

FUTURE innovation skill communication **Teamwork** success tradition **INTEGRITY** DEDICATION

leadership MORE THAN A WORKPLACE **responsibility** dedication SAFETY **QUALITY** caring BUILD RELATIONSHIPS team members people matter **FAMILY** VALUES healthy strategy CULTURE

community GROWTH communication dedication SAFETY **QUALITY** BUILD RELATIONSHIPS people matter healthy strategy CULTURE



CORPORATE SOCIAL
RESPONSIBILITY
 REPORT

2020



WHAT DOES
**Corporate
Responsibility**
MEAN TO US

Welcome to Cooper Farms' first Corporate Social Responsibility Report! It is our goal with this report to highlight some of the many ways we carry out our commitment to be better today than we were yesterday.

When Virgil and Virginia Cooper began this company, over 80 years ago, doing the right thing was at the forefront of all they did. As the company has grown, this philosophy has remained a beacon for the Cooper family stockholders and our management team. While this report is new, our approach and actions are not.

We invite you to read through these pages and learn about who we are as a company, our commitment to our team members, animals, environment, communities, and food products. We are proud to not only be a top turkey, pork and egg company, but also of the many ways we work to make things better for our next generations, just because it's the right thing to do.

This report has been a labor of love as we worked to compile the vast array of forward-thinking responsibility projects going on throughout our company. You see, so many of us tend to operate with the typical farmer mindset to "keep your head down, get the job done, and do what's right" and we don't talk about the many great things being done behind the scenes. However, through the past several years we've heard from many of our customers and friends that we need to share these things in a more open way. Which brings us to this inaugural CSR report.

We hope you enjoy and can see our true commitment to being our best.



Cassie Jo Arend
Corporate Communications Manager

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Our business started in 1938 with just 300 turkeys and we are still family owned today.



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Our sustainable journey is ongoing. As Cooper Farms grows, so does our potential footprint.



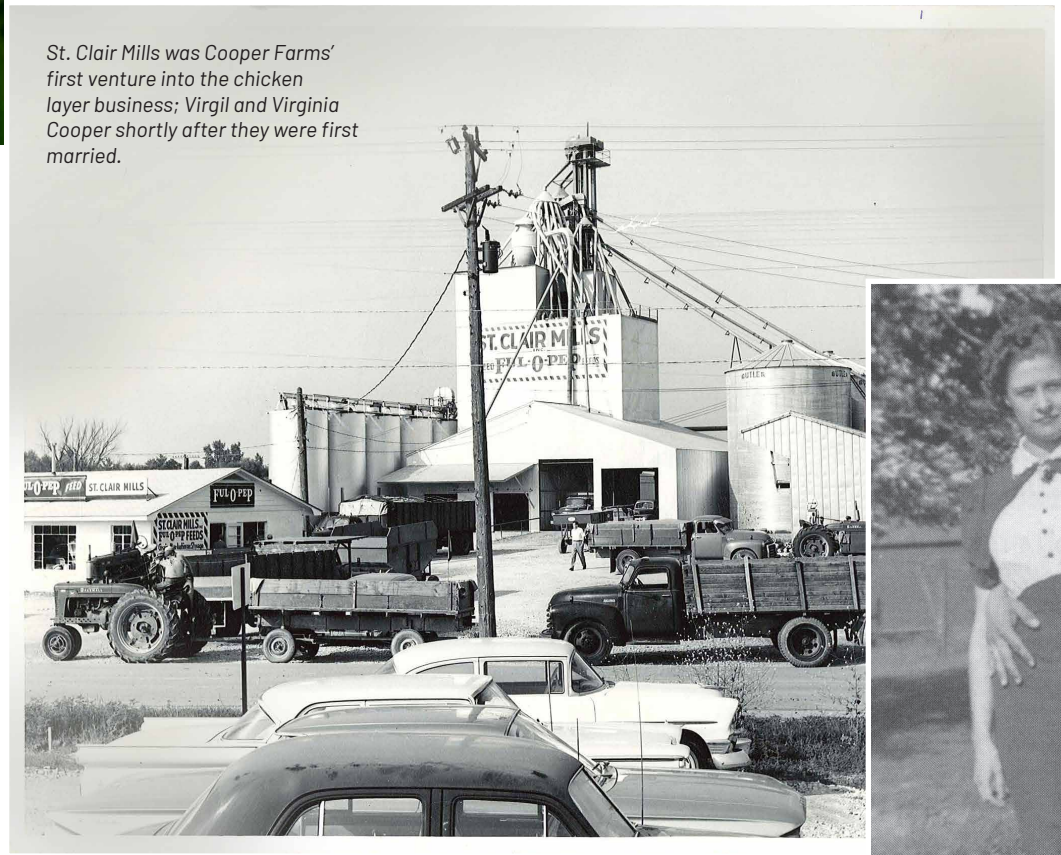
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Giving back to the people and the community is not just good business, it's the right thing to do.



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Food
We are staying ahead of innovation while striving to maintain safe products for consumers.



Cooper Farms has been family owned and operated throughout our 82 years. We are proud of the growth that Cooper Farms has sustained, while remaining a family business with family values.



St. Clair Mills was Cooper Farms' first venture into the chicken layer business; Virgil and Virginia Cooper shortly after they were first married.

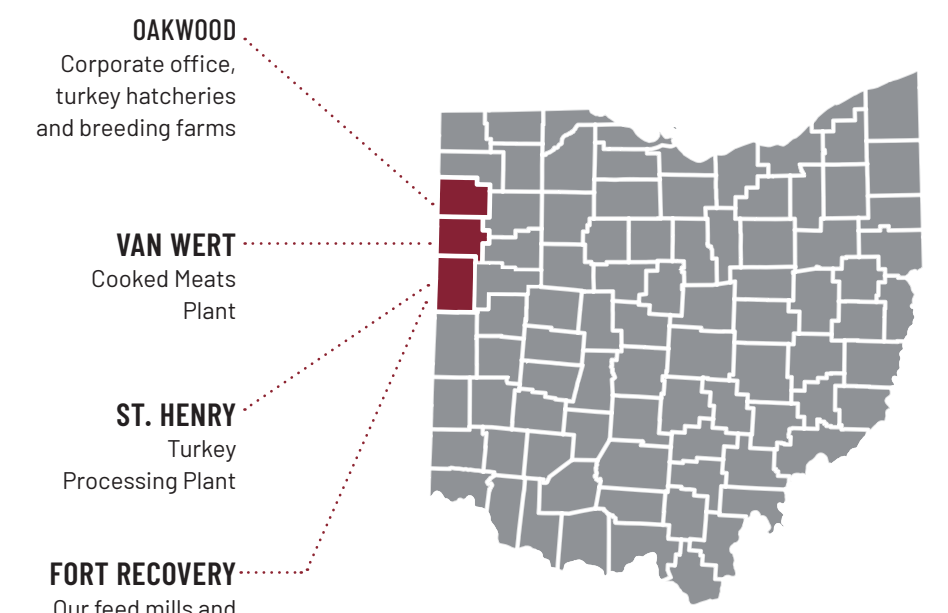
Our Heritage is Here in the Heartland

Growing healthy live turkeys, chickens, egg layers and hogs and producing great food products has been a tradition for the Cooper family of northwest Ohio for three generations.

Founded in 1938 by Virgil and Virginia Cooper, Cooper Farms is still family owned and operated. Today, with the help of our team members, Cooper Farms is a leading food supplier, selling a variety of delicious fully cooked and ready-to-cook turkey, ham and chicken products to customers throughout North America.

While growing turkeys is the largest portion of our business, we are also a leading producer of eggs and market hogs.

In the 1950s the company had just a handful of employees; Today that number exceeds 2,000, as well as nearly 500 contract farmers who help raise animals for Cooper Farms.

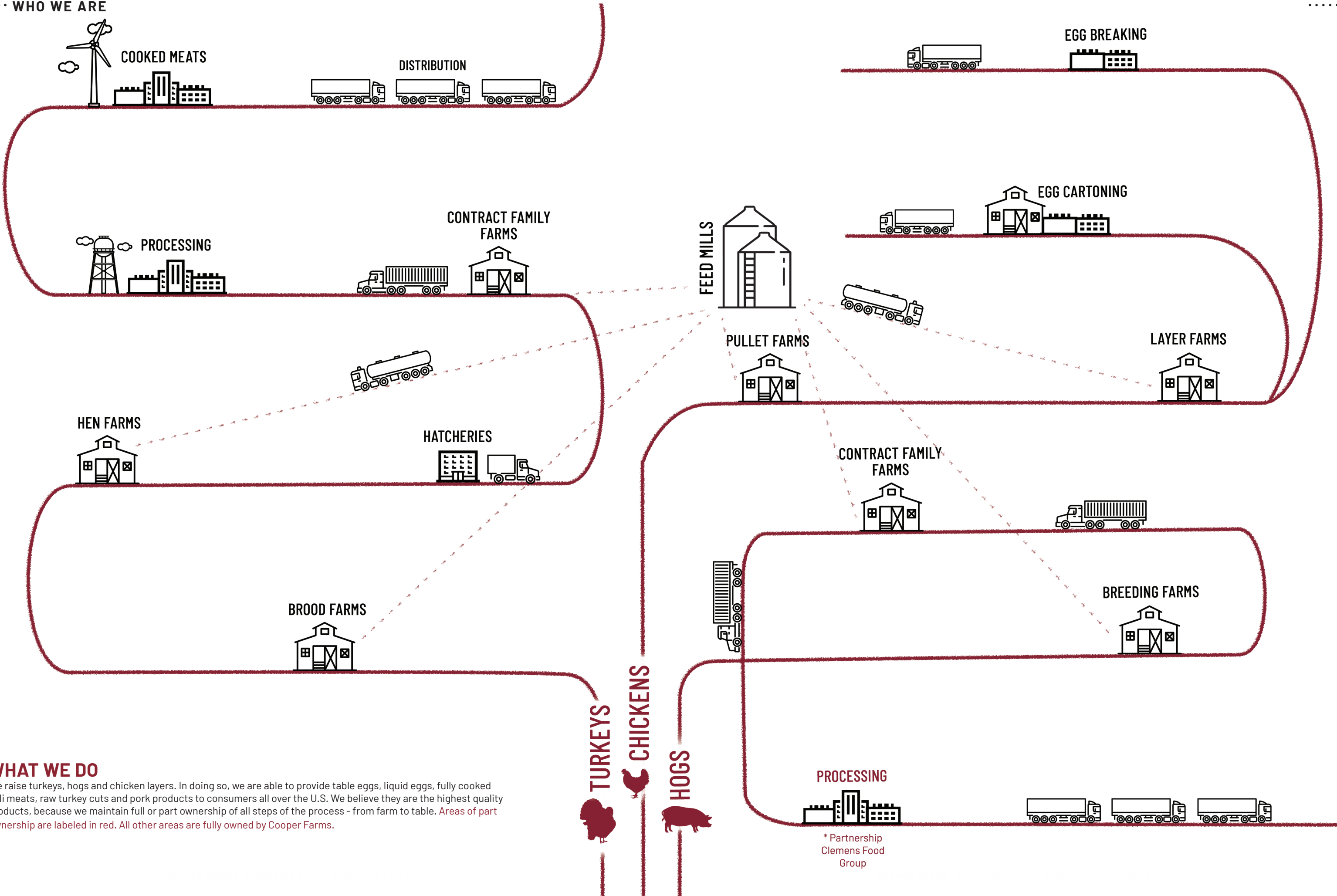


Though all of our main locations are Ohio based, we have contract family farmers in both Ohio and Indiana.

