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DO GOOD REPORT

CORPORATE RESPONSIBILITY



DO GOOD.
BE KIND.
EAT CHEESE.



It's a motto we live by here at Emmi Roth. We have an entire network of teams dedicated to understanding and improving our impact on people, communities, and our planet. But the work spans further than that into our Giving & Caring Committee and teams across Wisconsin who make corporate responsibility everyone's responsibility. In these pages, you'll see the hard work they've put in this year to care for our employees, our communities, and our environment.

Every day we turn local, fresh milk into award-winning cheese, and we have a responsibility to act as stewards along the way. Our cheese is made possible through sustainable growth and a stable, healthy planet. We aim to positively influence the cheese industry by balancing economic, social, and ecological aspects while stepping up our own sustainable practices within and beyond our operations.

We do this by focusing our activities on areas where we can achieve the greatest impact.

DEVELOPING EMPLOYEES



SUPPORTING COMMUNITIES



REDUCING EMISSIONS



REDUCING WASTE



REDUCING WATER USE





“Emmi Roth enables growth through education, licensing and position opportunities within the company.”

ALEX, PRODUCTION SUPERVISOR



DEVELOPING EMPLOYEES



We are committed to providing a place where everyone feels welcome, valued, and inspired. That means we focus on offering growth & development opportunities for all our employees.

OUR
2027
TARGETS

100%
of employees have a
development plan in place

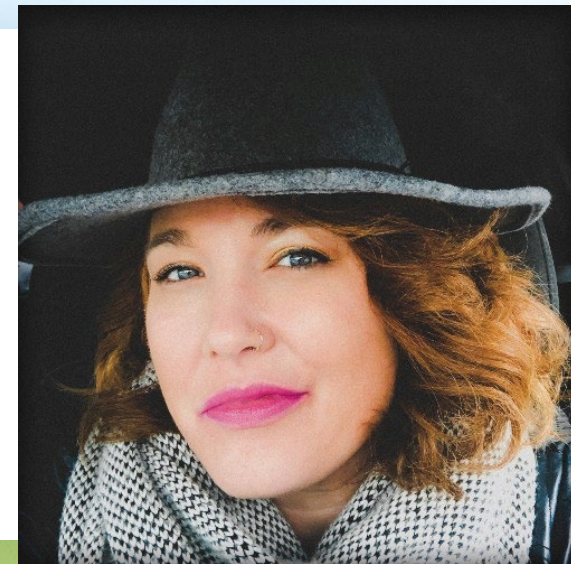
50%
of all vacancies filled
by internal candidates

FOR THE LOVE OF CHEESE & PEOPLE.

Our people are the foundation of our success. Each day, we rely on their expertise, dedication, and talent to move us forward and continue to make a difference. From our manufacturing plants to our management offices, our team brings diversity, value, and a passion to move us forward. In turn, we are committed to investing in meaningful work and their continued development.

Growing Our Sustainability Team

We strengthened our commitment to sustainability by adding a new Sustainability Manager to our team in April 2022. Emily King, previously on our marketing team, now serves as our first dedicated Sustainability Manager, propelling us forward in our efforts to be a sustainable company for generations to come.



DEVELOPING EMPLOYEES



“We are so fortunate to work for a company that values helping the communities we work and live in. Last year we were able to make significant donations to Second Harvest Food Bank and REAP Food Group as well as organizations focused on helping children, the dairy industry, and mental health issues.”

ALLISON, QUALITY TECHNICIAN

SUPPORTING COMMUNITIES



CREATING POSITIVE SOCIAL IMPACT

The Emmi Roth team is a passionate group. From our Giving & Caring committee and beyond, we're proud to have a culture of giving in the communities where we work and live.



Our Primary Focus Areas

We focus our efforts to align with our business goals, core values, and needs in the community. We provide support through financial and product donations and encourage employee involvement.

FIGHT AGAINST HUNGER

GENERAL HEALTH
& WELL-BEING

DAIRY & AGRICULTURAL
DEVELOPMENT

SUSTAINABILITY

SUPPORTING COMMUNITIES





GIVING & CARING COMMITTEE

Our Giving & Caring Committee consists of employees represented from all of our locations throughout Wisconsin. As a group, committee members are responsible for fulfilling our commitments and allocating contributions to worthy causes in our communities.

