

Mother Nature is Our World's Greatest Healer

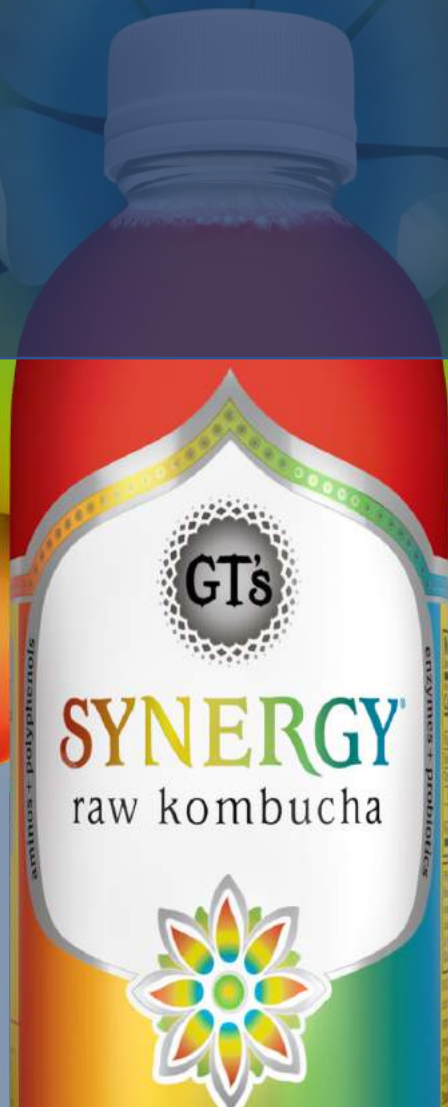


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OVERVIEW

“We believe Mother Nature is our world’s greatest healer. Our philosophy is that food should be your medicine. That’s why we are on a mission to positively transform people from within through functional, living nutrition and enlightenment.”

From our family, to yours.

– GT’s Living Foods



Our Kombucha Love

Our kombucha promotes health, happiness, refreshment, and it is environmentally friendly.



Message from Our CEO & Owner

We believe Mother Nature is our world's greatest healer. It is humankind's responsibility, however, to be both human and kind—to each other and to the world that sustains us.

GT's Living Foods promises to ensure our actions support our planet, to assure that we return to society what we earn and learn, and to craft the purest expression of nature's bounty to inspire a healthier, happier humanity while implementing lasting solutions to the environmental crisis.

GT's Living Foods is on track, over the next twelve months, to generate zero waste. The largest waste product is the raw, brewed tea and byproduct from the whole, organic ingredients used in all of our offerings.

Our focus is to sustainably divert 100% of this material to composting to better the earth and enrich the soil just as everything we craft betters and enriches our bodies.



GT Dave
Owner and CEO

Message from Our COO

GT's Living Foods is a family like no other, and like most families, we want to protect the planet for now and the future. We believe Nature is our world's greatest life support, and that is a core value of our business mentality. Maintaining sustainability has been one of our priorities from the very beginning of the company's foundation. Here at GT's Living Foods, we have promoted a culture of sustainability that ranges from all our hard-working staff to the satisfaction of our customers using our products.

We are a company that has grown strong over the years, and we have made sure that our sustainability efforts have grown as well. All staff members are informed on the importance of sustainability within our company, and every business activity is tailored with sustainability as the key factor. Our company's several locations promote various sustainability programs that ensures we are leaders in the ESG program. Our company's top priority is our people, safety, and happiness. We will do our very best to contribute to the protection of our planet by always improving our sustainability programs and initiatives. Sustainability at GT's Living Food's will remain a continuously improving program with the future of the earth in our mind.



Mark House
Chief Operating Officer

Message from Our VP and Director

Our efforts toward sustainability resonate with our core principle of respecting the delight our earth has to offer. We as a company are always improving our standards and expectations toward the environment by keeping up with the trends of technology and practices that promote a safer, cleaner environment. We are committed with our goals of being among the industry leaders that put Sustainability at the center of everything we do.

Sustainability is the core of our improvements. We aim to improve every aspect of our business that will lead to a better performance while building the trust of our people and its environment . We will continue to drive our business improvement toward high standards that will not only improve our sustainability performance but will lead the way in our manufacturing mindset toward a highly improved sustainable future.



Ivan Gomez
VP of Manufacturing



Idris Adio
Director of Continuous Improvement

Vision Statement

GT's Living Foods is not only about enrichment to ourselves but also to our planet. We are a company that is built on diversity and inclusion. We recognize that everyone must do their part in this process. Sustainability has been a core principle of our company from the very beginning, and we are always looking to improve and innovate. We are building a foundation that can sustain our efforts in the long term and will align with the state of California's 100% clean energy commitment by 2045. All the waste we generate is diverted and recycled. Clean energy and renewable energy are promoted by installing solar panels and car EV chargers on company buildings in the future.

Our staff is trained and informed on the importance of sustainability. Furthermore, future employees are required to be trained to maintain a clean environment. We will continue to refrain from using paper and having most documents digitalized. Printing will only be done when necessary.

Future clients we do business with will also need to understand our policy and what we stand for. They will be encouraged to have a policy in place. Here at GT's Living Foods, we believe in trust and integrity, and we want to make sure that our business model is aligned with those we work with. Our vision is clear, and we are committed to ensuring progress.

Currently at GT's Living Foods, we have processes in place that support our sustainability efforts. The fresh ingredients we put in our product are composted. Our water faucets and water fountains all have motion sensors to limit water usage. We use glass containers for all our products. Glass is 100% recyclable and can be recycled endlessly without loss in quality or purity. Approximately 80% of recovered glass containers are made into new glass bottles, and a glass container can go from a recycling bin to a store shelf in as little as 30 days.

We divert all our waste that we produce and encourage employees to recycle by placing recycling bins around the facility. Our waste diversion is digitally recorded and therefore, we are always informed, and we know where we can improve. We are always looking for ways to improve and we are not done because this is an ongoing effort.

We have robust plan on improving our sustainability performance by 2030. We are committed to ensure that we reduce our carbon footprint and keeping up with technology trend that support sustainable business environment



About GT's

The story of GT's does not begin with a business plan; it starts with a young man on a mission. Witnessing its incredible effects firsthand, a teenage GT Dave realized his purpose to share the gift of Kombucha in its purest, most potent form to help people everywhere live healthier, happier lives.

In 1995, GT Dave offered North America its first taste of a kombucha that you could find on store shelves. GT's Living Foods began brewing kombucha with the goal of preserving, protecting, and honoring the ancient tradition that makes the once-known Tea of Immortality so incredibly special. GT Dave and GT's Living Foods continue to be instrumental in introducing the many healing benefits of kombucha to homes across North America and worldwide.

To this day, GT's kombucha is fermented in small, 5-gallon containers, just as one might have centuries ago—and exactly like GT first crafted kombucha in his family home. Only now, instead of a few batches at a time, GT's handcrafts them by the thousands. "I started making kombucha based on the belief that it could improve people's lives—and make the world a better place. Every batch I brew is a living reminder of this purpose," says GT.



SIX CORE VALUES

1. SAFETY & WELL-BEING
2. INTEGRITY
3. AUTHENTICITY
4. PHILANTHROPY
5. IMPROVEMENT
6. DIVERSITY

2022 ESG highlights

Our Environmental Protection

20%

Mtco₂e

Carbon reduction target (Scope 1, 2, and 3) by 2030



Tracking of Facilities emission



Invested in our operations process to reduce paper consumption and save trees

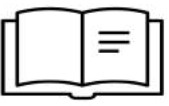
98%

Post Consumer Recycling Content



Reduced carbon footprint through our packaging

Our people empowerment



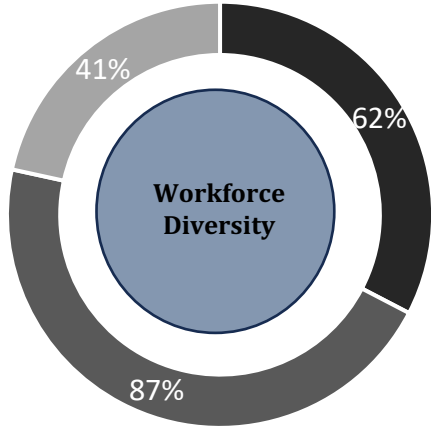
Employees back to school contribution



We embrace LGBTQ+ inclusion in our workplace since the company started



Employee wellness programs



■ Diversity ■ Racially/Ethnically Diverse ■ Women

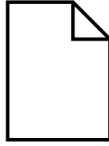
Our Kombucha



Our Organic Scoby is friendly for the environment



100% Organic Raw Material Scoby Compost



Research innovations for turning our organic product into paper and accessories



Product donation to local police, firefighter and food banks

“I started making Kombucha based on the belief that it could improve people’s lives—and make the world a better place. Every batch I brew is a living reminder of this purpose.”

