

CULTIVATING CONNECTION

2025 Sustainability Impact Report





A Letter From Our Employee-Owners

Ownership That Extends Beyond Business

As employee owners, we understand that the choices we make today shape the future of our business, our communities, and the broader food system. Sustainability is not a separate initiative from our work; it's embedded in how we source ingredients, support our partners, collaborate with one another, and serve our customers every day.

Ownership gives each of us a shared responsibility to think long term. We have been employee-owned since 2017, and are proud to be part of a company that values transparency, ethical sourcing, environmental stewardship, and meaningful relationships across the supply chain. These values guide our decisions and strengthen our commitment to creating positive impact that extends beyond our organization.

As we reflect on the progress shared in this report, we also recognize that sustainability is an ongoing journey. We remain committed to learning, improving, and working together to create connections that nourish life for future generations.

The CIRANDA Team

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About CIRANDA

Thoughtfully Sourced. Reliable Support. Real People Who Care.

CIRANDA is a 100% employee-owned supplier of certified organic, non-GMO, and fair-trade ingredients, rooted in the belief that responsible sourcing can nourish both people and the planet. For more than 30 years, we have worked to build a transparent and values-driven supply chain that supports organic agriculture, environmental stewardship, and economic opportunity for farming communities around the world.

Based in the St. Croix River Valley, CIRANDA has cultivated long-standing relationships with growers, processors, and partners across the globe to source high-quality ingredients for food, beverage, nutrition, and personal care brands. Our portfolio spans a diverse range of organic ingredients, supported by deep category expertise and a commitment to quality, traceability, and collaboration.

As a company grounded in connection, we believe business can be a force for positive impact. Through strong partnerships and a people-centered approach, CIRANDA continues to support sustainable agricultural practices, strengthen supply chain resilience, and help bring thoughtfully sourced products to market.



Total employee
volunteer hours (2025)

