

2023 Sustainability and Corporate Social Responsibility Report

Through the hands of our growers, we create great tasting, sustainably produced,
authentic food that nurtures community and enhances your quality of life.



Introduction | Founder's Statement

Sustainability, traceability, responsibility, and integrity are more than just trendy buzzwords at FOODMatch. Each represents the opportunity for actionable initiatives and goals that promote traditional agricultural practices and ethical treatment of land, people, and resources.

Ethical, sustainable sourcing has been a pillar of our business since our beginnings in 1996. Simply put, we continuously strive to do the right thing by our land, food, and people.

FOODMatch was founded on the belief that by supporting small-scale, family-run agriculture across the Mediterranean and beyond, we could be instrumental in preserving traditional, safe farming practices and introduce regional heritage ingredients to the American consumer that are difficult or impossible to produce to the same level of quality elsewhere (i.e., Kalamata olives from Greece or Calabrian Peppers from Italy).

Beginning this year, we will publish annual reports on our Corporate Sustainability and Social Responsibility. These documents are always evolving at the guidance of our Quality & Food Safety Teams in partnership with our corporate team, farming community, and production facilities. We take immense pride and purpose in understanding the role we play in preserving our greatest resources for future generations.

Thank you,



Phil Meldrum, President & Founder



We view purpose in sustainability as the commitment made to ensure a thriving planet and an equitable society by taking its vast resources – employees, customers, natural resources, influence – and orienting them in service to some greater good.

Our 3 elements of purpose:

1. Essence; qualities that make our products and practices unique
2. Resource; the environmental or social asset that we will take responsibility for protecting, improving, building, and/or nurturing
3. Hope; our vision for what a thriving future looks like



FOODMatch's 2023 sustainability report focuses on 3 core areas:

- Regenerative agriculture practices used by our Greek olive farms and USA tomato farms
- Sustainability/ESG (environmental, social, and governance) initiatives of our production facilities
- Sustainability/ESG initiatives of our corporate headquarters

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Focus

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Company Introduction

FOODMatch is a producer and importer of global specialty foods spanning 15 countries and 5 continents. Originating from culinary-rich locations such as Greece, France, Italy, Spain, USA, Morocco, Peru and South Africa, our 500+ catalog of items each offer a distinct advantage in quality, packaging and value. We supply dry, perishable and frozen products that are innovative and responsibly produced.

FOODMatch operates through either joint manufacturing ventures for company owned brands or exclusive distribution agreements with innovative manufacturers who have the long-term commitment, desire, and capacity to build a strong franchise for their brands in the U.S. and Canada.

FOODMatch leverages its strategic industry alliances and strong relationships with importers, regional distributors, retail chains, multi-unit foodservice chains, and independent end-users to launch and build our brands. We achieve product placement in the highest profile retail and foodservice venues, providing a national showcase for our brands and products. FOODMatch also supplies industrial and private label customers.



Headquarters	575 8th Avenue, Floor 23 New York, NY 10018
Employees	98
Core Channels	Retail, Grocery, Foodservice, Industrial, Private Label
Core Products	Mediterranean olives, antipasti (pickled/preserved vegetables), spreads/tapenades, condiments, sauces
Phone	(212) 244-5050
Email	hello@foodmatch.com

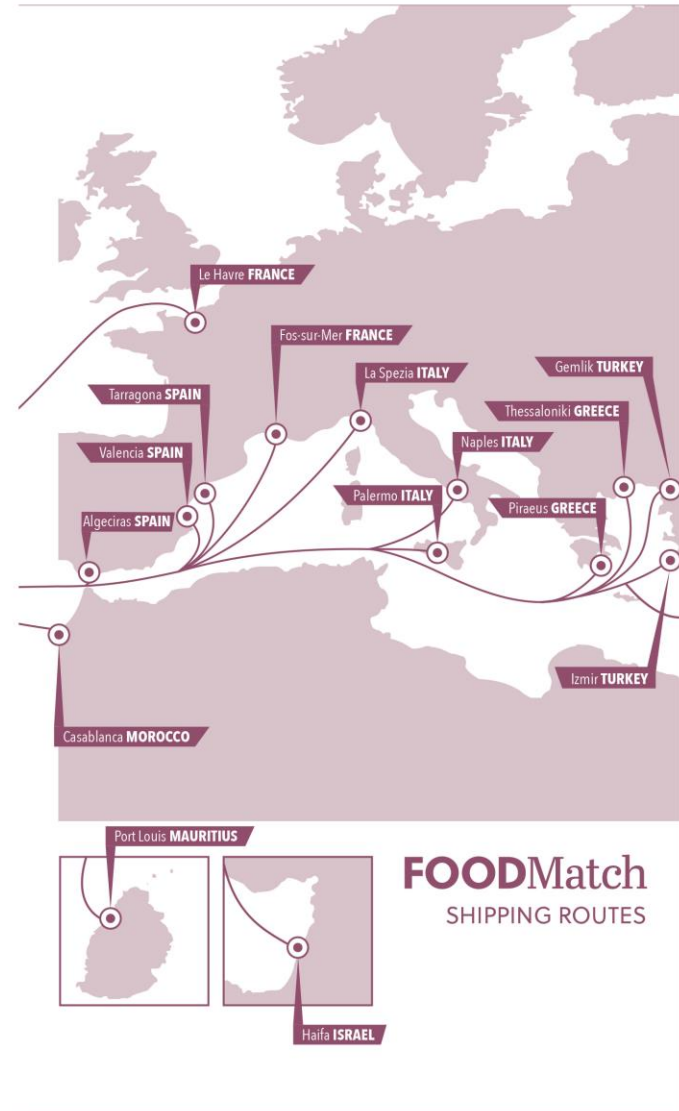
Leadership

President & Founder:	Phil Meldrum (1996)
Sales:	Kevin O’Conner (2003)
Operations & Finance:	August Fuerst (2001)
Human Resources	Patricia Kennedy (1997)
Global Supply Chain:	Farah Heraux (2003)
Marketing:	Brandon Gross (2004)
Quality Control:	Jari Buechler (2006)
Business Intelligence	Cheryl Capozzi (2013)

Portfolio of Brands



Product Source Map



Quality Assurance & Food Safety

Food Safety and Quality Assurance are always top priority at FOODMatch. All production facilities we partner with meet the following criteria:

- Annual GFSI food safety audit with excellent score
- Certified PCQI (Preventative Control Qualified Individual) working full-time on-site in all facilities
- Completed C-TPAT (Customs Trade Partnership Against Terrorism) questionnaire with passing score
- Approved Hazard Analysis meeting FDA requirements completed/filed for each item/sku (replacing HACCP plans)
- Non-EU and US based companies must adhere to Social Compliance Requirements and complete/pass 3rd party Social Compliance Audit annually

