

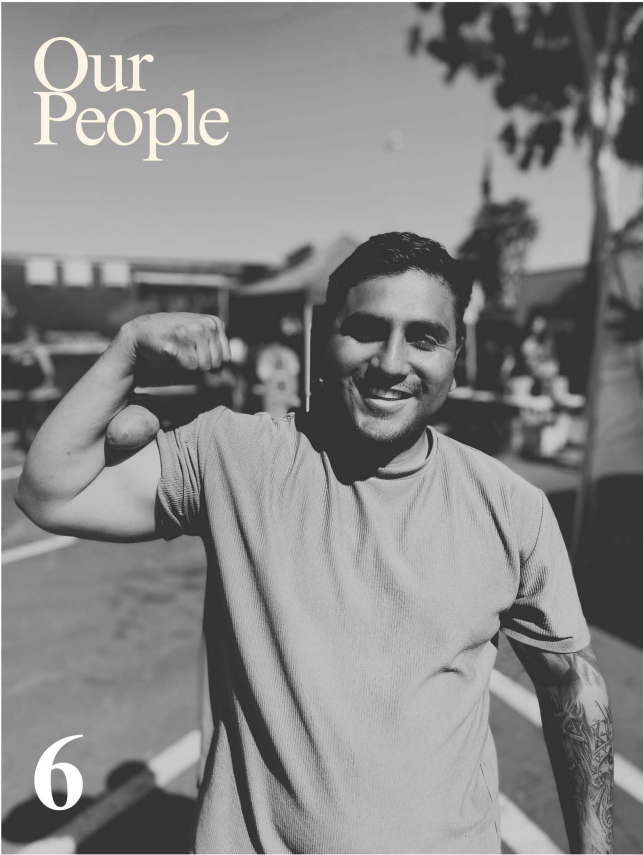
The Progressive Produce

Sustainability Report



2024

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Defining Sustainability: The Progressive Way

Editor's Note

By Dr. Oscar Guzman

When we were first asked to define what we were doing in regard to sustainability, we paused and reflected. The word is often used loosely to describe what's simply "good" for the earth—but for us, it's always meant something more. Sustainability has never been about checking boxes. It's about growing our Great People, our Great Company, and our Great Future—with purpose, care, and integrity. That mindset shaped the foundation of what would later become our formal initiative: Rooted.



Looking ahead meant first looking back. Since 1967, Progressive Produce has been guided by the values of caring for our people and doing what's right. What we now call sustainability was already part of who we were—it just needed a name and a framework.

In 2015, we took our first formal step with the launch of the Tater Made® recyclable potato bag. It wasn't just a packaging shift—it was a mindset shift that pushed us to ask how we could reduce our environmental impact across the board.

By 2019, those questions led to action. We explored paper-based packaging, reevaluated our operations—from farming and packing to transportation and warehousing—and looked for new ways to minimize our footprint.

In 2020, we launched Rooted, our company-wide sustainability initiative built on two key pillars: People and Planet. Rooted became more than a program—it became a way of doing business, guiding how we grow, operate, and lead with responsibility.

Now in 2025, we're proud to share our first-ever Sustainability Report—a reflection of our progress and our vision for the future.

We're excited to share where we've been, where we're going, and the values that continue to guide us along the way.

Dr. Oscar Guzman
Vice President of Marketing and Sales



Who We Are

Since our founding in 1967, Progressive Produce has been built on a foundation of innovation, integrity, and a relentless commitment to excellence. What started as a bold idea—packing freshly harvested potatoes in Los Angeles—has grown into a thriving company with over 300 employees, serving customers across North America. Our success stems from strong partnerships with growers, a dedication to quality, and a deep-rooted belief that great companies are built on great values.

At Progressive Produce, we embrace change and continuously evolve to meet the needs of our customers and the industry. Our commitment to sustainability is a natural extension of our innovative spirit. We are integrating responsible sourcing, efficient resource management, and environmentally friendly packaging solutions into our operations, ensuring that our impact extends beyond business success to benefit our people, communities, and planet.

For nearly six decades, we have remained at the forefront of the produce industry, driven by a passion for excellence and a vision for a more sustainable future. Who we are today is a reflection of where we've been—and the exciting future ahead.



