



WYMAN'S OF MAINE

2017 Sustainability Report



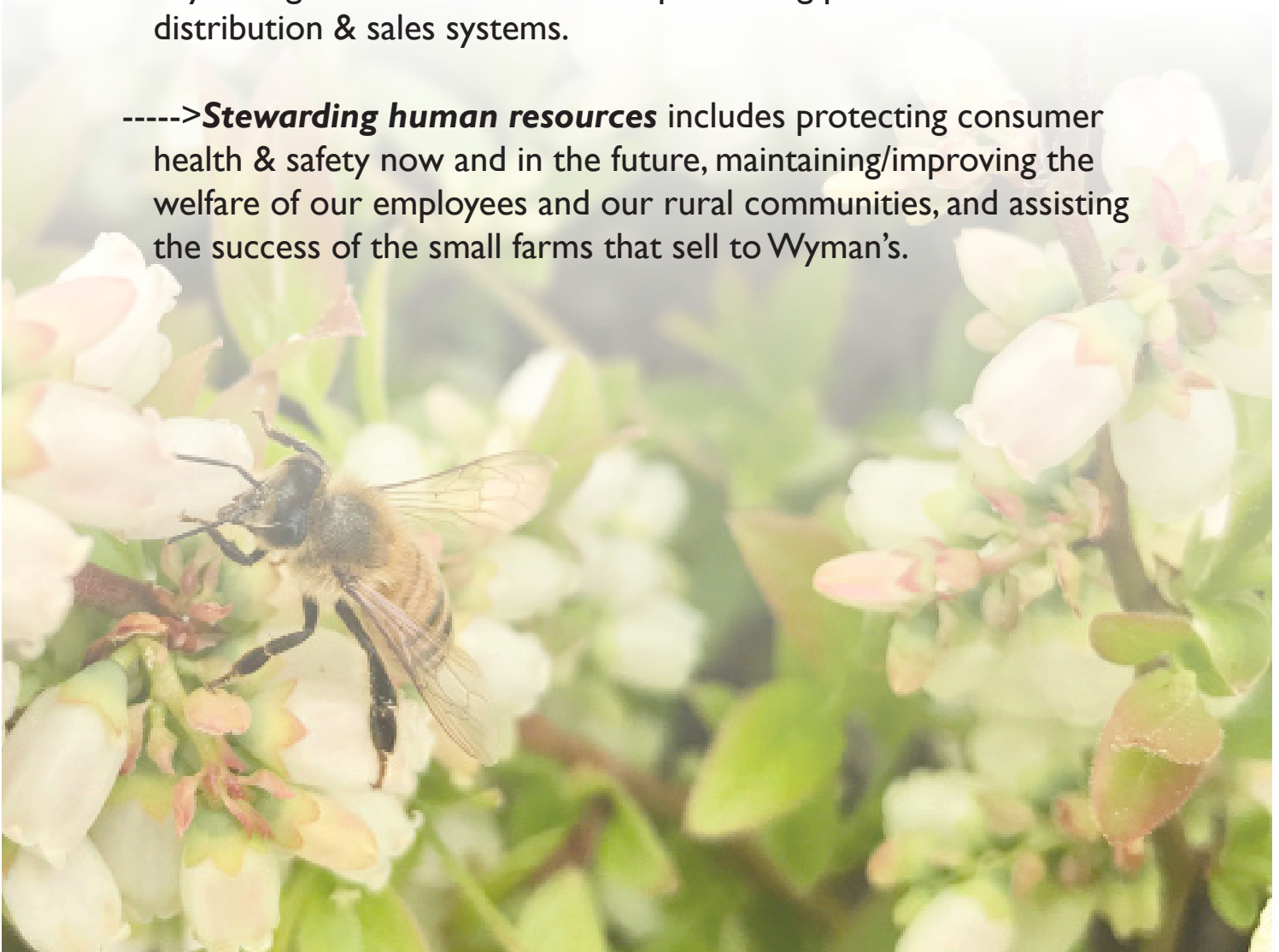
Wyman's Sustainability Mission

Sustainability rests on the principle that the needs of the present must be met without compromising the ability of future generations to meet their own needs. It is Wyman's core belief that **Economic Profitability**, **Environmental Health**, and **Social Equity** together build a sustainable company future.

Success at this relies on continuous improvement in our **stewardship of natural and human resources**:

----->**Stewarding natural resources** means enhancing for the long term the vital resources of soil, water, and air. This vision extends beyond agriculture to include our processing plants and distribution & sales systems.

