

2017 - 2018



OUR

responsibilities



what does it take

to be the best customer-brand dairy company in the world?

First and foremost, it means ensuring the food we make is always safe for people everywhere to enjoy. It also means doing business in a way that's good for our people, our earth and our communities. Serving the common good is part of who we are, as a company and as individuals.

That's why we've joined others to support the **United Nations Sustainable Development Goals**. Look for these icons throughout our fourth Responsibility Report to see how our activities will help build a better world by 2030. We're proud to play a role in addressing the world's greatest challenges.

SUSTAINABLE DEVELOPMENT GOALS

| | | | | | | | | |
|---------------------------------------|---|---|-----------------------------------|-----------------------------------|--|---|---|---|
| 1 NO POVERTY | 2 ZERO HUNGER | 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE |
| 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS | LEARN MORE about the United Nations Sustainable Development Goals |

Together, we can make the world a better place.

1945

Our company was founded in Green Bay, Wisconsin, where our global headquarters remains today.




1962

L.D. Schreiber agreed to sell 49 percent of the company to 13 employees who were responsible for the growing success of the company and wanted a stake in the business.

TODAY

8,000  **EMPLOYEES**
around the world

40+ **LOCATIONS**
WORLD
WIDE

95+  **THE NUMBER OF COUNTRIES**
SCHREIBER EXPORTS FOOD
TO AROUND THE WORLD.

our VISION

Our vision is to be the best customer-brand dairy company in the world. We'll achieve this by creating sustainable value for our customers as a modern, global partner delivering exceptional quality, service, innovation and insight – all while enriching lives around the globe.



Bentonville, Arkansas
 Carthage, Missouri (4)
 Clinton, Missouri
 De Pere, Wisconsin
 Fullerton, California
Green Bay, Wisconsin (2) (Global Headquarters)
 Logan, Utah (2)
 Monett, Missouri
 Mount Vernon, Missouri
 Richland Center, Wisconsin (3)
 Shippensburg, Pennsylvania (2)
 Smithfield, Utah
 Stephenville, Texas (2)
 Tempe, Arizona
 West Bend, Wisconsin

León

Rio Azul

AUSTRIA
 Hörbranz

BELGIUM
 Maredsous

BULGARIA
 Sofia

CZECH REPUBLIC
 Benešov

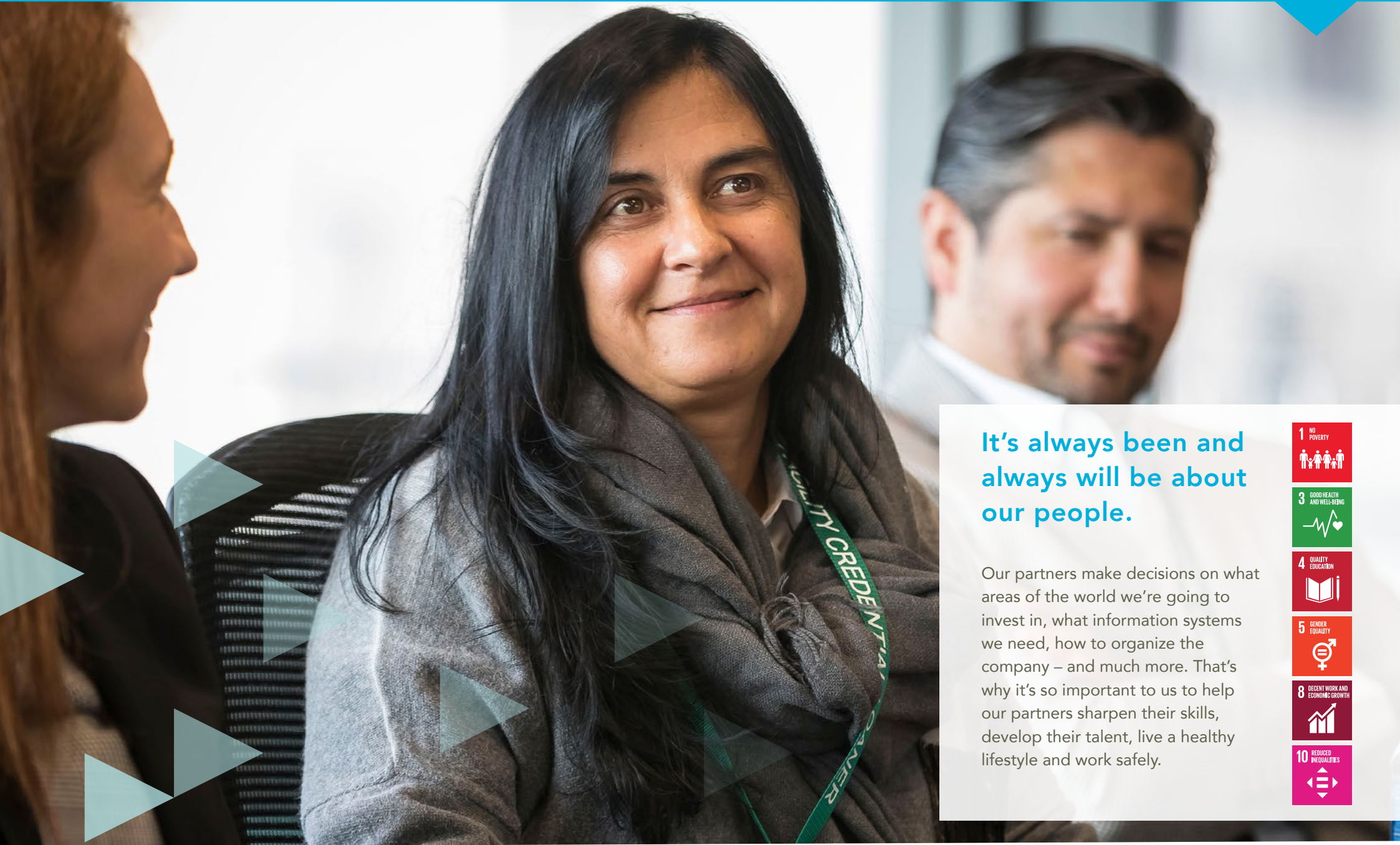
GERMANY
 Lindenberg
 Wangen

PORTUGAL
 Castelo Branco

FRANCE
 Cléry le Petit
 Bar-le-Duc

SPAIN
 Madrid
 Noblejas
 Talavera de la Reina
 Santa Cruz de Tenerife,
 Canary Islands

Baramati
 Fazilka
 Kuppam
 Mumbai



It's always been and always will be about our people.

