

2019
SUSTAINABILITY
REPORT
CLEMENS
FOOD GROUP



LETTER FROM THE CEO

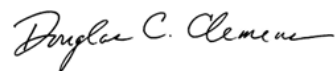
—Transforming Lives—
TOGETHER
MIDA P 

DYSTROPHY ASSOC. 25,000

LETTER

Starting with our founder John C. Clemens and his sons John S. and Abe in 1895, Clemens Food Group has been known for the quality of our products, and the honest way we do business. I am proud to be a part of continuing the family legacy set before me that remains dedicated to operating as good stewards of the community and the environment, offering quality innovative products and services, and working with our business partners, customers, employees, and family members with the highest degree of integrity and ethics. I am proud of the support each and every one of our team members gives to continuing the legacy with me.

Driven by a constant desire to innovate and improve, we've never been satisfied to just do things the way they've always been done. We move forward in a way that embodies our deep sense of commitment to the best care for our animals, our team members, our customers, and our planet. In this sustainability report, you will get an in-depth look into the commitment Clemens Food Group has made to building a foundation for future generations. It is what we call 'doing business the right way.' And it is who we are and what we do.



Douglas C. Clemens
CEO, Clemens Food Group

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ABOUT CLEMENS FOOD GROUP



ABOUT US

At Clemens Food Group (CFG), our family has been delivering quality pork products since 1895.

We're a sixth-generation family-owned business founded in Hatfield, Pennsylvania. And since our founding, we've been conducting business in a way that's good for our customers, respectful to our employees, compassionate toward animals, and kind to our planet.

Our company isn't just another pork supplier. We are committed to a higher operating standard, led by our core values of Ethics, Integrity, and Stewardship. That commitment is why you can count on quality products, why we treat customers and team members with careful respect, and why the animals in our care are raised to standards that go well beyond industry requirements.

We provide quality pork products for retail, foodservice, and manufacturing customers alike, and all our partners benefit from impressive products and exceptional service. It's part of our ongoing pledge that Clemens is a name you can trust—today, and every day.



HATFIELD, PA (EST. 791)

Fresh & Further Processing
1,200,000 Sq. Ft.



EMMAUS, PA (EST. 791A)

Further Processing
100,000 Sq. Ft.



COLDWATER, MI (EST. 791C)

Fresh Processing
650,000 Sq. Ft.



COUNTRY VIEW FAMILY FARMS

Features of our farms:

State-of-the-art bio-security systems to guard against illness and contamination.

Full-time veterinary and nutrition staff.

Established standards for animal rearing that last the whole life of a hog.

Currently group-housed environments on all company-owned sow farms, transitioning to be 100% group housing on all farms by 2022.

Country View Family Farms® (CVFF) is our hog production and procurement division with over 250 company-owned and independent family farms throughout Indiana, Michigan, Ohio, and Pennsylvania.

While we do have company-owned farms, many of our hogs are raised and owned by family farmer business partners. Many of the independent farmers who raise hogs for CFG have been farming for generations, and for us, every single one is a true partner, dedicated to shared success. At Clemens we source all of our hogs from family farms in the United States and Canada.

By integrating the entire pork production process—from farms, through harvest and processing, and all the way to our customers—we've built a responsive, flexible system that benefits our customers, our community, and our environment through continual, end-to-end improvement and innovation. There are four types of farms in our system:

FEED MILL

Where all the ingredients fed to the hogs are combined into specific diets for our sow, nursery and finishing farms.

SOW FARMS

Where sows are housed and breed and give birth to piglets.

NURSERY FARMS

Where piglets receive intensive care in the first days after weaning and remain until they're about 10 weeks old and 60 lbs.

FINISHING FARMS

Where the hogs are raised to market-weight.



COMMITMENT TO TEAM MEMBERS

OUR COMMITMENT

We value and are committed to every single one of our passionate and hardworking team members. We value our team members as integral partners in our continued success who help drive the business forward. In addition to offering fair wages and generous benefits, we also give every employee a voice, empowering them to turn any job here into a truly fulfilling career.

Our commitment to our team members includes:

- A safe, satisfying work environment
- Fair wages
- Competitive benefits
- Training and education opportunities for career growth
- Respect and support from teammates and supervisors
- A voice in the way we do things
- A meaningful job in a purposeful environment
- Team member celebrations, events and giveaways
- Communication in different languages.

