



GRAIN MILLERS

SUSTAINABILITY REPORT | 2024



Sustainability

AT GRAIN MILLERS

Dear Grain Millers Partners,

At Grain Millers, our dedication to sustainability is unwavering and at the heart of our mission. We are excited to present our FY 2024 sustainability report, which highlights the strides we've made over the past year to advance sustainability at our facilities and on farms. We value continuous improvement and are proud of our history pioneering organic oat processing in 1993 and launching one of the first regenerative oat projects in 2013. This report outlines our progress, commitments, and initiatives aimed at shaping a more resilient and sustainable future.

We are thrilled to share our new initiative, Partnerships for Resilient Agriculture (PFRA). This farmer first regenerative agriculture project is designed to be scaled and adapted to the needs of our customers and our growers' operations. We are committed to building soil health, biodiversity, and resilience on farms and hope to expand grower resources and opportunities through PFRA.

We are proud to announce the launch of our Green Team at one of our largest facilities in St. Ansgar, Iowa. This dedicated mill team has set an ambitious 5% energy reduction goal for FY 2025 and has already made significant strides to meet this goal.

As part of our broader environmental strategy, we made the critical step to calculate our Scope 1 and 2 emissions for the entirety of our operations. In addition, we mapped out our Scope 3 supply shed for a FY 2024 baseline that will be completed in the winter of 2025. This is just the beginning of our ongoing journey towards reducing our environmental impact.

While we are incredibly proud of the progress we've made in FY 2024, we recognize that our work is far from finished. We have ambitious goals for FY 2025 and look forward to sharing our progress along the way. We are deeply grateful to our customers whose guidance and collaboration have been instrumental in accelerating our climate mitigation efforts. Your continued partnership fuels our commitment for a better tomorrow.



Todd Stohlmeyer
Chief Executive Officer



Sophia Weiss
Sustainability Manager

WE ARE DEEPLY GRATEFUL TO OUR CUSTOMERS WHOSE GUIDANCE AND COLLABORATION HAVE BEEN INSTRUMENTAL IN ACCELERATING OUR CLIMATE MITIGATION EFFORTS.

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ABOUT *Grain Millers*

Since 1986, Grain Millers has been a leading manufacturer and merchandiser of whole grain ingredients used in cereals, breads, bars, snacks, and many other food products served around the world. These grains include oats, wheat, barley, corn, flax, and rye, which we mill into flours, flakes, brans, meal, and fibers. Grain Millers is a global leader in providing healthy foods and ingredients for our customers.

We operate out of 12 locations in two countries and employ over 1,000 uniquely talented people committed to providing the safest and highest quality food products and the best possible customer service to our clients and customers.



WHAT'S NEW? SPOTLIGHT ON FLAX

In 2024, we constructed a new flax facility in Delisle, SK, which we are excited to announce is operational as of January 2025! With Canadian growers representing 40% of global flax production, Grain Millers is thrilled to grow our presence in the flax world, including our involvement with the flax breeding industry. Originally the first oilseed widely grown in Western Canada, flax serves as an alternate oil seed to naturally reduce common pest populations. Since flax is highly mycorrhizal, it fits well into our prairie rotations following other mycorrhizal field crops typically grown, like cereals and corn.

OUR VALUES

At Grain Millers, we are committed to improving the environmental and social impact of our operations and supply chain. We recognize that responsible practices are imperative for the future of agricultural production and the success of our operations, and we see an imminent need to mitigate emissions and support adaptation to new climate norms.

Grain Millers conducts business in a manner that is socially responsible, scientifically based, economically sound, and that will feed more people with fewer resources. Through our sustainability efforts we are working to shape a more resilient, regenerative, and sustainable food system for current and future generations.



Photo: Grant Shiels and conventional grower Drew Helgason inspecting oats at harvest.

OUR COMMITMENTS

At Grain Millers, we take an interdisciplinary approach to sustainability, climate mitigation, and adaptation and feel strongly that our work should reflect the urgency presented in the IPCC climate reports and the Sustainable Development Goals (SDGs). In 2024, our sustainability commitments expanded to include social and economic sustainability (Commitments 3 & 4).

