



# 2022 Sustainability Report

## OUR SELECTCARE COMMITMENT



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As the CEO of Iowa Select Farms, I am honored to present our sustainability report, highlighting our unwavering commitment to sustainable practices and our vision for the future. Since the establishment of Iowa Select Farms in 1992, our journey has been driven by a relentless pursuit of excellence in our work to produce high quality pork for our customers and the food companies they serve.

At Iowa Select Farms, our people are at the heart of everything we do. We firmly believe that by taking care of our employees, we ensure the sustainability of our business. That is why we invest in comprehensive training and leadership opportunities, empowering our team members to grow and develop as leaders. Additionally, we have established multiple award programs that celebrate and recognize the outstanding contributions of our employees throughout the year.

Our commitment to animal care is unwavering. We remain dedicated to providing 24/7, 365-day animal care through our rigorous production well-being program and audit system. To equip our employees with the skills needed to be exceptional caretakers, we conduct regular training sessions and development opportunities to provide them with the tools necessary to fulfill our commitment to animal welfare.

Environmental stewardship is at the core of our business. We believe in improving soil quality through manure application, capturing methane emissions for renewable energy, implementing solar arrays, and adopting new practices that enhance water quality. Our groundbreaking Smart Soil Partnership Program stands as a testament to our commitment, enabling us to make significant strides towards a more sustainable future.

Beyond our operational endeavors, I am incredibly proud of the philanthropic work accomplished through the Deb and Jeff Hansen Foundation. In 2022, our donations reached an astounding \$2,084,179, bringing joy to 767,355 families across all 99 Iowa counties. The impact we have made in our communities fills me with immense pride and reinforces our commitment to creating a better world for all.

I invite you to explore our comprehensive sustainability report, which provides detailed insights into our sustainable practices, initiatives, and ongoing efforts.

Thank you for your unwavering support and trust in our commitment to sustainability.

Jeff Hansen

Jeff Hansen, CEO  
Iowa Select Farms



## ABOUT IOWA SELECT FARMS

- Privately-owned by Jeff and Deb Hansen
- Headquartered in Iowa Falls, Iowa
- 242,500 sows
- Over 800 farms
- 1,200 employees and 650 contractors



### OUR MISSION

To responsibly produce safe, nutritious and high-quality pork for our customers and the food companies they serve.





### OUR VISION

To compete in a global marketplace for protein production by fostering a culture engaged in operational excellence and innovation.

### OUR VALUES

We believe in doing the right thing every day, operating with character and integrity, and being stewards of our resources. We fulfill our values every day through SelectCare, and believe by taking care of our people, our animals, our environment and our communities we will achieve our mission.

### OUR LOCATIONS

-  Sow regions
-  Office
-  Warehouses
-  Nursery, GDU and finishing region





## UNDERSTANDING OUR EVOLVING DEI METRICS FOR EMPLOYEE BASE

At our company, treating everyone with respect is one of our core values, and we are committed to creating an environment where all employees feel appreciated and valued. Our current workforce is diverse in age, gender and ethnicity, comprised of 66 percent male and 34 percent female employees aged 16 to 77 years. Additionally, we are proud to have a workforce that is 45 percent Latino. Our workforce also includes 27 veteran employees.

We are pleased to report that from 2021 to 2022, we saw an 11% increase in our Latino demographic, while our male and female demographics remained consistent. As our Latino workforce continues to be our most rapidly growing demographic, we are dedicated to fostering a workplace that promotes diversity, equity and inclusion.

## CELEBRATING CULTURAL CUSTOMS IN OUR EVENTS AND PROGRAMS

To support our Latino employees, we proudly incorporate cultural customs into company events and hold special social occasions celebrating Latino heritage, such as recognizing Las Posadas. By embracing and celebrating the diversity within our workforce, we can create a more inclusive and welcoming workplace for all employees.

## TARGET: PROVIDE TRAINING AND LEADERSHIP OPPORTUNITIES FOR OUR EMPLOYEES TO GROW

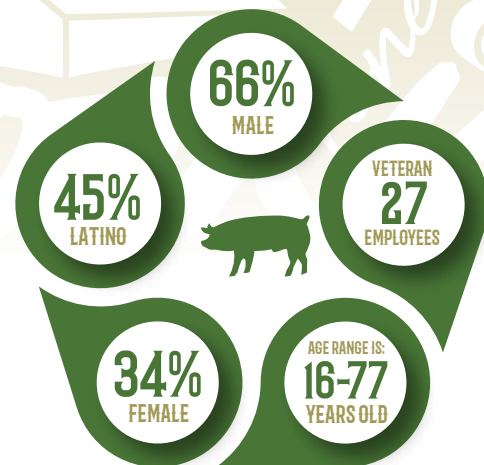
### PEOPLECARE LEADERSHIP PROGRAM ACCESSIBLE TO ALL EMPLOYEES

At our company, we recognize the importance of providing our employees with opportunities for growth and development. We prioritize the well-being of our employees through our PeopleCare Leadership Program.

Our PeopleCare Leadership Program offers a year-long course that focuses on nurturing leadership and professional development at multiple levels within the company. The program is structured around the Habitudes Growing Leaders book series and includes custom content tailored to our individual animal care and food production role. Employees who participate in the program engage in reading assignments, thought-provoking group discussions--and new in 2022--episodes of CareCast, a podcast created by company leadership.

The program includes three tracks: Leading Yourself, Leading Others, and Driving Culture Through Our PeopleCare Values, with a fourth track to be added in 2023. In 2022, 269 employees participated in the program, and we are proud to say that the program is open to all employees, regardless of position, department or tenure with the company.

The skills and lessons employees learn through the PeopleCare Leadership Program can be applied to their daily work and personal lives. This approach benefits the individual and contributes to our company's overall success. To further support our commitment to sustainability, we integrate themes from the program into company goals and initiatives.



*"Anyone in the company can grow as long as you put in the work. I started as a caretaker, and now I am a supervisor and can speak two languages. There is room for everyone to improve and make a difference at Iowa Select Farms."*

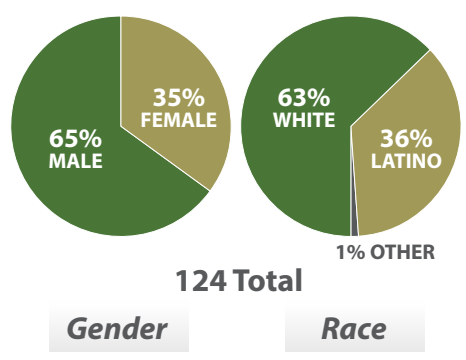
**TOMAS HERNANDEZ,  
SOW SUPERVISOR**



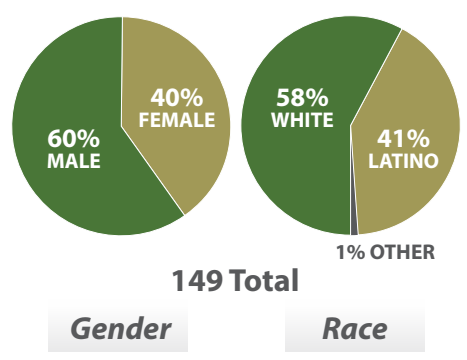
# PEOPLE *care*

## FORMALIZED PROGRAMS FOSTER INTERNAL GROWTH AND DEVELOPMENT

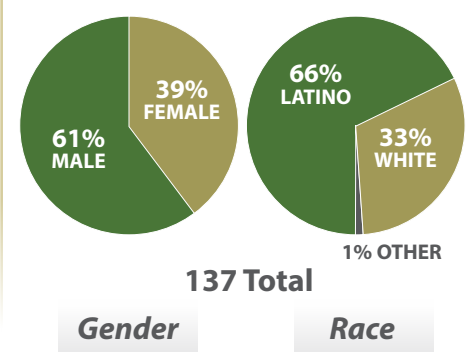
2020 Promotions



2021 Promotions



2022 Promotions

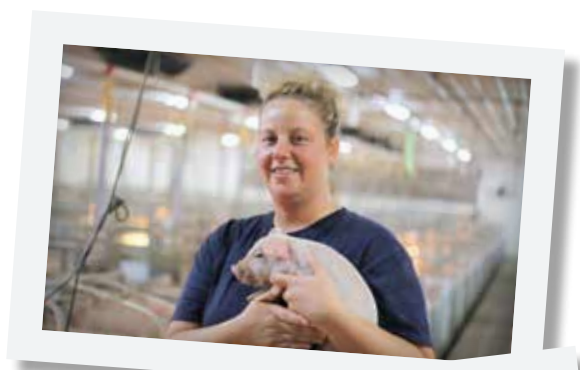


At our company, feedback and goal setting are essential components in helping our employees grow and succeed. As part of our sustainability efforts, we have implemented multiple tools to ensure that our employees receive the information they need to be successful.

One of these tools is our annual review process, centered around our four people care competencies. The review process includes self-assessment, supervisor assessment and a one-on-one meeting to generate productive and thorough discussion. This process helps employees identify areas where they excel and areas where they can improve.

Another method we use to support employee growth is job training. In addition to our existing on-farm training initiatives, we launched our new Class A Commercial Driver's License (CDL) Trainee Program in 2022. This program covers the full cost of the license and offers each participant full-time employment at the end of their training. We proudly report that two employees have completed the program, and several others are in the process.

By investing in our employees through feedback and job training initiatives, we can support their growth and development, ultimately contributing to our company's success and sustainability.



## TARGET: PROVIDE COMPETITIVE WAGES AND BENEFITS PACKAGE

In 2022, we revised our time off and leave policies based on valuable employee feedback. Our new approach provides more flexibility by consolidating all earned hours into a single balance that can be rolled over from year to year. Additionally, we updated our parental leave and birth recovery policies to ensure that all employees are entitled to one consecutive week of paid time off upon the birth or adoption of a child. Employees who need time to recover from pregnancy and childbirth can take up to seven weeks of paid time off at full pay.

