



GROWING A LEGACY OF RESPONSIBILITY

WEST)PAKTM
AVOCADO, INC.

WEST)PAK
THE AVOCADO
Family

WEST)PAKTM
AVOCADO, INC.

2019
SUSTAINABILITY
REPORT

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ABOUT THIS REPORT

This is West Pak Avocado's inaugural sustainability report to communicate our commitments, efforts, and performance to our stakeholders. While the reporting period is the 2019 calendar year, the report includes past efforts and data for context. Results for 2019 will serve as our baseline for goal-setting and assessing future performance.

The report covers our United States and Mexico operations, which consist of our headquarters, regional offices, packing houses, and ripening and distribution centers. Any metric-level limitations or exclusions are noted with the reported data.

We contracted a third party to support the report development process, data compilation, and the calculation of our greenhouse gas (GHG) emissions. The data reported has been internally reviewed for accuracy. Third-party assurance was not conducted on this report.

To guide the report development, we referenced the GRI Sustainability Reporting Standards. Refer to the Reporting Information section at the end of this report for additional information.

This report is not intended as an advertisement or as promotional material. We welcome feedback at sustainability@westpakavocado.com.

WELCOME

CEO Message

At West Pak Avocado, we believe to our core in doing the right thing—not just sometimes, but always.

We strive to be the best partner we can be to our people, our customers and growers, and the communities in which we operate, as well as to our planet. We demonstrate our relentless commitment to environmental and social accountability every day, one delicious avocado at a time.

Our first sustainability report shares our long-held commitment.

Guided by a deeply rooted respect for people, we support responsible and sustainable business practices along the entire value chain. Our approach to sustainability is about growing a legacy of responsibility. We honor the relationships cultivated since our founding as we make decisions aimed at creating long-term value for all our stakeholders. We have long recognized that sustainable environmental and social practices are not only the right things to do but are also good business practices. This idea shapes our decision-making and sustainability strategies across our business.

Our inaugural West Pak Sustainability Report shares our sustainability commitments and efforts over the years, along with our current performance, reinforcing our dedication to transparency. The report also serves as a baseline for goal-setting and assessing our future progress.

Through our operations and our work with our customers, growers, suppliers, and other partners, we strive for eco-efficient operations, safe and fair working conditions, and business practices that benefit all our stakeholders. At the direction of West Pak Avocado’s Board of Directors, we formalized these commitments to sustainability with the creation of a cross-functional Sustainability Council. The advisory group includes members of our executive team who will continue to serve as stewards of our values, making sure they are always reflected in the way we do business. It was under the guidance of the Council that West Pak produced this report, which includes our first official carbon footprint analysis up through the close of 2019. In this analysis, we identified emissions sources along the value chain. One of the key insights from these measurements is that the investments we have made in efficiency in our facilities are making a difference. While sales of avocados increased more than 25% from 2017 to 2019, our energy intensity and associated GHG emissions intensity (on a per ton of avocados sold basis) decreased by more than 3% over the same period. We are now concentrating on ways to drive further improvements, including setting reduction targets.



We are also focused on sustainable packaging options that reduce single-use formats. From 2017 to 2019, we increased the use of reusable plastic containers (RPCs) by more than 50%. In 2020, we project tripling the number of RPCs in our network from our 2019 usage, which will represent more than 20% of our volume. We are also working on integrating the use of Earthbag, an environmentally-friendly, recyclable packaging solution for bagged avocados, which is plastic-free. West Pak also vows to leverage our influence to support sustainable growing practices and fair labor practices across the value chain. In the long term, West Pak strives to positively influence our entire industry in this area.

In 2020, we faced a common challenge together.

Given the unprecedented times we are facing in 2020, we have included a section at the start of this 2019 report to share our response to the pandemic and how we are ensuring the safety of our team and partners while continuing to provide a steady supply of avocados.

The very nature of our product promotes good health and well-being. Strong consumer demand for avocados and the unrelenting commitment of our people have allowed us to continue to grow our business while staying true to our values and always doing the right thing. We are focused on building on this momentum.

Looking ahead, we seek continued sustainable growth and shared value.

Now, as we look to the future, we feel confident in our positioning to prosper and grow along a sustainable and equally bright path. With a solid foundation that respects people and our environment, we look forward to pursuing the opportunities that the rapidly growing global avocado market presents.

On behalf of West Pak Avocado, our Ownership and Board of Directors, and our Sustainability Council, we proudly present our 2019 Sustainability Report.

My best,



Mario Pacheco
Chief Executive Officer

MARIO PACHECO





SUSTAINABILITY HIGHLIGHTS

- **Formalized commitment to sustainability with the formation of a cross-functional Sustainability Council.**
- **Published our first sustainability report.**
- **Increased investments in safety and eco-efficiency.**
- **Completed our first carbon footprint, which includes scopes 1 and 2 emissions along with initial estimates of scope 3 emissions associated with growing and transporting avocados.**

- *One of the key insights from this analysis is that the investments we have made in efficiency in our facilities are making a difference.*
- *While sales of avocados increased more than 25% from 2017 to 2019, our energy intensity and associated GHG emissions intensity (on a per ton of avocados sold basis) decreased by more than 3% over the same period. We are concentrating on ways to drive further improvements, including setting reduction targets.*

- **From 2017 to 2019, we increased the use of RPCs by more than 50%. In 2020, we project tripling the number of RPCs in our network from our 2019 usage, which will represent more than 20% of our volume.**
- **Planned the future launch of Earthbag – an all-natural, plastic-free solution for our bagged avocados, which is not only recyclable but also biodegradable and compostable.**
- **Introduced certified organic avocados.**
- **Continued dedication to making a positive difference in the communities where we live and work.**

- *The West Pak Cares Committee empowers employee volunteers to organize events and provide ways to get involved in our local communities.*
- *Donated nutritious avocados to food banks and nonprofits support hunger-relief efforts.*

- **Planted 500 pine trees at our Jalisco operation as part of a government program aimed at preventing erosion, supporting biodiversity, and offsetting carbon emissions.**

OUR RESPONSE TO COVID-19

When closing out the year, we never could have imagined the unprecedented events we would experience in 2020. While this reporting period covers 2019, we would like to take this opportunity to share some of the extraordinary measures we have taken to keep our employees, their families, and our communities safe while meeting customer and consumer needs and ensuring the supply of nutritious West Pak avocados.

Our top priority has been and will continue to be the health, safety, and well-being of our entire avocado family.

Keeping Our Community Safe

Our COVID-19 Team Safety Committee meets regularly to assess the situation, monitor the latest public health guidelines, and evaluate our performance to ensure that our facilities remain safe and operational. We implemented a number of enhanced measures across West Pak's operations and continue to strengthen our practices.

- **We screen each employee for signs of flu-like symptoms at the start of each shift and use a thermal detection camera system and facial recognition software to check employee temperatures.**
- **Any employee in quarantine receives their full pay, so they would not have to tap into their paid time off.**
- **We have installed hands-free sanitizer dispensers and additional hand-washing stations throughout our production floors and warehouses.**
- **To keep our employees healthy and safe and to enforce social distancing, we have divided production floor workstations with protective plexiglass.**
- **Our hazmat team deep cleans our facilities every night, following our stringent sanitary measures.**
- **A new driver pickup procedure helps cut down on facility traffic and minimize health risks.**

Helping Others

We also are doing our part to help those affected by COVID-19 and in need. Through our West Pak Cares program, we donated thousands of nutritious avocados over multiple weeks to food banks and nonprofits supporting communities in California and Texas.

We greatly appreciate our family of dedicated employees, our courageous customers who remain open in these times, our growers, and our logistics and transportation providers. It is because of their tireless efforts that we can continue to bring the world's favorite green fruit to tables across the globe.

WE ARE A FAMILY AVOCADO COMPANY

About Our Company

Our co-founders, Galen Newhouse and Randy Shoup, started West Pak in 1982 as a small packing house in Southern California. In nearly four decades, we have become a significant force in the avocado industry with packing, ripening, and distribution centers strategically located throughout the United States and Mexico. Fueled by the growing appetite for avocados worldwide, we have doubled the size of our workforce and our revenue in the last six years alone.





Locations

We have offices and distribution facilities in eight locations across the United States and Mexico.