Vertically Integrated & Positioned for Quality

Vertical integration enables Cooper Farms to monitor quality throughout our processes, ensuring our customers are receiving the highest quality products possible. This includes taking a hands-on approach to overseeing the day-to-day care of our animals, as well as manufacturing the feed that keeps them healthy and strong.

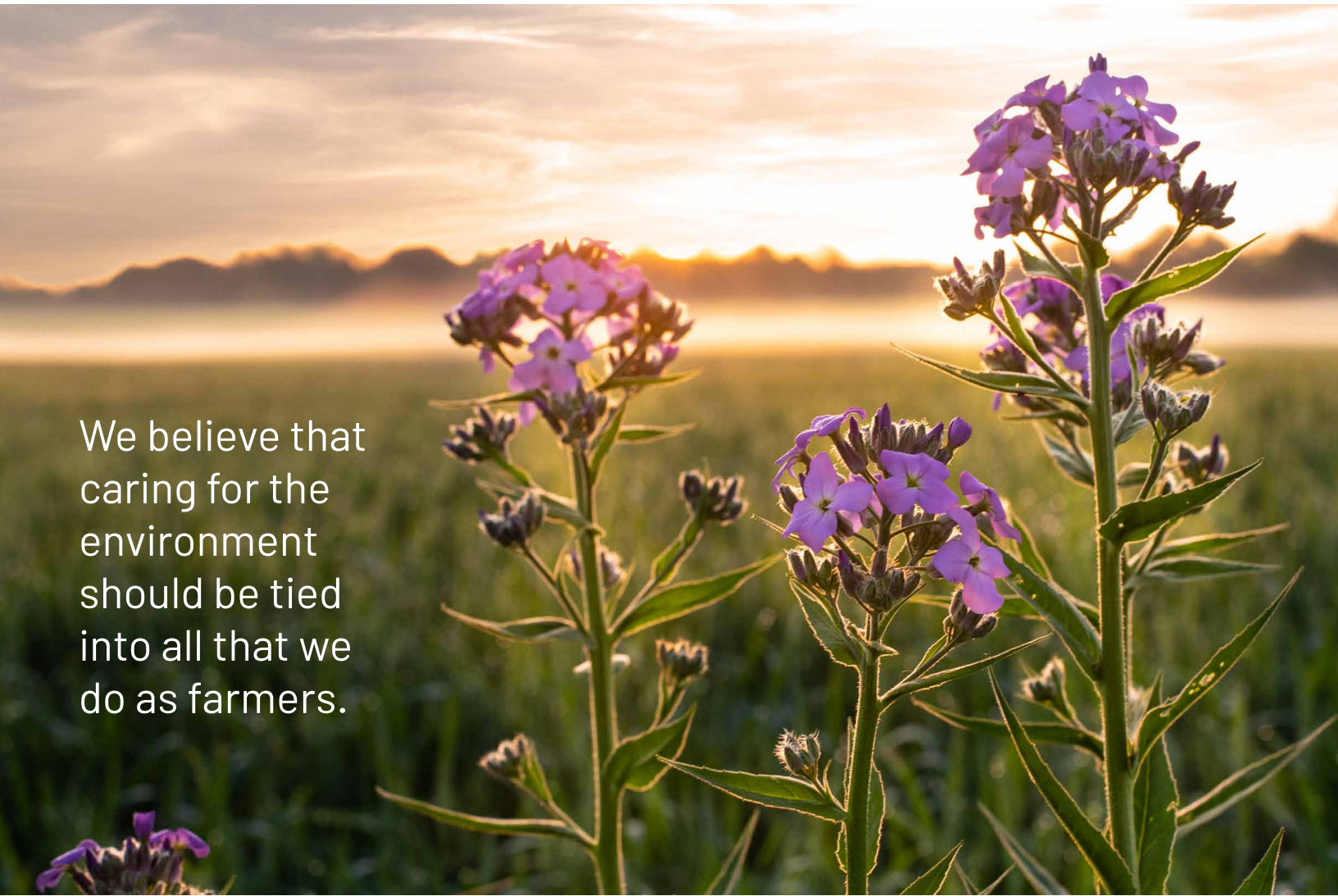
Quality extends to our food processing plants, where all of our high-quality meats are produced and packaged. At Cooper Farms, our path to innovation is never ending and ever-changing. We are constantly striving to maintain a flexible business model to consistently meet our customer's needs.



WHAT WE DO

We raise turkeys, hogs and chicken layers. In doing so, we are able to provide table eggs, liquid eggs, fully cooked deli meats, raw turkey cuts and pork products to consumers all over the U.S. We believe they are the highest quality products, because we maintain full or part ownership of all steps of the process - from farm to table. Areas of part ownership are labeled in red. All other areas are fully owned by Cooper Farms.

* Partnership
Clemens Food
Group



We believe that caring for the environment should be tied into all that we do as farmers.

Responsible Today for a Better Tomorrow

We are committed to producing the best products, while reducing our waste, recycling, limiting our energy and water consumption, and using environmentally sound management practices.

Responsible business includes all these things and more. It means doing our best every day, as we make decisions that directly impact our community, team members, our animals and food safety. It means having high standards and working to attain a level of quality that goes beyond customer expectations.

At Cooper Farms, we talk about our customer in a variety of ways. Our customer is the consumer sitting at a restaurant

table or at home, as well as the company purchasing our meat and egg products. It is the next team member down the line in each step of the process. Team members know that they are expected to own their position. They have a license to make decisions, to voice their opinion, and to do their job to the best of their ability. This culture is what makes Cooper Farms unique.

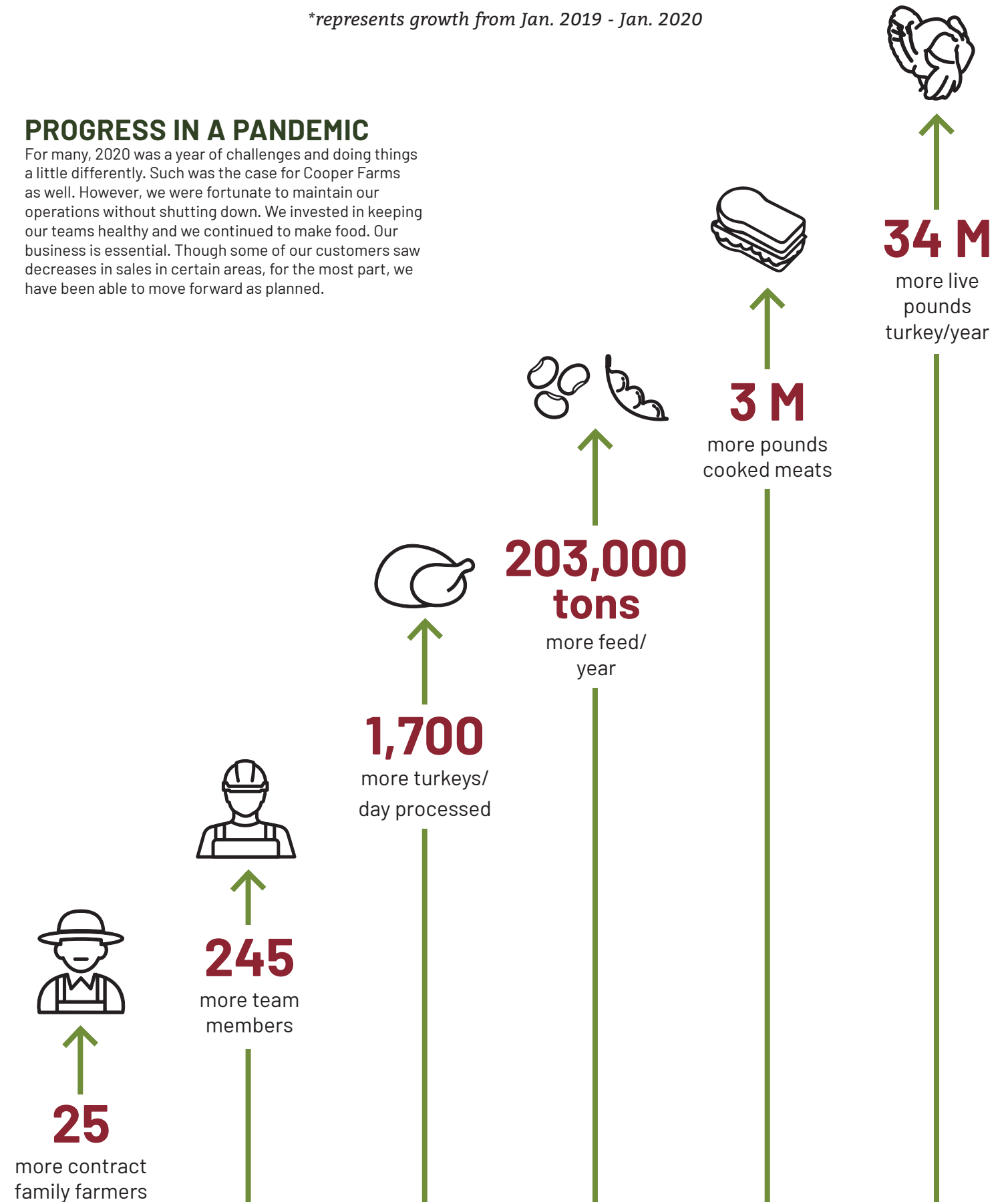
Cooper Farms has seen many growth spurts throughout its 83 years. This growth has allowed us to deliver on the growing needs of our customers. It has also demanded that we analyze and reshape the way we do things, often resulting in new equipment, increased efficiencies and investment in technology. Growth has been a catalyst for change.

