



DAKOTA

PROVISIONS LLC

2022 CORPORATE
RESPONSIBILITY REPORT



LETTER FROM OUR CEO

2022 marks the 16th year of operations for Dakota Provisions and our mission to preserve our Earth has not lessened. Our company remains dedicated to fully supporting our Dakota Provisions Sustainability Program. Our program's importance is evidenced by the company's insistence on having a senior level employee manage this activity, as well as an additional management level employee handling the day-to-day sustainability efforts.

Our efforts have produced some steady results. Accomplishments in the last year include a 15 % reduction in total water usage.

In working with both our local and state communities and through our continued commitment we will strive for, and will not be satisfied, until we have the same spirit and effort displayed by all our 1000+ employees, their friends and neighbors. We work diligently to be viewed as a positive influence both locally and statewide.

I am proud of our past accomplishments and look forward to providing greater emphasis and positive results in this important portion of our company efforts.

To all our associates, suppliers, community, statewide and national friends participating in this effort, I want to express my heartfelt thanks for the work accomplished so far and remind everyone that "SERVING OUR CUSTOMERS WHILE PRESERVING OUR EARTH" is a daily part of our company's and associate's efforts. It is also the right thing to do for our company, our associates, our communities, our state, our country and our planet.

Cordially,

Jordan Woodbury

President/CEO

THE THIRTEENTH REPORT

Thank you for your interest in our thirteenth Dakota Provisions LLC Corporate Responsibility Report. Unless noted otherwise, all data in this report covers the company's fiscal year 2022, which ended January 1st, 2023. Our reporting boundary covers all activities for two processing facilities, the corporate office, cold storage facility, in-house testing laboratory and two warehouses which are all located in Huron, South Dakota. It also includes two employee stores, Wyshbone Market in Huron, SD and Wyshbone Market in Brookings, SD. At the end of 2022 we were owned by 43 growers in South Dakota, North Dakota and Minnesota.

Dakota Provisions LLC plans to publish its next Corporate Responsibility Report in the Fall of 2024. For questions regarding the report please contact Angel Iverson, Director of Sustainability (605) 353-9637 or at angeli@dakotaprovisions.com.

Product Sales: 32% of products produced are ready-to-eat with 29% going to food service and 3% going to retail. Most products are shipped throughout the U.S. Approximately 75% of product goes out raw – 25% frozen and 50% fresh. Besides shipping domestically, trim and raw materials are exported to Mexico, Hong Kong, the Middle East and the Caribbean among others. Over 100 different products were produced for the reporting period – at least 5 of them were new products. Net sales for 2022 for all DP facilities totaled over \$333 Million.

In the past few years we have continued moving more of our flocks to “NAE flocks” or “No Antibiotics Ever”. These birds will not receive any antibiotics at any time during the life of the bird. If any flocks during their lifespan need antibiotics, we will distribute antibiotics to them as we do not want any birds to suffer. However, these birds will not be labeled as “NAE” flocks. Some of these flocks are also approved under the Global Animal Partnership program or known as “GAP” birds. At the end of 2022, 21% of all flocks were NAE approved. Of those 9% were also GAP approved.

Continuing in 2022 our feed mills, farms and the processing facility were certified by USDA under the “Process Verified Program”. To be certified:

- Birds must be raised by independent farmers
- Producers are trained on animal handling practices
- No antibiotics used for growth promotion – antibiotics only used for treatment and prevention of illness.
- We are audited at least yearly to assure we maintain this certification.

We are proud to announce that Dakota Provisions has received the following awards/certificates in 2022:

- Safe Quality Foods Certification “Food Safety Code for Manufacturing, Quality Edition 9.0
- “Certified Organic” to the USDA National Organic Program
- Process Verified Program (PVP) Certification