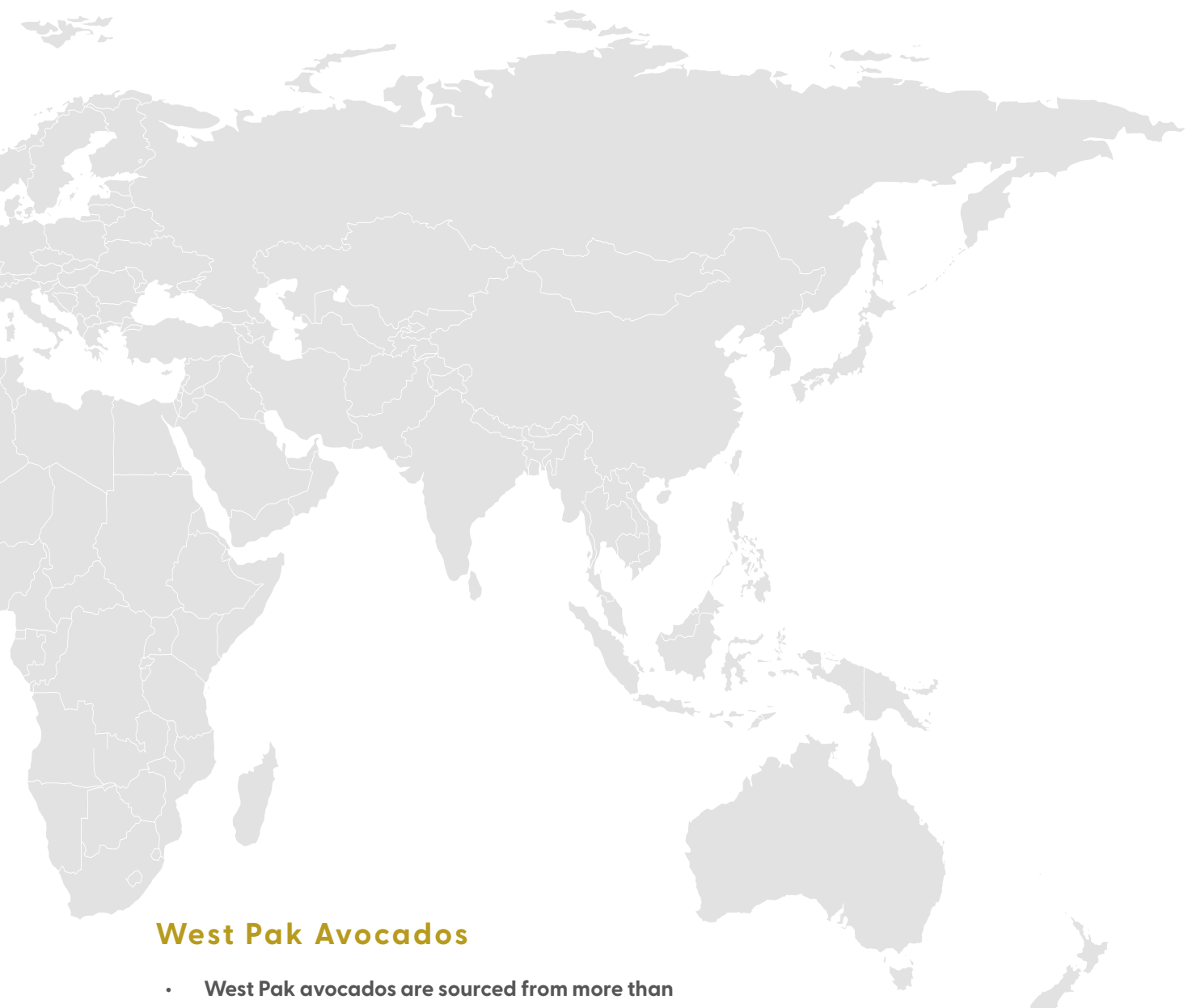


U.S. Offices and Distribution Centers

- **Murrieta, CA: Headquarters and distribution center (packing, repacking, distribution, and cold storage)**
- **Oxnard, CA: Regional office**
- **Dallas, TX: Distribution center (conditioning and cold storage)**
- **Edinburg, TX: Cold storage and conditioning facility**
- **Chicago, IL: Midwest regional distribution center (conditioning and cold storage)**
- **Philadelphia, PA: East Coast regional distribution center (conditioning and cold storage)**

Operations in Mexico

- **Michoacán, Uruapan, Mexico: West Pak Grupo packing facility, cold storage, and sales team**
- **Jalisco, Mexico: Company-owned avocado ranches**



West Pak Avocados

- **West Pak avocados are sourced from more than 1,000 growers owning over 65,000 acres across California, Mexico, Chile, Colombia, and Peru.**
- **West Pak brands: California Gold, Lil' Cados, Viva Avocados, I Love Avocados, Avo Monsters, Dos Amigos, and West Pak branded bags.**

Customers and Markets

- **Serving leading retailers, wholesale channels, and foodservice companies.**
- **350+ customers throughout the United States, Canada, Mexico, Japan, China, South Korea, Hong Kong, and the Middle East.**

SUSTAINABILITY FRAMEWORK

Guided by a deeply rooted respect for people, we support responsible and sustainable business practices along the entire value chain.

Our approach to sustainability is about growing a legacy of responsibility. We honor the relationships cultivated since our founding as we make decisions aimed at creating long-term value for all our stakeholders.

Product Responsibility

Commitment to delivering nutritious, high-quality, responsibly produced avocados.

- NUTRITION
- FOOD SAFETY AND QUALITY
- RESPONSIBLE PROCUREMENT

PEOPLE AND COMMUNITIES

Commitment to ensuring safe, equitable, and engaging workplaces and supporting all communities where West Pak does business.

ENVIRONMENTAL STEWARDSHIP

Commitment to environmental protection, resource conservation, and climate action across the value chain.

- *Family Culture*
- *Fair Labor Practices*
- *Human Capital Development*
- *Health and Safety*
- *Diversity and Inclusion*
- *Community Support*
- *Environmental Compliance*
- *Energy and Emissions*
- *Materials and Packaging*
- *Waste Reduction*
- *Water (Quantity and Quality)*
- *Sustainable Agriculture*

Strong Corporate Governance and Ethics

West Pak Culture

GOVERNANCE AND ETHICS

Strong governance and ethical practices are the solid foundation for our success and long-term growth, ensuring accountability and compliance, promoting the integrity of our operations, and building trust with all our stakeholders.

Our Board of Directors comprises the company’s two founders, our CEO, and three independent members recruited for their extensive business development expertise.

Sustainability Integration and Oversight

We believe that in order to be effective, sustainability must start at the top. Our Board has made sustainability a priority for the company. We formed a cross-functional Sustainability Council that reports directly to the CEO. This group is leading the journey that will significantly shape the way we do business.

Though we have built a sustainability-minded organization that has worked to preserve the natural resources that literally bear fruit, we feel that sustainability is a continuous improvement process.

Ensuring Ethical Behavior

We have high expectations for West Pak employees, partners and suppliers, and customers to uphold ethical standards, going beyond adherence to laws and regulations to demonstrate responsible behavior that reflects our values.

All employees receive training on our Code of Conduct, which communicates our expectations to ensure a positive work environment. Each year we go over the code and related policies and inform employees on how to report any potential incidents of harassment or observations of unethical behavior in the workplace.



STAKEHOLDER ENGAGEMENT

Our disciplined approach to delivering exceptional products and services and our ability to forge strong partnerships with growers and customers alike have earned us a solid, global reputation in the produce industry.

We define stakeholders as individuals and entities impacted by our operations and business activities or who can affect our ability to implement our strategy. Our focus on respect in all relationships guides how we engage with stakeholders on an ongoing basis to listen to their needs, expectations, and concerns and incorporate their input into our decisions.

STAKEHOLDER GROUP	ENGAGEMENT METHODS	TOPICS OF CONCERN
EMPLOYEES	Daily interactions and meetings Training and development Annual performance reviews Surveys, including an organizational climate assessment	Safety Fair labor practices Learning and development Benefits and career opportunities Community support
CUSTOMERS AND CONSUMERS	Regular communications and account management Customer audits and questionnaires Trade shows and industry events	Food safety and quality Healthy, nutritious food Responsibly and sustainably produced products, including organic and other certifications Occupational health and safety and fair labor Minimizing waste and promoting circularity Packaging with minimal environmental impact Lower carbon footprint
GROWERS	Regular communications and interactions Onsite visits and training Assessments and audits	Fair practices Strong relationships Resource efficiency
SUPPLIERS VENDORS	Regular communications and interactions Onsite visits and training Assessments and audits	Shared value/equitable practices Sustainability requirements
INDUSTRY	Meetings, working groups, and trade shows Involvement with commissions and associations	Responsibly and sustainably produced avocados Resource efficiency
REGULATORY BODIES	As-needed communications Reports and audits	Adherence to laws and regulations (occupational health and safety, food safety, labor practices, environmental compliance)

MEMBERSHIPS AND AFFILIATIONS

We are active members in the avocado and fresh produce communities and participate in well-respected trade organizations.