PARTNERSHIPS

Deeply rooted in our commitment to feeding the world, we collaborate with local organizations to provide food and other provisions to those in need. We are pleased to have founded partnerships to continually build support within our communities, including Second Harvest Foodbank and REAP Food Group.



EMPLOYEE INVOLVEMENT

Emmi Roth is filled with team members who generously give their time and talents to local causes. To support their commitment, every employee receives four hours of paid time off to volunteer for a charitable organization each year. Our team members have supported clean-ups, food pantries, walks and more, stirring compassion and support throughout Wisconsin.



SUPPORTING COMMUNITIES



*As a leader in the dairy industry,
we have an incredible obligation
to foster sustainable dairy
in the communities we make
cheese & beyond.*

MAKING SUSTAINABLE DAIRY THE NORM

Cows are part of a natural biological carbon cycle. The methane that the animals release into the air after digestion is broken down into CO₂ and water (H₂O) within 10 years. The plants in the meadow then take both up again during photosynthesis and release oxygen (O₂). Cows in turn absorb carbon from the green fodder as they eat.

Sustainable dairy is important since milk production is responsible for the largest share of dairy products' environmental impact and has social and ethical influence. By working with our milk suppliers to drive progress in these areas, we hope to secure long-term access to high-quality and increasingly sustainably produced milk to meet growing consumer demand.

Our goal is to lead dairy products into a sustainable future, preserving the industry for the next generations. We partner with our co-ops to assess their environmental footprint and have created partnerships to advocate for our Wisconsin farmers to advance a more sustainable future that does not come at the cost of our state's largest industry.



SUPPORTING COMMUNITIES



DAIRY INDUSTRY MEMBERSHIPS



DAIRY SPOTLIGHT

WE WORK ALONGSIDE THE INNOVATION CENTER FOR U.S. DAIRY AND OTHER PARTNERS TO ADDRESS IMPORTANT TOPICS NEEDED FOR SUSTAINABLE DAIRY, INCLUDING IMPROVING SOIL HEALTH AND WATER QUALITY.

One initiative we're supporting is a U.S. dairy industry research project designed to examine how building soil health can reduce greenhouse gas (GHG) emissions, enhance water quality, and enable new economic benefits for farmers. We made a multi-year financial commitment to support the Dairy Soil & Water Regeneration (DSWR) project, a six-year research initiative across five major dairy regions. The initiative is supported by a \$10 million grant from the Foundation for Food & Agriculture Research. The DSWR project is designed to provide measurement-based assessments of dairy's GHG footprint for feed production. One key component of this project will support large plot and field scale studies to evaluate the effects of reducing tillage, adding cover crops, and new manure-based products on soil carbon sequestration, soil health, environmental outcomes, and more.

SUPPORTING COMMUNITIES



CARING FOR OUR PLANET

In the light of global climate change, environmental degradation, and social challenges, we are committed to doing our part to reduce impacts while driving positive change and collective action.

In keeping with our vision and heritage, we are passionate about crafting nutritious dairy products while considering our planet's natural resources.

We believe the key to long-term success is a responsible business model geared to sustainable growth. This enables us to generate added value for all our stakeholders including those in rural regions and helps us to create the best dairy moments for generations to come.