Our commitment to our team members isn't just good for our people. It's good for our whole company. Because creating an environment where people know they are valued helps team members fulfill their professional potential. And a workplace filled with motivated, satisfied team members increases productivity, yields, and success for the entire company.



TEAM MEMBERS SAFETY

Safety is not a “program” at Clemens Food Group, it is ingrained in our culture.

Safety for our team members and food safety for our products requires every team member to be engaged. Not only do we have five cross-functional task forces responsible for developing team member safety programs, we also have a Safety Steering Committee that’s charged with implementing those programs throughout our organization. To ensure all of our products meet the highest food safety standards, our experienced FSQA (Food Safety/Quality Assurance) team constantly monitors production. And every CFG team member is empowered to stop a production line if they feel the product is not meeting our standards for safety and quality.

Beyond our processing facilities, all farms raising CFG pork are equipped with state-of-the-art biosecurity systems to guard against contamination and ensure the health of our animals. Our transportation branch—PV Transport—has been awarded numerous safety awards, including the Great West Safety Award and the NPTC Fleet Safety Award.

We want our team members to feel safe and healthy at work every day; we want people who buy our products to feel confident that our food is held to the industry’s highest food safety standards; and we want our animals to be healthy and comfortable for the duration of their lives.

TEDDY AWARD

Clemens Food Group won the Teddy Award for our Worker’s Compensation Program. The Teddy Award was established in 1994 and named for President Theodore “Teddy” Roosevelt. The award recognizes companies with well-rounded, holistic workers’ compensation programs that incorporate injury prevention and disability management.



COMMITMENT TO TEAM MEMBERS

Our six core competencies, which are the foundation of success at Clemens Food Group, are:

Inspires Trust

Effective Communicator

Effective Decision Maker

Solutions Provider

Constructive Challenger

Takes Initiative



TEAM MEMBER ENGAGEMENT

We have over 3,500 team members who all have a voice. It is important for us to listen to our team members. Each year we conduct an engagement survey that allows all of our team members to share their open and honest feedback about how things are going in the organization. It is their opportunity to share things that are going well as well as things that need to be improved. It allows us to continue to build a great environment for our team members to continue to come into each and every day. In fact, we were awarded one of a hundred Top Workplaces in the Delaware Valley in 2019 for our dedicated efforts in team member engagement!

TRAINING AND DEVELOPMENT

Clemens Food Group is dedicated to growing and developing team members through every stage of their career. We offer a wide array of development opportunities for our Team Members including area skills trainings, professional development trainings, frontline leadership training, and emerging leader training, all rooted in a foundation of our six core competencies.

CVFF MANAGER TRAINEE PROGRAM

The Manager Trainee program is a 12-month program designed to educate Manager Trainees on hog farm production practices while also developing experience in both employee supervision as well as overall leadership. Manager Trainees will have both on- and off-farm training to gain a full understanding of our business, company and the pork industry. At the end of the 12-month program, individuals will have the production and leadership expertise to assume a leadership role in our system.

GIVING BACK TO TEAM MEMBERS

CARES PROGRAM

The CFG Cares program is a resource for all Team Members and their immediate family to provide care and support during challenging times. The program includes an Employee Assistance program, professional counseling services, a benevolent fund that provides financial support to team members during a catastrophic event, adoption assistance and care partners who are available for support of our team members 24 hours per day, 7 days a week.

DOLLARS FOR DOERS

Our Dollars for Doers program helps to encourage our team members to give their time to charitable organizations that are personal to them. If a team member volunteers for at least 8 hours during the company's fiscal year, the company will give a charitable donation to the charity of their choice. The more hours they volunteer, the larger the donation the company will donate. This program empowers our team members to be good stewards and allows the company to have a part in their giving.



CARES PROGRAM

DOLLARS FOR DOERS

TUITION REIMBURSEMENT

SCHOLARSHIPS



GIVING BACK TO TEAM MEMBERS

TUITION REIMBURSEMENT

We encourage Team Member professional development by offering an educational assistance program. Our educational assistance program provides tuition reimbursement for those team members who are attending courses offered by accredited colleges, universities, and skill-enrichment certifications.

SCHOLARSHIPS

Not only do we believe in the professional development of our team members, but their children as well. Our scholarship program offers ten students the opportunity to receive financial support based on their academic performance as well as their community involvement efforts.



WELLNESS

At Clemens Food Group, the health and wellness of our team members are top priorities.