Our partners make decisions on what areas of the world we're going to invest in, what information systems we need, how to organize the company – and much more. That's why it's so important to us to help our partners sharpen their skills, develop their talent, live a healthy lifestyle and work safely.



Continuous learning »

Our partners are challenged to complete at least 20 hours of organized learning each year to help them build their skills and lead us to a successful future.

We offer dozens of courses internally, as well as an online training program accessible to partners around the world anytime.

Developing our leaders »

We've started rolling out many new training courses to help leaders continue developing their leadership skills, succeed in a Plant Manager role, improve their emotional intelligence and much more.

PARTNER DEVELOPMENT
HOURS
 FY17 61,798
 FY18 53,327

“We want our ‘partner experience’ to be something that really sets us apart from other companies. Our leaders have a huge impact on this.”

-Jenene, Schreiber partner



- 1 NO POVERTY
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES

Different backgrounds and experiences make us better.

In just a few short years, Schreiber has progressed from informal diversity and inclusion efforts to a company that's beginning to be looked at as a leader in our diversity and inclusion practices. We're fully committed to being a champion of diversity and inclusion at work and in the communities where we live and work.

Educating our partners »

To go a step beyond our Championing Diversity course, we added a new class called Power of Inclusion to explore unconscious bias. We've invited guest speakers to help us understand and acknowledge differences between genders. And several panels organized by our own partners have helped educate others on everything from their Hispanic heritage to military experience to cultural differences.

Attracting diverse talent »

In the U.S., we're partnering with historically black colleges and universities, developing relationships with groups such as the Oneida Nation, and exploring other creative ways to build a pipeline of diversity within Schreiber.

Creating Business Resource Groups »

Our partners have organized five business resource groups that offer an opportunity to engage with others who share similar backgrounds and experiences, or learn more about partners who share a common dimension of diversity:



AFRICAN AMERICAN DAIRY PROFESSIONALS

strives to make Schreiber the employer of choice for top African American talent by aiding in recruitment and retention of African Americans, promoting cultural awareness and providing opportunities for personal and career development.



The **genS** mission is to make Schreiber a workplace that fosters, learns and celebrates the uniqueness that each generational group conveys, and challenge today's norms to help us design the Schreiber of the future.



PRIDE @ SCHREIBER exists to create a safe, inclusive environment where all partners feel empowered to bring their whole selves to work, no matter who they are or who they love.



MOSAIC seeks to inspire an environment of cultural fluency through globally diverse backgrounds, experiences and perspectives.



NETWORK OF WOMEN BUSINESS LEADERS

seeks to create a gender-balanced leadership team through the advancement and empowering of women by expanding experiences and exposure, and eliminating roadblocks to enrich lives and enhance company value.



In 2017, Schreiber joined more than 500 leading companies around the world that signed the CEO action for diversity & inclusion pledge.

With that, we've agreed to cultivate a workplace where different points of view are welcomed and partners feel encouraged to discuss tough issues at work.

In only our second year, we boosted our score by 11 percentage points and earned a spot as a diversity best practices inclusion index company.



Diversity Best Practices

The DBP Inclusion Index has been developed to provide tools and resources to help companies target efforts to understand demographic gaps and raise the bar on diversity and inclusion activities.

The survey measures where companies are at in regard to best practices in recruitment, retention and advancement, company culture and transparency.

Connecting through more modern systems.

We launched a new global HR system at the end of 2018 that unites partners in our 40-plus locations around the world.

Not only does it give partners better use of their own personal HR information, but it also gives leaders greater access to information for decision making.

Finding a career with Schreiber just got easier, too.

This system also allows candidates to view all job opportunities in one place, search and apply from their phone, or even directly from LinkedIn.



We care about our partners' health.

We want our partners and their families to live balanced, rewarding lives. In the U.S., we offer a competitive compensation and benefits package, along with many wellness resources.

We also offer partners a financial reward for living a healthy lifestyle. Partners can earn a wellness incentive for their health savings account, as well as a wellness gift card.



WEIGHT-LOSS PROGRAMS



NUTRITIONAL COUNSELING



LUNCH-N-LEARN HEALTH SESSIONS



WELLNESS CHALLENGES



GYM MEMBERSHIP REIMBURSEMENTS



ONLINE TOOLS



TOBACCO CESSATION

Debbie, Kelly and Sarah are just three of many partners who are participating in one of the weight-loss programs we offer and have jointly lost more than 110 pounds. But more importantly is what they've gained – confidence, strength, energy and a healthier lifestyle.

“I’m more energetic than I have been in years. This new healthy lifestyle is something I know I can continue for the rest of my life.”

-Debbie, Schreiber partner



SARAH

20 POUNDS

KELLY

26 POUNDS

DEBBIE

67 POUNDS



The safety of our partners is No. 1.

Every safety incident is one too many. Our goal is zero injuries. We want our partners to go home safely every day to enjoy life with their families and friends.

Our safety record is among the best in the dairy industry. We're proud to have a lost-time injury rate that's a third of the industry average. **Our total recordable incident rate is one-half of the industry average.**

In 2018, our Fullerton plant was honored by the International Dairy Foods Association with an industry safety recognition award. The award honors dairy plants with outstanding employee safety programs. To maintain these world-class safety records, we do extensive safety training – not just at our plants and distribution centers, but also at our home office.