As a pork production company, we recognize the importance of benchmarking our benefits to remain competitive. In the past year, we participated in the AgCareers Compensation Benchmark Review to accurately benchmark our benefits within the context of our industry.

Our company believes in providing meaningful and memorable experiences for our employees and their families. We have two time-honored company traditions to support this priority: Adventureland and Iowa State Fair family days. These days allow employees to take time off work and enjoy unique lowan attractions with their families. Families are given a cash gift and coupons to help make the day even more enjoyable. In addition, our employees receive hearty meat bundles several times throughout the year.

Our updated time off and leave policies, competitive benefits and commitment to providing memorable experiences for our employees and their families are vital to our sustainability efforts. By prioritizing the well-being of our employees, we can create a positive and productive work environment that benefits our company and our industry as a whole.

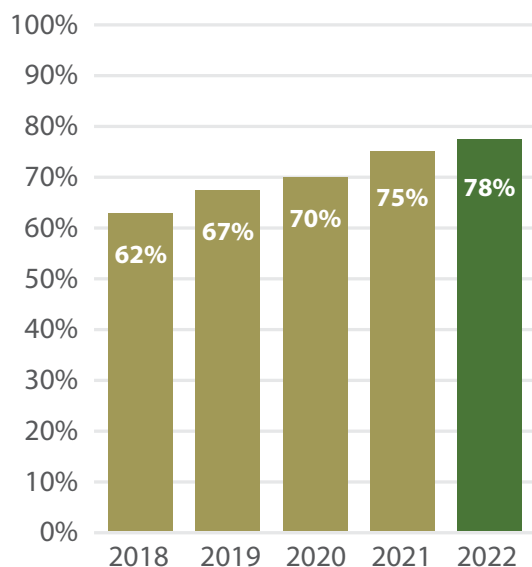


## TARGET: DRIVE UP RETENTION RATE TO 80 PERCENT

We are delighted to share that our employee retention percentage has increased 32 percent over the past nine years. In 2022, we achieved a retention rate of 78 percent, which is three percentage points higher than the previous year. We recognize that demonstrating our commitment to people care is about achieving targets and being open and transparent about the progress we have made, even when we have fallen short. Retention is a crucial aspect of this pillar, which includes offering a flexible work environment, competitive compensation and benefits, and fostering an inclusive and respectful workplace for all employees.

Our commitment to upholding our core values of people care has been instrumental in guiding us toward our goal of sustainable growth. In 2022, we strongly emphasized cultivating a culture of flexibility, which prompted us to ask ourselves how we could better accommodate our employees' needs and provide equitable opportunities for all teams. Our continued focus on this will enable us to sustain our positive momentum and progress in the right direction.

### Retention Rate



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## ADAPTING TO REAL-WORLD CHALLENGES TO IMPROVE THE LIVES OF EMPLOYEES

As a company operating in the pork industry, we recognize the impact of inflation on our business and our employees' daily lives. The Consumer Price Index indicates that the food-at-home index increased by over 12 percent in 2022, with the index for meats, poultry, fish, and eggs increasing even higher. To support them through these challenging times, we launched the Food and Fuel Bucks program in quarter three (Q3) of 2022, which will run until quarter two (Q2) of 2023. This program provides each employee with a \$100 voucher in coupons that can be used to offset the rising cost of groceries, especially meat, milk, eggs, and bread, which have been most affected by inflation.

In Q3 2022, we also offered fuel bonuses of up to \$400 for eligible full-time employees and up to \$200 for eligible part-time employees who work at least 200 hours a quarter.

Despite these economic challenges, we are committed to recognizing and rewarding our employees' hard work and dedication. At the end of the year, we provided a one-time company-wide bonus based on a percentage of each employee's salary and a compensation adjustment to their base salary. We proudly support our employees during these difficult times and remain dedicated to their well-being and success.

## TARGET: ANNUALLY MEASURE EMPLOYEE ENGAGEMENT AND PROVIDE OPPORTUNITIES FOR FEEDBACK

## ALL-EMPLOYEE ANNUAL SURVEY PROVIDES OPPORTUNITY FOR ANONYMOUS FEEDBACK

We assess employee engagement by administering an annual third-party employee survey which invites employees to provide feedback on various topics, including company direction and strategy, individual growth and development, meaningfulness in their role and interdepartmental collaboration.

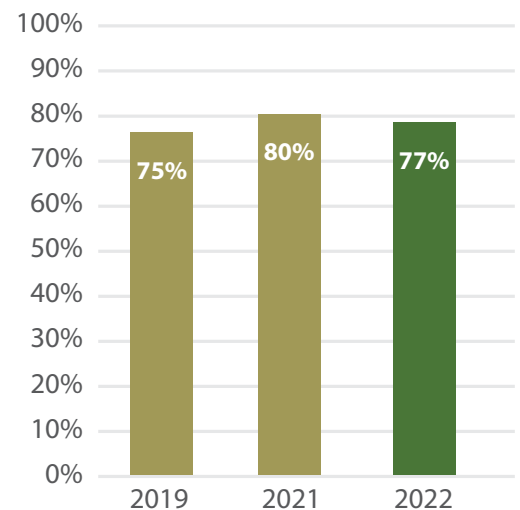
In 2022, 77 percent of our employees participated in the survey, providing over 2,300 comments.

Independent, third-party groups analyze this data to identify businesses that excel in supporting employees. As a result of this research, Iowa Select Farms was recognized as a Des Moines Register Top Workplace in 2022 and both a USA Top Workplace and one of America's Greatest Workplaces for Diversity in 2023.

In addition to being assessed by third-party groups, department leaders review this feedback internally to help guide decisions about policies, programs and benefits. Based on the comments we received in 2022, we have revised our paid time off structure, shifted our annual review period to accommodate vacation time during the holiday season better, are piloting new work schedules and established the People Care Council.



## Employee Engagement Survey Participation\*



\*We did not participate in 2020 due to COVID-19.



## PEOPLE CARE COUNCIL CAPTURES EMPLOYEE IDEAS TO HELP IMPROVE RECRUITMENT, RETENTION AND ENGAGEMENT

In 2022, we established our People Care Council, a group of employees from diverse departments and regions across the state, to ensure our employees' voices are heard in decision-making processes. The Council is critical in collecting employee feedback and implementing programs based on that feedback.

Last year, they hosted seven regional gatherings to help employees build relationships and improve communication between departments. In 2023, the Council plans to pilot new high school recruitment strategies as part of its ongoing efforts to improve recruitment, onboarding and employee engagement.

As they continue seeking new opportunities and ideas, the PeopleCare Council remains a valuable resource for our organization, helping to create a supportive and inclusive work environment that empowers our employees to thrive.



## TARGET: PROVIDE A SCHOLARSHIP PROGRAM FOR EMPLOYEE AND CONTRACTOR DEPENDENTS

We are proud to report on the success of the Jeff and Deb Hansen Future Ag Leaders Scholarship Program, which provides financial support for dependents of our employees pursuing higher education at two-year or four-year colleges and universities. In 2022, we awarded \$43,000 to 30 deserving students from rural Iowa communities. By investing in the education of future agricultural leaders, we aim to support the long-term sustainability of food production in the United States.

In addition to supporting students, this scholarship program also promotes Iowa colleges and universities, which contribute to the strong educational infrastructure in our state. Investing in educating our employees' dependents is a crucial way to show our commitment to the future of agriculture and the communities we serve. We look forward to continuing this program in the years to come and supporting even more students in their educational pursuits.

**30**  
**SCHOLARSHIPS**  
**\$43,000**



# PEOPLE *care*













## TARGET: RECOGNIZE EMPLOYEES THROUGH COMMUNICATIONS AND AWARD PROGRAMS

We take pride in creating awards programs celebrating our employees' achievements and contributions to the company. We know that our employees are the backbone of our success and are committed to recognizing and rewarding their hard work and dedication.

Our awards programs are designed to acknowledge employees who go above and beyond, demonstrate our company values, and celebrate the years of service they have dedicated to our organization. We understand that each employee is unique and tailor our awards programs to reflect that. Our programs recognize individual and team contributions so that all employees can be acknowledged for their efforts.

We also believe in creating an inclusive environment where everyone feels valued and recognized for their contributions, regardless of their position or tenure. Our awards programs reflect this by celebrating employees at all levels of the company and recognizing their achievements, whether they are new to the company or have been with us for many years.

PROGRAM	PURPOSE	EMPLOYEES RECOGNIZED BY THE PROGRAM IN 2022
 <b>Safety Award</b>	Recognizes sow farms that achieve a quarter without a safety incident	125 Sow Farms
 <b>100% Club Transport</b>	Recognizes truck drivers who earn a 100% score on their biosecurity assessments	55 Individuals
 <b>100% Club Biosecurity</b>	Recognizes farm teams and individuals who earn a 100% score on their biosecurity assessments	19 Farms
 <b>100% Club Production Well-Being</b>	Recognizes farm teams and individuals who earn a 100% score on their production well-being assessments	39 Farms
 <b>SelectPride Award</b>	Recognizes production performance and is based on numerous operational metrics	277 Farms
 <b>SelectPride Most Improved Farms</b>	Recognized farms and production divisions for overcoming adversity	76 Farms (GDUs, Sows)
 <b>SelectPride Partner Award</b>	Recognizes individuals or teams who provide outstanding service to our farm teams, nominated by our farm teams	26 Individuals or Department
 <b>SelectCare Excellence Award</b>	Recognizes individuals or teams who demonstrate an exceptional commitment to one or more of our core values	66 Individuals, Farms or Groups
 <b>Years of Service</b>	Recognizes employees at their 5, 10, 15, 20, 25 and 30-year milestones	142 Individuals
 <b>Retirements</b>	Honoring the contributions of those retiring	2 Individuals
<b>TOTAL</b>		<b>827 Awards</b>

**TARGET: PROVIDE APPROPRIATE SAFETY TOOLS AND TRAINING FOR ALL EMPLOYEES**

We're committed to the safety of our employees and providing a safe workplace. Our safety program aligns with the Occupational Safety and Health Administration (OSHA) requirements and is centered around creating a culture of safety awareness. We provide tailored training on various aspects such as animal handling, caretaking, sanitation, maintenance and transportation. Personal Protective Equipment (PPE) access and training are given utmost importance, with provisions of hearing protection, rain suits, masks, gloves, boots, and gas monitors (as required) and their use is strictly enforced.

