Corporate Social Responsibility Report
2014–2015
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Our Mission and Purpose

Our Mission:
Changing the way the world eats for the better®

Our purpose at WhiteWave Foods is more than just producing great-tasting food.

It is about doing it in a way that’s better for people, our communities and our planet. We invest in the quality and sustainability of our supply chain, while deepening relationships in our communities, to show the world a better way. Our mission drives us to deliver products consumers enjoy, and to be a company people trust.

Living up to our mission requires great effort, consistency and a shift in mindset about how we work. Our values help us do this, by reinforcing a culture that guides us while we find new and responsible ways to deliver the transparency, choice and responsible practices people are looking for today.

The world around us is changing, so we must work to preserve our spirit and principles. Our culture makes us focus not just on what we do, but on how we do it. We challenge ourselves every day to rethink assumptions, to always be relevant, and to hold ourselves to higher standards as we continue to grow our business into the future.
Our Values

Producing food responsibly means making better choices even when people aren’t watching. At WhiteWave, we take ownership of our outcomes. We must continue the strong progress we’ve made in reducing our waste, water usage, and greenhouse gases companywide. But we know that’s not enough. We must also find new and responsible ways to source ingredients, package and label products, grow and manufacture food and improve the nutrition we offer while still delivering products people love.

We come to WhiteWave for the same reason: to personally make a difference in the future of this company. We must make a difference in the lives and careers of our employees by encouraging and inspiring them to grow professionally. This means developing and guiding individual careers, holding each other to high standards, rewarding our people and nurturing a positive culture. It means understanding the realities of our people’s lives and accommodating them when possible. It means creating a workforce that is diverse in thought, experience, and outlook. It means treating others with respect — as you’d want to be treated yourself. And it means listening to each other and respecting each other’s opinions. If we do all of this, and create a fantastic work environment that allows every one of us to do our best work, we will become a better company.

No matter how much we grow or change, we must remember that this is a place where our doors are always open. Authenticity is a strength. We are at our best when we are true to ourselves, support others to be themselves and foster the sharing of opinions and ideas. The balance between professionalism and informality keeps us connected as we work toward common goals. It’s critical we preserve this way of working because it helps us collaborate better across departments, levels and countries. It keeps us authentic and honest with each other, while we create a fun, informal, and celebratory environment because we believe this makes us a better company.
Each and every one of us must come to work every day with the simple goal of doing better than we did the day before. At heart, we are creators. And what we are creating is a new model food company that is shaping the future and achieving stand out performance. To keep doing this, we must understand that being a creator is not any single person’s job at WhiteWave. It’s everyone’s job. Everyone has the ability to create something new, to see what is possible and then make it so. This will require that we do more than keep our promises; it means we never settle for the status quo, and constantly seek to amaze our consumers, customers, partners and, ultimately, our shareholders.

WhiteWave is committed to the environment and our communities. We must find new, innovative ways to use our company’s core skills to make an even bigger difference. Our commitment takes two forms: efforts to support environmental sustainability; and efforts that make a difference in our local communities and neighborhoods, particularly programs that address hunger. Both initiatives have made a real impact, and we should continue giving our time and effort to help others. And as a company we can do more. We must share our core skills and our best practices to make an even bigger difference.

In a constantly changing world, we must bring a healthy ambition to our work, be nimble, adaptive, and always learning. We must always be willing to change in order to create a new model food company. This means opening our minds and listening closely to everyone who has a stake in our business, from our customers and consumers to our partners and employees, so that we not only understand what people want, but also anticipate what they need. It means giving our people the freedom to take smart, calculated risks and share ideas. We must make sure we learn from our successes and our mistakes, and become a better company in the process.
Highlights

Silk plant-based beverages use 80% less water on average than typical dairy milk per half gallon.

74% of our portfolio of products in 2015 were Non-GMO Project Verified, ProTerra Certified Non-GMO, or Organic compliant.

100% of So Delicious products are enrolled in or verified by the Non-GMO Project.

New Technical Innovation Center achieved LEED Gold certification.

600+ family farms supply 99 percent of Horizon’s organic milk with one percent coming from our Maryland dairy farm.

38% reduction of waste to landfill since 2013.