Our NY Corporate QA/FS Team has a combined 89 years experience in the food industry. With team members educated in everything from Food Science to Nutrition to Food Engineering; supply partner relationships in 15 different counties, and hundreds of customers with varying requirements, our team has unique insight allowing us to exceed the highest standards of quality and safety; and we've been an industry leader in technology to improve quality and safety. Some highlights of our achievements include:

- Moving from the traditionally water intensive pit detection process of floatation tanks to using automated x-ray pit detection technology - saving an estimated 900 tons of water annually
- Moving from the inaccurate and inefficient manual defect sorting process to using automated x-ray defect detection and sorting technology
- Automating the highly inefficient, manual, cheese stuffing process

Quality Assurance & Food Safety (Continued)

In addition, our team has reformulated several items which in their traditional market formulation fell into the FDA's TCS (Temperature Control for Safety) product category; putting the heavy burden of maintaining safety on our customers who display the products on an olive bar, repack the product on-site, and/or display sealed products in refrigeration units which are open to ambient air and thus may not keep products sufficiently refrigerated to ensure food safety. Our biggest achievements in this area include:

- Formulating a non-TCS Castelvetrano Olive, reducing the pH from 5.2 to <4.6
- Formulating a non-TCS Roasted Garlic, reducing the pH from 5.0 to <4.2
- Formulating several retail cheese & antipasti/olive mixes with pH <4.6

Non-GMO

- Our team partners with the non-GMO project and currently have 130 certified sku's.
- All Divina products meet the USDA definition for Non-GMO





Regenerative Agriculture

Terms like ‘Regenerative Agriculture’ and ‘Regeneratively Farmed’ have gained tremendous popularity in the past years; and as such, are now appearing on a vast amount of product labels and marketing campaigns. However, it is important to recognize that these terms have yet to be formally defined by a regulatory agency. One definition could differ completely from another; and in the worst case these claims are simply a ‘green-washing’ tactic to satisfy customer demand.

A [study by FAIRR](#) surveyed 79 agri-food companies and found that while 50 have announced regenerative agriculture initiatives, only 18 have formal quantitative targets. And without measurable goals, it is difficult to substantiate the environmental claims many of these companies have made.¹

FOODMatch believes in transparency, validation, and verification of all information and claims we make about our products. To define “regenerative agriculture and/or farming”; we consider

- The land our crops are grown on (what has been historically grown)
- How were fields organized, cared for, harvested, and processed
- How much/in what ways have the historical practices changed?
- Have our farmers changed the natural landscape to increase yields and profits?

When we understand this detail, we can then start to understand the negative impacts modern agriculture practices have had on the land/soil, and what steps we need to take to reverse or reduce these impacts.

[¹Is the Greenwashing Wave Crashing? - The Food Institute](#)



Regenerative
Agriculture

Greek Olives

Greek Olives - Farming Practices

FOODMatch has created a “Farm Commitment Initiative,” which will allow us to provide full transparency regarding key practices that our Greek farmers follow to protect the environment and health of the local communities. Elements that will be included and reviewed/updated annually are:

Pesticide Usage

- List all pesticides used, giving preference to farmers using natural/organic pesticides such as copper
- Practices to ensure pesticides are only used when necessary (such as using fly traps to detect female insect presence and level of pesticide protection necessary)
- Spraying only after sun-down or before sunrise (when bees are in hives to protect them)

Practices to protect biodiversity and soil health, such as allowing weeds and grasses to grow, trimming/cutting them as needed but leaving the roots intact

Water usage

- Regular monitoring rain fall and temperatures, watering only as necessary

Fertilizer Usage

- List fertilizers used, giving preference to farmers using only non-chemical fertilizers

Approximate % number of other trees or perennial plants in orchard (to understand biodiversity)

List animal species which are permitted to habitat in the fields (meaning no practices are in place to destroy their habitats/evict them)

Is tilling used, and if so, how often (with goal to reduce this practice)?

How often is soil testing conducted?

Greek Olives - Regenerative Farming Certification

Through our vast discussions with our many farmers, including farmers following conventional, organic, and biodynamic certified practices, we have seen and heard firsthand that all FOODMatch's Greek olive farmers are generally following historical practices well in line with the Regenerative Farming methods. However, we intend to validate and verify this belief by funding the third-party regenerative certification of one of our largest organic Greek farms in 2024. While our products will not carry the regenerative certification seal, we intend to share the certification of our farm in the next version of this report and with our customers so they can be confident that our farmers are following verified regenerative practices.

Additionally, through the third-party certification process, we will gain the important expertise into Regenerative Farming practices for olives, enabling us to expand our Farmer Commitment initiative, incorporating environmentally positive changes that we are working towards our farmers complying with in years to come.



Carbon Sequestering of Olive Trees

From a 2017 study conducted by the IOC (International Olive Council):

“It is the natural behavior of the olive tree to capture carbon dioxide in the atmosphere, absorb it, and then store it firstly in the biomass and finally, into the soil in a permanent way,”

Juan Antonio Polo Palomino, IOC's olive oil tech and environment department

As a result, olive groves serve as significant carbon sinks. According to IOC data, olive groves spanning 10.5 million hectares globally can potentially remove 47 million tons of carbon dioxide from the atmosphere annually.

Thus, considering the total life cycle of olive oil, it can be maintained that the production of one kilogram of olive oil removes 10 kg of carbon dioxide from the atmosphere,” the IOC concluded in a 2017 study.”²

Based on the IOC calculations, its estimated that on average 5 cases (50 pounds) of D0221 (Kalamata olives) removes 10kg CO₂. To put that number into context; the EPA states that for every gallon of gasoline consumed, 8,887 grams (or 8.887kg) of CO₂ is emitted³.

² <https://www.oliveoiltimes.com/world/olive-trees-can-help-beat-climate-change/125328>

³ <https://www.epa.gov/energy/greenhouse-gases-equivalencies-calculator-calculations-and-references>

Carbon Sequestering of Olive Trees (Continued)

It is important to note that there is not a simple calculation to determine how much carbon is sequestered from the atmosphere by a grove or a single tree. Even estimates are difficult to verify as there are several factors, mainly natural and varying by farm and tree; for example, tree density, age of tree(s), climate/location, weather, and natural characteristics of the terrain/soil.

In addition, there are some farming practices which have impact, such as soil and tree maintenance/health, fertilizer use, and watering practices. Improved practices for soil management, such as the use of conservation tillage and reincorporating pruning residues into the soil, can notably increase the carbon sequestration in tree plantations. These values equate to approximately 5.06-10.1 tons Carbon/acre yr⁴.

Given many of our farmers are small family farms with mature trees using traditional (GAP) methods to ensure tree/soil health, we expect our olive groves are capturing/storing carbon on the higher end of this range.



⁴<https://www.tandfonline.com/doi/full/10.1080/17583004.2016.1213126>

Greek Olives - Pesticide Usage

FOODMatch has always strived to ensure our olives are of the best quality. As part of that quality promise, since 2011 we have tested every curing vat of organic and non-organic olives to ensure that every lot of our olives is completely free from pesticides.