COMMITMENTS	GOALS	SDGs
<p><i>Reduce</i> OUR COMPANY AND SUPPLY CHAIN FOOTPRINT</p>	<ol style="list-style-type: none"> 1. Measure, monitor, and report our Scope 1, 2, & 3 emissions and improve data granularity yearly. 2. Improve energy and transportation efficiency within our operations and increase renewable energy sources. 3. Advance recyclability and recycled material utilized in our packaging and reduce waste at our facilities. 	   
<p><i>Build</i> SOIL HEALTH, BIODIVERSITY, AND RESILIENCE ON FARM</p>	<ol style="list-style-type: none"> 1. Facilitate partnerships to accelerate climate efforts on farm. 2. Increase regenerative acres and grower resources. 3. Fund soil health and regenerative agriculture research, organizations, and events. 	 
<p><i>Promote</i> SAFETY AND WELL-BEING IN THE WORKPLACE</p>	<ol style="list-style-type: none"> 1. Track and document safety engagement. 2. Improve programming and training that supports safety. 	  
<p><i>Facilitate</i> COMMUNITY ENGAGEMENT AND EMPLOYEE WELL-BEING</p>	<ol style="list-style-type: none"> 1. Give back to the community through volunteer hours and strategic donations. 2. Support employee well-being. 	 

Reduce

OUR COMPANY AND SUPPLY CHAIN FOOTPRINT

GOAL 1 CARBON ACCOUNTING

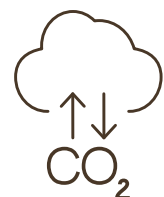
We are excited to share that this year we calculated our Scope 1 & 2 greenhouse gas (GHG) footprint for our whole company and mapped out a strategic plan for computing our Scope 3 supply chain footprint which will be completed in FY 2025. We will be using FY 2023 as our baseline for Scope 1 & 2 and 2024 for Scope 3. We are committed to tracking and reporting company emissions, which is essential for goal setting and establishing metrics for carbon reduction.

GRAIN MILLERS GREENHOUSE GAS FOOTPRINT (in metric tons carbon dioxide equivalent)

FY 2023		FY 2024	
SCOPE 1	21,854	SCOPE 1	23,886
SCOPE 2 LOCATION BASED	51,475	SCOPE 2 LOCATION BASED	56,013
SCOPE 2 MARKET BASED	44,653	SCOPE 2 MARKET BASED	51,576*

We suspect that the reason our emissions went up from FY 2023 to FY 2024 is the result of increased production and the addition of a new building. We will be assessing this further in the coming months.

*Since we have not received our 2024 REC report, this estimate assumes the same percentage of RECs as in 2023.



CARBON DISCLOSURE PROJECT (CDP)

Since 2016, we have disclosed annually to CDP and work each year to improve our score. If you are interested in adding us to your CDP disclosure list, please reach out to gmisustainability@grainmillers.com.



Photo: Sophia Weiss and Olivia Kennedy examine clover cover crops at our research plot in Yorkton, SK.

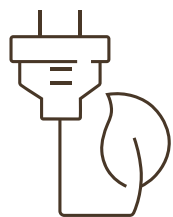
GOAL 2 ENERGY AND TRANSPORTATION EFFICIENCY

We are committed to building energy and transportation efficiency across our operations and increasing our utilization of renewable energy. In February 2024, we launched a Green Team at our St. Ansgar, IA facility and have plans to expand this initiative in FY 2025. This Green Team is led by dedicated local employees but includes engagement from the corporate sustainability, engineering, and executive teams.

ENERGY AND TRANSPORTATION EFFICIENCY

At all of our facilities, we strive to have the most efficient operations possible. We are continuously making advancements in terms of rail expansion, lighting upgrades, capital investments, etc. We are working to build a facility-wide engagement with energy management to set rigorous energy reduction goals. Our St. Ansgar oat mill is paving the way for our most progressive facility-level sustainability initiatives, and we are excited to share their efforts this year.