GOVERNANCE & OUR COMMITMENT TO CORPORATE RESPONSIBILITY

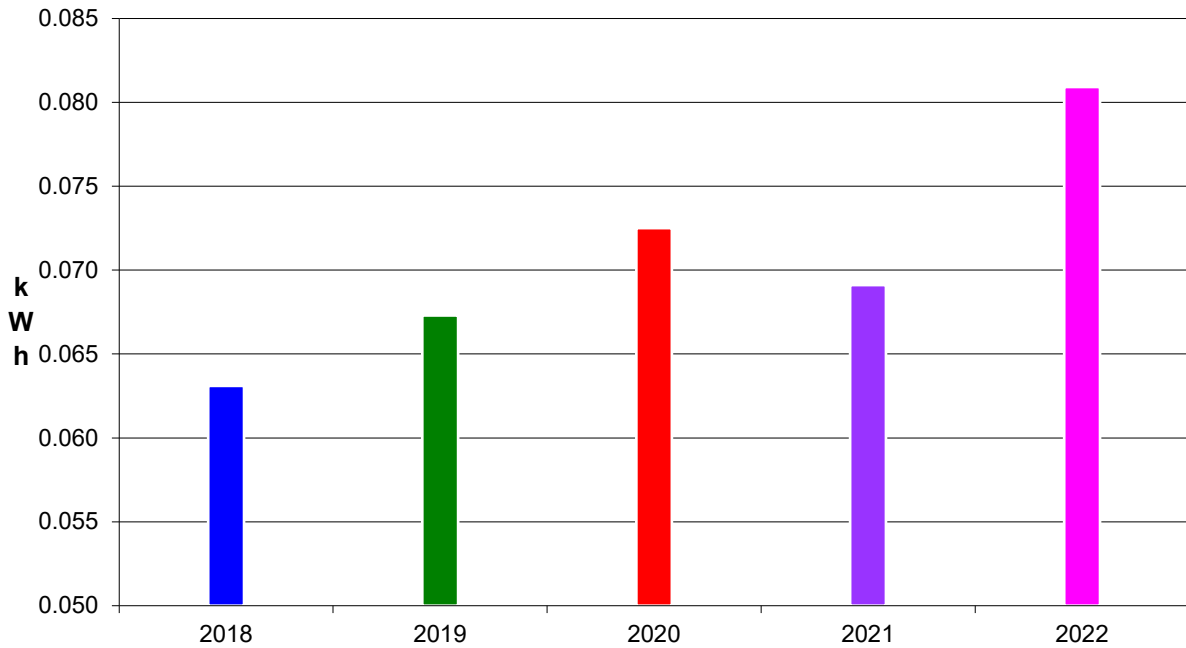
- Our strategic plan incorporates a balanced approach needed to accommodate a 2 to 3% per year average annual growth in volume without sacrificing the health of the environment or the community in which it operates and serves. We follow GAAP standards, USDA/FSIS regulations, FDA regulations and EPA regulations. We use the E-Verify program, SSNVS (Social Security Number Verification System) and background screening as part of our evaluation process for applicants before they are hired. Applicants must pass a 5-panel drug screening process to be hired. We have a signed IMAGE agreement with the Department of Homeland Security (DHS). Our short-term goals include maintaining quality standards, enforcing security mechanisms, managing natural market volatilities and sustaining a strong workforce. The company's long-term production and financial strategy is fixed on distributing 80% of its volume to be sold as further processed, fully cooked product and 20% to be sold in a raw form and in 2023 we will continue to work harder toward this goal. At the end of 2022 we were at 40% further processed, fully cooked product and 60% sold in a raw form. As poultry processing generally carries a number of risks associated with contamination and the health and safety of the animal, the environment, the workforce and the consumer; continued emphasis on taking a proactive role in minimizing overall impacts is one of our goals. The company's model of prioritizing quality, health and safety, environmental and human resources at the forefront of business objectives contributes to its economic performance. We work diligently to minimize impacts such as outbreaks of animal diseases and other serious business events which could have devastating effects on all the poultry industry.
- Operational entities include two manufacturing facilities, corporate office, cold storage facility, in-house testing laboratory, two warehouses and one employee market, which are all located in Huron, SD. It also includes another employee market in Brookings, SD. Jordan Woodbury, President/CEO, reports to a Board of Directors. Woodbury's management team consists of the Director of Operations, Chief Financial Officer, Director of Sales & Marketing, Director of Procurement, Director of Logistics, Director of Human Resources, Director of Food Safety/Quality Assurance & Sustainability, Director of Raw Material Supply and Director of Veterinary Services who each oversee their own organizational hierarchies.
- Various committees are responsible for setting organizational strategy and oversight. One such committee is the Sustainability Committee, which is served by the Director of Operations, Raw Operations Manager, RTE Operations Manager, Corporate Mechanical Engineer, Corporate Purchasing Manager, Industrial Engineers, Director of Sales/Marketing, Director of Food Safety/Quality Assurance, Maintenance Managers and the Director of Sustainability who also oversees the committee. Three groups of Safety Committees coordinated by the Safety Manager meet once a month to discuss safety topics and review the previous month's injuries. The CIT Team (Continuous Improvement Team) meets at least once per month to discuss ways to improve employee safety, food safety, production processes and products, upgrade equipment, etc., and consists of different degrees of management from all areas of the company.
- Dakota Provisions LLC participates in SEDEX (Supplier Ethical Data Exchange), which is a non-profit membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains. It is a web-based platform for sharing information and audit results on four pillars: (1) labor standards; (2) health and safety; (3) environment; and (4) business integrity. As a member, Dakota Provisions LLC is committed to conducting audits and sharing these results within SEDEX. Dakota Provisions LLC was audited in 2014 and 2016 and found compliant for the 4 Pillars SMETA (Sedex Members Ethical Trade Audit) Report. Our report is on the SEDEX website. Our last audit was in December of 2019 and covered both facilities (Dakota Provisions and Dakota Provisions West). The next SMETA audit is scheduled to be performed June of 2023.

