AGRONOMIC CHARTER

Last Update: August 2024

Coming together as employees and agricultural growers to meet Nortera's ambitions to provide society with high quality vegetables while ensuring world-class environmental stewardship, social responsibility, and input traceability.

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PART 1 ABOUT NORTERA

Nortera is a North American leader in the processing and marketing of canned and frozen vegetables and operates 13 processing plants in Canada and the United States, owned by institutional investors Fonds de solidarité (FTQ), Caisse de dépôt et placement du Québec (CDPQ) and the Bonduelle Group.

As Nortera's raw materials come directly from the earth, the company has the responsibility to preserve the planet's soil and all the natural resources that it utilizes. Thus, Nortera believes that a strong focus on agronomy is essential to fulfilling its mission. This is possible thanks to the following features:

- A long-lasting and stable partnership with local growers,
- Technical involvement in terms of production, with regular follow-ups during the growing season;
- The adoption of good practices aiming to ensure food safety;
- Rigorous criteria for selecting production fields;
- The sensible and reasonable use of inputs required for production, with a view of minimizing environmental impacts;
- Ensuring that our processing plants and partner growers are in close proximity, thus optimizing freshness, limiting transport times and reducing our carbon footprint.



1.1 NORTERA'S ESG STRATEGY

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We support responsible agriculture and look for new ways to grow, prepare and sell our products every day to preserve the environment.

- Integrate sustainable agriculture and protect biodiversity;
- Optimize our use of resources in plants;
- Contribute to carbon reduction;
- Agronomic Charter to ensure food safety, quality, and environmental stewardship with our partner growers.



We are committed to making a positive economic and social impact for our employees and communities.

- Support the social and economic vitality of our communities;
- Ensure Food Quality & Safety;
- Provide a safe and inclusive work environment.





We are committed to conduct business through ethical behavior that promotes sound practices and build trust with our stakeholders.

- Follow Ethical business practices;
- Ensure Board accountability and ESG leadership;
- Report and disclose of ESG metrics.

1.2 NORTERA'S AGRONOMIC COMMITMENTS

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1.2.1

To contribute to the well-being of society through access to the richness of vegetables

Nortera's commitment is to make healthy vegetables available to everyone, in any season, and to help consumers enjoy their taste and nutritional benefits. This commitment means vegetables are to be grown carefully and preserved naturally, all while considering growing practices, controlling product quality, and respecting the surrounding environment. This way, our vegetables retain their nutritional properties and freshness right up to the moment they reach the consumer's plate.

1.2.2

To preserve or enrich our surrounding environment and ecosystems

The earth is a true resource! Optimizing agricultural production is one of the keys to sustainable development, by avoiding input waste (seeds, fertilizers, water, etc.) while preserving the richness of the soils and ensuring high-quality harvests for the benefit of consumers and society as a whole.

Nortera encourages positive environmental stewardship in agricultural production by optimizing crop input use and favoring practices that preserve or enrich the soil and surrounding ecosystems.

1.2.3

Openly collaborate with all industry stakeholders to build a better tomorrow

Our commitment to the agricultural field has led us to support our partners in complying with regulatory requirements concerning the environment, and health and safety in the workplace.

Nortera strives to develop and maintain long-lasting relationships with our growers, suppliers, contractors, and other industry peers, as well as continuously supporting the local agricultural research and academic communities.

The Agronomic Charter is a tool used to ensure food safety, quality, and environmental stewardship.

1.3 PURPOSE OF THE AGRONOMIC CHARTER NORTERA NORTERA

This charter is aimed at employees working for Nortera, growers, contractors, transporters, suppliers, salespeople and other stakeholders involved in the supply chain of vegetable transformation. It details the requirements and specifications throughout the production of vegetables processed by Nortera, above and beyond regulatory requirements. The charter is also a tool used to identify and control risks, thanks to these three fundamental points:

- Vegetable safety and quality,
- Respect for the environment,
- Human safety.

It applies in every production zone and to each of Nortera's technologies (canned, frozen). Its goal is to set a standard benchmark by establishing common risk management rules to be applied during the agricultural and industrial process. Each production region commits to:

- Define and apply its own control and monitoring measures, thanks to production and service contracts, and detailed specifications,
- Prove its practices are aligned through record keeping,
- Implement tools that prove the continuous improvement of its practices, in compliance with the Nortera's Environmental, Social and Governance (ESG) approach.

