

NELSON
JAMESON
INC.

DELIVERING THE EXCEPTIONAL™

2024 STEWARDSHIP

CORPORATE RESPONSIBILITY REPORT

TABLE OF CONTENTS

01

**GOVERNANCE
STRUCTURE**

02

FROM THE PRESIDENT

03

MATERIALITY TOPICS

04

MEANINGFUL PARTNERSHIPS

07

FOOD SAFETY & QUALITY

09

**COMMUNITY ENRICHMENT
& ENGAGEMENT**

12

SUSTAINABLE SUPPLY

15

THRIVING EMPLOYEES

19

COMMITMENTS & TOTALS 2024



GOVERNANCE STRUCTURE

Nelson-Jameson, Inc. is a 4th-generation, family-owned company based out of Marshfield, Wisconsin. Since 1947, Nelson-Jameson has been a trusted source of food and dairy industry processing supplies. Our commitment to service is unique; we know that there's more to a business relationship than just the supply of products. Our dedication to helping our customers produce safe, quality food is extended and ensured via a program of "Golden Rule" operation in daily business.

Nelson-Jameson, Inc., and its sister company (operated by common ownership) NEXT Logistics is a majority woman-owned company, comprised of three family owners. The owners engage a five-member advisory board of directors to direct company initiatives, policies, and goal planning. The board meets four times a year.

Along with our corporate office in Marshfield, Nelson-Jameson operates distribution centers in Turlock, California; Jerome, Idaho; Amarillo, Texas; Fairview, Pennsylvania; and a separate distribution center in Marshfield, as well. Nelson-Jameson & NEXT Logistics currently employ more than 320 employees across the United States.

Nelson-Jameson primarily serves food and dairy industry customers in the United States, but also serves some international customers focused on food quality and safety.

**“GOLDEN RULE:
SIMPLY TREATING OTHERS AS
WE WOULD LIKE TO BE TREATED**

FROM THE PRESIDENT



2024 was a dynamic year for Nelson-Jameson. From opening a new location in Jerome, Idaho, to our announcement of a new distribution center in Fairview, Pennsylvania, we have been fortunate to take on the challenges of growing our organization while staying true to our core values along the journey.

Our annual corporate responsibility report is a way for us to take stock and be transparent with our stakeholders, from our customers and suppliers to our communities, employees, and the planet.

We have much to share on our journey this year and great expectations for what is to come in terms of Nelson-Jameson being a force for good and a trusted partner for our stakeholders. For instance, we are proud to have received our first medal from Ecovadis, a globally recognized sustainability assessment platform.

The bronze medal positions Nelson-Jameson in the top 35% of companies assessed and reflects solid strides in sustainable sourcing, GHG measurement, and several other areas. There is plenty of work to be done, but we are proud of our progress in continuing to focus on stewardship and service as core values of our business.

We have continued to strengthen our commitments and monitor our key metrics to track the progress of our sustainability journey. Our efforts reflect increased commitments to community giving, educational contributions, sustainable sourcing development, and our first GHG Scope 1 & 2 Target of Carbon Neutrality by 2035. Along with these areas, you'll be sure to see an array of additional insights and accomplishments we have been working on throughout the report.

We hope you find this report inspiring and informative, as it showcases the passion we've held since our founding for making a positive impact and building lasting partnerships that propel mutual growth and success for our stakeholders.

Thank you for your continued business, support, and partnership.

Mike Rindy
President



MATERIALITY TOPICS

Nelson-Jameson conducts a materiality assessment every two years. As a wholesale distributor, we need to think specifically about our place in the supply chain, weighing both customer and supplier interactions. Doing so allows us to be more pragmatic in which areas to concentrate our efforts. We consult an array of key industry stakeholders, including customers, suppliers, industry organizations, and academic programs/institutions.

Based upon the results of that assessment and through consulting numerous standards, we have structured our key areas of commitment and measurement referencing the United Nations Sustainable Development Goals. Those commitments are:

Meaningful Partnerships



Sustainable Supply



Food Safety & Quality



Thriving Employees



Community Enrichment & Engagement



For more information on **UN Sustainable Development Goals**, visit: sdgs.un.org/goals



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We are proud to share our continued development in building an earnest, committed program of corporate responsibility. Though there is much yet to accomplish, we have made some great strides in furthering sustainable operations with environmental, social, and governance parameters in mind. At the end of the day, we want to be a place that our stakeholders can feel good about doing business with, and our employees can feel a sense of pride and purpose in what we accomplish together.