Schreiber has an incredibly low rate of medically treated incidents compared to other manufacturing companies.

In 2017, seven of our plants around the world did not have a single medical treatment incident (MTI). That number grew to eight plants without an MTI in 2018.



We look out for each other.

Should an unthinkable tragedy strike, we've got each other's backs.

When a partner is going through a difficult time, other partners want to help however they can by organizing fundraisers, and Schreiber matches partner donations.

When a partner lost his house to a devastating flood, fellow partners organized bake sales, cookouts and other fundraising events to support him.

When a partner unexpectedly lost his wife, partners around the world stepped up to support him and his family.

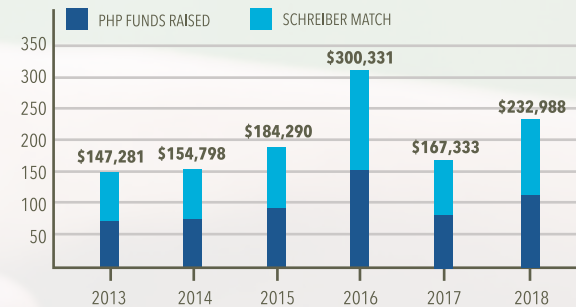
Paula, a past recipient of Partners Helping Partners, was so touched by her coworkers' generosity when her husband fell ill that she now makes it a mission to pay it forward by organizing events for others.

There are more than 130 examples of partners helping each other in times of need through our Partners Helping Partners program in 2017-18.

“Partners Helping Partners is a debt I can never repay. No amount of money I help raise can ever match the amount of emotional and financial support I received from PHP, but I'm sure going to try.”

-Paula, Schreiber partner

2013-18 FUNDS RAISED THROUGH THE PARTNERS HELPING PARTNERS PROGRAM





Providing food you can trust.

People who love dairy trust us to make safe, wholesome food they can enjoy with family and friends around the world.

We take that responsibility seriously. We want to be a leader in food safety and quality, and we've created and enhanced our processes to provide food people can trust.



Making food everyone can enjoy is a team effort. That's why we work closely with our suppliers to make sure we start with the very best milk and ingredients. Our suppliers go through a robust approval and auditing program so we can provide safe, quality food that's made in a way that also follows best practices for animal care.

Not only do we expect our suppliers to adhere to strict guidelines, we also hold our partners to the highest food safety standards so people everywhere can feel good about the way their food gets from the farm to their plate.

We do this not only because it's important for our livelihood – it's the right thing to do.



DID YOU KNOW?

In the U.S., any milk used in our food must come from farms that take part in a verifiable animal care program, like the **National Dairy FARM** (Farmers Assuring Responsible Management) program.

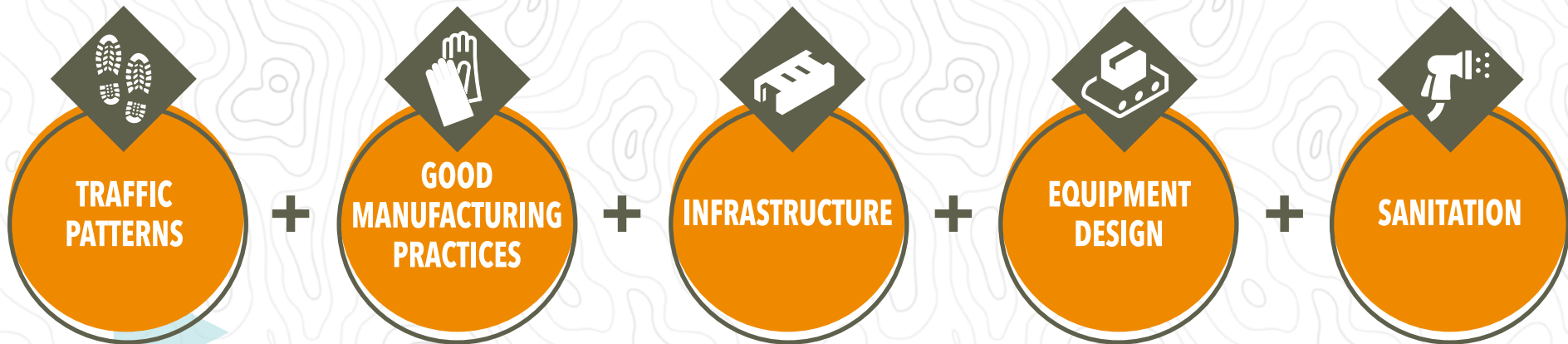


- 3 GOOD HEALTH AND WELL-BEING
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
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- 17 PARTNERSHIPS FOR THE GOALS



THE CORNERSTONE OF OUR FOOD SAFETY PROGRAM

THE BIG 5



TRAFFIC PATTERNS

GOOD MANUFACTURING PRACTICES

INFRASTRUCTURE

EQUIPMENT DESIGN

SANITATION

Pathogens are hitchhikers. Our goal is to identify all the possible ways pathogens can hitch a ride in our facilities and eliminate their means of transportation.

We teach our partners how they can reduce the transfer of pathogens from one area to another by following food safety principles.

Our facilities are designed and maintained to ensure our food is made, stored and shipped in a safe manner.

Pathogens are sneaky, and can hide in nooks and crannies. We make sure our equipment is designed in a way that allows for effective cleaning.

We've worked with industry experts to create a best-in-class training program. Our partners are certified experts on cleaning processes. We're a leader in sanitation practices and always will be.



Our capabilities.

In a world of great dairy companies, our vision is to be the very best.

Since the very beginning, we've worked hard to develop the capability to make safe, quality food that people everywhere can feel good about eating and serving to their loved ones.

ORGANIZATIONAL VALUE

Our partners' incentives are based upon food safety and quality performance, and we annually budget specifically for food safety improvement projects.



