



Corporate Statement on Sustainable Practices

Peri & Sons Farms is fully committed to sustainable farming practices and has been adopting new and innovative techniques for years in order to stay on the cutting edge of technology to meet and exceed all industry standards. The Company takes great pride in the fact that it is constantly striving toward improved efficiencies. Awareness is focused upon a practice of taking care of the environment and it is taken very seriously. Focus and commitment to worker welfare and wellbeing is unmatched in the industry. Farming practices are continuously evolving and becoming cleaner, more environmentally friendly, and more efficient. Examples of these initiatives are identified below.

Diversification of Crops, Ecosystems and Biodiversity

The Company has demonstrated the ability to grow a wide variety of crops which has resulted in significant opportunities in our water reduction, improved pest control, extensive crop rotation on 40 plus crops, improved soil health, and protection of environmentally sensitive areas and habitats. Intentional and well thought out measures are in place to avoid and reduce negative impacts on the environment. Buffers between wellheads are maintained between any application sites to avoid contamination. Measures are in place to protect both our local and managed pollinators and we actively support local programs such as the Mason Valley Bee Keeper Association. Environmental planning is practiced and all local, state, national and international laws and regulations are followed in regards to applications of pesticides, nutrients, irrigation and amendments.

By managing diversity the Company has also created a buffer for farms in a biological sense. For example, the Company uses crop rotation to suppress weeds, pathogens and insect pests. Cover crops also have stabilizing effects on the agro ecosystem by holding soil and nutrients in place by increasing the water infiltration rate and soil water holding capacity. Food safety fences as well as a managed spray plan are in place to reduce the impact of pesticide drift.

Sustainable Agricultural Program

The National Fish and Wildlife Foundation (“NFWF”) has secured a sustainable agricultural program in Mason Valley as part of its Walker Lake restoration program. NFWF has secured an agreement with Peri & Sons Farms to stage the initial sustainable agricultural pilot program. This program will grant the company access to increased acres of farm land and create the opportunity to acquire land on a permanent basis on advantageous terms for sustainable agriculture. This agreement is in place for at least ten years. We currently plant and harvest leafy greens and onions from the NFWF land.

Selection of site, species and variety

Preventive strategies such as extensive crop rotation have been adopted to reduce inputs and help establish a sustainable production system. When possible, pest-resistant crops are selected which are resistant of existing pathogens present in the soil or site conditions. When site selection is an option, factors such as soil type and depth, previous crop history, and location (e.g. climate, topography) are taken into account before planting.

Soil

The Company views soil as a fragile and living medium that must be protected and nurtured to ensure its long-term productivity and stability. Numerous practices have been developed to keep soil in place, which include reducing tillage, managing irrigation and drip to reduce runoff, and keeping the soil covered with plants or mulch. Soil tests are performed to test pH, organic matter, nitrogen, phosphorous, calcium, magnesium, potassium as well as others. Crop rotation, cover crops, compost and/or manures, reduced traffic on wet soils, soil cover and mulches, and extensive employee training on protection from erosion are all used to maintain a successful and companywide sustainable soil plan. Changes in soil are tracked and measured accordingly to insure and enhance soil health. Regular additions of organic matter or the use of cover crops are used to increase soil aggregate stability, soil tilth, and diversity of soil microbial life.

Air

Many steps are taken to minimize the effects of our agricultural activities on air quality. Sophisticated fleet and GPS systems are used in our farms to reduce the number of passes in our fields as well as fuel usage tracking for the entire fleet of vehicles and farms equipment. The Company has incorporated more fuel efficient vehicles and Smart Tractors and the fleet regularly maintained to improve efficiencies. Waste is handled and stored responsibly and wind breaks are used. Erosion prevention practices are also in place to protect air quality as well as our policy of no tillage during high winds. Crop residue is incorporated into the soil and cover crops or strips of native perennial grasses are used to reduce dust. Improved efficiency of our packing equipment, insulated buildings, and efficient irrigation pumps also play a part in our air quality management plan. The Company is constantly striving for new state of the art techniques and measures to reduce air pollution.

Consideration of farmer goals and lifestyle choices

The Company management decisions reflect not only environmental and broad social considerations, but also individual goals and lifestyle choices. These management decisions are meant to promote sustainability, nourish the environment, the community and the individuals that work for the Company.