STAKEHOLDER DIALOGUE

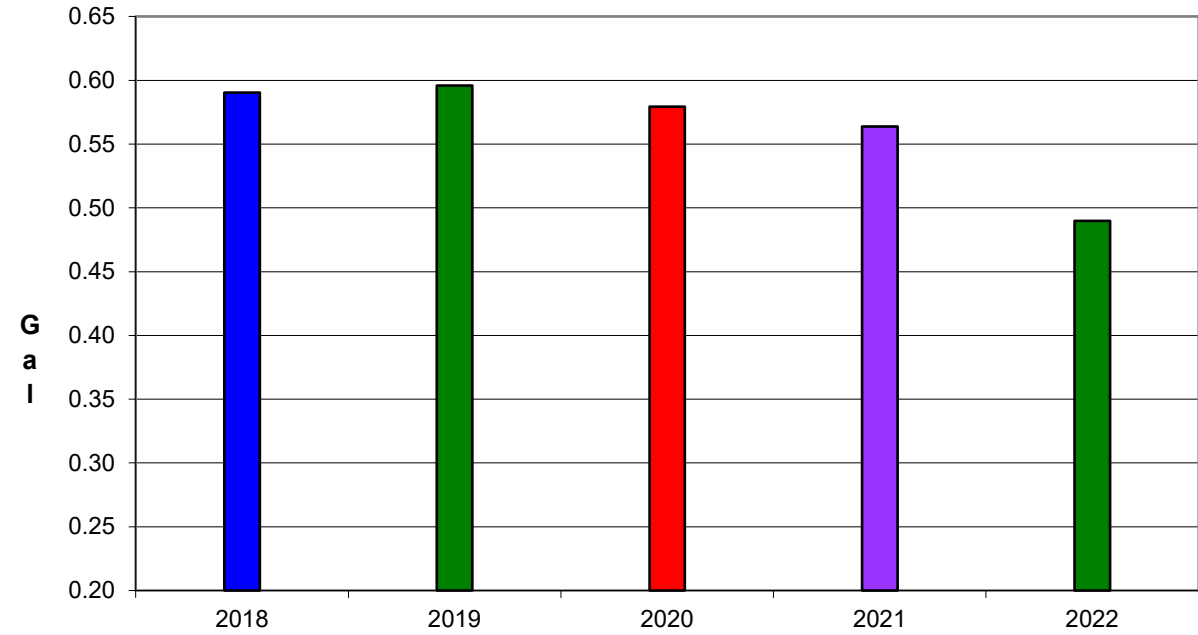
- **Key internal stakeholders are the 43 owner Hutterite Colonies located in South Dakota, North Dakota and Minnesota, top management staff, and employees. Key external stakeholders are Farm Credit Services of America, the Greater Huron Development Corporation and customers providing sales of more than 10%. Internally, colonies are informed of the financial situation at routine Executive Committee and Board of Director (BOD) meetings. Top management is provided a monthly recap of performance and conducts at least two semi-annual meetings with the owner colonies to review financial information. Externally, major lenders have quarterly financial information (internal unaudited) delivered to them and receive annual audited financial statements. The value brought includes positive PR, openness for future lending or investment in DP, and managerial commitment to continued success and process improvement.**

STAKEHOLDER	INTERESTS	DAKOTA PROVISIONS RESPONSIBILITY
INVESTORS	ENSURE THAT OUR BUSINESS IS ETHICAL, RESPONSIBLE, PROFITABLE AND SUCCESSFUL.	OPENLY COMMUNICATE OUR BUSINESS STRATEGY AND PLANS TO ACHIEVE LONG TERM SUSTAINABLE GROWTH.
CUSTOMERS	DELIVER SAFE QUALITY FOOD TO MEET CUSTOMER NEEDS AND DEMANDS.	CONTINUOUSLY IMPROVE THE QUALITY OF OUR PRODUCTS IN A TIMELY MANNER AT A REASONABLE COST.
EMPLOYEES	ASSURE EMPLOYEES WORK IN A SAFE, RESPECTFUL PROFESSIONAL ENVIRONMENT.	TO ENSURE THAT THE COMPANY'S COMMITMENT TO ETHICAL AND RESPONSIBLE BEHAVIOR STARTS AT THE TOP.
SUPPLIERS	COORDINATE TOGETHER TO ASSURE CUSTOMERS NEEDS ARE MET.	PROMOTE THE RELATIONSHIPS WITH BUSINESS PARTNERS TO ENSURE DAKOTA PROVISION'S COMMITMENT TO FOOD SAFETY AND QUALITY, ENVIRONMENTAL, SOCIAL AND ECONOMIC RESPONSIBILITIES.
GOVERNMENT	OPERATE IN ACCORDANCE WITH ALL LOCAL, STATE AND FEDERAL LAWS.	PROVIDE ADEQUATE RESOURCES TO ENSURE OUR FACILITIES OPERATE IN ACCORDANCE WITH ALL APPLICABLE LAWS AND REGULATIONS.
ADVOCACY GROUPS	OPEN DISCUSSIONS WITH SPECIAL INTEREST GROUPS AND ISSUES WITH SOCIETY	COMMUNICATE OUR POSITION AND PROGRESS CLEARLY ON IMPORTANT ECONOMIC, SOCIAL AND ENVIRONMENTAL ISSUES RELATED TO OUR COMPANY AND OUR BUSINESS.

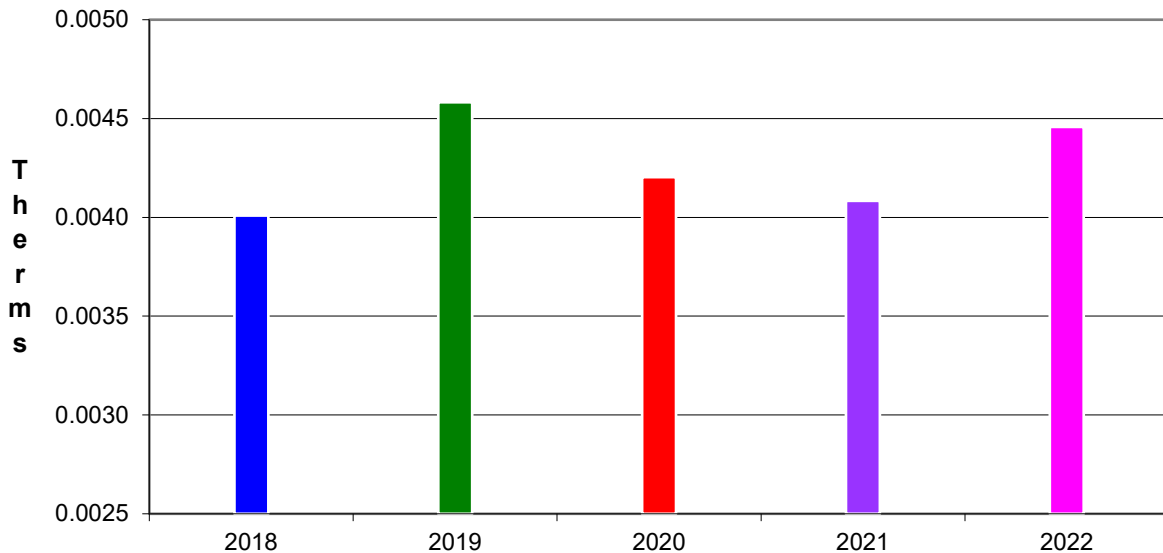
Average Electrical Usage (kWh per Processed Lb)



