



2977 W. Frontage Road
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2020 Conscientious Company Report

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 brands.

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A word to all our Harvesters,

Our story started 92 years back, when our grandfather, an immigrant from Greece, set sail to Mexico and started farming operations in Culiacan. Since then, our journey has been fueled by our passion for responsible agriculture and guided by our values. We have maintained a vision to create a more noble food system, to be leaders in the organic industry and Fair Trade produce.

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 solidify our commitment to create a more equitable food system, that gives farmworkers the value they deserve, as an essential part of society.

We are more certain than ever that we are going in the right direction, focusing on growing a company that is **grown for good**, striving for good health, good flavor, and a better livelihood for of 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.

Sincerely,

Ricardo and Theoary Crisantes, owners, brothers, CCO & COO

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Values

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



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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.

- 100% organic production
- 35,205 tons of produce taken to the market
- 3 new partner growers
 - ➔ 209 acres production added with these new partnerships
- 42 acres of high and mid tech greenhouse built in Arizona and Mexico
- 117,195 labor hours were spent on manually removing pests from crops



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Responsible Agriculture

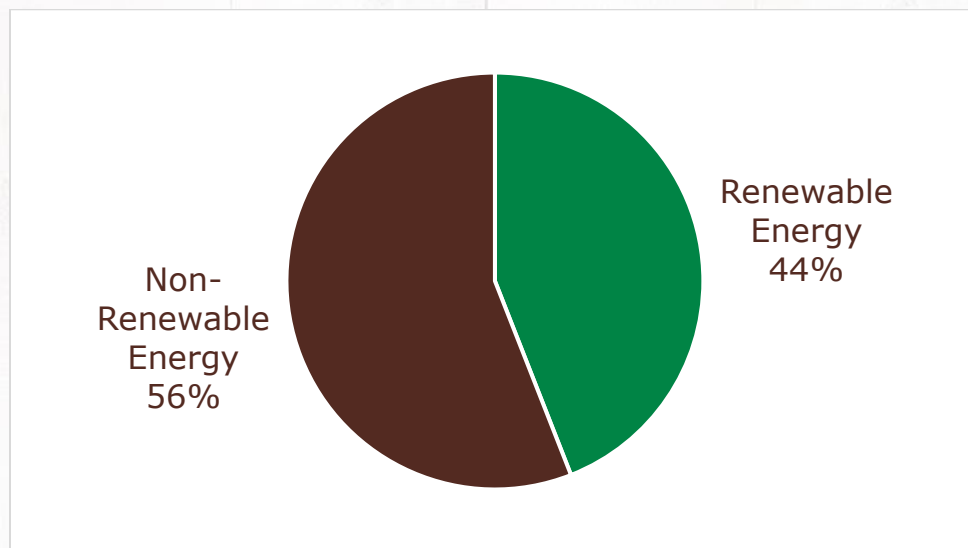
Our passion for organic agriculture leads us to take it step further and take care of our people, their communities, and the planet

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%



- 26% energy savings in one greenhouse from an energy efficiency project trial



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- **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
 - Recycling more than doubled from 2019

- **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



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People on the Move

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

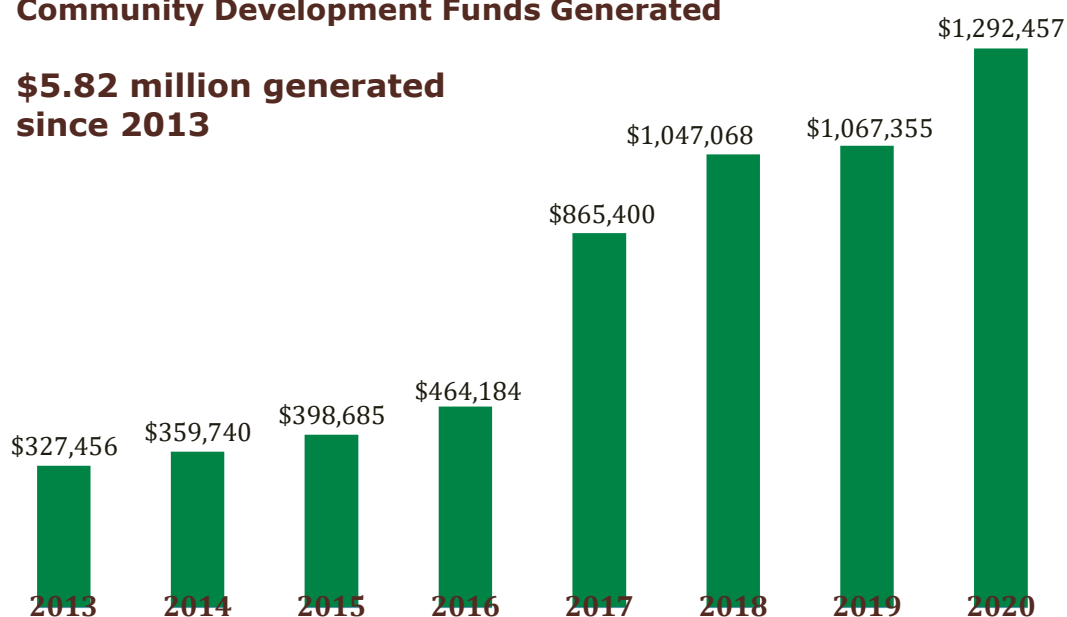
Our Commitment to Fair Trade

The work we do not only feeds people with fresh and delicious produce, it also feeds the communities of the people that help grow it. With our different social programs, we are proud to say we have positively impacted hundreds of families and dozens of communities.

