



IMPACT

REPORT



Creating healthy  
lives through our  
**Products,  
Processes,  
& People**



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# About Taylor Farms

- 1** We work closely with our seed supplying partners to ensure we are growing the highest quality varieties.



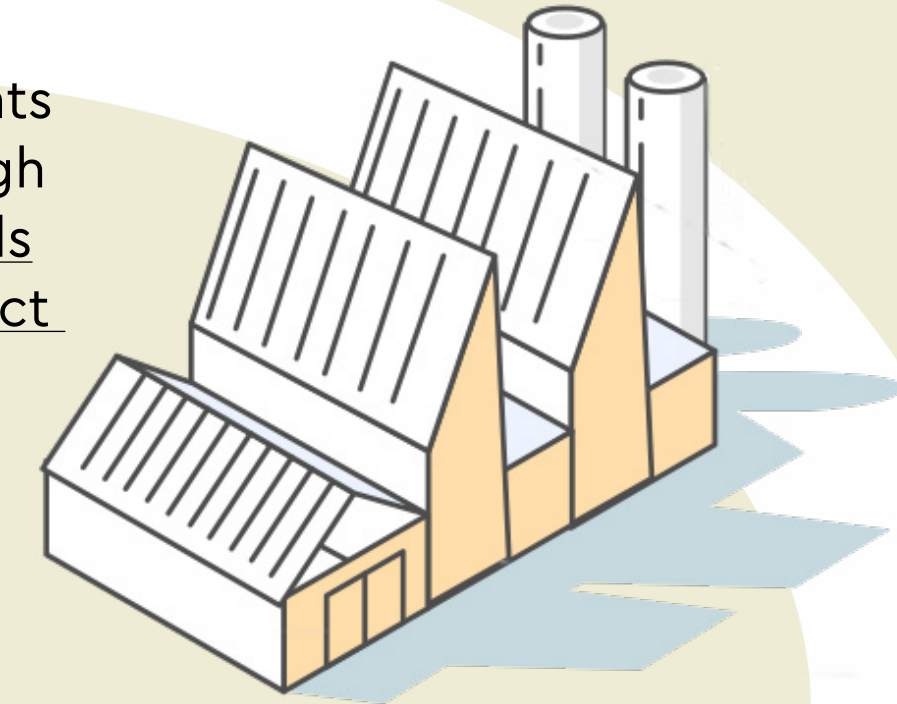
- 2** We grow about 25% of our great vegetables and partner with 280 family-owned farms on the rest. We have also established partnerships with indoor growing operations in Indiana and Virginia.



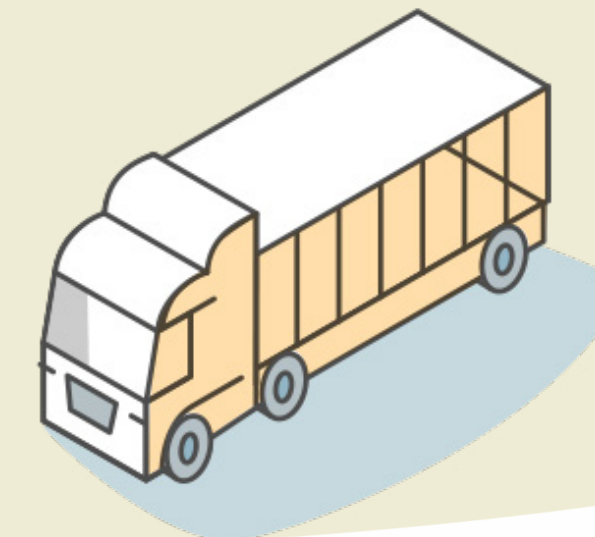
- 3** We source ingredients and dressings through our Latitude 36 Foods partnership and Direct Roots, along with an additional 800+ trusted ingredients partners.



- 4** We have 22 production locations across North America with state-of-the-art automation and stringent food safety standards. This network is home to over 24,000 team members.



- 7** We operate across 3 business segments: Retail, Prepared Foods (Deli), and Foodservice. Our products include whole produce items, cut and washed produce, and prepared foods that are ready for consumption and convenient to enjoy.



- 5** Cut leafy greens and vegetables need packaging for safety and shelf-life. We continue to work on packaging that is beneficial for both consumer and planet.



- 8** We are makers of 2 in 5 value-added salads in the U.S., supplying over 265M servings of healthy fresh food across North America EVERY WEEK!



- 6** We control the majority of final shipment to our customers through our network of trucks and third party contractors.

# Our Values and Attributes

- 1 Passion
- 2 Honesty/Integrity
- 3 Trusting/Trustworthy
- 4 Respect
- 5 Teamwork

# Our Employee Handbook

- 1 Take care of the customer
- 2 Take care of each other
- 3 Do the right thing

# Our Story

Our story began in the Salinas Valley, affectionately called America's Salad Bowl. It was here where Bruce Taylor followed in the footsteps of his father and grandfather and became the third generation to work in the fresh produce business. In 1995, Bruce and several partners founded Taylor Fresh Foods. A new company with a new vision was born — to be North America's favorite maker of salads and healthy, fresh foods.

