



## Sustainability and Social Responsibility



McDonald Wholesale seeks to be a responsible company and community partner. To achieve this ideal, we have developed an approach in three distinct arenas:

- A culture of respect and fair labor practices
- Direct philanthropic giving and volunteerism
- Environmental sustainability



## Fair Labor Practices

McDonald Wholesale is an equal opportunity employer. We believe that every employee has the right to work in an environment free from all forms of unlawful discrimination. It is our policy to provide equal employment opportunities to all qualified applicants and employees without regard to race, religion, color, sex, sexual orientation, gender identity, marital status, national origin, age, genetic information, veteran status, mental or physical disability or other protected status in accordance with applicable local, state, or federal law. It is also our policy that all employees have the right to work in an environment where the dignity of each individual is respected.

We believe teamwork is the foundation of successful employment relations. We value the input, ideas, suggestions and contributions of all our employees.

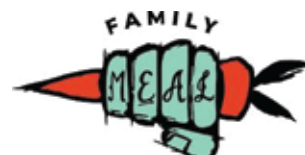
At McDonald Wholesale we are proud to offer competitive wages, aggressive benefits and a family-oriented culture. We believe that the remarkable longevity of our staff is due to these factors.

## Community Financial Support and Volunteerism

McDonald Wholesale is committed to supporting all of the communities that we serve throughout Oregon via sponsorships, in-kind donations and volunteerism.

We continue to research areas of need that are relevant to the food industry. We are in the process of refining and implementing volunteer opportunities for our employees to participate in.

Below are just a few of the organizations that we support:





## Environmental Sustainability

**“No human activity has a greater immediate impact on habitats, wildlife, and natural resources than food production.” ~World Wildlife Fund**

### **What We Believe.**

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We continue to search for better ways to reduce our impact on the environment. We strive to follow best practices when disposing garbage and using chemical substances that would negatively impact our environment.

### **What We Do.**

All cardboard is recycled

All shrink wrap and pallets are recycled

All receiving materials are recycled

We donate all food that is “unattractive” or at risk for expiration so it's not directed to waste

We have moved to LED lighting for our warehouse

We are moving to electronic report distribution and currently recycle paper reports

We work with our suppliers to return shipping air pads for reuse

We encourage our drivers to manage fuel consumption and review routes for efficiency

### **What We Expect From Others.**

We have a commitment to the communities where we operate and a responsibility for the environments that we impact. We seek to work with suppliers, vendors, service providers and colleagues who share this commitment.





## Quality ▪ Sustainability ▪ Responsibility

At McDonald Wholesale we strive to meet our customers needs, from quality ingredients, sustainable practices, responsible stewardship and safety. Whenever possible we aggressively seek out local suppliers while maintaining the integrity of our high standards. These standards are built upon honesty, integrity, reliability and require certifications and best practices as outlined by the FDA, USDA, Oregon Department of Health and AIB. Below are some of those local suppliers who also reflect our standards.

Oregon Spice  
 Carlton Farms  
 Hill Meat Company  
 Emerald Fruit & Produce  
 Draper Valley Farms  
 Lamb Weston  
 High Desert Beef  
 Resers Fine Foods

Grain Millers  
 Bob's Red Mill  
 Darigold  
 US Bakery - Franz Bread  
 Willamette Egg  
 Trident Seafood  
 Don Pancho

Blount Fine Foods  
 Big Ed's Bread  
 Bruce Pac  
 Nicky USA  
 Pacific Foods  
 Stalk Market  
 Ocean Beauty



Additionally, McDonald Wholesale is proud to partner with suppliers across the country who also share our values.

Tyson Foods  
 Foster Farms  
 Kraft/Heinz  
 Brakebush  
 Stanislaus Foods

Farmland  
 Michigan Turkey  
 General Mills  
 Lyons Magnus  
 Roland Foods

Rose Packing  
 Tork/Essity  
 Wampler's Sausage  
 ConAgra Brands





Oregon Spice



Darigold & Northwest Dairy Assoc.



Pacific Foods

## SUPPLIER code of CONDUCT

We are proud of the extraordinary relationships we have cultivated with all of our suppliers. In order to meet our high standards, we ask that each of our suppliers comply with the following requirements:

### 1. To be free of conflicts regarding -

- Trade
- Anti-Trust
- Anti-Corruption
- Conflicts-of-Interest

### 2. Labor requirements -

- We ask that our suppliers follow all Federal and State labor laws and to be 100% compliant with human rights, wage and benefits and discrimination laws.

### 3. Health, safety, and environmental -

- We require that all of our suppliers provide proof that they are following all health and safety codes.
- We have a commitment to the communities where we operate and a responsibility for the environments that we impact. We seek to work with suppliers who share this commitment.



Draper Valley Farms



Carlton Family Farms



Trident Seafood



## Safety & Compliance

We strive to uphold the highest standards for product integrity and meet all requirements for compliance with both the Food Safety Modernization Act (FSMA) and HACCP (Hazard Analysis Critical Control Point) guidelines.

To this end, we secure the services of AIB (American Institute of Baking) International to perform an annual inspection based on four categories:

- *Operational Methods and Personnel Practices*
- *Maintenance for Food Safety*
- *Cleaning Practices*
- *Integrated Pest Management*

Upon completion of our annual inspection a score is given to our facility based on performance in each of the categories. There are a maximum of 1000 points with 700 being a passing grade. A score of 900 points and above results in a superior rating. Our average score is 935 points.

**SUPERIOR**