100% of palm oil sourced for our International Delight liquid creamer products is mass-balance certified sustainable.

Wallaby Organic sources local certified organic dairy milk from 8 family farms.

74% of So Delicious products are enrolled in or verified by the Non-GMO Project.
100% of cocoa powder sourced for North American brands is certified sustainable by UTZ

11,000+ hours volunteered globally through our Values in Action (VIA) program in 2015

15,505 miles biked to work by U.S. employees in 2015

Vega’s bottles are made from 96% post-consumer recycled plastic

Alpro’s sugar-reduction commitment by 2020

12.5% pretax income is donated to nonprofits
Our care for people and the planet pervades every facet of our business strategy.

We have a holistic global sustainability framework — with clear objectives — designed to address environmental protection, economic growth and social equity. We take great pride in what WhiteWave is becoming — a company where purpose-driven people work to make real, honest change in the world. I’m pleased to present our 2014–2015 Corporate Social Responsibility Report, which details our impacts over the past two years and demonstrates our progress toward changing the way the world eats for the better.

Sustainability is fundamental to our business, and by necessity our approach stretches throughout our supply chain. Our strategy starts with how we source our ingredients, and continues all the way through how we get our products to market. It has been ten years since we began tracking our environmental footprint in 2006, and in that time we’ve made significant progress toward reducing our emissions, energy, waste and transportation footprint. We’ve done this by building a more cohesive, structured and thorough data-based program across a growing business, which now has annual sales of more than $3.8 billion. The growth and evolution of our company has naturally increased our footprint in some areas, which has also inspired greater commitment and a drive to find creative solutions that lessen our environmental impacts and encourage us to set goals for continuous improvement.

While we are proud of what we have accomplished, we understand that the environmental pressures we encounter every day show no signs of abating. From climate change to finite supplies of raw materials, the need for responsibly produced food has never been greater. Concerns surrounding the availability of water and the clean production of energy require resourceful approaches to managing our footprint. We are motivated to reduce our emissions, support renewable energy projects and take action to tackle climate change. We have developed a climate and water policy to outline our position around these areas of focus, and established targets to reduce our greenhouse gas (GHG) emissions, water usage, energy consumption and waste within our operations.

Our strategic growth plan reflects our approach to global sustainability, which incorporates cultivating a responsible food system, illuminating better options for consumers and empowering our employees.

Better means 360° thinking. We are committed to producing food responsibly, which means looking across the entire value chain for ways to improve. From key efforts with suppliers to address commodity challenges and innovate packaging, to efficiency in our manufacturing facilities, you will see progress in these areas through cocoa,
palm oil and our newly minted 2025 environmental footprint goals outlined in this report.

We have made a companywide commitment to source 100 percent sustainable cocoa powder by the end of 2017 and are pleased that our U.S. business had already hit this goal in 2016.

Better is transparent.
Our commitment to transparency extends into environmental impact reporting. In 2015, we were added to CDP’s Climate Disclosure Leadership Index for the quality of our carbon emissions and energy disclosures. Transparency also applies to our clear labeling practices, which are designed to help consumers understand what’s in the food and beverages they eat and drink. In fact, nearly 75 percent of our brand portfolio carries either non-genetically modified organisms (Non-GMO) Project or ProTerra-verified seals, or is certified organic.

Better by example.
By pushing ourselves to change for the better, we show our partners, suppliers and communities a better way:

- We donated more than 2 percent of pretax profit to organizations in 2015 making a difference in hunger relief and environmental sustainability.

- In 2015, the number of our global volunteer hours (more than 11,000) amounted to the equivalent of five full-time employees.

- Our suppliers must not source materials that contribute to deforestation of high conservation value areas or interfere with habitats of endangered species.

- Our manufacturing plants in Dallas, Texas; Dubois, Pennsylvania; Scottsdale, Arizona and Bridgeton, New Jersey were recognized by industry organizations in 2015 for excellence in workplace safety.

What you will see in this report demonstrates not only our accomplishments, but also our commitment to continuously improve. We created and are expanding the nutritious food categories consumers across the world love, while also delivering the transparency, choice and responsible practices people want.

We continue to focus on what creates the most value for our consumers, our company and our planet.

