and frozen vegetables. Depending on the vegetable being processed, the by-product can include corn husks, corn cobs, miscellaneous pea pods or pea vines, carrot peel and carrot tops, green bean snips, lima bean pods, cull potatoes, potato skins, pumpkin skins and pumpkin waste. This by-product is then used as either animal feed, soil amenity or composting material. By providing this to farmers who use this as animal feed or applying it to agricultural fields as a soil amenity, we have eliminated the need to put our vegetable by-product into landfills. For fiscal 2024 our largest facility produced more than 70,000 tons of silage and as a company we produced over 500,000 tons of by-product, with basically all of it diverted from a landfill by using as animal feed, soil amenity or composting material.

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 210,000 lbs. of bagging material have been kept out of landfills since the inception of the program in 2011.

Our recycling numbers have been above 35 million pounds since 2014, with the exception of calendar year 2019 and 2020 when one of our largest plants was closed and 2 other plants were sold in the previous reporting years. Since the inception of our tracking of recycled materials, we have been able to eliminate over 630 million pounds of waste from the landfill. Our plant recycling programs consist of recycling cardboard, plastic, steel (including steel cans and other steel), stainless steel, batteries, pallets (both wood and plastic), paper, shrink film, electronic waste, tires, plastic banding, used oil, grease, aluminum, tin, and chemicals.

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

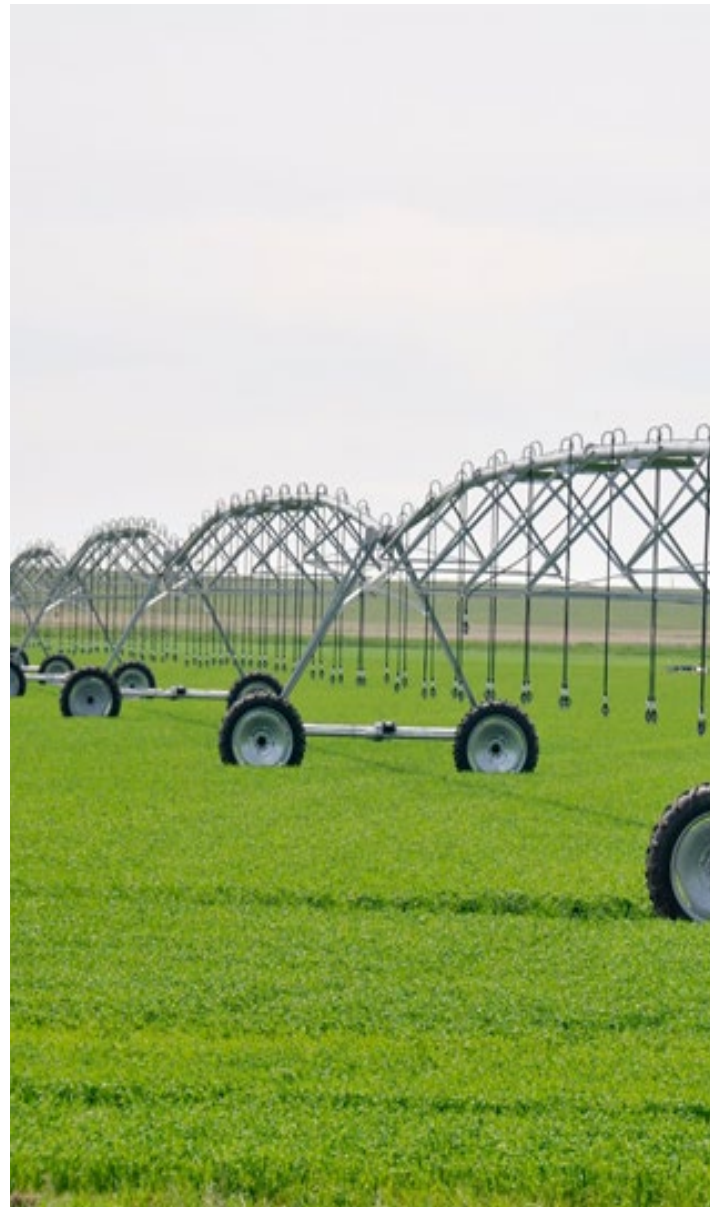


## Water Conservation Starts in the Field

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 systems allowing for less evapotranspiration and energy use. Several of our growers are also using soil probes to aid in less application of water.