California Avocado Commission (CAC)



Hass Avocado Board (HAB)



California Certified Organic Farmers (CCOF)



Avocados From Mexico (AFM)



Peruvian Avocado Commission | Avocados from Peru



Chilean Avocado Importers Association (CAIA) Avocados from Chile



USDA Organic



United Fresh Produce Association



Produce Marketing Association (PMA)



Colombia Avocado Board (CAB)

MATERIALITY ASSESSMENT

As part of the development of this inaugural report, we conducted an assessment to identify material topics for reporting and as input into the development of our sustainability strategy and selection of future improvement initiatives.

The process applied the GRI Reporting Principles to help identify and prioritize relevant sustainability topics and impacts. We applied the tests for materiality within the GRI Standards to evaluate both quantitative and qualitative factors related to the significance of the impacts and the degree of interest from key stakeholders. Resources included the United Nations Sustainable Development Goals (UN SDGs), the GRI Standards; leading environmental, social and governance (ESG) frameworks; regulatory context; sector initiatives; peer benchmarking; and desktop research, along with company strategy, core competencies, risks and opportunities, policies, and practices.

The assessment integrated stakeholder perspectives based on interviews of cross-functional team members and senior leaders and input from ongoing stakeholder engagement with customers, growers, partners, and industry peers. We also mapped impacts along the value chain to identify areas with a high likelihood of positive or negative impacts, both current and potential, and those where we have the greatest opportunities to improve or influence (page 19).

The topics were categorized to communicate our strategic roadmap, which will guide actions and initiatives to achieve our sustainability vision and increase long-term value creation for West Pak, our stakeholders, and the world. We plan to use this report to engage with our stakeholders to further validate and refine our material topics and strengthen our future reporting efforts.

Material Topics

SOCIAL

- *Human capital development (employment, engagement, training and development)*
- *Health and safety*
- *Diversity and inclusion*
- *Community support*

PRODUCT RESPONSIBILITY

- *Nutrition*
- *Food safety and quality*
- *Responsible sourcing and procurement*

ENVIRONMENTAL

- *Environmental compliance*
- *Energy and emissions*
- *Materials and packaging*
- *Waste reduction*
- *Water use and quality*
- *Sustainable agriculture (resource management, biodiversity, deforestation and land use, pesticide use)*

CONTRIBUTING TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As part of the 2030 Agenda for Sustainable Development, the UN SDGs collectively serve as a call to action to end poverty and set the world on a path of peace, prosperity, and opportunity for all on a healthy planet. West Pak recognizes that our products, operational practices, and progress on our sustainability commitments can help achieve these shared goals.

Our distribution of nutritious avocados and our sustainability efforts across the value chain have a direct impact on the following goals. We will continue to align our objectives with these goals.

West Pak contributes to the achievement of the UN SDGs



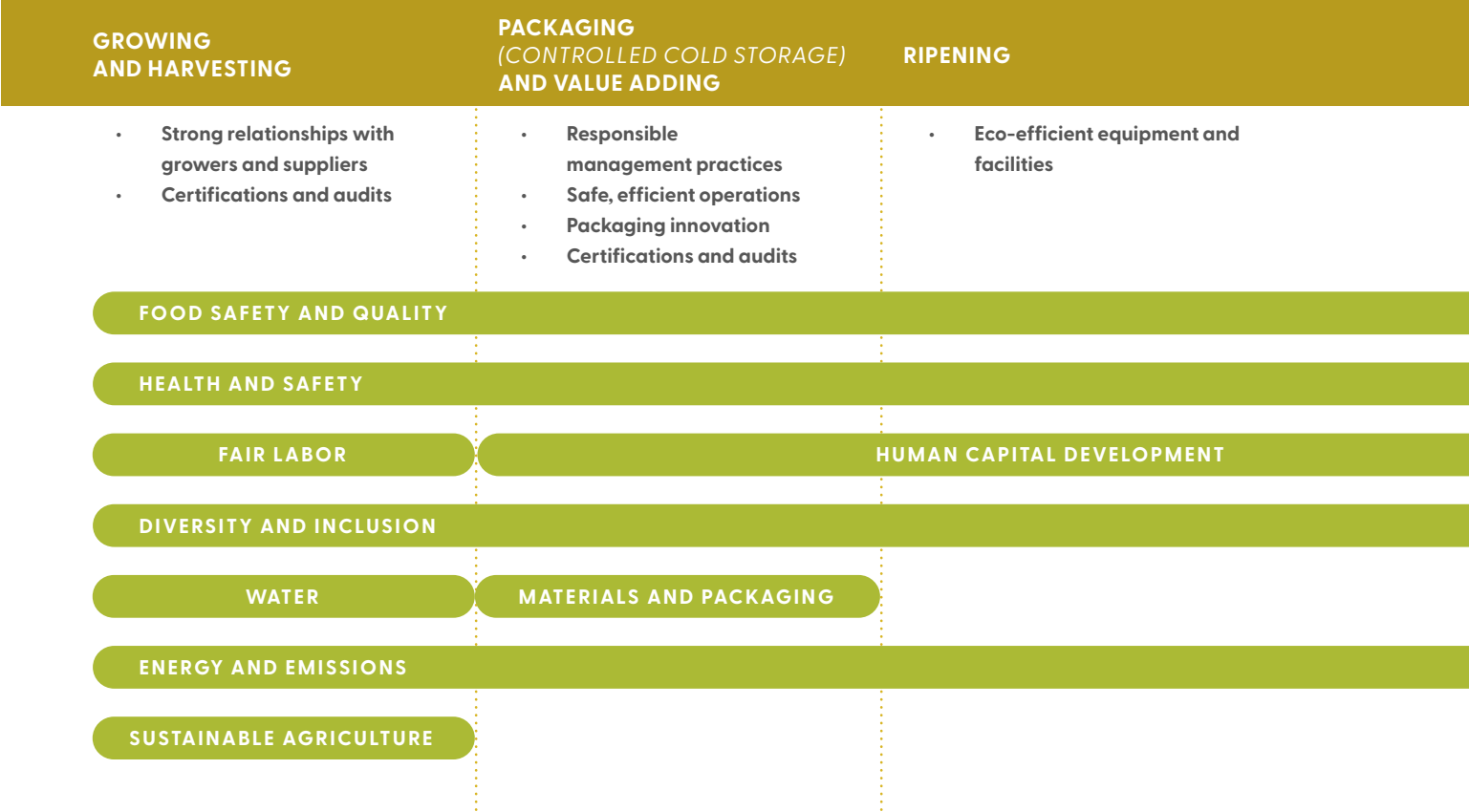
THROUGH OUR PRODUCTS

AND THROUGH OUR OPERATIONS AND WORK WITH CUSTOMERS, GROWERS, SUPPLIERS, AND PARTNERS



UNDERSTANDING OUR IMPACTS ALONG THE VALUE CHAIN

Assessing the impacts of our operations and business activities across the value chain helps identify where risks and opportunities exist. It informs how we can best manage them, influence positive change with upstream and downstream partners, and contribute to the achievement of the UN Sustainable Development Goals.



Strong governance, responsible business, and fair labor practices support compliance, ethical conduct, and protection of human rights across the value chain.



**LOGISTICS
AND DISTRIBUTION**

- **Logistics optimization**
- **Fuel efficiency**

CUSTOMERS

- **Delivery of high-quality avocados to meet needs**

CONSUMERS

- **Enjoyment of delicious and nutritious avocados**

NUTRITION

*West Pak owns and manages groves in California and Jalisco, Mexico. While we do not have direct operational control over our suppliers' growing practices, we do collaborate with them to promote responsible and sustainable management practices.



A PEOPLE-FIRST APPROACH

West Pak is committed to ensuring safe, equitable, and engaging workplaces and supporting all communities where West Pak does business.

We promote a work environment characterized by trust, mutual respect, open communications, and personal accountability. We are continuously finding ways to cultivate these values as we grow.

West Pak is dedicated to investing in our people, building an inclusive and diverse workplace, maintaining our employees' health and safety, and giving back to our communities.



INVESTING IN OUR PEOPLE

West Pak team members are passionate about avocados, and we're passionate about making West Pak a great place to build a rewarding career.

We work hard to attract, develop, engage, and retain the very best talent, offering avo-opportunities to help people thrive and prosper. Our goal is to create quality experiences and new connections, where, together, our teams respect, support, root for each other, and watch each other grow within the company.

Respect is Always in Season

We uphold fair labor practices for all of our employees. Seasonal workers make up a significant portion of our workforce; we consider them integral members of our West Pak family and treat them as such. Full-time, seasonal employees receive the same benefits as our permanent employees, which demonstrates our respect for everyone's contribution. Many of our seasonal workers have been part of our family for more than two decades, and others have moved into permanent positions.

Offering Generous Benefits

West Pak employees enjoy an attractive package of benefits and incentives.

- We offer medical, dental, and vision insurance as well as company-paid disability and life insurance, flexible spending accounts for health care and dependent care, a 401(k) retirement savings plan with company contribution, and paid holidays and time off.
- All employees also are eligible for annual bonuses and safety rewards and, of course, free avocados.
- Our West Pak Grupo Mexico location provides employees with subsidized lunch and dinner.