– GT’s Living



Founded in
1995



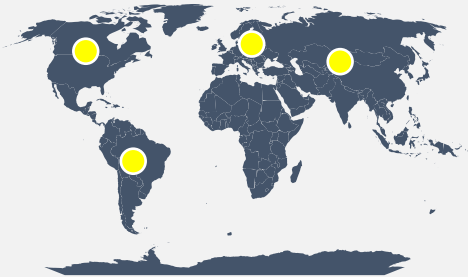
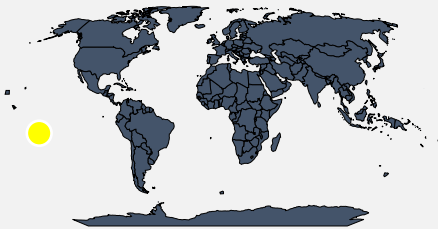
**Leaders in
Kombucha
production**



**5
PLANTS**

Worldwide
HEADQUARTERS

Present on 4 Continents

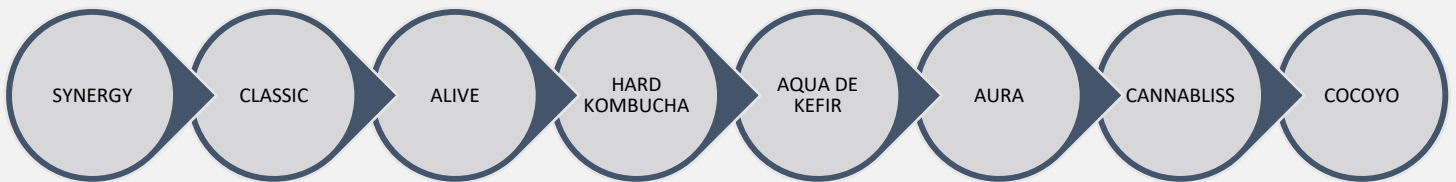


**Los Angeles,
CA**

**North America, South
America, Asia, Europe**

**1,000+
EMPLOYEES
WORLDWIDE**

2022 Product Line



**POST CONSUMER
RECYCLING CONTENT**

98%



**Millions of
Satisfied
Customers
WORLDWIDE**

Our Environmental Protection



Our Kombucha Process

Our Kombucha process is highly sustainable and environmentally friendly. The process of making Kombucha is filled with health, happiness and cleanliness.



Scoby

Our Scoby is 100% sustainable. It is made of organics that is composted. It is recycled for animal feeding. We are in collaboration with start up companies in innovating our Scoby to be used for furnitures, jewelries and woods.



Quality

We have a high standard of quality to our production process. We always obtain high liquid recovery with minimum waste. We rigorously test our water system, and check pH level with a world class cleaning system.



Ingredients

All of our ingredient are 100% sustainable. The raw material used to produce our kombucha is made with high quality product that is fresh and recyclable. It is also recycled into compost.



Packaging

Our packaging materials are all 100% recyclable. We recycle our bottles, labels, box, and caps daily. Our post Consumer recycling content is 98%.



Tea Brewing

Our tea is composed with 1, 2, or 3 weeks of fermentation with the highest process of quality. We ferment our tea in 5-gallon to ensure the best fermentation process with the right temperature.



Shipping

We monitor our Scope 3 emissions, and we are working with our vendors on logistics planning to eliminate unnecessary miles. We have invested in our EDI system and TMS optimized tracking and streamlined journey.

Our Sustainability Scorecards

Our Commitment

Our Performance



Recycling

We aim for 100% recycled content in our product. We are working with our suppliers to ensure that they develop a pathway to achieve 100%.

Post Consumer recycling content is currently at 98%. We are modifying our production process to eliminate partitions from our packaging materials.



Emissions

We have set our goal to reduce GHG emissions by 20% by 2030. We have started tracking our emissions

Measured Scope 1, 2 & 3 emissions are 23,626 MTCO_{2e}



Energy

Renewable energy is the strategic focus to lower our carbon emissions. We are investing in greener energy, such as solar power for our operations and electric trucks for transportation and logistics.

We consumed 12,223,519 KWh in 2022. We have a model that converts 35% of one of our facilities to solar energy.



Water

We are committed to reducing our global water waste by 20% by 2030. We are investing in our water recovery 15% before 2024.

We are working on an RO system that will recover water by 15%. We have developed a roadmap to reduce our water usage.



Waste

We are committed to Zero waste by the end of 2025. We have taken many initiatives to increase our waste diversion.

We are currently at 79% waste diversion. We have exceeded the LA goal of 75%. We currently have 98% post consumer recycling content.

Our Sustainability Scorecards (cont.)

Our Commitment

Our Performance



R&D

Evaluate the impact of our product throughout their life cycle beginning with research into environmentally friendly ideas.

Innovating our Scoby into sustainable items such as paper and wood.



Diversity, Equity & Inclusion

We are focused on increasing all aspects of diversity, equity and inclusion across our team.

Female representation in our global workforce is 41%.



Supply Chain

Conversion of our Fleet to an electric fleet, an investment in supply chain technology that will drive sustainability across our supply chain

Working with Partner LINQ for our supply chain management for more visibility to our performance and real-time analytics



Health & Safety

Our goal is to achieve zero injuries across all plants.

The (TRIR) reduced by 4 in 2021 to 1 in 2022 with a 75% reduction.



Social

We are always looking for ways to improve the working environment for our employees to be happy.

Open door policy is highly practiced by our leadership team. We have programs where we donate to our employees and community (Police, Fire-fighters).

Emissions & Energy

Our Vision

We care for our environment as a company, that is why we keep track of our emissions and work to reduce it. We want to be industry leaders for a sustainable future in our community and the world. We have aimed to reduce our GHG emissions 20% by 2030.

We have held ourselves as a company to a high standard and accountability by ever continuously improving our effort towards a sustainable future.

Scope 1

We have improved our transportation and logistics systems and planning for fewer trips and optimizing routes.

We reduced our trip mileage by 15% from quarter 3 to quarter 4 in 2022.

Scope 2

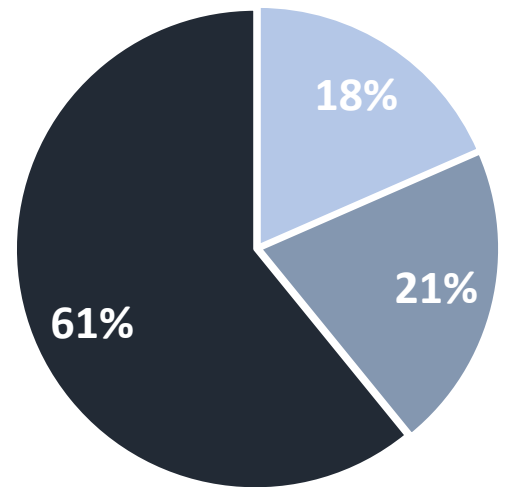
We are researching on converting one of our plants to 35% solar energy by 2024. We have implemented policies and practices that reduce energy consumption.

Our goal by 2030 is to reduce our energy consumption by going solar and using other renewable energy forms in all our plants.

Scope 3

Our supply chain is working on converting our fleet to electric trucks. We have invested in our waste diversion and increased to 79%. In 2023, we aim to increase our waste diversion 85%, and 100% by 2025.