MOVING FORWARD

**represents growth from Jan. 2019 - Jan. 2020*

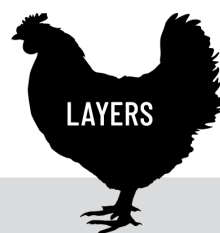
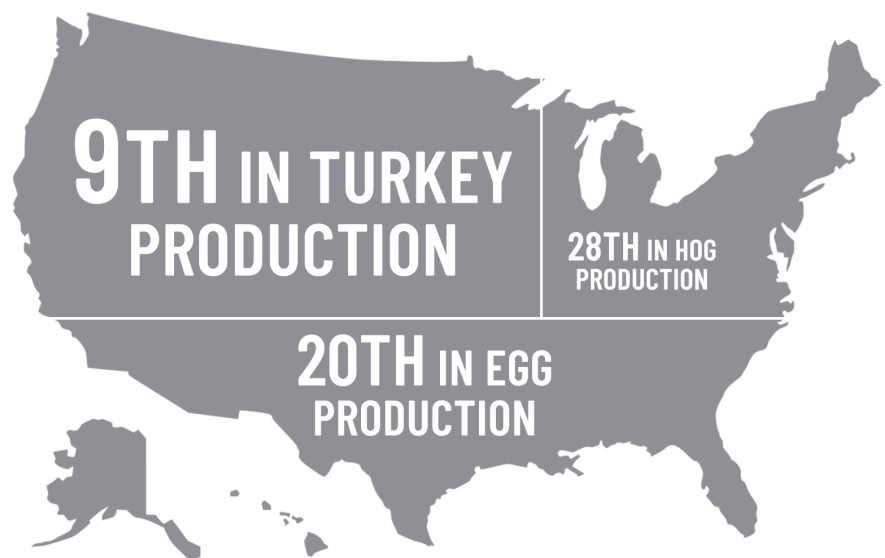
PROGRESS IN A PANDEMIC

For many, 2020 was a year of challenges and doing things a little differently. Such was the case for Cooper Farms as well. However, we were fortunate to maintain our operations without shutting down. We invested in keeping our teams healthy and we continued to make food. Our business is essential. Though some of our customers saw decreases in sales in certain areas, for the most part, we have been able to move forward as planned.

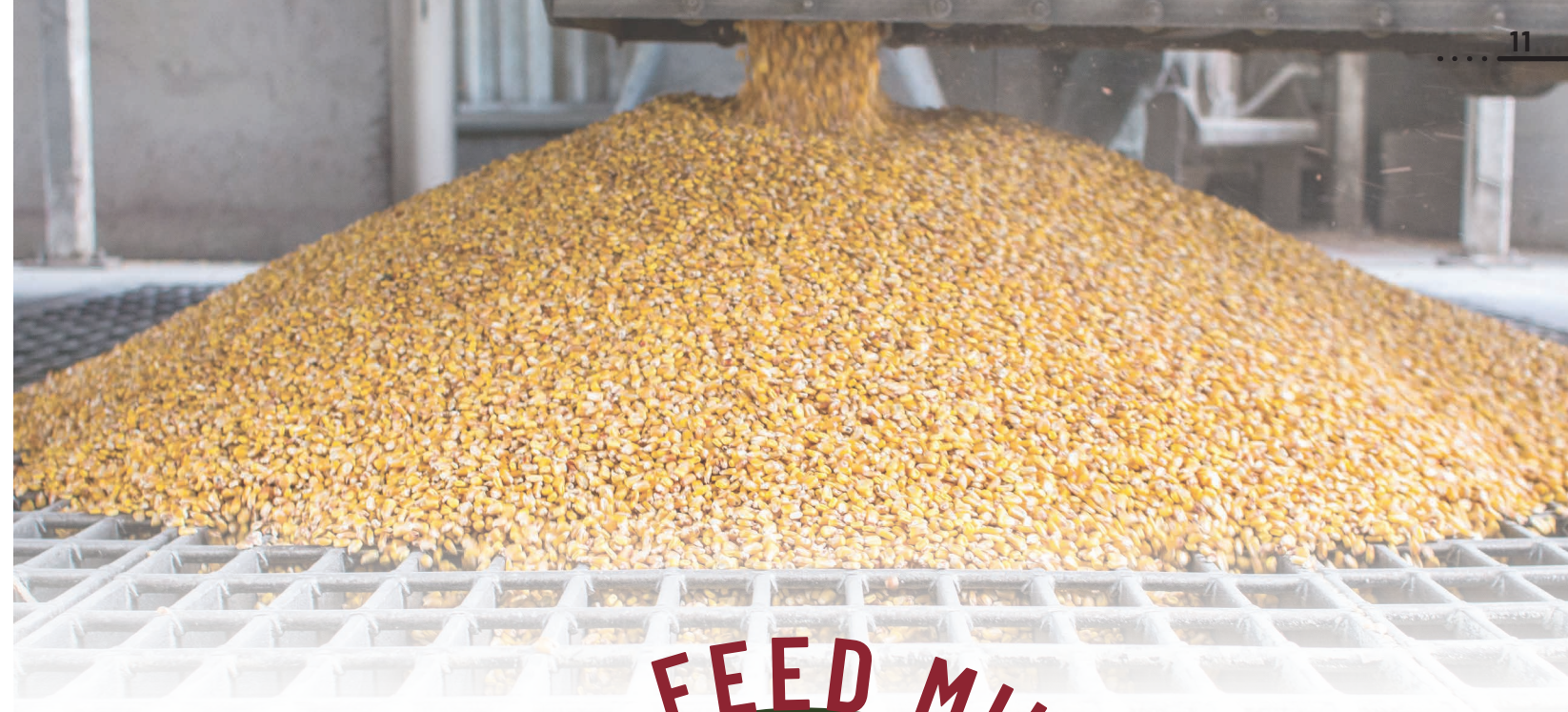


COMPANY STATISTICS

**represents statistics for 2020 fiscal year*



TURKEYS	LAYERS	HOGS
405 owners	76 owners	170 owners
212 CONTRACT FARMERS	60 CONTRACT FARMERS	116 CONTRACT FARMERS
231 sites	63 sites	143 sites
300 MILLION LIVE POUNDS TURKEYS/YR	8 MILLION DOZEN TABLE EGGS/YR	211 MILLION LIVE POUNDS HOGS/YR
81 MILLION POUNDS COOKED MEAT/YR (total turkey, ham, chicken) 56 MILLION LBS COOKED TURKEY ALONE	10.5 MILLION LBS OF LIQUID EGG	
15 MILLION POULTS HATCHED/YR	3.4 MILLION LAYING HENS	30,531 SOWS
200,000 BREEDER HENS	6.2 MILLION PULLETS	700,000 PIGLETS



FEED MILLS

Grain is locally sourced whenever possible.

20 Million bushels of corn
\$13,295,422

185,500 tons soybean meal
\$6,443,083



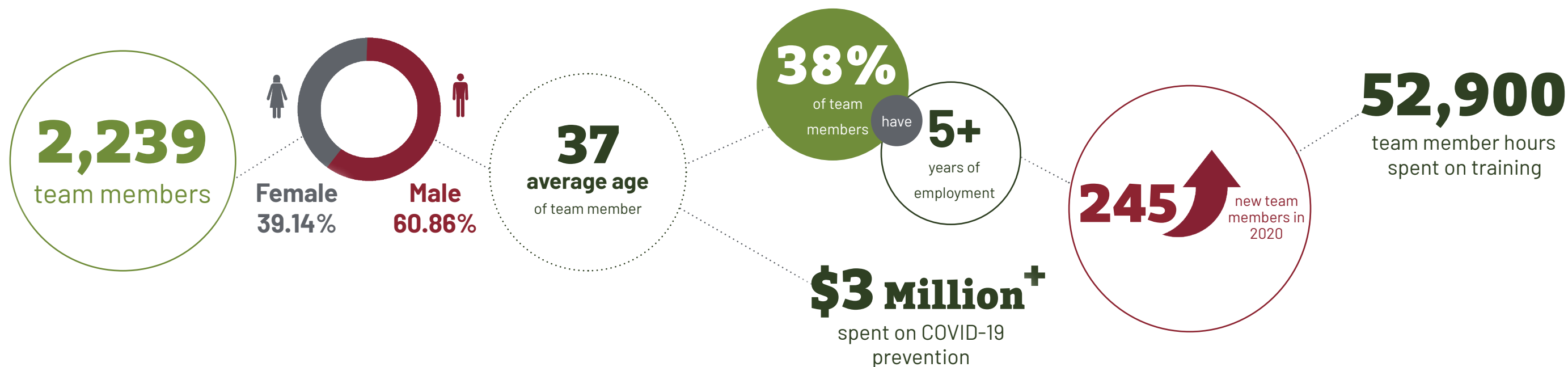
5 COMPANY-OWNED FEED MILLS
Fort Recovery, Ohio (3)
Union City, Ohio
Paulding, Ohio



1 Million total tons of feed produced this year

HOW WE CARE FOR OUR TEAM

*Data listed represents 2020 fiscal year



Health and Wellness Program

- On-staff nurses (3)
- Annual biometric screenings - identified 184 team members who were diabetic and 283 who were exhibiting symptoms of Hypertension I or Hypertension II
- Third-party doctor's offices which are free for team members on company insurance (3 locations)
- \$300 gym reimbursement for each team member
- Icing and stretching programs
- Ergonomic studies



Training and Development

- 52,900 team member hours spent on training
- Training includes Quality, Biosecurity, Human Resources, Leadership and Safety trainings annually
- Leadership trainings prepare team members for internal promotion
- College tuition reimbursement for administrative and management level team members



Safety Program

- Job rotation
- Internal and external safety studies
- Annual trainings
- Team members are encouraged and are paid for submitting safety ideas



And More...