1.4 PROGRESS PLANS AND DEVELOPMENT PROGRAMS



1.4.1 Progress Plans

The indicator results detailed in the annual report help our agronomic departments implement training and provide information, awareness, and support operations for the benefit of growers.

Combining the agronomic reports with the progress plan on an annual basis makes it possible to comprehensively and regularly measure how well Nortera's ESG commitments are being applied by growers.



1.4.2 **Development programs**

soils' biological activity, namely with tillage

techniques, soil cover techniques, and

crop rotation.

This charter's commitments are also rolled out via development projects aiming to optimize vegetable production with the support from the agricultural world, while preserving natural soils and resources.

To facilitate a positive impact on our surrounding environments and ecosystems, Nortera works alongside colleges, universities, and other extension agencies to continuously improve agricultural practices.

Soil:	Seeds:	Crop monitoring:
The soil is our most precious resource. Nortera encourages practices that contribute to preserving or enriching the	Nortera's agronomists are constantly improving the varieties made available to growers.	Our agronomic teams work alongside growers to implement innovative techniques that are designed to optimize

Nortera encourages varietal research, in favor of:

- The products' physical and organoleptic quality;
- Resistance to insects and diseases:
- Optimized use of inputs;
- Improving processes for harvest and matching this to requirements for industrial processing.

fertilizer use and maximize water use efficiency in our crops.

Effective integrated pest management is deployed across all production regions. Diagnoses resulting from the observation of diseases or pests help better identify when intervention is necessary, to protect the crops and therefore minimize environmental impacts.

PART 2 SUPPLY PROCESSES

Fresh vegetable supplies originate from cultivation contracts with growers or via brokers or fresh produce providers. Within the framework of a continuous improvement approach, the supply process of fresh vegetables is subject to checks, and internal and/or external audits.



2.1 CULTIVATION CONTRACTS

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2.1.2 Supply from brokers

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Brokers:

USA

New York State





2.1.3 Supply originating from raw material providers



PART 3

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OUR QUALITY, ENVIRONMENTAL STEWARDSHIP AND HEALTH & SAFETY COMMITMENTS WITH OUR PARTNERS



3.1 SUPPLY OF VEGETABLES ACCORDING TO NORTERA CULTIVATION CONTRACTS, ORIGINATING FROM BROKERS OR RAW MATERIAL PROVIDERS

Our growers and raw material suppliers work to implement and document any monitoring and control measures that ensure our objectives are successfully met:

- Products and practices that comply with regulations,
- Products that meet our specified requirements and/or those of our customers (eg. Genetically modified (GMO) seed is not used in vegetable production),
- Products free from foreign materials and contaminants, and comply with maximum residue limits (MRL).

The agronomic charter ensures compliance with these commitments.



3.1.1 Quality

3.1.1.1 Product quality

As Nortera's main concern is the well-being and satisfaction of its customers, we pay special attention to our products' organoleptic qualities.

The expertise shown by our agronomic teams in all production regions contributes to this objective by focusing on varietal selection, crop monitoring, and the determination of harvesting date and supply logistics.

Variety choice:

Crop monitoring:

Supply logistics:

As an important factor of taste and appearance, Nortera deploys all its know-how to select the "best" vegetable varieties.

Nortera works in close collaboration with seed suppliers to do everything within its power to always grow the most suitable varieties. Most cultivated varieties have thus been through a selection process before being subjected to agronomic testing, tasting and sensory tests.

By retaining the choice of cultivated varieties, Nortera ensures its customers are sold vegetables with impeccable organoleptic qualities. The first step is choosing the plots of land most suitable for cultivation, as identified by the farmer (soil analysis, knowledge of soil history, rotation) and validated by Nortera.

To make cultivation easier, a solid understanding of vegetable cycles makes it possible to establish seeding plans that comply with industrial capacities.

To achieve this goal, we require optimal sowing and effective crop establishment.

Methodical in-field monitoring, conducted by our agronomic teams, ensures homogeneous and pure vegetable crops that meet our customers' expectations

At the end of the cycle, maturity measurements will help determine the optimal harvesting date.