We Are Working Today For a Better Tomorrow



■ Total Scope 1 ■ Total Scope 2 ■ Total Scope 3

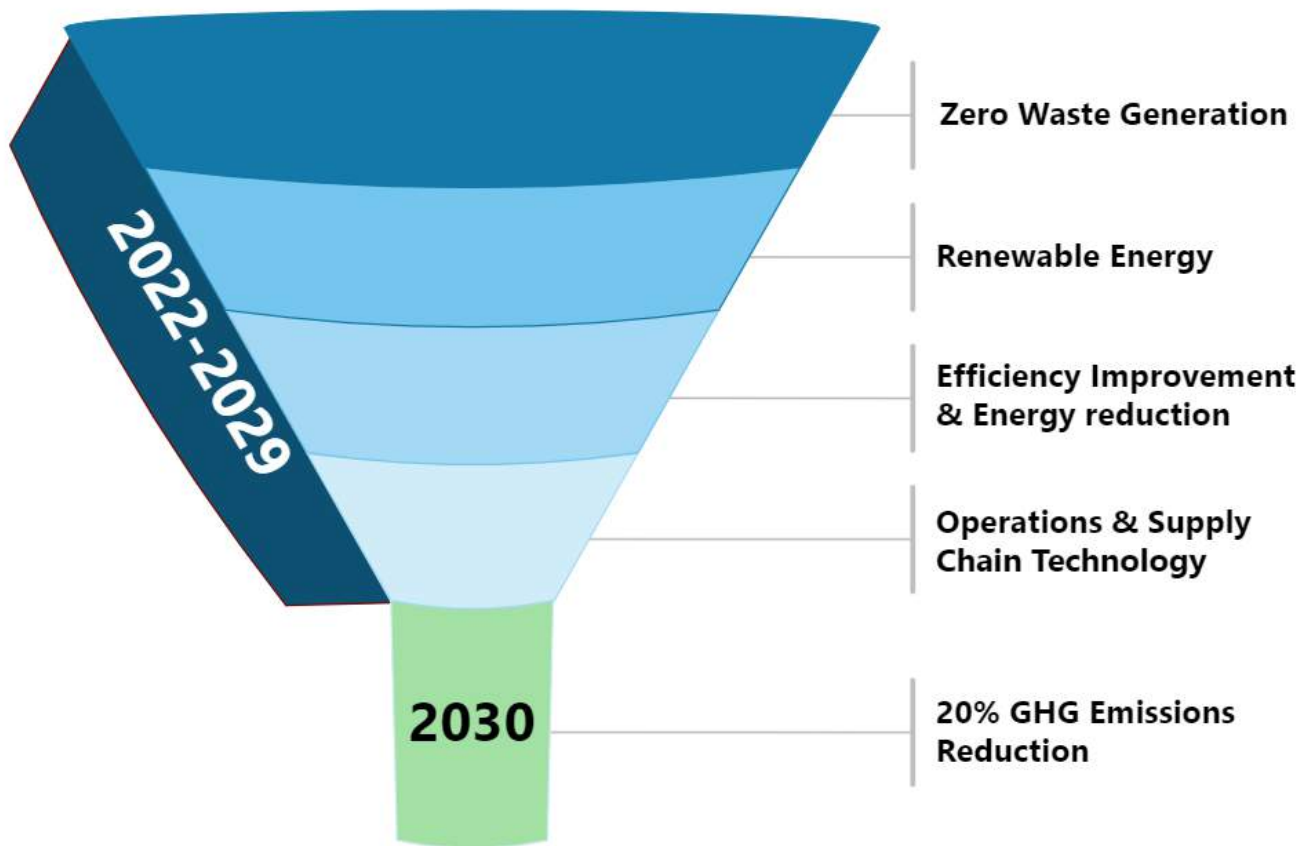
Sustainability GOAL 

Reduce carbon emissions 20% by 2030

GT's Climate Change Strategy

Lowering our Carbon Footprint for the Future

Our journey to a sustainable future has started. We have set a target to reduce our GHG emissions in 2030 by 20%. From 2022 to 2030, our strategy to achieve our goal will include 4 pillars.



GT's Recycling

Mission : *Improve our waste stream process for a healthy and clean environment that supports our community and global sustainability*

2022- Waste Diversion was at 79%

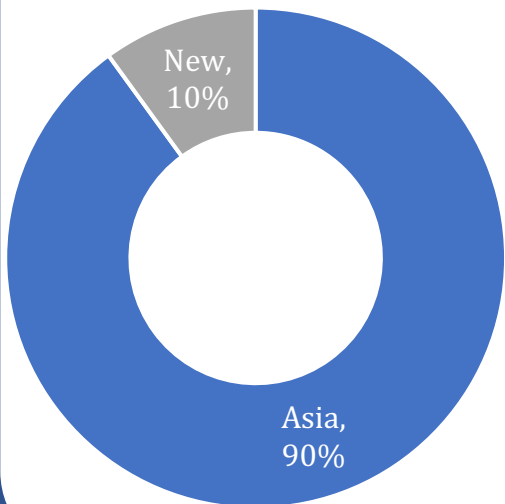
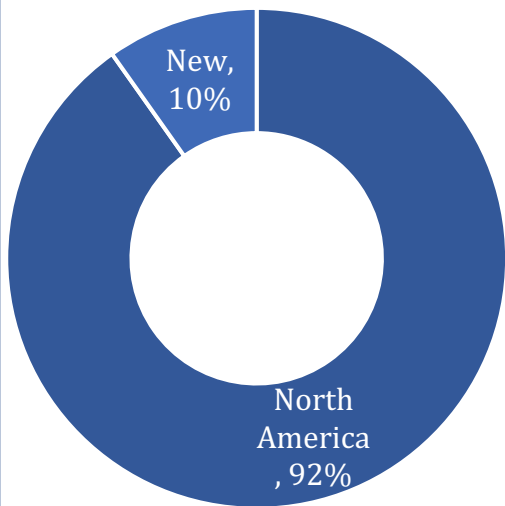
2023 - We aim to increase our diversion from 79% rate to 85%

2024 - We aim to increase our diversion rate to 100%

2025 - LA City Plan is to achieve 90% landfill diversion. At GT's, we will be at 100% by 2025

We recycle 100% of our wood pallets. Any damaged pallet is repaired at our workshop.

Wood Pallets Recycled in 2022



Increase in
Water
Recovery by
15% with
system
upgrade

Water Recovery

We take the utmost care of our water processing systems. We use osmosis to process our water and we are currently working on upgrading our water recovery by 15%. We will be saving approximately 22.4 million gallons.

Our osmosis system ensures that our system is clean and safe.

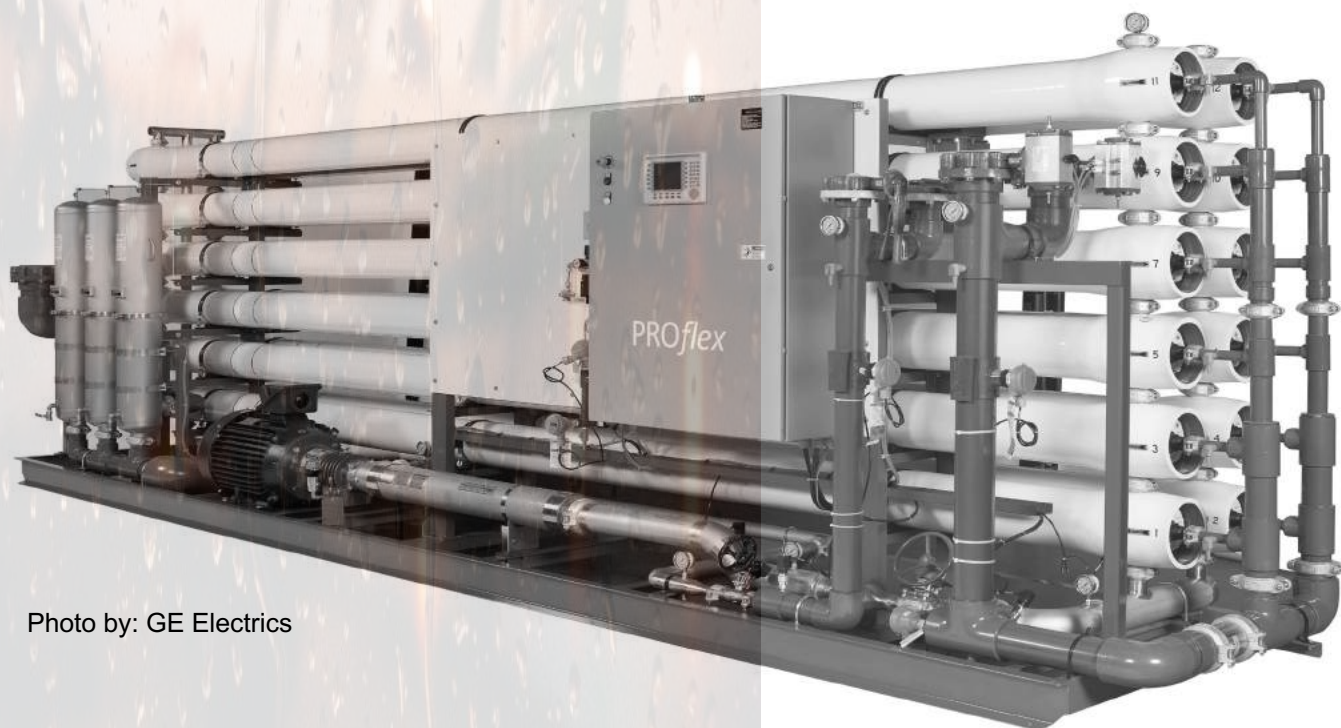


Photo by: GE Electrics

Packaging Material (Glass)

Our glass is made from all-natural ingredients: sand, limestone and soda ash by our suppliers. Our glass is 100% recyclable; it can be used for other bottles when recycled. Our glass is high quality, and it is safe for human health.