Mat Bartkowiak
VP of Corporate Responsibility and Development

MEANINGFUL PARTNERSHIPS

Nelson-Jameson believes that a business can be a force for good for our industry, our employees, and our communities. Transactions are important for a business, but it doesn't mean a company needs to be transactional in how it manages and grows relationships.

We strive to create meaningful, lasting relationships with our customers, suppliers, and all other stakeholders in daily business focused on mutual growth, development, trust, and security. The Nelson Family of Companies conducts business ethically and morally with honesty and fairness. We believe in building long-lasting relationships with our customers, suppliers, and other stakeholders that are built on ethics and sound business practices.



Communication and training about anti-corruption policies and procedures

We pride ourselves on creating a culture of ethical and sustainable business practices. Training plays an important role in this. We utilize numerous different training opportunities to engage employees and build up knowledge, including best practices. **We target a 95% completion rate for yearly business ethics training** across all employees and provide a clear process for employees to comfortably report any concerns.

Nelson-Jameson is committed to maintaining an environment where employees feel safe and supported when reporting concerns related to bribery, corruption, or other unethical behaviors. Employees are encouraged to report any suspected violations of

this policy to the Employee Experience Team. All reports will be treated with the utmost confidentiality and investigated promptly and thoroughly.

Nelson-Jameson has recorded zero monetary losses in 2024 as a result of legal proceedings associated with bribery, corruption, or anti-competitive behavior regulations.

In our commitment to corporate stewardship, we take great pride in fostering strong connections and relationships with both suppliers and customers that span decades. We celebrate the robust ties we have cultivated over the years, recognizing that these relationships form the foundation of our success.

Central to our corporate stewardship is the establishment of clear and open communication channels, facilitating person-to-person connections that

are essential to the integrity of our business. We place a premium on transparency, emphasizing the importance of communicating effectively about our anti-corruption policies and procedures. Through comprehensive training initiatives, we ensure that stakeholders are well-versed in our commitment to ethical conduct, fostering an environment of mutual trust and shared values. Our dedication to these principles reflects our unwavering focus on responsible business practices and the long-term prosperity of our industry.





Building Your Workforce on an ESG Foundation CheeseExpo Panel: From left to right: Jim Link, SHRM; Iassen Donovan, Leprino Foods; Allison Bolet Cafaro, Great Lakes Cheese Company; Mathew Bartkowiak; Rebekah Sweeney, WCMA

Industry service

Integral to our stewardship strategy is active participation and membership in a diverse range of industry trade organizations and higher education institutions. These partnerships serve as crucial hubs for sharing best practices, engaging in advocacy initiatives, and collaborating on vital subjects such as food safety, establishing of industry-leading standards, and collective efforts in environmental, social, and governance (ESG) initiatives.

Our commitment extends to involvement in dozens of these organizations, with key leadership roles, including board or committee service. Among those served, are the International Association for Food Protection, The Institute of Food Technologists, Wisconsin Cheese Makers Association, Wisconsin Lab Association, Intermountain Institute of Food Technologists, Dairy Sustainability Alliance, North Central Cheese Industry Association, Wisconsin Dairy Products Association, Innovation Center for US Dairy, Women In Dairy, and numerous others. Educational institutions include the University of Idaho, Mid-State Technical College, University of Wisconsin - River Falls, University of Wisconsin - Madison, Oregon State University, and University of Wisconsin - Stevens Point. Through these affiliations, we actively contribute to shaping industry practices and driving positive change.



MEANINGFUL PARTNERSHIPS

89%

Customer Satisfaction Score is 8.9/10

.....

63% Industry Leader with a **63% Net Promoter Score**

CUSTOMER SATISFACTION

We utilize Net Promoter Score® (NPS) to measure customer loyalty and satisfaction. NPS is one of the most respected and widely used indicators of customer satisfaction. It entails a formal process of asking customers via survey how likely they are to recommend a product or service on a scale of 0-10. This communication is invaluable in understanding what is happening across our organization.

Of note, we are thrilled to have received a 8.9 out of 10.0 overall rating and to have significantly outranked our competitors with a 63% Net Promoter Score. Still, we are not content to rest on our laurels, and we are committed to noting areas of improvement and creating action steps based on the feedback.