On the following page, we provide a list of all current pesticides tested for by third party labs using FDA approved testing methodology.

Unfortunately, it is not uncommon to find small quantities of pesticides; especially because the testing we conduct can detect even trace amounts which can be the result of drifting from neighboring fields. For this reason, we initiated this expansive testing program, as a promise to our customers to have totally clean, chemical free olives.

See appendix for full list of pesticides.





Regenerative
Agriculture

**Roasted
Tomatoes**

USA Roasted Tomatoes - Farming Practices

Our Roasted Tomatoes are farmed on fields local to our roasting facility, mainly in Pennsylvania, New Jersey, and Virginia. The farming practices are designed to protect the land and general environment, while meeting the requirements of all regulatory bodies, including GAP certification (Good Agricultural Practices).

Overview of farming practices (only non-GMO seeds/plants):

Watering

- Drip irrigation is used, as needed depending on rainfall, to conserve water, ensure no run-off, and to maintain plant health

Crop Rotation

- We plant on fields which are rotated on a 3-year schedule between tomatoes, corn, soybean; in some fields depending on soil health a 5-year rotation may be followed

Cover Cropping

- Our fields are always cover cropped (typically with wheat) to protect the land during non-active months

Pesticide Usage

- When pesticide is needed to protect the tomatoes, it is applied only to impacted area (not entire field), using a GPS programmed sprayer to prohibit over-application and protect wildlife and the surrounding environment from drifting

USA Roasted Tomatoes - Farming Practices (Continued)

Fertilizer Usage

- Green manure (crop residue) is incorporated into the soil post-harvest using a shallow till before planting cover crop

Field Maintenance

- During tomato growing, fields are hoed by hand to remove invasive weeds, mainly nightshade, which support growth of harmful nematodes

Soil Protection

- Soil erosion is monitored regularly

Seed Selection

- We select our seed varieties each year, after careful analysis of the performance of the previous harvest. In a typical year, we are planting 5 different seed varieties which produced exceptional quality the previous year. Additionally, we plant 2-3 test seed varieties, which assuming good performance in the field, we roast and pack as a test. We do this because as seeds mutate year over year, the ideal roasting characteristics will change and/or reduce.

Biodiversity

- Grasses, shrubs, and flowering plants are allowed to grow freely in verges, field corners, areas with shallow soil and rocks, and in field margins



**Sustainability &
ESG Initiatives**

Sustainability/ESG Initiatives of our Production Facilities

We have worked closely with our core processing facilities to determine 2024 initiatives and are prioritizing changes, improvements and innovations that offer the greatest reduction to the environmental footprint of the existing systems and practices.

Given the nature of food production, the natural focus points are:

- Energy and Emissions
- Water Usage
- Biological Waste
- Waste Management
- Packaging Innovation

In the following pages, you will find detailed information on these focus points, for our Greek Olive and USA Roasted Tomato facilities.



Sustainability/ESG Initiatives of our Production Facilities

Focus on Energy and Emissions

In 2024, our 4 largest production facilities will begin tracking their energy usage using the below chart, with the goal of increasing usage of green energy sources.

Energy Generation Source	Unit	Starting Value	Ending Value
Avg. Grid Mix	kWh		
100% Renewable Grid	kWh		
Solar (self-generated)	kWh		
Wind	kWh		
Hydro	kWh		
Photovoltaic	kWh		
Geothermal	kWh		

Sustainability/ESG Initiatives of our Production Facilities

Focus on Energy and Emissions

Understanding this important initiative, our facilities have already begun taking measures to reduce reliance on energy from the average grid.

Greek Olive Production

- Our facility has purchased and commissioned the installation of solar panels by January 2024. These panels are estimated to produce 600-650 KWs/hr. under optimal weather conditions.
- Our estimated usage for 2023 has been 260 KW/hr., meaning our expectation is for these panels to cover close to 100% of the total electrical needs beginning in 2024.

USA Roasted Tomato Production

- Our facility was designed to be as energy efficient as possible; and to ensure this we commissioned the design and installation of drying ovens with highly efficient burners, which are maintained regularly to keep a clean blue flame.
- The oven temperatures are maintained/controlled through PLC control (industrial smart-computer system) and data logged. These ovens reuse the heat they create and are 4 times more efficient than industry standard single pass dryers; capturing and re-using 72% of the heated air to minimize energy need.

Sustainability/ESG Initiatives of our Production Facilities

Focus on Water Usage

In 2024, our production facilities will begin tracking their water usage using the below chart, with the goal of finding ways to reduce freshwater usage.

Water Source	Unit	Starting Value	Ending Value
Well/Municipal	gallons		
Treated Onsite & Reused	gallons		



Sustainability/ESG Initiatives of our Production Facilities

Focus on Water Usage – Greek Olive Production

Processing all table olives requires a large quantity of water, as there are several steps in the general process which require water to make olives safe and edible. First, as with all fresh produce, olives must be thoroughly washed to remove debris and bacteria from the trees, fields, and harvesting equipment. The olives are then moved to curing tanks or vats. While we use various curing processes depending on the olive varietal, all curing and fermentation styles are done by submerging the olives in salt water.

Once curing is completed, the olives are again washed to remove fermented bacteria. Next, the olives are desalted in water and, in some cases, pitted (a process which also requires water). Additionally, as with all food production facilities, daily cleaning and sanitation requires a large quantity of water.

Due to the high-water usage, both our Greek production facilities have installed methods for reducing water usage:

- Installation of closed water flow circuit systems, so that all water used during the pitting process is captured, reducing loss by 90% (3000 tons annually).
- Installation of automated pit detector, replacing the older process of passing pitted olives through 100-gallon floatation tanks to remove any unpitted olives.

Sustainability/ESG Initiatives of our Production Facilities

Focus on Water Usage – **Roasted Tomato Production**

- Processing tomatoes is far less water intensive than olives as most water usage is for washing/sanitizing fresh tomatoes and cleaning/sanitizing of the equipment and facility.
- Our line for processing incoming fresh tomatoes was designed to be water efficient, having an in-line flume and monitoring system to continuously recycle/reuse water used for cleaning fresh tomatoes.



Sustainability/ESG Initiatives of our Production Facilities

Focus on Waste Management – Greek Olives

An analysis was conducted to identify and rank the areas and processes which generate various types of waste. Biological and packaging waste were identified as the top contributors.