----->**Stewarding human resources** includes protecting consumer health & safety now and in the future, maintaining/improving the welfare of our employees and our rural communities, and assisting the success of the small farms that sell to Wyman's.



A Note From The Owners

We didn't start out as the leading grower and processor of Maine wild blueberries, we started out as a seafood canning operation in 1874. Fortunately, our region had wild blueberries, one of the native fruits to North America, and Jasper Wyman realized there was a market for the nutrient rich and ever so sweet berries. From our inception to today, sustainability has been a cornerstone of our success. It's fair to say we've practiced sustainability since 1874!

We are committed to: Economic Profitability, Environmental Health, and Social Equity because together they build a sustainable company future. Success at this relies on continuous improvements in our stewardship of natural and human resources. Our mission translates in many different ways. We understand that our employees and customers have an expectation of us. We do not exist only to make a profit, but also to operate responsibly to address social and environmental issues. We created this report to hold ourselves accountable, to communicate our successes, to learn, and realize the opportunities ahead. Every year it is our goal to do better.

In recognition of that we ask for as much brain power as possible. Your feedback is invaluable and much appreciated, so please send us your suggestions, comments or best demonstrated practices to wildblueideas@wymans.com.

Regards,

Liz, John, Tom, Nick and Sarah





Wild!

[wild]

adjective

(Of an animal or plant) living or growing in the natural environment.

This is the wild truth about who we are and why we have committed ourselves to sustainability.

Wild Blueberries are a native crop.

Wild Blueberries are picked where we found them, in their natural ecosystem.

Wild Blueberries are not experimentally created by plant breeders.

Wild!

Unlike Regular Blueberries,

WILD BLUEBERRIES:

Wild Blueberries
are a completely
different species.

Wild Blueberries
are 2x higher in
antioxidants than
regular blueberries.

Wild Blueberries
do not grow as a
shrub or in
rows.

Wild Blueberries
are grown in
permaculture, in soils
that are never
tilled.

Wild Blueberries
are picked
ever other year.



Environment

At Wyman's, we seek to not only improve the health of our employees and customers but also the birds, bees, fish, and other wildlife that live in our environment.

IPPM

Wyman's was one of the first commercial farms to subscribe to the philosophy of **Integrated Pest & Pollinator Management**. IPPM is science based decision making that utilizes a holistic approach to protect crops in a way that minimizes human and pollinator health risks, while also reducing economic and environmental risks.



99/100

Sysco promotes economically viable practices to protect sensitive areas, improve air, water, soil, and wildlife resources and conserve non-renewable mineral resources. Wyman's received a score of 99 on the most recent **Sysco Sustainable Agricultural Audit**. We have participated in this program since 2007.



Critical Pollinators

In addition to being a supporter and a stakeholder, Wyman's provides unrestricted funds to support pollinator research and education.



POLLINATOR PARTNERSHIP

In 2017, 150 monarch butterflies, a critical pollinator, were raised and released by Wyman's employees.



Organic Pesticides

Wyman's is dedicated to continually minimizing pesticide use and choose organic pesticides wherever possible.

Governor's Award

In 2017, Wyman's of Maine was awarded the Governor's Award for Environmental Excellence through the Maine Department of Environmental Protection for our, "...innovative approach to managing and reusing wastewater...[and a] reduction of wastewater discharge to the Narraguagus River demonstrates a commitment to environmental stewardship."

Land Stewardship

As a large landowner in the region, Wyman's provides open access to our lands, offering many recreational opportunities such as fishing, hunting, paddling, boating, ATVing, and snowmobiling.

Fish

Wyman's land is home to one of the greatest native brook trout fisheries in the country. We are committed to improving stream connectivity for sea run fish, including the endangered Atlantic salmon and native brook trout.

Wildlife

Wyman's provides critical habitat for many wildlife species including: breeding habitat for rare upland sandpiper, bald eagle, great blue heron, rookeries, and winter hunting grounds for snowy owl.

Native Pollinators

Wild blueberry agroecosystems are home to more native pollinators than any other habitat in Maine; many co-evolved with wild blueberries and their entire life cycle coincides with wild blueberry flowering.

Foxhole Pond

Wyman's participates in the Maine Department of Inland Fisheries & Wildlife (IFW) Future Fisherman Foundation's youth educational program Hooked on Fishing. Foxhole Pond is a 3 acre irrigation pond that is managed as a youth only ice fishing pond. Youngsters from all over the region flock to the pond in winter to catch one of the many trout IFW stocks each fall, including some large 20-inch plus breeding stock.