In our plants, we have effectively instituted a water policy to reduce our wastewater per case of production.

Our water policy is designed to reduce wastewater from our production facilities, with each facility's wastewater being measured on a fiscal basis and broken down into two categories based on the production at the plant level. Results are tabulated at the end of the fiscal year by plant. Plants must meet or exceed the established reduction goals to meet the reduction targets. These targets are based on the previous year's results of wastewater distribution. All goals have been established by Senior Management and are reviewed on an annual basis to distinguish if the goals need to be revised for the upcoming fiscal year and are ratcheted down over time. For fiscal year 2024, 8 of 17 plants met their reduction targets.



Some examples of our water savings projects include installing a Hydro cooler, which replaced spray nozzles, to save 18 million gallons of water per year. Another project to replace a pump, saved an additional 15 million gallons of water for a total permanent savings of 33 million gallons of water used. In addition to our water savings in 2021, additional water savings projects in the 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. For the 2024 packing season, we have installed a new water valve on our main water supply line in our Janesville plant. The valve is designed to reduce air volume, eliminate turbulence, and regulate flow rate. The addition of this valve is projected to save an estimated 45 million gallons of water per year.

DID YOU ?  
KNOW

90%

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



### Awards & Achievements

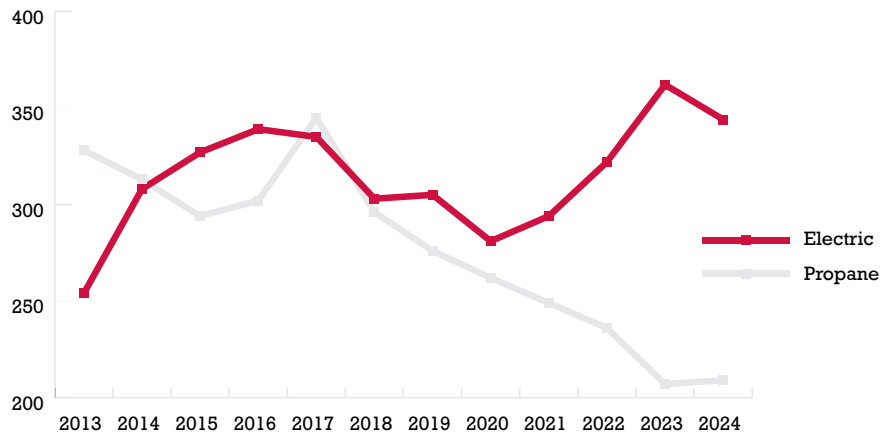


**Forklift Conversion**

Since 2007, we have taken great strides to reduce our propane forklifts and replace with electric forklifts. We continue to look for opportunities to reduce location fleet numbers where operational needs have changed by replacing propane powered equipment with electrically powered equipment where practical. 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 **62% electric** forklifts by the end of 2024. Seneca’s current electric fleet has allowed us to reduce our greenhouse emissions from our forklift fleet.

In addition to our forklift electrification, we have also purchased two EV pickups to trial as part of our corporate fleet. These additions will allow the removal of approximately **24,000 miles of fuel** from our fleet GHG emissions.

**Forklift Conversion from Propane to Electric**  
(in number of trucks)



**Renewable Energy**

Our wholly 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 2023, the digester produced 219,864 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 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 fiscal 2024, the city’s digester was able to produce 48,541 therms of natural gas, which we used as fuel in our biogas boiler throughout the production season.

We monitor and measure all energy used at our locations by retrieving information from meters and energy invoices from our suppliers and meters from our wholly owned digester.