We've come a long way since our humble roots, and we continue to grow our business with care and purpose like we do our products. It is thanks to our team's dedication that we are able to make wholesome fresh foods that nourish families across the country. A family-owned and founder-led company to this day, we are proud that we are able to build for long-term success with our customers and supplier partners while being responsible stewards of the resources that we use. We are committed to being a force for good in the world and we cherish the opportunity to deliver healthy and delicious fresh foods to our consumers while protecting the land that feeds us.



# Key Achievements

## Products

### Mini Chopped Kits

2024 Mindful Awards Overall Food Product of the Year

2023 Produce Business Innovation Award

### Snack Packs

2024 CPMA Best Snackable Product Award

### Earthbound Farm

2024 Green Matters Best Organic Food Brand

### Fiber Tray

2024 IFPA Science & Technology Circle of Excellence Award

2024 Inc. Best in Business Award for Sustainability



## Processes

### Awards

2024 Besties Awards Best Social Media Campaigning

2024 North America VIP Frontline Award from GFS

2024 ProFood World Manufacturing Award

2022 Walmart Food Supplier of the Year

### TRUE Certifications

Taylor Farms Mexico (2022)

Taylor Farms San Juan Bautista (2024)

### Renewable Installations

Taylor Farms San Juan Bautista – Microgrid (2022–2024)

Earthbound Farmstand – Solar (2024)

Taylor Farms Baja California – Solar (2023)



Makers of 2 in 5 value-added salads in the U.S.\*

## People

### Serving our Community

\$10.1 million annual community spend

9.7 million lbs. of fresh food donated

### Lettuce be Healthy

Provided 8,000+ team members access to various health management programs

### Ethical Charter Implementation Program (ECIP)

Recognized as an ECIP Leadership Circle participant at the 2024 IFPA Global show



\*Across 3 market segments: Retail, Food Service and Deli

# Our Products



# Health Forward

Weird that we have to brag about our fresh veggies being healthy!

At Taylor Farms, we strive to supply nutritious foods that help North Americans live healthier lives!

The [USDA](#) recommends adults to consume **14 grams of fiber** per 1,000 calories consumed.

Meanwhile, The [NIH](#) says that adults should consume **90–120 mcg of Vit K**, **75–90 mg of Vit C**, and **700–900 mcg of Vit A** each day.

Take a peek at our fiber- and vitamin-rich offerings and pay a visit to our [virtual vegetable patch!](#)



We have also committed to furthering consumer education by adding nutritional claims and information to our packaging.

As of September 2024, 175 products have been updated with 2–4 callouts and claims such as vitamins A, C, K, and folate.



**3g of fiber**  
(11% DV)<sup>1</sup>  
per serving



**3g of fiber**  
(11% DV)  
per serving



**2g of fiber**  
(7% DV)  
per serving



**218 mcg of Vit K**  
(180% DV)  
per serving



**35 mg of Vit C**  
(40% DV)  
per serving



**650 mcg of Vit A**  
(70% DV)  
per serving

<sup>1</sup> Per the [USDA](#) ERS (recommendation is for a 2,000 calorie diet).

<sup>2</sup> Per the FDA, the % Daily Value (DV) represents how much a nutrient in one serving of food contributes to a daily diet.

# Product Innovation

In 2011, Taylor Farms created the chopped salad kits category. Our kits were a game changer then and still are today!

Our product innovation didn't end there.

We strive to make the 265 million servings we supply each week **accessible, affordable, convenient, and most importantly, enjoyable!**

#TAYLORYOURTASTES



**Innovative Flavors**



**School Box Lunches**



**Innovative Blends**



**Ready to Cook**



**Avocado Oil Dressing**



**Snackables**

**Grab & Go Items**

# Packaging Strategy

Even after it's cut and packaged, fresh produce is still a **living, breathing product!**

Because of this, we have created the term "SmartWrap" for our plastic packaging - an acknowledgement of the vital role it plays in extending shelf life while enhancing convenience.

## Why is our packaging unique?

Our packaging creates a unique environment for each product's ingredients, providing industry-leading shelf life without any preservatives.

This kind of packaging is called **Modified Atmosphere Packaging (MAP)**.

## How is it achieved? ↩ ↪ How is it measured?

### Backflush

Backflush (or gas flushing) replaces the oxygen within a package with nitrogen before final sealing. This reduces the initial carbon dioxide in the packaging, slowing decay.

### Micro-Perforation

Laser technology is used to make a microscopic hole in the packaging that creates ventilation that slows the product's unique respiration rate.

### Oxygen Transmission Rate (OTR)

OTR is the rate at which oxygen permeates through a packaging at specified conditions. The OTR of a package dictates the shelf life of its contents, as oxygen permeation leads to oxidation and accelerates product decay, such as pinking and wilting.



Our chopped salad line was made possible using micro-perforations in parallel with breathable films. After three years and 3,000+ trials, we extended the shelf life from 4 days to an industry-leading 16 days!