Our Glass is
100%
recyclable.

Health

Our glass supplier is scored glass platinum, which is the highest rating scale by Cradle Certified TM program. When consumers choose foods or beverages that are packaged in glass, they avoid potential risks that come with plastics and other artificial materials that can be harmful to the human body and the environment while enjoying plenty of benefits in return.



Recycling & Environment

Glass is 100% recyclable and can be recycled endlessly without loss in quality or purity. Approximately 100% of recovered glass containers are made into new glass bottles, and a glass container can go from a recycling bin to a store shelf in as little as 30 days.

Quality

Glass is odorless and flavorless, made of pure and natural ingredients from the earth. Glass has a near-zero rate of chemical interactions, ensuring that products inside glass containers, bottles, and jars keep their strength, aroma, and flavor. Glass is also 100% recyclable and can be recycled endlessly without loss in quality or purity.

Safety

Glass is certified GRAS by the FDA, or “generally recognized as safe”—the highest standard. Glass is also nonporous and impermeable, so there are no interactions between glass packaging and products—no effect on food or beverage flavor, no after-taste—ever.

Packaging Material (Caps)

Our Caps are recyclable.



Our commitment to promoting sustainability and minimizing our impact on the planet is currently in progress. As part of our efforts, we are proud to announce that our caps are made with **100% recyclable LDPE plastic**, or low-density polyethylene.

This is a thermoplastic that has a high resistance factor to flexibility and toughness and is widely used across manufacturing industries. Utilizing such caps allows us to increase the amount of recyclable packaging and reducing waste and greenhouse gas emissions.

external vendor, by 2024 we plan to produce our own caps and implement them into our operation process. This will be highly efficient in waste reduction in our operations. We want to ensure that our company is in control of the raw material and its recycled content.

Most importantly, we are committed to sustaining our yearly goals to increasing the waste diversion rate, which parallels with the company's mission.



Partition-less Packaging

We deliver our kombucha in different box sizes and types. To protect our glass bottles, we used partitions to separate each unit. However, this produces excess packaging waste. Therefore, we have changed our operations process by reducing the total number of partitions.

- We aim to stop the usage of partitions from our business process and packaging in 2023.
- This will offset our Carbon footprint by 130 MTCO₂e.
- This will reduce estimated 2,559,204 lbs. of waste.



Raw Materials

Innovation with Raw Materials

- As a company, we are always searching for ways to divert our waste away from landfills.
- We are exploring turning our ginger raw material into turpentine.
- We are partnering with different startup companies that use Scoby to produce different items such as wood for furniture, guitar picks, jewelry, and paper products.



GT's Scoby and Raw material
turned into compost



Our Scoby & Raw Material converted into Compost

Scoby is at the heart of our product, and it is contained in some of our most famous drinks.

A Scoby can be used up to four times before being discarded. As part of our organic materials, we have been able to turn this product into compost after its use. It is shipped to a facility where it undergoes an aerobic process and is mixed with other forms of compost, such as wood, and other raw material.

The compost is then shipped to other facilities to be used for crops and soil enrichment.



Our Empowerment & Society

People happiness is the reason of everything we do



Giving Back to Communities

Community is everything to us

At GT's Living Foods, we happily showcase our deep-rooted efforts to give back to our communities and encourage positive social impact. We firmly believe that business success is inevitably intertwined with the well-being of the communities we serve. As part of our initiatives, we actively engage in a range of philanthropic activities, including hosting annual charity events, beach clean-ups, and back-to-school drives.

These events serve as platforms to raise funds and awareness for various social causes, supporting non-profit organizations and community-driven projects. Our dedication to such charitable endeavors aligns with our vision and contributes a more equitable and resilient world. As we resume to make a positive impact in the communities we operate in, we remain steadfast in our commitment to being a socially responsible and sustainable corporate entity.



Outreach to the Community on Health Benefits of Kombucha



Health Benefits

The Bottom Line

Made from pure and organic ingredients, SYNERGY Raw Kombucha contains over 9 billion living probiotics that transform your body, mind and spirit. From aiding in digestion to supporting gut health and boosting immune function, live a happier and healthier life with raw kombucha.

How our Kombucha helps the Planet

When you drink our Kombucha you are helping your gut health and boosting your immune function. This helps to live a more active lifestyle and reduces your carbon footprint. Our Kombucha is also made with raw materials such as scoby and ginger which are 100% compostable and are used for soil enrichment. Our packaging materials are 100% recyclable therefore when you drink a bottle of GT's Synergy Raw Kombucha not only are you aiding your health, but you are also helping the planet.



Employee Experience



Our Vision

We have a vision to be the global leaders in the Kombucha world. We want to ignite commitment, passion and creativity in our people and into our business. Our goal is to create an outstanding experience that is full of happiness, joy and love for the work we do. Our vision is built on a culture of continuous improvement in values and systems we employ into our business. As empowering people is our focus, we have a set strategy on how to drive development and growth in our people so that we can spread the synergy kombucha love with the rest of the world.

Continuous Improvement Culture

Our core values are centered around improvement in our business and environment.

We have placed our people as the foundation of our success and direction of the company. In everything we do, we put people first before anything.

Reshaping Today

As a company of people focus, Our Human Resources team have been transformed by building the roadmap for development and growth in our people. We have built a team that is working with trust and teamwork in our behavior and cultures. GT's intends to continue to focus on creativity and innovation with our direction on learning, development, career growth, diversity, and inclusion.



We Pride ourselves as a people focused company.

In honor of Women’s History Month, we highlight our Sr. Production Manager, Fatima Barrera. She was kind enough to share her story at GT’s.

“I have been working at GT’s Living Foods for 10 years, during my time working for this wonderful company, I have been able to develop a lot of my knowledge in food processing. This company has been my school and I have been able to learn what I need to know to perform various roles in the organization.

My adventure in this company started back in 2013 where I started working as a fill/pack associate, I then had the opportunity to oversee one of the production lines as a Team Lead working with 30 employees.

I then worked my way up and became Production Supervisor in the fill pack department working with 60 employees and running two production lines while keeping high efficiencies.

During this time, I had the opportunity to cross-train with another department and was promoted to Sr. Production Supervisor in the Juice Room department, where I oversaw 2 shifts. I then began working closely with procurement to ensure we had sufficient in-house raw materials, which allowed me to apply my own knowledge while continuing to expanding my skills.

In 2019, I became Juice Room Manager, which gave me the opportunity to implement my knowledge and work with the leadership team to improve our process and continue learning and growing within

the organization. In 2022, I was promoted to my current role as Sr. Production Manager. This new role will add new experience and knowledge to my career to develop my professional skillset and be ready to take my new department to the next level.

GT’S Living Foods is now part of my family, I love working here and I love how this company has opened doors, allowed employees to build a career, and gave us the opportunity to grow personally and professionally. I would say GT’S is my second home and each employee is part of my family.”

On behalf of the GT’s Family, we would like to thank you for your hard work and dedication over the past 10 years, Thank you !



Fatima Barrera

Employees Wellbeing Sound Bath

We appreciate the hard work our people put in daily for our kombucha business. We care for our employees, so we regularly hold a traditional mindful sound bath to help us create a state of harmony filled with revigorated energy.

This is a meditative experience where those in attendance are “bathed” in sound waves creates a relaxation and increased sense of wellbeing.