By sharing its crop monitoring knowledge with growers, Nortera guarantees its customers enhanced vegetable quality and taste. Once vegetables have been harvested, they are to be transported and transformed as quickly as possible to guarantee freshness.

To this end, our agronomic teams are careful to choose fields near the processing sites.

Lastly, dedicated and trained employees continuously manage harvest flows to ensure just-in-time reception and processing.

By deciding on logistical supply flows, Nortera guarantees permanent freshness and high-quality vegetables.

PRODUCT QUALITY

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Objective: Ensuring homogenous and flavourful products

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Variety Selection	Variety Development Commercial trials Variety Selection Seeding and planting schedule	Communicate needs with seed breeders and conduct or support cultivar screening trials Facilitate sensory panels on new cultivars Select seed varieties to meet customer requirements Develop planting schedules to match factory capacity	Use the seeds or plants recommended or required by agronomy department Comply with the planting schedule(s) and related seeding recommendations according to soil and weather conditions	Seed vendor invoices and purity attestations Declaration of planting information
Field Selection & Preparation	Soil Properties Crop Rotation Seedbed preparation	Recommend soils and/or fields best suited to vegetable production	Adequately monitor soil fertility and soil health metrics Follow local best management practices for seedbed preparation	Field level crop history
Crop Monitoring & Management	Crop nutrition and fertilization Water Management Pest Management Maturity Evaluations Decision Support Tools (models, forecasts, etc)	Frequently and routinely monitor crops Make crop management recommendations Measure and record maturity evolution Support agronomic research projects	Apply adequate crop nutrients Follow recommendations of agronomic departments Monitor water needs of the crop where irrigation is possible, supplement as needed	Crop protection records Nutrient application records Irrigation records Pre-harvest maturity assessments
Harvest & Supply Logistics	Local Production Field to Factory Communication	Validate crop maturity Ensure seamless, timely logistics to processing plants	Register field location(s) with agronomic department Comply with harvest schedule	Pre-harvest maturity assessment Reception tickets

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3.1.1.2 Product safety

Our procedures ensure:

- Vegetable traceability from field to fork;
- Conformity to local and international residue tolerances;
- Superior control of foreign material and other contaminants.

3.1.1.2.1 Traceability

Recordings are made at all stages of the production process, making it possible for the agronomic department to validate compliance with good practices. Input identification (crop protection products, seeds, crop nutrients, etc.) is also included in the recordings made available by the producer. Throughout the season, recordings are made on the agronomic departments' observations made during routine crop monitoring.

These elements help us ensure traceability from seeding to the finished product.

PRODUCT SAFETY - TRACEABILITY

Objective: Ensure traceability from seeding to the finished product

Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Field History Crop Production Records	Provide and maintain data collection software to growers and raw product suppliers Review and verify completion and accuracy of all crop production and logistics records Maintain historic archives	Maintain crop production records on farm Make records available for collection Transfer required records or documentation	Signed production contract(s) Field History declaration Nutrient application records Crop protection application records Harvest, Transport and Reception tickets

3.1.1.2.2 Contaminants

Contaminants can be in many forms: foreign materials, chemical residues, or heavy metal residues. Foreign materials most likely to be found in harvested vegetables often originate directly from the fields.

As a part of Nortera's crop monitoring and integrated pest management strategy, fields are routinely monitored for the presence of non-living foreign materials and/or pests, such as weeds, insects, or plant diseases. This also includes the use of various monitoring tools such as pest trapping networks and disease risk models. Established action thresholds are considered and action is taken only when and where the level of foreign material exceeds, or is likely to exceed, Nortera's established tolerances.

The most effective method of control is selected for pest control. Where multiple methods are expected to provide the same level of control, the method posing the least potentially negative impact on the environment, local biodiversity, and/or food safety is selected.

The use of biological pest control products, where available and applicable, reduces our overall use of synthetic pest control products and their potentially negative impacts on the local environment and biodiversity.

Local and international regulatory compliance on contaminants and unique customer-specific tolerances are continuously monitored, referenced, and adhered to.