Marty Kamer
President

Progressive Produce is better positioned than ever to create value for our customers, employees, and the communities where we live and work. Our Sustainability Report reflects how we do business—striving to do what's right, always evolving and improving, and holding ourselves accountable for performance over promises. At the heart of it all are the Great People of Progressive. Their passion drives us forward as we navigate today's challenges and work together to build a Great Future.

What is Rooted



Established in 2020, Rooted is our sustainability framework for driving meaningful change. Built on two key pillars—People and Planet—Rooted reflects our commitment to fostering thriving communities and protecting natural resources for future generations.

Under the **People pillar**, we focus on employee engagement and well-being, community donations, and social responsibility to create a positive and inclusive environment. We continuously improve these initiatives through annual social audits and employee feedback. The **Planet pillar** drives our efforts in energy efficiency, sustainable packaging, recycling, and waste management, ensuring responsible environmental stewardship. This is measured by our key performance indicators (KPI's).

Our **key performance indicators (KPI's)**, are metrics used to track our progress and ensure meaningful impact that is reflected in this report.

Since launching Rooted, we have fostered a culture of sustainability, increasing awareness across our organization and embedding responsible practices into everyday operations. This shift has strengthened our commitment to resource management, sustainable sourcing, ecosystem conservation, and the development of our own Biodiversity and Environmental policies. These policies ensure that our sustainability efforts create long-term benefits for both people and the planet.

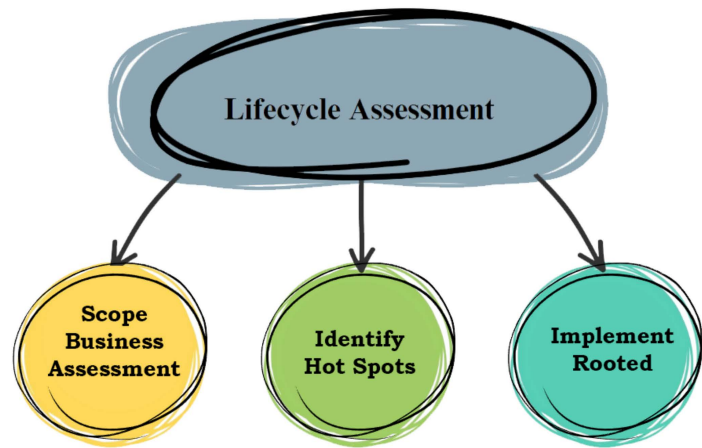
Progressive Produce Case Study

Our Path to Sustainability

Guided by Insights, Driven by Action

Meaningful change begins with identifying where it is most needed. We first determined which segments of our business would be involved by conducting a comprehensive lifecycle assessment (LCA) to guide our efforts.

The LCA provided an in-depth evaluation of our operations, assessing both environmental and social impacts across every stage—from growing and harvesting to packaging and transportation. This analysis helped us pinpoint key “hot spots” where we could make the most significant improvements.



Lifecycle Assessment



Scope Business Assessment

The organization was segmented into three key operational areas: **growing**, **packing**, and **shipping**. A comprehensive analysis was conducted for each area, throughout the business. The team examined their processes and evaluated their respective outputs to assess any efficiencies, sustainable opportunities and potential areas for improvement.

Identify Hot Spots

In **growing**, the key areas were labor and resource practices and management. **Packing** focused on reducing food waste and packaging disposal efforts. **Shipping** highlighted the impact of food miles, fleet emissions, and consumer awareness, emphasizing the need for more sustainable logistics and finding ways to educate the consumer.

Implement Rooted

After identifying and validating **key hot spots**, the **Rooted** initiative was planned and ready to implement. Practices were introduced throughout all three business segments, supported by integrated data recording tools for accurate reporting. These efforts led to the findings and metrics presented in the following pages.

Our Pillars

From empowering employees and strengthening communities to innovating eco-friendly solutions, Rooted ensures that our actions make a positive impact on **People** and the **Planet**. The list below highlights the programs and practices we're currently implementing under each pillar.

