

The logo for NORTERA, featuring the word "NORTERA" in a bold, dark teal sans-serif font, followed by a stylized icon of a leaf or plant stem in shades of green and yellow.

**NORTERA**

Sustainable Development

**ROOTED IN  
OUR VALUES**

## CONTRIBUTING TO THE WELL-BEING OF SOCIETY BY GIVING IT ACCESS TO THE RICHNESS OF VEGETABLES

The key focus of Nortera's strategy has consisted of establishing vegetables as the food of the future. This approach is based on 3 pillars:

- ▶ Supporting responsible agriculture to preserve the environment
- ▶ Committing to making a positive economic and social impact for our employees and communities
- ▶ Conducting business through ethical behavior that promotes sound practices and build trust with our stakeholders

HERE IS SOME MORE INFORMATION ON THESE PILLARS:



## Planet

### BETTER FARMING FOR THE PLANET

We help growers become experts in agriculture by combining farming practice that respect the environment, helping to produce diverse, quality food, preserving resources and fighting climate change.

Our supply model, which also encourages partnerships with local farmers near our processing sites, ensures maximum freshness of our products.

### ACTIONS TAKEN

- ▶ Adopting a supply charter that defines the relationship between our company and agricultural producers
- ▶ Promoting plant cover between the various vegetable crop cycles to naturally enrich the soil, improve soil structure and biodiversity
- ▶ Conducting agronomic field trials to test new insights and technologies, and helping to integrate them in growers' farming methods
- ▶ Building external partnerships with research institutes and startups focusing on vegetable production innovation that contributes to regenerative agriculture, such as robotic weeding, crop prediction (quantity and quality) and irrigation management

### BETTER FACTORIES FOR THE PLANET

Preservation and sustainable management of water resources, waste management with emphasis on the circular economy and environmental compliance are the pillars of the environmental strategy for our plants.

### PROJECTS IMPLEMENTED

- ▶ Implementing an environmental management system to structure our industrial environmental strategy
- ▶ Measuring our environmental impacts using a dedicated software
- ▶ Water recycling project at the Oakfield plant: more than a third of the water consumed at the factory is reused in after treatment processes

# 02

## People

Nortera is committed to having a positive economic and social impact on both its employees and the communities around it. Nortera offers its employees the opportunity to make a positive contribution to their own development, to that of those around them, and to the preservation of the planet. This commitment also translates into making plant-based food accessible to all, and promoting a diet that is both tasty and beneficial to health. We guarantee the quality and health of the food we offer our consumers by regularly verifying our producers' farming practices, conducting regular audits, and ensuring compliance with our agronomic charter.

### ACTIONS TAKEN PROVIDING A SAFE AND INCLUSIVE WORK ENVIRONMENT

- ▶ Implementing a recognition system for plants that have achieved more than one year with zero accidents
- ▶ Internal climate survey conducted among all employees
- ▶ Diversity, equity and inclusion policy

### COMMUNICATION/TRAINING

- ▶ Internal communication tools such as an internal newsletter and communication monitors in the plants to broadcast information about the company and local plants
- ▶ Employee volunteer program offered
- ▶ Donations to local food banks

### FOOD QUALITY AND SAFETY

- ▶ Arctic Gardens has launched products tested without pesticide residues
- ▶ Nortera's participation in the construction of a packaging line at Moisson Montréal (Canada's largest food bank) to process donations of frozen vegetables
- ▶ Maintaining Global Food Safety Initiatives (GFSI) certification for the 13 plants in North America



# 03

## Governance

### A BETTER COMPANY FOR ITS STAKEHOLDERS

Nortera is committed to conducting its business in an ethical manner that promotes sound business practices. It also strives to build a climate of trust with all its stakeholders.

### MEASURES TAKEN

- ▶ Implementation of a cybersecurity awareness policy
- ▶ Code of conduct signed by all employees to ensure good business ethics
- ▶ Adoption of an agronomic charter defining relations between our company and agricultural producers

## Well-established in North America

Well-established in North America With a strong North American presence, our company is an undisputed leader in processed vegetables. We have more than 3,500 employees and work with over 600 producers who grow and prepare vegetables for 8 plants in Canada and 5 in the US.



## AT A GLANCE

117,000  
ACRES HARVESTED

600 +  
PRODUCERS

13  
PROCESSING PLANTS



TO LEARN MORE ABOUT OUR PRODUCTS, VISIT [NORTERAFOODS.COM](https://www.norterafoods.com)