**Without diminishing the important role of functional packaging, we align with the growing appetite for more sustainable packaging.**

In our continuous search for more sustainable packaging, we focus on three key areas that would minimize a packaging's environmental footprint:

## 1 Material Selection

Select packaging that...

- has a lowered life-cycle impact
- meets any functionality and cost requirements
- contributes to the circular economy

## 2 Material Efficiency

Packaging components should be size- and weight-optimized

## 3 Labeling

Packaging should provide direction to consumers on proper end-of-life disposal



**SPECRIGHT**

**We also know that we cannot manage what we don't measure.**

Through our investments in spec management and life-cycle assessment tools, we keep records of our packaging data, allowing for change tracking and smarter decision-making.

# Packaging Efforts

Check out some recent achievements in our packaging journey!

## Lidding Film

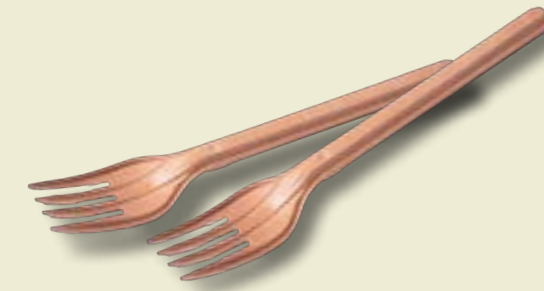
Rigid plastic lids were replaced with film seals on nearly all our trays (300+ SKUs across 25 brands) as well as our private label ready-to-eat salads.

- 90% less plastic per film seal impression on ready-to-eat salads
- 36-44% less plastic per unit on leafy green trays
- Stronger, more consistent seals for fresher product and MAP technology capabilities
- More efficient upstream transportation — 90 fewer trucks on the road per year on ready-to-eat salad transition

## Transition to Fiber

Plastic packaging is replaced with paper when possible. Select Deli ready-to-eat meals, previously in PET (plastic) clamshells, are now packaged in kraft bowls.

- 70.2% less plastic per unit on Deli ready-to-eat meals
- More than 90% bio-based content with no intentionally added PFAS



## Converting to Compostables

Home- and industrially-compostable forks, made from agricultural residues and PHA, replaced virgin plastic forks in select single-serving meals.

- Leaves no microplastics behind
- BPI and TUV certified
- ~43-56% lower emissions than polypropylene (PP)
- 100 million forks to be replaced in 2025

## Earthbound Farm Trays

A journey to more sustainable packaging



**Rigid Lid & Tray**  
with 100% recycled content



**Peel and Reseal Lidding Film**  
36%-44% less plastic per unit\*



**Plant-Based Fiber Tray**  
95% less plastic per unit\* FSC-certified and recyclable tray

Our journey started by incorporating 100% recycled content into our rigid trays and lids.

Later on, we switched out the rigid lids for **Peel and Reseal** lidding film to reduce plastic usage while maintaining product freshness. Labels were also removed from the trays, enhancing the tray's recyclability.

In 2024, we launched **fiber trays** made from recycled plant fibers and lined with a food-grade, plastic-free coating. Our successful pilot earned us the IFPA's 2024 Science and Technology Circle of Excellence Award as well as Inc.'s Best in Business Award for Sustainability.

Additional product offerings packaged in fiber trays have launched in mid-2025, with more to come!



\*Compared to traditional plastic clamshells

## Moving Forward

We continue our efforts in lowering the environmental impact of our packaging by implementing the following strategies, informed by quality packaging specification data and internal life cycle assessments (LCAs).

- Eliminate and/or replace hard-to-recycle components (e.g. black foams, PVC films)
- Increase the use of post-consumer recycled (PCR) content
- Explore compostable alternatives such as compostable forks, trays, and bowls
- Explore compostable and recyclable film plastic options

# Food Safety

Food safety isn't just a protocol—it's a promise we make every day. At Taylor Farms, we believe that providing fresh, high-quality produce starts long before the harvest. It begins with a tiny sprout nurtured in rich, healthy soil and continues through careful harvesting, meticulous processing, and swift delivery to your local grocery store.

Our mission is to ensure that every leaf, every vegetable, and every product that reaches your table is not only fresh and delicious but also safe for you and your family.

## Food Safety Innovation

We are constantly seeking ways to improve and innovate our food safety practices. Our efforts are both boots-on-the-ground and data-driven, leading to numerous advancements in the industry:

- 1. Advanced Testing:** We conduct pathogen testing on all of our fresh-cut commodities, not just those that are required by regulations.
- 2. State-of-the-Art Equipment:** Our facilities feature some of the most advanced harvest equipment and sanitation practices in the world of fresh-cut produce, including custom cleanable spin dryers that minimize contamination risks.
- 3. Continuous Monitoring:** Our team utilizes inline AI environmental monitoring verification to identify and address potential issues in our processes before they become problems.