That's why, in addition to offering robust healthcare plans that include medical, dental, vision and prescription drug coverage, we also take extra steps to keep our team members healthy, day after day. Take, for example, the guided mandatory stretch breaks we have in place for every team member on our production lines; it's a small thing, but it helps avoid cramping and long-term injury brought on by repetitive movement. It's these little things, in addition to our generous insurance benefits, that underline our commitment to the health of our team.

To make team members' lives simple and streamlined, the healthcare services at our Family Wellness Center are integrated into our employee benefits package.

FITNESS CENTER & GYMNASIUM

Staying active is an important part of staying healthy, so we make it easy for our team members to get moving.

We offer a state-of-the-art fitness center, athletic trainers, and a full-court gymnasium on our campus that allows team members and their families to participate in cardio, strength training, circuit workouts, team sports games, group classes, and more.

WELLNESS

FAMILY WELLNESS CENTER

At our Hatfield headquarters we have health and wellness services right on site, managed by one of the nation's premier workplace healthcare providers. This allows our team members and their families to see a doctor, and plan for a healthy lifestyle, right here. At our Coldwater, MI plant, we have a partnership with a local hospital and healthcare provider to provide the same quality care to our staff.

PHYSICAL THERAPY

Clemens Food Group provides on-site rehabilitation by master clinicians to reduce or eliminate impairments. They provide personalized therapies for a wide variety of needs.

ATHLETIC TRAINERS

We have full-time ATs on our production floor to engage and help team members with preventive care from injuries.

ONSITE PRIMARY CARE

CFG provides access to high-quality primary care by partnering with R-Health Hatfield, located on the 2nd floor of the Wellness Center. This access is available to all Hatfield CFG TM and their family members who have health benefits through CFG.

R-Health Hatfield offers comprehensive family care at little or no cost and their services include:

- Urgent care for patients ages 2 & up, primary care for ages 7 & up
- Preventive care such as annual or school physicals
- Health and wellness coaching
- Chronic disease management
- Nutrition counseling
- Care coordination
- Well women care
- Immunization and labs onsite

With evening and weekend hours, and walk-in and same-day availability.



COMMITMENT TO THE ENVIRONMENT

THE ENVIRONMENT

Our commitment to the environment is a key part of our culture of continuous improvement. Even when we see incredible results thanks to our environmental efforts, we never stop striving for improvement. That attitude of persistent innovation, paired with our focus on sustainability, has helped make us a leader in industry stewardship. And it has produced some remarkable results.

We are committed to building a strong foundation for the future by being mindful of our land, atmosphere, water, resource consumption, and people.



WATER

In 2018, through our water treatment facilities, we reconditioned



of recycled water that we repurposed for uses such as cleaning our trucks.

Even though water is the most abundant substance on Earth's surface, it is important that we are doing our part to use less water more wisely. We have put conservation measures in place both at our farms and at our processing facilities to ensure that we are only using the water we need to and taking opportunities to reuse water wherever possible.

Both our Hatfield and Coldwater locations have their own state-of-the-art water treatment facility. It allows us to reduce fresh water usage drastically, maximizing water reuse facility-wide. This system, along with other innovative water-saving measures, has allowed us to raise our reuse water rate from 60% to an impressive 98%. In our endeavors to continuously improve, we are developing a modification to our water treatment process that allows us to remove solids more efficiently.

Our company-owned farms are also working hard to conserve water wherever possible. For example, they have all switched from using trough water systems for hogs to using modern, swinging water systems. These systems give hogs easy access to all the water they need, but with far less waste and contamination. As a result, our farms have collectively reduced fresh water use by around 43%. Simultaneously, this system has lowered hog nutrient output by almost 50%, which means less waste going into the land, less wear and tear from loads on highways, and less fuel needed to haul output away.

Our commitment to conserving our planet's clean water is an ongoing effort. We are constantly working to improve our systems, implement new innovations, and use water responsibly in everything we do.

ENERGY & EMISSIONS

Our Hatfield headquarters has recently replaced all parking lot lighting fixtures with LED lighting.

This project cut electricity consumption of our parking lot lights by 50% and saved 203,134 kWh in the first year of use.



For years, we have been industry leaders in using cleaner and alternative sources of energy, working to reduce both oil dependence and air contaminants. Thanks to ongoing efforts and modern innovations, we have made incredible strides.