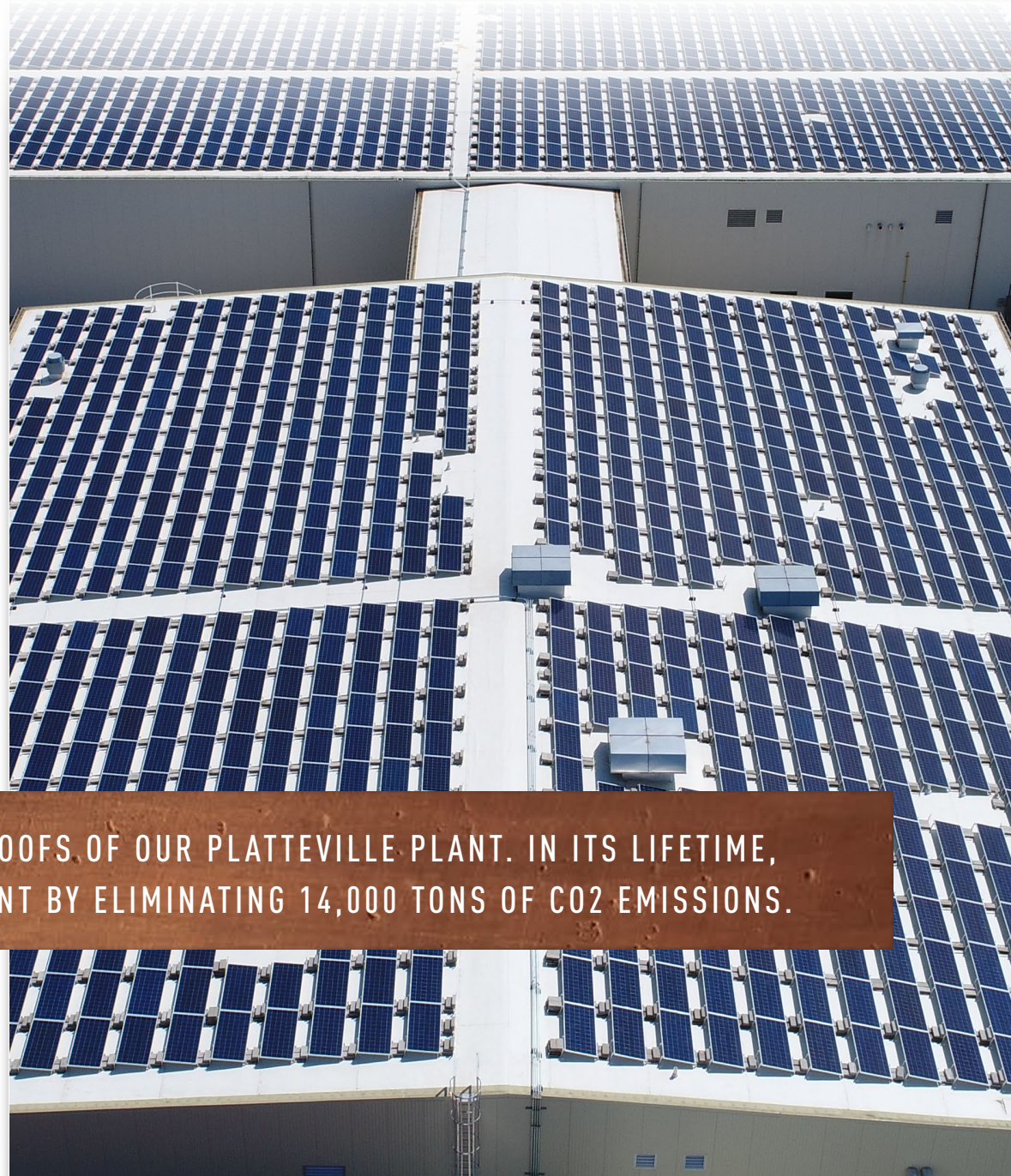
To achieve this ambition and make sustainable dairy the norm, we will drive collective action and collaboration across the cheese ecosystem and become netZero by 2050. All of our targets are science-based and correlate with United Nations' Sustainable Development Goals.

Working to be netZero by 2050

WE HAVE 1,602 SOLAR PANELS COVERING THE ROOFS OF OUR PLATTEVILLE PLANT. IN ITS LIFETIME, THE ARRAY WILL REDUCE OUR CARBON FOOTPRINT BY ELIMINATING 14,000 TONS OF CO2 EMISSIONS.

CO2

REDUCING EMISSIONS



BREAKING NEW GROUND, SUSTAINABLY

At a groundbreaking ceremony on Thursday, August 4, 2022, Emmi Roth team members gathered to kick off construction of our new headquarters and conversion facility in Stoughton, Wisconsin. The new Emmi Roth facility will feature native plant landscaping, which will not require any mowing. Plus, we're investing in renewable energy development at our local utility.