## Our Food Safety Building Blocks



**SmartWashSolutions**  
Pinpoint Process Control.™

Our teams invented SmartWash Solutions, a USDA-tested and verified wash system. This innovative multi-stage washing process ensures consistent monitoring of water pH levels for effective mitigation of microbial cross-contamination.



# Our Processes



# Energy Management

We recognize the substantial opportunity that energy management provides to improve our overall environmental impact.

Since 2012, Taylor Farms has invested over **\$90 million** in on-site renewable and low-carbon energy in pursuit of reduced emissions and increased energy resiliency for our facilities.



We complete pump efficiency testing on our farms biannually to ensure optimal performance.

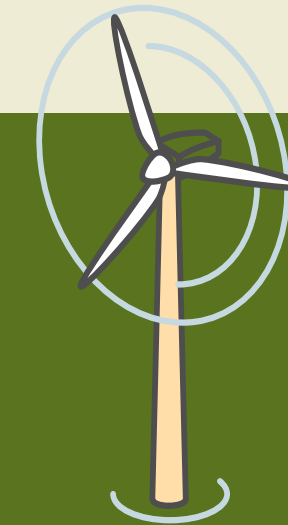


Phase 1 of our first microgrid installation is now complete at the Taylor Farms San Juan Bautista plant. Learn more [here](#).

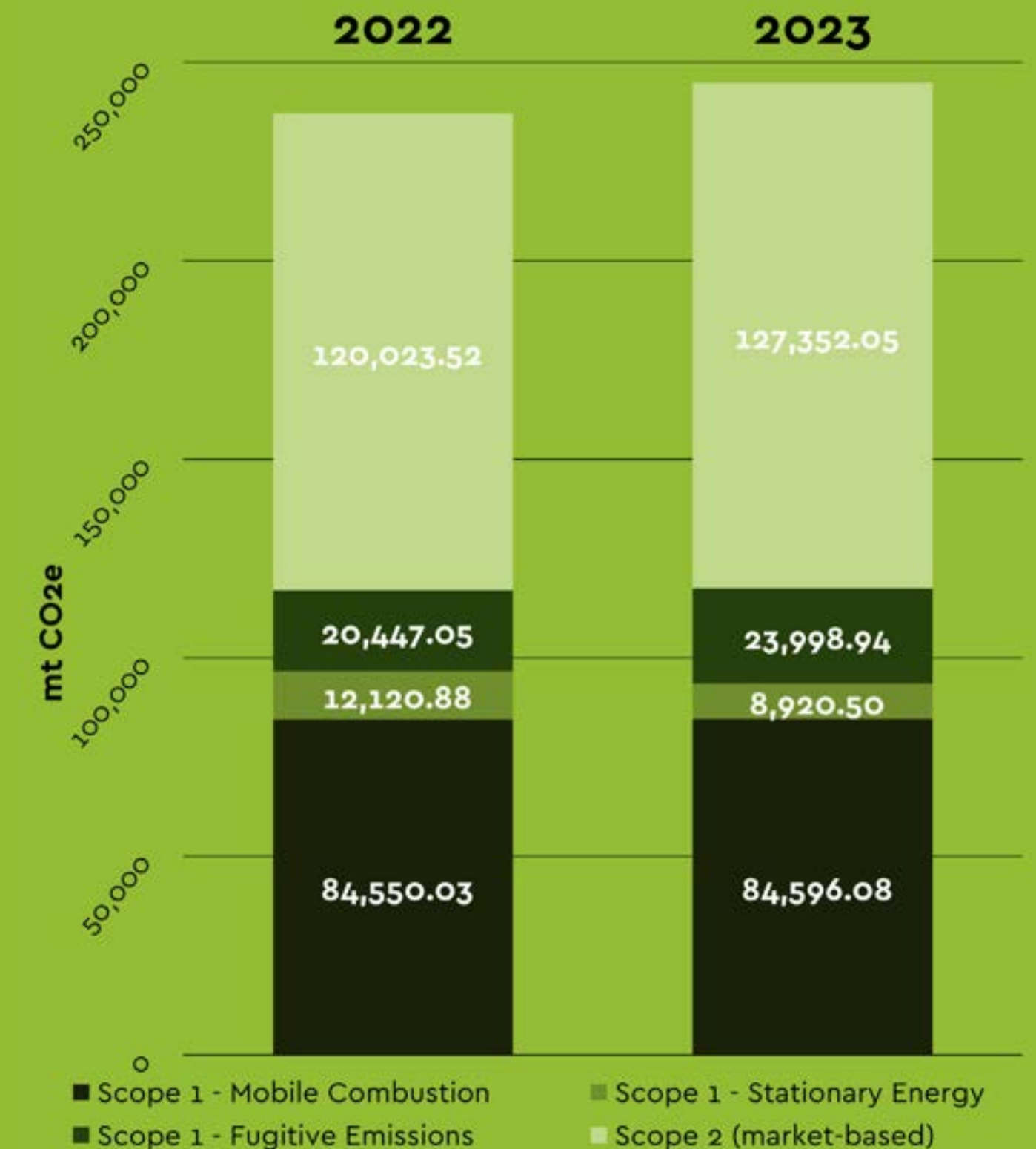
## Our current energy generation portfolio

**12** solar array systems   **3** fuel cell systems

**1** wind turbine   **1** battery



**12.5%** of our electricity consumption in 2022 and 2023 was self-generated!



## Greenhouse Gas Emissions

Our top priority over the last few years was completing a comprehensive and accurate Scope 1 and 2 Greenhouse Gas (GHG) emissions inventory in line with GHG Protocol. We are putting the finishing touches on our 2024 GHG inventory. Look out for it in our next report!