Land use

By helping farmers to adopt practices that reduce chemical use and conserve scarce resources, sustainable agriculture research and education can play a key role in building public support for agricultural land preservation. Educating land use planners and decision-makers about sustainable agriculture is an important priority to our company.

Labor

The Company places significant attention and focus upon worker safety, working conditions, worker health and is extremely conscientious of employees overall wellness. From a worker welfare and safety standpoint the Company employs a Corporate Risk Manager, a full time Safety Coordinator and several full-time safety training professionals. The risk management division is responsible for ongoing training and safety development throughout the company. The Company provides worker compensation to all employees along with a rich benefit package and retirement package to all full-time eligible employees. Various safety and Personal Protective Equipment is mandatory for all employees along with enforcement and constant training. Established policies on harassment and discrimination are strictly enforced and the Company has worked hard to ensure a culture of respect and professionalism at every level.

The Company participates in the H2A Guest Worker Program and it offers agricultural workers (where applicable) clean and well maintained housing, regulated breaks, contracted wages that far exceed minimums, full time security, access to medical care and access to meals onsite and in the fields. All agricultural workers have the ability to contact the Human Resources department at any time to discuss various needs. The Company's labor force is the lifeline of the operation and the most critical component to continued success. The Company takes every step possible to ensure the safety, well-being, happiness and fulfillment of its employees. Peri & Sons Farms is a family run operation and we value our long term relationships with the employees of the Company greatly. Peri & Sons Farms recognizes that our greatest asset is people.

Rural Community Development

We view sustainable agriculture as an opportunity for all to rethink the importance of family farms and rural communities. In combination with other strategies, sustainable agriculture practices and policies can help foster community institutions that meet employment, educational, health, cultural and spiritual needs. The Company is highly involved in the local community and is dedicated to various community development organizations such as the local Boys and Girls Club, 4H, FFA and we participate in various school programs continuously. The Company donates thousands of dollars to the improvement of the local rural community.

Water Management

Managing our water usage and practices to prevent impacts to off farm activities is paramount to our company. To alleviate as much off farm pressure we do the following: evaluate and use the best source of irrigation water based on water sources surrounding the ranch, irrigation schedules are based on crop needs, soil and weather are taken into consideration to be efficient, all irrigation water is tested to verify water quality, soil management practices are in place to prevent erosion on farm and therefore effecting water quantity off farm.

Consumers and the Food System

Consumers can play a critical role in creating a sustainable food system. Through their purchases, they send strong messages to producers, retailers and others in the system about what they think is important and our Company listens.

Energy Conservation and Utility Analysis

The Company recognizes the importance of seeking alternative energy resources and is dedicated to doing so. Migration to the use of solar technology to power our various network and communication systems, our tractor GPS systems, and our auto farm system has occurred and is ongoing. The company has a fleet program that includes regular detailed analysis on fuel consumption, wear and tear on tires, vehicle maintenance and many other specific attributes that reduce wasted energy. Several years ago, we were able to secure the services of a service that reviews power consumption and have made necessary changes to some of the rate structures currently in place, especially relating to power usage in irrigation and throughout our various facilities. The changes increased awareness about the importance of closely monitoring power usage and consumption and resulted in a multitude of changes internally in all areas of consumption. This year the company invested a significant amount in temperature control mechanisms in the labor housing to reduce wasted. Power in partnership with NVEnergy. In addition, the Company continues to have been pursuing alternative power sources and meets regularly about ways to conserve our energy. The company worked successfully to have irrigation well laws changed to reduce consumption during peak times.

Recycling:

There are several recycling initiatives in place throughout the company. Our unused packaging, tires, batteries, oil, sprinklers, drip tape, and chemical containers are all recycled. Our mechanic shops and fabrication facility recycles all appropriate material. Aluminum cans started to be recycled in 2016. This year we are working on developing recycleable onion packaging with our various suppliers and have successfully created a plan going forward to pursue packaging that is recycleable and more friendly to the environment. Additionally, we use recycleable and reuseable RPC's that are used for many retail customers for bulk display. The RPC's are used for produce display and then sent back to be used again. Whenever possible we encourage our customers to utilize RPC's because the use reduces packaging waste.

Additional Efforts:

The majority of paperwork throughout the company is electronic.

Pest control in and around the sheds is mechanical, not chemical.

Work in cooperation with Mason Valley Weed District to identify and eradicate invasive weed species to allow for natural flora and fauna habitat.