Cultivating Opportunities for Students

West Pak Avocado is committed to student development and training. We partner closely with universities and colleges to bring on students and recent graduates as interns, some of whom are hired when we have open positions. Through these partnerships, West Pak teaches students all about our business. We benefit from tapping into the most innovative agricultural management practices and techniques and being able to attract the best up-and-coming talent to our company.

Participating Schools

U.S. – MURRIETA, CALIFORNIA

- California Polytechnic State University, San Luis Obispo
- California Polytechnic State University, Pomona
- University of California, Riverside
- University of Redlands

MEXICO – URUAPAN, MICHOACÁN

- Universidad Interamericana de Desarrollo (UNID)
- Universidad Politécnica de Uruapan
- Facultad de Agrobiología (UMSNH)
- Instituto Tecnológico Superior de Uruapan
- Centro de Estudios Tecnológicos Industrial y de Servicios (CETIS) 27
- Universidad de Monterrey

EMPLOYEE SPOTLIGHT A FAMILY AFFAIR FOR WEST PAK EMPLOYEES



The common sentiment among employees that West Pak is like a family has special meaning for Virgilio Rojas, California plant manager.

Virgilio started with West Pak when he first arrived in the U.S. from a small village in Mexico 32 years ago. Already working at the company were some of his relatives and others from his village, including a schoolmate who invited Virgilio to join him.

Today, that friend still is with the company and working as a floor supervisor. Two of Virgilio's four children have joined West Pak as well. His son Juan is the operations manager at West Pak Grupo in Michoacán, Mexico, and his daughter Carina is a supervisor on the planning team.

Virgilio shepherded his son to summer jobs in various departments at the plant as a teenager and often took his daughter to visit at work. Those experiences helped Juan learn the business, while Carina chose West Pak after graduating from college with a business administration degree focused on supply chain management.

"West Pak has opportunities for everybody," Virgilio says. That certainly has been true for him. He has worked hard and grown with the company, starting as a sorter, running a box machine, operating a forklift, and working in the bagging department. *"I learned to do almost everything in the production end,"* he said. Today he oversees all the warehouse operations, including production, shipping, bagging, and Just Ripe.

Juan and Carina both have continued their educations while working thanks to programs sponsored by West Pak. Juan is pursuing an industrial engineering degree and has attended Lean Six Sigma training, coaching sessions, and leadership courses. Carina is enrolled in an inventory management certification course.



"They definitely offer opportunities for you to grow," said Carina. *"I want to get in a management position within five years. I know that I still have a lot to learn."*



Juan enjoys the dynamic environment at West Pak. *"I've never had a day that's been the same,"* he said. *"There's new challenges, new obstacles, new learning opportunities."*

For all three in the Rojas family, West Pak offers a nurturing environment where employees support one another. *"This company is a really good company. I would like to stay and retire here,"* Virgilio said. *"West Pak, for me, it's like life."*

TRAINING AND DEVELOPMENT

We invest in our people from the ground up, and we're proud of our results. From day one, we want to prepare our employees to succeed and help them plan for and develop a career at West Pak Avocado. Our education program covers mandatory training in areas such as food safety, occupational health and safety code of conduct and anti-harassment; company-required courses; and supplemental learning opportunities.

Starting Strong

Recruits spend their first 90 days with us learning in different areas of the company. Whether they are out in the field with a buyer, at our packaging facilities, or in our marketing department, they begin to connect the dots to understand our entire business ecosystem and their contributions within it. At the same time, they start to build strong relationships and gain empathy and respect for the work and challenges of others throughout the company.

Empowering Ongoing Learning

Our team members must be up to date on the latest standards and best practices associated with their roles. We provide ongoing in-house training, mentorships, and additional funds for external learning opportunities. Departmental managers ensure their teams receive the required training along with on-the-job learning and other educational opportunities.

Fostering Leadership Development

Our leadership trainings provide our teams with the skills needed to achieve their full leadership potential, which, in turn, helps the company reach its goals. We nurture advancement within our company through our emerging leaders training, Lean on Me (LOM) peer program for new supervisors, and Leadership Exploration And Development (L.E.A.D.) training programs.

Supporting Growth and Providing Feedback

By implementing regular talent planning meetings among managers and Human Resources (HR), having career discussions with employees, and offering options such as fast-track management programs, we can support employees' growth goals while ensuring they have the expertise to fill future vacancies.

Through 30-, 60-, and 90-day reviews and annual 360-feedback at the leadership level, we're able to support our employees' learning and development and reinforce our values and management practices. All employees receive annual performance reviews.



EMPLOYEE SPOTLIGHT **GROWING WITH THE COMPANY**

When Jaudiel Aguilar, field director for West Pak's operations in Jalisco, Mexico, tells people he started working at West Pak cleaning machinery; they do not believe him.

But 32 years ago, he was an 18-year-old just starting out, and West Pak was a young business. Jaudiel grew with the company, learning how to sort and pack the fruit, operate forklifts, receive avocados from the field and ship them out to customers.

In 1999, he was promoted and moved to Michoacán to help set up West Pak operations in Mexico. Working with company co-founder Galen Newhouse, Jaudiel developed relationships with the local growers and packing associations. He even served for several years as a delegado or representative of the packing associations on an organization working the U.S. Department of Agriculture.

Jaudiel bought fruit from growers and had it processed at packing houses for customers in the U.S., Canada, and Japan. He oversaw the development of the new Grupo packing house in 2004. In 2016, he moved on to another new challenge, this time to develop operations in Jalisco, where West Pak is cultivating its own avocado groves and another packing house. Management training courses have helped him grow into his new roles.

"I love it. You're keeping busy all day," Jaudiel said, adding that he often checks on the packing house in the early morning before visiting with growers and then working on orders for the next day. He also loves the closeness of his fellow team members and his supervisors. *"I feel like it's my company because this is my family. They treat me like family,"* he said.



DIVERSITY AND INCLUSION

West Pak is committed to cultivating an inclusive, diverse, and equitable workplace. Our culture emphasizes our core values, our focus on respect in all relationships and interactions, and the high standards we set for ourselves. Seeing ourselves as an extended family, we appreciate everyone’s distinct identities, backgrounds, and perspectives.

West Pak is an equal employment opportunity employer, and diversity and inclusion are a priority for us. We hold code of conduct and anti-harassment training at all locations.

Our annual employee performance evaluations include the promotion of inclusion and diversity, and our cultural assessment helps us evaluate employees’ perceptions of the West Pak work environment. Both help us identify ways to improve. To further strengthen and formalize our approach, we are working on a formal inclusion and diversity policy and supporting strategy.

Diversity at West Pak

In 2019, 48% of employees were female.

EMPLOYEES BY GENDER

	2017	2018	2019
Female	44%	45%	48%
Male	56%	55%	52%

EMPLOYEES IN MANAGEMENT SUPERVISORY POSITIONS BY GENDER

	2017	2018	2019
Female	23%	30%	32%
Male	77%	70%	68%

Our team includes individuals from a wide range of ethnic and racial backgrounds.



HEALTH, SAFETY, AND WELLNESS

The health, safety, and well-being of employees, vendors, and guests is paramount at West Pak. We are dedicated to providing a safe work environment for all our employees and visitors, always striving for zero work-related accidents and injuries.

Fostering a Safety-Always Culture

Our health and safety management system encompasses risk assessment, prevention, and mitigation, as well as emergency planning and workplace security through our integrated injury and illness prevention program (IIPP), hazard communication program, and policies and procedures. It is supported by ongoing training, communication, reporting, inspections and audits, and employee engagement. Our robust system ensures we meet or exceed all national and state regulatory standards at all facilities. Through risk- and behavior-based approaches, we foster a safety-first mindset and shared-responsibility culture, which is evidenced in our strong safety record.

Employee Engagement and Training

Each location is supported by safety coordinators in conjunction with corporate HR and quality personnel. We ensure all employees receive the mandatory training and certifications for their specific jobs as well as provide a range of additional training, education, and feedback. For example, lockout/tagout procedures help protect the safety of anyone who operates, cleans, services, adjusts, or repairs machinery in our facilities. Safety staff, managers, and employees regularly interact to promote knowledge sharing and drive consistent best practices and behaviors. Ongoing training, drills, and dialogue ensure all work is planned and executed with safety in mind. Tailgate training sessions provide a regular venue for targeted learning once or twice a month on rotating topics such as equipment safety, personal protective equipment, first aid, and earthquake response.

Evaluation and Measurement

To assess our performance and help drive improvement, we monitor safety metrics, review incident reports, including near misses, and conduct internal audits. We investigate all accidents and near misses by performing a root cause analysis to help identify actions to prevent or minimize reoccurrence.