FROM A SUSTAINABILITY
STANDPOINT, THE NEW
FACILITY MEANS A:

49 % REDUCTION
in transportation lanes, with 16 fewer lanes

26 % REDUCTION
in trips per year, or 1,407 fewer trips

44 % REDUCTION
in kilometers/fuel/CO2, with 313,000 fewer kilometers, 113,075 fewer liters of fuel, and 402 fewer metric tons of CO2 emissions

REDUCING EMISSIONS



Waste is inevitable, but it's what you do with it that counts. By 2027, we're cutting 50% of the landfill waste we generate.

A piece of this puzzle is putting our delicious cheeses in packaging that can be recycled after you are finished noshing on it.

Not only will our packaging be completely recyclable, we'll have 30% of our packaging created from recycled material.



REDUCING OUR WASTE, NOT WASTING TIME

To achieve this goal, Emmi Roth has already begun making efforts to reduce packaging and raw materials waste in production.

We are committed to recycling as many of our products and supplies as possible. Some of our waste has value! Our by-products such as whey are recycled to the best of our ability, giving them a second life.



CUTTING
WASTE BY **50%**

RECYCLABLE
PACKAGING BY **2027**



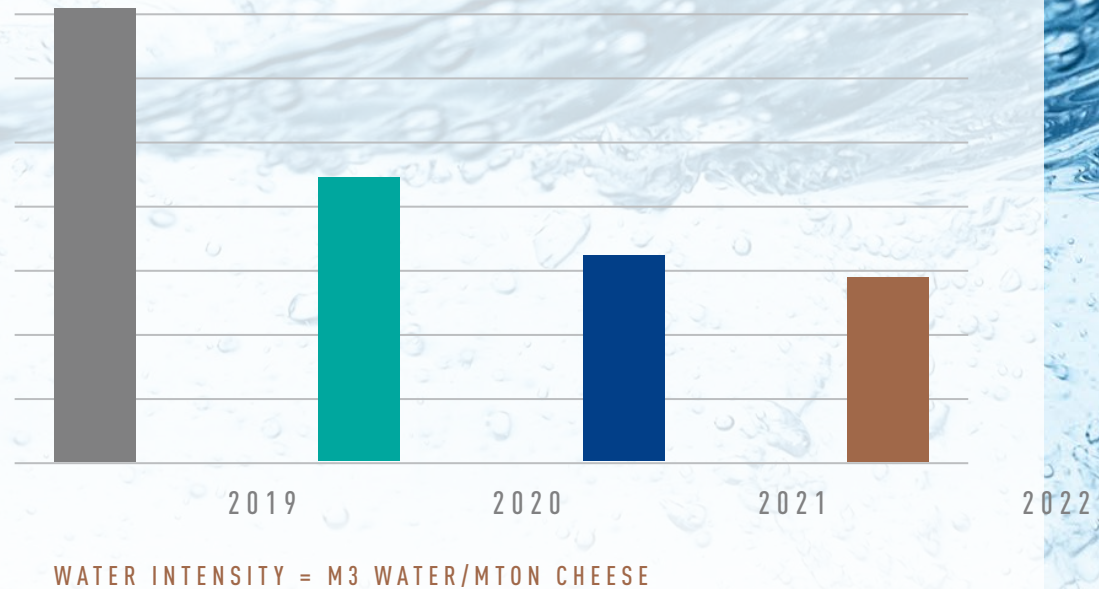
REDUCING WASTE

DECREASING WATER USE ONE OUNCE AT A TIME



Sustainable water is crucial to our world and it's necessary for us to craft our specialty cheeses. To make sure we are doing our part, we promised to reduce our water use by 15% by 2027. We've greatly surpassed that goal and have decreased our water consumption per pound of cheese by 57% as of October 2022. We've done this together here at Emmi Roth, using designated teams to identify opportunities and collaborating to ensure we find answers. We will maintain this level of use and continue to strive to lower the amount of water we're using.

WATER INTENSITY: WATER USE PER PRODUCED WEIGHT



WATER SPOTLIGHT

RECOVERING WATER RUNNING THROUGH THE AMMONIA COMPRESSOR HEAD THAT WAS PREVIOUSLY PLUMBED DIRECTLY INTO A DRAIN AT EMMI ROTH'S SEYMOUR PLANT HAS SAVED THE COMPANY 9 MILLION GALLONS OF WATER PER YEAR SINCE JULY 2021.

REDUCING WATER USE





*Together, we
create the
best cheese
moments
today and for
generations
to come.*

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