PRODUCT SAFETY - FOREIGN MATERIALS

Objective: Minimize the presence of foreign materials in the vegetables

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
			Maintain, make available, and transfer field history records to agronomic department	
	Field History	Provide and maintain data collection software to growers and raw	Apply only high-quality, reputable organic amendments, free from foreign materials	Field history declaration
		product suppliers	Maintain, make available, and transfer	
Field Selection & Preparation	Organic Amendments	Review field history records and approve fields prior to planting	organic amendment application records to agronomic department	Signed production contractors)
	Field Buffers	Where required, ensure unseeded buffer zones are maintained near adiacent roadways	Follow agronomic department guidelines regarding unseeded buffer zones near roadways	Planting assessments
			Exclude risky fields from vegetable production, based on historic field knowledge	
		Routinely monitor fields for the	Monitor fields for the presence of non-living	
	Pest Control	presence of non-living foreign	toreign materials	
		Routinely monitor fields for pest	disease) infestations.	
Crop Monitoring	Decision support tools	(weed, insect, disease) infestations.	Control or remove foreign materials or pest	Field scouting reports
	(models, forecasts, etc.) Control or or pest infe	Control or remove foreign materials	infestations as required	
		or pest infestations as required	Follow recommendations of agronomic	
		Make recommendations to growers	department	
Honyoot	Harvest Equipment	Ensure harvesting equipment is main	tained and properly set up	Harvesting laborer training declaration
Harvest	Labour	Ensure harvesting laborers are properly trained on the identification and avoidance/removal of foreign materials		Harvest, Transport and Reception tickets
Harvest	etc.) Harvest Equipment Labour	or pest infestations as required Make recommendations to growers Ensure harvesting equipment is main Ensure harvesting laborers are prope avoidance/removal of foreign materia	Follow recommendations of agronomic department tained and properly set up rly trained on the identification and ls	Harvesting laborer training declaration Harvest, Transport and Reception tickets

PRODUCT SAFETY - CHEMICAL CONTAMINANTS

Objective: Ensure regulatory compliance and minimize chemical residues on harvested vegetables

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Heavy Metals	Field Selection Organic nutrient sources	Provide and maintain data collection software to growers and raw product suppliers Review field history records and approve fields prior to planting	Exclude risky fields from vegetable production, based on historic field knowledge Apply only high-quality, reputable organic amendments that meet local and federal regulatory requirements regarding heavy metals Maintain, make available, and transfer organic amendment application records to agronomic department	Field history declaration Signed production contract(s)
Crop Protection Products	Crop Monitoring Decision Support Tools (models, forecasts, etc.) Product Choice	Encourage and implement complete integrated pest management programs Monitor fields for pest (weed, insect, disease) infestations. Control pest infestations as required, using cultural, biological, and/or chemical methods Provide and maintain list of approved pest control products Make recommendations to growers Favour fast-degrading and selective chemical products where possible Favour seed treatment over foliar broadcast applications	Implement complete integrated pest management programs Monitor fields for pest (weed, insect, disease) infestations. Control pest infestations as required, using cultural, biological, and/or chemical methods Only apply products approved by Nortera Follow the recommendations of the agronomic department Ensure application equipment is acceptable for use Ensure applicators are properly licensed as per local regulations	Signed production contract(s) Field History Crop scouting records Approved Pesticide List Pest Control Product labels

PRODUCT SAFETY - CHEMICAL CONTAMINANTS (CONT.)

Objective: Ensure regulatory compliance and minimize chemical residues on harvested vegetables

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Crop Protection Products (cont.)	Product Application Record Keeping	Ensure application equipment is acceptable for use Ensure applicators are properly licensed as per local regulations Ensure all product label instructions are followed Review application records for completeness and accuracy and maintain record archives	Ensure all product label instructions are followed Maintain, make available, and transfer crop protection product application records to agronomic department	Pre-Harvest Interval Report National and International Maximum Residue Limit (MRL) Databases

3.1.2 Environmental Stewardship

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Nortera and its growers' common desire is to ensure high-quantity and high-quality production that helps preserve the environment. This commitment rests on 5 key pillars:

- Soil preservation
- Protecting water resources
- Protecting our climate
- Preserving biodiversity
- Waste management and emergencies

3.1.2.1 Soil preservation

The agronomic departments support growers and suppliers who work to continuously improve practices that preserve or build healthy and resilient soils. Beyond preserving or building soil health, these practices are highly likely to have a positive impact on the surrounding ecosystem and biodiversity.