629

Energy Star score
achieved at CIRANDA
HQ

98

Percentage of Female
Leadership

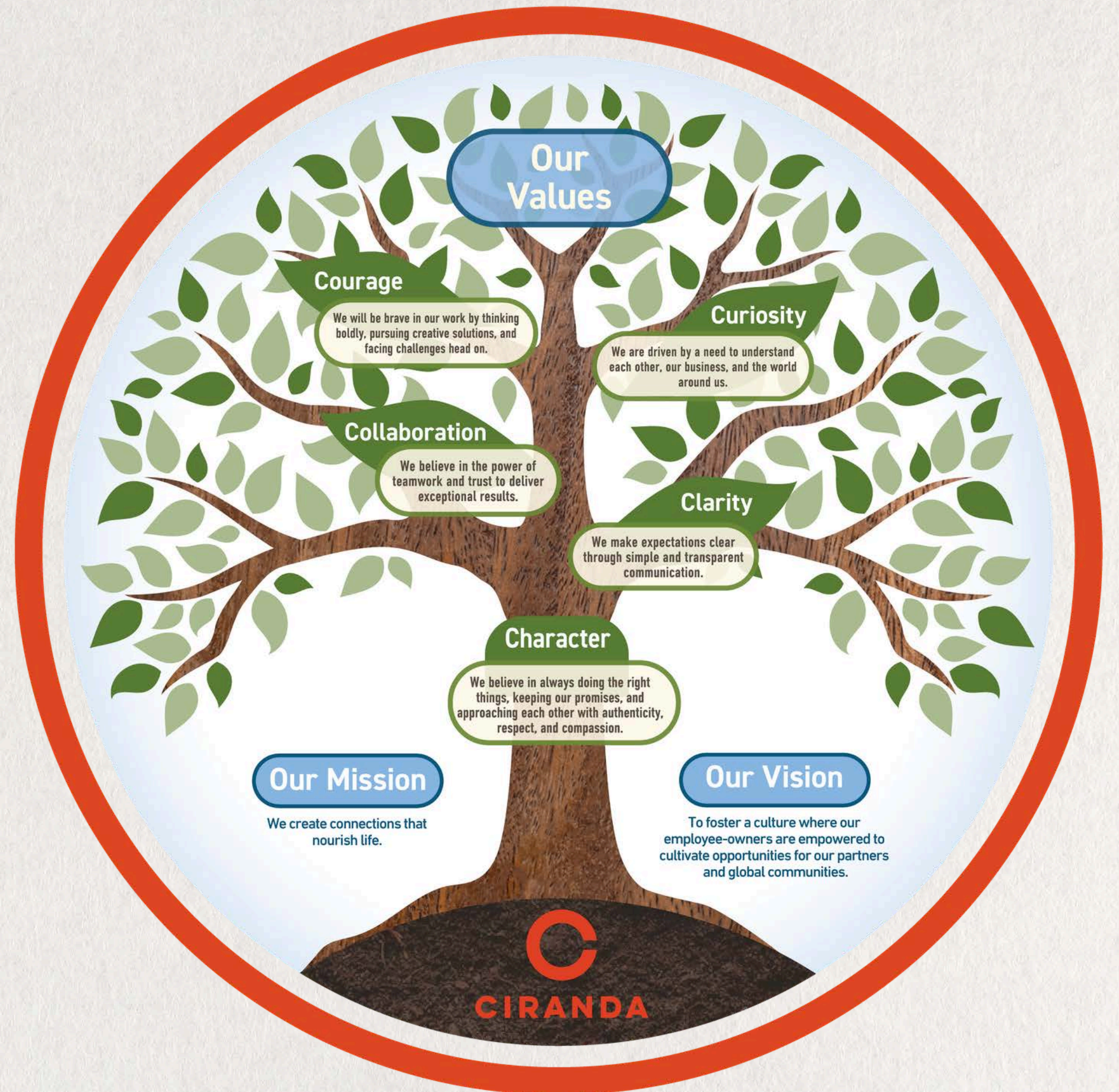
60%

Our Mission, Vision & Values

Principals That Shape our Impact

Everything we do begins with a shared purpose. Our mission, vision, and values guide how we build relationships, serve our partners, and create lasting impact. They shape the culture of CIRANDA and provide a framework for making decisions that support our people, communities, and the future of sustainable food systems.

Our mission—to **create connections that nourish life**—guides the relationships we build with customers, suppliers, employees, and communities around the world. Supported by a vision of empowering employee-owners to cultivate opportunities for partners and global communities, our values of Collaboration, Clarity, Character, Courage, and Curiosity help shape everyday decisions and long-term priorities. Together, they foster a culture rooted in trust, accountability, continuous learning, and a commitment to creating positive impact.



Employee Milestones

Recognizing Years of Dedication and Connection.

Our people are at the heart of the relationships and values that guide our work. Throughout the year, we celebrated employee milestones that reflect not only years of service, but the dedication, collaboration, and care our team brings to every partnership and project. We were especially honored to celebrate employees reaching significant work anniversaries. These milestones offered an opportunity to reflect on the knowledge, leadership, and lasting contributions individuals have made to CIRANDA's culture and growth over the years. Their influence continues to shape how we work together and serve our customers, suppliers, and communities.

We also celebrated **CIRANDA's 25-year milestone as a member of the Organic Trade Association**, recognizing a longstanding commitment to advancing organic agriculture, supporting industry collaboration, and helping strengthen the organic movement for future generations.



Joe Rouleau

**Head of
Sustainability**

20 Years

Joe oversees the company's sustainability initiatives and works closely with key organizations. He has deep knowledge of scaling supply chains and has been a passionate supporter for organic and sustainable foods. Joe is currently serving as board president of his local food co-op and serves on the Organic Trade Association's PAC. Joe and his family enjoy time hiking, camping, gardening and spending time outdoors.



Steve Hyde

**Vice President of
Supplier Development**

15 Years

Steve Hyde has worked in the global food ingredients industry with nearly four decades of experience across sales, R&D, and supplier development. Joining Ciranda in January 2010, he currently leads supplier development encompassing sourcing, FSQA and sustainability initiatives. He lives in Wisconsin and also serves as a board member at Ciranda.