FOOD SAFETY & QUALITY

Nelson-Jameson helps advance food safety and quality within the industry by offering hands-on educational workshops that empower professionals with knowledge and practical tools. Each year, we host and co-host more than 10 workshops nationwide in partnership with industry leaders, associations, and suppliers. These events provide a platform for our team of experienced industry specialists to share best practices, innovative solutions, and insights tailored to the unique needs of the industry. By integrating our combination of products and expertise into these workshops, we promote our education-first philosophy, ensuring our partners and customers are equipped to achieve their own excellence in food safety and quality.

The Nelson-Jameson team has also contributed its food safety expertise to publications across the food processing industry. From discussing **food safety culture** and sharing how **water can pose risks** with Food Safety and Quality to talking about **new organic regulations** and the **evergreen topic of PPE**, Nelson-Jameson is committed to sharing its centuries of cumulative experience to help make the industry a safer place for facilities and consumers.



Higher Education Contributions



Nelson-Jameson Graduate Award for the Advancement of Dairy Food Science

Two yearly \$5,000 scholarships are given to select graduate students working with the Center for Dairy Research at the University of Wisconsin-Madison

University of Wisconsin-Madison Dr. Robert L. Bradley Dairy Foods Fund \$50,000 (5-year commitment)

The fund supports dairy foods-related teaching, research, and extension work within the University of Wisconsin-Madison Food Science Department.



University of Wisconsin-River Falls Nelson-Jameson Scholar Undergraduate Award

Two yearly \$5,000 scholarships are given to select students going into food science.



University of Idaho: Idaho Center for Agriculture, Food and the Environment: \$50,000 (5-year Commitment)

The center will be a leader in addressing constraints on water usage and environmental quality while supporting the agricultural sectors of dairy, livestock, and cropland, as well as the food processing industries.

University of Wisconsin-River Falls Dairy Pilot Plant Renovation: \$150,000 (5-year Commitment)

The renovated University of Wisconsin-River Falls dairy plant (recently renamed the Wuethrich Family/Grassland Dairy Center of Excellence) will be the teaching showcase for the industry, setting the training stage for future generations in the dairy industry.



**SQF SCORES:
COMBINED SQF
AVERAGE OF
100%**

Audits are conducted by the Eagle Certification Group, an independent certification body licensed by SQF, which has set an internationally recognized and highly respected standard in the industry. An SQF-registered site indicates a commitment to providing quality products that are safely received, handled, stored, and delivered.

Nelson-Jameson is audited under a Warehousing & Distribution certification code, and the company is then responsible for writing policies and procedures that pertain to the code. Practitioners at each Nelson-Jameson strategic distribution center are assigned to run point on the program, but SQF responsibilities are shared across the entire facility.

COMMUNITY ENRICHMENT & ENGAGEMENT

The Nelson Family of Companies is committed to bettering the communities in which we are established. In addition to providing meaningful job opportunities and being a proactive force in local economic development, we actively support non-profit and civic organizations that positively impact the quality of life of our employees, their families, and the communities in which we live and work through volunteer opportunities and financial contributions. Nelson-Jameson employees also serve on numerous community groups and boards, including The United Way, The Boys and Girls Club, and many more.

Nelson-Jameson is committed to providing a safe working space for every employee. By complying with OSHA standards, we help maintain a protected environment for employees, preventing workplace injuries and illnesses, which, in turn, ensures a healthy and productive workforce.

In 2024, Nelson-Jameson received an education grant, which was used for on-site OSHA 10 and 30 training as a collaborative effort between Nelson-Jameson and Mid-State Technical College in Wisconsin Rapids, WI. The event was extended to Nelson-Jameson employees, as well as community members who were able to attend at a reduced cost.



In **Community Investment** vs a \$100k Target

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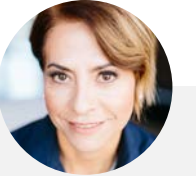


FEATURED COMMUNITY PARTNER:

The Unity Alliance of Southern Idaho

This past year, Nelson-Jameson was proud to join the Unity Alliance of Southern Idaho. With our new expanded footprint in the Magic Valley, we have enjoyed getting to know our neighbors and what drives this remarkable area even better. The Unity Alliance of Southern Idaho speaks to the strength diversity brings to the Magic Valley and in the creation of our communities by providing refugee support groups, diversity workshops, sensitivity training, and other services.