With a 2022 baseline, we look forward to working toward emissions reduction through realistic yet ambitious goals and strategies, as we believe that fresh foods should benefit our health and wellbeing without jeopardizing the Earth's.

# Water Management

We are committed to practicing continuous improvement in water-use efficiency as well as assessing the sourcing risk for our operations.

## Use Efficiency

Our farming operations have implemented multiple initiatives to improve water use-efficiency:

- Installed flow meters at over 95% of irrigation wells on our farms to accurately monitor water withdrawal.
- Inserted soil moisture probes at various depths across our ranches to monitor leaching, soil salinity and water-use efficiency.
- Laser levelled fields to increase uniform distribution of water and input application efficiency.
- Installed wind protection devices on sprinklers to reduce water loss during windy events.



## Risk Assessment

We performed a high-level assessment of overall sourcing risk for all primary production facilities using the WRI Aqueduct Tool, US Drought Monitor and WWF Water Risk Filter.

We use these results to better inform decision-making in high-risk areas. It is on our roadmap to conduct more granular and further reaching assessments.



## Baselining

We have also been on a mission to baseline our total water withdrawal across all production locations. Although many of our facilities are already making efficiency gains, we want to ensure that we accurately understand our baseline footprint.



Our facility in Guadalupe, California features a reverse-osmosis water reclamation system that feeds treated and cleaned wash line water back into the facility for reuse. The system provides many benefits including decreased withdrawals from the city's municipal system, less chemical treatment for produce washing and reduced energy needs for cooling since the water from the system is cleaner and colder than municipal water.

# Land Management

We prioritize the soil health and associated ecosystems of our ranches above seasonal crop production.

## Regenerative Trials

We are conducting regenerative trials on 160+ acres, focusing on cover crops integration, crop rotation, reduced tillage, soil biodiversity, pollinator habitat, and water use efficiency. Our first certifications are planned for Fall 2025.

## Soil Health

We protect our soil by implementing the following:

- An average of 1,234 cover-cropped acres each year (~4% of total cropped acreage)
- Minimal tillage to reduce soil disturbance
- Reverse mulching to reduce field passes
- Soil testing on every lot to create ranch-specific fertility plans

## Integrated Pest Management (IPM), Habitat Conservation, and Biodiversity

According to [USDA](#), IPM is "the implementation of diverse methods of pest controls, paired with monitoring to reduce unnecessary pesticide applications."

We are currently in the process of certifying 100% of our growing operations under third-party IPM standards. Other efforts include:

- More than 804 acres of beneficial insect and natural habitat (~3% of total ranch acreage)
- Over 50 owl boxes installed across 11 ranches
- An average 269 annual beneficial insect drone releases with [Parabug](#) (>119M beneficial insects)



We have our own internal growing, harvesting, and seed breeding operations called *Taylor Farms Agricultural Operations*. With ranches located across Coastal California and Southern Arizona, we are proud to be the largest grower of organic leafy greens in North America.



# Material Management

Our material management programs commit to reducing waste generation and maximizing waste diversion from landfills and incineration.

*\*Materials defined as any tangible goods used in our business operations such as supplies, packaging, commodities, etc.*

With organic byproduct dominating total waste generation in our facilities, we utilize multiple avenues for diversion:



Byproducts of vegetable processing (stems, skins, tails, cores) are sent to animal feed lots



Rejected finished products still fit for human consumption are donated to local food banks



Rejected finished products not fit for human consumption are de-packaged and composted

Our material management program continues to expand through the following ways:

- Network-wide waste data baselining + automated data collection
- Consistent exploration of new and innovative diversion streams and partners

→ *Think repairing shipping containers and repurposing broccoli stalks in chopped salad kits!*

We believe that third-party certifications play an important role in making environmental claims.

We pursue and maintain certifications from **TRUE (Total Resource Use Efficiency)**, which validates our operations' efforts related to solid waste management and achieving zero waste.



5 TRUE certifications to date and counting!



In February 2024, Taylor Farms San Juan Bautista became our latest facility to achieve TRUE certification.