By burning cleaner natural gas instead of oil, we have decreased our annual emissions by over 300%. Installing an innovative hot-water system in our Hatfield headquarters has reduced our fuel usage by 520,000 gallons a year by utilizing the thermal energy produced from our rendering process to heat water needed for our daily sanitations. Upgrading the insulation on our family farms has reduced propane use in winter by 10-15%.

These are just a few of the many changes we have made in the last few years across our company with the goal of making our entire organization more efficient and environmentally friendly.

We've also upgraded our lighting system to utilize motion sensor lights in places like hallways, offices, loading docks, and restrooms. Not only does this reduce our energy costs, it also improves efficiency.

The project has saved almost 9 million kilowatt hours. Now, our eco-friendly lighting products are more efficient (providing more lumens while using half the power), and they are recyclable, which has almost completely eliminated our waste from lighting products.

30%
recycled
materials
exported

landfill-free
company-wide

405
tons of paper,
corrugated materials,
batteries, and metals
recycled annually

RECYCLING

Recycling is at the heart of our environmental efforts. Every day, we work to reduce the amount of waste we produce, and recycling is one of the very best ways to achieve that goal. We have even made so much progress that our Hatfield headquarters is now a landfill-free based facility!

Our efforts do not end in Hatfield. Company-wide, we have implemented a program called CFG Green, which works to reduce waste across every aspect of what we do. The program has seen tremendous results. Rather than shipping our waste to landfills, we send it to an innovative Energy-from-Waste plant, allowing our waste to be turned into electricity.

Energy-from-Waste plants collect waste from organizations and incinerate it at high temperatures to boil water.

The steam produced powers a steam engine to supply electricity to the nearby community. Gases from the incineration process pass through air pollution-control equipment that cools, collects, and cleans the gases to ensure air quality is never impacted by the process. Leftover ash from the burning process is utilized to make concrete blocks and bricks.

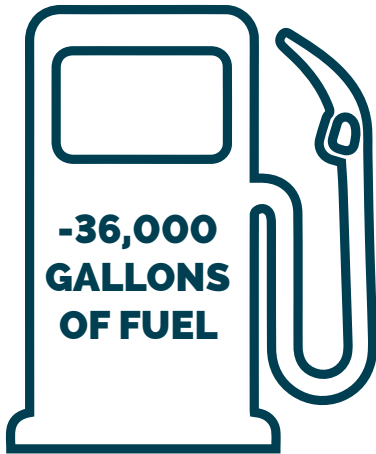
Our recycling efforts also extend to the logistics branch of our company, PV Transport, which uses modern, environmentally-friendly methods to recycle both solids and liquids. Our efforts include treating and reusing antifreeze, using waste trucking oil for heating purposes, and regularly recycling batteries and drums.

TRANSPORTATION



Across our entire PV Transport fleet of 120 tractors, we use the latest technology to reduce fuel consumption, increase efficiency, and lower our impact on the environment.

As a certified partner in SmartWay, an Environmental Protection Agency program designed to reduce transportation emissions, we are strongly committed to improving our environmental efficiency when traveling on roadways.



Installing Auxiliary Power Units (APUs) and auxiliary cab heaters to power cab climate controls without idling the main truck engine, which saves around 36,000 gallons of fuel each year.

Using automatic shutdowns to turn engines off after three minutes of idling to reduce fuel consumption.

Increasing fuel efficiency by using auto tire inflators and SmartWay certified tires to monitor air pressure and reduce rolling resistance.

Employing efficient logistics-planning to reduce empty miles traveled, resulting in over 92% of our over-the-road trucks backhauling products (delivering product for vendors while returning to distribution centers).

Using Scale Bypass Technology, we are able to reduce idle time and fuel consumption at weighing stations. Paired with our installation of Adaptive Cruise Control systems, we are able to maintain fuel-efficient and safe speeds without interruption and lowered fuel economy.

HOG PRODUCERS

We work with a small group of hog producers who are dedicated to providing hogs to our Coldwater, MI and Hatfield, PA facilities. There are many sustainability efforts that our hog producers add to our vertically-coordinated supply chain. Many of our producer partners use local corn for feed, have water conservation plans, and air quality plans in place. Some of our producer partners even use wind turbines and solar panels to generate energy.