By bringing together businesses, law enforcement, non-profits, educational institutions, faith-based organizations, and local government, the Alliance “celebrates the skills, perspectives, and cultural contributions of immigrants, refugees, and all people in our region, driving economic prosperity and enriching our community.”



“

The Unity Alliance of Southern Idaho proudly acknowledges Nelson-Jameson for their dedicated membership and commitment to fostering inclusivity and unity within our community. By embracing our values, Nelson-Jameson actively participates in collaborative efforts that transcend divisions and promote harmony among diverse groups. Their alignment with unity and cooperation enhances their reputation as a socially responsible leader, committed to driving meaningful impact and positive social change. We deeply appreciate Nelson-Jameson's role in helping us build stronger, more resilient communities where everyone feels valued and included. Together, we are creating a future where unity triumphs over division, and together, we make a difference.

Alejandra Hernandez
Executive Director | UASI



Nelson-Jameson Foundation, Inc.

The Nelson-Jameson Foundation is focused on supporting philanthropic organizations that enhance our core value as a Golden Rule Company. Grants are targeted toward charitable programs related to the food and dairy industries or support charities important to Nelson-Jameson employees and the communities in which they reside.

Volunteer Time Off

Nelson-Jameson is deeply invested in the success of our employees and empowering them to be agents of social impact. Volunteer Time Off offers employees volunteer time during normal work hours, with the ability to volunteer up to 8 hours per year at 501(c)(3) charitable organizations and schools.





2024 Golden Rule Scholarship Program
Winners Cierra Warren and Nicholas Dupree

The Golden Rule Scholarship Program

The Nelson-Jameson Foundation is working to educate students and offer solutions for social challenges by providing The Golden Rule Scholarship Program. Family members of Nelson-Jameson employees can apply for scholarships at accredited two- or four-year schools. An independent committee reviews the applications.

Donation & Charitable Giving Grants

The Nelson-Jameson Foundation will continue to support 501(c)(3) entities that practice our core values and support the communities where our employees reside through donations and charitable giving grants.

Matching Gift Program

The Nelson-Jameson Foundation wants to support causes our workforce cares about. The Matching Gift Program will match donations between \$100 and \$1,000 that employees make to 501(c)(3) charities. Donations will be matched by the Foundation one dollar for every dollar contributed by the employee, up to \$1,000 in a fiscal year (October 1 – September 30). Select charities will have a two-dollar match from the Nelson-Jameson Foundation as determined by the Board.

- CURE International
- Spencer Youth Recreations
- Marshfield Area Pet Shelter
- Marshfield Area United Way
- Fox Valley Tech
- Ronald McDonald House
- Make-A-Wish
- World Central Kitchen
- UW-Platteville
- UW-EC Foundation
- PBS- Wisconsin
- American Red Cross
- Jail Guitar Doors
- Spencer PTA



SUSTAINABLE SUPPLY

We actively collaborate with stakeholders to ensure a fair and ethically sound supply chain, contributing to a sustainable environmental future. Our commitment involves seeking innovative efficiencies to minimize our ecological footprint. By partnering with suppliers and manufacturers on this initiative, we prioritize sourcing sustainable and ethically produced product solutions for the safety of the food supply.

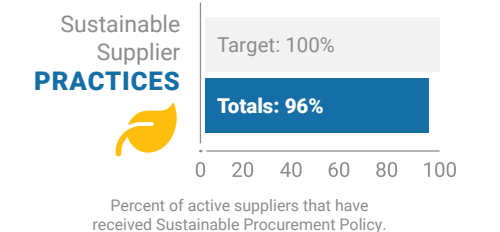
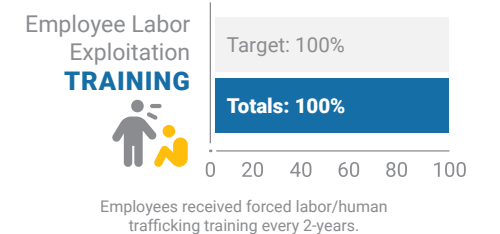
Our Sustainable Procurement Policy serves as a framework for communicating expectations, which we extend to our active suppliers. We encourage suppliers to emphasize key areas, including Food Safety & Quality, The Environment, Working Conditions, Ethical/Responsible Business Practices, and Compliance with Trafficking, Forced Labor, and Child Labor standards. Nelson-Jameson is dedicated to aligning with suppliers that not only adhere to our "Golden Rule" philosophy, upholding the highest ethical standards, but also actively collaborate to positively impact our industry, communities, and the environment. Our goal is to achieve a 95% penetration rate in communicating the policy and standards to active suppliers.