→ **91.7%** 12-month average diversion rate

**34,000+** US short tons of solid waste annually diverted from landfills, incineration, and the environment

# Sourcing – Built for Freshness

# Strategies

## Freshness & Quality First

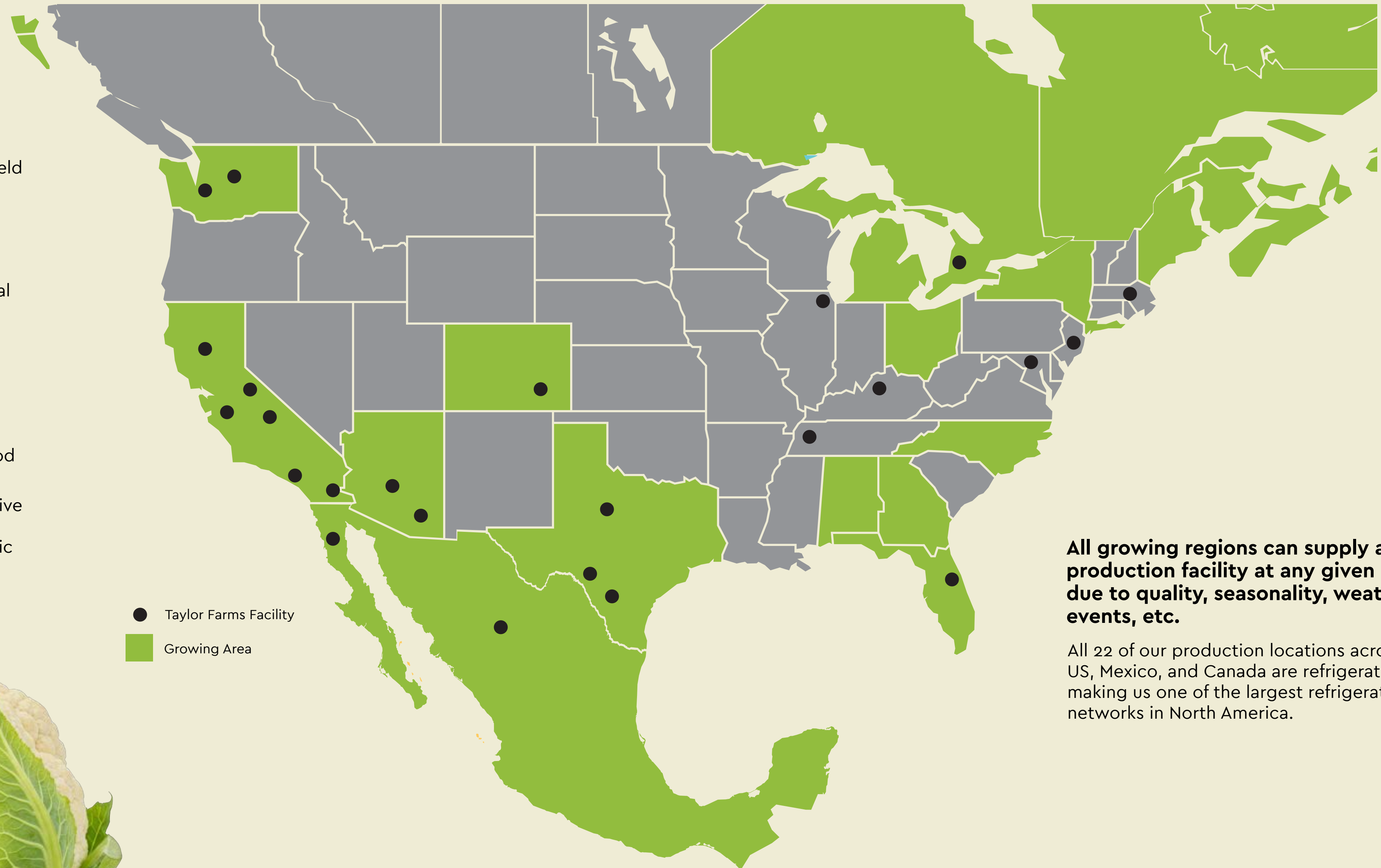
- Harvest at peak of freshness, not yield
- Cut and ship same day
- Fresh-to-shelf distribution

## Assured Supply

- Diversified raw product and regional production network

## Outcomes

- Reduction of days-in-transit and food miles; increased delivery frequency
- One of the largest and most extensive product offerings in the fresh food industry, allowing us to offer Organic and IPM certified products



**All growing regions can supply any production facility at any given time due to quality, seasonality, weather events, etc.**

All 22 of our production locations across the US, Mexico, and Canada are refrigerated, making us one of the largest refrigerated networks in North America.

# Our People



# Our Culture

Our people are the backbone of our company. In investing in our people, we strive to uphold our values.



## 1 Take Care of the Customer

2022 – A Taylor Farms Food Service facility in Salinas, CA, was severely damaged by a structure fire. Approximately 60,000 square feet were destroyed but fortunately, no injuries were reported.

Contingencies were immediately executed over a 12-day period. Our facility at Yuma, AZ, operated year-round instead of seasonally, alongside several other Taylor Farms facilities.

Customer shipments never stopped and the 900 affected crew members continued receiving full pay before going back to work within two months.

Just one year later, in April 2023, the Abbott location fully reopened as a new state-of-the-art facility!