Megan Lee

**Vice President of
Finance & Technology**

10 Years

Megan Lee leads CIRANDA's Finance, Technology, and Business Intelligence to drive operational excellence and support long-term growth. Since joining in 2015, she has played a key role in strengthening CIRANDA's financial foundation while building engaged, ownership-minded teams. Outside of work, Megan and her family enjoy sports, traveling, and time at their cabin. She also serves on the Hudson Boosters Softball Committee as Communications Manager.

Our Committees



"CIRANDA's top-tier employee engagement springs from our deep service orientation and positive employee connections. Our employee-led committees bring those to life in meaningful ways throughout the year for our employee owners."

— Doug Audette, CEO

Employee-led committees play an important role in fostering connection, learning, and engagement across our organization. By creating opportunities for collaboration beyond day-to-day work, these groups help strengthen our culture while supporting the values that guide our business.

Our **Sustainability Committee** focuses on encouraging environmental awareness, community involvement, and continued learning. Throughout the year, the committee organized educational opportunities for employees, coordinated volunteer initiatives, and supported activities that connect our team to broader sustainability efforts. This included partnerships with local organizations such as the University of Minnesota Bee Squad, helping promote pollinator education and environmental stewardship within our community. The Sustainability Committee also encourages employees to explore how individual and collective actions can contribute to a healthier future. From volunteer events to educational programming, these efforts help reinforce CIRANDA's long-standing commitment to responsible business practices and care for the communities and ecosystems connected to our supply chain.

In addition, our **Employee Connection Committee** helps cultivate a positive and engaging workplace culture by organizing company events, celebrations, and morale-building activities throughout the year. From team gatherings and seasonal celebrations to employee appreciation initiatives, the committee creates opportunities for employees to connect, recharge, and celebrate together.

Together, these committees contribute to a workplace culture that values participation, collaboration, and community involvement.



Our Sustainability Pillars



SUPPLY CHAIN TRANSPARENCY

Enhance compliance and monitoring systems to meet critical regulations and address the safety and wellbeing of our supply chain partners.

ENVIRONMENTAL SUSTAINABILITY

Shepherd a regenerative world through collaborative action in climate, biodiversity, and water management.



COMMUNITY ENRICHMENT

Lead with integrity to cultivate meaningful impacts in the lives of our stakeholders through our community and global efforts.

Supply Chain Transparency

Transparency Backed by Standards

Transparency is foundational to how we do business. We work closely with suppliers, customers, and certification partners to help ensure the ingredients we source meet rigorous standards for quality, integrity, and responsible production. Through third-party certifications and industry memberships, we support greater visibility across supply chains and provide customers with confidence in the ingredients they source.



CERTIFICATIONS THAT SUPPORT TRANSPARENCY

As active participants in industry organizations and initiatives, we collaborate with partners who share our commitment to organic integrity, responsible sourcing, and supply chain transparency. These certifications help us stay engaged in industry best practices while contributing to a more resilient and accountable food system.

100%

SUPPLIER CODE OF
CONDUCT ACHIEVED

90%

INGREDIENTS
SOURCED FROM
SMETA-AUDITED
SUPPLIERS



RESPONSIBLE SOURCING

Responsible sourcing begins with strong partnerships and shared expectations. All ingredient suppliers are required to review and sign our Supplier Code of Conduct, which outlines standards related to human rights, labor practices, worker safety, environmental responsibility, and ethical business conduct. The code addresses key topics including freely chosen labor, fair wages, non-discrimination, and safe working conditions.

Beyond written commitments, we work closely with suppliers throughout the year to support transparency and continuous improvement across our supply chain. Through ongoing communication, technical support, and regular in-person visits, our team works to better understand supplier operations and verify alignment with our standards and values.