Nelson-Jameson aims for a 95% yearly completion rate for all employee labor exploitation and human trafficking training. This annual training aims to provide all Nelson-Jameson employees



with skills to recognize and offer clear means to report on any supply chain labor concerns, including our product teams' interactions with suppliers/manufacturers.

Each year, our compliance team takes the opportunity to meet with our product teams to educate them on sustainable supply issues, reaffirm our policies and commitments, provide information on reporting concerns related to suppliers, and discuss best practices/case studies. Nelson-Jameson is intent on keeping an open discussion going throughout the year with our product teams; therefore, they can keep an open dialogue with our suppliers empowering them to be watchful and proactive on any concerns that may arise. **This year we had 0 Sustainable Procurement Concerns Raised Internally on Suppliers.**





Establish GHG Program Info

In 2024, Nelson-Jameson conducted our first GHG baseline study to assess our Scope 1 and Scope 2 emissions. This helped us identify areas where we can most effectively reduce our climate impact and set realistic targets for meaningful change in our supply chain. We decided to use 2023 as a benchmark year, as Nelson-Jameson has increased our footprint across the US, especially via the further development of our distribution centers. We wanted to take stock of

how we currently operate to better identify efficiencies and look for opportunities for further sustainable growth as we grow as a company.

Nelson-Jameson's GHG emission inventory was designed and developed to align with the World Resources Institute (WRI), World Business Council for Sustainable Development (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard. The inventory's organizational boundaries followed an operational control approach.

Our initial baseline study indicated a Scope 1 and 2 GHG emissions inventory total of 4,182 metric tons of carbon dioxide equivalent (MT CO2e). The overwhelming majority of emissions came from our fleet (60% of total) and via our purchased electricity (31% of total).

With this in mind, we have decided, at this initial stage of our environmental journey, to set an interim goal of: **Carbon Neutrality (Scope 1 and 2) By 2035**