ENVIRONMENTAL STEWARDSHIP - SOIL PRESERVATION

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Objective: Preserve or enhance soil health and productivity

	Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
	Soil Fertility	Nutrient Management Crop Rotation	Encourage frequent soil sampling and analysis Conduct or support scientific research into optimum nutrient management strategies for vegetable production Encourage the inclusion of legume crops, including cover crops, in rotations as a means to reduce the need for synthetic nitrogen fertilizers	Sample and analyze soils on a routine basis and maintain adequate soil fertility according to test results and local recommendations Maintain diverse rotations, including legumes, as much as possible given local market conditions and accessibility Give adequate nitrogen credits to leguminous crops in the rotation	Field history Nutrient application records Soil testing reports
	Soil Biology and Organic Matter	Field Selection Crop Rotation Organic amendments Tillage Cover Crops	Agronomic department provides technical support to growers and raw product suppliers Provide and maintain data collection software to growers and raw product suppliers Review field history records and approve fields prior to planting Recommend soils and/or fields best suited to vegetable production Encourage diverse rotations that support diverse soil microbial populations Encourage the use of high quality alternatives nutrient sources such as manures and composts Encourage proper seedbed preparation while reducing tillage intensity as much as possible	Maintain, make available, and transfer crop production records to agronomic department Follow required and/or recommended crop rotation strategies Include organic amendments, such as manures and composts, in crop nutrition strategies where possible and while respecting Nortera's policies around manure/compost/biosolid use Tillage intensity to be limited as much as possible and partial soil residue cover to be maintained where possible Inclusion of cover crops between annual crops is considered and acted on where	Field history Nutrient application records
24			Encourage the use of cover crop between annual crops	possible	

ENVIRONMENTAL STEWARDSHIP - SOIL PRESERVATION

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Objective: Preserve or enhance soil health and productivity

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Soil Structure and Tilth	Drainage Tillage Erosion Control Soil Compaction Organic amendments and cover crops	Provide and maintain data collection software to growers and raw product suppliers Review field history records and approve fields prior to planting Encourage proper seedbed preparation while reducing tillage intensity as much as possible As much as possible, conduct field operations only when soil conditions are suitable and/or encourage equipment modifications to reduce the potential for soil compaction in wet soils Encourage the construction of erosion control structures (i.e. grassed waterways) where the risk of water erosion is present	 Fields chosen for vegetable production are to be well drained Tillage intensity to be limited as much as possible and partial soil residue cover to be maintained where possible Field work is to be limited to when the soil is fit for field operations and/or equipment modifications are made to reduce the potential for soil compaction in wet soils Erosion control measures are established when the risk of soil erosion from water or wind exist Include organic amendments, such as cover crops, manures and composts where possible and while respecting Nortera's policies around manure/compost/biosolid use 	Field history Nutrient application records

3.1.2.2 Protecting water resources

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Protecting water resources is achieved in two main ways: water conservation and reducing water pollution risks.

With regards to water conservation, the water used to irrigate the crops comes from various sources such as surface water and reservoir resources. Excessive consumption can lead to reduced groundwater levels.

Irrigation simply supplements the crop's water needs that the local climate cannot always provide. Water availability is assessed with tools such as a tensiometer, water budget, and/or crop observations, while the agronomic department recommends the use of efficient irrigation equipment. In crop agriculture, water quality can be impacted by nutrient loss to water sources or off-target movement of crop protection products. Nortera's agronomic department encourages the implementation of various practices that aim to reduce soil and nutrient loss and the off-target movement of pest control products.



ENVIRONMENTAL STEWARDSHIP - WATER PROTECTION

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Objective: Preserve and protect water resources