Coldwater, MI



Hatfield, PA

A young man and woman are walking through a long, well-lit aisle in a pig farm. The man, on the left, is wearing a dark grey t-shirt, blue jeans, and black rubber boots. He is looking towards the right. The woman, on the right, is wearing a green t-shirt with a white V-neck, blue denim shorts, and black rubber boots. She is looking down at a pig in the pen. The aisle is lined with metal pens containing several pink pigs. The ceiling is made of corrugated metal with exposed pipes and lights. The overall atmosphere is clean and professional.

COMMITMENT TO ANIMAL CARE

ANIMAL CARE

Since 1895, Clemens Food Group has been committed to animal care and welfare.

Animal welfare is a top priority for Clemens, and we have always taken a serious, proactive, and comprehensive approach to ensure the proper care and well-being of our animals.



Clemens Food Group continues to adhere to animal handling procedures recommended specifically to us through the input and guidance of several independent third parties, including world-renowned animal welfare expert, Dr. Temple Grandin.

Clemens Food Group has stringent control points in place to ensure the utmost in animal care by:

Full-time doctor(s) of veterinary medicine on staff.

Full-time USDA members are on site at the Hatfield and Coldwater production facilities, including one USDA Doctor of Veterinary Medicine.

Independent third-party animal welfare farm audits conducted by Validus or FACTA, leaders in the animal welfare farm auditing industry.

All team members and family farmers who supply hogs to CFG must maintain the highest level of Pork Quality Assurance (PQA), plus certification as endorsed by the National Pork Board. Clemens was one of the first companies in the nation to become fully engaged in this program, mandating that all its team members, farmers and livestock handlers become 100% certified.

Through this program, Clemens Food Group team members and family farmers undergo advanced education in animal welfare and animal handling to gain the skill and understanding of their ethical obligation to provide proper care for the animals they raise.

ANIMAL CARE

Transport Quality Assurance (TQA) is a program that helps swine transporters, producers, and handlers understand how to handle, move and transport pigs, and the potential impacts of those actions on pig well-being and/or pork quality.

All team members receiving hogs at Clemens Food Group undergo an extensive training program that includes job shadowing, computer-based classroom training, and hands-on training with a supervisor or Professional Animal Auditors Certification Organization (PAACO)-certified team member.

All livestock transporters are required to be Transport Quality Assurance (TQA) certified to further ensure best practices in animal welfare and handling.

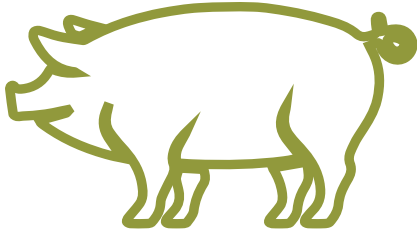
USDA's Human Slaughter Act (9 CFR 913) is the foundation for our animal-handling programs, training, policies and guidelines.

In addition, we follow and exceed the animal-handling guidelines set by the North American Meat Institute's Animal Welfare Committee, on which Clemens has representation, along with Dr. Temple Grandin.

Utilizing scientific and veterinary experts, along with experts in animal welfare, Clemens Food Group continues to evaluate best animal welfare practices and adjust our care accordingly to ensure we continue to provide the most proven, innovative and optimum care for our animals.

Adherence to these standards is a non-negotiable requirement for all team members, farmers and transporters who handle animals. Our sincere commitment to these programs, among others, underscores Clemens' concern for animal welfare. These practices ensure compliance above all legal and moral requirements to guarantee that we provide the best possible care for our animals.

HIGH STANDARDS BEGIN WITH RESPECT FOR ANIMALS



HIGH STANDARD

of care for animal health
and well-being

Country View Family Farms is ethically and morally committed to being responsible stewards of the animals placed in our care. The livelihoods of our family farmers depend on the well-being and performance of their pigs. Taking good care of our pigs simply makes sense.

CVFF is an industry leader in animal welfare practices. We provide extensive hands-on training for our team members, have strict animal-handling processes, and constantly monitor our farms to meet our standards of excellence. Our commitment to the animals visible in the continuous improvements we make in veterinary medicine, animal science, and husbandry, as well as the input we seek from independent third-party experts in animal welfare.

Healthy Pigs = Safe Pork

Proactive, individualized health program with veterinary care and oversight.

Tight on-farm biosecurity standards and controls for disease prevention.

Animal caregivers abide by a Code of Conduct, receive pig-handling training and oversight, and are subject to a zero-tolerance animal welfare policy.

Independent animal welfare auditing on the farm and in-transit.