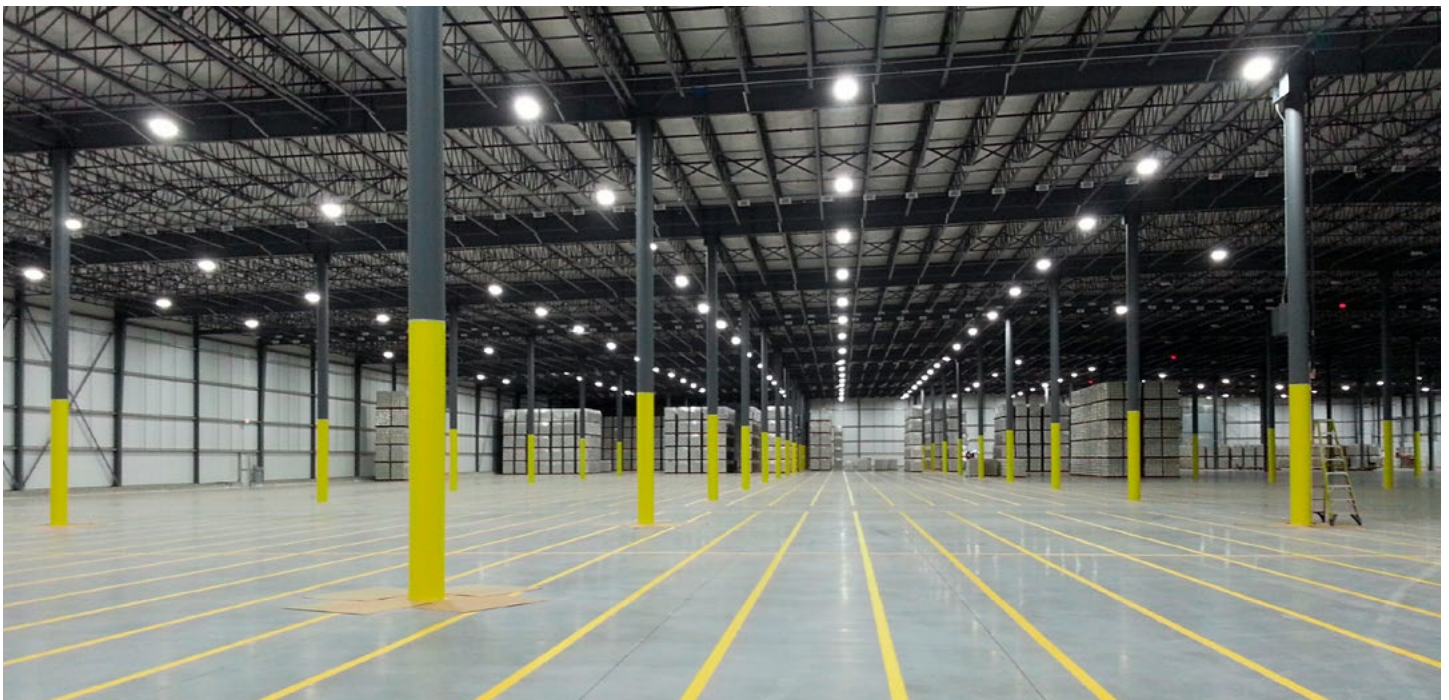
For fiscal 2024, 100% of our electricity was purchased from the electrical supplier’s grid. As our electrical suppliers convert to renewable energy, we are seeing, on average, 20% renewable energy being supplied to us by our utilities. (e.g., wind, solar and hydroelectricity).

- » Natural gas: 22,134,579 therms
- » Electricity: 164,923,607 kilowatt per hour
- » Renewable energy: approximately 20% from electric suppliers

# PRODUCTS / PLANET / PEOPLE

## Energy Efficiency Successes

<b>Reverse Osmosis Systems</b>	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.
<b>Energy Efficiency</b>	Energy savings is an ongoing process to reduce our energy usage. As a result of our proactive approach, we have been able to save \$161,950 in fiscal 2024 from energy projects. We have also installed occupancy sensors in warehouses reducing the amount of time lights are on in any zone. Where possible, we have installed LED lighting throughout our major facilities with a realization of over 7,900,000 sq. feet of floor space under energy efficient LED lighting.
<b>Peak Energy Reduction</b>	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.
<b>Data Center Upgrades</b>	Our data centers have completed major upgrades to reduce energy usage and cooling costs.
<b>Carbon Footprint Reduction</b>	Oxidizers have been successfully installed in our can manufacturing plant allowing us to reduce thousands of pounds of Volatile Organic Compounds (VOCs).
<b>Solar Powered Aerators</b>	We have saved over 22,000 gallons of diesel fuel used to power the previous aerators in our Glencoe, MN facility by eliminating the CO2 from the diesel-powered engines.
<b>Rail Savings</b>	By utilizing rail for shipments where possible, we were able to realize a savings in greenhouse gases in shipping of 8,130 metric tons of CO2e in fiscal 2024 vs. shipping by truck.