Average Water Usage (Gal per Processed Lb)



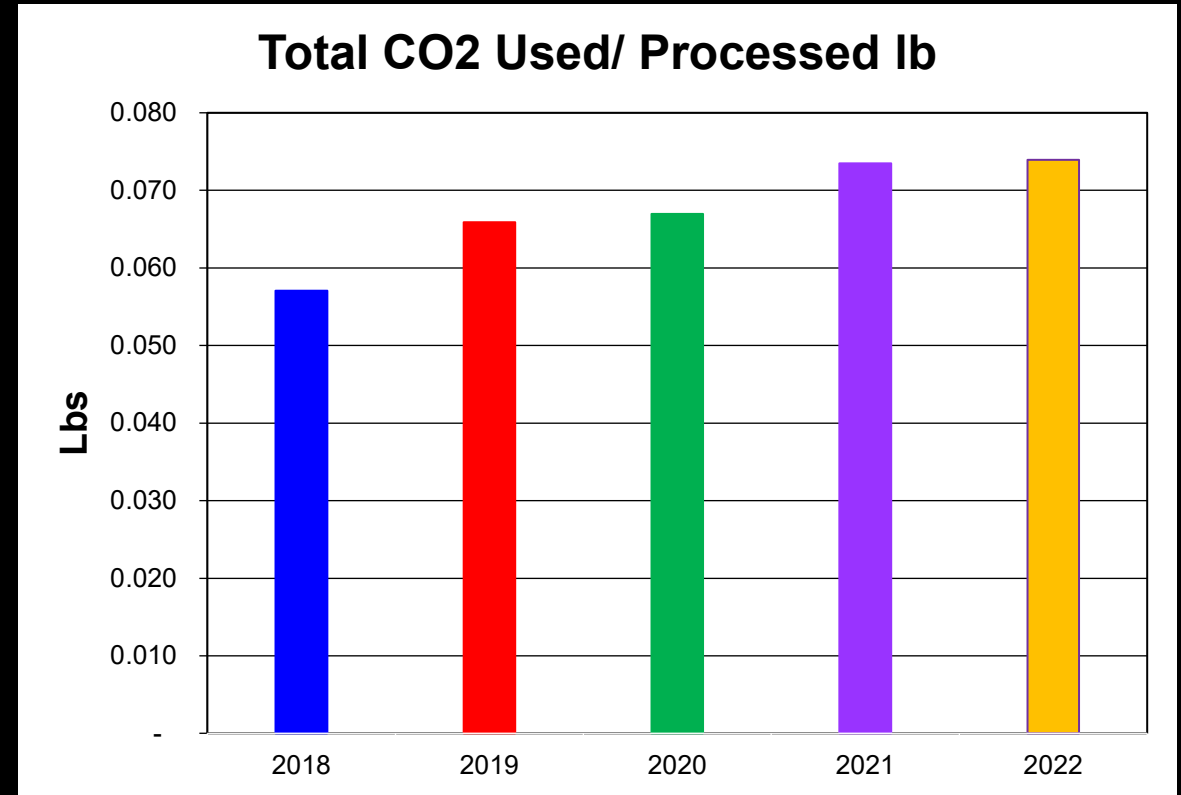
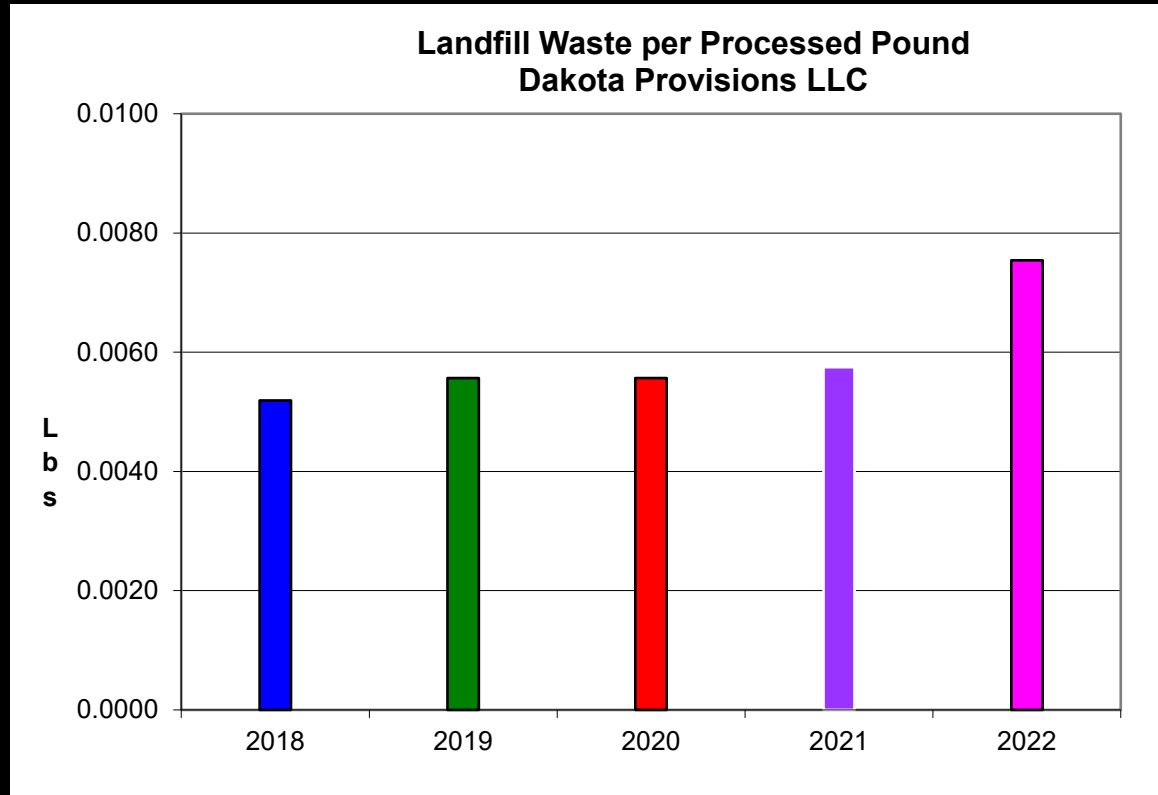
Average Gas Usage (Therms per Processed Lb)