GT's Internship Program

We make dreams come true

At GT's, growth is the center of the company, so we offer internship programs to internal employees and external college students. The internship program is designed to give an employee or a student real time experience and exposure to learn, develop, and improve their skillsets.

Internal Employee Internship

The internal internship is a program to develop our employees to learn the skills they need to further their career.

College Student Internship

This internship program is for college students that are looking to gain experience and learn new skills that will help them in their new journey.

Talent Onboarding

We understand how important it is for employees to be comfortable and feel good about our company the first week they start. We seamlessly ensure that all new employees are introduced to our business process and meet the leaders of the company. This helps to reduce the pressure on new employees and helps them integrate easily with the team.

GT's University

Our online learning platform has thousands of library courses where our employees can learn topics ranging from development, leadership, functional academies and personal development.

The online learning platform offers easy access 24/7 and has customizable courses that each employee is interested in learning. Our talent team regularly trains our employees and have a yearly development program.



Online Learning Platform

Our Online Platform has over 12,000 libraries

We make dreams come true.



Employee Spotlight on Internship Program

When I began my journey in Continuous Improvement at GT's Living Foods, I did not know what to expect. I had previously been working at D1 as a Quality Technician and when the opportunity appeared I decided to take it. I came in not knowing much about the process here at Bandini, but I quickly started to learn. Most of the people I communicate with are Spanish speaking only and as a someone who is bilingual this helped me drastically to learn a lot.

One of the best things I have learned is how important teamwork is. It takes multiple departments and people to get our product to the store shelves. Whenever we want to implement new processes, we always need support from other departments. Our sustainability efforts have required support from sanitation, quality, and even the shipping department. I have learned what it takes for a company to divert their waste and why it is important that we do it. In my time here I have understood that our work is to maintain the culture in the company for the long term and not have temporary fixes. We have done focused improvements on different equipment, and we have seen how the downtime for some of them has decreased.

I came in with little knowledge of the reports that are sent out and now I can do those myself. Being able to communicate with the operators on the floor has been one of my favorite

experiences because no one knows those machines better than they do and talking to them every day taught me a lot about our production process. In this company I have seen that everyday there is something you are able to learn. I have tried it and it is one of the reasons why I enjoy this job. Being able to meet and work with stakeholders has taught me the importance of maintaining a business and keeping to our values. We set goals at the beginning of my internship, and I can comfortably say that we met a lot of them and are seeing the improvement right now.



Carlos Barrera
Continuous Improvement Intern

Employee Spotlight on Experience and Growth

Celebrating
10+ years



Carlos Barrera

SR Raw Material Manager
Years of employment : 12 years

My name is Carlos A. Barrera Bonifacio, I started with the company in 2011, and during this time my experience at GT's has been amazing.

GT and his company gave me the opportunity to build my career. I started as a general labor working at Hampton/Chambers building. Once the company started growing, I been part of this grow. During this time, I have been part of the General Labor/Lead team, Supervisor team and now I am doing my role as a SR. Raw material Manager for production, which I LOVE DOING.

Also, I have been part of the R&D team. For 10+ years a lot of new flavors have joined our production line and I have been working with the team to set up all this correctly.

In 2017 – 2018, we implemented a new (365 dynamic), system for our company. At the beginning I thought I wouldn't make it. After 5 years this has been part of our daily task and I am so proud that we made it as a team. I was part of this big project setting up a lot of steps including all BOM.

As 100% Hispanic, I love learning new things BUT also love helping others.

GT's is an amazing place that has supported my growth.



Miguel Villa

Maintenance Supervisor
Years of employment : 16 years

I have been with the GT's Living Foods for 16 years. I started as a maintenance worker and have been promoted to a supervisor. My experience with GT's Living Foods has been marvelous as I am able to improve my knowledge in machine automations and logics.



Ennio Rivas

Production Supervisor
Years of employment : 16 years

I started as a pail washer in 2009. GT's Living Foods has provided me with the opportunity to grow my career from pail washer, to machine operator. Now I am a supervisor for production. I look forward to my continuing growth with the company.

Employee Spotlight on Experience and Growth [Contd.]



Juan Gonzalez

Director of Recipe Formulation & Process

Years of employment : 16 years

I started working at the company on November 1st, 2007. That is 16 years ago, and half of my life's age has been spent close to the career I love. Somehow time has gone by fast, and it still feels like yesterday.

My only goal was to work no matter the position. I knew that if I work hard and if I'm open to learning, I will have an opportunity in this company.

I was hired as General labor at the beginning of my journey, helping in harvesting, fermenting and mixing areas. With that gained experience, I had the opportunity to train as an operator for the mixing systems production first line at Hampton. After that, I was promoted to mixing and formulating the ingredient batches. I was at that position for a couple of years until the second production line came. I was assigned to train other operators using equipment on production line 1. Once I completed training other associates, I helped to prepare personnel for the second line at Hampton,

I was promoted as supervisor for Hampton production lines, and I was part of the training team to prepare personal to operate the equipment for Chambers building, couple years

late. I was then promoted as manager responsible for both buildings at HQ, (4 production lines 3 shifts)

Years later, Bandini facility was built, and I also participated in preparing employees to transition to the new building. I'm currently responsible of directing process, ingredients, and formulations,

There are some lessons I've learned while working at GT's: Value the product and treat others as you wish to be treated. Listen and consider everything as an opportunity to grow. GT's living foods fostered all the traits above and that's why I'm still going strong after 16 years,

I believe in the company and most importantly, I believe in our leadership. As I am able to replicate and share my personal working knowledge to my coworkers, this makes me feel that I'm doing my job right.

I'd like to use this opportunity to thank GT Dave for having faith in me and grateful for his guidance over the years professionally and personally. it's being a wonderful journey with a lot of challenges, commitment, learning and positive attitude.



Workforce Demographics 2022

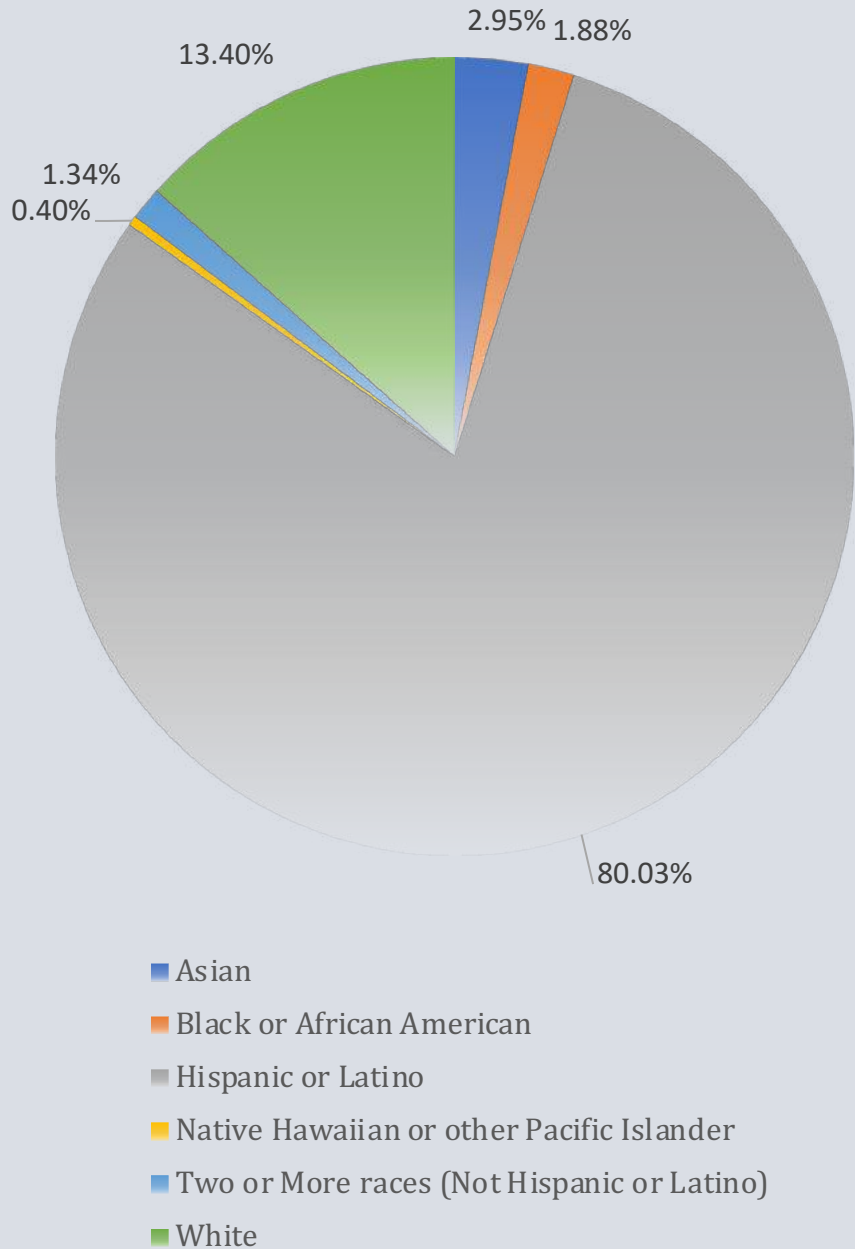
Workforce

In our commitment to fostering an inclusive future, our company places a strong emphasis on workplace diversity as a vital component of our operations. We firmly believe that prioritizing a diverse workforce is essential for driving positive environmental impacts and creating a sustainable future.