People



Employee Engagement & Well-Being

Programs that support career growth

Focus on creating a positive work environment

Community Contributions

Donations to food banks

Partnerships with organizations like Heart of Compassion and City of Hope



Social Responsibility

Social audits ensuring ethical labor practices

Planet



Energy Efficiency

Continued reduction of emissions through smarter energy use

Sustainable Packaging

Achieving 100% recyclable and compostable materials in all packaging



Recycling and Waste Management

Continued cardboard recycling efforts

Programs to minimize landfill contributions

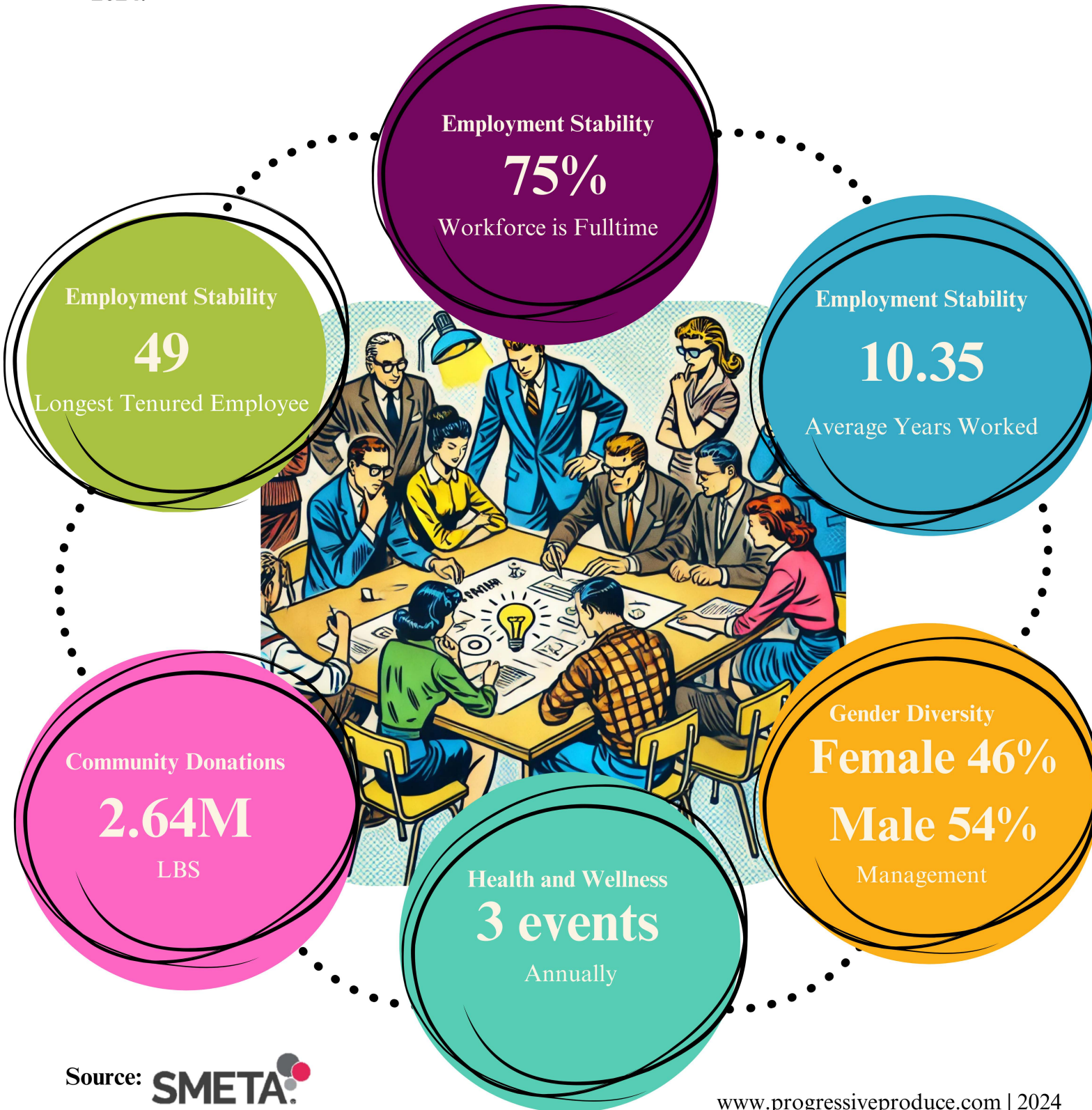


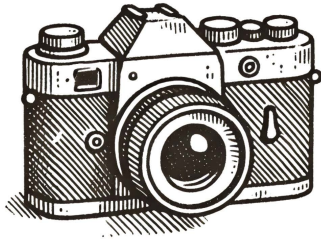
Our People



Our People

At Progressive Produce, our people are at the heart of everything we do. Rooted reflects our commitment to creating a thriving workplace, supporting our communities, and upholding ethical business practices. **Here’s a snapshot of the progress we’ve made in 2024:**