ENVIRONMENTAL – ELECTRIC, GAS & WATER

In the past fourteen (14) years our environmental usage has moved up and down. In 2022 we reduced our water usage by 15%. Unfortunately, due to HPAI and some major product and processing changes at both our Dakota Provisions East & West facilities our gas usage increased by 8% and our electric usage increased by 15%. Keeping these changes in mind we plan to utilize 2023 as a year to establish a new baseline to set attainable reduction targets.

Environmental – Waste to Landfill & CO2

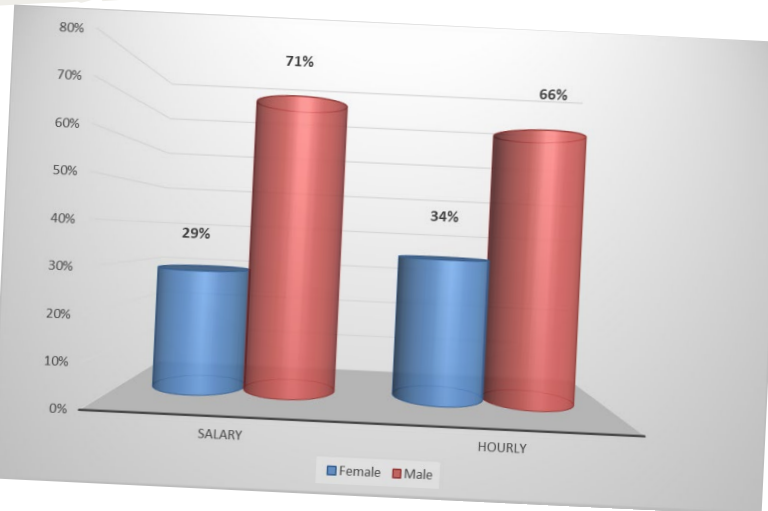
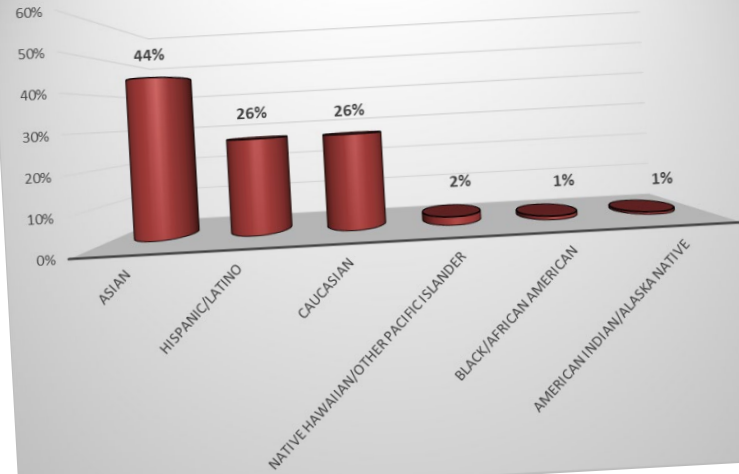


In the past year we have increased our landfill waste by 23%, this is largely due to product packaging changes as well as utilizing increased raw material from outside suppliers caused by HPAI. Our CO2 usage has increased by 1% in the last year going from 0.073lbs to 0.074lbs. The minor increase in CO2 can be contributed to the changes in product processes, adding more MAP packaging at our newer processing facility, Dakota Provisions West. We continue to search for new avenues to recycle more of our waste and send less to landfill. Unfortunately, in the area we are located the city waste management can't utilize a lot of our waste material within their waste streams.