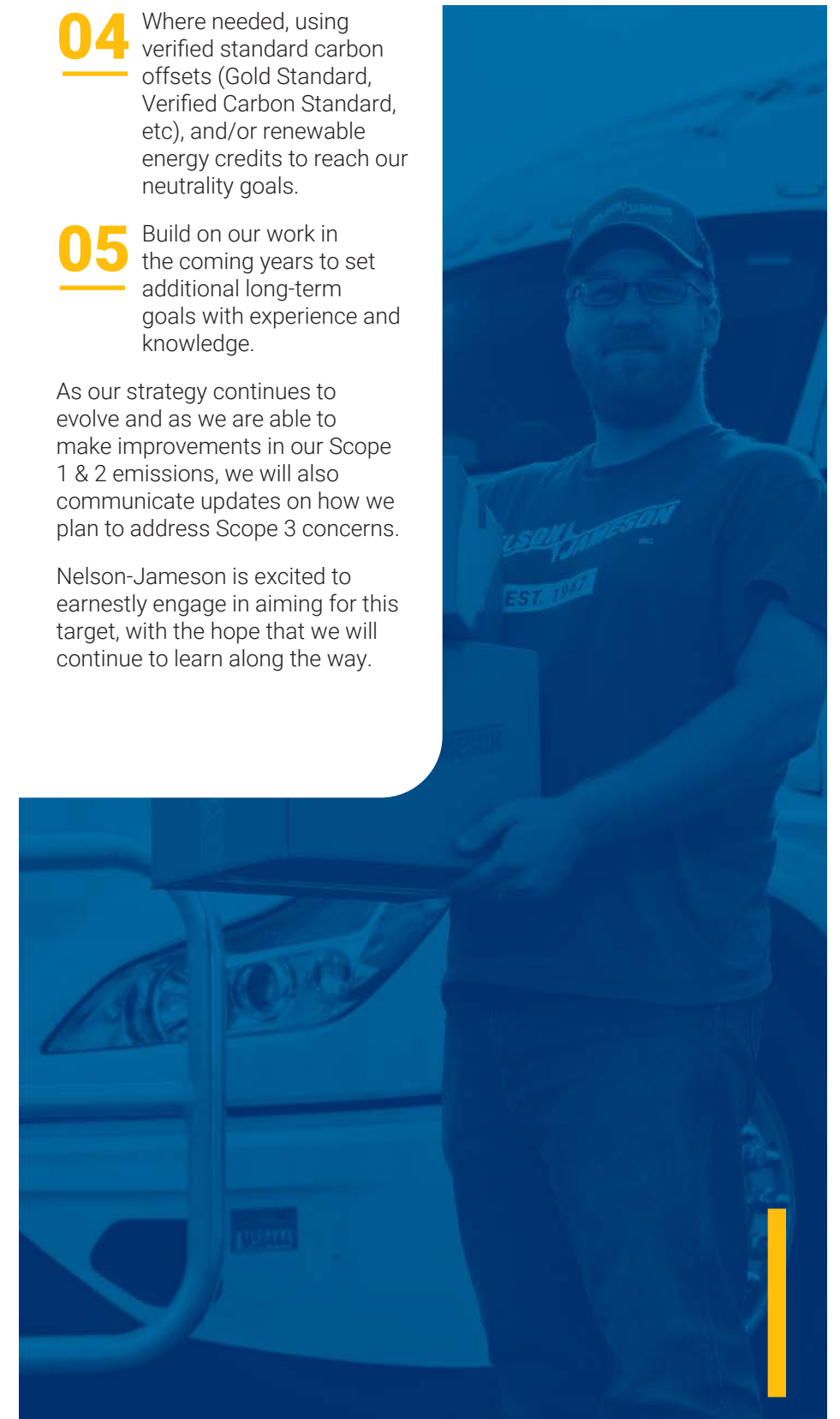
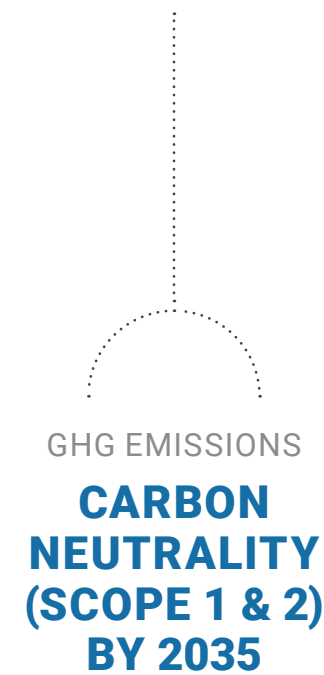
What does this mean? As a medium-sized family-owned company, we are going to make a good-faith commitment to:

- 01** Seek out projects that reduce our Scope 1 and Scope 2 emissions, including: finding more energy-efficient ways to run our operations at our warehouses and offices, whether that be finding more efficient heating and cooling options, lighting efficiencies, or other areas of development.
- 02** Focus on finding new, more energy-efficient ways to operate our fleet, including looking for alternative fuel sources, optimization of routes, and beyond.
- 03** Work with our suppliers to seek out new ways to create efficiencies in the supply chain to reduce emissions in our daily operations.

- 04** Where needed, using verified standard carbon offsets (Gold Standard, Verified Carbon Standard, etc), and/or renewable energy credits to reach our neutrality goals.
- 05** Build on our work in the coming years to set additional long-term goals with experience and knowledge.

As our strategy continues to evolve and as we are able to make improvements in our Scope 1 & 2 emissions, we will also communicate updates on how we plan to address Scope 3 concerns.

Nelson-Jameson is excited to earnestly engage in aiming for this target, with the hope that we will continue to learn along the way.



THRIVING EMPLOYEES

We are dedicated to the well-being of our employees by creating a safe, healthy, and enjoyable work environment. We offer opportunities for personal growth and reward outstanding performance through our Total Rewards program. Employees should feel engaged, supported, and recognized for their contributions, both as individuals and as valued members of a team committed to excellence. Our commitment extends beyond our organization to the communities we serve, reinforcing the importance of making a positive impact both within and outside the workplace.



We acknowledge and appreciate the contributions of our employees. We offer a competitive compensation package, including a competitive base wage, professional development opportunities, and a generous time off policy. We offer flexible work arrangements and implement initiatives that contribute to a positive work-life balance. We recognize employees with performance-based bonuses and special recognition for key milestones. We provide at least 1,500 hours of training to employees on an annual basis. We support the holistic well-being of employees, fostering both personal and professional growth. We've enlisted a dedicated health and wellness coordinator who offers training and actively promotes various health initiatives. We believe it is important for our team to get to know each other outside of work. We regularly host team-building activities and employee appreciation events, including trips to sporting events, holiday parties, and luncheons.

