



## WORKPLACE

### building cultural knowledge, skills and confidence

Building cultural knowledge, skills and confidence is a key imperative for the subsidiaries of The Schwan Food Company. To accomplish this we are working not only to attract top talent that brings new skills and points of view, but we are also engaging employees to build cultural awareness. By valuing our unique differences, we gain a powerful understanding of others, which leads to improved business performance, supports our people strategies and enhances our high-performance culture. We want to give our employees the opportunity to reach their highest potential while heightening the awareness of diversity issues. When we are able to attract, develop and retain diverse employees at all levels of the Company, we are better able to serve our customers, business colleagues and suppliers.

A well-managed diverse workforce gives our company the edge needed to compete in the global economy. A diverse workforce results in diversification of our products, which will open more markets for our products.

At Schwan, we are committed to operating our business in a way that encourages an inclusive culture. As a result of a diverse workforce, there is an increase in morale as well as more opportunities to succeed. Each of our employees plays a significant role in promoting awareness and understanding at work and in the communities we operate in.

Our values of Growth, Hard Work, Helping One Another, Enthusiasm and Integrity are bound together in equality and know no bounds.



As an Equal Opportunity Employer, we do not discriminate. Not because it is a mandated law, but because we believe it is the right thing for our employees, our customers and for the continued success of the Company.

To promote diversity, we promote workplace groups such as the Women's Network and the Young Professionals Network. We are expanding our place in the health and nutrition arena by introducing new strategies that meet consumers' desires for a healthier lifestyle.