**96%**  
**OF SOW FARMS  
RECOGNIZED  
FOR SAFETY**

Our recognition program acknowledges and rewards the efforts of our sow farm employees in implementing a safety-first approach. The program encourages meeting training requirements, hazard awareness and eliminating controllable safety issues on the farm. In 2022, we recognized 96 percent of our sow farms through this program and recorded a 10% decrease in OSHA recordable injuries from the previous year.

In 2022, we expanded our existing safety programs by introducing two new training communication initiatives: Intentionally Safety Focused (ISF) and #SafeEight. These efforts emphasize that everyone is a safety leader, foster engagement, promote workplace awareness and highlight the importance of doing the right thing.

We ensure all our employees receive safety training, refreshers from their managers and supervisors, and routine safety communication. In 2023, we plan to expand our training by providing courses on automated external defibrillators (AED), CPR, and active shooter scenarios. We constantly update our safety programs to prepare our employees for unforeseen circumstances.



# ANIMAL care

## 2022 TARGETS AND PROGRESS GOAL

**OUR GOAL:** To humanely raise healthy and productive animals in a comfortable and safe environment



As a company committed to producing high-quality pork while ensuring the health and welfare of our animals, we believe it is essential to be transparent about our animal care practices.

Our approach to animal care is rooted in scientific principles for nutrition, housing environment, genetic improvement, veterinary science, biosecurity and proven production management practices.

This report highlights the measures we take to provide a safe and healthy environment for our animals, the steps we take to continually improve our animal care practices, and our commitment to meeting the evolving needs of our customers and stakeholders.

Through this commitment to high-quality pig care, in 2022, we produced 1.53 billion pounds of pork for the global food supply chain.

### KEY TARGETS:

- Train, coach and empower a workforce committed to top-notch pig care 24/7/365
- Enhance our existing animal care culture through the lens of the Five Domains of Animal Welfare
- Improve birth-to-market livability and promote health stewardship
- Conduct unannounced internal production well-being assessments
- Achieve an average score of 97% or higher on all external, third-party, unannounced production well-being audits
- Draw on the expertise of our Production Well-Being Advisory Committee
- Show animal care firsthand to customers and key stakeholders

### TARGET: TRAIN, COACH AND EMPOWER A WORKFORCE COMMITTED TO TOP-NOTCH PIG CARE 24/7/365

At Iowa Select Farms, we recognize the importance of caretaker training, coaching and empowerment as the foundation of our animal care commitment. Our comprehensive training programs provide our caretakers with the skills and knowledge they need to ensure that our pigs receive the best possible care. Investing in our caretaker team improves our pigs' well-being and develops our people to grow in their roles and overall careers.

In addition to our caretakers, our support service teams are in place to ensure our targets are met. This team consists of veterinarians, production well-being specialists, livability specialists, farm supervisors, and specialized teams overseeing human resources, transportation, nutrition and maintenance. Each role is critical in our animal care program, working together to provide a comprehensive approach to responsible pig production. Here are those programs.

*"A key component to sustainability is the willingness to change and the desire always to improve."*

**DR. CASSANDRA JASS,  
DIRECTOR OF PRODUCTION  
WELL-BEING**



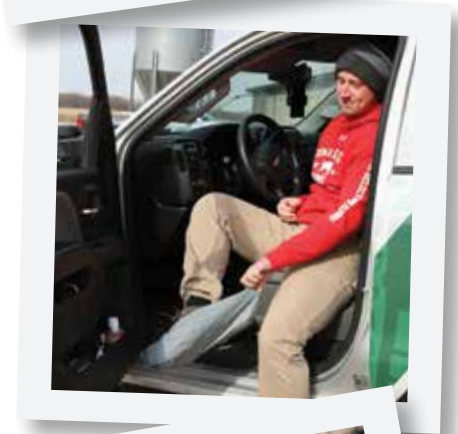

## PORK QUALITY ASSURANCE PLUS (PQA PLUS) AND TRANSPORT QUALITY ASSURANCE (TQA) CERTIFICATION

In 2022, Iowa Select Farms completed PQA Plus certification for all employees and contractors through our in-person training program, Swine Sight 2.0. The PQA program is an industry-leading education and certification program focusing on improving production practices, including food safety and animal well-being.

Our Production Well-Being Team put the PQA Plus content into an interactive format at 23 regional in-person training sessions, which provided hands-on learning opportunities for caretakers and taught them applicable knowledge. Over 1,000 people were PQA Plus certified in 2022, demonstrating the company's commitment to promoting sustainable and responsible animal agriculture.

TQA focuses on animal handling and transport and the potential impacts these processes can have on well-being and pork quality. At Iowa Select Farms, all employee truck drivers are certified on their third day of employment.

We complete re-certification for PQA Plus and TQA on a biannual basis.



## STANDARD OPERATING PROCEDURES (SOPS) AND BEST PRACTICES ENSURE CONSISTENT ANIMAL CARE

SOPs and Best Practices serve as vital communication tools highlighting the importance and key components of various animal care, health stewardship and livability practices relevant to the business. These topics can range from farm security to animal health, and they help ensure that all employees and contractors are well-informed and well-trained in these critical areas.

After the review and training of Best Practices are completed, all Iowa Select Farms employees must review and sign off on them by a specific deadline. This process ensures that all caretakers are familiar with and understand the importance of these practices and SOPs and are committed to adhering to them in their daily work. This also ensures that the company can maintain high standards for responsible animal agriculture practices, essential for building trust with customers and stakeholders.

## BIOSECURITY TRAINING MINIMIZES DISEASE INTRODUCTION

We recognize the importance of biosecurity in protecting the health of our pigs. Biosecurity refers to a set of processes to reduce the risk or transmission of disease to animals. In 2022, Iowa Select Farms completed in-person biosecurity training with all caretakers in all production phases. This training impacted over 1,000 caretakers, demonstrating the company's commitment to health stewardship, pig livability and employee development.

Biosecurity training sessions are in-person and are led by a production supervisor and veterinarian. The goal of the training is to review current practices and compliance, provide updates on any changes and receive feedback for process improvement. This approach ensures that all caretakers are up-to-date on the latest biosecurity protocols and are trained to adhere to them daily.



# ANIMAL *care*

# 735

## CAMERAS



### VIDEO MONITORING AND REVIEW VERIFIES ANIMAL CARE PRACTICE COMPLIANCE AND OFFERS TRAINING OPPORTUNITY

Video monitoring verifies and continuously improves our biosecurity and animal care practices. Our sow farms and filtered GDUs are equipped with 735 video cameras, which serve as both a training tool and a means of assessing adherence to our protocols.

Our health services and supervisor teams conduct video reviews twice yearly to identify gaps in biosecurity and animal handling. These reviews help drive areas of emphasis for on-farm visits and new hire orientation and serve as a scored portion of the production well-being and biosecurity assessments for farms with video monitoring systems installed.

Before the on-farm biosecurity training days mentioned previously, video reviews are completed to determine areas of focus for the visits.

### NEW HIRE ORIENTATION AND TRAINING PROGRAMS PRIORITIZES ANIMAL CARE AND HANDLING, BIOSECURITY AND SAFETY

The objective of the orientation and training program for new hires is to extend a warm welcome to the newly recruited caretakers, administer human resources and benefits paperwork and provide comprehensive biosecurity, animal handling and safety training.

For the training portion, every newly-hired caretaker receives personalized, face-to-face training from a member of the production well-being team and their respective supervisor or manager. The training program applies to both in-house and contract caretakers. To ensure uniformity in the training program, a training log documenting specific competencies and skills is maintained for each new hire, completed once they demonstrate proficiency. On-farm, in-person training is pivotal to developing competent and successful caretakers.



## TRUCK DRIVER TRAINING PROGRAM EMPHASIZES ANIMAL TRANSPORT

In 2022, we introduced our Class A CDL Trainee Program, specifically designed to train aspiring truck drivers in the transportation of animals. As a company that coordinates over 1,300 loads weekly, we recognize the critical role of CDL truck drivers in our business operations. However, recruiting skilled and knowledgeable drivers has become increasingly difficult in recent years.

Our training program aims to alleviate the financial burden of obtaining a CDL license while offering participants a clear pathway to full-time employment upon completion. Once candidates are hired, the emphasis on animal transport ensures that participants receive comprehensive training on the safe and humane transportation of livestock and other animals. This includes instruction on proper loading and unloading procedures, ventilation and temperature control and animal handling techniques that adhere to the regulations and guidelines set forth by the Iowa Department of Transportation and other regulatory bodies.



## TOOLS TV PROVIDES VISUAL DEMONSTRATION ON CRITICAL PRACTICES

Visual demonstrations are a powerful tool for providing practical training to all employees. To support this belief, we have created a unique platform called Tools TV within our Tools intranet. This platform serves as a space where we post specific training videos that can be utilized on the farm, covering a wide range of topics, from basic maintenance fixes to more complex procedures such as vaccine mixing and administration.

In addition to training videos, Tools TV also serves as a valuable resource for production update meetings, where employees can stay informed about the latest industry trends and developments. Utilizing this platform offers a convenient and accessible mode of communication and training, ensuring that all our employees have access to the resources they need to perform their tasks correctly.

