

**Mennel**

*Sustainability &  
Community Impact  
Report*

# President's Statement

At Mennel, we are proud of our heritage and excited about our future. We have been in business for over 140 years because we do things the right way, with integrity. We measure our success by each of the custom products that we produce and through the keen understanding of our customers' unique and individual needs. Anchored by our core values, Mennel is committed to always bringing our best.

In our pursuit of excellence, we recognize it is about the quality of our products and services, our facilities and processes, and ultimately our people. We are not afraid of hard work, and we love a good challenge. We are committed to maintaining the most efficient operating facilities possible through continuous improvement principles and planned strategic growth. We continue to innovate and adapt to our changing industry and consumer preferences as demonstrated by our investment in research and development.

We are also a good steward of our environment, an advocate for our family of employees, and a philanthropic member of our local communities. That's why our position on sustainability is centered around maintaining our physical and natural resources, preventing environmental degradation, and promoting meaningful social dimensions.

We hope you will join us in supporting these global Sustainable Development Goals. Together, we can help create a better and more sustainable future for all.



D. Ford Mennel  
Fifth-Generation President & CEO  
The Mennel Milling Company



**Mennel**

# Company Overview

Mennel is a progressive company with a rich history. With over 140 years of experience in the flour milling industry, Mennel has grown to include other strategic business ventures with over 35 sites in 7 states. This growth has been guided by the vision and leadership of the Mennel family, now in its fifth generation, as well as the hearts and hands of over 1,000 employees.

Today, Mennel operates 7 state-of-the-art flour mills; 12 country grain elevators; 3 trucking divisions; 2 bakery mix facilities; and more.



## Our Vision

To be the leading provider of grain-based food solutions by blending legacy and innovation.

## Our Mission

To reliably deliver superior quality, uniformity and service through strategic investments in our products, processes and people.

## Our Philosophy

At Mennel, we believe in doing right and bringing our best to our people who are helping to feed the world.

## Our Purpose

To nourish communities by providing grain-based foods at every meal.