QUALITY SYSTEMS & STRATEGY



PROCESS

We use globally recognized, structured processes for project management and continuous improvement.



TECHNOLOGY

We implement tools and technologies that improve the way we monitor and manage our business, including quality management systems, product lifecycle management tools, laboratory information management systems, and enterprise maintenance systems.



PEOPLE

We build knowledge, skills and competency across the organization using proven training and development programs.



There are many challenges to being the best customer-brand dairy company in the world. We seek out the latest equipment, systems and technology, and invest in cutting-edge tools that help us get ahead of potential safety and quality issues. »

DID YOU KNOW?

Our **Product Lifecycle Management System** helps ensure specifications are in one place and easily accessible to partners.

Our **Enterprise Quality Management System** manages quality processes and responsibilities.

These systems make us more certain as we manage food safety and quality data to meet customer expectations.



Consumers today are taking a closer look at food labels. They're looking for clean labels and simple, recognizable ingredients. Providing food with no added preservatives is anything but simple, however. Preservatives help keep foods fresh by preventing the growth of bacteria, molds and yeast. Food made with no artificial preservatives added, for example, requires not only new equipment, but extra care on how partners and materials enter and exit the room where the food is produced. We're retooling our processes, our products and our plants to meet the changing needs of consumers.



We're always on the lookout for new trends and technologies to improve pathogen detection and monitoring.



We've come a long way since our start as a small process cheese company in 1945, and we want to share that knowledge with others. Our risk management services and resources are available to customers worldwide.



We also take a lead role in working with other dairy companies around the world – including our competitors – to advance food safety.

HERE ARE A FEW EXAMPLES OF OUR EFFORTS THROUGH THE INNOVATION CENTER FOR U.S. DAIRY:



We helped create food safety training courses for dairy manufacturers and processors. More than 2,000 industry professionals have taken part since this initiative started in 2010.



We support global pathogen research.



We serve on the Animal Care Committee of the Innovation Center for U.S. Dairy.



To achieve perfection in food safety and quality, we also work hard to help our partners be their very best. »

We provide focused training to partners responsible for overseeing food safety and quality. This helps them better understand the challenges our food categories present.

Working with industry experts, we created a best-in-class Sanitation Essentials training program, and all our sanitation professionals are certified experts in all aspects of cleaning and sanitation.

Our Laboratory Essentials training focuses on analytical and microbiological competencies and best practices to help partners produce accurate data in our labs in a safe and efficient manner.

Our partners receive special training on dairy sensory basics. It's important for all of our partners to be on the same page when it comes to determining if a cheese is too soft, or sharp, or crumbly, for example, or if a yogurt is too tart or sweet. That way, we continue to meet our customers' needs.

Across the globe, partners share and exchange learnings and best practices through regular forums.

Our passion for food safety runs deep, and we want people everywhere to be food safe. »

We started a new series on our Facebook page called Food Safety with Schreiber, where we share some simple tips with our social media followers to handle food safely at home.



Accolades.

Our commitment to ensuring that the food we make is always safe for people around the world to enjoy has gained recognition from industry leaders. We don't focus on food safety to win awards, but we're proud when we get recognized.



We're frequently recognized by our customers around the world for achieving some of the best quality results for our dairy foods.