Employees

- At the end of 2022, we had 877 employees working for Dakota Provisions. This includes employees at Dakota Gobblers (cold storage warehouse), both Wyshbone Markets (the employee stores), and both DP Warehouses which store processing supplies and equipment. It does not include employees at DaPro, a joint venture between Dakota Provisions and the Boyer Valley Company to use the by-products from Dakota Provisions facility. These employees are paid at least entry level wages that are above local minimum wage. In addition to wages and salaries, employees are offered benefits including medical, eye care and dental benefits, disability, 401k, life insurance, worker's compensation. Our Health Services Department has one full time RN nurse and at least 1 certified EMT on duty at the plant. The nurse and EMT are certified instructors for certifying our employees to conduct training for CPR; 1st aid and Bloodborne Pathogens; etc. The nurse also coordinates our Wellness Program that offers "No Smoking" Classes, Healthy Lifestyle Programs (eating plans and exercise programs), mammograms, flu shots and colorectal screenings. We offer Employee Assistance Program and Family and Medical Leave to our employees. We have three Safety Committees that are headed up by our Safety Manager to ensure the workplace is safe for all employees. Health and workplace safety training starts during an employee's orientation. Monthly meetings are held with processing departments covering topics such as health, employee safety, food safety and quality.
- In 2022 Dakota Provisions was still recovering from the effects of the COVID-19 global pandemic that heavily impacted Dakota Provisions' employees and day to day operations. In order to protect our staff and ensure a safe working environment Dakota Provisions implemented the following protocols: added dividers between workspaces on production floor as well as at all break room tables, added break room spaces were constructed to aid in distancing employees during breaks, sanitized common areas before and after each break, offered free vaccinations once available, all employees wear masks in production areas and employee temperatures were taken before and after each shift.
- For employees that have just moved to the USA our HR Director offers personal training to help them adapt to our culture such as: Home Ownership; Money Management; Pest Control; Game, Fish and Park Regulations; Drug & Alcohol Prevention; Retirement Plans for Your Future. We also encourage our employees to attend Cornerstone Career Learning Center English Second Language Classes and SMART Training for career development. Dakota Provisions LLC became the first business in South Dakota to participate in the IMAGE Program. This participation was first approved in 2014 and a special award was given to Dakota Turkey Growers for participating. This program helps to assure that all employees hired meet US requirements. We are in the process of re-applying to participate again in the IMAGE Program.
- Each Dakota Provision's employee is given a handbook in their native language that covers information on the following issues: At-Will Employment, Equal Opportunity Policy, "Open Door" Communication, Confidential, Proprietary and Trade Secret, Personnel Information, Outside Work and Conflicts of Interest, Privacy and the Right to Inspect, Solicitation and Distribution, Becoming a Regular Employee, Your Supervisor, Alcohol and Drug Free Workplace, Policy on Harassment and Sexual Harassment, Visitors Policy, Security Conditions, Threats of Violence, Rules of Conduct, Reporting Non-Compliance, Mail and Telephone Calls, Requests for Time Off, Food Safety Inspection Service (FSIS), Food Safety, Prohibited Conduct Toward Government Inspectors, Bribery, Threats or Intimidation, Consorting with Government Inspectors, Product Quality, Personal Hygiene and Plant Sanitation, South Dakota Food Safety Certification, Animal Welfare, Rest and Meal Periods, Payday, Hours of Work and Overtime (Production), Temporary Assignment, Holidays, Jury Duty, Funeral Leave, Vacations, Leave of Absence, Military Duty/ Full Time Active Duty, Attendance Policy, Safe Work Practices, Safety Committee, Health Services, Personnel and Medical Files, Employee Assistance Program (EAP), Family and Medical Leave Policy (FMLA) and Health and Dental Insurance.

Employees – Injury, Turnover & Diversity



- **2022 saw a slight increase, by less than 2%, in turnover for Dakota Provisions from 2021. Industry turnover averages 11 to 13% and Dakota Provisions has been well below that in the last 12 years.**
- **Our injury/illness rate increased by over 3% in 2022, this increase was primarily caused by less hours worked during the HPAI outbreak we experienced. Our top priority is always to make the workplace safer for our employees and we strive to do better in 2023. Zero is the goal!**

Suppliers/ Transportation

- Our direction has always been to include sourcing from local and/or minority groups whenever possible. We obtain quotes from vendors, including local vendors and minorities, review quotes and make selection based on criteria – i.e. pricing, service, quality, and other pertinent information. We continue to use SAP software in all facilities to help increase our efficiency and management of our information. The SAP software tracks of all our processing steps from farms to final product. SAP also tracks number and usage of supplies and other information pertinent to our business. At present, we contract with trucking companies to transport our products, supplies, etc. All incoming and outgoing trailers are monitored and inspected before loading or unloading. Any that do not meet our requirements are rejected. Most of our companies are already members of the Smart Way Transport Partners and Affiliates (EPA). We encourage all trucking companies we do business with to also become members if they are not already. The new federal law went into effect in 2018 requiring truck drivers to use electronic monitoring systems (ELD). The monitoring systems are tied to the transmission of trucks and upload their data to the internet. When inspectors check the records, they can see when trucks were in motion and make sure they're not on the road too long. By the end of 2019 all contracted trucking companies were in compliance.