Recognition

Our West Pak Safety Bucks rewards program provides on-the-spot recognition for employees demonstrating exemplary safety behaviors. The award amounts range in value from \$1 to \$20, which employees can collect and redeem for a catalog item or gift card.

Promoting Health and Wellness

We also strive to help our employees live healthy lives. Our West Pak Cares program organizes initiatives and events that foster our employees' health and wellness, including nutrition classes and healthy recipe contests, Mission Slim Possible, National Walk Day, AvoCardio Challenge, and Too Fit to Quit. We also hold free on-site meditation classes every day at our Murrieta location.

We employ an in-house doctor at West Pak Grupo to provide care to our employees.



Safety Performance

Days away, restricted, transferred (DART)

Mexico

United States

DART rate

Mexico

United States

Number of recordable cases

Mexico

United States

Total recordable incident rate

Mexico

United States

Hours worked

Mexico

United States

	2017	2018	2019
DART	223	368	288
Mexico	215	241	215
United States	8	127	73
DART rate	49.45	59.49	44.09
Mexico	68.76	52.07	42.96
United States	5.79	81.54	47.79
Number of recordable cases	18	13	28
Mexico	3	7	18
United States	15	6	10
Total recordable incident rate	3.99	2.10	4.29
Mexico	0.96	1.51	3.60
United States	10.85	3.85	6.55
Hours worked	901,875	1,237,248	1,306,418
Mexico	625,360	925,728	1,000,912
United States	276,515	311,520	305,506

Results reflect performance at our three major facilities in Murrieta, CA, Dallas, TX, and Uruapan, Michoacán. Work-related hazards include injuries from improper lifting, sprains and strains, cuts, or slips and falls.

COMMUNITY OUTREACH

West Pak and our employees are dedicated to making a positive difference in the communities where we live and work. We enjoy the opportunity to give back and have an impact.

West Pak Cares

Our approach to community engagement is powered by our people. The West Pak Cares Committee empowers employee volunteers to organize events and provide different ways to get involved in and support our local communities. Our efforts support various causes and issues while concentrating on health and wellness, basic needs such as food security and clothing, and disaster relief. Tailgate training sessions provide a regular venue for targeted learning once or twice a month on rotating topics such as equipment safety, personal protective equipment, first aid, and earthquake response.

Promoting Health and Wellness

We extend the heart-healthy benefits of avocados by supporting the American Heart Association (AHA). The West Pak Cares Committee has organized the company's participation in AHA's Heart Walk and its annual kickball tournament. The committee also arranged a raffle with prizes to encourage employee donations to AHA during a heart-themed February fundraiser.

Assisting With Local Needs

Employees volunteer with community organizations that support everyone, from children to seniors. We sponsored a Pak-to-School event to collect school supplies, organized a tie blanket event, and coordinated fundraising, food drives, and collections of clothing, coats, and diapers for nonprofits supporting people in need in our local communities.

Aiding Disaster Relief Efforts

Each year, the West Pak Cares Committee organizes fundraisers to support the work of the American Red Cross after natural disasters. We have also supported local firefighters.





Support for Feeding America

In 2018, 14.3 million American households were food insecure with limited or uncertain access to enough food, and households with children are more likely to experience food insecurity (Feeding America). As a produce company, we recognize the responsibility we have to help address food insecurity. West Pak contributes to hunger relief through contributions to Feeding America. By donating pallets of avocados, we help ensure our neighbors in need can access the high-quality nutrition they deserve.

Joining Forces for the Greater Good

We appreciate the commitment to community we share with our customers. West Pak and our employees have supported and made donations to our customers' community-based initiatives.

AVO-EXCELLENCE: PRODUCT RESPONSIBILITY

West Pak is committed to delivering nutritious, high-quality, responsibly produced avocados.

Our pursuit for avo-excellence starts in our own groves and with our partnerships with responsible growers; carries through to harvesting, packing, and distribution to our customers; and culminates with consumers who enjoy our nutritious and delicious avocados.



WEST PAK AVOCADOS

We are proud to help nourish families around the world with the goodness avocados hold.

Avocados Are a Nutrient-dense Food

Nutrient-dense foods are those that provide substantial amounts of vitamins, minerals, and other nutrients with relatively few calories. One-third of a medium avocado (50 grams) has 80 calories and contributes nearly 20 vitamins, minerals, and phytonutrients, making it a good choice to help meet nutrient needs.

Avocados can act as a “nutrient booster” by helping increase the absorption of fat-soluble nutrients like vitamins A, D, K, and E. A single avocado also has 975 milligrams of potassium and is naturally sodium and cholesterol-free.

Rich in Good Fats

Avocados are virtually the only fruit with monounsaturated fat and polyunsaturated fat, or good fats. Good fats help the body absorb fat-soluble nutrients without raising LDL (“bad”) cholesterol levels when eaten as part of a healthy diet. Over 75% of the fat in avocados is unsaturated (monounsaturated and polyunsaturated fats), making them an ideal substitute for foods high in saturated fat.

- ***The Dietary Guidelines for Americans emphasize making small changes towards achieving an overall healthy eating pattern, such as replacing foods higher in saturated fats with foods containing good fats, like avocados.***

High in Fiber

Diets rich in foods containing fiber, such as some vegetables and fruits, may reduce the risk of heart disease, obesity, and type 2 diabetes. Avocados are a good source of fiber (3 grams per 50-gram serving) and are an excellent fresh fruit option to help boost fiber intake.

West Pak Avocado brands have earned the American Heart Association’s coveted Heart-Check mark, a certification that the nutritional profile of a food product meets strict criteria and regulatory requirements. The requirements for certification are based on the sound science of the American Heart Association regarding healthy dietary recommendations, including food categories, specific product ingredients and nutrient values. We are proud to be the first avocado company to participate in the Heart Health program.



FOOD SAFETY AND QUALITY

West Pak's commitment to food safety and quality is unparalleled.

Our customers have high expectations, and food safety is a shared priority across the fresh fruit and vegetable industry. The avocado industry has maintained an excellent safety record with very few reports of foodborne illness due to collective efforts all along the value chain. While avocados are considered a low-risk commodity, risks for contamination do exist, requiring constant vigilance.

Our food safety and quality management systems enable our team to meet customer expectations and adhere to all regulatory requirements. These requirements include those set by the U.S. Food and Drug Administration (FDA), which have Food Safety Modernization Act (FSMA) regulations such as Foreign Supplier Verification Programs and Produce Safety requirements; the U.S. Department of Agriculture (USDA) including the National Organic Program (NOP); state agencies; and public health departments.

The goal of our rigorous food safety program is to institute a proactive system to identify and control any potential product hazards throughout our value chain, from growing and harvesting to packing, warehousing, and distribution. Food Safety Plans and Hazard Analysis Critical Control Points (HACCP) plans document the proper protocols to identify and reduce or eliminate biological, chemical, and physical hazards in our facilities.

We also follow robust quality procedures and policies to adhere to all regulatory requirements for the different grades and sizes we handle. These practices ensure customer requirements, such as weights, pressures, label requirements, storage, and shipping temperatures, are consistently met.

Food Safety and Quality as a Team Effort

Our strong performance is a testament to our commitment to food safety. Food safety and quality control are the responsibility of all employees; therefore, each employee serves as an inspector when product moves through their respective area. We provide employees with the necessary training, tools, and guidance to understand the importance of operating within a food-safe environment. They are authorized to hold or reject product found to be out of compliance. We have dedicated food safety, quality, and sanitation staff in each facility and recently tripled our investment in food safety processes.

Food safety is part of every production meeting, and cross-functional teams meet each morning to address food safety expectations and procedures. Managers and supervisors also meet weekly to discuss problems that might have arisen and initiate root cause analysis and any necessary preventive or corrective actions.

Commitment to Strong Practices

The industry has adopted the Good Agricultural Practices (GAP) program and Good Harvesting Practices (GHP) for growing avocados in California and Mexico. Good agricultural practices are enforced and regulated through the FSMA Produce Safety rule. At West Pak, we are committed to meeting regulatory and third-party standards and to supporting our growers.