Respectfully,

Gregg Engles
Chairman and Chief Executive Officer
Our Sustainability Strategy

We take a holistic approach to sustainability that includes nurturing the health of our bodies, our planet, and our communities. We foster a collective approach that includes partnering with organizations to promote resource conservation, sustainable agriculture, and build a culture of environmental and social responsibility.

Our sustainability strategy comprises three pillars:

- **Cultivating a Responsible Food System**
  - Embedding sustainability in every product
  - Sustainable agriculture
  - Efficient operations
  - Innovative design

- **Illuminating Better Options**
  - Demonstrating openness and integrity
  - Advancing transparency
  - Enhancing education
  - Providing enlightened choices

- **Empowering Employees**
  - Inspiring engagement and positive change
  - Thriving employees
  - Strong communities
  - Integrated sustainability
Our Footprint

We have been measuring our environmental footprint since 2006, and have experienced a near doubling in net sales since we wrapped up our first generation goals.

Our portfolio has expanded from being primarily a beverages and yogurts company to one that now offers fresh produce, frozen products and center-of-store products on a much greater scale than ever before.

These changes have led to an expansion of our environmental footprint, which is why we have now developed ambitious 2025 goals, that will help us to minimize greenhouse gas emissions, reduce waste and minimize our water use.

Resource Intensity Results and Targets

<table>
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<tr>
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<th>2006–2013 Results</th>
<th>2013–2015 Results</th>
<th>2025 Targets*</th>
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<td></td>
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<td>All inbound H₂O</td>
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Intensity based on per pound of product produced
* from a 2013 baseline
** Scope 1 and 2

Our Growing Portfolio

2006–2013

2013–2015

2013–2015

2006–2013
Environment

In our inaugural CSR Report in 2013, we described the efforts of our brands to reduce their respective environmental impacts. Today, we have set second-generation targets for reducing water use, greenhouse gas emissions, and waste to landfill to make certain our collective ecological footprint is minimized.

We work to create products that are grown, packaged and delivered in ways that respect the Earth’s natural resources to help ensure that, tomorrow, there will be enough for everyone.

Our industry faces challenges as the need for action on climate change, water scarcity and other sustainability issues becomes more urgent. For us, addressing these challenges means having a clear sustainability strategy that guides our actions, drives solid goals, and motivates us to achieve them.

The world’s population is expected to reach 9.7 billion by 2050,¹ and it’s time to get serious about how we produce our food. That’s why we want to continue changing the way the world eats for the better.²

Water

High-quality freshwater is key to cultivating crops, for use as an ingredient, and as a component of our manufacturing process. Globally, 86 percent of all consumed freshwater is used to grow food,\(^2\) so the choices we make can have a big impact.

Our strategy with regard to managing our water use is a great example of the holistic approach we take to addressing all of our environmental impacts. We start by measuring and monitoring our manufacturing footprint, and invest in projects to balance portions of that footprint with water restoration certificates (WRCs) as well as support projects that impact water quality in our manufacturing areas. The footprint of our products extends beyond our four walls, so we have worked with nonprofits, such as the World Wildlife Fund (WWF), and our suppliers to address water issues outside of our control. We work with WWF to assess water risks for our operations and key suppliers worldwide to better understand our exposure that could have a material effect on our operations.

In 2015, we balanced 45 percent of our global manufacturing water footprint through the purchase of Water Restoration Certificates (WRCs) from the Bonneville Environmental Foundation (BEF). For each WRC purchased, 1,000 gallons of water is restored to critically dewatered rivers and water systems across the U.S. Since 2009, our WRC commitments, many of them benefitting key areas within our supply chain, have restored more than 1.9 billion gallons of water.

We are a charter sponsor of BEF’s Change the Course water stewardship campaign. This effort aims to engage companies and individuals in conservation awareness, action, and replenishment of freshwater ecosystems. Our financial support has helped the campaign restore more than 5 billion gallons of water through 17 new restoration projects across seven states.

In 2015, our Mt. Crawford, Virginia manufacturing plant completed the first phase of a two-phase wastewater treatment project in which more than 55 percent of the water consumed by the plant’s cooling tower, over 35 million gallons per year, can now be reused.