RENEWABLE ENERGY



We are currently evaluating renewable energy opportunities at our sites and with our energy providers. We currently purchase renewable energy credits at our St. Ansgar mill and offset our energy usage by 45.9% in 2023, we are still waiting on our 2024 REC report. In 2025, we will continue to evaluate renewable energy opportunities as we work to reduce our carbon footprint.

TRANSPORTATION EFFICIENCY



Our transportation and logistics teams are working on the following sustainability efforts:

- **Maximizing shipments:** we obtain weight permits to maximize product hauled and reduce the carbon footprint per ton of material transported.
- **Optimizing route:** we carefully schedule our trucks and plan routes to reduce miles traveled.
- **Maintaining rigorous maintenance schedules:** we stay up to date on tire inflation, oil changes, fuel filters, etc., to increase fuel efficiency.



Left to Right: Colton Bruggeman, Cody Linville, Terry Hemann, Jeremy Mlenar, Nikki Weis, Kelly Carlson, Connie Groth, Stephan Schwartz | **Not pictured:** Kendall Hansen, Sophia Weiss, Nabil Kasti



WHAT'S NEW? SPOTLIGHT ON THE ST. ANSGAR GREEN TEAM

The Green Team set an ambitious 5% energy and demand reduction goal for 2025 in addition to improved standards for tracking energy usage. The 5% goal is a flexible target and is designed to be modified after a one-year assessment. Energy management tracking is being improved through the installation of new meters at critical locations at the mill.

This work includes:

- An air leak auditing and employee engagement initiative
- Submetering at significant areas of the plant
- Monthly report on energy and waste for mill employees
- Collection of sustainability ideas and work orders from employees



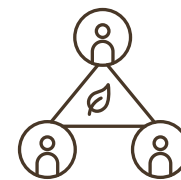
IMPROVE RECYCLABILITY OF OUR PACKAGING

WE AIM TO CONDUCT WASTE AUDITS



GOAL 3 WASTE REDUCTION

We continue to work to improve the recyclability of our packaging in addition to bolstering waste reduction initiatives at our facilities. We will be launching formalized waste tracking and audits in FY 2025.



RECYCLABILITY & RECYCLED MATERIAL

We are committed to transitioning away from non-recyclable materials, reducing package sizes, and eliminating unused headspace. We are in ongoing conversations with customers, packaging suppliers, and equipment vendors to find solutions and achieve these long-term goals.



REDUCING WASTE

We are mapping out our waste streams and are working to improve waste tracking as we calculate our Scope 3 Category 5 emissions. We currently have recycling initiatives in place at every facility and have streamlined diversion for byproducts. In 2025, we aim to conduct waste audits at our largest facilities to identify opportunities to further reduce waste production and improve waste diversion rates.



Photo: Late summer oat kernels near harvest.

Build

SOIL HEALTH, BIODIVERSITY, AND RESILIENCE ON FARM.

GOAL 1 FACILITATE PARTNERSHIPS

We are so excited to share our new initiative, Partnerships for Resilient Agriculture (PFRA). The establishment of PFRA will allow us to meet customer demand for regenerative acres and carbon reduction goals and support growers in their efforts to improve soil health. In addition, we have made significant progress in our capacity to meet Regenerative Organic Certified (ROC) demand.

PARTNERSHIPS FOR RESILIENT AGRICULTURE

Building resiliency through collaboration.

PFRA aims to build collaboration across the supply chain and ultimately help our customers and our growers meet their sustainability goals. The mission of PFRA is to promote practices that help preserve biodiversity and soil health while financially and technically supporting growers.



Photo: Regenerative field in Iowa.

PARTNERSHIPS FOR RESILIENT AGRICULTURE

WHAT WE STAND FOR

GROWER SUPPORT: Technical support is provided to our growers through on-site farm visits, on-call services, and our quarterly Resilient Agriculture Newsletter.

LAND CONSERVATION: We encourage biodiversity engagement with pollinator habitat, buffer strips, and diverse crop and cover crop rotations in addition to prohibiting deforestation and land conversion since 2020.