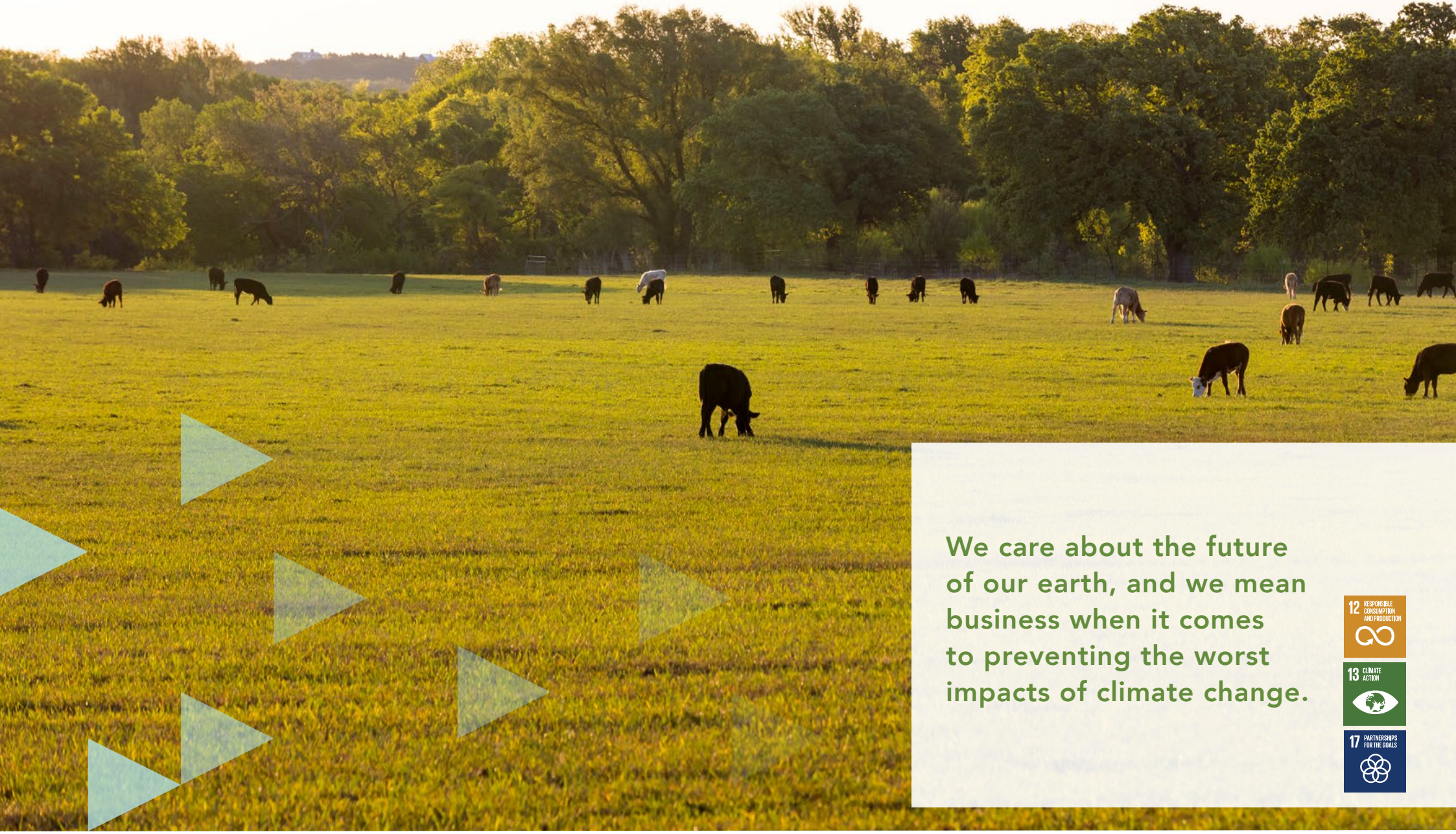


Our focus on pathogen control and pathogen environmental monitoring has earned recognition from some of the biggest names in the foodservice industry.



We were honored with a Quality Excellence Award for our work in implementing a quality management system in preparation for the Food Safety Modernization Act.





We care about the future of our earth, and we mean business when it comes to preventing the worst impacts of climate change.





Our partners are personally committed to making a difference, and no effort is too small.

Making the world a little greener »

Partners at our Madrid office planted 200 trees at a 494-acre farm between Torreón and San Fernando de Henares in Spain to help ensure future generations can enjoy the region’s natural beauty.



In Baramati, India, partners planted 110 trees in celebration of World Environment Day.

Cycling to reduce air pollution »

Partners at our Baramati, India, plant participated in an 8.5-mile bicycle rally to raise environmental awareness and reduce air pollution.



We’ve joined some of the world’s biggest companies in aligning our efforts to cut greenhouse gas emissions with climate science.

By setting science-based emission reduction targets – and committing to targets in our supply chain as well as our operations – we can continue to provide dairy favorites to people around the world in a way that preserves our precious resources and promotes a healthy planet.



Science Based Targets is a joint initiative of the Carbon Disclosure Project, the United Nations Global Compact, the World Resources Institute and WWF. The goal is to enable leading companies to set ambitious and meaningful greenhouse gas reduction targets. Targets must be aligned with what scientists agree is necessary to keep global warming to well below 2 degrees Celsius.

Schreiber Foods commits to reduce absolute Scope 1 & 2 GHG emissions 27 percent by 2030 from a 2017 base year. Schreiber Foods also commits to reduce Scope 3 Purchased Goods & Services GHG emissions 30 percent per metric ton of production by 2030 from a 2017 base year.



Our suppliers play a significant role in the lifecycle of the food we provide.

We believe the best way to promote a healthy environment in our communities is to work together with our suppliers to find innovative solutions.

Our annual supplier sustainability survey helps measure and track the efforts of our suppliers around the world as they work toward ecofriendly practices. Transparent partnerships with all of our suppliers around the globe are essential to protect our earth for future generations.

DID YOU KNOW?

Each year, we measure and track our suppliers' efforts to be more efficient and ecofriendly with our **Supplier Sustainability Survey**. After suppliers complete the survey, they receive a customized scorecard that outlines their sustainability efforts and benchmarks their programs to those of similar companies. By sharing ideas and putting the best ones to work, we can make a larger positive impact on our environment.





Providing safe, delicious dairy foods in a responsible way that addresses the needs of our communities and our earth can be challenging. We think the best way to achieve this goal is to work with the entire dairy community to share best practices and develop innovative solutions.

We're proud of our leadership role in the Innovation Center for U.S. Dairy's Dairy Sustainability Alliance. We're also proud to be among the first U.S. dairy companies to voluntarily adopt the U.S. Dairy Stewardship Commitment.

By signing the pledge, we've agreed to a rigorous set of standards that demonstrate responsible production practices and continuous improvement efforts to be socially responsible.



WHAT IS THE DAIRY SUSTAINABILITY ALLIANCE?

Convened by the Innovation Center for U.S. Dairy, the Alliance consists of representatives from the dairy community, including farmers, processors, manufacturers, retailers, nonprofits and trade organizations. The group's mission is to share knowledge, work together on issues affecting the dairy industry and drive progress toward common sustainability goals.



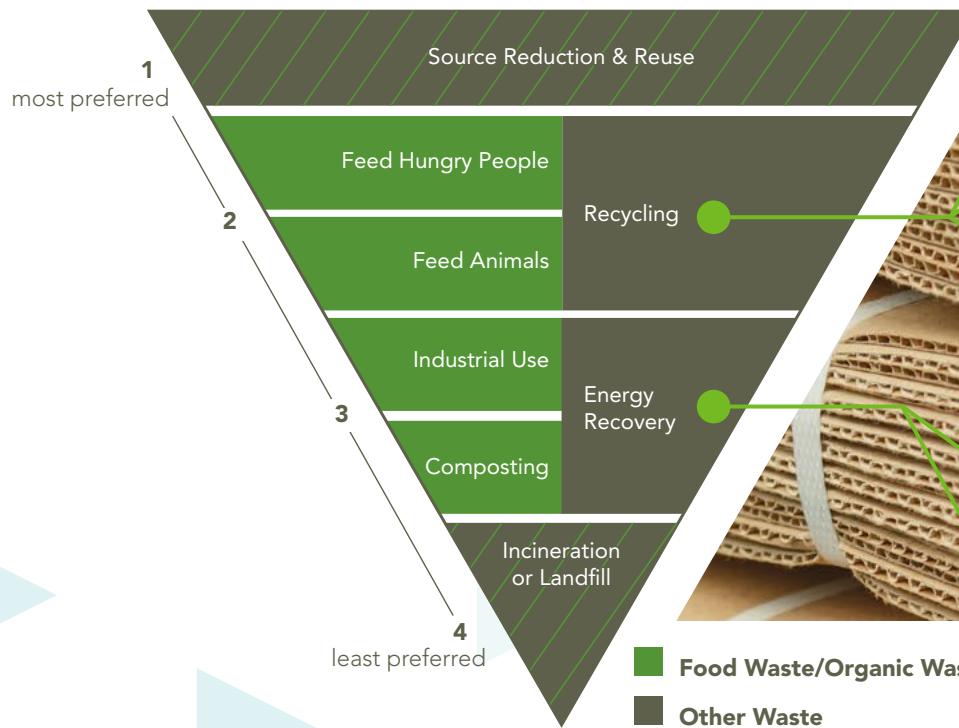
Zero waste.