Additionally, safety is consistently emphasized in all aspects of our operations. We implemented various safety-focused initiatives, including conducting regular emergency drills, offering safety training programs such as HACCP and GMP, regularly disseminating safety messages to our staff, and actively participating in safety programs like SQF audits.

Awards

Nelson-Jameson's commitment to excellence is a year-round initiative. In 2024, we were honored with a "Great Place To Work"® certification (page 16) for the second year, and the Wellness Council of America (WELCOA) named us one of the nation's healthiest companies. Our dairy art calendar won a gold Muse award in support of our Nelson-Jameson Foundation. Our Director of Product Management, Jenna Ponshock, was honored with a Women in Supply Chain Award.

Our commitment to fostering a culture of safety has been recognized with numerous awards. Notably, Next Logistics, part of the Nelson-Jameson Family of Companies, received the Wisconsin Motor Carriers Great West Safety Award for three consecutive years, adding nearly 550,000 accident-free miles last year to earn the 2024 honor. In 2024, we were once again honored with the International Dairy Foods Association (IDFA) safety award, acknowledging our outstanding OSHA scores for the fleet. We were also honored with a WMCA Safety Award and a Truckload Carriers Association Fleet Safety Award. These accolades reflect our dedication to maintaining a safe environment for our team.



GREAT PLACE TO WORK® CERTIFIED

Our team is proud of the work we do and committed to creating and maintaining a positive culture where our employees are rewarded and recognized for their contributions.

We are proud to say that 87% of our employees rated us a Great Place to Work!

At Nelson-Jameson, we take pride in our employees and the experience they have working here. In 2024, we participated in the Great Place to Work Survey!

The Great Place To Work Trust Index Survey measures employee experiences in five dimensions of a high-trust company culture. Three dimensions are connected to the actions of leaders and building trust:

credibility, respect, and fairness. The other two dimensions measure employees' workplace experience: pride and a sense of belonging.

Nelson-Jameson ranked high across the board, with 87% of employees responding that Nelson-Jameson is a great place to work. 94% responded that when they joined the company, they were made to feel welcome. 95% said that they can take time off from work when necessary.

87%

OF OUR EMPLOYEES RATED US AS A GREAT PLACE TO WORK

94%

OF OUR EMPLOYEES FEEL WELCOME

100%

OF FULL-TIME EMPLOYEES EARNING A LIVING WAGE



Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

2024 International Dairy Foods Association (IDFA)

Safety Recognition Award IDFA created this award to recognize members whose processing facilities and trucking operations demonstrate excellence in worker safety as part of a continuous effort to reduce occupational illness and injury. The company has won the 2024 Outstanding Record of Worker Safety, and it was awarded to all four Nelson-Jameson distribution centers in Marshfield, WI; Turlock, CA; Jerome, ID; and Amarillo, TX.

Wisconsin Motor Carrier Association

Fleet Safety Award Winner Won a 2024 Fleet Safety Award from the Wisconsin Motor Carrier Association (WMCA) for the third consecutive year with 545,507 accident-free miles in Wisconsin. The award honors the safest truckload fleets in Wisconsin.



Training & Education

The Nelson Family of Companies is committed to developing and maintaining a high-performance workforce and encourages its employees to continue to develop the knowledge and skills necessary to succeed in their jobs and provide optimum service to customers. For these reasons, the company maintains an educational assistance program for those employees who wish to further their education.

The Educational Assistance Program provides financial assistance for approved courses, continuing education credits, certifications and licensing to support employees' development of skills and knowledge that will be of mutual benefit to both the employee and the company.



2,042

Total Essential Training & Development Hours



100%

Employees earning a living wage.



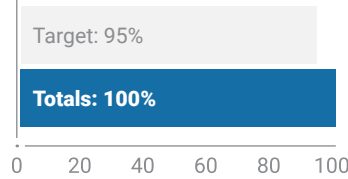
Three Recordable Injuries in 2024
10 DAYS LOST TIME
477,102 TOTAL HOURS

COMMITMENTS & TOTALS

At Nelson-Jameson, we take a data-driven approach to everything we do. From serving the community to our commitment to food safety and employee wellness, the success of our approach is measurable. And while that success goes beyond numbers, they do help tell the story of our contributions to the industry and to the community.