Community

- Two major initiatives include a ten-year monetary commitment to the GHDC community fund that finances economic development in the Huron/Beadle County area. Additionally, Dakota Provisions remains a partner in a Housing Development group that focus on pre-purchase education, post-purchase education and rehab grants. We encourage and support our employees in volunteering for community projects. Many of our employees served on committees or assisted with the Huron Chamber of Commerce Board of Directors, Day of Caring, Emergency Preparedness Board, Huron Clinic Board, Huron Community Foundation Board, Huron Convention & Visitor's Bureau, Huron Country Club Board, James Valley Housing Board, Kiwanis, National Turkey Federation, Relay for Life, School Diversity Board, Sertoma Club, South Dakota Retailer's Association, South Dakota Poultry Industries Association, United Way of Huron Board of Directors, U.S. Poultry and Egg Export Council, Green Energy Task Force of Huron, Delta Waterfowl, Sioux Council Boy Scouts, Huron Community Backpack Program and the Huron's Lion and Lioness Club. Last year Dakota Provisions employees not only donated their time but also donated over \$12,000 of their wages to the Heartland Region United Way! Employees are very generous when it comes to donating their time and energy. Overall in 2022 Dakota Provisions LLC and their employees donated/sponsored over \$75,000 as a way of giving back. We also donated over 40,000 lbs. of product to help the schools, Senior Citizens Center and Salvation Army feed meals to families that lost their jobs or were displaced due to Covid-19 or the HPAI outbreak.

Customers

- The Dakota Provisions Team believes in one thing - extremely high standards for extremely safe and clean food handling. From beginning to end, exceeding our customers' expectations is paramount.
- Our facilities are designed and developed to be completely food safe and easily sanitized. By taking a progressive approach to addressing food safety, we are also taking a proactive approach to the quality of our product that includes real time PCR testing to detect pathogens, multiple interventions to reduce or eliminate contamination and facilities that never mix raw and cooked products. In addition, training and education are essential to our programs. Each employee is required to complete Food Safety Orientation courses on good manufacturing practices, employee hygiene and possible hazards to food safety before entering the processing facility. Our Food Safety Orientation was reviewed and approved by the South Dakota Animal Industry Board and is presented by Quality Management Staff.
- More than 500 years of combined industry experience give Dakota Provisions the confidence and know-how to produce high-quality products for our customers. Our strengths lie in experience, educational background, high-tech machinery and the unsurpassed customer service we provide. Equipped with the latest knowledge in new product development, process engineering, product matching, food safety and quality control, we are skilled in the development and improvement of product, processes and packaging.
- Customer complaints are handled by forwarding each complaint received directly to the Food Safety Quality Manager of each facility while the Director of Food Safety/QA receives a copy for review. The Manager then contacts the appropriate managers, discusses the issue and starts the investigation. After the investigation has concluded and the matter resolved, a written response is sent to the customer stating what corrective actions and preventative measures will be implemented to prevent the problem from occurring again. Quality checks are completed to assure the preventative measures are working.



Dakota Provisions – “Our Year in 2022”

- Due to the continued impact of the COVID-19 pandemic and the HPAI outbreak that devastated the nation's poultry producers in 2022, Dakota Provisions experienced a drastic decline in employee numbers.
- With employee shortages, Dakota Provisions made the decision to implement extensive automation systems throughout deboning operations. The new automation system has allowed Dakota Provisions to continue producing at the same level with less employees.

Congratulations to Lah Doh Htoo
(\$25.00 Gift Certificate).

Lah Doh is the June \$25.00 Gift Certificate winner. He works in FP at DP East.

Each month a gift certificate winner is randomly picked from all the DP employees.

Winner!

The September
\$25.00
gift card winner
is Kay Htoo

Kay works on the
RAW side of DP East.
Congratulations Kay!

Congratulations Kyaw Soe!

This months \$25.00
Gift Certificate Winner
Kyaw works in the Boning
Department at DP East.

WINNER

This months \$25.00 gift card
winner is **Kyee Lee**. She works in
the RTE Department at DP East.
Congratulations Kyee.

WINNER

David Htoo

David works
2nd Shift FP

Congratulations!

CONGRATUALTIONS TO JULIA LOPEZ!

Julia is the January \$25.00 gift card WINNER.
(Julia works in FP at DP East.)

*Each month an employee's name is drawn for all the
employees at DP East, DP West, Gobblers, Warehouses,
DP Lab and Wyshbone Market and receives a gift card.

Winner!

Consuelo Caban is the
November \$25.00 Gift Card
Winner.

She is the Senior
Supervisor
for QA at DP East.

\$25.00 GIFT CARD WINNER

Congratulations to Rafaelina
De Jesus De la Cruz this month's
\$25.00 Gift Card WINNER.
Rafaelina works at DP West
RTE side.

MAY WINNER!!!

This months \$25.00 gift certificate
winner is **BEAU DEJEAN**. He
works on the RTE Dock.

Congratulations Beau!

Winner!

The September
\$25.00
gift card winner
is **Jonney John**

Jonney is the 1st Shift
RTE Supervisor
Congratulations Jonney!

**Gift Card
Winner!**

Kim Brown is the lucky

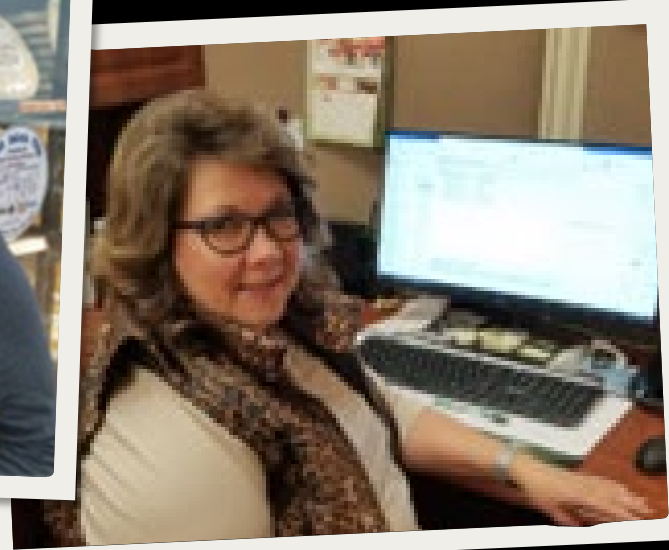
\$25.00 Gift Card winner for the
month of March. Kim is the execu-
tive secretary to the CEO and has
been with the Dakota Provisions
since its beginning.