Biological Waste

- In our Greek Olive production facility, a biological treatment facility was installed onsite in 2021 and upgraded in 2023. This facility processes all liquid waste from production, cleaning it and making the outputs available for alternative uses. This system works with filtration and aeration (dissolved air flotation) of the water waste and the use of coagulation reagents (flocculants) which help solidify the small floating particles (which normally cannot be captured by filters). The solid matter that is gathered from this process is collected in waste tanks which are then shipped to the municipal sanitary landfill site. Water output is fed into an irrigation channel used for watering nearby fields.
- In 2023, hundreds of Kg's of olive 'waste' were generated from pitting olives, (this 'waste' includes the olive pit and small amount of surrounding flesh.) This waste is collected and packaged into drums, and shipped to local companies that use it to produce biofuel and/or pomace oil. Metrics for total biological waste are currently being determined and goals for further reductions will be included in our future sustainability reports.

Packaging Waste:

- Cartons, plastic, glass, tins, and shrink wrap used in production are all sold to a local recycling company.
- Olives/ingredients not received fresh from fields are received in large plastic barrels. Once emptied these barrels are returned to the farmer or supplier for reuse.

Sustainability/ESG Initiatives of our Production Facilities

Focus on Waste Management – **Roasted Tomatoes**

A similar analysis was conducted to identify and rank the areas and processes which generate various types of waste. Not surprisingly biological and packaging waste were identified as the top contributors.

Packaging Waste:

- Approximately 75% of the cardboard packaging used to package outgoing finished product is from recycled materials.
- Cardboard packaging from incoming goods is compressed and banded, it is then sent to a recycling facility.
- Damaged plastic trays, bins, and totes are picked up by a recycling facility.
- Wood pallets are reused if in good condition; damaged ones are recycled by a local company.



Sustainability/ESG Initiatives of our Production Facilities

Focus on Waste Management

- In 2024, our facilities will begin monitoring waste outputs using the below chart, with the goal of setting metrics for reducing waste shipped to landfills.

Total Pounds of Waste	Starting Value	Ending Value
% repurposed (ex. Defects/unusable food byproducts sold to processors; food waste sold as animal feed)		
% waste sold to energy producing companies (ex. Companies that make biofuel)		
% recycled (cardboard, plastic, pallets, etc.)		
% composted		
% waste shipped to landfill		

Sustainability/ESG Initiatives of our Production Facilities

Focus on Packaging Innovation

The packaging of food products presents numerous challenges.

As food suppliers we do not have as many “green” options as other industries. The safety of food must come first to protect the health of the public.

In our industry, FOODMatch is viewed as an innovator and early adopter of new technologies that reduce packaging waste.

We seek and adapt options that:

- Reduce weight—more efficient freight load
- Reduce waste volume
- Reduce product loss from breakage
- Reduce product loss from spoilage



Sustainability/ESG Initiatives of our Production Facilities

Focus on Packaging Innovation

FOODMatch was the first manufacturer in the olive industry to convert bulk packaging from large heavy industrial plastic kegs to lightweight vacuum-packed bags in corrugated boxes.

- Switching from standard industrial kegs to bags-in-box resulted in a 40% reduction in overall packaging and an 80% reduction in plastic usage. (Comparison was based on relative drained weight, e.g., the amount of packaging required for the same volume of olives.)
- Regarding shipping efficiency, this switch offered an approximate 10% increase in actual product volume (drained weight) on standard 40-foot containers. We were able to ship more olives and less plastic per container.



Sustainability/ESG Initiatives of our Production Facilities

Focus on Packaging Innovation

Paper Based Packaging

An analysis of all paper-based outer packaging is currently being conducted with the goal to increase the recycled paper content of our packaging, when possible, without compromising the safety and stability of the cases and/or palletized product.

- In 2023, in our Greek facility, we converted all cardboard packaging used for glass jars, deli cups, and the carton dividers to cardboard made of 100% recycled content.

Our 2024 initiative includes completion of this analysis in Greece, Italy and the USA, and metric setting for further reductions in the use of virgin paper; and expanding this analysis to include FSC certified packaging.

Sustainability/ESG Initiatives of our Production Facilities

Focus on Packaging Innovation

Plastic Packaging:

An analysis of all plastic packaging is currently being conducted with the goal to reduce our plastic footprint.

Methods being researched are reducing the thickness of plastic where possible without compromising food safety, quality, or shelf life; using plastic with a higher probability of being recycled (such as #1 PET) and using plastic that contains post-consumer recycled content.

This analysis includes what we call ‘reality factors’; i.e., factors which we believe must be considered when looking at various packaging options. Examples include:

- States where the product will be sold, and the current rate of recycling for the packaging materials in these areas. This must be considered to avoid ‘green washing’ (claiming a product/material is more environmentally friendly than it is in a real-world scenario).
- Production process for creating the packaging, how energy intensive is it?
- Location of production facility, proximity to our factories and method by which the packaging is shipped (with a preference for local facilities, limiting long-haul shipping and ban on air-freight.)

In 2024, we will complete our analysis, with the goal of identifying environmentally positive alternatives to the existing plastic packaging.



**Corporate
Social
Responsibility**

Our Partner Pledge | Labor policies, Fair Trade & Wages

We work with our farmers and producers to ensure they are adhering to the most ethical standards. Each current and new partner has pledged that their businesses operate to the following standards:

- A code of conduct is available as to the rules of employment and workers' rights that is posted or available to all employees in their own language. The documents must include that it complies with all International Labor Organization Conventions in respect to Child Labor, Forced Labor, Prison Labor, Discrimination, Working Hours, Wages, Disciplinary Practices and Health and Safety.
- Employees are aware of working conditions at hiring including working hours and terms of employment
- All workers or employees are over the age of 15 or over the minimum working age established by the jurisdiction where the facility, farm is located
- All employees are paid at least the minimum wage established by the country, state, or local government
- There is a non-discrimination policy in place that accounts for nationality, age, gender, religion and race
- There is a policy that indicates that no slave labor, forced labor or debt bondage is used by the company, all its subsidiaries or all its suppliers down its entire supply chain to the farm
- There a policy against using corporal punishment, physical, mental or verbal abuse
- There is a documented overtime program that is communicated to all employees

Sustainability & Environmental Responsibility – Office/Operations Teams

Logistics & Transportation

- All trucks and trailers entering California must have a vehicle year of 2011 or newer
- California and New Jersey adopted two new regulations to improve toxic air pollution and carbon emissions:
 - Advanced Clean trucks (ACT) Rule ensures more zero-emission and electric trucks are sold each year
 - Heavy-Duty Omnibus (HDO) Rule reduces toxic air pollution from new fossil fuel trucks
- In 2018 the International Maritime Organization set a target to cut vessels' greenhouse gas emissions in half by 2050 from 2008 levels. Shipping lines must use clean fuel, hence the implementation of the “green fuel surcharge” included in all rates.

Office Practices & Policies

- When stocking the office, we carefully research and source supplies that are environmentally-friendly whenever possible.
- We practice recycling and composting to minimize the environmental impact of our day-to-day operations
- In converting most of our processes to digital and going paperless, we've been able to cut our annual paper usage significantly

Sustainability & Environmental Responsibility – Office/Operations Teams

FM Sampling Department

- Now uses paper tape to close all sample and POS shipments/boxes
 - Eliminated 4,500 ft of plastic tape in 6 months
- Partner with local composting company “Royal Waste” to dispose of all food/biological waste
 - Average donation of 192 gallons food waste/month
 - The waste is brought to their composting facility where it is processed to remove contaminants. It is then shipped to McEnroe Organic Farm in Millerton, NY, where it is used for potting soil.