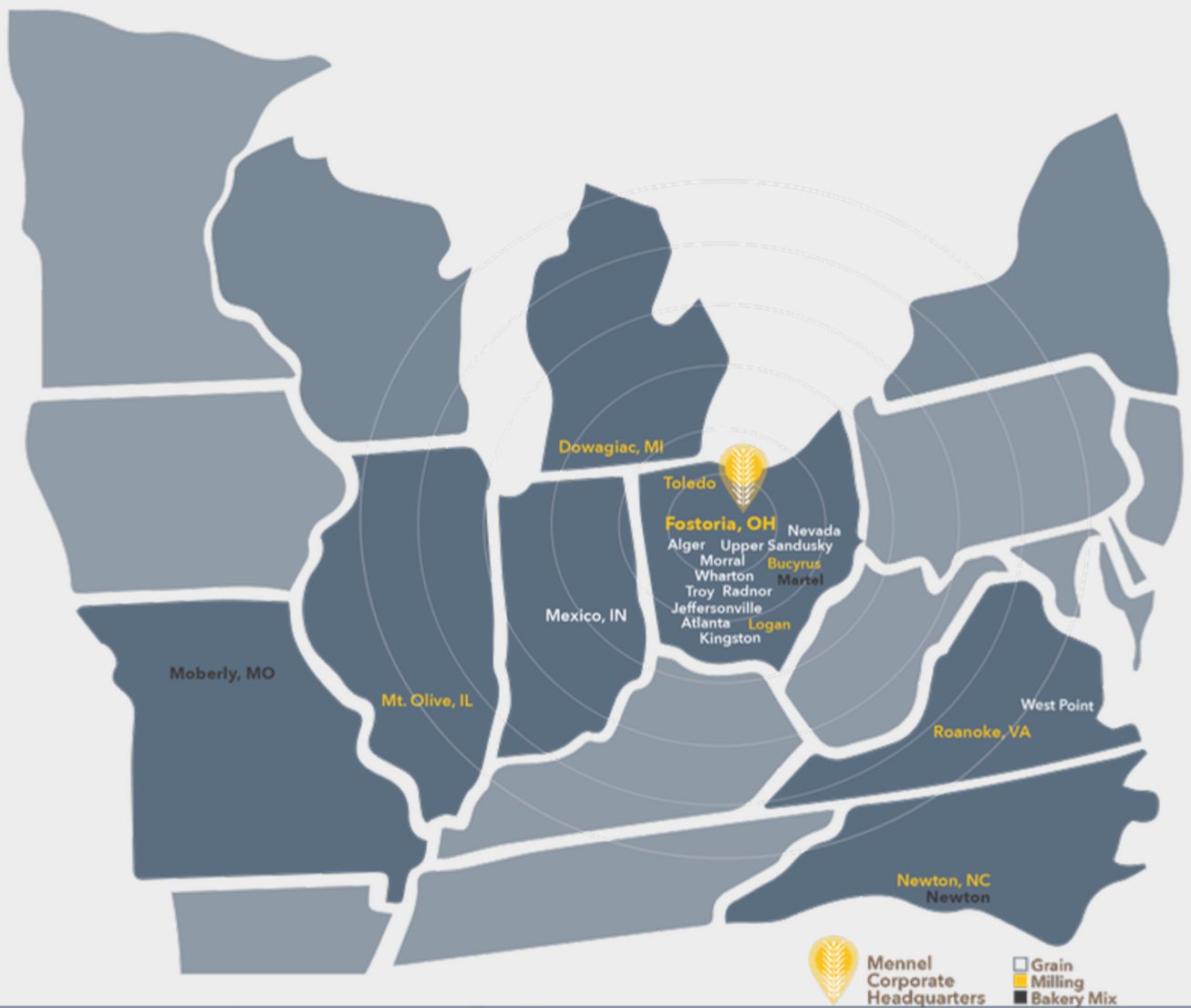
## Our Values

**Quality:** We're committed to producing the finest flour and bakery mixes because Mennel has set the standard.

**Uniformity:** We deliver reliable and consistent products and services.

**Service:** We bring a special level of care because it's how we've operated for 140 years.





# Mennel Divisions

## Milling

Mennel is known for specialty soft wheat and hard wheat milling and currently offers over 900 unique recipes. We create unique recipes to meet the needs of our customers.

## Grain

Mennel handles wheat, soybeans and corn that come from more than 870,000 acres of farmland and approximately 2,000 farmers. We buy and sell grain in the market to support our flour production needs.

## Bakery Mix and Foodservice

Mennel operates mix plants that can produce almost 3 million pounds or 900 batches per day of finished goods.

## Transportation and Logistics

In addition to delivering flour via rail, Mennel has a private fleet of trucks to deliver bulk and bagged products. We maintain our own fleet which include food-grade wash facilities.

## Corporate +

Mennel provides operational resources as well as maintenance services for many of the company's facilities.

# Sustainability Statement

At Mennel, we believe we have the responsibility to be stewards of this great land in partnership with the producers who grow wheat and our customers who manufacture a finished product delivered to the world's doorstep. We recognize that producing a bushel of wheat requires the right conditions of soil health, quality air, proper nutrients, and protection from pests and severe weather. The land in which we harvest is all that we have, so ensuring that it is the healthiest it can be is of paramount importance to our company.

We support the United Nations Global Compact Principles & Sustainable Development Goals (SDG) and have used this as a guiding light for our Sustainable journey. At present, we have focused our efforts on two of these SDG goals – Zero Hunger and Life on Land. This is with the understanding that much of our efforts may influence the other goals in a positive way.

Soil is one of the most underestimated mediums on the planet. Not only does it provide the foundation for our homes and factories, but it filters our water, feeds us, clothes us, and gives us energy for biofuels. Soil also helps us fight environmental hazards by naturally sequestering carbon and building resilience to climate-related events. There are many things that can erode soil health – poorly managed practices, deforestation, urbanization, and pollution. The good news is soil is forgiving. It can regenerate and return to a healthy state, but it takes time and preservation practices to accomplish.

Mennel is making a commitment to global soil health. We will partner with industry leaders to share and promote better soil management practices so that the producers within our footprint can be informed and make long-lasting changes to their greatest resource – their soil. We will take guidance from the Principles for Sustainable Soil Management (as part of UN Global Compact). We also recognize that soil and water must be managed in tandem so we will be encouraging the proper management of water availability and quality through practices such as buffers and riparian margins.

# Sustainability Pillars

We have divided our efforts across three pillars so we can more clearly make strategic choices, monitor progress, and celebrate successes.



## Economic

Economic sustainability at Mennel means building a resilient, transparent, and reliable food system. One that can withstand volatility, mitigate risk, and consistently deliver safe, high-quality food ingredients across the supply chain.



## Environmental

Environmental sustainability at Mennel focuses on protecting and strengthening the natural systems that underpin food production, particularly soil and water, through responsible sourcing, producer partnerships, and continuous improvement across our value chain.



## Social

Social sustainability at Mennel means investing in our employees, producers, customers, and communities to support wellbeing, foster opportunity, and promote long-term shared prosperity.

