

1. PURPOSE: To define Upper Iowa Beef’s commitment to sustainability. This document outlines Upper Iowa Beef’s sustainability plan to track key indicators that mark sustainability through our cattle suppliers, the Upper Iowa Beef production facility, and our partnered suppliers of packaging, chemicals, etc.

Determination of key indicators that mark sustainability

- 1 Air & Greenhouse Gas Emissions
- 2 Animal Health & Well-Being
- 3 Efficiency & Yield
- 4 Employee Safety & Well-Being
- 5 Land Resources
- 6 Water Resources

2. RESPONSIBILITIES: Senior site management and trained employees will be responsible for completing and maintaining the sustainability plan

3. REFERENCES/RELATED DOCUMENTS:

- 3.1** NAMI/Protein PACT
- 3.2** USRSB - U.S. Roundtable for Sustainable Beef
- 3.3** Eco Practices

4. DEFINITIONS: Sustainability is the avoidance of the depletion of natural resources in order to maintain an ecological balance. Fulfilling the needs of current generations without compromising the needs of future generations, while ensuring a balance between economic growth, environmental care and social well-being.

4. Upper Iowa Beef's definition of sustainability: Raising cattle that meet the needs of existing and future generations, while ensuring environmental responsibility, maintaining animal health and care, and achieving economic security.

5. DOCUMENTATION: Producer assessments, plant reports, and supplier practices

6. PROCEDURE: Below are the phases Upper Iowa Beef will use to assess, track, and improve our sustainable goals and practices.

- Phase 1** Assess our key indicators of sustainability and how our producer suppliers, our plant and our material suppliers currently meet these sustainable practices.
- Phase 2** Determine what our customers (expect, want, associate) with sustainability and identify opportunists and set goals for improvement in each area.
- Phase 3** Train producers, plant personal and suppliers on identified areas of improvement
- Phase 4** Reassess our goals and continuous improvement opportunities.

Action Plan

Phase 1 Assess Cattle Suppliers - Begin 2023

Assess Plant and Material Suppliers - Begin in 2024

Phase 2 Determine sustainability expectations and set goal of improvement - Begin 2025

Phase 3 Train on areas of improvement - Begin 2026

Phase 4 Reassess sustainability goals and improvement opportunities - 2027