## 2 Take Care of Each Other



Annual Picnic at Taylor Farms Tracy (California)



Movie night at Taylor Farms Tracy (California)



Annual *Cinco de Pasta* celebration at Taylor Farms Tennessee



Annual Christmas Party



Annual Leadership meeting

## 3 Do the Right Thing



Taylor Farms Illinois walked in support of the American Heart Association, raising a total of \$23,500



Tree-planting day at Taylor Farms Texas to celebrate Earth Day



Taylor Farms Florida organized an internal competition to contribute to Toys for Tots



Taylor Farms Texas proudly sponsored the Dallas Walk to End Alzheimer's, raising over \$91,000

Read more about our community work on pages 27–29!

# Team Member Well-Being

## Team Member Development

At Taylor Farms, we aim to cultivate and sustain a thriving workforce. We believe that providing opportunities for feedback and employee participation is critical to establish and maintain mutual trust. We're dedicated to improving our work environment and continue to challenge ourselves to be an employer of choice!



2024 – Taylor Farms Tennessee celebrated 18 employees getting their GED through their *Lettuce be Educated* program!



2022 – *Lettuce Lead* is an internal education program that aims to facilitate cross-functional collaboration among top performers within our organization.



2023 – 40 employees from Taylor Farms Texas earn their Lean Six Sigma White Belt certification!

## Team Member Satisfaction

We track employee retention in combination with our Employee Engagement Survey as an indication of the mutually supportive relationship between our company and our team members.

# 55%

**Team members with 5+ years of commitment**

For direct hires under Taylor Farms employment for our owned production locations.

We track promotion metrics as an indication of our company's commitment to our team members growth and development.

# 9.6%

**Latest annual promotion rate**

For direct hires under Taylor Farms employment for our owned production locations for the CY23. Ranking in the top 75th percentile in SHRM's Benchmarking Human Capital Reports for Manufacturing.

We are on an ongoing journey of identifying the best metrics to measure and communicate our social impact. Look out for new and improved metrics in our upcoming reports!

# Social Audits

With over 24,000 team members in our production facilities across North America, we strive to ensure that each one is cared for. We undergo Sedex's SMETA audits at nearly all of our production facilities to hold us accountable.

## SMETA® Audits

Sedex Members Ethical Trade Audit (SMETA) is one of the world's most widely used social accountability audits. Operations undergo a SMETA to understand the working conditions within their own operations or their supply chain and identify opportunities for improvement.

At Taylor Farms, we utilize SMETA to provide assurance to our customers that we treat every team member with dignity and respect. These audits assess the labor practices at each of our production facilities and keep us honest in what we can be doing to improve.

We will continue to evaluate our performance through these audits and improve our practices and processes, ensuring that we provide a safe and ethical work environment to all our team members.



**91%** of our primary  
production facilities completed  
social audits in CY2024

**82%** of which  
were SMETA audits

**5.3** average non-  
compliances per audit

# Ethical Charter Implementation Program (ECIP)

Our 770+ team members on our farms work hard and face the elements to grow the nutritious produce that goes into our products.

We want to make sure we are doing right by our team members. We internally assess the social impacts of our own agricultural operations as well as our growing partners' operations by participating in the Ethical Charter Implementation Program.



ECIP is a collaboration among retailers/buyers, grower-shippers and implementing organizations. By supplying guiding principles and values (the **"Ethical Charter"**) and an online capacity building tool (the **"ECIP LAB"**), ECIP aims to recognize and strengthen engagement around labor practices in the fresh produce industry, highlight existing best-practice efforts, and identify opportunities for continuous improvement. The program is currently wrapping up its second year of engagement.

Taylor Farms was an early endorser of the charter and is a current Advisory Group member to help shape the future of the program. ECIP has become a valued program within Taylor Farms, and we thank our participating growers who have joined us in this effort.

Learn more about ECIP [here](#).



**Taylor Farming's  
current grower ECIP  
engagement score**



**Taylor Farms'  
current supplier ECIP  
engagement score**

# Worker Safety

Recently, we made an investment in Sphera and their comprehensive Health & Safety reporting software. We are currently working to implement this across all our primary production facilities. Once implemented, the software will assist in intensive reporting and identifying each operation's opportunities for improvement, allowing us to strengthen our overall safety culture and protect our team members.



## Taylor Farms Texas

In March of 2023, TF Texas celebrated 2 years or 2,275,000 hours with no loss time injuries. Safety manager Mike Evans and his team, Manuel Reyes, Michelle Rodriguez and Nathali Villanueva have worked diligently to reduce TF Texas's TRIR to be 34% lower than industry average in 2023 (Bureau of Labor Statistics). Mike attributes the operation's success to the power of systematic change and teamwork, he stated "we have over 20 spoken languages at Taylor Farms Texas. We don't have to speak the same language, but we all speak safety, and that is why our culture is where it is today."

# Lettuce be Healthy

As a company that aims to be North America's favorite maker of salads and healthy fresh foods, we extend our beliefs to our employees as well.