# Economic

Economic sustainability is closely tied to the reliability of the global food system. As an essential ingredient in staple foods, wheat flour plays a critical role in providing affordable and accessible nutrition. We recognize that continuity, consistency, and quality are fundamental economic outcomes that support long-term food system resilience and customer confidence.

Supporting economic benefits for producers is also key to supply chain stability. Through leadership support of the Great Lakes Yield Enhancement Network (YEN), we help advance agronomic practices focused on improving return per acre, input efficiency, and yield stability. Stronger producer profitability helps farmers better manage weather, market, and input-related challenges, creating a more resilient and dependable supply base.

We also work to strengthen supply chain readiness for climate-related risks through participation in the Guidehouse Supplier Leadership on Climate Transition (LOCT) program. This initiative supports suppliers in developing emissions baselines, target-setting readiness, and abatement planning capabilities. By building supplier readiness and transparency, we help reduce long-term supply chain risk and strengthen operational resilience.

Transportation and logistics reliability remain essential to maintaining consistent service and managing operational risk. We continue to optimize routing, reduce road time, and strategically utilize rail and shipping where practical to improve efficiency and reduce exposure to fuel volatility and delivery disruptions. These efforts help strengthen supply continuity while supporting effective long-term cost and risk management.



# Environmental

Environmental sustainability begins with protecting the natural systems that make food production possible. Soil health is foundational to agricultural productivity, supporting yield stability, water management, nutrient efficiency, and long-term resilience. Healthy soils also contribute to broader environmental stability by improving the land's ability to retain nutrients, manage water, and withstand changing conditions. Our environmental focus begins where food begins: the soil.

We support regenerative agriculture partnerships within our grain supply chain by engaging with suppliers who utilize practices that improve soil organic matter, water infiltration, erosion control, and biological activity. These regenerative approaches help strengthen soil and water systems while promoting long-term land stewardship and reducing environmental degradation. By supporting these practices, we help reinforce the environmental foundations of a resilient food system.

Where feasible, we prioritize locally and regionally sourced wheat to help reduce transportation-related emissions and strengthen regional agricultural systems. While quality requirements, customer needs, and geographic considerations can influence sourcing decisions, we remain committed to identifying opportunities to source closer to our operations whenever practical. This approach supports both environmental responsibility and stronger connections with the farming communities we serve.



# Social

The social pillar of sustainability begins with a commitment to the wellbeing, safety, and dignity of our employees. Mennel fosters a workplace culture grounded in respect, inclusion, and ethical conduct, where every employee is treated fairly and provided with the opportunity to succeed. Through clear policies, defined expectations for ethical behavior, and practices that support fairness and accountability, we aim to create an environment where employees feel safe, valued, and empowered. We recognize that protecting the wellbeing of our people is fundamental not only to individual success but also to building trust, engagement, and long-term organizational resilience

At Mennel, we believe that investing in employees creates lasting value for both our business and the communities we serve. Our total compensation philosophy is designed to support financial stability and long-term prosperity through competitive wages, profit-sharing opportunities, and resources that promote work-life balance.



Employees have access to programs and benefits that support personal and professional growth, including employee assistance programs, tuition assistance, and financial planning resources. By supporting employee development and stability, we strengthen families, encourage career growth, and contribute to thriving communities.

Ethical business practices are central to maintaining accountability and trust across our operations. Our Employee Handbook outlines expectations related to ethics, conduct, and conflict resolution, reinforcing our commitment to integrity in the workplace. We further support responsible business behavior through ethical sourcing practices, alignment with our Vendor Code of Conduct, and participation in SMETA audits that help ensure transparency and accountability throughout our supply chain. We understand that ethical conduct extends beyond compliance; it is essential to protecting workers, strengthening partnerships, and sustaining the confidence of the communities and stakeholders who rely on us.



# Social

We are humble servants of our local communities through charitable giving, volunteerism, and outreach initiatives. We seek to support local organizations and educational opportunities that contribute to long-term community wellbeing. Our program "Leave a Legacy" empowers employees to direct charitable giving toward causes that matter most to them, strengthening employee engagement while creating meaningful local impact. We recognize that strong communities provide the workforce, infrastructure, and trust that businesses depend on, and we are committed to contributing to shared prosperity and sustainable social progress.



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*"We recognize the importance of being a good steward of our great resources - the land, air and water - which are fundamental to producing a healthy, abundant bushel of wheat, corn and soybean. We hope this report served as a window into what we see as important elements in creating a better, more sustainable future for all."*

*Dr. Scott Osborne*

*Vice President of Innovation & Regulatory Affairs*

**The Mennel Milling Company**  
**Headquartered in Fostoria, OH**

[www.mennel.com](http://www.mennel.com)



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