- English classes and resources are available to all team members
- On-staff interpreters/translators (5)

Family is at the heart of everything we do. Our team members are an extension of our family, and they deserve every benefit we can offer.



More Than a Workplace

Providing More for Our Team

Over the years Cooper Farms has worked to provide the highest quality, cost effective care for team members.

In 2014, Cooper Farms began measuring team members' health through annual biometric screenings. By measuring BMI, glucose, cholesterol, nicotine and blood pressure, team members were given a summary report, or a snapshot of their health status each year. Most doctor's offices do not provide this type of service unless a person comes in with preexisting medical conditions. In many cases, these tests

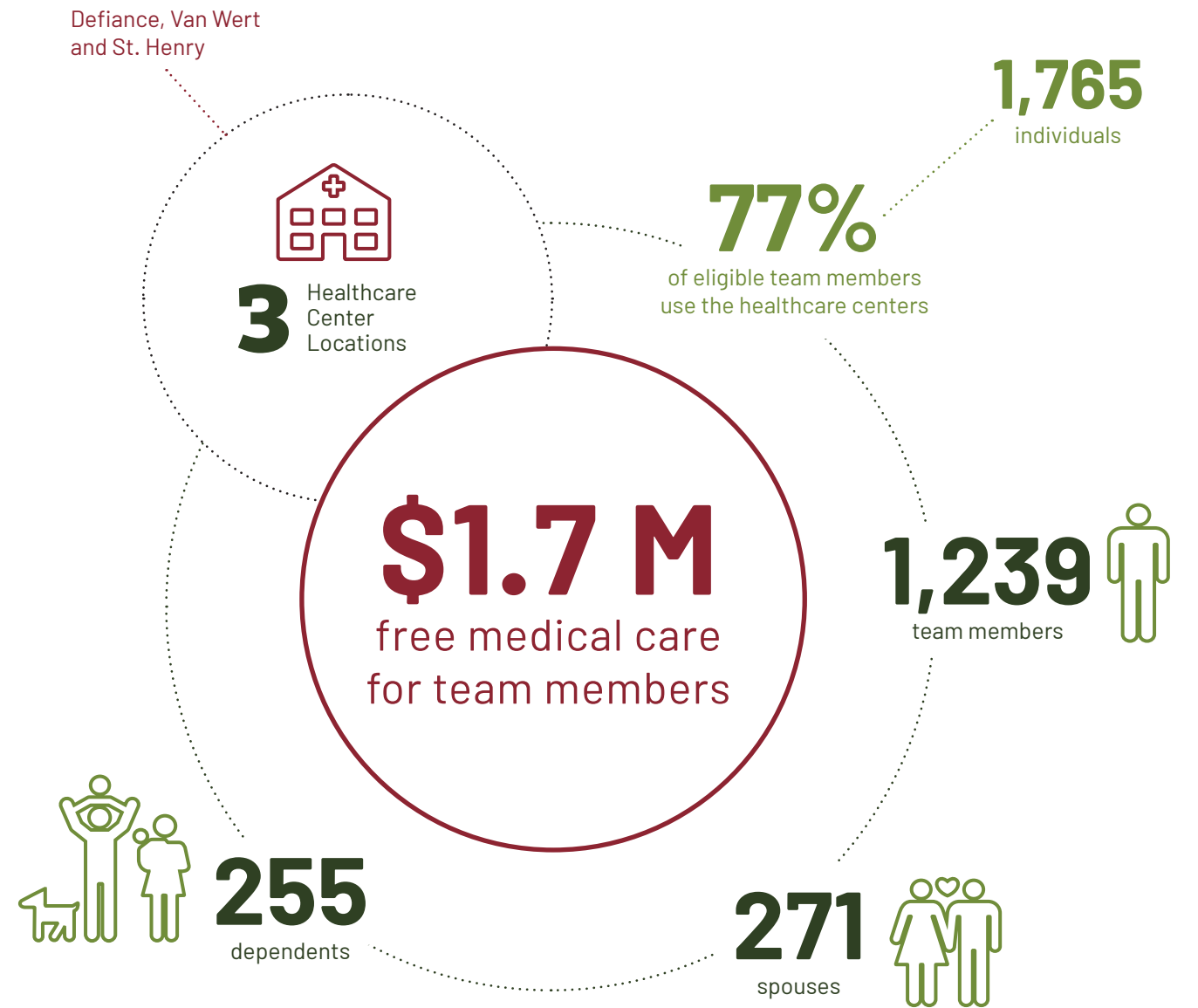
uncovered serious medical conditions for our team members. In 2016, Cooper Farms began partnering with Everside Health (formerly Activate Healthcare) to provide primary care for team members who are on their insurance plan.

Through this partnership with Everside, team members can see a doctor on short notice, without being away from work for very long, without out-of-pocket expenses such as a copay, lab fees or prescription costs.

Through these wellness opportunities, Cooper Farms has been able to go beyond basic benefits and provide greater care for their team.

As a result of recent growth and expansion, our number of team members increased significantly. An additional provider was added at the St. Henry Everside location, in order to continue to provide the same benefits for our growing team.

HEALTHCARE CENTERS



**Data listed represents 2020 fiscal year. "Free medical care for team members" represents both our healthcare centers and Live Health Online.*

We partner with a third-party healthcare company, to provide primary care for team members who are on the Cooper Farms insurance plan.

Keeping Safety

At the Forefront of All We Do

Cooper Farms aims to provide a work environment that encourages team members to strive for the next step in their career.

Employee retention will always be a core focus. In order to provide a culture where team members can move forward in their position, Cooper Farms strives to offer training and development opportunities. Team members are encouraged to attend outside trainings and to be involved in local groups and associations. All team members are trained for safety and food safety annually.

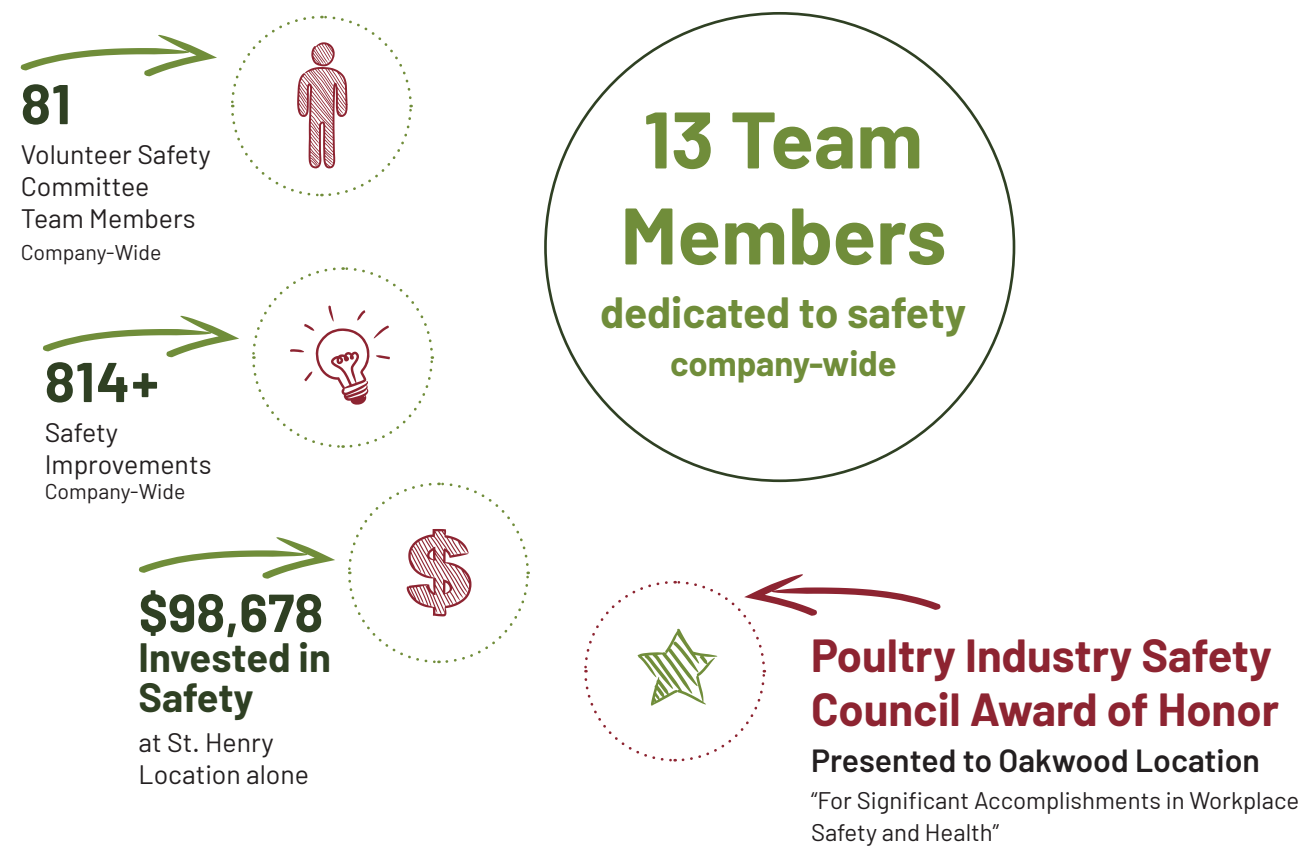
Team members who show a special interest and commitment are oftentimes rewarded by receiving management training, in order to prepare them for advancement before a position within the company becomes available. It is a priority to post job openings internally before accepting resumes from outside of the company.

We'll never be satisfied with anything greater than zero from an injury standpoint. In order to improve, we strive to focus on fine-tuning our safety culture through engagement, education and communication.

Across the company, teams have spent hours dedicated to looking at strengths and weaknesses and planning goals for the coming year. After several years of growth, 2020 has been a year of fine-tuning many processes. Safety will always be an area where we cannot be satisfied with our performance. We'll never be satisfied with anything greater than zero from an injury standpoint. In order to improve, we strive to focus on fine-tuning our safety culture through engagement, education and communication. Increasing awareness that safety is the first priority will position safety as top of mind among all team members, and remind them that their first concern is to look out for their neighbor.