Overall, Tools TV is another creative way we support our workforce's ongoing development and growth. By providing visual demonstrations and other training resources, we aim to equip our employees with the knowledge and skills they need to excel in their roles and contribute to the success of our company.

## TARGET: ENHANCE OUR ANIMAL CARE CULTURE THROUGH THE LENS OF THE FIVE DOMAINS

As part of our ongoing efforts to promote a top-notch pig care culture, we are excited to incorporate the five domains of animal welfare into our approach. This model is based on five specific areas or domains designed to identify and address various factors or conditions that may impact an animal's welfare. These domains include nutrition, physical environment, health, and behavioral interactions, all of which affect the fifth domain—the mental or affective state domain.



By adopting the five domains model, we can recognize that animal welfare is a continuum and that positive, negative or neutral experiences can all impact an animal's overall welfare. This model enables us to focus on the holistic care of our pigs rather than just singular events or experiences.

The five domains model also facilitates discussion and action around how different situations or experiences may impact a pig's welfare and how we, as caretakers, can provide positive welfare experiences for the pigs in our care. By recognizing and building on the daily work we do to support individual pigs, we can use this framework to drive continuous improvement of animal welfare.

We have introduced this concept to all our caretakers and will continue developing the curriculum framework, training, engagement and implementation process. Our goal is to ensure that all our employees and contractors have a deep understanding of the five domains model and can effectively apply it in their daily work to promote the health and well-being of our pigs.

# ANIMAL *care*

## TARGET: PROMOTE AND IMPROVE BIRTH TO MARKET LIVABILITY AND HEALTH STEWARDSHIP

Our organization takes the fundamental responsibilities of animal care, animal health, and pig livability seriously, rooted in scientific principles. We uphold our commitment to animal care by implementing a cross-disciplinary approach to ensure that our pigs receive excellent care daily on our farms. In 2022, we produced 1.53 billion pounds of pork for the global food supply chain while prioritizing our pigs' health and well-being.

Our animal care and health initiatives prioritize our pigs' physical and behavioral needs, providing clean water, fresh air and adequate space. Our comprehensive health management program includes veterinary oversight, vaccinations and biosecurity measures to prevent the spread of disease.

We continue to explore innovative ways to improve our animal care practices while prioritizing the health and well-being of our pigs. Our commitment to health stewardship, including prevention, treatment and control measures, helps promote and protect herd health, ultimately improving livability.

**1.53B**  
**POUNDS OF**  
**PORK**

## MEETING NUTRITIONAL NEEDS PROVIDES FOUNDATION FOR PIG LIVABILITY

The overall health and well-being of pigs heavily depends on their nutrition, making a balanced and nutritious diet high in energy, protein, vitamins and minerals crucial.

To meet these dietary needs, we utilize corn as the primary energy source, soybean meal for protein and energy, and dried distillers' grain (DDGS) for energy and phosphorus. Our feed quality and nutrition team is routinely adjusting our 20 formulated diets to meet the specific nutritional needs of our pigs.

In addition to a balanced diet, our caretaker teams always provide clean, fresh water to our pigs. Water plays a crucial role in digestion, nutrient absorption and regulating body temperature.

By working closely with our nutritionists and veterinarians and using high-quality ingredients, we can tailor our pigs' diets to their specific needs at each stage of their development. This approach supports our pigs' health and enables us to produce high-quality pork products that meet consumers' nutritional needs.





## TASK FORCE HELPS CARETAKER TEAMS INCREASE SOW LIVABILITY

The Sow Livability Task Force is a dedicated, cross-disciplinary group of technical experts, veterinarians and production leaders committed to increasing sow retention and improving sows' overall health and well-being. This task force was established in 2021 and has remained active since then, meeting monthly to review production results, identify challenges and develop strategies to increase sow livability.

One of the goals of the task force is to work closely with the swine research team at Iowa State University to collaborate on projects that impact sow livability. The task force can identify the most effective strategies and interventions for improving sow retention by leveraging the latest research findings.

Over the past few years, the task force has identified several factors that can significantly impact sow livability. One of the most important factors is the early identification of health issues. By closely monitoring the health of sows, farm staff can quickly identify and address any health concerns before they become more serious.

The task force has also strongly emphasized body condition scoring, a tool used to assess the overall health and nutrition of sows. By regularly assessing body condition, farm staff can adjust feed rations and ensure that sows receive the proper nutrition to support optimal health and reproduction.

Another important intervention identified by the task force is the pen-making process. Farm staff can create environments that promote optimal sow health and reduce stress by optimizing pen design.

Other practices implemented due to the task force's recommendations include two-person choring, hand feeding and specialized care for gilt entry. By working collaboratively and using these best practices, farm staff can provide more consistent care throughout the entire sow herd, which positively impacts overall health and well-being.

Since implementing these practice changes and training, the task force has seen a significant increase in livability, with a **4%** increase observed.

*"The collaborative effort, time, talents, dedication and drive exhibited by many people throughout the company have made a tremendous impact on sow livability on the farms."*

**DAN DEAN, DIRECTOR OF  
GDU AND SOW PRODUCTION**



## WEAN TO FINISH LIVABILITY TASK FORCE HELPS IDENTIFY HEALTH STRATEGY AND TRAINING PRIORITIES

In 2022, the Wean-to-Finish (WF) Livability Task Force was established to enhance wean-to-market livability by analyzing and pinpointing key factors. The task force convenes monthly to scrutinize production data, address obstacles and devise intervention strategies.

Working in partnership with Iowa State University researchers, the group has been developing models to evaluate and quantify the effects of different health conditions on wean-to-market livability. As a result of this research, we have undertaken disease elimination and stabilization projects on several sow farms.

The group also identified an opportunity to ensure a consistent approach to welcoming wean pigs from the sow farms into finishing farms as a key process to impact livability. The task force, along with input from all finishing supervisors, updated "Starting Wean Pigs" SOPs and conducted in-person training for all finishing caretakers.



# ANIMAL *care*

## BIOSECURITY EMPHASIS AND TRAINING PROGRAMS HELP PROTECT PIGS

The company places a strong emphasis on biosecurity to safeguard the health of its pigs. Biosecurity involves a series of measures to reduce the risk of disease transmission and is implemented in a multilayered approach to maximize protection. These measures include showering in and out of farms, adhering to downtime requirements, using a bench entry system, cleaning and disinfecting, and respecting clean/dirty lines. Unannounced biosecurity assessments are conducted twice annually on all sow farms, GDUs, and multiplication sites to ensure full compliance with the established protocols.



## FILTRATION ADDS ADDITIONAL LAYER OF PROTECTION

We are committed to the health and well-being of our pigs, and we recognize the importance of farm filtration in protecting them from aerosolized disease exposure. Currently, 67 percent of our sow farms, 45 percent of our GDUs and 100 percent of our gene transfer centers are raised in farms equipped with positive pressure filtration. Our air filtration system is designed to prevent the entry of viruses, ultimately safeguarding herd health and improving livability.



To ensure the effectiveness of our filtration system, our farm staff conducts weekly inspections on the filters and filter rooms. In addition, our support team performs detailed inspections twice yearly to identify areas for improvement and ensure compliance with our high biosecurity standards.

By regularly monitoring and maintaining our filtration system, we can ensure the optimal performance of this critical technology. We are committed to being efficient with our investment in technology and biosecurity and will continue to prioritize the health and safety of our pigs through our farm filtration practices.



## ON-STAFF VETERINARY TEAM DRIVES HERD HEALTH STRATEGY

At Iowa Select Farms, we understand the importance of having a strong veterinary oversight program to ensure the health and well-being of our pigs. Our team includes five veterinarians who work closely with our caretakers, managers, and supervisors to monitor herd health trends and develop tailored disease prevention and treatment strategies.



Our veterinarians conduct regular site visits to evaluate each farm's biosecurity, environment, pig health and pig care practices. During these visits, they review production data, monitor vaccinations and treatments and provide feedback on herd health plans. This collaborative approach ensures that each farm receives individualized attention and tailored care to address its unique needs.

Our herd health plans are a critical component of our veterinary oversight program. Developed by our veterinarians, these plans include biosecurity, vaccination plans, treatment administration and management, food safety, pig flow and diagnostic testing. Our plans are dynamic and continuously adjusted to address the current health status of each farm.



FDA compliance is an essential component of our veterinary oversight program. Our veterinarians ensure that all treatments are administered according to FDA regulations and that withdrawal times are observed. This commitment to compliance ensures the safety of our pigs and the quality of our pork products.

In 2022, our veterinary team and members of our production well-being and production leadership team completed 17,239 site visits, demonstrating our commitment to maintaining high standards of herd health and biosecurity across all of our farms.

## FOREIGN ANIMAL DISEASE (FAD) PREPAREDNESS EFFORTS EMPHASIZE BIOSECURITY AND BUSINESS CONTINUITY

FAD preparedness is critical for any pork production company, and it is essential to have a robust plan in place to ensure business continuity in case of an outbreak. Our company understands the importance of FAD preparedness and is committed to internal and external measures to protect our operations and the industry.

To this end, we have taken several proactive steps to ensure our preparedness for FAD events. We are active participants in the National Pork Board's AgView program, which provides real-time animal health information to producers, veterinarians and regulatory officials. Additionally, we participate in the Emergency Management Response System (EMRS), the US Swine Health Improvement Plan (SHIP), and the Secure Pork Supply program to ensure a coordinated approach to managing an FAD event.

We conduct regular exercises to test and refine our preparedness plans, and we advocate for industry-wide involvement in these exercises to ensure a coordinated response in case of an outbreak. We have certified sample collectors and mortality management subject matter experts (SMEs) on staff to ensure effective and safe sample collection and disposal in case of a FAD event.

Our staff is also active on industry task force teams and committees focused on traceability and ensuring open markets in the event of an outbreak. We recognize that FAD events can have far-reaching impacts on the industry and are committed to doing our part.