CLIMATE STEWARDSHIP: The byproduct of a biodiverse and resilient agriculture system is carbon sequestration. PFRA growers will be implementing practices that mitigate emissions, including reducing tillage and nitrogen fertilizer application as a result of improved land mapping and leguminous cover crops.

WHO IS PFRA FOR?

1. Companies who are looking to meet regenerative acre goals or reduce their Scope 3 emissions.
2. Growers who are looking to try out or receive incentives for regenerative practices.

BENEFITS FOR GROWERS

1. Receive compensation for regenerative practices.
2. Learn about new ways to maximize productivity and soil health.
3. Collaborate with a community of like-minded growers.

BENEFITS FOR OUR CUSTOMERS

1. Achieve your regenerative acre goals.
2. Improve supply chain data accuracy and potentially reduce your Scope 3 emissions.
3. Connect with growers.

If you would like to get involved, reach out to our Climate Agriculture Team to meet with a sustainability or crop science specialist by emailing us at pfra@grainmillers.com.



REGENERATIVE ORGANIC CERTIFIED (ROC)

At Grain Millers we are connected to growers who have the rigorous Regenerative Organic Certification, and we are happy to meet requests from our customers for ROC products. If you are interested in ROC oats, flax, corn, etc., please reach out to our team. Email us at pfra@grainmillers.com and we would be happy to help you meet your goals.

GOAL 2 REGENERATIVE AGRICULTURE

Our climate agriculture team is committed to increasing regenerative acres and grower resources. This year we ran multiple regenerative projects with our farmers and saw increased grower engagement across all tracked practices. In 2024, we also engaged growers in a new regenerative flax project, expanding our sustainability work into a new product category. This year we launched our quarterly Resilient Agriculture Newsletter, designed to illuminate opportunities for regenerative agriculture to our producers.

THE *year* IN NUMBERS

2592
ACRES ENROLLED
IN REGENERATIVE
AGRICULTURE
PROJECTS

3 ACTIVE REGENERATIVE
AGRICULTURE PROJECTS

1. Organic Regenerative **Flax**
2. Regenerative Conventional **Oats**
3. ROC **Oats**



WE MET
234
growers
ON THEIR
FARMS



WE ATTENDED **18**
SOIL HEALTH EVENTS

RESILIENT AGRICULTURE NEWSLETTER



In 2024, we started publishing a quarterly grower sustainability newsletter, Resilient Agriculture, for both the US and Canada. This newsletter is sent out to more than 360 growers who have expressed interest in learning more about regenerative agriculture. Our goal with this newsletter is to highlight Canadian and American soil health events, tools and resources for regenerative farming, and funding opportunities for producers.

POLLINATOR HABITAT



This year we seeded a 3-acre pollinator habitat in collaboration with Practical Farmers of Iowa (PFI) and the US Fish and Wildlife Service (USFWS). The native species blend was seeded on idle agricultural land at our truck site in St. Ansgar, IA. The plants started to emerge this summer and should establish and begin to bloom in the summer of 2025.

CLIMATE AGRICULTURE TEAM



**OLIVIA
KENNEDY**
Crop Science
Manager

Canadian Grower Support,
Project Implementation,
& Lead Newsletter Author
- Yorkton, SK