Our commitment to workforce diversity extends beyond our internal operations. We collaborate with diverse suppliers, engaging with minority-owned businesses and fostering a more inclusive supply chain. Our support towards diverse entrepreneurs stimulates sustainable business practices across our value chain as well as the economic development to local communities.

Together, our company strives to improve people’s lives, whether that’s from our 1000+ employees or to our communities near and far, by consistently implementing sustainable strategies and listening to feedback to forecast steady progress.

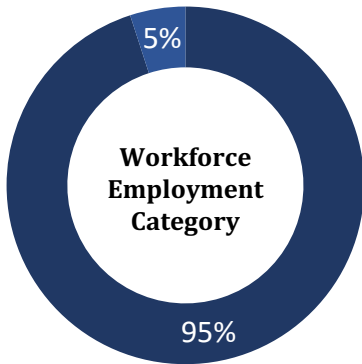
WORKFORCE ETHNICITY



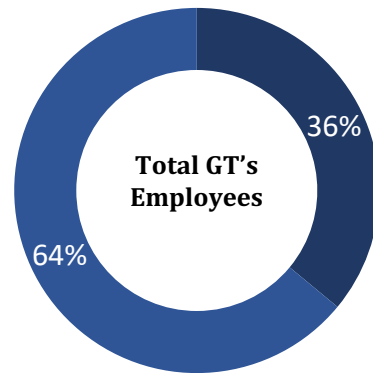
Workforce Demographics 2022



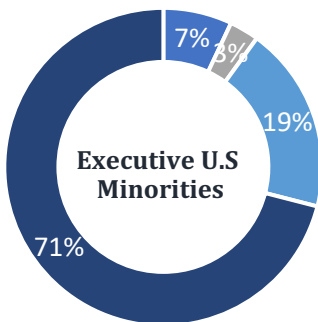
■ Male ■ Female



■ Full Time ■ Part-Time



■ Admin ■ Hourly



■ Asian ■ Black or African American ■ Hispanic or Latino ■ White

Executive Positions



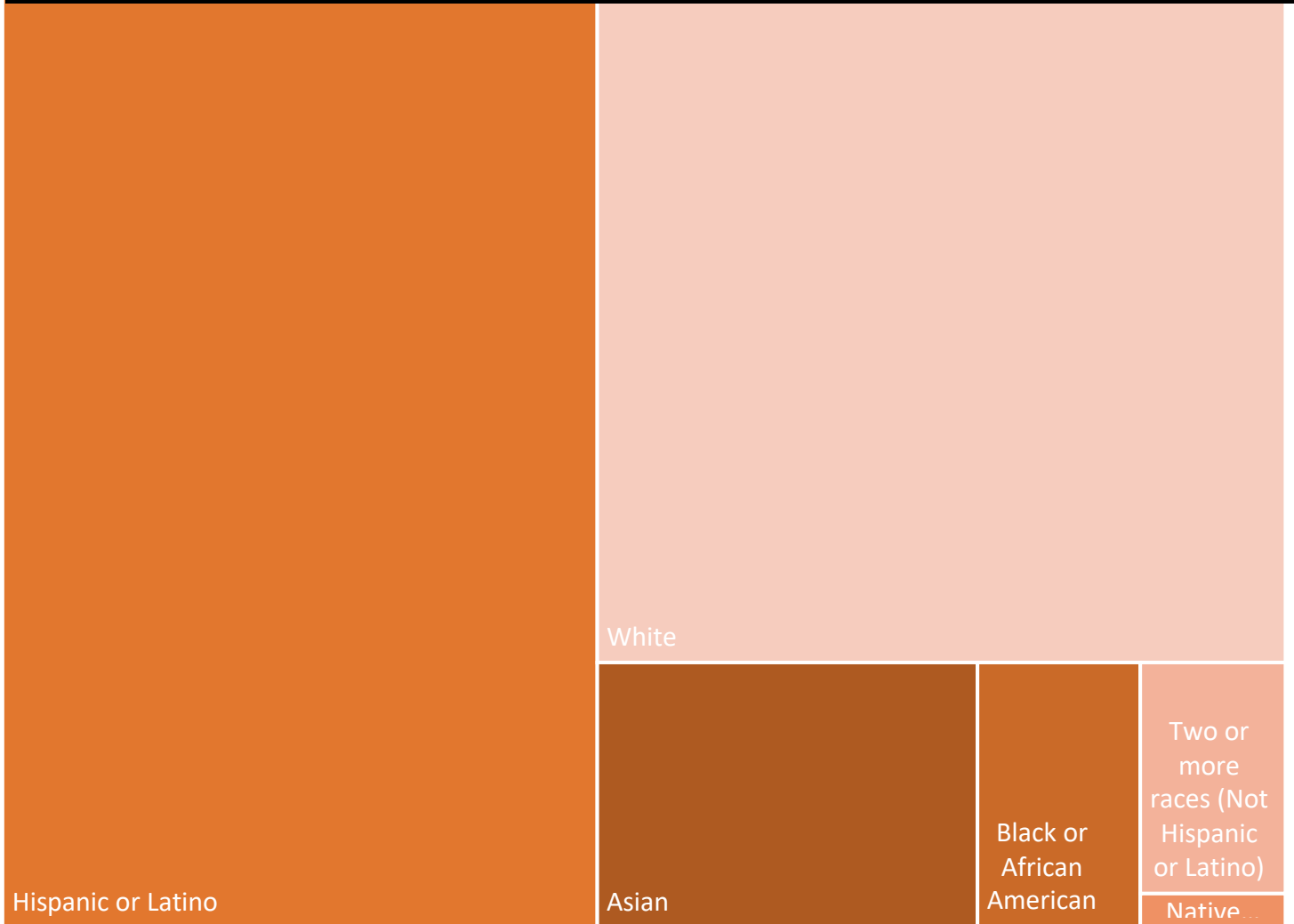
Woman



Man

Minority Demographics

Professional US Minorities



As a manufacturing company located near the heart of Los Angeles, we proudly highlight our profound commitment to promoting and supporting minority demographics within our organization. Recognizing the intrinsic value of diversity and inclusion, we strive to cultivate an environment where individuals from all minority backgrounds are empowered to thrive and contribute to our collective success.

Our workforce diversity initiatives encompass fair and unbiased recruitment pathways as well as ongoing training for employees at all levels. By fostering a culture that values the unique perspectives and talents of every individual, we endeavor to drive innovation, creativity, and resilience throughout our operations to stimulate socio-economic growth and sustainable development.

Empowering People

Safety and technology is the center of our model





2022 Safety KPI

Fatalities – employees - **0**

Fatalities – contractors - **0**

Fatal accident rate - total workforce (per 1,000,000 work hours) - **0**

Fatal incident rate - total workforce (per 1,000,000 work hours) - **0**

Lost-time incident rate - employees (per 200,000 work hours) - **0.34**

Lost-time incident rate - contractors (per 200,000 work hours) - **1.54**

Lost-time incident rate - total workforce (per 200,000 work hours) - **1.88**

Total recordable incident rate - employees (per 200,000 work hours) - **3.23**

Total recordable incident rate - contractors (per 200,000 work hours) - **6.45**

Total recordable incident rate - total workforce (per 200,000 work hours) - **9.68**

Workplace Safety

The safety of our employees is our 1st priority.