Safety staff members at all locations are responsible for conducting ergonomic studies, which analyze each job and provide suggestions for changes, improvements and job rotation. Not all ergonomic changes come as a result of these studies. Cooper Farms uses a special program to encourage team members to submit safety ideas. The idea program pays team members who submit an idea that increases efficiencies within the company, or makes their job better, easier or safer.

Cooper Farms strives to support each of our unique team members as they complete a variety of tasks from one day to the next.



356
CONTRACT FAMILY
FARMERS



RECEIVE ANNUAL
ANIMAL CARE
TRAINING

We make sure contract family farmers are responsible individuals, and are a good fit to work with Cooper Farms.

23
HEALTH SERVICE
SPECIALISTS



Health service specialists travel to all contract family farms, to make sure our animals are healthy. They report to company veterinarians.

3
COMPANY
VETERINARIANS



HOW WE CARE FOR OUR ANIMALS

We feel it is our moral obligation to provide our animals with a safe environment, quality health care, a nutritionally balanced diet, proper handling and care, and much more.

100%
OF ANIMAL HAULING TRUCK DRIVERS
RECEIVE PQA TRAINING



PQA = Pork Quality Assurance Training, a certification provided by Pork Checkoff since 1989.

5
INTERNAL
AUDITORS

Animal Welfare Auditor
Biosecurity Auditor
Production Auditor



387
INTERNAL
AUDITS
ON CONTRACT
FAMILY FARMS

54
3RD PARTY AUDITS

Production, safety and biosecurity audits are completed quarterly on all farms.

182
INTERNAL
AUDITS
ON COMPANY
FARMS



CHICKEN HOUSING



Currently, 75% of our chickens are in conventional style barns. 25% are cage-free style.

**75%
NOW**



By 2021, we aim to increase to 40% cage-free style barns. 50% by 2023.

**50%
GOAL**

All animals are housed indoors, with the utmost attention given to ample space, proper ventilation and air quality, comfortable temperatures, health, as well as sanitation.

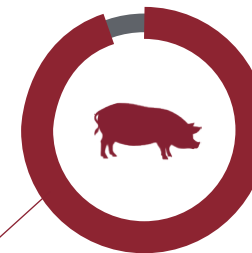
Providing an Environment

Where Our Animals Can Thrive

No matter the type of barn layout, Cooper Farms is committed to providing a healthy space for our animals to grow.

A variety of marketing programs exist to give consumers options when shopping in the grocery store. For example, Cooper Farms raises turkeys that meet requirements to participate in the No Antibiotics Ever marketing program.

Chicken layers participate in a variety of egg marketing programs, which determine the type of housing. We believe all of these housing options provide optimal conditions for healthy chickens.



80% OF OUR SOW FARMS HAVE OPEN PEN GESTATION

All farms in the United States will transition to 100% open pen gestation by 2025. We are on track to complete the transition by 2022.

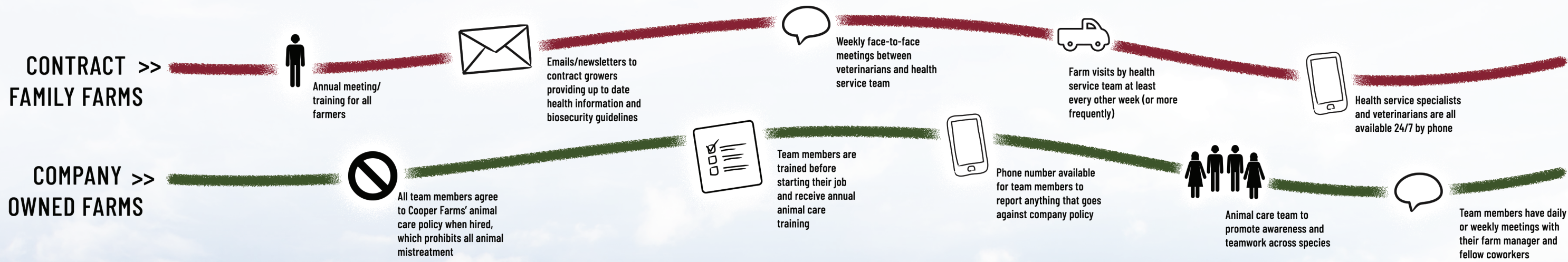


20% OF OUR TURKEYS PARTICIPATE IN THE NO ANTIBIOTICS EVER MARKETING PROGRAM

All turkeys are raised in barns, without cages. This is typical for the turkey industry.



TRAINING AND COMMUNICATION



Cooper Farms is committed to ensuring each animal has the best care.

Communication and training with team members and contract growers is essential to maintain the best care for our animals. Our animal care program is led by two staff veterinarians who are supported by a team of health service specialists. Health service specialists are constantly in contact with our veterinarians and growers, both in person and over the phone.



THIRD PARTY AUDITING

All company owned and contract hog farms:

Audited once every 3 years (FACTA, Validus, or Common Swine Industry Audit)



All company owned and contract turkey farms:

Audited by (USDA Process Verified Program and The National Turkey Federation) - annually



ALL FARMS
have 3rd party audits

frequency is dependent on customers/programs

Chicken layers and pullets may be audited by any of the following:

- FDA
- United Egg Producers
- American Humane (Cage Free only)
- Humane Farm Animal Care (Cage Free only)
- California Dept. of Food & Agriculture (CA compliant flocks only)



ALL FARMS & HATCHERIES

have quarterly internal audits for animal welfare, biosecurity and production (plus additional audits as necessary)



If our animals become sick, we know it is right to provide treatment to help them become well again.

Our Animal Care Program

Places Prevention Foremost

We believe biosecurity is an essential step in maintaining the health of our animals.

Biosecurity is a multifaceted program which includes indoor housing, sanitation, strict procedures for entering barns and external animal control. Managing all of these areas properly is what enables us to keep our herds and flocks healthy.

At our breeding farms, our team members take full showers and change their clothing in order to enter or exit the farms; this prevents all external bacteria carried by the team members from entering the barns, thereby keeping the parent breeding stock healthy. At our contract family farms, boots and coveralls are worn at all times and disinfectant boot baths and hand wash are utilized.

Cleaning the barns themselves is also a top priority and is completed regularly, based upon the animals and their age. All farms use a variety of rodent control methods and work to prevent the presence of wild birds. Each of these animals are known to carry diseases which could negatively affect the animals, so prevention is key.

All treatment is prescribed and administered under the guidance of our staff veterinarians.

Antibiotics are used on our conventionally raised flocks and herds only if a need would arise and through the guidance and prescription of our veterinarians.

In addition to conventional production, Cooper Farms also raises antibiotic-free and organic animals through customer request. At these farms we work hard to safeguard their health at all times, and if illness occurs where treatment is necessary, those barns will be removed from the program and treated. We know it is right to provide the care and treatment the animals need at all times.

All antibiotic treatment follows strict withdrawal periods and the meat is tested to verify antibiotic residue is not present. No meat contains antibiotics. Even meat that does not bear a label stating "raised without antibiotics" does not contain antibiotics.

Antibiotics are used on our conventionally raised flocks and herds only if a need would arise and through the guidance and prescription of our veterinarians. When an animal is suffering and cannot recover, euthanasia is necessary and it is the right thing to do. All team members and growers are trained and use American Veterinary Medical Association approved methods, which are the most humane methods available today.



Dr. Bethany Heitkamp, Dr. Don Davidson, Dr. Tim Barman

Our team of veterinarians lead the decision-making process, in order to provide the best possible animal care.

We strive to be an industry leader of innovative practices for the welfare and health of our animals.

Quality Begins

When We Make Our Own Feed

Our feed formulas are developed to meet each animal's nutritional needs, at each specific age of development.

Our animals receive fresh feed daily, delivered automatically. Each farm is equipped with an alarm system to make sure animals never go without feed or water, even if the delivery system fails. In our group gestation areas on sow farms, automatic feeding systems have the ability to monitor how much feed each animal is consuming. This system helps us quickly identify sows that are sick and need treatment.

Our feed formulas contain corn, soybeans, vitamins and minerals. Less than 1% of the feed formula contains enzymes, probiotics and other naturally derived ingredients which provide improvements, such as better digestibility and meat quality.

All feed is manufactured at one of Cooper Farms' five Safe Feed/Safe Food certified feed mills. This voluntary program establishes standards of excellence that go beyond existing regulations to maximize food and feed safety. Ownership of all feed mills allows Cooper Farms to have full control over feed production and scheduling, as well as the quality of feed our animals receive.



We DO NOT use any steroids or antibiotics for growth enhancement or improvement in any of our animals.



We DO NOT use hormones in turkey or chicken production.



We DO NOT use hormones in market hog production.



All feed is manufactured at one of our 5 Food Safety Modernization Act certified feed mills



All feed mills are company owned, allowing for full control of quality and prompt feed delivery to our farms



One feed mill location is an Organic Certified feed mill



Our sustainable journey is ongoing. As Cooper Farms grows, so does our potential footprint.

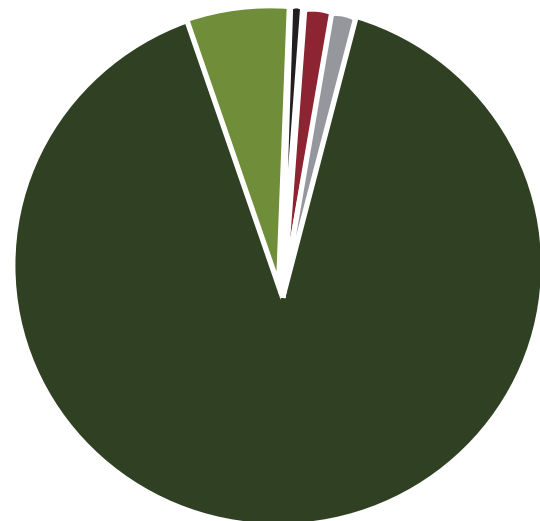
98% Landfill Free

COMPANY-WIDE

We are continuously striving to analyze our systems to use our resources as efficiently as possible.