FOR OUR ANIMALS, THE RIGHT WAY IS THE ONLY WAY

Climate-controlled
environment

Free from severe weather
and predators

No hormones or steroids
added

Raised without growth
promotants

Commitment to Gestation
Crate Free by 2022

Keeping pigs healthy and producing safe food is always our first priority. CVFF has on-staff veterinary health and animal professionals dedicated to our animals' well-being and care, including individualized treatment for the animals, targeted antibiotic treatments, and a preventative vaccination program. Our established, standard operating procedures are based on data, facts, and experience. We hold the farmers raising our animals accountable to those standards in order to provide a safe and abundant food source. As a result, socially- and environmentally-conscious companies trust the way we care for our animals and manage our farms.

Our pigs are healthier because of the way we raise them. Pigs raised on our family-owned farms receive individualized care, from the feed they receive to any veterinary care they may need. In conjunction with industry and academic leaders CVFF constantly seeks out innovations to optimize our animals' environment and quality of care.

On the farm and in-transit, caregivers are trained to handle our pigs in a safe and humane manner. CVFF has an extensive training and compliance program that requires internal and external audits of all farms on a routine schedule. All of our team members and producers must adhere to the Pork Quality Assurance (PQA) standards, and those involved in transporting our animals must meet all Transportation Quality Assurance (TQA) standards. These are nationalized training and continuous education programs to assure proper husbandry and handling of the animals. Any instances that do not meet our industry-leading standards are quickly addressed.

PQA Plus certified.
Audited for animal safety by
accredited third parties

INDEPENDENTLY ACCOUNTABLE – CUSTOMER APPROVED

All farms subject to on-site assessments in accordance with the Pork Quality Assurance® Plus (PQA® Plus) program.

All farms are internally audited annually in accordance to the Professional Animal Auditors Certification Organization using the Common Swine Industry Audit.

All farms are routinely Third Party Animal Welfare audited, based on the Pork Quality Assurance program, Transportation Quality Assurance program, and the American Meat Institute's animal-handling guidelines.

A photograph of a man and a woman sitting at a table in a restaurant. The man, wearing a blue checkered shirt, is looking towards the woman. In the foreground, a white plate holds several pieces of grilled fish with visible grill marks, and a piece of yellow corn on the cob is partially visible. The background is softly blurred, showing the woman and other elements of the dining environment.

COMMITMENT TO PRODUCTS AND CUSTOMERS



High-quality, elevated conventional pork that customers have come to expect.



**PREMIUM
RESERVE PORK**

Highly marbled, all-natural, steakhouse-quality pork with consistent performance.



No Antibiotics Ever pork that is consistently fresh with clean flavor.

COMMITMENT

Our commitment to a higher operating standard means we treat our family farmers, animals, business partners and the environment with the highest levels of respect. We are proud to deliver value to customers and ultimately consumers through our flagship brands Hatfield®, Hatfield® Premium Reserve Pork®, and Farm Promise®.

Producing the highest-quality pork is the foundation of who we are but building a sustainable future is our responsibility to the next generation. We strive to satisfy the consumer needs across the country. In every farm we manage, every truck we drive, and every day we work, we're committed to what really matters — serving our customers and consumers through quality service and products.

All of our high-quality products are created to exceed consumer expectations, time after time.

FOOD SAFETY AND QUALITY

After over a century in the business, we know that food safety and quality are cornerstones to the success of creating great products, because it is the foundation of trust for our company and brands.

Our customers trust us to consistently deliver safe, high-quality pork and we always want to deliver on this trust.

Food Safety and Quality are part of our Key Expectations and integral to our core values of Ethics, Integrity and Stewardship. Our commitment begins with rigorous safety standards, founded in our ongoing SQF Certification. This voluntary program provides independent certification that our food safety and quality management systems meet or exceed global standards.

Our dedicated Food Safety/Quality Assurance (FSQA) team works hand in hand with the Operations team to ensure our products are safe to enjoy without compromising quality.

RESPONSIBILITIES OF THE FSQA AND OPERATIONS TEAMS INCLUDE:

Food Safety & Regulatory Compliance Department

includes our Hazard Analysis and Critical Control Points Program (HACCP), a Food Security Program, Safe Quality Foods (SQF) Certification, and third-party audits.

Food Quality Team Members use our Quality Scorecard to measure quality and verify compliance with processes and procedures.