<https://royalwaste.com/organic-waste-recycling-composting/>

FM Marketing Department

- Paper analysis determined our team uses around 1756lbs of paper annually
 - New sustainability standard was implemented, requiring all paper purchased meet or exceed the below criteria:
 - FSC certified paper
 - Contains at least 30% post-consumer recycled content

Divina Market – E-Commerce Shipping Materials

- All DVM shipping materials have been plastic free since its inception in late 2022.
 - Jar protectors (paper) – made of 76-86% recycled material
 - Kraft Paper Dispenser (paper) – made of 100% recycled material
 - Shipping boxes (paper) – made of 100% recycled material
 - Paper Tape (paper) – virgin kraft paper

Sustainability & Environmental Responsibility – Office/Operations Teams

2024 priorities are outlined below:

- Continuing our analysis of all materials regularly used in large quantities; identify more sustainable alternatives. Target items include finding a more environmentally friendly sample containers to replace the current 100% PET cups. Options being explored include:
 - Sealed pouches (reducing total plastic impact)
 - Plastic cups made of recycled plastic (to support recycling programs and reduce demand of virgin plastic)
 - Alternative materials such as aluminum (reducing total plastic impact and supporting production of single-use containers made from more sustainable materials)
- Switch from plastic bubble wrap to paper based protective wrap
- Work with our shipping partner (UPS) to analyze how various shipping options change the emissions footprint, (ground vs. air; weight of boxes vs. # boxes, etc.)
- Move more promotional and sales support material to digital versus printed

Corporate Social Responsibility

DEI – Diversity, Equity & Inclusion

From the FOODMatch Human Resources Department:

FOODMatch defines diversity as having a range of people with various racial, ethnic, and cultural backgrounds which excludes those of solely White ethnicity. We pride ourselves in having diverse backgrounds and are united by our passion for our products. Our commitment to fostering an inclusive environment is at the heart of our organizational values.

	Male	Female	Non-Binary	Diverse
General	16	32	1	13
Middle Management	17	26	0	8
Executive Team	4	4	0	1

Employee Tenure

5+ Years	8
10+ Years	47
New Hires	16

Corporate Social Responsibility

DEI – Diversity, Equity & Inclusion

We believe that every human being, regardless of race, gender, sexual orientation, age, religion, or otherwise deserves to be treated equally. We believe that no person should ever live in fear of violence or oppression because of the color of their skin. A big part of working towards a solution is assessing our own practices, behaviors, and the culture at FOODMatch. Without question, racism has no place at FOODMatch.

To take steps towards dismantling systemic racism, each one of us needs to identify and understand our part in the problem, the solution or both. We must examine our own privilege and seek out and listen to those whose life experiences are different from our own, so we fully understand each other's perspectives and beliefs.

- FOODMatch is and has always been an equal-opportunity employer
- Our long-time community partners, City Harvest and the Sylvia Center, are focused on providing healthy food and nutrition education to underserved communities in New York, many of which are communities of color. FOODMatch directly funds programming for Cooks for Health as well as a scholarship we created to support the education of our most promising students at The Sylvia Center. These programs are meant to improve our students' ability to lead healthier lives while opening new possibilities.
- Working with HR, we have broadened our training curriculum to include courses on inclusion and communication in hopes of creating a more open and safer workplace

Corporate Social Responsibility

DEI – Diversity, Equity & Inclusion

We want to hold ourselves accountable for real action. Areas we will address and progress:

- While we are an equal opportunity employer, our workforce and leadership need to be more diverse. Our HR team will work to develop hiring practices to ensure we are identifying the most diverse talent pools possible.
- We will continue to develop programs that promote inclusivity and equality. As our leadership team expands over time, we will prioritize diversity but also look for opportunities whenever appropriate to solicit feedback from all levels of staff and management amplifying voices of color.
- We will reassess our corporate giving strategy and identify new opportunities to work with mission-aligned organizations that address racial inequality
- We will expand upon our corporate training program to include lessons on diversity and equality and follow HR's lead in continuing this conversation in a meaningful way
- We will reassess our policies as needed to ensure they remain relevant and responsive
- We have shared accountability as human beings to embrace inclusiveness and celebrate diversity. We must move our community and society to be more equitable and just for all by listening and acting with open hearts and minds.

Corporate Social Responsibility

DEI – Diversity, Equity & Inclusion

Talent Evaluation & Hiring

- We value diversity and inclusion and aspire to be a more diverse company on all levels. We are committed to building a talented team that represents a variety of backgrounds, perspectives and experiences. We seek to recruit, develop and retain the most talented people that can contribute to a welcoming and inclusive culture.
- We have developed a recruiting process to be inclusive and broaden our reach
- Our job descriptions are vetted for inclusive language
- Through strategic targeted marketing, we hope to attract a more diverse candidate pool
- Our diversity goal is to Increase BIPOC hiring at all levels with a KPI of:
 - Strive to have 50% of candidates be people of color

Training

- Diversity, Equity & Inclusion programs are an essential aspect of building engaged and happy employees. We believe the best place to start is with Learning & Development and fostering safe spaces for conversations around DE&I.
- We have incorporated unconscious bias training into our annual trainings and created a custom suite of DE&I trainings available to our employees.
- We invite guest speakers to share their experience and expertise on the topic and plan to continue the dialogue around DE&I while amplifying voices of color

Corporate Social Responsibility

Benefits Offered by FOODMatch

Employer Sponsored:

- Medical Insurance with HRA
- Dental Insurance
- Vision Insurance
- Life and AD&D Insurance
- Short- & Long-Term Disability
- 401k with Profit Sharing Plan
- Paid Time Off
- Volunteer Time Off
- Donation Matching

Employee Sponsored:

- FSA (Flexible Spending Account)
- Commuter Benefits
- AFLAC Voluntary Benefits
- 529 College Savings Plan
- Employee Assistance Program (EAP)
- Entertainment Discounts
- ID Theft Protection
- Time Off



Corporate Social Responsibility

Health, Wellness, and Safety of Staff

The safety, health and well-being of our employees is our top priority. This is supported by our policies and benefits we offer to all employees.