As demand for meat and egg products increase, more land, water, electricity and fuel are needed to produce these products. In 2017, we began to vigorously examine our business to measure pounds of recycled materials. We formed recycling teams, unified the various company locations to formulate ideas collectively. As a result, we saw many minds working together to spearhead this recycling effort. Though we still see areas that can be improved, we are pleased with the outcome of our focused efforts.

135,824,270 Pounds Diverted from Landfill



91.66%
REPURPOSED



126,554,601.55
pounds repurposed

(meat scraps, egg shells, soybean oil, filters cleaned and reused, rubber boots, rendering)

5.14%
WASTE TO ENERGY



7,102,530
pounds waste to energy

(nonrecyclable energy-rich waste that can be used to generate electricity)

1.63%
LANDFILL



2,247,616.96
pounds landfill

(nonrecyclable waste, etc.)

1.3%
RECYCLED



1,794,028.5
pounds recycled

(paper, plastic, shrink wrap, pallets, batteries, aluminum cans, motors)

0.27%
COMPOSTED



373,110
pounds composted

(shavings, grain, etc.)

98%
Landfill Free

RENEWABLE ELECTRICITY

**Data listed represents 2019-2020*



since 2018

SOLAR PANELS

at one turkey breeder farm



since 2011

3 WIND TURBINES



20%

of company electricity is renewable



13,194,888

renewable kwh produced this year

ENERGY REDUCTION PRACTICES

Switched to lightweight trailers that can also haul more poults to save fuel and reduce miles when moving turkeys

Upgraded lighting to LED lighting and added motion sensing switches

Energy audits at company farms and contract farms

Solar Panels

- In 2018 we placed solar panels at one of our turkey breeder farms.
- These solar panels provide 2/3 of the electricity needs of the farm.
- 150 kw system

Wind Turbines

- Since 2001 we have had wind turbines at our Cooked Meats Plant in Van Wert, Ohio.
- These turbines provide 75% of the electricity needs of the plant.
- Generated 12,529,075 kwh in the last 12 months

FARMS TODAY PRODUCE MORE...



with less water



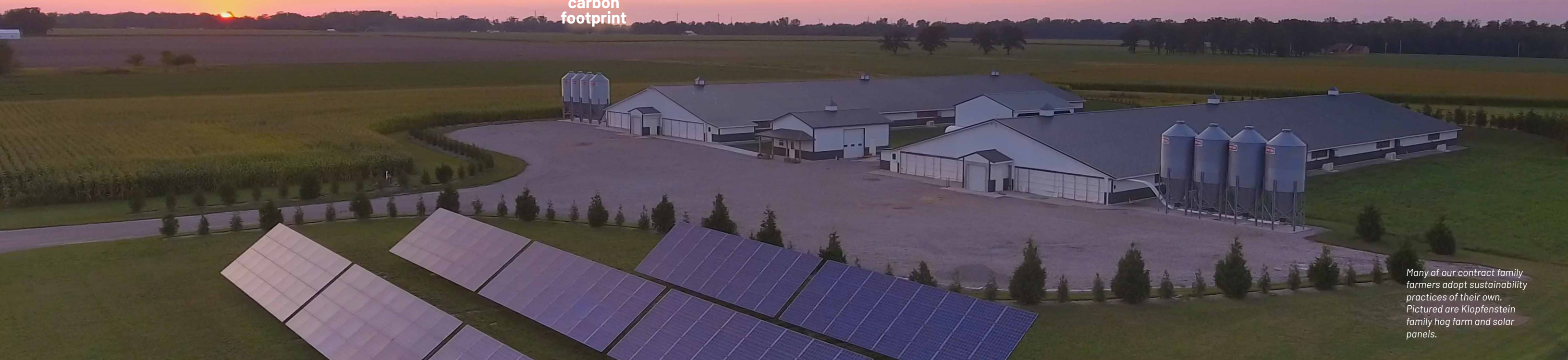
using less energy



using less land



with a smaller carbon footprint



Many of our contract family farmers adopt sustainability practices of their own. Pictured are Klopfenstein family hog farm and solar panels.

INDUSTRY STUDIES



EGG LAYING FARMS

71% less greenhouse gas emissions

32% less water to produce a dozen eggs

Almost half as much feed to produce a dozen eggs

27% more eggs per day and are living longer



HOG FARMS

use 75.9% less land

25.1% less water

7% less energy

7.7% less carbon emissions per pound of pork

**Studies in both the hog and chicken layer industries have reported vast strides in the environmental impact of farms today. Each study compared today's farms with 1960s production methods. (study conducted in 2010 for eggs, 2015 for hogs)*



SUMMARY OF FUEL USED



6, 419,362
miles traveled
company-wide in
2020

**COMPANY-WIDE
FUEL USE**
Gasoline 93,466 gal
Diesel 643,064 gal

Fuel is necessary for the transportation of feed, for moving animals from one barn to another and to market, as well as for the delivery of products.

Our service representatives travel from farm to farm to check on the health of our animals. Many of our managers travel between locations in order to be closely involved in the various areas for which they are responsible. All of these movements are necessary for our business to be the best that it can be. However, we do our best to look at ways to decrease our fuel usage where possible. We purchased lightweight trailers that save on fuel and are also able to hold more poult. We position our farms to be located as close as possible to the processing plants.

* Note: Company-wide fuel use number is only for Cooper Farms fuel stations and contract fuel site. Does not include gas bought for company vehicles at outside gas stations. Data represents 2020.

HOW DO WE RECYCLE WATER?

At our meat processing plants, we have our own water treatment systems. At our St. Henry plant we are able to treat and reuse water on-site. We also have programs in place that focus on ways that we can reduce water usage across all areas.

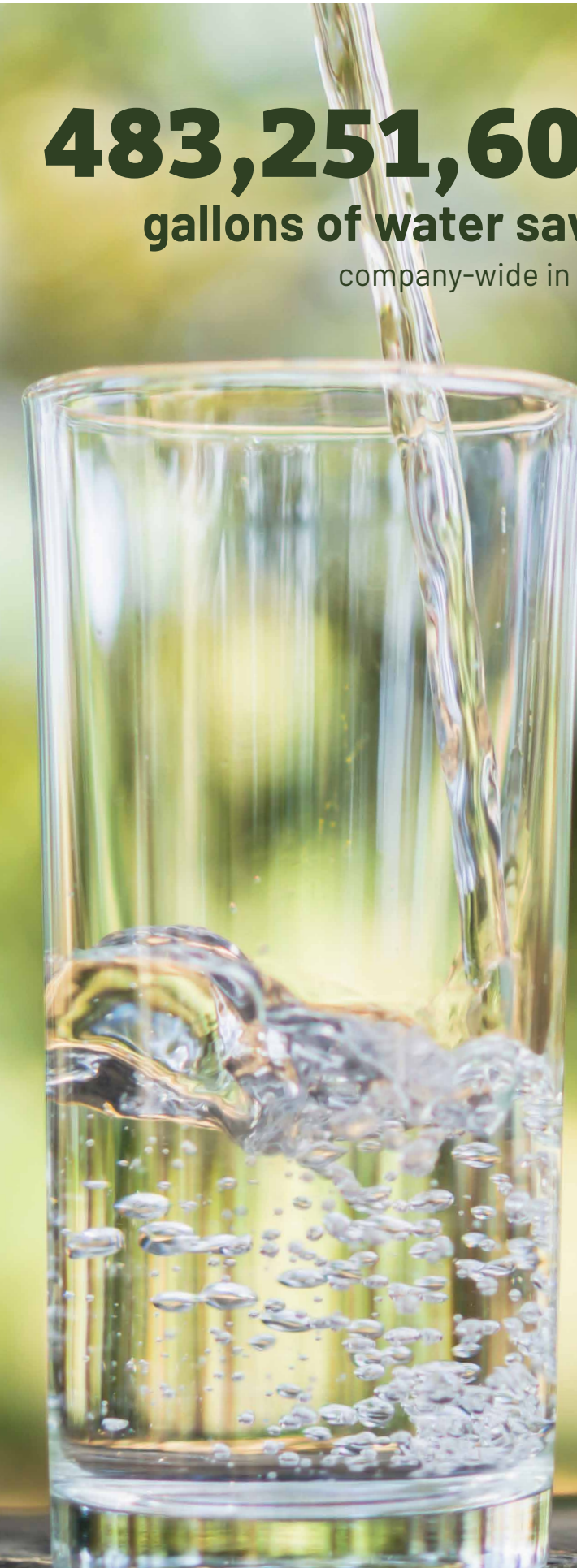
483,251,604
gallons of water saved
company-wide in 2020

**ST. HENRY
PROCESSING
WATER USE**
209,957,000 gal
in 2020



GOAL
to decrease
water use at
this location by

↓
20
MILLION
gallons by 2023



LAND STEWARDSHIP

Today farmers realize that manure is a valuable resource, that will enhance their soil health.

When applied at the correct time and amount, it can protect water quality and improve soil tillage and water retention, which synthetic fertilizers cannot achieve. Organic carbon from manure promotes a healthy microbial environment within the soil, that makes nutrients more readily available to crops.

Manure produced by Cooper Farms helps farmers in our area meet the nutrient needs of their crops.

In the counties where we do business, there are _____ acres of farmland all requiring fertilizer to meet the needs of their growing crops. The manure produced by our animals replaces the need for many of our growers to purchase synthetic fertilizers.

Manure is a valuable organic, soil amendment used in farming.

WHEN APPLIED CORRECTLY MANURE CAN...

- ↑ **Increase** soil carbon levels
- ↓ **Decrease** atmospheric carbon levels
- ↓ **Reduce** erosion and runoff
- ↓ **Reduce** nitrate leaching
- ↓ **Reduce** the need for nitrogen (N) fertilizers



IMPROVES WATER RETENTION



ALLOWS PLANTS TO USE NUTRIENTS BETTER



REDUCES RUNOFF

OUR MANURE REPLACES...

The need for many farmers in our area to purchase synthetic fertilizers. Their fields need nutrients to produce crops.

7,292 tons
POTASH

8,991 tons
MAP

4,191,505 gallons
N

243
SQUARE MILES
of synthetic fertilizer



There are
273,000 acres
of farmland in
Mercer County

(just one of the counties
we do business in)



The total amount
of manure we
produce would
meet only about
half of the
nutrient needs in
this county.



