



Corporate Social Responsibility November 2011



Corporate Social Responsibility = Doing the right thing for people, planet, and prosperity.



Corporate social responsibility goes beyond philanthropy and compliance and addresses how we manage Earthbound Farm's economic, social, and environmental impacts, as well as our relationships in all key spheres of influence: the workplace, the marketplace, the environment, and the community. The real bottom line is doing the right thing for people, the planet, and prosperity.

PEOPLE

PROSPERITY

PLANET

**EMPLOYEE WAGES
& BENEFITS**

**LOCAL &
NATIONAL
DONATIONS**

FOOD SAFETY

**RESOURCE
USAGE**

**ORGANIC
FARMING**

PACKAGING

**CO₂e
EMISSIONS**



Organic Farming



Organic Farming

Earthbound Farm's commitment to People, Planet, and Prosperity is rooted in organic farming.





Less danger to non-target species.



Promotes healthy, balanced ecosystems, and biodiversity.

Organic farming protects people & the planet

Keeps toxic and persistent chemicals out of the air, water, land, and food supply, while sequestering the greenhouse gas CO₂.



Safer for farm workers as well as neighboring homes, schools, and businesses.



The Ecological Benefits

- Earthbound Farm's organic farming on nearly 37,000 acres yields significant environmental benefits. Annually, our farming:
 - Avoids the use of 11.5 million pounds of conventional agricultural chemicals
 - Conserves 1.8 million gallons of petroleum by avoiding the use of petroleum-based pesticides and fertilizers



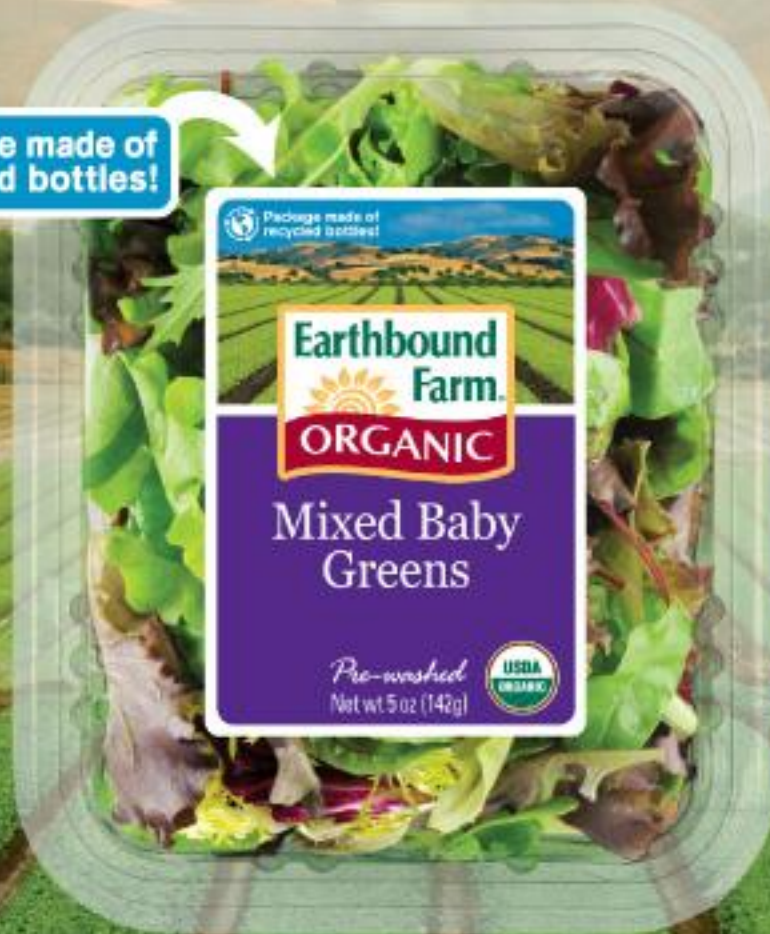
CO₂ Offsets


- Earthbound Farm offsets a portion of CO₂ emissions by planting trees with American Forests.
- Since 1999, we have planted 610,000 trees, which will absorb about 203,000 tons of CO₂ during their lifetimes.



Sustainable Packaging

 Package made of recycled bottles!




 Package made of recycled bottles!

Earthbound Farm.

ORGANIC

Mixed Baby Greens

Pre-washed
Net wt. 5 oz (142g)



Post Consumer Recycled Plastic Lifecycle



Ecological Benefits of Post Consumer Recycled (PCR) PET for Clamshells

3,415

Earthbound's use of PCR PET saves enough water for 3,415 average showers each year.



Earthbound Farm's plastic is tested and verified to be 100% PCR.
Not all claims are verified.



11,654

Earthbound's use of PCR PET saves enough energy to power 11,654 US homes each year.



2,699

Earthbound's use of PCR PET saves enough CO2 to equal taking 2,699 average cars off the road each year.

Ecological Benefits of Post Consumer Recycled (PCR) Corrugate



2,194,590

Earthbound's use of PCR corrugate saves enough water for 2,194,590 average showers each year.



1,466

Earthbound's use of PCR PET saves enough energy to power 1,466 US homes each year.