**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 the food canning industry. As seen in the 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 be recycled repeatedly.

Our core packaging material (steel cans) is one the most recycled packages being used today. As our product is shipped, it is protected and shipped with corrugate. The corrugate that is used in our shipping process contains an average of 33% recycled content and is 100% recyclable. We are also participating in the How2Recycle initiative, a program that has been developed to inform consumers on how to recycle our recyclable packaging.

# Steel Food Can Facts



**CANS: INFINITELY RECYCLABLE™**

## 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

STEEL CANS ARE

**100%**

**RECYCLABLE METAL**

OVER & OVER AGAIN, FOREVER



RECYCLING 1 TON OF STEEL CANS



**1 TON**

CONSERVES 2,500 LBS OF IRON ORE

1,400 LBS OF COAL

& 120 LBS OF LIME STONE



**NEW STEEL**

PRODUCED WITH RECYCLED CANS

**REDUCES**

GREENHOUSE GAS EMISSIONS BY 75%

CANNED FOOD IS PICKED AT THE PEAK OF RIPENESS & IMMEDIATELY CANNED



LOCKING IN ITS FLAVOR & NUTRITION



**75%**

OF ALL STEEL EVER PRODUCED IS STILL IN USE TODAY



NUMBER OF HOURS TO POWER A

**60 WATT BULB**

FROM RECYCLING

**1 STEEL CAN**

LOOKING TRIM CANS TODAY WEIGH

**33% LESS**

THAN 25 YEARS AGO





**58%**

THE RECYCLING RATE OF

**STEEL CANS**

ANNUAL COST TO AMERICANS FROM FOODBORNE ILLNESS



**\$7.77 BILLION**

CANS MAKE FOOD SAFER WITH

**100%**

CONTAMINATION PROTECTION

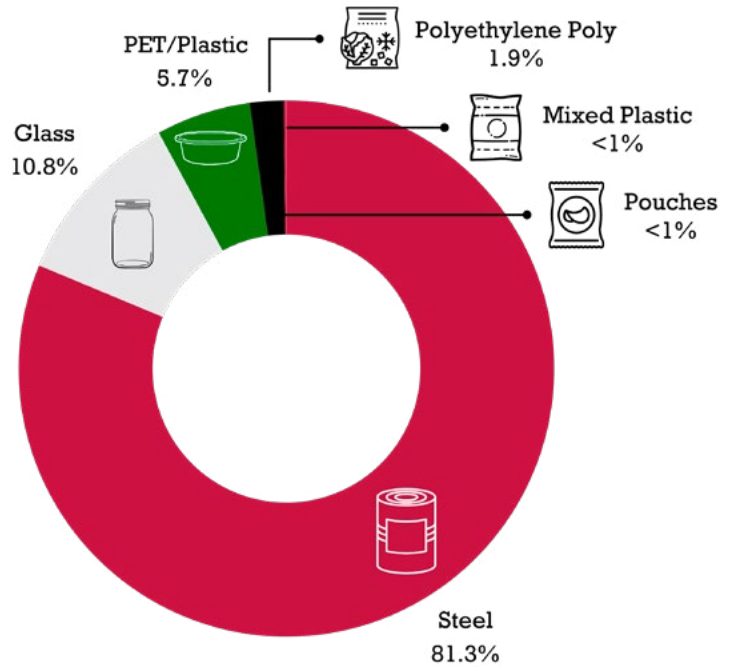
FOR MORE INFORMATION VISIT [WWW.CANCENTRAL.COM/FOODCANS](http://WWW.CANCENTRAL.COM/FOODCANS)



**Primary Packaging**

Total primary packaging used in fiscal 2024 was 241,149,992 pounds and includes the following breakdown, including PCR (Post Consumer Recycled Content) and recyclability.