PARTNERSHIPS BUILT ON ACCOUNTABILITY

Supporting ethical trade and responsible sourcing remains an important part of our supply chain efforts. Through participation in Sedex, a leading global platform for supply chain transparency and social responsibility, CIRANDA continues to strengthen accountability and visibility across supplier partnerships.

Our commitment is further supported through SMETA (Sedex Members Ethical Trade Audit) assessments, which provide third-party evaluations focused on labor conditions, worker well-being, health and safety, and business ethics at supplier facilities. As supplier participation in SMETA audits continues to expand, we remain focused on driving progress toward more transparent and responsible sourcing practices. We surpassed our 2026 goal early, achieving 90% SMETA participation across supplier sites, and will continue working with suppliers to maintain strong participation and support ongoing improvements in responsible sourcing practices..

Supplier Code of Conduct

Sedex | Member



Environmental Sustainability

<0.1%

WASTE DIVERETED TO LANDFILLS

9,912

2025 ROC
ACREAGE

98

HQ ENERGY STAR
SCORE

Advancing Environmental Responsibility

Environmental sustainability is an ongoing journey that requires thoughtful decisions, strong partnerships, and a commitment to continuous improvement. Throughout 2025, CIRANDA focused on areas where we can make a meaningful difference—from reducing waste and identifying responsible pathways for distressed inventory to supporting regenerative agriculture and investing in our local communities.

Our efforts span both operational and industry-wide impact. We continued to prioritize sustainable inventory management, keeping the vast majority of obsolescent products out of landfills through repurposing and donations.

We also supported environmental initiatives in the communities where we live and work, including volunteer projects and partnerships that promote ecosystem health and environmental stewardship. Beyond our own operations, we remain committed to advancing regenerative agriculture through the growth of Regenerative Organic Certified® acreage within our supply chains.

These efforts reflect our ongoing focus on responsible resource management, transparency, and creating positive environmental outcomes across the value chain.