Safety from Seed to Store

GROWING & HARVESTING	WEST PAK OPERATIONS	CUSTOMERS
<p>West Pak maintains certified practices at our company-owned groves.</p> <p>We facilitate the process for our growers and harvesters to achieve required certifications.</p>	<p>SOURCING</p> <p>We have an extensive Supplier Verification program, which complies with FSMA's Foreign Supplier Verification Program (FSVP) requirements. Foreign suppliers are expected to submit their Global Food Safety Initiative (GFSI), organic certificates, letter of guarantee, and FSVP questionnaires.</p> <p>As a receiving facility, we monitor suppliers through Registrar Corp's FDA Compliance Monitor, where we can see if suppliers have had any recalls or warning letters.</p> <p>PACKAGING THROUGH DISTRIBUTION</p> <p>West Pak maintains third-party certification of safe food production in compliance with all federal and state government requirements, including FDA, USDA, NOP, and public health departments.</p> <p>We undergo regulatory, customer, and third-party audits at our facilities.</p> <p>Internal audits help prepare us, support our strong performance, and drive ongoing improvements.</p>	<p>We coordinate with customers on proper storage and handling and food handling of the high-quality avocados we deliver.</p>
CERTIFICATIONS & STANDARDS		
<ul style="list-style-type: none"> • Good Agricultural Practices (GAP) and GLOBALG.A.P. • Good Harvesting Practices (GHP) 	<ul style="list-style-type: none"> • Good Manufacturing Practices (GMP) • Standard Operating Procedures (SOP) • Sanitation Standard Operating Procedures (SSOP) • Hazard Analysis Critical Control Points (HACCP) • Food Safety Plans • Food Defense Plans • Foreign Supplier Verification Programs • National Organic Program with verification by California Certified Organic Farmers in the U.S. and authentication through Istituto per la Certificazione Etica e Ambientale (ICEA) in Mexico • PrimusGFS (Global Food Safety), a GFSI-recognized audit certification program • Customer-specific programs, questionnaires, and audits 	<p>West Pak maintains certified practices at our company-owned groves.</p> <p>We facilitate the process for our growers and harvesters to achieve the required certifications.</p>

Traceability: Through tracking of detailed information from production to packing, distribution, and delivery, we are able to trace our products from the delivery location to the originating grower's grove.

Food Safety Performance: West Pak has never had a recall or received any FDA-issued warning letters.

Supporting our Growers

We share responsibility for providing only the safest avocados to our customers with our growers and harvesters. We help our growers prepare for and pass required audits to become GAP and GHP certified, providing guidance and tools to strengthen their practices and ensure proper documentation. The GAP program seeks to identify all potential sources of contaminants that may exist on a farm or ranch and give growers the tools they need to control and monitor those contamination sources. A successful GAP or GHP program helps effectively manage potential food safety issues.

Verification and Ongoing Improvement

West Pak also abides by a rigorous auditing program that includes self-audits and third-party audits by Primus Labs, one of the world's most respected food safety auditing companies. Through its GFSI-recognized program, Primus provides certification of safe food production and compliance with federal and state government requirements, including FDA, USDA, and public health departments.

The professional auditors of Primus Labs use industry-established guidelines to review the programs and plans we have in place to ensure food safety, including our Food Safety Plan and our Supplier Verification, Food Defense, Environmental, and Sanitation Programs. Prior to Primus audits, we perform self-audits to identify, review, and document specific practices in preparation for the actual audit.

To learn more about our food safety program, visit westpakavocado.com/facilities/food-safety/.



Traceability

A key aspect of ensuring food safety is traceability, which is the ability to track a product through all stages of production, processing, and distribution. Our enterprise resource planning (ERP) system enables tracking of growers and fields, harvest information, and arrival dates in our facilities, and on to lot number, distribution and delivery. If a quality or food safety concern arises, we can trace our products from the delivery location to the originating grower's field within 30 minutes. To test our approach, we conduct mock recalls annually at every ranch, during which corrective action exercises have to be completed in less than an hour in order to pass.

Relentless Attention to Quality

We work to meet and exceed customer expectations. In addition, quality practices, such as Six Sigma and corrective action and preventive action (CAPA), help identify the root causes of problems, enabling our teams to meet performance expectations and implement improvements. Regular assessments of quality metrics for our company and our suppliers strengthen our ability to get it right the first time and achieve high customer satisfaction levels.

Over the years, customers' and consumers' definitions of quality have expanded to include sustainably produced products. We work closely with our customers to advance sustainability across the value chain. Industrywide initiatives started by companies such as Costco in 2010 and by Walmart shortly after have promoted accountability and transparency and propelled action, including environmental and social safeguards, regular reporting, and audits to validate our practices. We have consistently performed well on these assessments.

RESPONSIBLE SOURCING AND PROCUREMENT

We approach sourcing and procurement by building strong, mutually beneficial relationships and leveraging certifications to ensure fair and socially and environmentally responsible practices with our supply partners.

Our growers are a cornerstone of our avocado family. Our emphasis on relationships and respect has led to long-term partnerships with reputable, responsible growers in California, Mexico, Chile, and Peru. Our team of field buyers sources Hass avocados that ship around the world. We seek growers that demonstrate strong agricultural practices while ensuring worker and food safety, upholding fair labor practices, and protecting the environment.

Certifications and standards serve as the foundation for responsible supply chain management in our industry (page 34). The certifications and standards cover topics ranging from food safety to worker safety, fair labor standards, and smart agriculture practices, including water management and integrated pest management. Most require initial third-party audits and periodic reviews of ranches to achieve and maintain certification. We have a dedicated team of specialists who help growers achieve their GLOBALG.A.P. (Good Agricultural Practices) certification and other required certifications, assisting with compiling the required documentation, preparing for audits, and addressing any necessary corrective actions. Through ongoing communication, resource sharing, and regular grower seminars, we strive to excel together by transferring best practices in various aspects of managing a successful and sustainable avocado operation.

Leveraging Direct Relationships to Reduce Risks

The rising market demand for avocados over the years has brought economic benefits to local communities in Mexico, particularly in Michoacán, the largest avocado-growing region in the world. At the same time, it has contributed to criminal activity and money laundering in the local industry. West Pak recognized this risk and established a policy to source directly from growers who own their own ranches and not from intermediaries. Sourcing from such mediators is more likely to be associated with money laundering. Our focus on building long-term, close relationships with reputable growers has resonated exceptionally well with our customers and other supply chain partners. It helps build consumer confidence in the sourcing of our products.

Packaging Suppliers

The companies that supply our labels and packaging materials are key partners in the success of our sustainability objectives.

We ensure they adhere to Good Manufacturing Practices and applicable regulations and hold the required certifications such as the British Retail Consortium Global Standard (BRCGS) for Packaging Materials.



Cultivating Mutually Beneficial Relationships

- In California, some of our growers have been with us since the company's founding.
- In Michoacán, we have close relationships with over 200 growers that have worked with West Pak for over 20 years to supply avocados for export to Canada, Europe, Asia, and the United States.
- In Jalisco, we are part of a cooperative with access to over 1,500 hectares of production.
- In Chile, we have a 25-year sourcing relationship with the largest avocado export company.
- In Peru, we have six-year sourcing relationships with three of the top growers/exporters, positioned from the far north to far south of the country's growing regions.



ENVIRONMENTAL RESPONSIBILITY

West Pak is committed to environmental protection, resource conservation, and climate action across the value chain.

As a food company, we are intimately connected to nature and the environment. Our respect for the land propels us to do more with less. It is both our responsibility and in our best interest to prioritize the reduction of environmental impacts as we grow. We strive to conserve resources, safeguard ecosystems, and reduce greenhouse gas emissions to ensure a healthy planet and climate today and for generations.

OUR APPROACH TO ENVIRONMENTAL MANAGEMENT

Compliance, efficiency, and innovation serve as the pillars of our approach to environmental management.

We have policies and procedures in place at our facilities to ensure all applicable local and federal laws and regulations are met. As a result, we have not encountered any issues of environmental non-compliance at our facilities.

Measurement and Goal-setting

We are committed to reducing our environmental footprint as we grow. While we have been monitoring a number of environmental metrics over the years, an important milestone for this first reporting cycle was to compile our energy use and water consumption across our facilities in California, Texas, and Mexico and to calculate our GHG emissions. This baseline data enables us to better understand our impacts and identify ways to improve.

With a solid understanding of our current performance, we are now focused on continuous improvements to reduce our environmental impacts. In the coming year, we will be working on setting specific reduction targets, which we will communicate in our next report, along with our progress toward achieving them.

ENERGY AND EMISSIONS

Energy use and the associated greenhouse gas emissions occur at all steps in the value chain, presenting both challenges and opportunities. For our operations, energy consumption represents one of our largest operating costs; therefore, reducing our use makes good financial sense. Moreover, we are committed to lowering our energy use and increasing our use of clean energy to reduce our impact on climate change.

Prioritizing Energy Efficiency

We invest in high-efficiency equipment, LED lighting, and technology such as smart motor controls throughout our state-of-the-art facilities to optimize performance and minimize energy use. For instance, all our fans, circulators, brushless motors, and soft start motors are UL-rated equipment with the lowest energy consumption. As a result, we estimate that we consume about 20% less energy than a traditional ripening room, which is where our avocados are pressurized for precise ripeness levels and pulp temperature before distribution.

Recent investments to upgrade the cooling systems at Grupo West Pak Mexico have delivered significant reductions in energy consumption. Through ongoing capital expenditure projects, we will continue to implement the most energy-efficient solutions.