Our manure is
spread throughout
several counties
in Ohio and
Indiana.

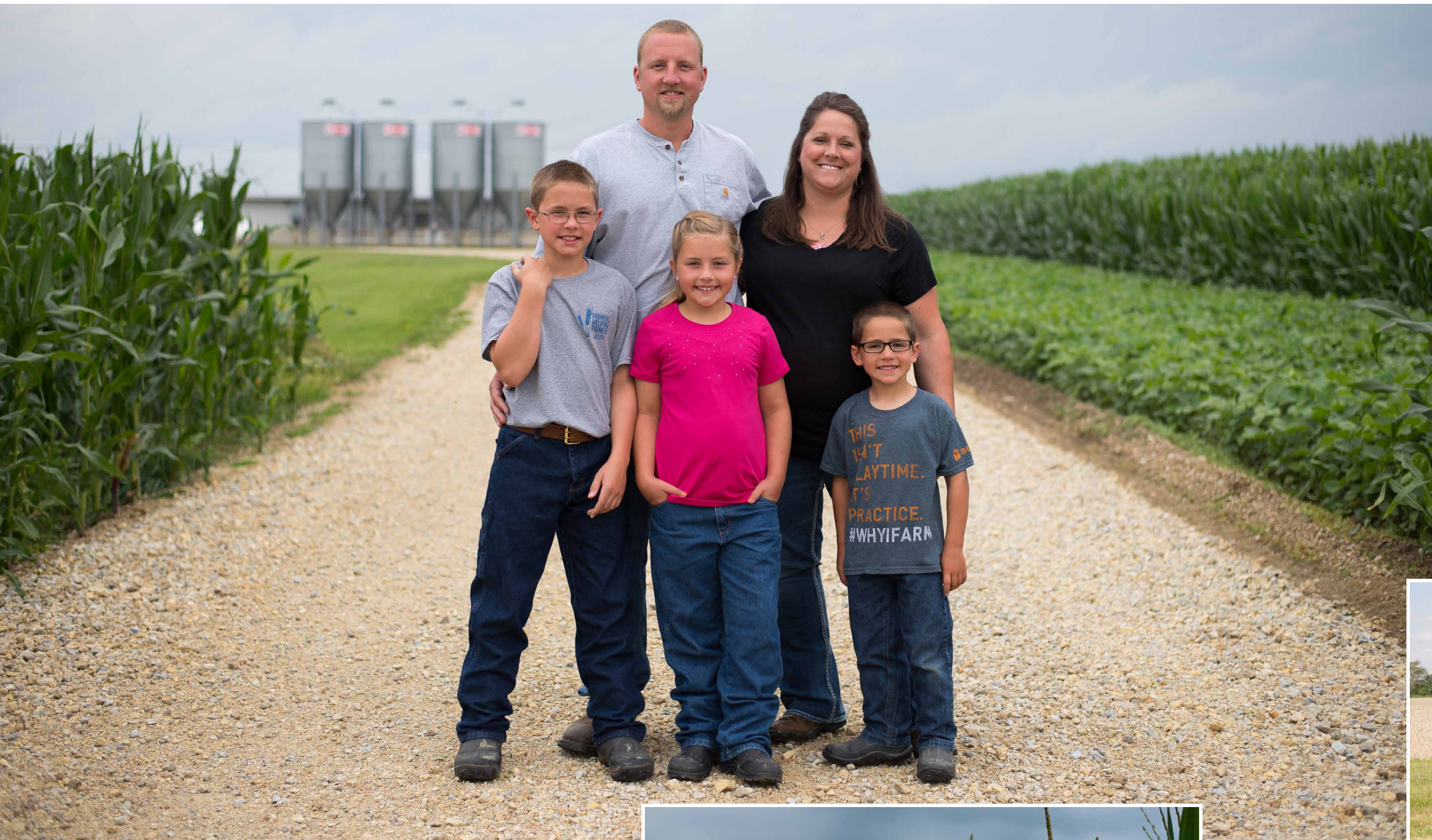
POTASH = a mixture of phosphates, nitrogen and potassium.

MAP = monoammonium phosphate, a source of phosphorus and nitrogen

N = nitrogen, an essential macronutrient for plant growth

Growing crops need nutrients.

Primary nutrients are the nutrients that most farmers focus on - nitrogen, phosphorus and potassium. These are the nutrients that most affect the amount a field will yield. Secondary nutrients such as sulfur, calcium, and magnesium are also very important in crop production. They are essential to plant processes like photosynthesis and also enable the plant to use other nutrients. Manure is an excellent source of nitrogen, potassium and phosphorus, as well as calcium, magnesium and sulfur. In general, adding manure improves soil quality and provides longterm benefits in terms of yields.



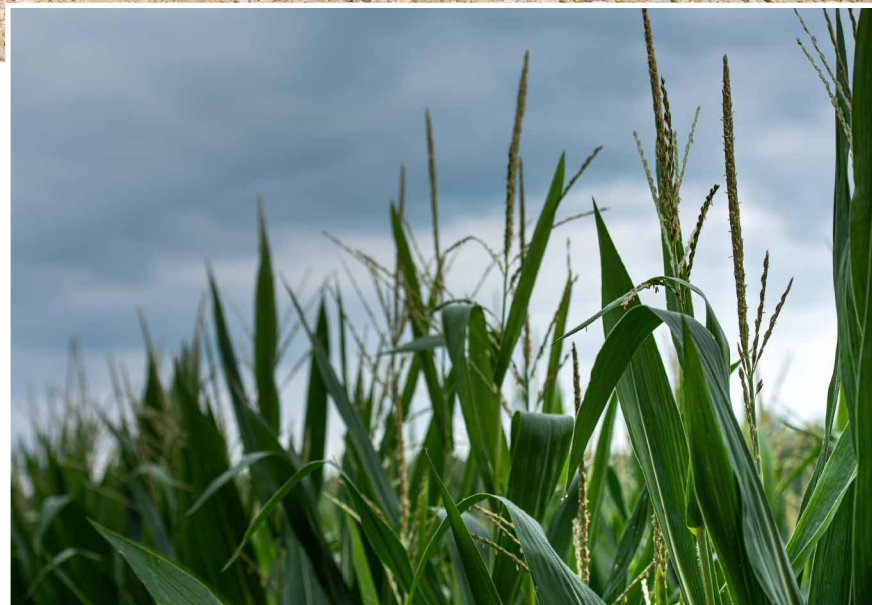
COOPER FARMS MANURE MANAGEMENT RECORDKEEPING REQUIREMENTS:

- Annual Manure Analysis
- Manure Sales Agreement - completed whenever manure is sold
- Manure Sales Record
- Monthly Facility Inspection
- Soil Analysis - only when applying manure
- Soil Maps - only when applying manure
- Land Application Form - completed when manure is applied
- Weather Report - printed for day manure is applied
- Land Application Map - completed when manure is applied



Most of Cooper Farms' contract family farmers are also crop farmers who use the manure on their own farmland.

All of our contract farmers that are not permitted, are required to follow Cooper Farms Manure Management Records book. Our on-staff environmental manager is available to work with growers to verify that they understand Cooper Farms' environmental policies. Cooper Farms representatives are available and certified to write nutrient management plans. Some contract farms are permitted farms, and are regulated by the Ohio Department of Agriculture. Recordkeeping on these farms includes manure handling and storage, pest management and compost handling. These farms are visited regularly by the ODA.



"It's actually the way God created it, I feel. Not only are we producing corn and soybeans, but we're taking that corn and soybeans and feeding it back to the animals, and it's just a natural cycle."

- Jerry Klopfenstein, Cooper Farms hog farmer

Cooper Farms representatives are available and certified to help our farmers write nutrient management plans.

Many of our company owned farms are permitted. The Ohio Department of Agriculture is very involved with monitoring and management those farms. Farms that are not permitted are still regulated by the Ohio Soil and Water Conservation District.

We perform soil testing, to ensure that our land needs the nutrients we apply.

We have a dedicated team in place to monitor our irrigators, lagoons, manure removal and manure sales.

We apply manure only when the weather conditions are safe to do so.

WE TAKE MANURE APPLICATION SERIOUSLY.

We have systems in place so that manure is handled responsibly.

80% of farmers purchasing our manure are enrolled in the H2Ohio program.

>> H2Ohio KEY ASPECTS: Farmers must prove soil analysis, weather reports, before applying to their fields, in addition to other aggressive methods for protecting Ohio's waterways.

An on-staff environmental manager is available to advise our growers and to verify that they understand and implement Cooper Farms' environmental policies.

All of our contract farmers that are not permitted are required to follow Cooper Farms Manure Management Records book. See page 43 for more details.

Most of our contract farms are permitted farms, and are regulated by the Ohio Department of Agriculture.



We work closely with the Ohio Department of Agriculture.

Many of our company owned farms are permitted. Once a certain number of animals is reached on a farm, a permit is required. This simply means that the ODA is very involved with monitoring and management on a farm. Farms are inspected by the ODA at least annually. Inspections include the integrity of the building itself, manure retaining systems as well as all the farm's records. Farms that are not permitted are still regulated by the Ohio Soil and Water Conservation District.

We work closely with the farmers who buy our manure. Manure is sold responsibly with guidelines in place to ensure proper application. Most farmers who purchase our manure are involved with H2Ohio. This initiative is devoted to improving Ohio's watersheds and Lake Erie water quality. Funding is given to farmers who participate in the various aspects of the program and implement specific methods for decreasing runoff. Among these initiatives are soil testing, cover crops, drainage water management, two-stage ditch construction, nutrient incorporation and the use of buffer strips.

We use lagoons for manure storage and treatment.

Our sow farms use an anaerobic lagoon system, rather than a deep pit manure storage system. Lagoons are preferred because they function similar to a municipal water treatment system. The lagoon has microbes that digest

most of the Phosphorous and other nutrients in manure. Water from the top of the lagoon, containing very little nutrient, is then used to irrigate company owned fields bordering the farms. Growing crops then absorb and use the much needed nutrients. Each irrigator is monitored by a team member, who then reports to a manager. Tile shut off valves are also in place as an extra safeguard. We soil test and we only apply nutrients when our fields need them.