When consumers select foods or beverages that are packaged in glass, they avoid potential risks that come with plastics and other artificial materials that can be harmful to the human body and the environment while enjoying plenty of benefits in return.



Glass has a near-zero rate of chemical interactions, ensuring that products inside glass containers, bottles, and jars keep their strength, aroma, and flavor. Glass is also 100% recyclable and can be recycled endlessly without loss in quality or purity.



Glass is 100% recyclable and can be recycled endlessly without loss in quality or purity. Approximately 80% of recovered glass containers are made into new glass bottles, and a glass container can go from a recycling bin to a store shelf in as little as 30 days.



Glass is certified GRAS by the FDA, or “generally recognized as safe”—the highest standard. Glass is also nonporous and impermeable, so there are no interactions between glass packaging and products—no effect on food or beverage flavor, no after-taste—ever.

Safety Programs & Rewards



Safety Incentives

Safety T-Shirt design

1480 safety incentives and appreciation rewards were given to our employees.

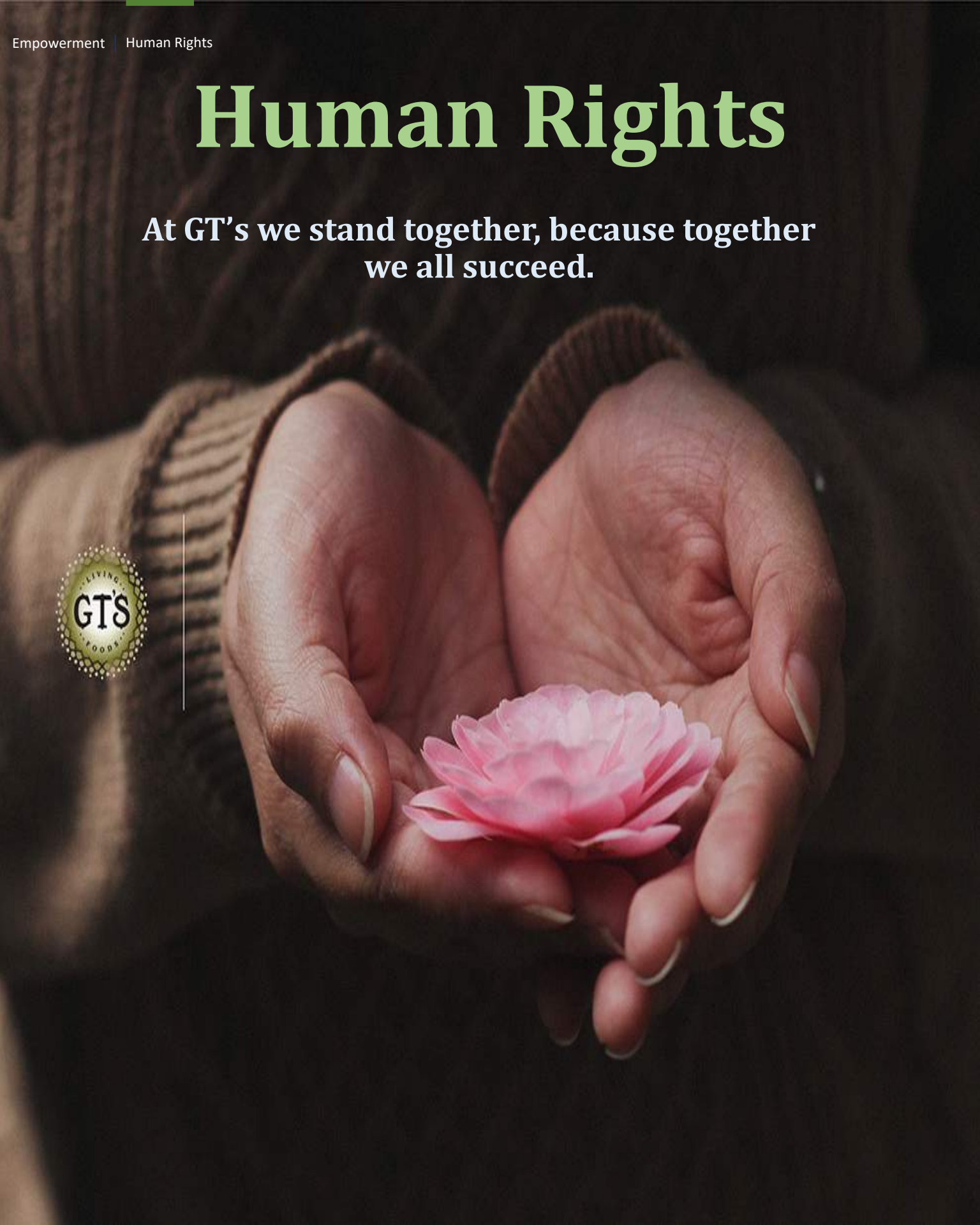
We encourage our employees to design safety shirts for the company and we reward the winners.

Safety Toolbox

We scored 98.5% on our Toolbox Safety to highlight our commitment to a safe environment.

Human Rights

At GT's we stand together, because together we all succeed.



Human Rights

The #1 Commitment

GT's Living Foods is committed to the protection of human rights for all people regardless of race, sex, gender, ethnicity, nationality, language, disability, religion, or any other status.

Our Vision

At GT's Living Foods we want all staff and customers we serve to be comfortable and enjoy the products we produce. According to the United Nations, human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.

In our company everyone is entitled to these rights, without discrimination. Our goals and commitments align with the United Nations Universal Declaration of Human Right: <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

As a company that prioritizes sustainability we want to be as transparent as possible to maintain a safe and inclusive environment.

GT's Living Foods, LLC is an Equal Opportunity Employer committed to hiring a diverse workforce and maintaining an inclusive culture. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, protected veteran status, disability or any other basis protected under federal, state or local laws.



Respect Policy

Our employees are expected to respect the opinions, thoughts, and feelings of everyone. GT's Living Foods employees are to use professionalism, sensitivity, compassion and diplomacy when discussing any issue.

Everyone deserves to be treated with respect – regardless of their unique qualities. Each of us cannot know exactly how everyone else feels about every topic, every statement or gesture we might make, and every action we might take.



Human Rights

The #1 Commitment

Respect Policy (continued)

You have your own unique set of ideas, thought processes, and values. Whatever your background, upbringing, ancestry, manner of dress or speech, sense of humor, appearance, race or color, politics, religious beliefs, age, gender, sexual orientation, whether or not you are a person with a disability, a military background, or have a partner – all of these things combined make you the unique individual that you are.

We expect you to treat every person you come into contact with (e.g., other employees, customers, vendors, and applicants, etc.) with dignity and respect. This is the cornerstone of the culture we strive to achieve, and it's rooted in how we communicate with one another. Engaging in disrespectful behaviors, including inappropriate gossip, name calling, speaking negatively about others in a way that creates a business disruption, spreading rumors with the intent of disparaging or embarrassing others, is against our Company Values and will be addressed, including disciplinary action, up to involuntary separation of employment.

Open-Door Policy

The Company has an Open-Door Policy which encourages employee participation in decisions affecting them and their daily responsibilities. Employees who have job-related concerns or complaints are encouraged to discuss them with their Supervisor or Human Resources. The Company believes that employee concerns are best addressed through this type of informal and open communication.

Employees are encouraged to raise these issues as soon as possible after the events that caused the concern. Employees are further encouraged to pursue discussion of their work-related concerns until the matter is fully resolved. Although the Company cannot guarantee that in each instance the employee will agree with the Company's decision or be satisfied with the result, the Company will attempt in each instance to explain the result to the employee.



Human Rights

The #1 Commitment

Open-Door Policy (continued)

There will be no retaliation against employees who use this process. Any employee who is found to have retaliated against another employee for using this Open-Door Policy may be subject to discipline, up to and including, involuntary separation of employment.

If an employee does not feel comfortable sharing a concern with Management or Human Resources, the Company also has an anonymous and confidential hotline that employees can call to report any concerns (888) 870-GTLF or (888) 870-4853.



Discrimination & Harassment

The Company is committed to providing a workplace free from any form of discrimination or harassment on the basis of any protected category, which includes sex, sex stereotype, gender identity/gender expression/transgender, including whether or not an employee is transitioning or has transitioned, and sexual orientation or preference, pregnancy, (childbirth, breastfeeding or related medical conditions), as well as race, color, creed, religion, religious dress practice, national origin, ancestry, citizenship, age, physical or mental disability or handicap, medical condition (including genetic characteristics), marital status, domestic partner status, family status, workers' compensation leave, military status, veteran status, amnesty, economic status, status with regard to public assistance or any other condition or characteristic protected by federal, state, and local law.