**ERIC
DEBLIECK**
Director of
Crop Science

Coordination &
Agronomy Support
- Eden Prairie, MN



**AMY
WHOOLEY**
Sustainability Analyst

Data & Newsletter
Management
- Eden Prairie, MN



**SOPHIA
WEISS**
Sustainability
Manager

Team & Project Design Lead
- Eden Prairie, MN



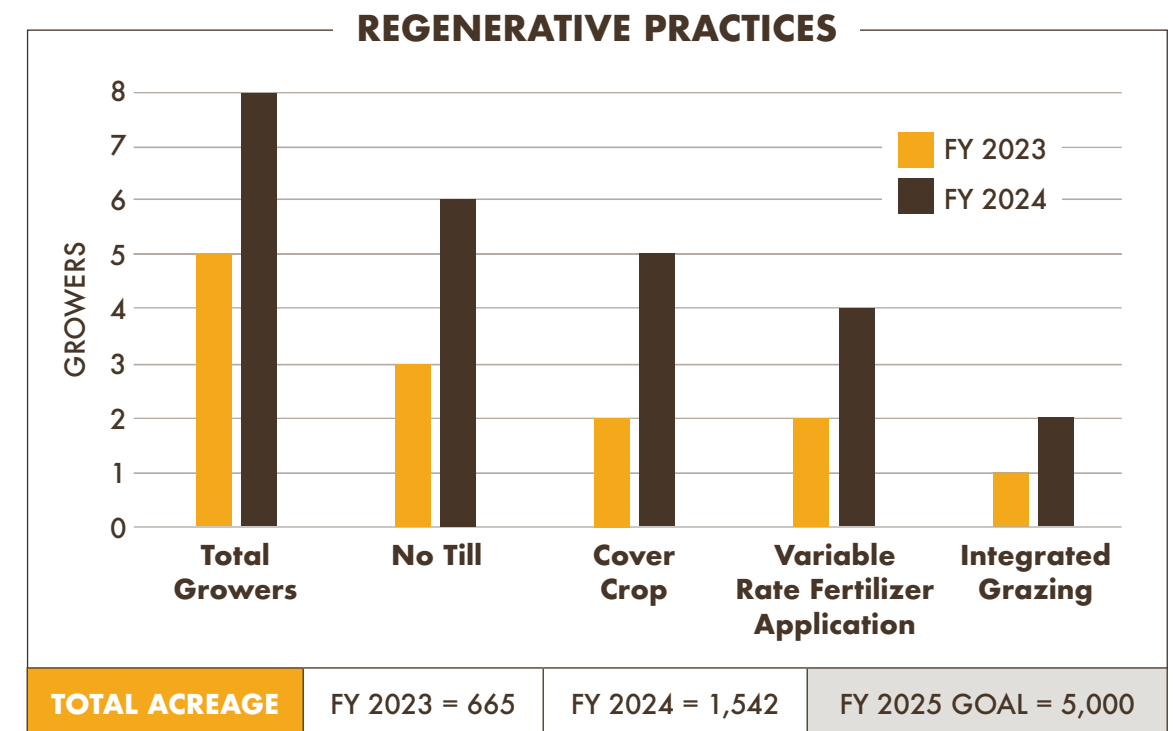
**CHRISTIAN
REVELAND**
Crop Specialist

US Grower Support, Project
Implementation, & Lead
Newsletter Author
- Eden Prairie, MN



TRENDS OF GROWER ENGAGEMENT

with regenerative practices from 2023 to 2024 for our PFRA oat project

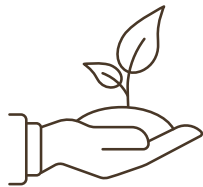


GOAL 3

REGENERATIVE ADVANCEMENT

A key component of our regenerative agriculture work is funding soil health research, organizations, and events. In 2024, we conducted a cover crop trial and contributed to research on carbon storage in organic rotations. Each year we sponsor key regenerative and soil health partners and their efforts to expand practice adoption in the regions we source from.

RESEARCH



COVER CROP TRIAL

In 2024, Grain Millers implemented a small plot cover crop trial at East Central Research Foundation (ECRF) in Yorkton, SK. This research was conducted to improve our knowledge and ability to inform growers on underseeded cover crop species and its potential impact on milling oat production.



CARBON & NITROUS OXIDE EMISSIONS

We have committed funding to Dr. Martin Entz's research at the University of Manitoba over the span of a 2-year project; his work will look at nitrous oxide emissions and soil carbon storage in organic systems using wheat, oats, and flax as rotational crops.



OAT BREEDING

Since 2003, Grain Millers has financially invested in oat breeding programs with organizations serving our growing regions in both Canada and the US. This year, we presented on sustainable oat varieties from a millers' perspective at the American Oat Workers' Conference in Saskatoon, SK.



Photo: Sophia Weiss and Olivia Kennedy assessing the cover crop trial.

REGENERATIVE
AGRICULTURE REQUIRES
Soil Health Research.