Composting has been used for centuries and is still recognized today as an environmentally safe, effective tool to break down organic material and return it to the earth.

We use composting on both company owned and contract farms. Composting areas are contained within a bunker or a separate building and are actively managed. On permitted farms, this is also an area that is inspected.

Lagoons allow us to store the manure safely and use it gradually, at lower nutrient concentrations, when the weather is ideal for application.



COOPER FARMS

Land Use Summary



We plant trees around all newly constructed farms



Mercer, Defiance, Paulding, Putnam, Defiance, Jay, Darke and Williams Counties

HOW WE GIVE BACK

2020 Donation Summary

- est. 2004 -

\$234,879

Cooper Family Foundation

\$477,552.99 **2019**
\$633,099.00 **2018**

92,190

Dozen Eggs Donated

4,625 dozen **2019**
4,477.5 dozen **2018**

- est. 1986 -

\$12,500

V.H. Cooper Scholarship

\$14,000 **2019**
\$13,500 **2018**

170,000

Pounds of Meat Donated

133,000 lbs. **2019**
210,000 lbs. **2018**



*Gary Cooper, Jim Cooper,
Dianne Cooper*

Give Like They Did A Family Tradition



From sponsorships to volunteering, the Cooper family and team members can be found taking part in hundreds of community organizations and events each year.

This commitment can be traced back to our founders, Virgil and Virginia Cooper, who dedicated their time and resources to community organizations.

The Cooper Family Foundation works with organizations to provide funds for projects throughout our local communities. Over the years they have provided much needed funding to local fairgrounds, fire departments and EMTs, Boy Scouts, 4-H, FFA and schools, to name only a few. Today, the Cooper family still has a true dedication to bettering the community.



We want to make a difference in our hometown, to meet the needs of our local communities, where we live and work.



Agriculture

- 4-H Camp Palmer*
- Animal Agriculture Alliance
- Paulding 4-H Advisory Committee
- Paulding County Ag Society
- Putnam County Fair
- Mercer County Ag Society
- Van Wert County Fair
- Putnam County Fair

Scouts Groups

- St. Henry Boy Scouts
- St. Henry Girl Scouts
- St. Henry Cub Scouts

Fire Departments

- Scott Volunteer Fire Department
- Auglaize Fire Department (Paulding County)
- St. Henry EMS
- St. Henry Fire Department

Schools

- Paulding High School Ag Department*
- Paulding High School*
- Paulding Middle School
- St. Henry High School
- Lincolnview High School
- Van Wert High School
- Oakwood Elementary
- Fort Recovery High School

City/Community

- The Edgerton Area Foundation
- C.A.L.L. Food Pantry
- Village of St. Henry
- Fort Recovery Library
- Granville Township Library
- Historic Main Street Van Wert*
- Mercer County House of Hope
- Paulding County Area Foundation

Townships

- Paulding County - Auglaize Township, Brown Township*, Crane Township, Emerald Township, Jackson Township, Latty Township, Paulding Township, Washington Township
- Williams County - Center Township, St. Joseph Township
- Van Wert County - Jennings Township
- Defiance County - Milford Township, Mark Township
- Henry County - Monroe Township
- Putnam County - Monroe Township
- Mercer County - Granville Township



(Left) Greg and Dianne Cooper with third graders at Oakwood Elementary; (Center) Greg Cooper, Marc Kogan, Matthew Ludwig and Dianne Cooper pose together after Cooper Farms announces donation of \$750,000 donation used toward a new hall at Camp Lakota; (Right) Dianne Cooper with Ron Gelhaus from the Village of St. Henry presenting a check for \$4,000 from the Cooper Family Foundation.

V.H. Cooper Scholarship 2020 Recipients

Since 1986, the Cooper family has bestowed many deserving students the V.H. Cooper Scholarship, to honor their father Virgil Cooper, and to continue to follow his example of support to the community. In many cases, scholarship recipients are the children of Cooper Farms team members.



Giving back to the community is not just good business, it's the right thing to do. Giving back was something that was important to Virgil Cooper, and we maintain the tradition today.

2020 STUDENTS WERE FROM:
Celina, Coldwater, Continental, Fort Recovery, Lincolnview, Ottoville, Paulding and St. Henry

SCHOLARSHIP GIVING TOTALS:
V.H. Cooper Scholarship 2020 = **\$12,500**
V.H. Cooper Scholarship 2019 = **\$14,000**
V.H. Cooper Scholarship 2018 = **\$13,500**
V.H. Cooper Scholarship 2017 = **\$14,000**



2018

210,000 pounds

West Ohio Food bank (Lima) received more than 62,000 pounds.

The CALL Food Pantry (Celina), received over 28,000 pounds.

The Warrior Food Project, received nearly 20,000 pounds of donated protein. Defiance area churches received more than 13,000 pounds of meat in 2018.

2019

133,200 pounds

West Ohio Food bank (Lima), received more than 37,000 pounds.

The CALL Food Pantry (Celina), received over 31,000 pounds.

Trinity Friends Church (Van Wert) received nearly 10,000 pounds.

2020

170,000 pounds

West Ohio Food bank (Lima), received more than 106,000 pounds.

The CALL Food Pantry (Celina), Ohio, received over 24,000 pounds.

Trinity Friends Church (Van Wert) received nearly 5,600 pounds.

Due to COVID-19, Ohio food banks saw increases in usage in 2020. Cooper Farms was able to help by donating 30,000 more pounds of meat than in 2019, as well as three times as many eggs.

Cooper Farms donates thousands of pounds of meat to area food banks and organizations each year.

Protein is always in demand for the food banks, and Cooper Farms is honored that they have the resources to help fill that need. Many of the meat donations are to raise money at a benefit, or a fundraising event being held in the community. Since meat is the most expensive part of a meal, the donation allows the organizations to eliminate a big expense and raise more money for their cause.



Hand washing and boot washing before entering production areas

SQF Certified
at all egg processing locations

AA
Brand Reputation Compliance Global Standards

BRCGS is a third-party audit completed annually. Both meat processing plants scored AA in 2020.

Different colored coats to designate clean clothing for each work area

Separate break rooms for team members working in raw and ready-to-eat areas

Sanitation each night followed by preoperational checks prior to starting each day

Category 1
for the USDA's ground turkey program

Tool sterilization dips at work stations

Personal Protective Equipment specific to each work area

75 team members
across all food locations, dedicated to monitoring food safety

FOOD SAFETY & INNOVATION





Safe Food

Using Leading Edge Technology

Food safety is an investment that we know we absolutely must put forth the time and effort toward.

Our reputation and our customer’s private label brands rely on the delivery of a safe product. In addition, it is a substantial responsibility, knowing that our products will be on consumers’ plates all across America. We do not take that responsibility lightly.

In 2017 we added a spacious new food safety laboratory at our St. Henry Processing Plant. This space came in perfect time; with the increase of line speeds in the poultry industry, we needed extra space to respond to the additional responsibilities of our Food Safety Department.

Our food safety team consists of 75 individuals across all food locations, who are certified to perform food safety checks. These individuals monitor all processes throughout the production day, confirming we meet specific control points, or standards for safe food production. In addition, every team member receives food safety training. We work closely with USDA personnel who are present at each plant. We also work closely with our own sanitation teams. Before production starts each morning, we complete a preoperational inspection to ensure all equipment is clean.

In addition to on-staff monitoring at all times, Cooper Farms and its customers enlist the help of several third-party auditors to further test and prove that the highest food safety standards are being met.

In 2020, the St. Henry Processing Plant and Van Wert Cooked Meats Plant received an AA rating, the highest rating available from the Brand Reputation Compliance Global Standards (BRCGS), a globally recognized standard in quality.

We remain on the cutting edge for salmonella and listeria control programs in our turkey processing plant. We are currently in Category 1 for the USDA’s ground turkey program. This is the highest category a turkey processor can achieve. We are confident in the integrity of our food safety program, and we continue to remain vigilant in order to avoid a recall. There were no recalls in 2020.

We test our traceability system multiple times each year, in order to ensure our actions will be swift in the event of a recall.

There were **zero** recalls in 2020

We test our traceability system multiple times each year, in order to ensure our actions will be swift in the event of a recall.

Our Vision: To be a world-class family company, working closely with our customers to produce the highest quality meat and agricultural products.



Food safety is a top priority in every step of the process.



Theresa Minnich, longtime team member and manager at Cooper Farms Processing.

At Cooper Farms, our path to innovation is never ending and ever-changing.

A culture that encourages team members at every level to contribute ideas.



Innovation Means Being Comfortable With Change

We continue to look objectively at our processes, analyze, make changes, and move forward in order to do things better in the future.

Over the years we've found that by meeting our customer's needs, we often develop more innovative methods and products that exceed expectations. Two enclosed clean room slicing areas ensure our slicing process delivers the safest possible sliced meat products. In 2011, we added High Pressure Pasteurization in order to deliver a safer sliced product with a longer shelf life.

In 2017, we added robotics, for boxing, stacking and tracking our products. The same year we built our own cold storage and distribution center. In 2019 we made changes in our Cooked Meats Plant to increase capacity. In order to do so, we added an additional pasteurizer and chiller. We continue to invest in new equipment to increase our volume and deliver more products to support the growth of our customers.

Most recently, our egg business has increased dramatically with the acquisition of another egg company. This acquisition has allowed us to divide off-line and in-line egg production between two different processing locations. This has increased our efficiencies by decreasing the time lost when changing over to run different products.

We also completed a new pasteurization project at CW Egg in the spring of 2019, followed by successful shelf life trials. After installation of this new equipment, all aspects of production and product results have met our expectations.

Team members at every company location are encouraged to voice their opinion through the idea program.

This program is an avenue to put ideas into action. Regardless of the level of the team member, we want to be a listening ear. Oftentimes, we see the ideas of team members increase efficiencies, make jobs safer and prevent

critical problems. This "take a stand" culture is what drives us forward and encourages teamwork.

Our goal for 2020 has been to look closely at our processes and make tweaks and adjustments throughout. The food safety and sanitation teams have worked to maintain their already high level of performance, and are working to install a new food safety accountability program. Our food safety culture demands that we challenge the status quo, and we will continue to do so.



WWW.COOPERFARMS.COM