Water

Wild Blueberries are a low water use crop. Because wild blueberries are farmed in their native ecosystem they have evolved with the local rainfall patterns and soil types. In fact, wild blueberries prefer to "not get their feet wet", meaning they prefer well drained soils that do not hold a lot of water. Wyman's utilizes a series of above ground impoundments and subsurface wells to provide supplemental overhead irrigation only when natural rainfall is limiting.

Resources

20%

A PARTNERSHIP PROVIDES WYMAN'S A BIG REDUCTION IN ELECTRICITY USAGE AND COST!

Efficiency Maine is a statewide program that promotes more efficient use of electricity and helps Maine residents and businesses reduce energy costs.

Efficiency Maine provides rebates and incentives for business use of lighting, equipment, and heating systems. In 2017, Wyman's of Maine partnered with EM Rebate Program and upgraded old electrical lighting to LED high-efficiency fixtures, and installed lighting controls, resulting in a big 20% reduction in our kWh usage!



9,720

In 2017, Wyman's recycled:

- **9,720 lbs** of electronics

17,140

In 2017, Wyman's recycled:

- **17,140 lbs** of plastic



345,023

In 2017, Wyman's recycled:

- **341,600 lbs** of cardboard

- **3,423 lbs** of paper

730

In 2017, Wyman's recycled:

- **730 gallons** of used oil

Global Sourcing

The Fred Factor!

As the second largest retail brand of frozen fruit and a major food service and ingredient supplier worldwide, Wyman's is ever more recognized in the fruit world as we expand our product line with new offerings. Wyman's demands a high bar when it comes to food and safety and dedicates a senior executive (Fred Robinson) to this critical warrantee. Wyman's vets all suppliers with a thorough review of their food safety and quality documents and processes. Wyman's makes onsite audits of every prospective supplier and establishes personal knowledge and trust for and with growers and processors. The 'Fred Factor' is a unique feature of Wyman's in its comprehensive commitment to food safety and quality. Furthermore, Wyman's sources fruits and vegetables from international suppliers who share our core beliefs and are certified for sustainable practices, social responsibility, and social equity.

14%

Wyman's partners with growers and processors from all over the world to provide frozen fruit and vegetables that are grown and processed with the same attention to food quality and safety that we impose on ourselves at our own farms and facilities. To date, Wyman's has approved only **14%** of all potential suppliers we have visited worldwide.



Our Food

Why Frozen?

Wyman's is committed to providing the consumer with the highest quality product on the market.

Over the course of many generations, Wyman's has perfected the science of fresh freezing fruit to maintain optimum flavor and nutritional benefits. Wyman's of Maine is recognised as setting the quality standard for premium frozen fruit. Frozen fruit lasts longer than fresh, is available year round, and tends to be less expensive and more convenient. By globally sourcing our fruits, it allows us to purchase them in season, containing the highest nutritional value and peak ripeness.

Non GMO

Approximately 98% of fruit we sell is NON GMO.



Organic

At Wyman's we pride ourselves on being an industry leader in sustainable crop management. Wyman's is dedicated to the continuous effort of minimizing the application of pesticides, and is highly focused on utilizing organic pesticides as much as possible. We have also dedicated a meaningful portion of our acreage to the pursuit of an organic wild blueberry crop.



SQF



SQF CERTIFICATIONS:
Category 14 - Cherryfield + PEI
Fruit and Vegetable Processing

Category 3 - PEI
Growing and Production of
Fresh Fruit

Category 15 - Cherryfield
Canning, UHT, and Aseptic
Operations

Our People

We recognize our employees as our most valuable asset. We value their creativity, passion, and individuality. We are committed to a safe environment, fair wages, and long term relationships.

\$880K

Wyman's believes in the continued sustainability of our employees through retirement. Wyman's total contribution to employee retirement funds in 2017 totalled over \$880,000.

\$49K

In an effort to keep our Wyman's employees safe, we paid out over \$49,000 in safety award incentives.

\$42K

Wyman's commitment to keeping our employees healthy totalled over \$42,000 in WELLNESS bonuses.

\$70K

To celebrate the season of giving Wyman's gifted over \$70,000 in holiday gift cards for our current and retired employees.