MEANINGFUL PARTNERSHIPS

ETHICAL BUSINESS PRACTICES



Anti-corruption and ethics training every 2-years.

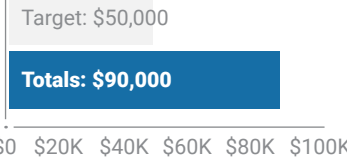
89%
Customer Satisfaction Score is 8.9/10

FOOD SAFETY & QUALITY

100%

Average SQF Score

HIGHER EDUCATION CONTRIBUTIONS



COMMUNITY ENRICHMENT



VOLUNTEER HOURS

Target: 100 Hrs
Total: 232 Hrs

\$7,517

In Matched Donations vs a \$5k Target

COMMUNITY INVESTMENT

Target: \$100,000
Totals: \$237,062

SUSTAINABLE SUPPLY

GHG EMISSIONS 2035 CARBON NEUTRALITY

EMPLOYEE LABOR EXPLOITATION TRAINING

Target: 100%
Totals: 100%

Employees received training every 2-years.

SUSTAINABLE SUPPLIER PRACTICES

Target: 100%
Totals: 96%

Active suppliers that have received Sustainable Procurement Policy.

THRIVING EMPLOYEES

2,042

Total Essential Training & Development Hours Offered vs 1,500 Target Hours

100%

Of Full-Time Employees Earning a Living Wage vs 100% Target

Addendum additional reporting and core metrics at a glance

Reporting Metric	2024	2023	Notes
MEANINGFUL PARTNERSHIPS			
Ethical business practices training*	100%	98%	Yearly training received by ALL employees. Measured calendar year: 1/1-12/31
Customer satisfaction rating*	8.9/10	9/10	Yearly scoring.
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0	\$0	Measured for calendar year: 1/1-12/31
FOOD SAFETY & QUALITY			
Higher education contributions*	\$90,000	\$80,000	▲ Target increased from \$30k in 2023 to \$50k in 2024.
SQF excellence*	100%	99.33%	Average of SQF Scores from across assessed distribution centers.
COMMUNITY ENRICHMENT			
Community investments*	\$237,062	\$133,322	▲ Target increased from \$5k in 2023 to \$100k in 2024.
Matched donations*	\$7,517	\$5,000	Nelson-Jameson 100% match of employee donations to their chosen non-profits.
Volunteer time off hours*	232	221	Volunteer time off hours provided by the company, where the employee is compensated by NJ for time served.
SUSTAINABLE SUPPLY			
Amount of renewable energy consumed	0%	0%	
Employee labor exploitation training*	100%	98%	Training for employees to recognize exploitation in the supply chain, with a specific focus on evaluation of suppliers. Measured calendar year: 1/1-12/31
Hazardous waste total weight	14.145 tons	26.5605 tons	2023 information limited to information only from York & Marshfield facilities was available. 2024 measured across all facilities.
Non hazardous waste total weight	8.8185 tons	n/a	
Sustainable procurement concerns raised internally on suppliers	0	0	Number of cases filed with Regulatory on concerns about suppliers in terms of sustainable supply practices.
Sustainable supplier practices*	96%	100%	Percentage of total suppliers/manufacturers that receive yearly communication on standards and practices, including sustainable supply standards. Letters are sent to active suppliers with a minimum spend.
Total of waste recovered	15.6 tons	n/a	
Total energy consumption	TBD	15,300 GJ	
Total scope 1 emissions*	TBD	2899 mtco2e	Nelson-Jameson's GHG emission inventory was designed and developed to align with the World Resources Institute (WRI), World Business Council for Sustainable Development (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard. The inventory's organizational boundaries followed an operational control approach.
Total scope 2 emissions*	TBD	1284 mtco2e	
THRIVING EMPLOYEES			
Living wage*	100%	100%	Measured for calendar year: 1/1-12/31. Based on national averages.
Number of work-related accidents	3	4	Measured for calendar year: 1/1-12/31
Percentage of women at top management level	50%	48%	Measured in November of calendar year.
Percentage of women employed in the whole organization	40.89%	40.30%	Measured in November of calendar year.
Percentage of women within the organization's board	40%	40%	Measured in November of calendar year.
Lost time injury (LTI) frequency rate for direct workforce	4.19	1.69	Measured for calendar year: 1/1-12/31
Training hours per employee average	6.22	4.9	Measured for calendar year: 1/1-12/31





nelsonjameson.com/ESG

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