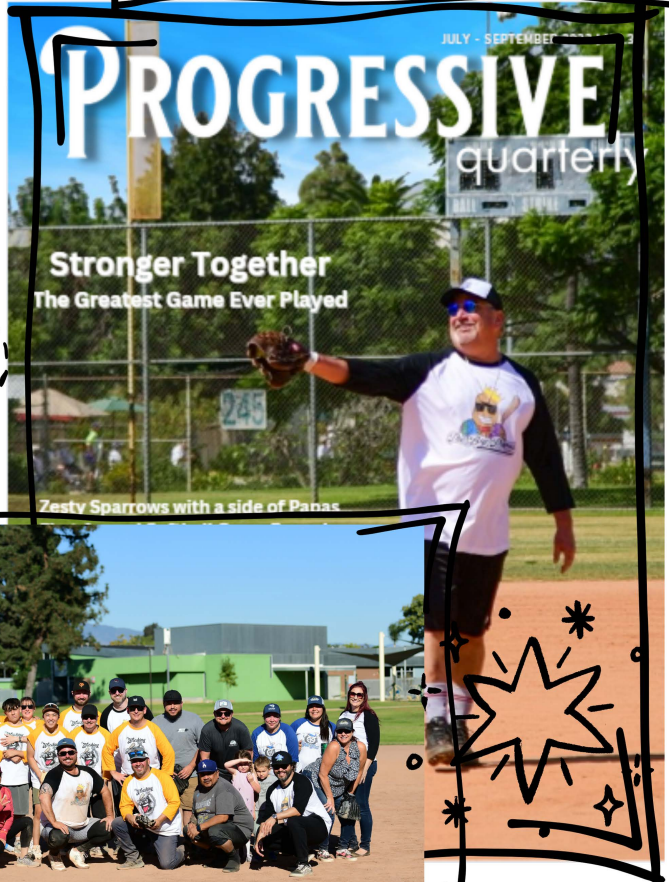




Our People

Caught on Camera

Rooted is dedicated to delivering meaningful and measurable results, but that doesn't mean we don't enjoy the process! We embrace creativity, collaboration, and a positive approach, ensuring that while we work towards impactful change, we also foster an engaging and enjoyable experience along the way.





Our Planet

Our Planet

From conserving resources to reimagining packaging, we're taking steps that protect the planet for future generations. Every effort we make is a step toward a healthier planet.



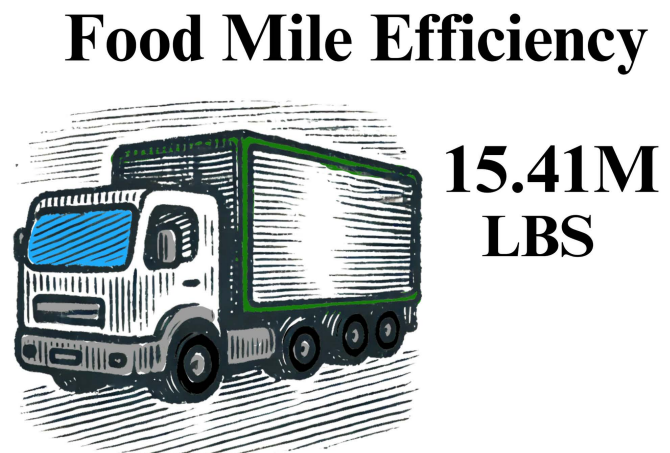
Food Waste Diverted is the total number of pounds that have been donated, which includes community and feed donations.



More than 90% of all packaging used at Progressive is either recyclable or compostable.



There is always a home for food. Sometimes when it may not be as perfect, it is still a great treat for animals.



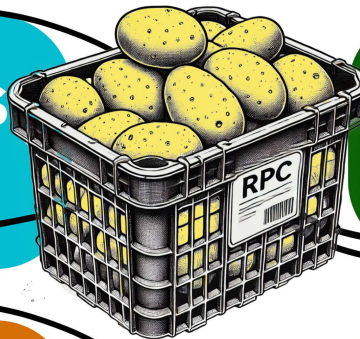
There are many ways and routes to get your produce delivered. We try our best to efficiently deliver our produce to you directly from the source with minimal stops. This is what we call food miles.

