



PGP International QHSE & Sustainability Policy

The Quality, Health, Safety, Environmental & Sustainability (QHSE & Sustainability) Policy of PGP International aims to satisfy the over-arching policies of [Associated British Foods](#) and [ABF Ingredients](#). We desire to be an industry leader in implementing business best practices, which help maximize benefits to the health and safety of our employees, customers, visitors, contractors and to the environment in which we operate. Every PGPI employee has a responsibility to ensure the production of safe, quality products that comply with the applicable laws and regulations and meet certification and PGPI requirements. PGPI management will provide the resources and support necessary to enable our employees to fulfill this policy and continually improve our programs and processes year over year.

PGP International recognizes that businesses can have a negative impact on the environment. We are committed to finding optimal opportunities to reduce our carbon footprint while contributing to the sustainability of our planet. Our [PGPI values](#) are intertwined within our business and processes: Integrity, Knowledge & Connection, Quality, Safety, Progression.

Our principal objectives we aspire to are:

- Provide a work environment for our Employees, Contractors and Visitors that is free of unmitigated recognized hazards; while producing a product that meets or exceeds our customer expectations
- Comply with all federal, state and local laws that regulate food safety, employee safety, health, wellness, equality, and the environment
- Provide capable resources to develop, communicate, implement, maintain, and improve as appropriate our Management systems with Health, Safety, Environment, Food Safety, Corporate Responsibility and Sustainability intertwined
- Recognize the value of people, safety, environmental and quality aspects as being of at least equal importance as economic and other business considerations, while generating sustainability awareness
- Hold each employee accountable for the safe and quality execution of all jobs assigned to them and for the full compliance of all procedures and training
- Provide and instill Health, Safety, Food Safety and Environment Sustainability into our daily routine. This includes but not limited to: recycling, community involvement, wellness programs, reducing waste and manufacturing a safe, quality product
- Embracing the values of the circular economy by moving away from the 'take-make-dispose' concept and administering the six steps of the Waste Hierarchy and the eight wastes of lean manufacturing



- Provide safe, quality products utilizing processes, standards, systems and suppliers that ensure the safety, quality, authenticity and regulatory compliance of our products and services.
- Manage Quality and HSE incidents, close calls and hazardous conditions through early identification, notification, thorough investigation and the sharing of learnings to ingrain [Hazard Awareness and Hazard Identification within our programs](#)
- Protect the environment by ensuring procedures are in place to systematically identify and manage environmental risks by utilizing ISO14001:2015 Environmental Standard approach of Plan, Do, Check, Act to continually evaluate opportunities to reducing carbon emissions.
- Train our employees in compliance with safe and proper established job procedures and practices while encouraging individual growth and community contributions. PGPI aligns and trains to the California Trafficking Victims Act, The Federal Trafficking Victims Protection Act and UK Modern Day Slavery Act as does Associated British Foods and ABF Ingredients
- Hire only those persons who demonstrate the capacity to comprehend and execute all jobs in a safe and healthful manner consistent with PGP International policies and procedures and the training and job instructions provided
- Evaluating the environmental aspects of the business that have a lifecycle perspective with preference towards Sustainable Consumption and Production
- Encouraging our waste handlers, both internal and external, towards a 'zero to landfill' aspiration.
- Compliance with applicable legislation and adoption of appropriate codes of practice.
- Encouraging our vendors and key suppliers for awareness of our Sustainability Policy and encouraging them to adopt sustainable management practices and code of conduct
- Sustainability best practices embraced in our policies with employee training and internal and external initiatives shared with our stakeholders.
- Advancement in Supply chain transparency to mitigate against disruption and build resilience
- Finished goods are always manufactured under strict sanitary conditions preventing intentional adulteration and cross contamination risk.
- Employees comply with all company food safety policies and procedures including the requirement to report any evidence of unsafe or out of specification raw materials or finished goods.
- All suppliers maintain a food safety program and traceability of their ingredients.
- To enhance supervision of our employees to ensure compliance and conformance with these standards, PGP will achieve this through the execution of food safety fundamentals outlined below and the food safety plans (HARPC).
- Food safety fundamentals will ensure appropriate controls through:



- Senior Management Commitment to Food Safety and Quality Systems
- Commitment to Continuous Improvement and the Food Safety Culture
- Building and Equipment Design
- Pre-Requisite Programs (including Employee GMPs, Vendor Management, Pest Control, Sanitation, Maintenance, Foreign material control, Allergen control, Training, etc.)
- Hazard and Risk Analysis of Ingredients and processes
- Ensuring the authenticity of our high-risk ingredients
- Vigilance with regards to intentional adulteration
- Our Food Safety & Quality Policy is communicated via postings, in English and appropriately located throughout the manufacturing facility including employee break areas