Our Lettuce Be Healthy (LBH) program started in 2014 in Salinas with the mission to help our employees know their numbers and have the resources to improve their personal health. In 2024, over 8,000 team members received access to annual health screenings, A1Cs, flu shots, chronic disease management programs, and 24/7 digital physician care.



## Lettuce WeighLess

A monthly blood pressure and weight check-in



**14** locations

**4,100+** participants

**50%** of participants improved their blood pressure



## 2024 Ranch Run

**250** employees and their family members participated in three events:



kids' fun run



run/walk



run



## Annual Health Screenings



<b>2022</b>		<b>3,800</b>
<b>2023</b>		<b>6,900</b>
<b>2024</b>		<b>8,000</b>

## MiSALUD HEALTH

**6,975**

employees are given access to culturally-attuned physician care

**3,100**

**35%**

**80%+** enrollment across **17** operations in CA, AZ, TX, FL, IL, Mex.

employees are actively using the benefits in MiSalud's mental health, nutrition, and disease prevention programs.

enrolled in or completed a health program. This group saw an average weight loss of 16lb, a one level drop in hypertension risk and a 35mg/dL blood glucose decrease.

## Benefits

- 24/7 physician care
- Mental health consultations
- Breadth of health-related materials
- Enroll up to 3 family members, which can be residing in Mexico



# Our Community



# Community Giving

## Youth Development



### Backpack Program

Since 2010, 14 Taylor Farms locations have distributed a total of 43,000 backpacks filled with school supplies and healthy snacks to elementary students in USA and Mexico.



### Science of Reading Academy

The Monterey County Office of Education launched the Science of Reading Academy to train teachers in research-based literacy strategies for students. Taylor Farms pledged \$1,000 per teacher—\$1.5 million over three years—to support high-quality resources and professional development.



### Boys & Girls Club

Taylor Farms is a long-time supporter of the Boys & Girls Club of America. Pictured is Taylor Farms Pacific, donating \$50k/year for the past seven years.



### Oasis Charter Public School

Taylor Farms has pledged \$200k/year for five years to the Oasis Charter Public School: a creative, multi-age and multicultural learning environment for children in the elementary and middle school grades.



### Taylor Farms Center for Learning

Taylor Farms supports First Tee Monterey County through the Taylor Farms Center for Learning, which serves over 3,000 youth per year with STEM-based activities, life exploration, and career preparation with \$340k donated towards scholarships.



### Pajama Angels

For three years, Taylor Farms employees across the country have distributed new pajamas to over 3,200 elementary students during the holiday season.

**18.3%** average spend on youth development



**\$10.1 million** average total spend on community giving



# Community Giving

## Higher Education



### Scholarship

For many years, Taylor Farms has been awarding college scholarships to the children of full-time employees. In 2024, for the first time, current employees are also granted the opportunity to earn scholarships to continue their education.

Since 2008, eight of our Taylor Farms facilities have awarded a total of **\$4.7 million** in scholarship funds to 318 outstanding students pursuing a higher education.



**17.5%** average spend on higher education



**\$10.1 million** average total spend on community giving



A \$10 million pledge was made to California State University, Monterey Bay for its Ted Taylor Science and Engineering Building.



Taylor Farms pledged \$2 million to support Cal Poly's new Plant Sciences Complex, fostering innovation and entrepreneurship in agricultural sciences.



Another \$1 mil was also pledged to Cal Poly's food safety lab – in The William and Linda Frost Center for Research and Innovation.



\$1.1 million was gifted to Hartnell College's STEM Center.



Taylor Farms is a significant supporter of Rancho Cielo, including through its contribution towards the Ted Taylor Vocational Ag Center, a \$5.7 million facility that enhances agricultural education and youth training.

# 5 Community Giving

## Health and Wellness



**9.7 million lbs**  
average annual fresh produce donations (2022-2023)

## Food Accessibility & Education

Through our business model, we help families consume safe and healthy fresh foods.

Through our community efforts, we extend the accessibility of healthy eating even further to the families who don't always have means to do so.

### Partnerships

Our food bank and charitable partners not only help us distribute fresh foods to those in need, but also provide education and resources to help them make healthy dietary choices.



## Relay for Life

Each year, our teams in Salinas participate in the Relay for Life Fundraiser dedicated to helping communities fight against cancer. In 2024, we proudly raised over \$103,000. After matching what the team raised, Salinas ranks #1 in California and #2 in the Nation!



## Wellness Center

Established in 2015, the Taylor Farms Family Health and Wellness Center in Gonzales continues to provide access to essential healthcare services, improving health and quality of life for individuals and families in our community.

**45.5%** average spend on health and wellness\*



**\$10.1 million** average total spend on community giving



## Blue Zones Project (BZP)

Taylor Farms contributed \$5 million to the launch of BZP in Monterey County, CA. In 2020, we became one of the first employers in the county to become a Blue Zones certified workplace.

## Foundation for Fresh Produce Pledge

Recently, we made a 5-year pledge commitment to the Foundation for Fresh Produce for \$5 million to help change the trajectory of human health.

\*the remaining 18.7% of our community spend does not fit into the three reported main categories