## TARGET: CONDUCT UNANNOUNCED INTERNAL PRODUCTION WELL-BEING ASSESSMENTS TO MEASURE ANIMAL CARE

Our company is committed to ensuring the highest standards of animal care in all aspects of our operations. To measure our progress and identify areas for improvement, we conduct unannounced internal production well-being assessments. These assessments follow the Common Swine Industry Audit (CSIA) core areas and are tailored to our SOPs.

Our assessments are 100 percent unannounced, and our production well-being team members conduct them. All farms receive an annual production well-being assessment, and all production phases receive the same on-farm assessment (except for farms with video cameras, which also include a video review portion).

Following each assessment, the results are reviewed by the farm team, supervisors and production leaders to identify areas of strength and opportunities for improvement. We aim to use the assessment tool to ensure compliance and demonstrate continuous improvement in animal care.

PIG TYPE	TOTAL ASSESSMENTS				
	2018	2019	2020	2021	2022
Finishing	603	688	471*	662	702
Boar Stud	3	3	3	3	3
Sows	44	46	47	46	48
GDU's/ Multiplication	56	54	56	53	50

*\*Only two-thirds of the finishers were completed in 2020 due to COVID-19.*



# ANIMAL *care*

## **TARGET: ACHIEVE AN AVERAGE SCORE OF 97 PERCENT OR HIGHER ON ALL EXTERNAL, THIRD-PARTY, UNANNOUNCED PRODUCTION WELL-BEING AUDITS**

In addition to our robust internal well-being assessments, Iowa Select Farms recognizes the importance of external, third-party audits to ensure the highest standards of animal care. These audits provide an unbiased and objective evaluation of our animal care practices, which can help identify areas of strength and opportunities for improvement.

These audits are conducted by trained professionals who are animal welfare experts and have no stake in our company's success or failure. The third-party auditors evaluate our animal care practices against a set of standards and provide recommendations for improvement if needed.

In addition to our third-party audit program, we participate in customer audits and assessment programs. These programs require us to meet specific standards for animal welfare, and they provide a valuable opportunity for us to receive feedback and suggestions for improvement from our customers.

In 2022, we achieved our target of averaging 97 percent on all third-party audits. This achievement demonstrates our commitment to animal welfare and our willingness to work with external partners to ensure the highest standards of animal care are met. We are proud of this achievement and will continue to strive for excellence in animal welfare.



## **TARGET: DRAW ON THE EXPERTISE OF OUR PRODUCTION WELL-BEING ADVISORY COMMITTEE**

At Iowa Select Farms, we take the welfare of our animals very seriously. In 2011, we established a Production Well-Being Advisory Committee comprised of experts in animal welfare and production to ensure that we meet the highest animal care standards.

The committee meets annually to review the results of our internal and external animal care assessments. This includes reviewing data on production metrics, animal behavior, and health and identifying areas where we can improve our animal care practices.

In addition to reviewing assessment results, the Production Well-Being Advisory Committee provides technical expertise on animal care, housing and handling practices. They identify areas for research projects and advise our senior leadership team on production well-being matters.

The Production Well-Being Advisory Committee is essential to our commitment to animal welfare. Their expertise and guidance ensure that we continuously improve our animal care practices, meet the highest standards of animal care and ensure our animals' health and well-being.

### **MEMBERS:**

**Dr. Anna Johnson**—Iowa State University, Professor of Animal Welfare; Professor, Animal Behavior and Welfare; and Tyrone D. Artz, M.D. Chair for Faculty Excellence in Animal Science

**Paul DuBois, DVM**—Consulting Food Animal Veterinarian

**Collette Kaster**—American Meat Science Association (AMSA), CEO and Professional Animal Auditor Certification Organization, Executive Director

**Dr. Jannen Salak-Johnson**—Oklahoma State University, Temple Grandin Professorship in Animal Behavior and Well-Being

**Lyndsey Jones**—JBS USA, Corporate Humane Handling Manager

**Samantha Conrad**—Tyson Foods, Manager- Office of Animal Welfare

**Howard Hill, DVM**—Consulting Food Animal Veterinarian

## TARGET: SHOW ANIMAL CARE FIRSTHAND TO CUSTOMERS AND KEY STAKEHOLDERS

Iowa Select Farms operates three tour farms—Hooper Sow Farm, Last Chance Sow Farm and Sandy Hill Sow Farm. These farms serve as venues for up to 25 tours annually designed for our customers and the food companies they serve. These tours aim to provide an interactive and informative experience, showcasing our commitment to animal welfare and the production of high-quality, safe pork.

The customer tour team, comprising members from the production leadership, health services and communication teams, collaboratively organizes these farm tours. Their collective expertise ensures that customers and food companies gain a comprehensive understanding of our animal care practices and the stringent quality control measures we implement.

The tour program originated 25 years ago at Stockdale Sow Farm, a few miles away from Ackley. This particular farm, constructed during that period, mirrored our other sow farms, with the exception of three small guest showers, an additional bathroom, and a conference room.

These facilities were added to accommodate meetings and presentations during the tours.

The customer feedback received through survey scores and comments have been consistently positive, highlighting our tour team's high level of knowledge, expertise, and overall satisfaction. Visitors are also given the opportunity to capture memorable moments by having their photographs taken while holding a piglet.

Overall, our farm tours testify to our dedication to transparency, animal welfare, and the production of safe and high-quality products.



# ENVIRONMENT *care*



## 2022 TARGETS AND PROGRESS

**OUR GOAL:** Stewarding our natural resources through innovation and technology

We demonstrate our care for the environment through continuous efforts to reduce energy and material inputs, all while prioritizing environmental stewardship. An essential component of this mission includes offsetting synthetic commercial fertilizers with hog manure.

As data collection in this area progresses, it confirms the societal and soil health benefits of hog manure. It improves our understanding of our life cycle assessment, helping us pinpoint greenhouse gas emission reduction opportunities.



### KEY TARGETS:

- Advance soil health on 160,000 acres of farmland using 4R Stewardship practices
- Utilize verified, third-party sustainability assessment to understand the impact of hog manure
- Launch Smart Soil Partnership Program to cultivate partnerships with stakeholder farmers
- Understand our greenhouse gas emissions through the Life Cycle Assessment project
- Advance the work of the Iowa Select Farms' Resource Reduction Working Group

### TARGET: ADVANCE SOIL HEALTH ON 160,000 ACRES OF FARMLAND USING 4R STEWARDSHIP PRACTICES

Soil health is at the core of sustainable agriculture. Healthier soil can hold more water, supply more nutrients to plants and increase resilience to floods and droughts. It can also more effectively pull carbon out of the atmosphere and store it underground, restoring nutrients and feeding an array of biology and life. Research shows that off-setting synthetic fertilizer with organic, natural fertilizer improves multiple measures of soil health.

We have a team of ten who oversee our nutrient services and compliance department. Their responsibilities include overseeing manure application with farmers, production staff and the health services team. They are also responsible for complying with the Department of Natural Resources (DNR) through a collaboration of manure management plans (MMPs) and inspections.

Last year, we completed 45 site inspections, including site visits and a records review. The DNR also conducted 54 lagoon/basin site inspections. We had zero violations out of the 99 total inspections completed by the DNR in 2022.



# ABOUT THE STUDY

## TARGET: UTILIZE VERIFIED, THIRD-PARTY SUSTAINABILITY ASSESSMENT TO UNDERSTAND THE IMPACT OF HOG MANURE

To benchmark the environmental impact of hog manure, we enlisted the help of Sustainable Environmental Consultants (SEC) to conduct a study. They gathered data from 14 family farms that receive manure from our hog farms—encompassing 14,702 acres—located in the Raccoon River Watershed during the 2021 growing season.

The report indicated that the soil erosion rate of fields in the study was nine times less than Iowa's average, primarily due to hog manure, reduced tillage and no-till practices.

The report showed that manure not only increases soil health, reduces runoff and improves the farmer's bottom line but also reduces greenhouse gas (GHG) emissions.

Through this third-party validation, we learned that these 14,702 acres in the study sequestered 0.19 tons of carbon/acre in 2021. Organic fertilizer increases the soil's organic carbon and offsets synthetic fertilizer, significantly reducing GHG emissions by eliminating processing steps.



## TARGET: LAUNCH SMART SOIL PARTNERSHIP PROGRAM TO INCREASE SOIL HEALTH AND FURTHER PROTECT WATER QUALITY

The Iowa Select Farms Smart Soil Partnership Program was created in 2022 to understand better the agronomic and societal benefits of hog manure as an organic, natural fertilizer. The program works to cultivate farmer and funding partnerships that improve soil health, further protect water quality and store more carbon in our soil.

To begin, Iowa Select Farms implemented science-based, third-party verification to understand manure's environmental impact on improving soil health, protecting water quality and reducing greenhouse gases.

Through the Smart Soil Partnership Program, we're cultivating farmer and funding relationships to increase in-field and edge-of-field conservation practices for our 1,700 farmer stakeholders.

As we build off our sustainability analysis conducted in the Raccoon River Watershed, we stay committed to efforts with actionable items. We continue building partnerships throughout the state that help us achieve these goals.



Sustainable Environmental Consultants (SEC), a sustainability consulting firm, conducted the study. They utilized its proprietary EcoPractices platform to complete the study for data verification and quantification.

The National Pork Board (NPB) funded the study using Checkoff dollars.