At PGPI, we desire to make a lasting positive contribution to society while respecting the environment and supporting the people who work with us as employees and across our value chain. We aspire to have [sustainability embedded across PGPI](#) – this includes formalizing our material environment, social and governance (ESG) issues so that we can invest our energy and resources in the most effective manner. Our Aspects align with the [ABF Corporate Responsibility](#) by aspiring to be good neighbors and, where possible, implementing circular economy principles to use more from less and continuously seek ways to recycle or reuse all waste materials.

The prevention of accidents/incidents, our employees' well-being and wellness, the care of our environment and sustainably while producing a safe quality product require the combined efforts and daily attention of everyone involved in the business. It is beholden of us, to ensure we always adopt the highest standards of HSE and Quality and strive for excellence.

Brad Jenkins
VP of Operations
PGP International

Angelica Horst
Chief Executive Officer
PGP International

August 2024
FY25



History

PGP International celebrated their 40th year anniversary in 2023. [PGPI was established in 1983 as Pacific Rice Products, Inc.](#) and in 1990 company name changed to Pacific Grain Products. In 2002, ABF Ingredients was established, and Pacific Grain Products became PGP International, an ABF Ingredients Company. ABF Ingredients is a division of Associated British Foods with corporate headquarters in London. PGP International is an extrusion specialist and offers an assortment of extruded crisp products which are made using soy, pea protein, and rice for manufacturers of finished consumer products that use crisps as an ingredient. We are a leading manufacturer and supplier of protein crisps and grain crisps for the Cereal, Energy, and Nutritional Bar industry, both domestically and internationally. In addition, we produce a variety of rice-based flours for further manufacturing. The original plant in Woodland, CA was established in 1994 and in 2006 there was an expansion to existing building for a total of 18,300-square meters including offsite storage. In 2013, PGPI expanded its manufacturing footprint with the construction and [start of a plant in Evansville, IN](#) establishing PGPI's Midwest US presence.

CORPORATE RESPONSABILITY COMMITMENTS At PGPI, corporate responsibility is a process of continually improving our standards, our actions and our processes. Our commitments on business conduct, the environment, people, and communities guide our overall approach. PGPI aims to be the most trusted partner in agriculture, food, and nutrition. With our market expertise and supply chain capabilities, we are committed to creating a more sustainable, food-secure future. Our customers and communities trust PGPI for solutions that will nourish the world and protect the planet, ensuring current and future generations will thrive.

Our Chief Executive Officer is ultimately responsible for identifying the Sustainability risks across the business, for managing those risks, and for providing the leadership necessary to promote the continuous improvement. This responsibility is delegated to the local management teams on the understanding that all employees, but specifically Team Leaders at all levels (Directors, Line Managers, Supervisors, etc.), have a responsibility for their own and for their colleague's safety, wellness and well-being, and for the care of the environment and producing a quality, safe product. Individual and food safety and the protection of our environment are fundamental values, and as such, this policy should be considered in every aspect of our business.



Appendix

Regulations Alignment / ABF

- Modern Slavery
- Anti-Trust
- Anti-Harassment
- CSDR – Corporate Sustainability Reporting Directive
- ABF Red Book
- United Nations – SDG (Sustainability Developmental Goals)
- FDA, Canadian & EU applicable regulations

Management Systems Audited:

- BRC Global Standard Food Safety Version 9
- HARPC Food Safety
- ISO 14001:2015 Management

Management Systems adhered to

- ISO Management Systems – Internal practice (9001, 45001, 22000)
- Green House Gas Standards
- Speak Up Policy

Certifications

- Non-GMO
- Kosher
- Gluten Free (GFCO)
- Organic (QA)
- HALAL (IFANCA)
- ISO 14001:2015
- SEDEX

Sustainability

- EcoVadis
- SEDEX / SMETAx

External Auditing

- ERM – Environmental, Health & Safety (ABF)
- ABF - Site & Cyber Security (ABF)
- ABF - Financial (ABF)
- RQA – Crisis Management (ABF)
- RQA – Business Continuity (ABF)
- Trace Grains Questionnaire

ESG Compliance focus – integrated in business

- Environmental Compliance
- Social – Career Page Link
- Governance – Ethical, Human Rights Compliance
- ABFI & ABF Links

Third Party for packaging / customer cohesiveness