Waste & Packaging

Finding Purpose Beyond Expiration

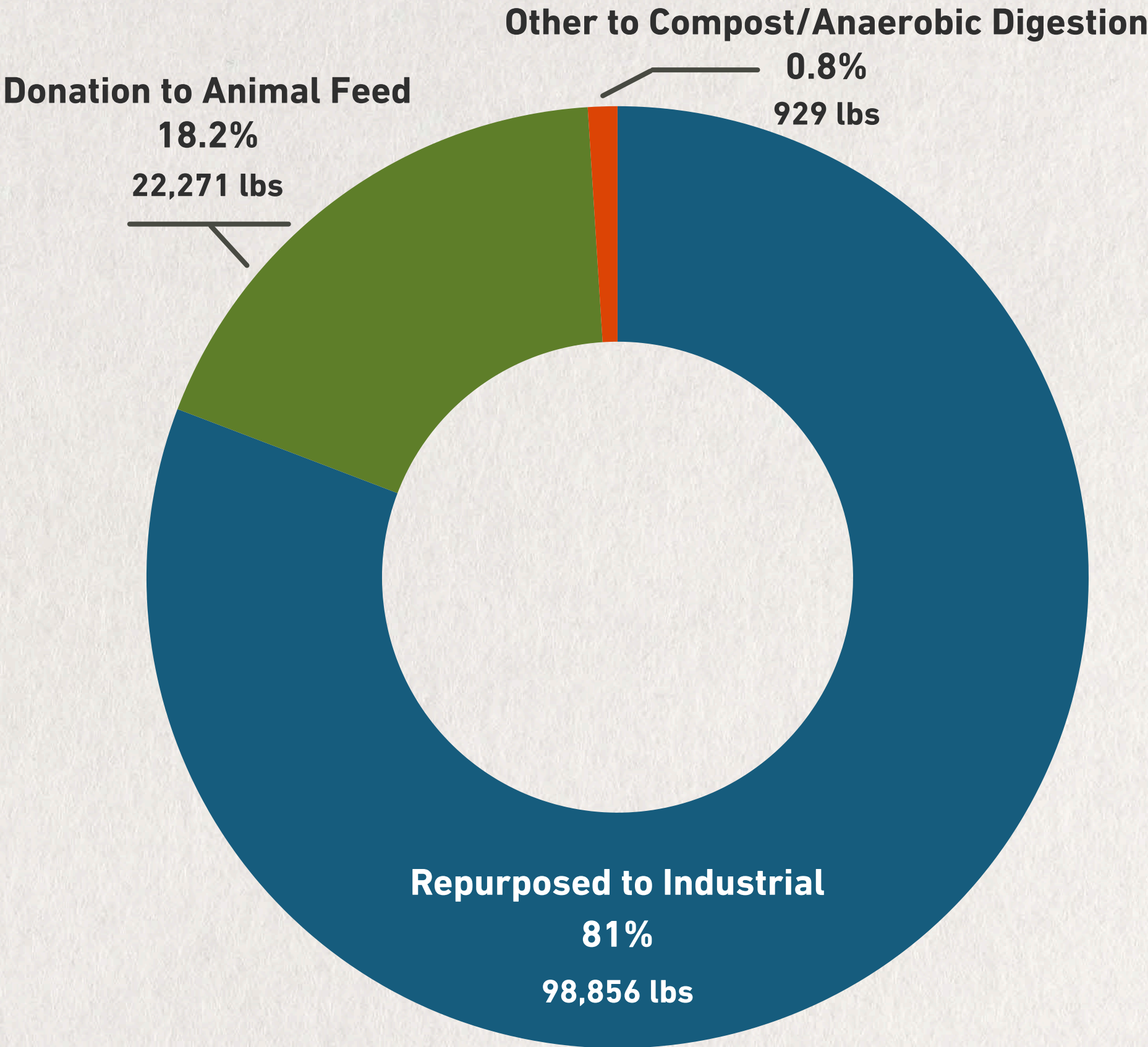
WASTE REDUCTION

In 2025, CIRANDA continued to prioritize sustainability in managing distressed inventory by diverting 122,055 pounds of obsolescent inventory while avoiding landfills. In total, less than 0.1% of our total purchased inventory went into landfills or incineration in 2025, on par with 2024 data. This was achieved primarily through animal feed and industrial uses through expansion of partnerships with local farmers, and other companies in close proximity to our warehouses.

In addition, our S&OP team regularly reviews products at risk of entering the liquidation process to help minimize waste.

PACKAGING SUSTAINABILITY

To support evolving packaging regulations and extended producer responsibility (EPR) requirements, CIRANDA expanded internal training and reporting processes related to packaging data and compliance. These efforts increased awareness across teams and strengthened our ability to track, report, and respond to emerging packaging regulations while supporting our broader waste reduction goals. This will be vital for continuing to drive packaging innovation in our supply streams.



Community Enrichment

+2.5%

**TOTAL NET PROFIT DONATED TO
INTERNATIONAL & LOCAL
ORGANIZATIONS**

20+

**NON-PROFIT ORGANIZATIONS
SUPPORTED**

IMPACTING THROUGH PARTNERSHIPS

Collaboration is the driving force of progress, and partnerships help accelerate innovation, strengthen accountability, and expand the collective impact that we can achieve. By engaging with industry associations, nonprofit organizations, and community initiatives, CIRANDA contributes to efforts that support sustainable agriculture, supply chain transparency, climate action, pollinator health, and community development.

In 2025, CIRANDA continued to support and engage with organizations including the Organic Trade Association, Climate Collaborative, Naturally Minnesota, Sedex, The Organic Center, Regenerative Organic Alliance, River Valley Charities, the University of Minnesota Bee Squad, and the Pollinator Friendly Alliance. These partnerships provide opportunities to share knowledge, support meaningful initiatives, and help advance positive outcomes for people, communities, and the environment.



**ORGANIC
TRADE
ASSOCIATION**



**THE
ORGANIC
CENTER**



**Regenerative
Organic Alliance**



Our Neighbors' Place



**World
Central
Kitchen**



**ST. CROIX VALLEY
FOOD
BANK**

Giving Back in Our Community

Community impact is built through both giving and service. In 2025, we continued to support local organizations through volunteer efforts, charitable contributions, and community partnerships focused on food access, family support, and long-term community well-being. The organizations highlighted below represent a small sample of the community partners we worked alongside throughout the year to help strengthen and support the communities where we live and work.