Packaging

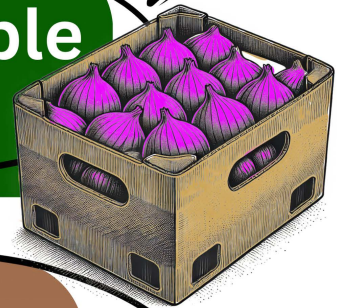
At Progressive Produce, sustainability doesn't stop at our fields—it extends all the way to our packaging. We partner with our customers to ensure that our commitment to environmental responsibility reaches the end consumer. By utilizing Reusable Plastic Containers (RPCs), recyclable packaging, compostable cartons, bales, consumer-friendly paper packaging, and post-consumer recycled material (PCR), we actively support a circular economy.

Our dedication to continuous innovation drives us to develop new sustainable solutions that minimize waste, enhance recyclability, and promote eco-friendly choices at every step of the supply chain. These efforts not only reduce our environmental footprint but also create real, measurable change across our operations. By continuously pushing the boundaries of sustainability, we are making a lasting impact—one package at a time.

RPC Units
973,850



Compostable
547 Tons



Recyclable Units
53M



Paper Units
1.2M



Watch our award winning video

“In Search of Paper”



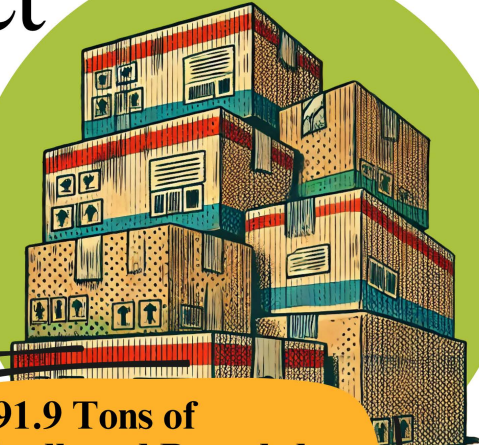
Our Collective Impact to the Planet in 2024

Our team's commitment to sustainability has made a real difference! By embracing eco-friendly practices and prioritizing recycling and donating, we've achieved significant environmental savings and a healthier community.



2.64 Million Pounds of Food Donated to the Community

Providing nourishment to those in need and reducing food waste



291.9 Tons of Cardboard Recycled

Giving materials a second life and reducing landfill waste



2,905 Trees Saved

Protecting our forests and preserving natural habitats



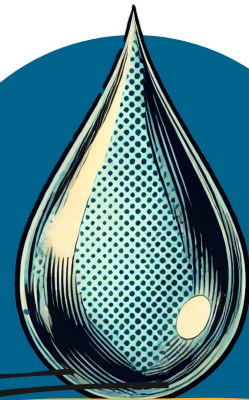
28,000 Gallons of Oil Saved

Reducing reliance on fossil fuels and lowering carbon emissions



293,000 Hours of Electricity Saved

Cutting down on energy consumption for a greener future



876,000 Gallons of Water Saved

Conserving a vital resource for our planet

Our Future



Our Continued Growth and Goals



Together, with our employees, partners, and customers, we're taking steps toward a future where caring for **People** and the **Planet** is at the heart of everything we do.

In 2025 we plan to...

People

New Goal
Offer ESL classes at both Los Angeles facilities

EMPLOYEE ENGAGEMENT & EMPLOYEE WELLBEING

- Gather and implement feedback regarding employee engagement events



COMMUNITY CONTRIBUTIONS

- Coordinate two community outreach events
- Maintain current community donation levels



New Goal
Support local biodiversity initiatives

SOCIAL RESPONSIBILITY

- Pass 100% of social audits



Planet

New Goal
Decrease food miles by 15%

ENERGY EFFICIENCY

- Maintain current energy efficiency levels by monitoring usage



New Goal
10% PCR material in recyclable poly-bags

SUSTAINABLE PACKAGING

- Increase industrial compostable packaging by 15% by 2026
- Start a backyard compostable package program



RECYCLING AND WASTE MANAGEMENT

- Maintain cardboard recycling efforts
- Maintain current food waste diversion by limiting landfill contributions





We believe in growing a better future—together.

If you're interested in partnering with Progressive Produce or learning more about our sustainability goals, scan the QR code or visit progressiveproduce.com to connect with our team.