- Our benefits package offers plans for physical, mental and financial health
 - For employees to maintain their physical health, we offer medical, dental and vision insurance as well as corporate gym memberships
 - For their mental health, we offer an employee assistance program, generous PTO plan, and our medical plans offer mental health coverage. We also bring free mental health/wellness resources to their attention.
 - For our employee's financial health, we offer a company-funded HRA and FSA plans for health, dependent care, transit and parking. We also offer life and disability insurance, 529 college savings plan, and a 401(k) plan with profit sharing. In addition, we have a financial planner available to employees at no cost.
- For employee safety, we provide regular training on emergency protocols and COVID-19 guidelines
- Our anti-harassment and discrimination policy, anti-retaliation and whistleblower policy as well as our training on sexual harassment and diversity, equity and inclusion provides a safe, inclusive working environment for all employees

Corporate Social Responsibility

Community Outreach

As a key part of our mission to help nurture communities and enhance quality of life we are committed to giving back to the community both locally and globally.

We are deeply involved with three key community partners: The Sylvia Center, City Harvest and Oldways. Each partner tackles a unique aspect of nutrition education, community building and food justice.

We are proud to support many additional mission-aligned non-profits through dollar-for-dollar matching program, in-kind donations, employee volunteer outings and a company-wide VTO (volunteer time-off) policy.



Corporate Social Responsibility

City Harvest & Food Rescue

“Forty years ago, City Harvest helped start the food rescue movement. Today, we continue to see the tremendous impact food rescue has on our community.”

Neighbors across New York City rely on City Harvest to help fill their plates with fresh, nutritious food. This year, we will rescue more than 77 million pounds of food and deliver it, free of charge, to hundreds of food pantries and soup kitchens across the five boroughs to help feed New Yorkers experiencing food insecurity.”

Being based in New York City, FOODMatch has been partnering with City Harvest for over 15 years and we plan to continue supporting their important mission in the coming years.

In 2023, FOODMatch donated to City Harvest:

- **4927 cases of product totaling 17,238 LBS of product**

<https://www.cityharvest.org/our-story/>



Corporate Social Responsibility

rePurpose Global & FOODMatch Partnership

We are proud to announce our Impact Guarantee Program, achieved through our partnership with rePurpose Global, a social enterprise fighting plastic waste.

“Our mission is to rid the world of plastic pollution and accelerate towards a circular economy. rePurpose Global's Impact Projects remove and recover plastic pollution across five countries and three continents. We work with our impact partners to collect this plastic, removing it from nature-bound sources. Anything that can be recycled is recycled, but a lot of our projects collect low-value plastic (such as multi-layer plastics) which are not recyclable and will be reprocessed (e.g. compressed into ‘eco wood’) or co-processed (mineral recycling and energy recovery replacing coal in cement manufacturing).

Getting products to be a part of the Impact Guarantee Program does not only recover plastic waste from the environment. The investment also supports our projects to lift marginalized waste-workers out of cyclical poverty. Our impact partners employ waste-workers and/or support waste pickers, and the rePurpose Global Impact Code ensures that waste workers are treated fairly, paid fair wages, and work in a clean and safe environment.”

FOODMatch is partnering with rePurpose Global to recover an equal amount of plastic (by weight) from nature for every plastic deli cup and 5lb plastic pouch we sell.

[Home - rePurpose Global](#)



Thank you!

FOODMatch

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Appendix – list of pesticides tested