Packaging	Pounds	PCR	Recyclability
Steel	196,000,000	28%	100%
Glass	26,104,339	32%	100%
PET/Plastic	13,762,969	0%	100%
Polyethylene Poly	4,912,274	0%	100%
Mixed Plastic	329,269	0%	0%
Pouches	41,141	0%	0%



**Packaging Optimization**

As the last U.S. based food processor with its own can manufacturing 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 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 CO<sub>2</sub>e.



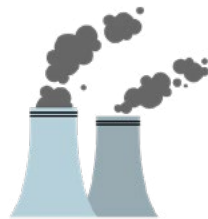
# PRODUCTS / PLANET / PEOPLE

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 our usage to 24 million trays and 5 million cartons for a total of 29 million units. This is a 47% increase over the 15.5 million units in 2019. In 2021 and 2022, we were slightly down in recycled purchases, but in 2023, we purchased over 31 million units (savings shown below). All of our suppliers of trays average 62% PCR (Post Consumer Recycled Content) with 100% recyclability and are Sustainable Forestry Initiative Certified (SFI).

Factor	Units Saved Through Purchase	Savings
17	Trees	56,669
4,000	KWH of Power	13,308,000
3.3	Cubic Yards of Land Fill	10,979
7,000	Gallons of Water	23,289,000
1	Tons of CO2	3,327

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 Baraboo can plant uses 100% 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  
**9,091,947 lbs. CO2**  
 sequestered by  
**5,029 acres of forest**



Reducing waste by  
**896,389 lbs.**  
 or  
**501 people's waste**



Reducing wood by  
**157,518 board ft.**  
 or  
**359 mature trees**

## The Seneca Difference

Without the dedication and hard work of our loyal employees, the 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 integrity, 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), 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.

**Well-Being**

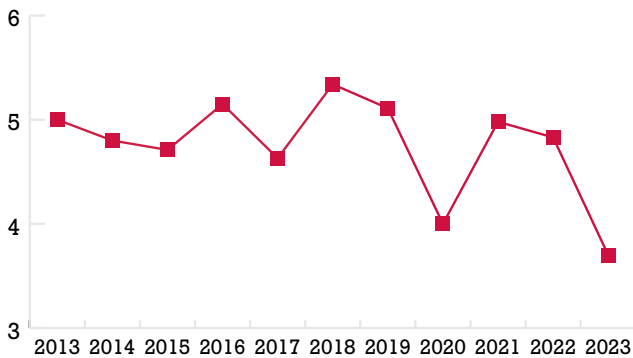
Seneca always maintains the highest standards for protecting the worker and the environment. The vision of Seneca’s well-being program is to provide transformative and innovative tools for education to help motivate our employees and their families in achieving a healthy lifestyle. Our programs focus 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**

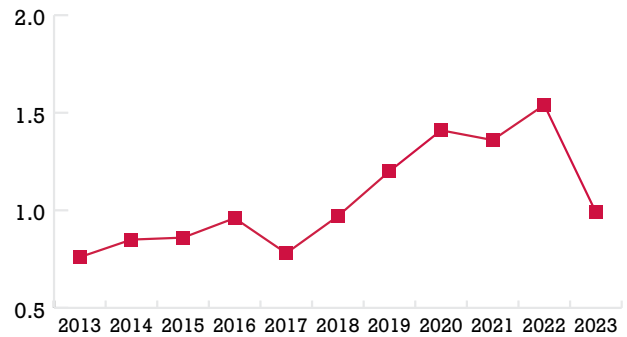
It is a fundamental belief of Seneca to have the highest standards for employee safety. We strive to maintain the safest workplace possible for our employees, visitors, and contractors. We believe that the success of a good sound safety environment begins with our employees. We promote and encourage 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 average 95% 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. A total of 59 have been awarded, with several of our facilities receiving this prestigious award multiple times; they are displayed prominently and proudly at our plants. We continuously outperform national averages for recordable and lost time injuries.

**Total Recordable Incident Rate**



**Lost Time Incident Rate**



## PRODUCTS / PLANET / PEOPLE



### FFA (Formerly Future Farmers of America)

We are proud to sponsor scholarships and other programs annually through the Wisconsin FFA. 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 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 our industry.