106,594

Number of trees saved each year by Earthbound's use of PCR corrugate for our shipping cartons.



Our Commitment to Safe Food

Organic | Tested | Traceable



Earthbound Farm's Commitment to Careful Control of Production

Food Safety



Organic Integrity

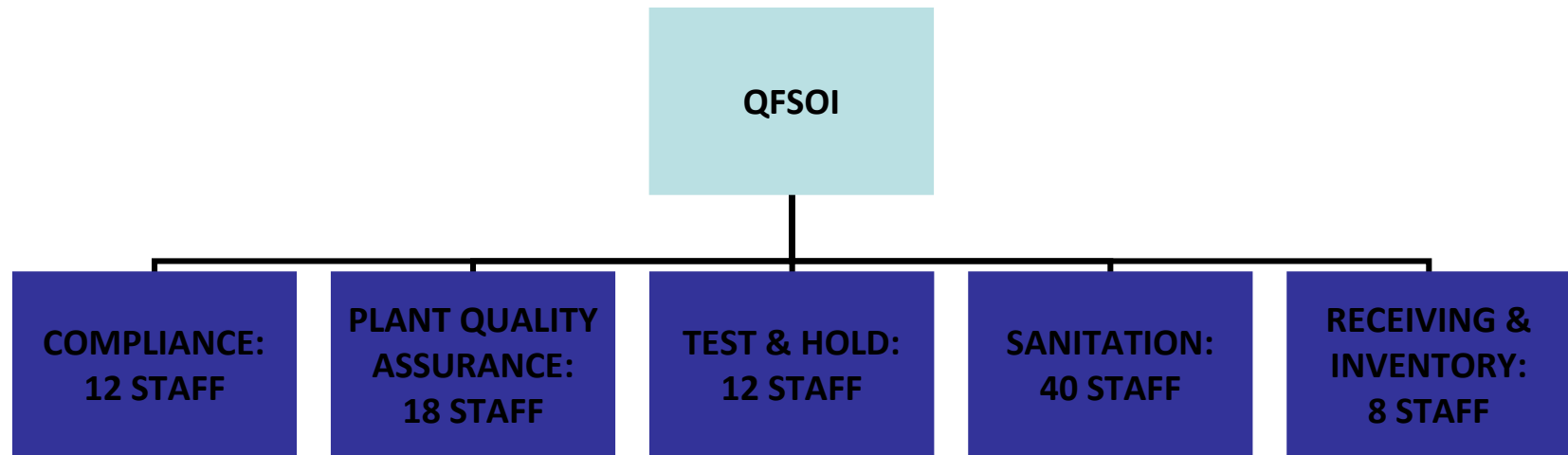


100% Organic Salad Plant



No one does more.

Quality, Food Safety & Organic Integrity (QFSOI) Staff



PLUS:

EBF Scientific Advisory Panel

Members include some of the top food safety scientists in the country.

We meet quarterly and they review and challenge our food safety protocols to ensure we maintain leading edge food safety programs.

Organic Integrity Program: In the Field

- Unannounced organic audits to ensure continuous attention and compliance and provide assistance
- Testing of all liquid fertilizers to ensure compliance with organic standards
- Establishment of approved supplier lists for on-farm inputs



Organic Integrity: Processing

- 100% organic processing facility
- Approved supplier list
- Strict controls in process



Food Safety Protocols: Earthbound Farm vs. LGMA

Earthbound Farm's program exceeds the protocols required by LGMA

Food Safety Protocol	Earthbound Farm	LGMA
Field		
Intensive ranch assessment prior to planting; mitigation recommended based on assessment if risks noted	✓	✓
Water source tested for generic <i>E. coli</i>	✓	✓
Water source tested for pathogens <i>E. coli</i> 0157:H7, EHEC, and <i>Salmonella</i> ; frequency based on risk associated with water source	✓	
Seeds tested for the pathogens <i>E. coli</i> 0157:H7, EHEC, and <i>Salmonella</i> required	✓	
All fertilizers, composts, and other inputs tested for the pathogens <i>E. coli</i> 0157:H7, EHEC, and <i>Salmonella</i>	✓	
Animal-based inputs tested for <i>E. coli</i> 0157:H7	✓	✓
Minimum buffers required between growing fields and various potential risks; buffers vary depending on risk	✓	✓
Pre-harvest ranch audit	✓	✓
Harvest GAP audit	✓	



Food Safety Protocols: Earthbound Farm vs. LGMA

The LGMA does not address food safety in the facility –
 Earthbound Farm adds 10 significant hurdles.