2,6 Dichlorobenzamide , 2.3.5-Trimethacarb, 2-phenylphenol (sum of 2-phenylphenol and its conjugates, expressed as 2-phenylphenol) (R)(F), 4,4-Dichlorobenzophenone, Acephate , Acetamidrid (R), Acetamidrid-N-Desmethyl*, Acetochlor , Acibenzolar-S methyl (#H), Aclonifen , Acrinathrin (F), Alachlor , Albendazole, Aldicarb, aldicarb sulfone*, aldicarb sulfoxide, Aldrin and Dieldrin (Aldrin and dieldrin combined expressed as dieldrin) (F), Allethrin*, Allidochlor, Alpha-Cypermethrin (aka alphamethrin), Ametoctradin (R)(F), Ametryn, Amicarbazone, Aminocarb , Amisulbrom , Amitraz metabolite BTS 27271, Ancymidol, Anilofos, Anthraquinone, Anthraquinone (F), Aramite (F)*, Aspon, Atraton, Atrazine (F), Atrazine-desethyl, Atrazine-desisopropyl, Azaconazole, Azamethiphos, Azimsulfuron*, Azinphos-ethyl (F), Azinphos-methyl (F), Aziprotryne, Azoxystrobin , BAC-C08*, BAC-C10, BAC-C12, BAC-C14, BAC-C16, BAC-C18, Barban (F), Beflubutamid , Benalaxyl, Benazolin-ethyl ester, Bendiocarb, Benfluralin (F), Benoxacor, Bensulfuron-methyl , Bensulide, Benthiavalicarb (Benthiavalicarb-isopropyl(KIF-230 R-L) and its enantiomer (KIF-230 S-D) and its diastereomers(KIF-230 S-L and KIF-230 R-D), expressed as benthiavalicarb-isopropyl) (A), Benzovindiflupyr * , Benzoximate, Benzoylprop ethyl, Benzthiazuron, Beta-Cyfluthrin, Bifenazate * , Bifenox (F), Bifenthrin (sum of isomers) (F), Biphenyl , Bitertanol (sum of isomers) (F), Bixafen (R)(F), Boscalid (R)(F), Bromacil, Bromadiolone * , Bromfeninfos, Bromobutide, Bromocyclen, Bromophos, Bromophos-ethyl (F), Bromopropylate (F), Bromuconazole (sum of diastereoisomers) (F), BTS44595 Prochloraz metabolite, BTS44596 Prochloraz metabolite, Bupirimate (R)(F)(A), Buprofezin (F), Butachlor, Butafenacil, Butamifos, Butocarboxim sulfoxide, Butoxycarboxim*, Butralin , Buturon, Butylate * , Cadusafos , Cambendazole, Carbaryl (F), Carbendazim and benomyl (sum of benomyl and carbendazim expressed as carbendazim) (R), Carbetamide (sum of carbetamide and its S isomer) , Carbofuran, Carbofuran 3-hydroxy, Carbofuran keto, Carbophenothion, Carbophenotion methyl, Carboxin, Carfentrazone ethyl (#H), Carpropamide, Chlorantranilprole (DPX E-2Y45) (F), Chlorbenside (F), Chlorbromuron, Chlorbufam (F), Chlordane (sum of cis- and trans-chlordane) (R)(F), Chlordimeform*, Chlorfenapyr , Chlorfenprop methyl, Chlorfenson (F), Chlorfenvinphos (F), Chlorfluzuron, Chloridazon, Chlormephos, Chlorobenzilate (F), Chloroneb, Chlorothalonil (R), Chlorotoluron , Chloroxuron (F), Chlorpropham (R)(F), Chlorpyrifos (F), Chlorpyrifos-methyl (R)(F), Chlorsulfuron * , Chlorlhal-dimethyl , Chlorlthiophos, Chlorzolinate (F), Chromafenozide , Cinidon-ethyl (sum of cinidon ethyl and its E-isomer) , Cis-1,2,3,6-Tetrahydrophthalimide (THPI), Clethodim*, Climbazole, Clodinafop-propargyl (#H), Clofentezine (R), Clomazone , Cloquintocet mexyl, Clothianidin , Coumaphos , Coumatetralyl*, Coumoxystrobin*, Crimidine, Crotoxyphos, Crufomate, Cyanofenphos, Cyanophos, Cyantranilprole , Cyazofamid , Cycloate, Cycloxydim, Cycluron, Cyflufenamid (sum of cyflufenamid (Z-isomer) and its E-isomer, expressed as cyflufenamid) (R)(A), Cyflumetofen , Cyfluthrin (cyfluthrin including other mixtures of constituent isomers (sum of isomers)) (F), Cyhalofop-butyl , Cymoxanil , Cypermethrin (cypermethrin including other mixtures of constituent isomers (sum of isomers)) (F), Cyprazin, Cyproconazole (F), Cyprodinil (R)(F), Cythioate, DDD-o,p, DDE-o,p, DDT (sum of p,p'-DDT, o,p'-DDT, p,p'-DDE and p,p'-TDE (DDD) expressed as DDT) (F), DDT-o,p, DDT-p,p, DEET (N,N-Diethyl-m-toluamid), Deltamethrin (cis-deltamethrin) (F), Demeton-O, Demeton-S-methyl, Demeton-S-methyl sulfoxide, Demeton-S-methyl sulphone, Desmedipham , Desmetryn, Diafenthion*, Dialifos, Diazinon (F), Dichlobenil*, Dichlofenthion, Dichlofluanid, Dichloran, Dichlormid, Dichlorvos , Diclobutrazol, Diclofop-methyl, Dicloran * , Diclosulam*, Dicofof (sum of p, p' and o,p' isomers) (F), Dicrotophos, Didecyldimethylammonium chloride (mixture of alkyl-quaternary ammonium salts with alkyl chain lengths of C8, C10 and C12) , Dieldrin, Diethofencarb , Difenoconazole , Difenoxuron, Diflubenzuron (R)(F), Diflufenican (F), Dimefox*, Dimefuron, Dimethachlor, Dimethenamid, Dimethirimol, Dimethoate , Dimethomorph (sum of isomers) , Dimethylvinphos, Dimoxystrobin (R)(A), Diniconazole (sum of isomers) , Dinobuton, Dinotefuran , Dioxabenzofos, Dioxacarb, Dioxathion (sum of isomers) (F), Diphenamid (aka difenamide), Diphenylamine , Dipropetryn, Disulfoton (sum of disulfoton, disulfoton sulfoxide and disulfoton sulfone expressed as disulfoton) (F), Ditalimfos, Dithiopyr, Diuron , DMSA (deg. diclufluanid), Dodemorph , Dodine , Drazoxolon, Edifenphos, Emamectin benzoate B1a, expressed as emamectin * , Endosulfan (sum of alpha- and beta-isomers and endosulfan-sulphate expressed as endosulfan) (F), Endrin (F), EPN, Epoxiconazole (F), EPTC (ethyl dipropylthiocarbamate) , Esfenvalerate, Etaconazole, Ethalfuralin , Ethiofencarb, Ethiofencarb-sulfone, Ethiofencarb-sulfoxide, Ethion , Ethiprole, Ethirimol (R)(F)(A), Ethofumesate, Ethoprophos , Ethoxyquin (F), Etobenzanid, Etofenprox (F), Etoazole , Etrifos, Famphur, Fenamidone , Fenaminostrobin*, Fenamiphos (sum of fenamiphos and its sulfoxide and sulphone expressed as fenamiphos) , Fenarimol , Fenzaquin (F), Fenbuconazole (sum of constituent enantiomers) , Fenchlorazole-ethyl, Fenchlorphos (sum of fenchlorphos and fenchlorphos oxon expressed as fenchlorphos) , Fenfluthrin, Fenfuram, Fenhexamid (F), Fenitrothion , Fenobucarb, Fenoxanil , Fenoxaprop-P-ethyl, Fenoxycarb , Fencpiclonil, Fenpropathrin , Fenpropidin, Fenpropimorph (sum of isomers) (R)(F), Fenpyroximate (R)(F)(A), Fenson (aka fenizon), Fensulfothion, Fenthion, Fenthion oxon-sulfone, Fenthion sulfone, Fenthion sulfoxide, Fenuron, Fenvalerate (any ratio of constituent isomers (RR, SS, RS & SR) including esfenvalerate) (R)(F), Fipronil (sum fipronil + sulfone metabolite (MB46136) expressed as fipronil) (F), Fipronil sulfide, Flamprop-isopropyl, Flonicamid , Florasulam * , Fluazifop-P-butyl, Fluazuron, Flubendiamide (F), Fluchloralin , Flucythrinate (flucythrinate including other mixtures of constituent isomers (sum of isomers)) (F), Fludioxonil (R)(F), Flufenacet, Flufenoxuron (F), Flumetralin (F)*, Flumetralin (F), Flumioxazine *

Appendix: List of Pesticides Tested for by FOODMatch (2 of 2)