Microbiological Analytics staff continuously monitoring our facilities, equipment, raw materials, and finished product from our on-site lab to maintain food safety and quality, while also conducting microbiological and analytical chemistry testing.

Sanitation Crew ensure that our disposal practices are always in compliance with food safety and quality guidelines.

We empower every single team member to stop a production line or a product shipment if they feel there is any compromise in food safety procedures or our high standards of quality.

This team ownership ensures that consumer safety and food quality are at the very top of our priority list — every single day.





**FAMILY OWNED.
AMERICAN MADE.**



**COMMITTED TO SUSTAINING
AMERICAN FAMILY FARMS**



**FAIR WAGE &
WORKFORCE DEVELOPMENT**



**CHARITABLE GIVING
IS OUR PRIORITY**

CONSUMER-DRIVEN PRODUCTS

As a part of our continuous improvement model, we research and develop new products that fit the lifestyle of today's and tomorrow's consumer. We challenge ourselves to innovate across our industry and create products that will make people's lives easier, healthier, more satisfying, and full of flavor. Clemens offers three pork-growth tiers that customers can flex into, depending on their need, ranging from elevated conventional- Hatfield® Pork with a Pledge®, Premium Pork- Hatfield® Premium Reserve®, and No Antibiotics Ever Pork- Farm Promise®.

Hatfield® Pork with A Pledge®: We continue to state our Pledge on our packaging and labels including bacon, hams, marinated, and fresh products.

Hatfield® All Natural Retail Sausage: In efforts to have clean labels, we updated our retail sausage portfolio to an all-natural product.

Hatfield® All Natural Dry Rub Marinated: Ready-to-cook pork loins, roasts, and chops that are already seasoned with on-trend flavors, so consumers can just cook and serve. Simple as that.



CONSUMER-DRIVEN PRODUCTS

Some of the value-added solutions we provide our customers are:

Plant/Farm Tours

Pork Experts

Market and Economist
Reports

Trend Data

Menu and Product Ideation

Promotional Support

Hatfield® Uncured: All-natural ham and bacon options that are produced with no nitrates, no nitrites, no MSG, and no artificial ingredients, giving consumers healthier “clean label” options that are still full of flavor.

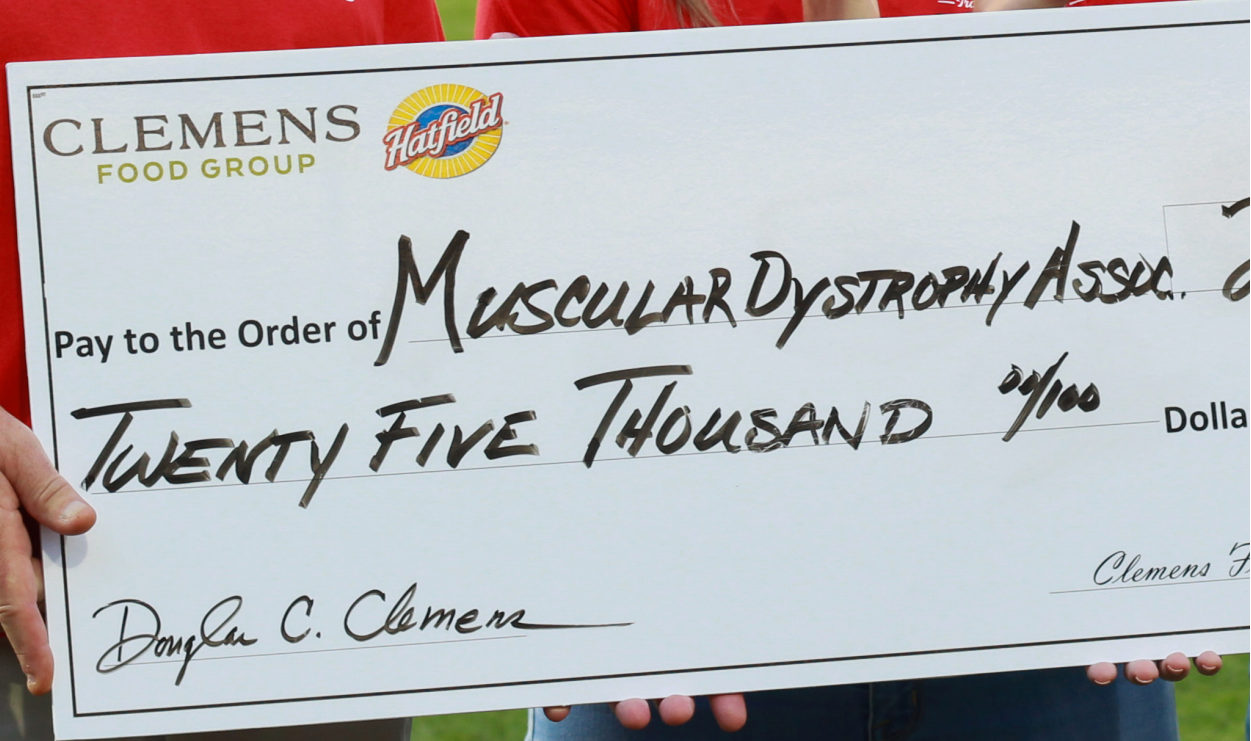
Hatfield® Premium Reserve Pork®: This All Natural offering delivers juicy, tender, steakhouse-quality cuts of pork that’s fool-proof, and thanks to unparalleled marbling, that keeps every bite tender.