Optimizing Logistics

The locations of regional distribution centers are strategically planned to meet market demand, keeping warehouses in close proximity to our customers. This means lower mileage on the product and fewer days in transit, which not only gives the fruit a longer shelf life but also reduces associated carbon emissions.

While most of our product is shipped via third-party operators, we own a fleet of vehicles to move our product within the United States. As part of our carbon footprint analysis, we will continue to monitor the fuel use and emissions from our owned fleet and work with our logistics partners to estimate emissions from upstream and downstream transportation and distribution.

Understanding Our Carbon Footprint

We worked with a sustainability consulting firm to conduct a baseline GHG emissions analysis, including the development of an emissions inventory, data compilation, and calculation of the carbon footprint of our direct operations. The initial accounting covers the GHG emissions generated through our use of fuel at our owned facilities and in our truck fleet (scope 1), along with the emissions associated with purchased electricity (scope 2). This information has provided valuable insights into our current performance and helped us understand how we can achieve further reductions. We are now working on setting specific reduction targets.

While avocado sales increased more than 25% from 2017 to 2019, our energy intensity and associated GHG emissions intensity (on a per ton of avocados sold basis) decreased by more than 3% over the same period. This demonstrates the value of the investments we have made in efficiency and operational optimization in our facilities. From this baseline, we are committed to reducing our carbon footprint as we continue to grow.



Investing in Solar Energy

We are investing in capital projects that will accelerate the reduction of our carbon footprint in support of our transition to a clean energy economy. We are planning for a large photovoltaic solar installation with storage at our Murrieta headquarters and facility. The installation is estimated to produce approximately 20% of the site's energy, based on current use.



Energy and Emissions Performance

ENERGY CONSUMPTION

	2017	2018	2019
Total Energy (MWh)	8,924	10,842	10,849
Fuel	2,741	3,954	4,095
Diesel	1,536	2,060	2,672
Liquified Petroleum Gas (LPG)	31	65	78
Natural Gas	1,174	1,829	1,346
Purchased Electricity	6,183	6,888	6,754

GHG EMISSIONS FROM DIRECT OPERATIONS (SCOPES 1 AND 2)

	2017	2018	2019
Scope 1 (MT CO₂e)	609.9	869.2	939.4
Facilities	219.9	346.1	261.1
Company Fleet	390.0	523.1	678.3
Scope 2 (MT CO₂e)	2,302.4	2,516.2	2,592.5
Total Scopes 1 & 2 (MT CO₂e)	2,912.3	3,385.4	3,531.9

MT CO₂e (Metric tons of carbon dioxide equivalent). Scope 1 emissions are from the fuel use at our facilities and in our owned fleet; scope 2 emissions are associated with the electricity we purchase.

Figures for 2019 have been restated from our sustainability summary published in October 2020 due to increased coverage of natural gas data.

MATERIALS AND PACKAGING

Packaging protects our avocados during transit from our packing houses to distribution centers and customer locations. We pursue packaging solutions that meet customer requirements and consumer needs while conserving resources and safeguarding the environment.

Our packaging supplies include reusable plastic containers (RPCs), corrugate, liners, netting, film, and labels to box and bag avocados. Our strategies aim to reduce the use of single-use options, procure environmentally responsible materials, and optimize packaging to conserve materials. We work closely with customers and vendors to achieve shared objectives in lowering the environmental impacts of packaging. Many of our packaging partners are recognized leaders in providing sustainable materials and packaging solutions.



Focusing on Reuse

A joint effort with our customers involves the shift to reusable plastic containers. The use of RPCs saves resources, reduces waste, and decreases associated emissions from single-use alternatives, promoting circularity. Certified food-grade RPCs have also been found to keep fresh produce in better condition longer, which helps extend shelf life by up to four days. This leads to reduced spoilage, reducing food waste at retail locations and in consumers' homes.

Working with our customers, we have redesigned processes to support a significant increase in RPC use in our network. From 2017 to 2019, we increased the use of RPCs by more than 50%. In 2020, we project tripling the number of RPCs in our network from our 2019 usage, which will represent more than 20% of our volume.



Maximizing Use of Eco-friendly Materials

West Pak's packaging is designed to maximize performance with the least amount of material. We seek materials from certified sources that are recyclable and, when available, compostable and biodegradable.

For packaging needs where paper with recycled content does not meet performance requirements, we use virgin paper that is Forest Stewardship Council certified, which verifies sourcing from responsibly managed forests. In addition, in partnership with our paper suppliers, we participate in a tree-planting program to help offset some of the environmental impacts of the production process.



Many of our customers have set goals to reduce the amount of single-use plastic in their packaged goods and have issued formal requests to the produce industry to consider additional ways to lower the environmental impacts of plastic. We collaborate with our customers and suppliers to help meet shared packaging-reduction objectives. Our team regularly investigates earth-friendly alternatives to minimize plastic/poly materials used in our packaging.

To support the increased demand for bagged fruit without increasing packaging impacts, we use netting that is certified recyclable and compostable, replacing conventional poly netting. We have begun working on our use of Earthbag packaging, which uses a biodegradable netting made with a bamboo-paper weave (see highlight).

The Natural Solution for West Pak’s Bagged Avocados

West Pak is excited about the future launch of Earthbag, which combines performance with exceptional environmental characteristics. Earthbag replaces conventional poly netting with an innovative bamboo paper weave, which is not only recyclable but also biodegradable and compostable.

Waste Reduction: Promoting Recycling at Our Facilities and Beyond

We have recycling programs in place at our facilities and headquarters. Furthermore, both West Pak and our customers want recyclable packaging to end up in the recycling bin. To empower consumers to recycle properly, we include how2recycle.info on our packaging for customers participating in the program.



How2Recycle is a standardized labeling system that clearly communicates recycling instructions to the public. Learn more at <https://how2recycle.info/>

WATER

Water use and associated impacts are among the most significant environmental impacts of agriculture in general, with the vast majority occurring in the growing of produce. This holds true for avocado trees, which have high water needs.

Conserving Water in Our Facilities

Although water use at our facilities is relatively low, water is necessary for multiple uses, including sanitation and cleaning processes designed to meet our stringent food safety and sanitation standards and comply with government regulations. We recognize the need to be as water-efficient as possible throughout our operations and continue to investigate ways to reduce water use without impacting quality or food safety.

- *In California, we are converting to drought-tolerant landscaping, which will be irrigated with water recycling from our bin wash system.*
- *We ensure all effluent from our facilities meets local and state requirements for discharge to municipal treatment systems.*

Water Performance

Water intensity, which we calculate as water use per ton of avocados sold, has decreased over the years. We continue to focus on maintaining that trend.

WATER USE

	2017	2018	2019
Water Use (cubic meters)	9,523	8,211	9,150

Note: Data reflects actual water consumption at our Murrieta, California, and Uruapan, Michoacán, facilities. Water is not submetered at our Dallas facility, but we are investigating ways to include this facility in future reporting.



Promoting Water-wise Practices

We manage water use and quality closely at our company-owned groves, which are irrigated with water from on-site wells. Drip irrigation, which is the preferred method, and density growth practices help reduce water impacts.

We also work closely with growers to find ways to use water as efficiently as possible. We hold grower seminars with technical experts, including sessions focused on reducing water use and associated costs. Additional oversight occurs through water sampling and testing at the grower level throughout the year to ensure water quality and maintain compliance with GAP requirements.

We will continue to research more efficient irrigation methods for consideration at our company-owned groves and to share with our growers. See also the Sustainable Agriculture section.



SUSTAINABLE AGRICULTURE

Sustainable agriculture brings together responsible practices that maximize production with minimal adverse impacts. It covers interconnected topics such as resource conservation, water quality, use of chemical use, pest management, soil health, and biodiversity.

West Pak promotes the use of sustainable practices with our growers as well as on company-owned groves in California and Mexico.

Sustainability Certifications

As part of our range of avocado offerings, we source avocados with sustainability-focused certifications that are important to our customers and consumers, such as fair trade and organic.

- **Certified Organic:** In 2019, West Pak launched a line of organic avocados, grown to meet the standards set by the USDA National Organic Program, verified through California Certified Organic Farmers (CCOF) in the U.S. and authenticated through Istituto per la Certificazione Etica e Ambientale (ICEA) in Mexico.
- **Fairtrade America:** By facilitating the collective power of its members, Fairtrade works with smallholder farmers and workers by negotiating fair terms and pricing controls for sustainably harvested products, investing back into the community, and establishing rigorous standards for sustainable farming and labor practices. This work helps establish market access between farmers and conscious consumers. When consumers see the Fairtrade stamp, they receive the comfort of knowing that they are purchasing a product that has been generated through an auditable supply chain that is compliant with the Fairtrade Standards. Through our involvement with Fairtrade America, we are able to support sustainable practices and supply our customers with a product that meets these standards.