Fluometuron , Fluopicolide , Fluopyram (R), Fluoroglycofen ethyl, Fluotrimazole, Fluoxastrobin (sum of fluoxastrobin and its Z-isomer) (R), Flupyradifurone , Fluquinconazole (F), Fluridone, Flurochloridone, Fluroxypyr-1-methyl heptyl*, Flurprimidole , Flurtamone , Flusilazole (R)(F), Fluthiacet-methyl, Flutolanil (R), Flutriafol , Fluvalinate (sum of isomers) resulting from the use of tau-fluvalinate (F), Fluxapyroxad (F), Folpet, Folpet (sum of folpet and phthalimide, expressed as folpet) (R), Fonofos, Forchlorfenuron , Formothion , Fosthiazate , Furalaxyl, Furathiocarb, Halfenprox (aka brofenprox), Halosulfuron methyl *, Haloxyfop-2-ethoxyethyl (#H), Haloxyfop- methyl (#H), HCH-d (Delta), Heptachlor (sum of heptachlor and heptachlor epoxide expressed as heptachlor) (F), Heptenophos, Hexachlorobenzene (F)*, Hexachlorocyclohexane (HCH), alpha-isomer (F), Hexachlorocyclohexane (HCH), beta-isomer (F), Hexachlorocyclohexane (HCH), sum of isomers, except the gamma isomer, Hexaconazole , Hexazinone, Hexythiazox (any ratio of constituent isomers) (F), Icaridin (Picaridin), Imazamethabenz-methyl, Imazaquin *, Imibenconazole, Imidacloprid , Inabenfide, Indoxacarb (sum of indoxacarb and its R enantiomer) (F), Iodofenphos, Ipconazole (F), Iprobenfos, Iprodione (R), Iprovalicarb , Isazofos, Isocarbamid, Isocarbophos, Isodrin , Isofenphos, Isofenphos-methyl, Isoprocarb, Isopropalin, Isoprothiolane , Isoproturon , Isopyrazam , Isoxaben , Isoxadifen-ethyl, Isoxaflutol, Isoxathion, Kresoxim-methyl (R), Lactofen , Lambda-Cyhalothrin (F) (R) , Lenacil , Leptophos, Lindane (Gamma-isomer of hexachlorocyclohexane (HCH)) (F), Linuron , Lufenuron (any ratio of constituent isomers) (F), Malathion (sum of malathion and malaaxon expressed as malathion) , Mandipropamid (any ratio of constituent isomers) , Mecarbam , Mefenacet, Mefenpyr diethyl, Mepanipyrim , Mephosfolan, Mepronil , Metaflumizone (sum of E- and Z- isomers) , Metalaxyl, Metamitron , Metazachlor, Metconazole (sum of isomers) (F), Methabenzthiazuron , Methacrifos , Methamidophos , Methidathion , Methiocarb, Methiocarb sulfone, Methoprotryne, Methoxychlor (F), Methoxyfenozide (F), Metobromuron, Metolachlor, Metoxuron, Metrafenone (F), Metribuzin , Mevinphos (sum of E- and Z-isomers) , Mexacarbate, Mirex*, Molinate *, Monalide, Monocrotophos , Monolinuron , Monuron , Myclobutanil (sum of constituent isomers) (R), N-(2,4-Dimethylphenyl) formamide, N.N-Dimethyl-N'-p-tolylsulphamide (DMST), Napropamide (sum of isomers) , Neburon, Nicosulfuron *, Nitenpyram*, Nitralin, Nitrapyrin , Nitrofen (F), Nitrothal-isopropyl, Norflurazon, Novaluron (F), Nuarimol, Octachlorodipropyl ether (S 421), Ofurace, Omethoate , Orbencarb, Oxadiargyl , Oxadiazon , Oxadixyl , Oxamyl oxime, Oxflendazole, Oxyacboxin, Oxy-chlordane, Oxydemeton-methyl, Oxyfluorfen , Paclbutrazol (sum of constituent isomers) , Paraoxon, Paraoxon-methyl, Parathion (F), Parathion-methyl, Parathion-methyl (sum of Parathion-methyl and paraoxon-methyl expressed as Parathion-methyl) , Pebulate, Penconazole (sum of constituent isomers) (F), Pencycuron, Pendimethalin (F), Penflufen (sum of isomers) (F), Penfluron, Pentachloroanisole, Pentachloroaniline, Penthioopyrad , Permethrin (sum of isomers), Pethoxamid , Phenkapton *, Phenmedipham , Phenothrin (phenothrin including other mixtures of constituent isomers (sum of isomers)) (F), Phenthoate , Phorate, phorate sulfone, Phorate sulfoxide, Phosalone , Phosmet (phosmet and phosmet oxon expressed as phosmet) (R), Phosphamidon , Phoxim (F), Phthalimide, Picolinafen , Picoxystrobin (F), Pinoxaden , Piperonyl butoxide, Piperophos, Pirimicarb (R), Pirimicarb-desmethyl-formamido, Pirimiphos-ethyl, Pirimiphos-methyl (F), Pretilachlor, Prochloraz , Procyimidone (R), Profenofos (F), Profluralin, Profoxydim , Promecarb, Prometon, Prometryn, Propachlor, Propamocarb, Propanil , Propaquizafop, Propargite (F), Propazine, Propetamphos, Propham , Propiconazole (sum of isomers) (F), Propoxur , Propyzamide (R)(F), Proquinazid (R)(F), Prosulfocarb , Prothioconazole*, Prothioconazole-desthio, Prothiofen, Pymetrozine (R), Pyracarbolid, Pyraclostrobin (F), Pyraflufen-ethyl, Pyrazophos (F), Pyributicarb, Pyridaben (F), Pyridalyl *, Pyridaphenthion, Pyridat*, Pyrifenoxy, Pyrifitalid, Pyrimethanil (R), Pyrimidifen, Pyriminobac- methyl-(E), Pyriminobac-methyl-(Z), Pyriofenone *, Pyriproxyfen (F), Pyroquilon, Quinalphos (F), Quinoclamine , Quinoxifen (F), Quintozene, Quizalofop-P-ethyl (#H), Quizalofop-P-tefuryl (#H), Rabenzazole, Rotenone , Sebuthylazine, Secbumeton, Sethoxydim, Siduron, Silafluofen, Silthiofam , Simazine , Simeconazole, Spinetoram (sum of spinetoram-J and spinetoram-L) (F)(A), Spinosad (spinosad, sum of spinosyn A and spinosyn D) (F), Spirodiclofen (F), Spiromesifen , spirotetramat, Spirotetramat cis-keto- hydroxy, Spirotetramat enol-glucoside*, Spirotetramat mono-hydroxy, spirotetramat-enol*, Spiroxamine (sum of isomers) (R)(A), Sulfentrazone, Sulfotep, Sulfoxaflor (sum of isomers) , Sulprofos, TCMTB, Tebuconazole (R), Tebufenozide (F), Tebufenpyrad (F), Tebupirimphos, Tebutam (aka butam), Tecnazene (F), Tefluthrin (tefluthrin including other mixtures of constituent isomers (sum of isomers)) (F), Temephos, Terbacil, Terbufos , Terbufos-sulfon, Terbumeton, Terbutylazine (R)(F), Terbutryn, Tetrachlorvinphos, Tetraconazole (F), Tetradifon , Tetramethrin, Thenylchlor, Thiabendazole (R), Thiachloprid , Thiamethoxam , Thiazafurion, Thiazopyr, Thiobencarb, Thiodicarb , Thiofanox*, Thiometon sulfone, Thionazin, Thiophanate (ethyl), Thiophanate-methyl (R), Tolclofos-methyl (F), Tolfenpyrad, Tolyfluaniid, Tralkoxydim (sum of the constituent isomers of tralkoxydim) , Transfluthrin, Triadimefon, Triadimenol (any ratio of constituent isomers) , Tri-allate , Triazamate*, Triazophos (F), Tribenuron-methyl , Tribufos, Trichlorfon *, Trichloronat, Tricyclazole , Trietazine, Trifloxystrobin (R)(F), Triflumizole: Triflumizole and metabolite FM-6-1(N-(4-chloro-2-trifluoromethylphenyl)-n-propoxyacetamidine), expressed as Triflumizole (R)(F), Triflumuron (F), Trifluralin , Triforine , Triticonazole , Uniconazole , Valifenalate *, Vamidothion, Vamidothion sulfone, propoxyacetamidine), expressed as Triflumizole (R)(F), Triflumuron (F), Trifluralin , Triforine , Triticonazole , Uniconazole , Valifenalate *, Vamidothion, Vamidothion sulfone, Vamidothion sulfoxide, Vernolate, Vinclozolin , Zoxamide