This policy applied equally to all employees, independent contractors, customers, vendors and any other persons who come in contact with the workplace. Violations of this policy will result in disciplinary action, up to and including involuntary separation of employment.



Human Rights

The #1 Commitment

Required Training

The Sexual Harassment Prevention training is mandatory for all employees and assigned by the Company to all employees on their first day of employment. The type of harassment prevention training an employee must take is dependent on whether the employee is in a supervisory or non-supervisory role. Employees in nonsupervisory and supervisory roles will have thirty (30) days following their date of hire to complete this training.

Employees who are promoted from a non-supervisory to a supervisory role are required to complete the supervisory version of the sexual harassment prevention training within thirty (30) days of their date of promotion. In addition to completing training upon hire, Sexual Harassment Prevention training must be completed every two (2) years. Employees who work in New York must complete this training annually.

Corrective Process

The Company encourages a system of reasonable discipline depending on the type of prohibited conduct. However, the Company is not required to engage in progressive discipline and may discipline or separate an employee that, for example, violates any rules of conduct or where the quality or quantity of the employee's work fails to meet expectations at any time. Any attempt at reasonable discipline does not imply that your employment is anything other than on an at-will basis.

Disciplinary action does not "fall off" of an employee's record and may, within reason, be taken into consideration as applicable when assessing a current performance concern.



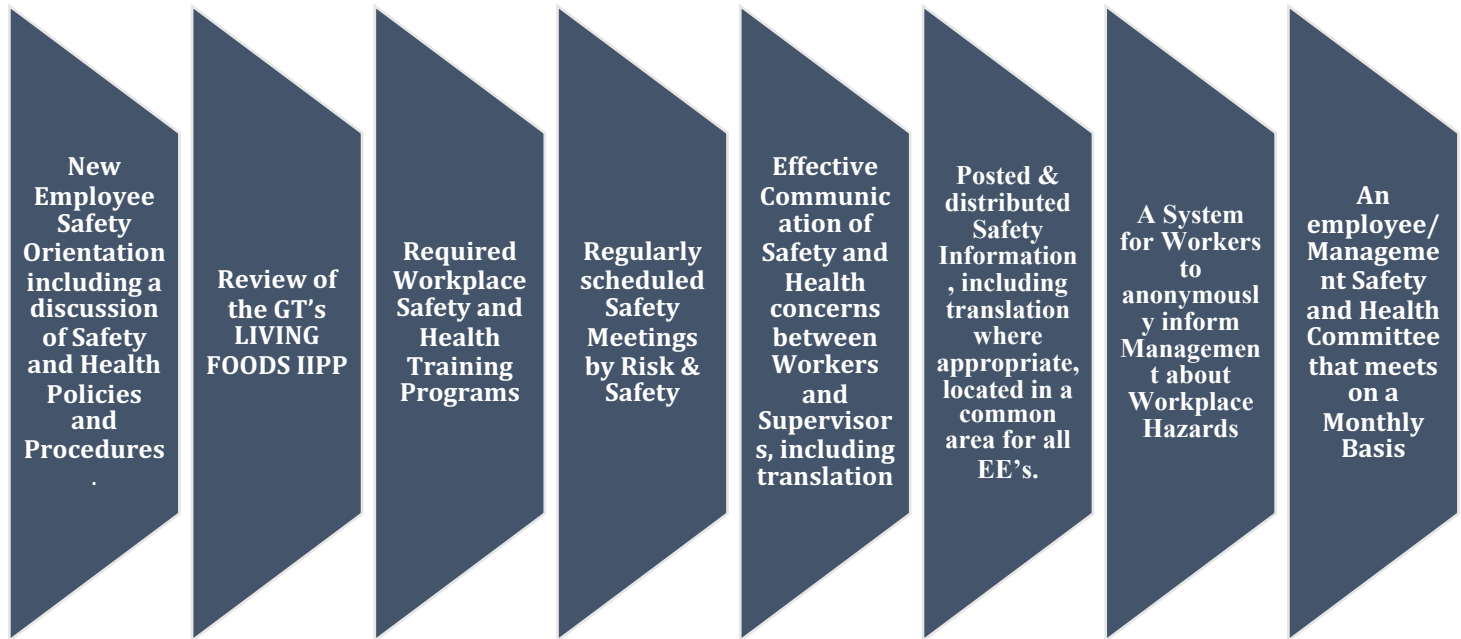
Human Rights

The #1 Commitment

Safety

GT's LIVING FOODS recognizes that open, two-way communication between management and employees on Health and Safety issues is essential to an injury-free, productive workplace. The following system of communication is designed to

facilitate a continuous flow of safety and health information between management and employees in a form that is readily understandable. Safety Communication at GT's LIVING FOODS will consist of one or more of the following:



The personal Safety and Health of each employee at GT's LIVING FOODS is of primary importance. Prevention of occupationally induced injuries and illnesses is of such consequence that it will be given precedence over operating productivity, whenever necessary. To the greatest degree possible, management will provide all

mechanical and physical safeguards required for personal Safety and Health in keeping with the highest standard.



Cybersecurity

Virus Protection

To prevent computer viruses from being transmitted through the system, employees are not authorized to download any software from the internet onto their computer or any drive in that computer. The Company maintains virus protection software on all network servers and filters all inbound and outbound e-mail for virus attachments. E-mail suspected of containing a virus will be quarantined and both the sender and recipient will be informed. If the virus can be removed, the message will be forwarded to the recipient.

Data Security

If data on Company systems is classified as confidential this should be clearly indicated within the data and/or the user interface of the system used to access it. Employees must take all necessary steps to prevent unauthorized access to confidential information. Employees are expected to exercise reasonable personal judgment when deciding which information is confidential.

Data Security (cont.)

Employees must not send, upload, remove on portable media (including external hard drives and flash drives), or otherwise transfer to a non-Company system, any information that is designated as confidential, or that they should reasonably regard as being confidential to the Company, except where explicitly authorized to do so in the performance of their regular duties.

Employees must keep passwords secure and not allow others to access their accounts. Employees must ensure all passwords comply with the Company's Safe Password practices.

Employees who are supplied with computer equipment by the Company are responsible for the safety and care of that equipment, and the security of software and data stored on it and on other systems that they can access remotely using it.



About the Report



GRI CONTENT INDEX

GRI 1: FOUNDATION

Statement of use	GT's Living Foods has reported the information cited in this GRI content index for the period between 1 January 2022 and 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not currently available

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Notes About This Report

This report consists of “forward-looking” statements based on the current assumptions and expectations pertaining to plans, missions, goals, targets, commitments, numbers of GT Living Foods. Such statements involve a risk and uncertainty factor due to the company’s changing nature, which are beyond the company’s control.

The conduct of company operations at GT’s Living Foods may fluctuate based on the following factors, not limited to: 1) unanticipated delays and difficulties from the projection statements displayed in the report, 2) GTLF’s system and ability of budget and cost structuring, 3) business endeavors executed by GTLF not limited to acquiring plants, expanding operations, or attaining benefits from such acquisitions or diversions, 4) general changes in political, economic, and social policies that affect company operations, which include tax rates, inflations and deflations, pricing pressures, supply chain disturbances, and social conditions, 5) raw material availability and cost fluctuations, 6) consumer preferences and trends, 7) GTLF’s implementation process of the listed plans, programs, goals, and missions as well as unexpected disruptions that affect the executions of such plans due to delays, changes, or challenges, 8) consolidation of company against competitors or underlying issues regarding consumer preferences, 9) internal or third-party information technology system updates and actions to prevent security breaching of company information or data, 10) GTLF’s

operations following the COVID-19 pandemic in terms of changes in administrative, social, and consumer actions and policies.

This report contains information regarding GT Living Food’s internal business operations, unless pertaining to information about third-parties or suppliers. It does not address the third-party or supplier operational performance or specific ventures unless otherwise stated. The display of other companies’ trade names or trademarks are shown in the report, but it does not represent a sponsorship or endorsement to such companies.

This report was created by GT Living Food’s Continuous Improvement Team. All information and data gathered in the report was verified by our team members. Unanticipated changes in projected and hypothetical statements as shown in the report does not represent the fluctuations or activities within the team.