SPONSORED ORGANIZATIONS AND EVENTS

UNITED STATES

Practical Farmers of Iowa

- Improving Soil Through Nitrogen Reduction and Conservation Practices
- Building Soil Health Through Relay-Cropping, Extended Rotations and Reduced Tillage
- Covers and Grains Conference



Organic Agronomy Training Service (OATS)

- Field Day "Intro to organic grain - weed management, soil health, and marketing a diverse rotation."



South Dakota Soil Health Coalition

- Soil Health Conference



Minnesota Soil Health Coalition

- Soil Health School
- Premier Soil Health Event



CANADA



SaskOrganics

- 2024 Conference and AGM
- 2024 Producer Summer Field Days Series (4 total)
 - Living Skies Organics Field Day – Spalding, SK
 - Carrot River Organic Field Day – Carrot River, SK
 - Conservation Learning Centre Organic Field Day – Prince Albert, SK
 - Organic & Low Input Field Day – Swift Current, SK



SaskSoil

- 2024 Conference and AGM



Organic Connections

- 2024 Conference

Prairie Organic Development Fund

If you would like to get involved sponsoring or donating to an organization that supports regenerative agriculture in your sourcing regions please reach out to pfra@grainmiller.com.

We sponsor
KEY SOIL HEALTH EVENTS
TO EXPAND PRACTICE ADOPTION.



Photo: Regenerative grower Rob Wunder exposing the root system from his oat field in SK.

Promote

SAFETY IN THE WORKPLACE

At Grain Millers, we believe in a culture where employees are involved and safe. In 2024, we launched a new program to help track employee safety engagement across our organization. Our focus this year was to put more emphasis on the positive behaviors our employees are doing each and every day.

GOAL 1

SAFETY ENGAGEMENT

We are committed to tracking and documenting engagement including positive safety observations, number of safety work orders submitted, and safety conversations. Through this documentation, we can identify gaps in safety education and improve safety training programs. Our safety initiatives include a new safety mentorship program, online training videos, and facility improvement projects.

ENGAGEMENT TRACKED	DESCRIPTION	RESULTS COMPLETED COMPANY-WIDE
POSITIVE SAFETY OBSERVATION	Documented safe, positive behaviors, employees see their co-workers performing.	513
SAFETY WORK ORDERS	Number of maintenance work orders submitted that are related to employee safety.	935
SAFETY CONVERSATIONS	Documented safety conversations.	1,197

SAFETY SUMMIT TEAM



SAFETY INITIATIVES



SAFETY MENTORSHIP PROGRAM: Over half of workplace injuries in the past three years involved employees with one year or less of service. To address this, we launched a Safety Mentorship Program in 2024. Trained mentors guide new hires through weekly safety topics over 15 weeks. The program began as a pilot at our Marion location and will expand to all facilities in 2025.

TRAINING: In 2020, we partnered with Axonify, a training platform that uses micro-learning, reinforcement, and video-based content. Our employees log in an average of 10 times per month to complete training and quizzes. While the manufacturing industry averages 67% participation, over 90% of our employees complete training weekly, leading to a 10% increase in knowledge growth.

CAPITAL SAFETY INVESTMENTS: From both internal risk assessments and 3rd party insurance audits, we have identified and improved various aspects of our facilities to make them safer for our employees and the community. We have put heavy emphasis on our Dust Hazard Analysis. Over the past 5 years we have invested significant dollars in improving our dust mitigation and explosion prevention tools, such as fire suppression systems.

Facilitate

COMMUNITY ENGAGEMENT AND EMPLOYEE WELL-BEING

GOAL 1

VOLUNTEERING AND DONATIONS

Grain Millers is deeply committed to serving our communities. Our employees are stewards of their communities, and our mills key contributors to local charitable organizations. This year we made a critical step in centralizing our community service work with the formal establishment of the Eden Prairie, MN Volunteer Committee. This committee was formed after a team of employees recognized the need for a more strategic approach to giving back.

Community SERVICE

4035

MEALS PACKED AT FEED MY STARVING CHILDREN, FEEDING **11 CHILDREN** FOR A YEAR.