Keeping waste out of landfills is one way we can protect the environment. We've teamed up with our customers and suppliers around the world to keep as many things out of landfills as possible through reducing, reusing and recycling. For us, choosing landfill is always the last option.

We divert more than 98% of the waste our company generates from landfill.

We've been focusing on zero waste for so long it's become part of our everyday process. We follow the waste hierarchy for food and other types of waste.

Resource Renewal Hierarchy



We recycle everything we can, from plastic film spools and banding straps to cardboard and office paper.

We reuse gaylords and drums or send them back to our suppliers for reuse.

We donate food to food banks to help the hungry in communities around the world.

We're turning waste into energy. We send all biodegradable waste from home office in Green Bay, Wisconsin, to a digester at the University of Wisconsin-Oshkosh. There, the waste is turned into energy to help power the campus.

Food waste from our plants is also used to **make compost or fertilizer.**



Responsible water use.

Making delicious dairy foods for people to enjoy requires water. We also need it to clean our equipment and our facilities around the world. We realize water is a valuable natural resource, and we're working harder than ever to save every precious drop we can.

We're also doing our part to take care of the wastewater we create by turning it into energy. »

We're happy to work with others in our industry to find solutions that make the world a better place. We partnered with dairy cooperative Foremost Farms in 2011 to proactively manage wastewater in an effective, efficient and sustainable manner. Together, we built Richland Center Renewable Energy, a state-of-the-art water treatment facility that generates renewable energy from wastewater at our Richland Center, Wisconsin, plants.

THE ELECTRICITY
GENERATED
AS A RESULT OF
THE RICHLAND CENTER
RENEWABLE ENERGY PROJECT



POWERS 1,200
HOMES ANNUALLY



LEARN MORE

How does the Richland Center water treatment facility turn wastewater into energy? [CLICK HERE](#) to find out.



Smarter energy use.

Our plants and offices around the world need power to run. Lights, refrigerators and machines all use up energy, and we keep that top of mind every day. We're always looking for ways to use less energy to reduce our impact on the environment.

We're going solar »

We're using clean, pure energy from the sun to power our plant in León, Mexico. The solar panels, installed in 2017, produce more than 100,000 kilowatt hours per year, which is enough to power more than 60 homes in Mexico.


We're also excited to add solar panels to our Baramati, India, plant in 2019 to further reduce our carbon footprint. The solar panels will provide up to 4 percent of the plant's electricity needs.

DID YOU KNOW?

122 METRIC TONS OF CO₂ EMISSIONS SAVED

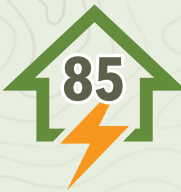
From February 2017 to February 2019, the solar panels at the León, Mexico, plant produced 172.56 megawatt hours of electricity.

298,000 MILES IN AN AVERAGE PASSENGER CAR




We're living 'green' »

We continue to implement lighting, refrigeration and process improvement projects to save energy. Here's a look at two projects we completed at our Smithfield, Utah, plant:

763,000 kWh / year SAVED
=  85 HOMES POWERED

We converted more than half of the plant's old lighting system to more modern, environmentally friendly LED lighting.

357,000 kWh / year SAVED
=  40 HOMES POWERED

In cheese making, every step of the process requires various ingredients to be heated and cooled along the way. We consolidated some of the individual chillers used for different processes to reduce energy.



We work hard to provide safe food in a way that's also good for the environment.

BY 2020, OUR GOAL IS TO:



DIVERT 99% OF OUR WASTE FROM LANDFILLS

In 2018, we achieved **98.6%** landfill diversion



REDUCE OUR SCOPE 1 & SCOPE 2 CARBON FOOTPRINT EMISSIONS BY 25%

So far, we're down **24%***



REDUCE OUR ENERGY USE BY 25%

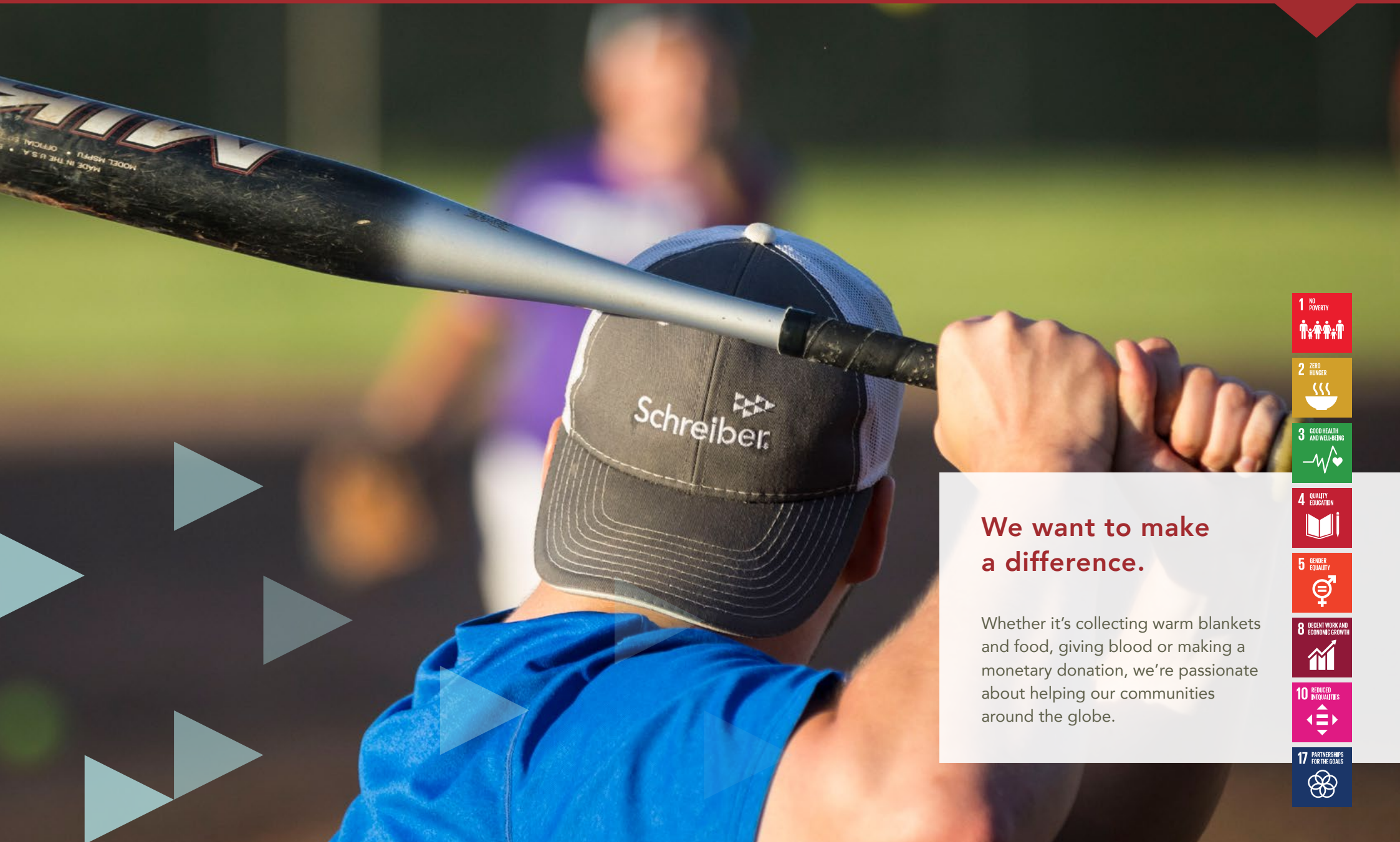
So far, we've decreased electricity and fuel usage over **18%***



REDUCE OUR WATER USE BY 5% PER UNIT OF PRODUCTION

So far, we're down **0%****

*as indexed to production, 2008 baseline; as of December 2018, we adjusted our baseline to include acquired plants and remove sold plants, in accordance with the Greenhouse Gas Protocol. In 2016, we adjusted emission factors for electricity to reflect updated emission factors published by EPA and IPCC.
**as indexed to production, 2010 baseline; as of December 2018.



We want to make a difference.

Whether it's collecting warm blankets and food, giving blood or making a monetary donation, we're passionate about helping our communities around the globe.



Our partners give back by volunteering, organizing fundraising activities, and serving on boards, councils and committees.

Supporting our community is what we do – both as a company and as individuals.



DID YOU KNOW?

In fiscal years 2017 and 2018 we contributed more than **\$4.4 million**

to community organizations. We did this through sponsorships and grants, partner donations, Schreiber gifts and supplier contributions.

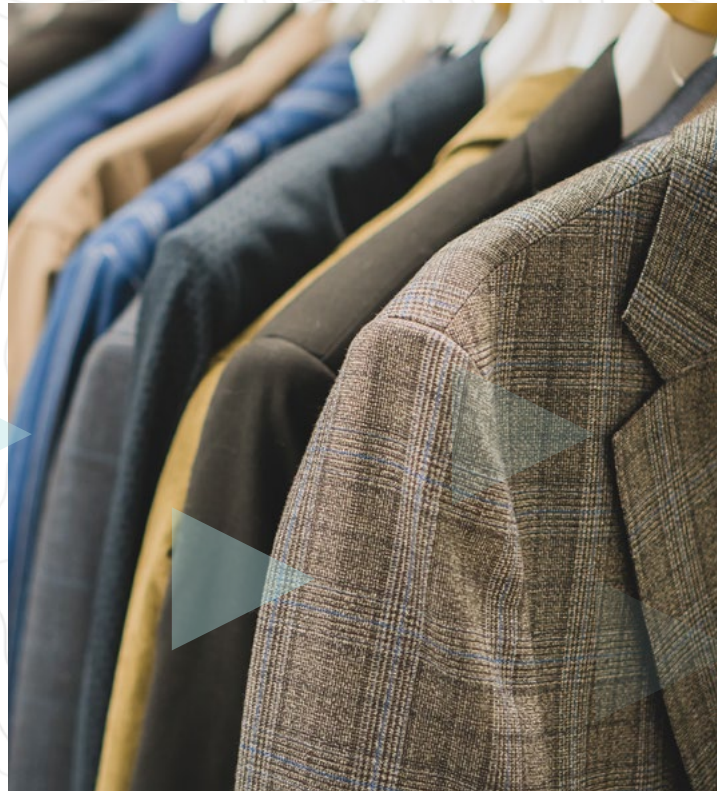


We're devoted to the communities where our partners work, live and play.

Project 'Look at Me' was organized by a Schreiber partner who wanted to help residents at a local community homeless shelter prepare themselves for the job market. Project Look at Me included a day dedicated to clothing and hair makeovers, plus coaching on how to write resumes and interview for positions.