Facility

On-site micro lab, run by IEH laboratories performs <i>E. coli</i> O157:H7, EHEC, <i>Salmonella</i> , and <i>Shigella</i> testing	✓	
Raw Product Test & Hold: incoming greens are tested for <i>E. coli</i> O157:H7, EHEC, <i>Salmonella</i> , and <i>Shigella</i> . Greens implicated by a positive test are destroyed.	✓	
Weigh belts on mixing lines ensure wash system is not overloaded	Earthbound Farm	LGMA
Laser sorters on all mixing lines replaced human inspectors to keep foreign material out of product stream	✓	
Dunk reels on all wash lines for maximum contact time	✓	
Wash line filtration enhanced, creating an environment in which the sanitizer is maximally effective	✓	
Finished Goods Test & Hold: packaged products tested for <i>E. coli</i> O157:H7, EHEC, <i>Salmonella</i> , and <i>Shigella</i> . Production implicated by a positive test is destroyed.	✓	
Added handling instructions by commodity to our consumer website	✓	
Added a time stamp to each bag and box for more enhanced traceability	✓	
Finished goods testing of mini-peeled carrots, sliced apples, melons, green onions and tomatoes.	✓	



Employees



Medical Benefits: Year-Round Employees

- Up to 100% of employee's premium paid by EBF (depending on plan choice)
- Up to 50% of dependent(s)' premium paid by EBF (depending on plan choice)
- Health Savings Account contribution by EBF
- On-site medical care



Other Benefits: Year-Round Employees

- 401(k)
- Life Insurance
- Paid Vacation/Paid Time Off
- Paid holidays
- Paid bereavement leave
- Employee Assistance Plan



Medical Benefits: Seasonal Hourly Employees

- Up to 100% of employee's premium paid by EBF (depending on plan choice)
- Up to 50% of dependent(s)' premium paid by EBF (depending on plan choice)
- On-site medical care



Other Benefits: Seasonal Hourly Workers

- 401(k)
- Life Insurance
- Paid Vacation/Paid Time Off
- Paid Holidays
- Paid bereavement leave
- Employee Assistance Plan



Contract Field Workers

- Whether the employee works for Earthbound Farm or for a labor contractor, he or she is still our responsibility.
- Earthbound Farm verifies:
 - All labor regulations are followed, including wage and hour law
 - Field safety training and equipment is provided
 - Adequate shade and water is provided
 - Personal hygiene units are provided
- *Field workers are not exposed to toxic synthetic chemicals in their work environment.*



Contributions to Our Communities



2.65%

**of net income
donated to
non-profits**

- American Forests
- NRDC
- Healthy Child Healthy World
- Organic Farming Research Foundation
- Pesticide Action Network
- Monthly Employee Charity Program
- 5 Scholarship programs
- Ag Against Hunger
- Second Harvest Food Bank
- Pesticide Action Network
- Beyond Pesticides
- Cooking for Solutions
- Hundreds of local charities in Monterey, San Benito, Santa Cruz, Yuma areas

CSU Monterey Bay



**Natividad Medical Center
(county hospital)**



Stevenson School



Community Hospital



Mission Driven

Earthbound Farm's mission is to bring the benefits of organic food to as many people as possible and serve as a catalyst for positive change.



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Earthbound Farm's Commitment to Careful Control of Production

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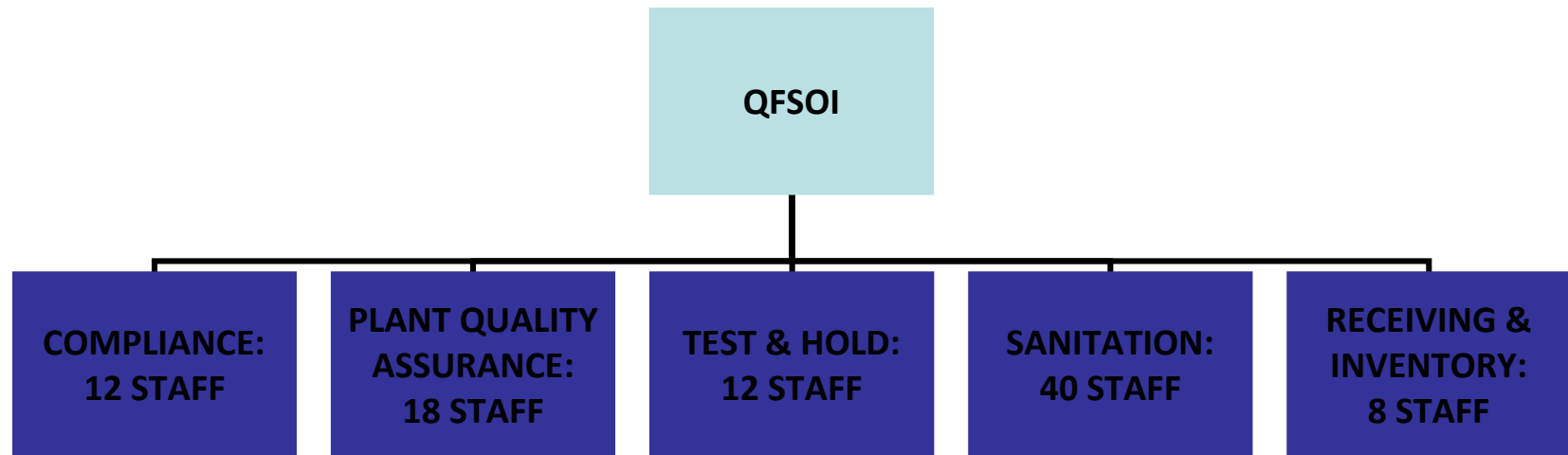


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