3

ST. ANSGAR, IA FACILITY MANAGERS **SERVE ON ADVISORY BOARDS** AT AREA SCHOOLS & COMMUNITY COLLEGES, AS WELL AS TOWN ECONOMIC DEVELOPMENT MEETINGS.



88 TOTAL VOLUNTEER HOURS IN EDEN PRAIRIE.

CANS ARE COLLECTED IN ST. ANSGAR, IA FOR THE HIGH SCHOOL BASEBALL TEAM.

About **10 EMPLOYEES VOLUNTEER** with Agriculture in the Classroom Saskatchewan, a registered charity that helps connect students to local agriculture. **OUR EMPLOYEES PRESENT HOW OATS ARE GROWN AND MILLED THROUGHOUT THE YEAR.**



WE PACKED **4854 backpacks**

WITH EVERYMEAL.ORG, TOTALING **18,605 MEALS.**

16 TIMES

A YEAR, A TEAM OF EMPLOYEES IN ST. ANSGAR, IA **DELIVER MEALS TO SENIOR CITIZENS.**



WE ARE COMMITTED TO SERVING OUR COMMUNITIES



DONATIONS

Each year we make significant contributions to local events, sports teams, and charitable organizations. In 2024 alone, our two largest mills donated over \$390,000 to support various entities in their communities. Our Eugene, OR mill has an ongoing commitment to donate 20 tons of oats per year to Food for Lane County and the Eugene Mission.

GOAL 2 EMPLOYEE WELL-BEING

Grain Millers is committed to the well-being of our employees. Each year, we work to improve employee satisfaction by staying aware of their needs and ensuring that we have the best team and resources available to support them. Our Human Resources team has grown significantly in the past few years, an expansion that has allowed us to reimagine employee well-being.

WE ARE PROUD TO LAUNCH THIS NEW WORK IN 2025.



**WORKING TO IMPROVE
EMPLOYEE WELL-BEING**

**WE'RE PROVIDING
NEW RESOURCES TO BETTER
SUPPORT EMPLOYEES**



PREMIUMS

We see the workplace as a key space for health promotion and disease prevention. Grain Millers employees can earn premium savings by completing their annual wellness exam and receive competitive rates on dental, vision, and medical insurance.



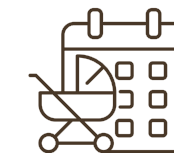
FAIR WAGES

We are committed to ensuring that all of our employees are paid fairly for their skills, experience, and the work they do. We believe in paying wages that reflect both the value each team member brings and what's standard in the industry.



PTO

We recognize the importance of taking time off to rest and recharge. We offer generous paid time off (PTO) to support our employees in balancing work and personal life.



LEAVE

Grain Millers provides 100% income replacement for eligible employees recovering from childbirth, in addition to fully paid bonding leave after birth, adoption, or fostering.

LOOKING FORWARD

Although we are proud of what we accomplished in 2024, our work is truly just beginning. In 2025, we will be launching Partnerships for Resilient Agriculture (PFRA) and expanding our capacity to move the needle on sustainable agriculture production. In addition, we aim to establish a second energy management team at our Yorkton, SK facility and set ambitious science-aligned emission reduction targets. In FY 2025, we will be expanding our biodiversity work to help protect natural corridors for insects and wildlife on land, both in and out of agriculture production. We take this work seriously because it is our farmers whose well-being depends on a stable climate. We urge you to reach out, get involved, and learn more about our efforts.

**WE KNOW THAT THESE ISSUES WILL NOT BE SOLVED ALONE,
AND WE ARE GRATEFUL TO BE ON THIS JOURNEY**

together.

OUR WORK IS JUST THE

beginning.



THE GRAIN MILLERS WAY

GRAIN MILLERS MAKES DECISIONS BASED ON SHARED VALUES
AND INVESTMENTS IN WHAT IS GOOD – NOT JUST FOR US,
BUT FOR THE FARMERS WE DEPEND ON, THE CUSTOMERS
WE SERVE, AND THE WORLD WE ALL LIVE IN.

IT'S MORE THAN A PROCESS. IT'S OUR

Promise.



GRAIN MILLERS

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