Farm Promise®: Our No Antibiotics Ever line that delivers 100% vegetarian-fed pork products from hogs that are born, raised and harvested in the U.S. — including fresh pork, bacon, ham, and sausage.

SOLUTIONS PROVIDER

Providing a safe, consistent and high-quality product is a non-negotiable for us, but what truly makes us unique is the solution-centered service we strive to provide our customers. We have the ability to serve our customers’ needs and support their business growth with our value-added services including pork experts’ training, ideation sessions, plant and farm tours, trend and market data, and many more services.

COMMITMENT TO THE COMMUNITY



CLEMENS
FOOD GROUP



Pay to the Order of MUSCULAR DYSTROPHY ASSOC.

TWENTY FIVE THOUSAND 00/100 Dollars

Douglas C. Clemens

Clemens F.

COMMITMENT

We're proud to support hundreds of charities and nonprofit organizations, including:

- The American Red Cross
- American Cancer Society
- Eagles Fly for Leukemia
- National Multiple Sclerosis Society
- North Penn United Way
- Philabundance
- Relay for Life
- The Salvation Army
- Walk Against Hunger

Since 1895, we have supported local communities through product donations, volunteering, and financial contributions. Each year, our organization gives 10% of the profits back to the communities we serve. It's part of our commitment to a better collective future. We offer our support through monetary donations, volunteer hours from many of our team members, as well as product donations.

We were recently named a Hunger Hero by the Central Pennsylvania Food Bank for our role in donating product in an effort to help mitigate hunger in the state of Pennsylvania. Clemens Food Group has donated over 500,000 lbs over the last 5 years to this cause. We are committed to giving back to the communities in which we live and we believe strongly in the mission and vision of Central PA Foodbank. In addition to the Central Pennsylvania Food Bank, Clemens has supplied countless meals to the families in need through Philabundance, York County Food Bank, Second Harvest, Manna on Main Street and others.

"AT CLEMENS FOOD GROUP, WE BELIEVE IN STEWARDSHIP. WE BELIEVE IN TAKING CARE OF OUR PEOPLE, OUR ANIMALS, OUR ENVIRONMENT, AND THE COMMUNITIES AROUND US."

TEAM MEMBER GIVING

In addition to our corporate donations, we also encourage our team members to participate in stewardship opportunities throughout each year. Our team members regularly volunteer for good causes, participating in events, volunteering with nonprofits, and championing causes they're passionate about. And when they do so, we offer monetary donations to chosen charities based on their logged volunteer hours. Some of these causes include the Boys & Girls Club, Generosity Feeds, Sunday Breakfast Rescue Mission, Honor Ride, Care & Share Thrift Shoppe, and many others.

We don't give for recognition. We give because we believe it's right. Stewardship is one of our core values—something we strive to live up to in many ways. And giving back to the communities around us is just one expression of that.

More than 80% of our leadership team serves on nonprofit boards, including the Penn Foundation, Indian Creek Foundation, North Penn United Way, Worthwhile Wear, Mary Campbell Center, along with other worthwhile organizations.

Volunteer hours
1,503.25 hours = Volunteer days
188 days

Product donated
155,096 pounds = Meals donated
620,384 meals

Plus dollars donated by the corporation
10% of our pre-tax earnings each year



CLEMENS
FOOD GROUP