Customers and consumers are also interested in food products free of genetically modified organisms (GMOs); there are no genetically modified avocados on the market.



USDA Organic



Fairtrade



Sustainable Agriculture in Jalisco

The Jalisco region of Mexico is an essential source of avocados for West Pak. We also are part of a cooperative of reputable growers with access to more than 1,500 hectares of production. In Jalisco, we have continued our sustainable agriculture operations with an extensive new grove footprint.

We are committed to maintaining the highest standards. We are pursuing GLOBALG.A.P. (EUREPGAP) and GRASP (GLOBALG.A.P. Risk Assessment on Social Practice) certifications and meeting SMETA (Sedex Members Ethical Trade Audit) requirements.

Deforestation to create new cropland is a recognized challenge in the region with negative impacts on biodiversity and climate change. West Pak is committed to growing avocados without forest clearing. The new land that we are planting had previously been used for cattle grazing.

We practice responsible agricultural practices to promote healthy, productive trees and a healthy environment.

- *Wells and reservoirs in our groves supply our irrigation system, which is designed to conserve water.*
- *We apply integrated pest management techniques to minimize the use of chemicals associated with environmental impacts. Our Jalisco operation uses only certified fungicides and pesticides, which are properly applied to protect our workers' health and safeguard water quality and the environment.*
- *To prevent erosion, support biodiversity, and offset carbon emissions, we partner with a government program to plant 500 pine trees around our property.*

We are excited about the developments at our Jalisco location, where we will continue to explore innovations in sustainable agriculture with our growers, research partners at local universities, and the fresh produce community.



WEST PARK
THE AVOCADO
Family

WEST PARK

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GRI CONTENT INDEX

This material references the following GRI Standards. The content partially addresses the requirements of the designated disclosures, with some full direct responses noted. Unless otherwise specified, the 2016 version of the Standards were referenced.

GENERAL DISCLOSURES

GRI ID	DESCRIPTION	ADDITIONAL INFORMATION/OMISSIONS	SECTION, PAGE NO. AND/OR EXTERNAL LINK
GRI 102:	ORGANIZATIONAL PROFILE		
102-1	Organization name	West Pak Avocado	
102-2	Primary brands, products, and services		About Our Company, 9 Locations, 12
102-3	Headquarters location	38655 Sky Canyon Drive Murrieta, CA 92563	Locations, 12
102-4	Location of operations		Locations, 12
102-5	Ownership and legal form		About Our Company, 9
102-6	Markets served		About Our Company, 9
102-7	Scale of the organization		About Our Company, 9
102-8	Information on employees and other workers		Diversity and Inclusion, 26
102-9	Supply chain		Responsible Sourcing and Procurement, 36
102-10	Organizational changes during the reporting period	None	
102-13	Membership associations		Memberships and Affiliations, 16
GRI 102:	STRATEGY		
102-14	Chairman and CEO Letter		Welcome, 4
GRI 102:	ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior		Ensuring Ethical Behavior, 14
GRI 102:	GOVERNANCE		
102-18	Governance structure of the organization		Governance and Ethics, 14
102-22	Composition of the highest governance body and its committees		Governance and Ethics, 14
102-23	Chair of the highest governance body		Governance and Ethics, 14

GRI ID	DESCRIPTION	ADDITIONAL INFORMATION/OMISSIONS	SECTION, PAGE NO. AND/OR EXTERNAL LINK
GRI 102: STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups		Stakeholder Engagement, 15
102-41	Collective bargaining agreements	N/A - While West Pak supports freedom of association and collective bargaining as fundamental human rights, no union representation or collective bargaining agreements are currently in place.	
102-42	Identifying and selecting stakeholders		Stakeholder Engagement, 15
102-43	Approach to stakeholder engagement		Stakeholder Engagement, 15
102-44	Key topics and concerns raised		Stakeholder Engagement, 15
GRI 102 REPORTING PRACTICE			
102-45	Entities included in consolidated financial statements	West Pak Avocado	
102-46	Defining report content and topic boundaries		Materiality Assessment, 17
102-47	List of material topics		Materiality Assessment, 17
102-48	Restatements	GHG emissions data for 2017 and 2018 has been restated from the Summary that was published in October 2020.	
102-49	Reporting changes	No significant reporting changes to report.	
102-50	Reporting period		About This Report, 2
102-51	Date of most recent report	N/A - This is our first sustainability report	
102-52	Reporting cycle	Annual	
102-53	Report contact	All questions, concerns, and feedback can be directed to sustainability@westpakavocado.com.	
102-54	Claims of reporting in accordance with the GRI Standards	This report is GRI-referenced as documented in this GRI Content Index.	
102-55	GRI Content Index		GRI Content Index, 50
102-56	External assurance	Third-party assurance was not conducted on this report; however, we contracted a third party to support the report development process, data compilation, and the calculation of our greenhouse gas (GHG) emissions. The data reported has been internally reviewed for accuracy.	

TOPIC-SPECIFIC AND MANAGEMENT APPROACH DISCLOSURES

GRI ID	DESCRIPTION	ADDITIONAL INFORMATION/OMISSIONS	SECTION, PAGE NO. AND/OR EXTERNAL LINK
ECONOMIC			
GRI 204: PROCUREMENT PRACTICES			
103	Management approach disclosures		Responsible Sourcing and Procurement, 36
ENVIRONMENTAL			
GRI 301: MATERIALS			
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Our Approach to Environmental Management, 38 Materials and Packaging, 41-43
GRI 302: ENERGY			
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Our Approach to Environmental Management, 38 Energy and Emissions, 38-39
302-1	Energy consumption within the organization		Energy and Emissions Performance, 40
GRI 303: WATER AND EFFLUENTS (2018)			
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Our Approach to Environmental Management, 38 Water, 43-44
303-1	Interactions with water as a shared resource		Our Approach to Environmental Management, 38 Water, 43-44 Sustainable Agriculture, 46-47
303-5	Water consumption		Water Performance, 43
GRI 305: EMISSIONS			
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Our Approach to Environmental Management, 38 Energy and Emissions, 38-39
305-1	Direct (Scope 1) GHG emissions		Energy and Emissions Performance, 40
305-2	Energy indirect (Scope 2) GHG emissions		Energy and Emissions Performance, 40
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions have not been calculated for the reporting period, but West Pak has begun the process to determine value chain emissions.	

GRI ID	DESCRIPTION	ADDITIONAL INFORMATION/OMISSIONS	SECTION, PAGE NO. AND/OR EXTERNAL LINK
GRI 307:	ENVIRONMENTAL COMPLIANCE		
103	Management approach disclosures		Our Approach to Environmental Management, 38
GRI 308:	SUPPLIER ENVIRONMENTAL ASSESSMENT		
103	Management approach disclosures		Responsible Sourcing and Procurement, 36 Sustainable Agriculture, 46
SOCIAL			
GRI 401:	EMPLOYMENT		
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Investing in Our People, 22
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Investing in Our People, 22
GRI 403:	OCCUPATIONAL HEALTH AND SAFETY (2018)		
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Health, Safety, and Wellness, 27
403-1	Occupational health and safety management system		Health, Safety, and Wellness, 27
403-2	Hazard identification, risk assessment, and incident investigation		Health, Safety, and Wellness, 27
403-3	Occupational health services		Health, Safety, and Wellness, 27
403-5	Worker training on occupational health and safety		Health, Safety, and Wellness, 27
403-6	Promotion of worker health		Health, Safety, and Wellness, 27
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Health, Safety, and Wellness, 27
403-9	Work-related injuries		Safety Performance, 28
GRI 404:	TRAINING AND EDUCATION		
103	Management approach disclosures		Training and Development, 24
GRI 405:	DIVERSITY AND EQUAL OPPORTUNITY		
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Diversity and Inclusion, 26
405-1	Diversity of governance bodies and employees		Diversity at West Pak, 26

GRI ID	DESCRIPTION	ADDITIONAL INFORMATION/OMISSIONS	SECTION, PAGE NO. AND/OR EXTERNAL LINK
GRI 413:	LOCAL COMMUNITIES		
103	Management approach disclosures		Community Outreach, 29-30
GRI 414:	SUPPLIER SOCIAL ASSESSMENT		
103	Management approach disclosures		Responsible Sourcing and Procurement, 36 Sustainable Agriculture, 46
GRI 416:	CUSTOMER HEALTH AND SAFETY		
103	Management approach disclosures		Understanding Our Impacts Along the Value Chain, 19-20 Food Safety and Quality, 33-35
416-1	Assessment of the health and safety impacts of product and service categories		Food Safety and Quality, 33-35
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	West Pak has never had a recall or received any FDA-issued warning letters.	Food Safety and Quality, 34

A person wearing a grey long-sleeved shirt is holding a yellow plastic crate filled with avocados. The background is a lush green avocado orchard with many trees and branches. The lighting is bright, suggesting a sunny day.

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