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Water Use	Water Source Decision Support Tools Irrigation Equipment	Provide and maintain data collection software to growers and raw product suppliers Routinely visit and monitor fields and record observations Make irrigation recommendations to growers and raw product suppliers, where applicable	Monitor source water levels and availability, directly or via third party networks Consider and/or use irrigation decision support tools such as tensiometers, soil probes, or water balance calculators to avoid over-application Consider and/or use equipment designed to irrigate efficiently, such as overhead sprinkler pivots or drip irrigation Maintain, make available, and transfer crop irrigation records to agronomic department	Field history Irrigation records
Water Quality Protection	Nutrient Loss Crop Protection Products Soil Erosion Control	Encourage growers and raw product suppliers to adopt the 4R (Right source, Right rate, Right place, Right time) Nutrient Stewardship principles Ensure crop protection applicators are trained and/or certified and aware of required buffer zones around sensitive areas and water bodies Encourage the construction of erosion control structures (i.e. grassed waterways) where the risk of water erosion is present, the use of cover crops between annual crops, and reducing tillage intensity.	Consider and/or adopt the 4R Nutrient Stewardship principles Follow all local and/or federal regulations regarding the application of crop nutrients Follow all local and/or federal regulations regarding the application of crop protection products and always follow product label instructions Erosion control measures are established when the risk of soil erosion from water exists	Field history Nutrient application records Crop protection application records Crop protection product labels
7				

3.1.2.3 Protecting our climate

Climate change is impacting freshwater availability, crop pest cycles, precipitation patterns and causes extreme weather events, among many other issues. These factors can affect the quality and quantity of crops, which can lead to food insecurity and the deterioration of ecosystems.

It is essential to act against climate change by minimizing our carbon footprint for the well-being of current and future generations, and for the health of the planet and its ecosystem.



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ENVIRONMENTAL STEWARDSHIP - AIR & CLIMATE PROTECTION

Objective: Contribute to GHG emission reductions and carbon sequestration

	Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
-	CO2e Emissions		Conduct or support research targeting yield improvement in vegetables in order to reduce carbon intensity of products	Adopt crop production strategies leading to the efficient use of fuels, such as limiting tillage and number of trips across the field	
		Fuel Use	Select growers and raw product suppliers that are in close proximity to processing facilities	Include leguminous plants in rotation, as marketable crops of green manures where possible, and give appropriate nitrogen credit to these	Field History
		Synthetic Nitrogen Fertilizers	Encourage diverse crop rotations including legumes, legume cover crops, and the use of alternative nitrogen sources, such as manures and composts		Nutrient application records
		Nitrogen Management	Encourage growers and raw product suppliers to adopt the 4R (Right source, Right rate, Right place, Right time) Nutrient Stewardship principles	Consider and/or adopt the 4R Nutrient Stewardship principles in order to effectively manage nitrogen and prevent environmental losses	
	Carbon Sequestration	Cover Crops Non-cropped areas	Encourage growers and raw product suppliers to plant diverse cover crops between annual marketable crops Encourage growers and raw product suppliers to maintain non-cropped areas in their natural or semi-natural state	Consider and adopt plant cover strategies that allow for carbon capture and sequestration between marketable crop cycles Abide by all local and federal regulatory requirements regarding the use of and management of environmentally sensitive land and other naturally significant areas	Field history
29					

3.1.2.4 Preserving biodiversity

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Biodiversity encompasses all the living species and ecosystems around us. An ecosystem is defined as a complex interdependent network where living species interact with each other. Maintaining a healthy ecosystem implies sustaining a wide variety of species and preserving their habitat as much as possible.

Crop diversity, pest control, pollinators, and soil health are critical for ensuring the sustainability and resilience of agricultural systems. Ultimately, protecting biodiversity is essential for the continued functioning of our planet's ecosystems and for the well-being of all living beings, including humans.



ENVIRONMENTAL STEWARDSHIP - BIODIVERSITY PROTECTION

Objective: Protect and enhance natural ecosystems and landscapes

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Soil Biodiversity	Crop Rotation Organic Amendments Tillage Soil Protection	Provide and maintain data collection software to growers and raw product suppliers Encourage diverse rotations that support diverse soil microbial populations Encourage the use of organic amendments, such as manures, composts, and cover crops while reducing tillage intensity	Maintain diverse rotations as much as possible given local market conditions and accessibility Consider and/or adopt the use of organic amendments, such as manures, composts, and cover crops while reducing tillage intensity Where the risk for soil erosion exists, appropriate strategies will be implemented to reduce these risks and protect the soil	Field history
Pollinators & Ecosystem Biodiversity	Land Use Crop Protection Cover Crops	Ensure growers and raw product suppliers respect local and federal regulations regarding the protection of environmentally sensitive land and naturally significant areas Build diverse crop protection strategies that protect the safety of pollinators and other beneficial organisms Encourage growers and raw product suppliers to plant diverse cover crops between annual marketable crops	Abide by all local and federal regulatory requirements regarding the use of and management of environmentally sensitive land and other naturally significant areas Follow all crop protection product label instructions regarding the protection of pollinators, ensure all application equipment is properly maintained and adjusted, and all operators are trained to the standard of local and/or federal law. Consider and adopt plant cover strategies that provide pollinator and other insect habitat between marketable crop cycles	Crop protection product application records Crop protection product labels