We are strong supporters of the Fair Trade USA program, which really celebrates the empowerment of the people. This aspect has elevated communities only they know best what their needs are. We live around powerful stories about our harvesters and their families finishing off school and even going back for a college degree or people in small villages in southern Mexico finishing building their brick homes. It is these inspiring stories that keep us pushing to be better, always.

Community Development Funds Generated

**\$5.82 million generated
since 2013**



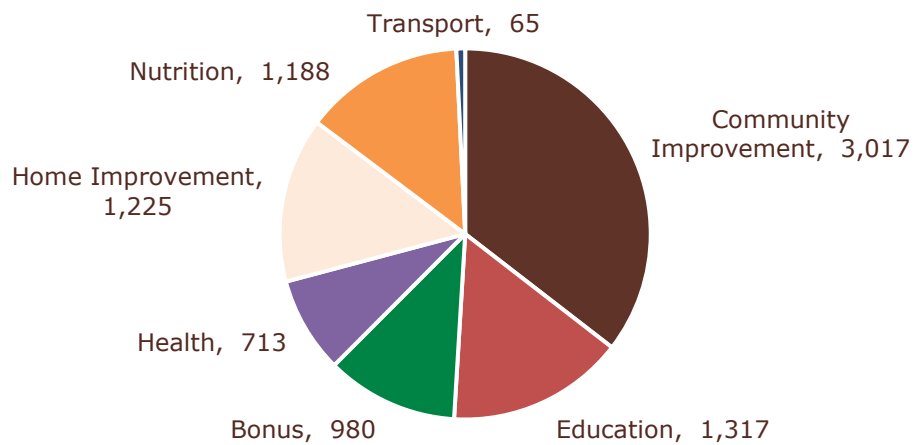
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8,510 events in which employees were benefited from a Fair Trade project:

Community Development Fund Reach



- Community Improvement
- Education
- Bonus
- Health
- Home Improvement
- Nutrition



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Problem Solvers

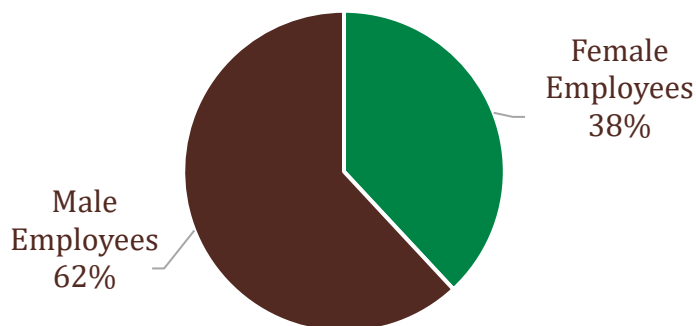
I observe and find different ways to overcome challenges and improve my performance.

United Nations Global Compact

The United Nations Global 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

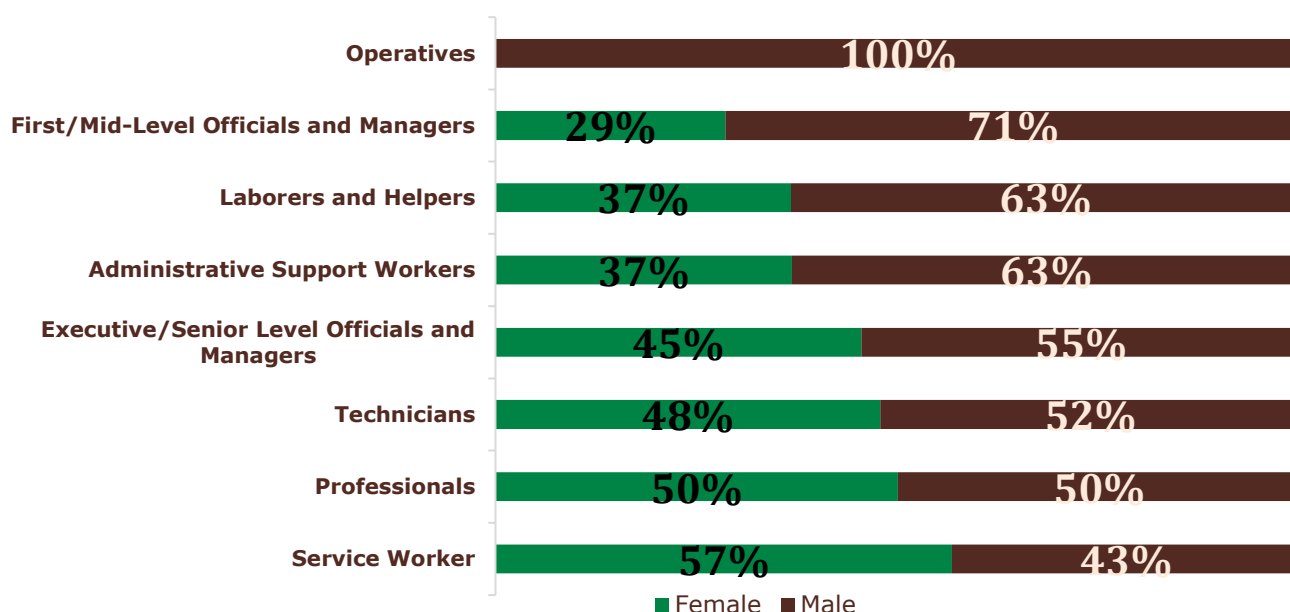
We strongly believe in the importance of gender equality as a driver for education, empowerment, business development, family success and to end poverty. Like we have said before, *"If we want to be the change, it starts with us."* For three years, we have been measuring gender data in the company, to 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.



- Female employees fell by 3%



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

SDG12: Sustainable Production and 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! 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.