“I relate to these people as if they were my friends. They could be here just as equally as I could be here.”

-Amanda, Schreiber partner



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ARIZONA

Everyone appreciates a friend to lean on. At the Robert G. Bush (RGB) plant in Tempe, Arizona, partners can lean on each other, especially in the battle against cancer. When the disease struck an unusual number of partners and family members, the RGB plant rallied by supporting Climb to Conquer Cancer Phoenix. The annual event benefits the American Cancer Society (ACS) through a 5.5-mile hike up South Mountain. Team Schreiber, made up of 20 partners and their families, raised more than \$1,000. Schreiber also sponsored a memory wall, where people could sign the name of someone they were honoring at the walk.



MEXICO

Feliz dia del Nino translates to “Happy Children’s Day” – a day observed nationally in Mexico to celebrate children. Partners at the Schreiber plant in León, Mexico, helped make the day particularly meaningful for about 92 children living at La Sonrisa de los Niños. The charity house is a safe place for children to live whose parents might be homeless, in rehab, or looking for work. Partners hosted a day of activities for the children, to include playing games, handing out toys to the children and preparing a special lunch for them to enjoy.



MISSOURI

There’s nothing like a great book to nourish one’s imagination. Partners at the Daniel David Nusbaum (DDN) plant in Clinton, Missouri, understand the importance of reading. As part of the Read Across America annual event in the United States, DDN partners fanned out into the community to read to students in the classroom. Partners also gave each student their own Dr. Seuss book.



INDIA

Schreiber is making a difference in India, one cow at a time. Schreiber’s milk collection stations throughout India are helping increase daily production at dairy farms, which means more income for farmers. One farm in Baramati, India, tripled its milk production after teaming up with Schreiber Dynamix. In addition, Schreiber Dynamix has an outreach program offering information about animal welfare. The plant offers feed and artificial insemination programs for farmers at cost as a way of providing them with economic empowerment.





Living United: Supporting the United Way »

United Way improves lives by harnessing the caring power of communities around the globe to advance the common good. We encourage partners to have an impact on their communities by giving to a local United Way workplace campaign.

**CALENDAR YEARS
2017 AND 2018**
CONTRIBUTIONS MADE



PARTNER



SCHREIBER

Retiree Contribution Program »

Our partners' drive to make a meaningful difference in their communities doesn't end when their career with Schreiber ends. Many retirees continue to play active roles in churches, community organizations, humane associations and other local nonprofit groups.

We launched the retiree contribution program in 2015 in the U.S. to support our passionate partners who choose to give back in retirement. A donation of \$250 to \$500, based on years of service, is donated to a nonprofit organization of the retired partners' choosing.

\$95,650
CONTRIBUTED

**SCHREIBER'S RETIREE
CONTRIBUTION PROGRAM
SUPPORTS LOCAL CHARITABLE
ACTIVITIES & COMMUNITY CAUSES**



HEALTH & HUMAN SERVICES

Schreiber recognizes that to ensure quality of life for all communities, we must support organizations that are dedicated to improving the physical and emotional well-being of people of all ages. Areas of focus are children and families, health and wellness, basic needs and self-sufficiency.



EDUCATION & LIFELONG LEARNING

Schreiber has a tradition of supporting education within the company and the community. We believe lifelong learning is critical to a community's well-being and economy. That's why we support local educational systems and programs dedicated to helping people achieve the skills they need to thrive. We place high priority on building sustainable business education partnerships capable of achieving measureable student learning results while supporting state and regional goals.



COMMUNITY DEVELOPMENT

Schreiber recognizes that our local communities can be strengthened by the volunteer efforts of community and civic organizations. We support organizations that work to improve and strengthen neighborhoods around the world.





Schreiber Charity Golf Classic

Raising money for local communities is par for the course at Schreiber. Each year, we invite our suppliers to play in our Schreiber Charity Golf Classic in Green Bay, Wisconsin, to benefit two deserving charities nominated by our partners.

IN 28 YEARS, THE GOLF CLASSIC HAS RAISED MORE THAN
\$5.2 MILLION
FOR CHARITABLE ORGANIZATIONS.
ALL DONATIONS FROM PARTNERS AND SUPPLIERS
GO DIRECTLY TO THE CHARITIES, AND WE PAY FOR
100% OF THE EVENT EXPENSES.



Our 2017 event raised more than \$242,000 for Casa Teresa in Orange, California, and Miracle League of Green Bay.

Casa Teresa provides homeless pregnant women in crisis a loving home to begin their healing journey. While staying at the home, residents are given life tools to end the cycle of homelessness, abuse and addiction. Money donated to Casa Teresa paid for air conditioners in each resident's room at Casa Teresa.

Miracle League of Green Bay is a baseball program for children ages 4 to 19 with mental or physical challenges. It gives children in northeastern Wisconsin the opportunity to play baseball in an organized league, regardless of capabilities. Money donated to Miracle League was used to replace a worn, rubber baseball field surface and swap out old equipment.



Our 2018 event raised more than \$245,000 for Achieve Brown County in Green Bay, Wisconsin, and Children's Haven of Southwest Missouri.

Achieve Brown County in Green Bay, Wisconsin, builds on the work of other local charitable organizations by creating a common framework for collaboration between service groups. One of its missions has been to create a mentoring program for at-risk students. Money raised supported Achieve Brown County in its efforts to spread the cradle-to-career model to other businesses and organizations across Brown County.

Children's Haven of Southwest Missouri in Joplin, Missouri, provides 24-hour care and shelter to local children up to age 17, at no cost to families. It is the only shelter in the area where children can stay without a parent while their families are receiving help to work through a crisis. Proceeds from the golf outing supported the Children's Haven PLAYGROUND PROJECT, an initiative to improve and expand outdoor play spaces. The expansion project will provide an interactive space for kids to play.