### STUDY DETAILS

- As part of the study, 163 fields on 14 farms in the Raccoon River Watershed, equivalent to 14,702 acres, were analyzed during last year's growing season.
- Farms in this study have consistently used hog manure as fertilizer even before the project's implementation in 2021. This is due to cropping rotations, and nutrient needs impacting soil health.
- These fields use a mix of in-field and edge-of-field practices, including:
  - 46% of acres received liquid manure fertilizer at an average rate of 4,486 gallons/acre (the recommended rate by DNR)
  - 48% of acres used no-till or reduced-till practices
  - 2% used cover crops
- The study also identified 67 acres of grassed waterways and 111 acres of buffer strips

### STUDY FINDINGS

- Soil erosion rate of fields in the study was 0.64 T/ac—in contrast to the Iowa average of 5.9 T/ac (and national average of 4.6 T/ac).
- The Soil Conditioning Index (SCI) is a tool from the USDA's Natural Resources Conservation Service (NRCS) that shows the trajectory of soil health. The fields in this project are an overall + (positive).
- When compared to conventional practices, fields in this study had 1,556 tons of soil saved instead of being lost to erosion.



# ENVIRONMENT *care*

## BATCH AND BUILD MODEL TO INCREASE EDGE-OF-FIELD IMPLEMENTATION

Under our Smart Soil Partnership Program, we will be working alongside the Iowa Department of Agriculture and Land Stewardship (IDALS), the Iowa Pork Producers Association and our manure customers to implement saturated buffers and bioreactors in three priority watersheds that are outlined under the state of Iowa's Water Quality Initiative. These watersheds include the North Raccoon River Watershed, Boone River Watershed and the Middle Cedar River Watershed.

## TARGET: UNDERSTAND OUR GREENHOUSE GAS EMISSIONS THROUGH OUR LIFE CYCLE ASSESSMENT PROJECT

To better understand our greenhouse gas impact, we've partnered with SEC and NPB to conduct two consecutive years of a Life Cycle Assessment (LCA) with a third in progress.

This LCA verifies and quantifies the complete spectrum of environmental impacts, including soil health, water quality, carbon sequestration, energy use and greenhouse gas emissions.



## ABOUT THE BATCH AND BUILD MODEL

Batch and Build projects—saturated buffers and bioreactors—immediately improve water quality, filtering 40-50% of nitrates that flow through drainage water. They also require minimal ongoing maintenance when compared to other management practices.

In 2020, the Central Iowa Water Quality Infrastructure Project, better known as the Batch and Build model, was launched to improve the adoption rate of these practices. Before implementing this model, 115 saturated buffers and bioreactors were installed over ten years. After the launch of the Batch and Build model, 51 structures were constructed in 18 months, and an additional 180 site installations are planned over the next two years.

Batch and Build projects are planned in a specific watershed area, designing and batching sites that meet the criteria for the EOF structure and providing the infrastructure for the efficient construction of these projects. IDALS currently provides 100% of the funding for saturated buffers and 75% for bioreactors through cost-share infrastructure. They also supply technical assistance and public project coordinators to help with surveying, design, contract development and construction.

Not only are these efforts significant to the state of Iowa but to Iowa pork producers as well. Iowa Select Farms has partnered with the Iowa Pork Producers Association to incentivize farmers with \$1,000 for each outlet treated to drive adoption rates.



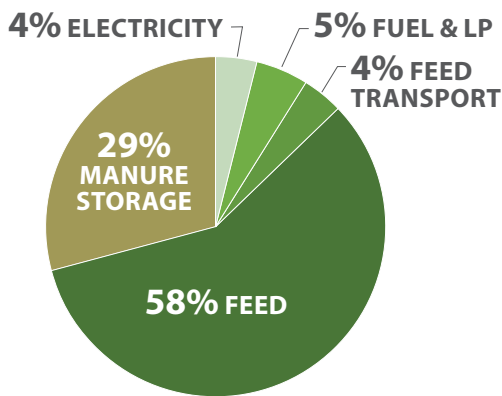


## IOWA SELECT FARMS LCA BASELINE DATA—2020, 2021

Our GHG emission baseline is drawn from 2020 and 2021 data. We will continue to broaden this baseline by adding data from 2022 when it becomes available. Data is used to develop plans and actions to reduce GHG emissions further.

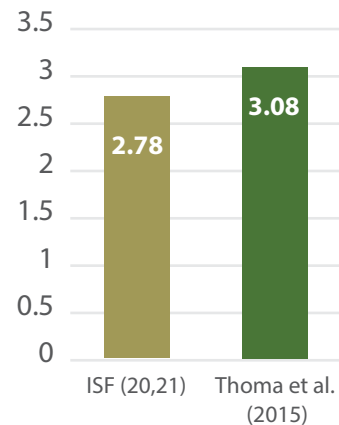
The baseline results show that 58 percent of our greenhouse gas emissions come from our feed supply chain—primarily from how corn and soybeans are produced and how byproducts (dry distillers grain and soybean meal) are processed. These sources are classified as Scope 3 emissions from our indirect value chain. It’s important to note that the modeling for our LCA utilized national average data to understand our feed footprint. Our second most significant contributor is manure storage at 29 percent.

### IOWA SELECT CARBON FOOTPRINT BASELINE (2020, 2021)



\*\*\*Disclaimer: There may be minor differences in boundaries between analyses.

### SWINE INDUSTRY BENCHMARK COMPARISON



Dr. Greg Thoma et al. completed a retrospective assessment of U.S. pork production between 1960 and 2015. Above you will find a comparison of the swine industry’s kgCO2e/kg in 2015 compared to Iowa Select Farms’ baseline (2020, 2021).

## SCOPE AND BOUNDARIES

SEC takes what is commonly called a ‘cradle-to-farm gate’ approach in this LCA study. The approach considers Scope 1 and 2 emissions and significant upstream Scope 3 emissions. GHG sources that make up less than 1 percent of the mass of total life cycle inputs were excluded from the study.

SEC used a functional unit of kilograms market weight of finished swine (kg CO2e/kg live weight).

Because the LCAs use national averages for our feed supply chain data, our next step is seeking primary data to pursue a more accurate reflection of our Scope 3 GHG emissions.

Why? SEC provided us with a comparison of 14,702 acres of primary data into our LCA versus the national averages, resulting in a scaled emissions reduction of 1.2 percent. While that may seem a slight reduction, the acres examined represented only three percent of the total feed.

## NEXT STEPS: TO COLLECT ACCURATE DATA ON OUR FEED EMISSIONS, WE’RE WORKING ON THE FOLLOWING:

1. Partnering with our feed mills to understand their supply sourcing shed for corn and soybeans
2. Overlaying our MMP field boundaries with the provided feed supply sourcing shed
3. Seek better in-field data from farmers delivering corn and soybeans into our feed supply chain by establishing partnerships within our value chain

Iowa Select Farms is well-positioned to source grain locally where our pigs are raised. We know a significant overlap exists between our manure management field boundaries and the feed supply sourcing shed. Not only will this enhance feed emission accuracy, but it will also indicate the positive impact hog manure has on reducing GHG emissions.

# ENVIRONMENT *care* *elms*

## COLLABORATION EFFORTS: ENHANCING PARTNERSHIPS WITHIN THE VALUE CHAIN AND ASSISTING THE PORK INDUSTRY FOR RESEARCH AND EDUCATIONAL PURPOSES

Iowa Select Farms is a major partner in a USDA Climate Smart Commodities Project that will expand climate-smart markets, increase carbon sequestration and reduce emissions in the production of row crops for livestock feed. We are working through project details and will report on these efforts in our 2023 report.

We are also a partner in a proposal from the National Pork Board (NPB) that will research the nutrient cycle across the pork ecosystem. World-renowned economists, soil scientists, agricultural engineers, modeling specialists, nutritionists and pork producers bring their expertise to the project. The goal is to develop values better to understand the complete nutrient utilization cycle of swine production.

### THE MULTIFACTORIAL OBJECTIVES OF THIS PROJECT ARE AS FOLLOWS:

1. Review and compile empirical data regarding specific nutrient utilization efficiency and conservation within the pork industry (manure-soil-feed crops-pigs)
2. Develop nutrient-use models that will lead to new strategies to enhance nutrient utilization
3. Provide a life cycle assessment (LCA) value for each primary ingredient utilized in swine diets
4. Create a specific (equation) within swine formulation software that will provide an LCA value for the diet that will become a new decision-making tool
5. Identify potential gaps in knowledge to encourage future research to refine developed tools within the proposal

### PARTNERS INCLUDE:

- **Dr. Charles Rice** at Kansas State University
- **Dr. Laura Greiner** at Iowa State University
- **Dr. Jack C. M. Dekkers** at Iowa State University
- **Dr. Joel DeRouchey** at Kansas State University
- **Dr. Michael Tokach** at Kansas State University
- **Dr. Brett Ramirez** at Iowa State University
- **Dr. Lee Schulz** at Iowa State University
- **Dr. Daniel Andersen** at Iowa State University
- **Dr. Sharara Mahmoud** at North Carolina State University
- **Stacie Matchan** at Iowa State University
- **Russell Euken** at Iowa State University
- **Dr. Garland R. Dahlke** at Iowa State University
- **Dr. Erin Cortus** at the University of Minnesota
- **Lara Moody** at Institute for Feed Education and Research
- **Ben Haberl** at Iowa Select Farms



## **TARGET: ADVANCE THE WORK OF THE IOWA SELECT FARMS' RESOURCE REDUCTION WORKING GROUP**

Iowa Select Farms' collaborative leadership team finds innovative ways to adopt renewable energy sources and decrease our reliance on energy, water and material resources.

### **HERE ARE THE CURRENT PROJECTS:**

#### **PONDEROSA RENEWABLE ENERGY PROJECT**

By quarter two (Q2) of 2023, we'll capture biogas from five lagoons to generate renewable natural gas (RNG) and reduce our methane emissions. The "Ponderosa" is a pod of five sow farms utilizing lagoon manure storage. In 2022, Iowa Select Farms and Roeslein Alternative Energy built a digester plant and covered the lagoons to capture biogas and generate renewable natural gas.

We expect to capture roughly 40,500 MMBtus/year (or Dekatherms/year) of methane from the lagoons and inject around 38,000 MMBTus of pipeline-quality RNG into the pipeline at Ruckman, Missouri. With our calibrated model for the number of sows and biogas volumes, we expect to prevent roughly 1,200 metric tons of methane (GHG) from entering the atmosphere. This amount is based on our expected -400 Carbon intensity score.