### Seneca Foundation

The Seneca Foods Foundation is a private not-for-profit corporation which focuses 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 where their food comes from and highlight activities around agricultural education, 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 opened 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 55 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.

## **Supply Chain Management**

Our goal at Seneca Foods and its subsidiaries is to be a leader in agribusiness. In pursuit of our goal, we hold ourselves to the highest business ethical standards as well as compliance with the laws and regulations that apply to our business. Seneca Foods believes a strong relationship with our suppliers – one that is ethical, honest, and transparent – is consistent with our core values and is essential to ensuring our company's success. The purpose of Seneca's Supplier Code of Conduct is to communicate the expectations we have of our suppliers and to ensure that the suppliers we do business with adhere to the highest standards of ethics, integrity, and compliance with the law. The basic tenets in the Supplier Code of Conduct include:

- » Complying with the law – Suppliers are expected to operate and comply with all applicable local and national laws, rules and regulations.
- » Business ethics – Seneca Foods conducts its business in an ethical, honest, and transparent manner. Therefore, we look to do business with suppliers who uphold the highest standards of ethics and behavior and who have policies in place that prohibit and detect the misuse of company assets, corruption, bribery, conflicts of interest, improper gifts, fraud, and embezzlement.

## PRODUCTS / PLANET / PEOPLE

- » **Conflicts of interest** – Consistent with our direction to our employees, Seneca Foods prohibits its suppliers from providing gifts, entertainment or favors to our directors, officers or employees intended to improperly influence any person’s business judgment or that might create the appearance of undue influence.
- » **Business and financial records** – Seneca Foods expects its suppliers to maintain accurate, complete, and up-to-date business and financial records in accordance with all applicable legal and regulatory requirements, including, without limitation, documentation related to food safety and traceability. Suppliers are expected to audit their operations to assure compliance.
- » **Food safety and quality** – Seneca Foods is committed to providing great tasting, high quality, safe foods and considers food safety a high priority. Suppliers must ensure that all products supplied to Seneca Foods meet or exceed all applicable safety and quality standards, as specified by regulatory authorities, contractual requirements, and industry standards, including HACCP principles.
- » **Origin mapping** – Suppliers must be capable of disclosing potential sources of primary origin associated with the products or services provided to Seneca Foods.
- » **Labor and human rights** – Consistent with Seneca Foods’ Code of Business Conduct and Ethics and our core values, we respect the personal dignity and individual worth of every human being and comply with all applicable human rights laws. In establishing and maintaining relationships with our supply chain partners, we expect the same commitment to high ethical standards and compliance with applicable laws. Therefore, we expect our suppliers to have controls in place that verify employment eligibility and legal authorization to work; ensure compliance with applicable wage, hour, and benefit laws; ensure a workplace that treats employees with personal dignity and is free from discrimination and harassment; prohibit child labor, prison labor, slavery and human trafficking.
- » **Health and safety at work** – Seneca Foods is committed to ensuring the health and safety of our employees and we expect the same from our suppliers.
- » **Environment** - Suppliers must behave in an environmentally friendly manner, complying with national and local environment laws and regulations. Suppliers should be monitoring pollution, emissions, water consumption and discharge, toxic substances and hazardous waste. A focus should be put on using sustainable resources and recycled materials.
- » **Trade compliance** - Seneca Foods expects all suppliers to act in accordance with applicable U.S. international trade laws and regulations and not supply Seneca Foods with any good, raw material, or service directly or indirectly, from or on behalf of any person or entity that appears on the Specially Designated Nationals (SDN) List or from any country or region that is subject to a trade embargo (e.g. Crimea, Cuba, Iran, North Korea, or Syria) mandated by the Office of Foreign Assets Control (OFAC) of the U.S. Department of the Treasury, or from any party on the Denied Persons List (DPL), Entity List or Unverified List, as mandated by the Bureau of Industry and Security (BIS) of the U.S. Department of Commerce.

Should any concerns regarding illegal or unethical behavior with respect to this Supplier Code of Conduct, they should be reported to Seneca Foods leadership via the mechanisms listed in the Code.





**About This Photo:** Beet field located in Avon, NY.

**SENECA**<sup>®</sup>

**Farm Fresh Goodness Made Great**

[www.senecafoods.com](http://www.senecafoods.com)