ST. CROIX VALLEY FOOD BANK

The St. Croix Valley Food Bank serves as a critical hub for food sourcing and distribution across western Wisconsin, connecting donated food with local food pantries, shelters, and community programs. CIRANDA employees support the organization through volunteer service, helping advance its mission to reduce food insecurity and food waste while strengthening community resilience.

RIVER VALLEY CHARITIES

River Valley Charities brings together nonprofits, businesses, and community members to support families facing essential needs. Through partnerships with organizations such as the Hudson Area Backpack & Food Program, YMCA Camp St. Croix, and Our Neighbors' Place, River Valley Charities helps expand access to food, education, housing support, and resources that create lasting community impact.





Global Giving

Creating positive impact extends beyond the communities where we operate. Through partnerships with organizations focused on education, opportunity, and community development, CIRANDA supports initiatives that help strengthen livelihoods and create lasting benefits in sourcing regions around the world. Featured below are examples of the partnerships and programs contributing to long-term resilience and shared prosperity in sourcing communities around the globe.

ÑAWINCHAY SCHOOL LIBRARY PROJECT

In 2025, we supported the Ñawinchay School Library Project in Tarapoto, Peru. The project provided 173 children in a key organic cocoa-growing community with access to a safe, fully equipped library designed to support learning and educational development. The facility incorporates energy-efficient design and partial solar power, helping create a lasting resource for future generations.

THE CITIZENS FOUNDATION (TCF-USA)

For several years, CIRANDA has supported The Citizens Foundation (TCF-USA), an organization dedicated to expanding access to quality education in underserved communities across Pakistan. In 2025, our support helped fund the Aagahi program, which provides literacy and numeracy education for women in rural and low-income communities. Through initiatives like Aagahi, TCF helps create opportunities for lifelong learning, empowerment, and community advancement.

Volunteerism

EMPOWERING EMPLOYEES TO GIVE BACK

We believe strong communities are built through meaningful connections and active participation. We encourage employees to engage with causes they care about by reimbursing qualifying volunteer time through paid time off and matching charitable donations, helping make community involvement more accessible and rewarding.

In 2025, CIRANDA employees contributed 629 volunteer hours, representing a 27% increase from 2024. Team members participated in organized volunteer events, including projects at Camp St. Croix and the Hudson Riverfest Cleanup, while many others dedicated their time to local schools, food banks, community organizations, and nonprofit initiatives in the communities where they live and work. We're proud to support these efforts and the meaningful difference they make in our communities.



**Total employee
volunteer hours
(2025)**

+ 27% from 2024

629

Looking Ahead

Next Steps in Sustainability

As we look to the future, we remain focused on the areas where we can make the greatest impact through intentional action, strong partnerships, and continuous improvement. While many sustainability challenges require collective effort across industries and supply chains, we believe meaningful progress starts with the decisions we make every day. From operational practices and packaging choices to community engagement and industry collaboration, we can continue building a more transparent and responsible business by concentrating on the factors within our influence.

The work is ongoing, and we are committed to learning, adapting, and advancing our efforts where they can create lasting value for people, communities, and the environment.



Waste & Packaging

We will continue identifying opportunities to reduce waste and improve packaging solutions through thoughtful material choices, operational efficiencies, and collaboration with partners.



Volunteering & Giving

We remain committed to supporting our communities through employee volunteerism, charitable giving, and meaningful local engagement.



Key Partnerships

We will continue strengthening partnerships that advance sustainability, support organic agriculture, and create positive impact throughout our supply chains and communities.

Contact Us



Ingredients That Inspire Change.

If you have questions or would like additional information, please reach out to your CIRANDA Sales Team.



888-329-3577



sales@CIRANDA.com



www.CIRANDA.com