This system will also decrease odor and improve the nutrient density of the byproduct—hog manure—as it eliminates any rainwater in those lagoons. That's good news for the farmer stakeholders receiving this organic, natural fertilizer.



#### **SOLAR ARRAY PILOT PROJECT**

We've installed solar power arrays at our Justin and Addison finishing farms to produce renewable solar energy and offset the total energy use for these sites. As a renewable power source, solar energy is crucial to reducing greenhouse gas emissions and mitigating climate change.

The anticipated annual carbon offset for both projects is 565,955 pounds.



#### **WAREHOUSE RECYCLING PROGRAM**

In 2022, we committed multi-yearly to work toward a companywide recycling program. Our priority is to set up recycling processes in our four warehouses, where many products are removed from cardboard packaging before delivery to farms. Our largest warehouse and distribution center—Iowa Falls—now operates a recycling program. The process in our smaller warehouses in Osceola, Rockwell City and Osage is set to be operational in 2023 and 2024

However, due to labor constraints, we have experienced limitations with the process we are currently implementing. We will reevaluate our options in 2023 on how we would like to move forward.



#### **WATER METER READING SYSTEM**

Iowa Select Farms has always been conscious of water usage. We adopted wet/dry feeders that have significantly reduced water wastage in the pits and water regulators at our sow farms.

In 2022, the working group also reviewed water reading systems unique to the swine industry. These water reading systems collect actionable, real-time data to help us better care for our animals, identify early signs of health issues and conserve water through monitoring and measurement.



# COMMUNITY care

## 2022 TARGETS AND PROGRESS

**OUR GOAL:** To strengthen rural communities and families through economic drivers of pork production and the Deb and Jeff Hansen Foundation



By investing in programs that uplift communities and provide critical support, the Deb and Jeff Hansen Foundation is helping build strong, vibrant towns that benefit everyone who lives in them.

In 2022, the Foundation's dedication to making a difference in Iowa was evident in its programs and outreach, which totaled \$2,084,179 and supported a remarkable 767,355 families in all 99 Iowa counties.

This work has undoubtedly made a significant impact on countless families and communities throughout the state. By continuing to prioritize the well-being of Iowans, the Deb and Jeff Hansen Foundation is helping create a brighter future for all who call Iowa home.

## 2022 TARGETS:

- Provide **critical food and essentials** to our most vulnerable children and families
- **Recognize and support programs** for our veterans, active-duty and reservists and military families
- **Improve the quality of life** for children and families impacted by childhood cancer



## TARGET: PROVIDING CRITICAL FOOD AND ESSENTIALS TO OUR MOST VULNERABLE CHILDREN AND FAMILIES

### POWER SNACK PROGRAM INCREASES FOOD SECURITY AND DRIVES GOOD NUTRITION IN RURAL COMMUNITIES

The Deb and Jeff Hansen Foundation's Power Snack program is an initiative that helps Iowa children receive the essential nutrients they need to thrive. The program distributes coupons for ham and whole wheat bread along with recipe booklets and pork snack sticks to teachers to give to at-risk families and children. The coupons and recipe booklets help kids create 48 nutritious "Power Snacks" each year, while the snack sticks provide an immediate, nutritious resource for children.

Ham is an excellent source of several essential vitamins and minerals, including thiamin, niacin, riboflavin, vitamin B-6, phosphorus, protein, zinc and potassium, all of which are critical for growth and cognitive development. By providing access to these nutrients, the Power Snack program helps to support children's overall health and well-being.

The program also features engaging and informative videos in both English and Spanish that teach children and families how to navigate small and medium-sized grocery stores and prepare healthy, kid-friendly recipes using deli ham. These videos not only highlight the versatility of deli ham as a nutritious and tasty ingredient but also promote informed food choices and the value of a well-balanced diet.

The Foundation's efforts to promote healthy eating habits among children and families are essential in addressing the growing problem of childhood obesity and its related health issues. By providing educational resources and support, the Foundation empowers families to make healthier food choices and improve their health outcomes, leading to a better quality of life.

### OPERATION CHRISTMAS MEAL OFFERS FOOD SECURITY FOR AT-RISK FAMILIES

The Deb and Jeff Hansen Foundation's Operation Christmas Meal has become a beloved tradition for the organization and its employees since 2011. Each year, over 200 employee volunteers brave the cold to hand out five-pound pork loins to families in need, providing a nutritious holiday meal for those who might not otherwise have access to one.

Over the years, the program has grown significantly, with 20,000 pork loins distributed over two weeks in 2022, totaling 85,000 pounds of nutritious protein. With no required qualifications to receive a pork loin, participants picked up a loin for themselves or delivered to another family in need.

In 2022, volunteers distributed an incredible 400,000 servings of pork through Operation Christmas Meal events held in Des Moines, Mount Ayr, Osceola, Humeston, Hampton, Clarion, Osage, Storm Lake, Humboldt, Carroll, Grundy Center, Iowa Falls and Webster City. This program has become an essential part of the Deb and Jeff Hansen Foundation's mission to fight hunger in Iowa, and its continued success is a testament to the generosity and compassion of its volunteers and supporters.



#### POWER SNACK QUICK STATS

- 21,717 children
- 113 schools
- 48 sandwiches per child
- 1,042,416 total ham sandwiches



#### OPERATION CHRISTMAS MEAL QUICK STATS

- 13 events
- 20,000 families
- 400,000 servings



# COMMUNITY *care*

## PROJECT: IGNITE THE SPIRIT BUILDS COMMUNITY PARTNERSHIPS TO ADDRESS LOCAL HUNGER

The Deb and Jeff Hansen Foundation's Project: Ignite the Spirit program is making a significant impact on hunger in Iowa communities. By partnering with FFA and 4-H groups, the program is raising awareness of the issue and empowering local student organizations to make a difference in their communities.

Through this program, selected FFA, 4-H and school organizations receive two cases of pork loins, insulated grocery totes, meat thermometers, recipe booklets, and \$500 to prepare a meal or organize food baskets for families in need during the holiday season. This year, 64 student organizations participated, supporting 1,536 local families.

The donations provided by the program have allowed these student organizations to do everything from hosting community meals to organizing and distributing holiday food baskets. In addition, the program encourages students to collaborate with local food pantries or church service organizations to learn about hunger and homelessness in their communities and extend their awareness of these issues beyond the holiday season.

The resources provided by the program are substantial, with each kit containing the resources to feed over 400 people in Iowa's Homegrown communities. By empowering students to take action and make a difference in their communities, the Deb and Jeff Hansen Foundation's Project: Ignite the Spirit program is helping to fight hunger and raise awareness of this critical issue.

## HAUL OUT HUNGER SUPPLIES RURAL FOOD PANTRIES WITH NUTRIENT-RICH, LEAN PORK

Providing nutritious meals for children during the summer months can be a significant challenge for families in financial need. Without the support of school breakfast and lunch programs, many parents may struggle to provide complete and balanced meals for their children, especially as the cost of food continues to rise.

Fortunately, we're working hard to fight food insecurity in Iowa. Through the Deb and Jeff Hansen Foundation's Haul Out Hunger program, we delivered truckloads of pork loins to 85 rural food pantries across the state. These nutrient-dense pork loins are a valuable source of protein and can be used to create multiple meals, making them an excellent option for families in need.

Food pantry coordinators distribute the pork loins to those in need throughout the summer months. For larger families, they may even create meal kits that include additional ingredients to create complete and balanced meals. In other cases, the pork loins are delivered directly to elderly homebound clients, ensuring that they have access to nutritious meals as well.



### PROJECT: IGNITE THE SPIRIT **QUICK STATS**

- 64 community 4-H and FFA projects
- 1,536 families



DEB & JEFF HANSEN FOUNDATION

### HAUL OUT HUNGER **QUICK STATS**

- 85 food pantries
- 8,400 families
- 168,000 servings



## LITTLE FREE PANTRIES PROVIDE EMERGENCY SUPPLIES AND FOOD TO FAMILIES AND CHILDREN

The Deb and Jeff Hansen Foundation Little Free Pantry program is a community-driven initiative that helps address food insecurity and provides a safety net for families in need.

Our eleven pantries located around the state provide 24/7 access to food and other basic necessities for families facing short-term, emergency situations. This program is designed to supplement our existing hunger relief efforts and be present in communities even when we can't be.

Little Free Pantry projects are run in close cooperation with city officials and community groups to ensure the pantries are well-integrated into local infrastructure and can reach the families who need them most.

The pantries are stocked and cared for by the employees and families of Iowa Select Farms. The Foundation provides these volunteers with \$100 a month to shop for canned goods, snacks, warm hats and mittens, diapers and children's care products and other seasonal items to ensure the pantries are never empty.

Pantry locations include Afton, Aplington, Clarion, Ellsworth, Iowa Falls, Lenox, Parkersburg, Riceville, Rockwell City and Webster City (two).

## HENRY'S HEROES WORKS TO UPLIFT CHILDREN AND CAREGIVERS IN RURAL COMMUNITIES

Day care providers are essential in rural Iowa and play a significant role in childhood development. During the pandemic, we saw our rural day care providers working hard to offer flexible hours, keep their prices affordable and find quality and experienced caretakers while staying focused on their main goal of providing a safe, educational and nurturing environment for our kids. That's why the Deb and Jeff Hansen Foundation chose to give back to day cares—they are often underserved, yet they are essential to our Homegrown Iowa communities, families and children.

To meet this need, the Deb and Jeff Hansen Foundation launched the Little Farmer Toy Box initiative out of the Henry's Heroes program in 2022. Henry is the grandson of Jeff and Deb Hansen and the son of Jake and Natalie Johnson. Each year, Natalie organizes a unique Henry's Heroes project to serve children in need.