Wyman's Employees

Some of the things Wyman's employees do:

- Running up and down the college courts:
Certified Division 2 Basketball Referee
- Saving lives: **EMT**
- Putting out fires and rescuing people and homes:
Firefighter
- Sailing around Casco Bay:
Sailor
- Making sweaters, felting slippers: **Fiber Artist**
- Competing in jump, dressage, and western elements:
Equestrian

680

260 year round employees and 420 seasonal employees made the Wyman's world go around in 2017.



23%

Wyman's minimum wage in 2017 was \$11/hour, which was 23% higher than the state minimum of \$9/hour.

20%

Wyman's has been the employer of many multi-generational families over the years.

In 2017, 20% of Wyman's employees had 10 years of service or greater.

Our Community

Scholarship Fund

Established in 1983, Wyman's of Maine developed the Jasper Wyman & Son Scholarship Fund as a demonstration of the commitment our company has made to the graduating young adults within our community. Many students living in Washington County, Maine come from lower-income demographics and households with no college degrees. Recognizing the struggles our local families face, Wyman's of Maine is dedicated to the future of our children. This scholarship fund has evolved over the years into a program designed to follow four Narraguagus High School students through 4 years of their college education. Each year, one graduating college bound student from Narraguagus High School is selected by our scholarship committee. The graduate receives \$2,500.00 annually upon verification of good standing throughout their undergraduate program. At any given time we are supporting 4 local students all in four different years of academic progress. Beginning in 2017, Wyman's of PEI instituted a scholarship program to assist the graduating students at Morell Regional High School. We look forward to eventually supporting 8 local students annually in support of their long term goals.

2000

Wyman's of PEI donated over 2000 lbs of wild blueberries to over 10,000 students to 37 island schools as part of a school breakfast program.

Elaine Hill 5K Run/Walk

Team Wyman's ran and walked in the 2017 Elaine Hill 5K. Wyman's team raised over \$600 for the event. Proceeds went to the Elaine Hill Scholarship, providing tuition assistance for college nursing students in Washington County.



Our Community

Wyman's understands the importance of being a good citizen. We have a responsibility to not only our people but the communities in which they live. In an effort to care for our employees' well-being and improve our rural communities, we are proud to support many local initiatives and have formed partnerships with local organizations to ensure the viability of our regions.

Wyman's Cup

Team Honduras won the 2017 Wyman's Cup! Employees from Team Mexico, Team USA, and Team Honduras compete each year at the end of harvest to win the Wyman's Cup soccer tournament! It's an exciting way to wrap up the season at Wyman's!



Milbridge Days Parade

Wyman's participated in the 2017 Milbridge Days Parade! The parade theme was 'Animal Kingdom', and Wyman's took the opportunity to take a Wild Blue Safari Tour through the forests and coasts of Maine on a big green tractor!



\$75K

Wyman's contributed \$25,000 to the Maine Seacoast Mission EdGe Program in 2017, providing afterschool and in-school programs and peer mentoring for more than 700 school children in Washington County.

Wyman's total contribution to the Women's Health Resource Library was \$25,000 in 2017; providing programming for children and adults, as well as access to a no cost volunteer run 15,000 ft² organic community garden.

In an effort to keep our community healthy, Wyman's pledged \$25,000 to the Down East Community Hospital emergency department expansion in 2017.



Women's Health Resource Library



Wild Blue Roots

Rich History

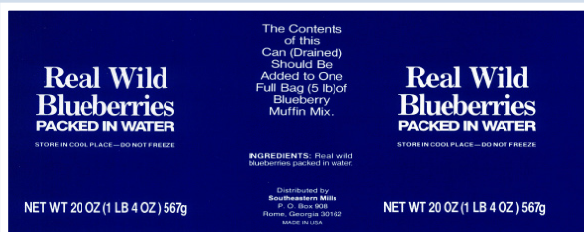
Jasper Wyman began his lobster canning operation in 1874. Soon he added Maine's native fruit, wild blueberries, to his line and by the early 1900's he had acquired 26,000 acres of land that contains the world's most abundant blueberry barrens. Wyman's remains family-owned and is the second largest branded frozen fruit in the United States, as well as a major ingredient and food service supplier worldwide.



J. Hollis Wyman, August 1973 for 'Maine Times'



Wyman's Cherryfield, Maine facility, mid 1940s.



Good Job!



2017 presented lots of changes and raising of bars. We want to thank all of our wild Wyman's employees for taking our sustainability programs seriously and putting in the effort everyday to make them successful. You have made our company more competitive, our world healthier, and our communities brighter. Good job!!





(c) Jasper Wyman & Son 2018

We are Wyman's. We are wild.