Congratulations Kim!

Winner!

December's \$25 gift card
winner is **THIN AUNG**
Thin works in Boning DPE.
Congrats... Thin!

To help improve employee attendance and retention, Dakota Provisions continued to offer various employee incentive programs that offer monthly gift cards and cash prizes.



DAKOTA 44

- **Dakota Provisions continues to further develop its Dakota 44 product line that originally launched in 2020**
- **New products were featured at various events and stores throughout the area**
- **Dakota Provisions welcomed more members to the team this year to further the growth of Dakota 44**

Turkey Days Annual

Golf Classic

- On May 20th, 2022 many of Dakota Provisions' vendors, suppliers, customers and employees braved the cold and wind to participate in the 8th Annual Dakota Provisions Golf Classic.
- Everyone enjoyed the Meet and Greet at the T-Bird Thursday night before they ventured out on Friday for golf
- Dakota Provisions appreciates its loyal vendors, suppliers and customers that helped to sponsor the tournament that kicked off the Jeff & Marcia Sveen Scholarship Program (a program to provide scholarships and community-based program funding to benefit the families of Dakota Provisions employees)





- On July 8th and 9th in Huron, Dakota Provisions helped sponsor a Soccer Tournament event where soccer teams from across the country invaded Huron for some excellent soccer competition
- There were over 30 boys teams and 32 girls teams that competed at the Pepsi Soccer Complex
- Over 5,000 players and fans got to watch some great soccer at the event

SOCCER IS BIG IN HURON

Huron Annual Day of Caring

- Due to the heavy impact the HPAI outbreak had on Dakota Provisions production in 2022, various departments had major down time and left employees without work
- Utilizing the downtime, Dakota Provisions sent entire departments of employees to aid in the United Way Heartland Region's Annual Day of Caring event in Huron
- Employees were dispersed across the State Fairgrounds providing a helping hand on several projects to improve the quality of the grounds and its multiple structures



Dear Jordan, Oscar, Smokey, Angel
and Dakota Provision Team,
Just a quick note to say
Thank you for the tremendous work
done during a Day of Caring. I know
it wasn't a fun project and was
hard work. We are extremely grateful
for your help and support!
Dorcas Beach and State Fair Team

Healthy Living at Dakota Provisions

- **Free flu shots are offered to all employees at Dakota Provisions**
- **Mitchell Technical University sends RN students to our facilities to help administer flu vaccines to countless employees**
- **Annual health screenings are offered to all employees, South Dakota State University with Avera sends RN students to our facilities to perform the screenings**
- **Screenings include blood pressure testing, cholesterol and glucose panels, height and weight**
- **Dakota Provisions also hosts the Avera Mammogram truck twice a year for employees**



Scarecrow Festival

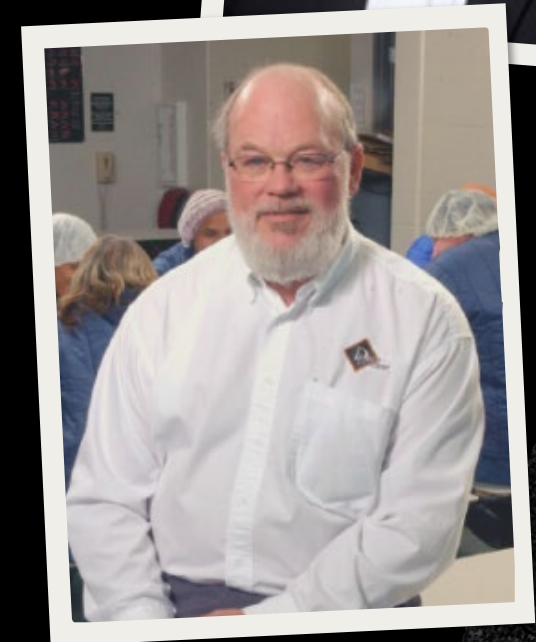
2022

- **Dakota Provisions participated in the Annual Scarecrow Festival winning awards for both People's Choice and Best in Show!**
- **Their display was The Addams Family**



Happy Retirement!

- In 2022 Dakota Provisions said a bittersweet goodbye to two of its long-term directors.
- In February, Cindy Lowery, the Director of FSQA & Sustainability retired after twelve years with Dakota Provisions
- In December, Mark Heuston, the Director of Human Resources retired after seventeen years with Dakota Provisions
- Both played important roles in the growth of Dakota Provisions as a company and will be greatly missed!



Report Content

Summary

- Throughout the report, Dakota Provisions has included key performance indicators identified by the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines. A context index showing the specific location of the GRI performance indicators included in this Corporate Responsibility Report is below. In instances where financial risk is eminent, financial impact is reported in appropriate reporting. Costs incurred by the company due to environmental and social risks over the past year are confidential in nature and will not be specifically revealed.

GRI DISCLOSURES	PERFORMANCE INDICATORS	PAGE
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