Peri & Sons Farms has been practicing sustainable farming practices for over 20 years.

The Company is proactively and systematically looking for opportunities across our entire operation to lessen our overall environmental impact and improve our economic viability. In particular, within the last 15 years we have implemented additional various sustainable practices which include:

- Detailed monitoring to predict and prevent insect or disease problems
- Reduce the use of herbicides and pesticides
- Utilizing organic pest control methods
- Use naturally-resistant seed varieties; No GMO
- Substituting organic soil amendments for synthetic fertilizers
- Protect, nurture and conserve the soil
- Conserve and recycle nutrients
- Improve soil organic matter and microbial activity
- Water conservation is practiced to reduce runoff, leaching, erosion and waste
- Continuous improvement of energy-use efficiencies. These reduce water, fuel and energy usage, reduce waste, and benefit our environment.
- Weeding, crop thinning and harvesting by hand reduces carbon emissions and soil compaction by greatly reducing mechanical equipment in the field
- Conserve and enhance wildlife habitat
- Efficient use of non-renewable resources
- Continual sustainable evolution of our farming philosophy
- Continually improve production practices which increases efficiencies
- Permanent no-till vegetation zones; aid erosion-control and lower green-house emissions, increase biodiversity and promote wildlife habitat
- Minimum tillage is employed on production land
- Cover crops are planted to prevent erosion and control weeds
- Actively practice reduce, reuse and recycle
- As of October of 2009 all our sales and accounting departments are completely paperless with the exception of invoicing, which we are working toward. We have not been able to transition this because some companies we work with are just not set up to work electronically
- Integrate diversity into our community and agro-biodiversity into our valley
- Tissue, soil and water tests are conducted to determine exactly what nutrients our crop needs, so the exact amount can be applied to prevent over fertilization and/or leaching so we can provide a safe and pure product
- Provide safe and fair working conditions
- Create strong, healthy relationships between our farms, communities and customers to support 'know your farmer'
- Strong commitment to youth and the sustainable development of our community through overwhelming support of the Boys and Girls Club, with the addition of a teen center in 2018 with ground breaking in 2017
- Company longevity, success and size offers not only employment opportunities for many in our community but also economic viability to our entire valley
- Crops are certified Pesticide Residue Free
- GlobalGap certified
- Organic certified
- Reduced fuel consumption:
 - when new vehicles or equipment are purchased, fuel efficient models are selected
 - current vehicles and equipment is well maintained to keep it running at optimal capacity
 - minimize passes across the field when prepping fields to plant (also reduces soil compaction)
- Practice crop rotation (adds biodiversity, allows soils to naturally replenish nutrients, adds organic matter)

- All our row crops are efficiently irrigated with drip tape and sprinklers which drastically cut down on our water usage and loss
- Transition hundreds of acres from conventional to organic farmland
- Efficient business practices are in place and continually re-evaluated to improve efficiencies in water, labor, fuel, electricity, equipment, crop nutrition and community involvement
- Risk management tools are in place to minimize risks to employees and the environment
- A written food safety policy is in place and is continually updated. This keeps employees and consumers safe
- Employees are properly trained in worker and food safety
- Land use is considered prior to developing a planting schedule
- Precision agriculture is utilized to increase efficiency
- Irrigation is scheduled based on crop needs, soil and weather
- Pumps are equipped with frequency drives which conserve power by adjusting flow and pressure to the actual demand
- Soil nutrients are applied at appropriate times based on crop needs and tissue results and are applied the proper time and rate
- On staff PCA to give accurate timely recommendations for all applications
- Two full time agronomists
- Buffer crops are in place to act as natural pest barriers and provide a natural habitat
- Suppliers and transportation partners are encouraged to increase their sustainability efforts because sustainability must occur along the entire supply chain
- Support of local bee keeper association
- Management plans to protect our local and managed pollinators
- Planned and scheduled irrigation plans for efficient water use
- Recyclable packaging
- No waste water discharged into any bodies of waters
- Extensive testing to maintain soil health
- Sustainable energy used in various applications
- Air quality management plan
- A well trained staff that maintains a current knowledge of pests, diseases and weeds
- Pesticide drift mitigation plan
- Wellhead buffers maintained
- Guaranteed, documented and audited fair treatment program for our workers
- Safe working environments
- Discrimination and harassment polices