3.1.2.5 Waste management and emergency situations

Agronomic departments, growers, and fresh product suppliers are to comply with local and federal regulations relating to the use, storage, and disposal of crop protection products, fertilizers, fuels, and their packaging, to limit pollution risks.



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ENVIRONMENTAL STEWARDSHIP - WASTE MANAGEMENT AND EMERGENCIES NORTERA X

Objective: Promote proper use, storage, and waste management strategies, emergency response

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
Handling, Use, Storage and Disposal	Local and Federal law Product Labels and MSDS Training	Ensure growers and raw product suppliers have access to local and/or federal regulations regarding the handling, use, storage, and disposal of products at risk of causing environmental harm Require all third party contractors be fully trained and certified as required by local and/or federal law Make available crop protection product labels and Material Safety Data Sheets to all staff and contractors Where required, ensure agronomic or operational teams are properly trained and certified as required by law	Ensure compliance with local and/or federal law regarding the handling, use, storage and disposal of products at risk of causing environmental harm Have access to, and be familiar with, product labels and MSDS for products used on farm Ensure all application equipment is suitable and maintained to standards defined by law or local recommendation	Various product labels and material safety data sheets Training and/or certifications records
Emergency Response Planning	Local and Federal law Product Labels and MSDS Training	Encourage all growers, raw product suppliers, and third-party contractors to develop emergency response plans to all potential emergencies that could exist from the use, handling, storage, and/or disposal of products at risk of causing environmental harm Where required, ensure emergency response plans are written and readily available in the case of all potential emergencies, and ensure all related staff are trained on the plans	Consider developing emergency response plans to all potential emergencies that could exist from the use, handling, storage, and/or disposal of products at risk of causing environmental harm where required	Various product labels and material safety data sheets Training and/or certifications records

Each stakeholder involved in the production and/or processing of our products (Nortera agronomic departments, growers, transportation providers, and suppliers) is responsible for their staff's safety. Thanks to our long-term experience, we have been able to conduct a rigorous analysis of health and safety risks in the field and on the farm, thereby establishing precise guidelines to follow regarding the safety of individuals working in our environment

All these stakeholders undertake to perform Nortera's contract and implement a work organization that guarantees the health and safety of their staff (following the local and/or federal laws in force).



3.1.3.1 In the field

HEALTH AND SAFETY - IN THE FIELD

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Objective: Protect everyone involved in the crop production and harvesting phases

Levers	Key Drivers	Nortera's Commitments	Producer's Commitments	Documents
	Training Personal Protective Equipment (PPE)	All staff working around field equipment are to be trained and aware of all hazards the machines present		
		All hazards related to employee exposure (i.e. pesticide, extreme heat or weather events) are to be identified and managed through complete health and safety programs, including training	Declare all applications of crop protection products in a timely manner Acknowledge and comply to the health and safety requirements, as stated in Nortera's Supplier Code of Conduct	Crop Protection Product application records
Crop Management		Personal protective equipment required to reduce the risk of identified hazards is to be provided, without question, to all company staff conducting work in these environments		Nortera's Health & Safety Policies and Procedures
		Report incidents and near-misses and evaluate these reports and all health and safety programs for continuous improvement opportunities		Training records
Crop Harvest	Training Personal Protective Equipment (PPE)	All staff working around harvest equipment are to be trained and aware of all hazards the machines present Personal protective equipment required to reduce the risk of identified hazards is to be provided, without question, to all company staff conducting work in these environments Report incidents and near-misses and evaluate these reports and all health and safety programs for continuous improvement opportunities	Acknowledge and comply to the health and safety requirements, as stated in Nortera's Supplier Code of Conduct	Nortera's Health & Safety Policies and Procedures Training records

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