Through the Henry's Heroes Little Farmer Toy Box program, the Deb and Jeff Hansen Foundation donated 100 toy boxes filled with farming-inspired books and toys to day cares nominated by Iowa Select Farms employees and stakeholders.

This program supported both the unsung heroes who work in childcare and also the children who benefit from brand-new, interactive toys, games and activities, all with a fun and friendly farming theme.



### LITTLE FREE PANTRY QUICK STATS

- 11 pantries
- 23 Community Captains
- Each restocked 12/year



### HENRY'S HEROES QUICK STATS

- 2,300 families
- 100 Little Farmer Toy Boxes
- 100 day cares



# COMMUNITY *care*

## TARGET: PROVIDING RECOGNITION EFFORTS AND PROGRAM SUPPORT TO OUR IOWA VETERANS, ACTIVE-DUTY AND RESERVISTS AND MILITARY FAMILIES

### HONORING OUR GOLD STAR FAMILIES

Over 600 families across Iowa received an unexpected gift on their doorstep to honor Gold Star Mother's and Family's Day. In coordination with Survivor Outreach Services, the Deb and Jeff Hansen Foundation and Iowa Select Farms sent all families of fallen service members in the Iowa Survivor Network a garden flag to honor their lost family member.

The Gold Star award may be a reminder of a tragic loss, but it also represents the bravery and sacrifice of the fallen service member and the resilience of their family members.

Each garden flag has an image of a battlefield cross: boots, a rifle and a protective helmet traditionally arranged as a symbol to honor soldiers who died in combat. The flag and packaging bear the words "remember and honor" and include yellow stitching and stars to represent the Gold Star Lapel Button awarded to Gold Star families.

The Deb and Jeff Hansen Foundation has been providing gifts to Gold Star families for nine years through their Project: Food and Fellowship program. These gifts, such as Pork Care Package coupon booklets, blankets and flags, are a meaningful way to show support and gratitude for the families' sacrifice and service.

### BUILDING COMMUNITIES AND SUPPORT FOR VETERANS AND MILITARY FAMILIES

The Deb and Jeff Hansen Foundation is dedicated to supporting and showing gratitude to active and reserve duty service members, veterans, Gold Star families and all military families who make sacrifices for our country's freedom.

The Project: Food and Fellowship program works to further strengthen relationships with military families and their communities by facilitating food and fellowship at various events and outreach efforts throughout the year.

By partnering with family readiness coordinators, military community volunteers and event coordinators, the program can reach a broader audience and make a meaningful impact on the lives of military families.



### GOLD STAR FAMILIES QUICK STATS

- 600 Gold Star families
- 9th year honoring our fallen



### PROJECT: FOOD AND FELLOWSHIP QUICK STATS

- 9,464 families
- 48 grants to support military family events







## PORK CARE PACKAGES RECOGNIZE MILITARY FAMILIES WHILE PROVIDING FINANCIAL SUPPORT FOR PROTEIN

Providing the means for many home-cooked meals through the Pork Care Package program is a thoughtful gesture that can bring comfort and joy to both service members and their families.

This program is a great way to recognize and appreciate the sacrifices made by our service members and their families, and it serves as a reminder that their service and dedication to our country are valued and respected.

The Pork Care Package program provides Iowa members of the armed forces with a gift containing \$35 worth of coupons good for various pork products including fresh pork, ham, ribs and bacon.

In 2022, Iowa Select Farms employees delivered 14,450 Pork Care Packages to 149 military units, including all units of the Iowa National Guard along with the 132nd Fighter Wing, Iowa Air National Guard; 185th Air Refueling Wing, Iowa Air National Guard; U.S. Army Reserves; U.S. Navy Reserves and U.S. Marine Corps Reserves. Pork Care Packages are also sent to the Iowa National Guard's Survivor Outreach Services to deliver to 600 Iowa families of fallen soldiers.

## SHOWING GRATITUDE TO IOWA'S VETERANS

The My Veteran Hero program was launched in 2022 by the Deb and Jeff Hansen Foundation and Iowa Select Farms to show our gratitude for veterans. We want them to know that their sacrifice has not been forgotten, so we gifted them veteran-themed t-shirts and sweatshirts as a small way of saying thank you. As an added bonus, the unique Iowa veteran clothing created for this program allows veterans to proudly display their service to our country and can inspire others to thank them for their service, too.

These special packages were either hand-delivered to group meetings or shipped to a veteran individually. The Foundation identified deserving veterans within our Homegrown Iowa communities, but we also opened nominations to our employees and stakeholders to allow them to recognize the veteran heroes in their lives.

Between Foundation and community nominations, over 750 veterans were recognized through this program in its inaugural year, and it continues to serve as an ongoing reminder that the service and dedication of our veterans are valued, appreciated and never forgotten.



### PORK CARE PACKAGES QUICK STATS

- 149 military units/ organizations
- 14,450 Pork Care Packages
- 523,291 servings



### MY VETERAN HERO QUICK STATS

- 330 individual gifts
- 20 group visits
- 760 total veterans



# COMMUNITY *care*

strong communities

**TARGET:** IMPROVE THE QUALITY OF LIFE FOR FAMILIES IMPACTED BY CHILDHOOD CANCER

## CHILDREN'S CANCER CONNECTION PROGRAM *QUICK STATS*

- **\$300,000** donation for building renovation
- **764** families served
- **67** new families received My Journey Series Box
- **22,365** Beads4Bravery distributed
- **Courage Store** at Blank Children's Hospital
- **4 Star Boxes** provided to comfort families whose child sadly passed

We're committed to making life easier for Iowa families battling childhood cancer. In 2022, the Deb and Jeff Hansen Foundation supported 764 families in the Children's Cancer Connection (CCC) network. The Children's Cancer Connection is headquartered in the Jeff and Deb Hansen Home for Hope, which offers a place for families with children undergoing oncology treatments to gather for events, programs and numerous services for patients, parents and siblings.

In 2022, we donated \$300,000 to help create a more inclusive space for children and families impacted by childhood cancer. The donation went toward the new Jeff and Deb Hansen Home for Hope, ensuring it is ADA compliant, creates additional space for programs and provides accommodations for all families in the Children's Cancer Connection network. Located in Johnston, Iowa, the convenient proximity to Blank Children's Hospital is a vital resource for families impacted by childhood cancer.

In 2022, programs offered at the Jeff and Deb Hansen Home for Hope included 11 kids clubs, 18 hangouts, 14 lock-ins, spring break specials, appreciation picnics, day camps, comfort connections and a holiday drop-off.

### MY JOURNEY SERIES

We also continue to fund the My Journey Series for patients and families at Blank Children's Hospital in Des Moines and the University of Iowa Stead Family Children's Hospital in Iowa City. The My Journey Book is given to new families entering the Children's Cancer Connection network at both hospitals as a resource to guide them through treatments and programs.

In 2022, 67 families received a new family box, giving them a place to track treatments, identify support networks and document their journey. The new family box features Louie Lionheart, a stuffed toy that serves as a symbol of strength to children and their families as they begin a challenging, but courageous, journey.

### MY JOURNEY BEADS4BRAVERY

The My Journey Beads4Bravery program provides children with a unique bead for each difficult stage of treatment. Nearly 60 unique beads represent procedures, radiation, surgery, ultrasound, blood transfusion and stem cell harvest. In 2022, 22,365 beads were sent to hospitals to help these brave children create a chain of beads showcasing their strength and individual battle with cancer.



## STAR BOXES

Star boxes are provided to families whose child sadly passes. The boxes include a special light-catching star to hang in memory of the child, along with handwritten notes from Children's Cancer Connection staff.

## THE COURAGE STORE

The My Journey Courage Store allows children to redeem hard-earned Bravery Bucks after challenging treatments. Young patients can pick from figurines, board games, books, dolls, puzzles, superhero costumes and more. Teenage patients enjoy gift cards to shop at Target, Amazon or the Apple Store.

## PLAN AND HOST THOUGHTFUL INITIATIVES AND EVENTS TO BRING JOY TO CANCER FAMILIES

In planned programs throughout the year, we supported families battling childhood cancer. Our programs and events fostered fun, laughter, creativity and the opportunity for a kid battling cancer to just be a kid. In 2022, the Deb and Jeff Hansen Foundation was thrilled to support these special families in Iowa.

## MAY DAY BASKET WORKSHOP

Volunteers with the Deb and Jeff Hansen Foundation hosted a May Day basket workshop for families with Children's Cancer Connection. During the workshop, kids could make up to ten May Day baskets to later surprise family, friends and neighbors.

Baskets were stuffed with candy, treats and popcorn and decorated with ribbons and springtime flowers. Twenty families attended the workshop held in the new Jeff and Deb Hansen Home for Hope location in Johnston.

## BACK TO SCHOOL BASH

The Back-to-School Bash is an annual event held each August where kids rotate through three different stations to craft creative goodies preparing them for back to school. They also personally chose all the necessary school supplies, everything from backpacks to erasers, to help them have a successful school year. Along with getting ready for back to school, the families and kids were able to connect over lunch, as well as at different craft stations. Over 130 kids and families took part in this special event.

## WISHING WALL CARE PACKAGE

Employees at Iowa Select Farms and the Deb and Jeff Hansen Foundation were busy in December putting together surprise care packages for Children's Cancer Connection families. With the help of CCC staff members, a New Year's themed package found its way to the doorsteps of 650 families as the new year approached.

Each semi-annual care package we send gives families an opportunity to complete an activity together, and this year's "Wishing Wall" was no exception. Families used the decorative magnets and chalk markers to get excited about their goals, dreams and wishes for 2023. Together, they can remind each other that no dream or wish is too small or big.

## SPECIAL INITIATIVES FOR FAMILIES IMPACTED BY CHILDHOOD CANCER

- Workshop with 20 families for May Day baskets
- 650 New Year's wishing walls
- 130 Back-to-School Bash kiddos





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