The cooling tower phase of the project involved taking wastewater from the production facility...
and filtering it onsite so it is clean enough for second-use applications. The project reduced the plant’s demand on available water by 7 million gallons in its first quarter of operations, shrinking the plant’s water footprint by 10 percent.

Since 2012, we have been utilizing a Life Cycle Assessment (LCA) approach to understand and mitigate the footprint of our products and processes, most recently the water footprint of our growing plant-based foods and beverages brands. As a result, we have increased visibility into our product supply chain and found that only 1–2 percent of the water footprint of our plant-based beverages is directly in our operational control. The vast majority of water, more than 90 percent, is the rainfall or irrigation water used by farmers for the crops. This is why we are committed to working directly with our suppliers and engaging NGOs to find ways to optimize agricultural water use.

All told, our Original flavor of plant-based beverages use 900 gallons less water on average than conventional dairy milk per half gallon.4

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Greenhouse Gases

We recognize that climate change, and its physical, social and economic consequences, is being exacerbated by greenhouse gas (GHG) emissions from human activities. In an effort to mitigate our impact, we have committed to addressing our footprint by reducing our GHG intensity 20 percent by 2025, using 2013 as our baseline.

Like other businesses, governments and communities around the world, we recognize the impact that global climate change can have on our company, such as reductions in freshwater supplies, agricultural productivity, and availability of other resources used for manufacturing. Therefore, it is in our best interest, and that of the world, to manage our footprint wisely.

Urgent and coordinated action by the public and private sectors worldwide is required to curtail more severe climatic impacts over the longer term. To this end, we support U.S. and global efforts to regulate GHG emissions, in order to keep temperatures from rising more than 2°C (3.6°F). And in Europe, Alpro has been participating in the WWF Climate Savers program to finalize a new commitment to science-based targets, striving for a 26 percent reduction of CO₂ per kg of product between 2010 and 2020.
Waste to Landfill

Reducing waste in the supply chain, including everything from food not suitable for shelves, to refuse destined for landfills, is a critical component of sustainability.

We are focused on addressing this directly by reducing the amount of waste we generate, and finding creative solutions that keep that waste out of landfills, whether recycling, composting, or donating unsold product to farms or food banks.

For example, Earthbound Farm reuses radicchio cores to reduce our waste intensity. The safe, organic material we recover is donated for use in animal feed. Radicchio cores that otherwise would be composted provide cattle feed at regional dairy farms. In 2014–2015, Earthbound Farm alone recycled nearly 9,300 tons of food waste, including 98 percent of all lettuce culls. In addition, we donate any remaining quality produce that has reached its sell-by date to local nonprofits that distribute the surplus to food banks, schools and food assistance programs.

5. Results are for 2013–2015, normalized per pound of product manufactured at company-owned manufacturing facilities, excluding agricultural operations.
Overall, we have reduced waste sent to landfill by 38 percent, and waste intensity (pounds of waste per pound of product) by 51 percent, since 2013. We are exploring innovative ways for our brands to share resources, with the outcome to be shared in subsequent reports.

This represents a breakdown of 2015 waste.
Sourcing

We strive to make products people feel good about feeding their families. One of our values, “Integrity to Produce Food Responsibly” means making better choices even when people aren’t watching.

Our commitment is to grow, package and deliver products in ways that support farmers, respect natural ecosystems, and care for employees throughout our supply chain. We have established a set of sourcing principles to help guide our progress, as well as a Code of Conduct for our suppliers, so they are clear on our intentions. We continually streamline production to help preserve the Earth’s natural resources for all of our stakeholders.
Cocoa

Cocoa is an important ingredient in many products in our portfolio, and was identified as an opportunity to demonstrate our commitment to continuously improving our responsible sourcing practices. Cocoa powders are used in our plant-based, dairy, and creamer products by Silk, So Delicious, Alpro, Vega, Horizon and International Delight.

In the second quarter of 2016, we fulfilled our promise to source 100 percent of the cocoa powder used to produce our North American brands through UTZ, an independent certification program for the responsible production of cocoa, coffee and tea using environmental, economic and social criteria. Our Alpro brand has committed to sourcing cocoa from sustainable sources by the end of 2017.
We purchase most of our cocoa powder from suppliers that source from the Ivory Coast and other West African countries and get the remainder from Caribbean sources. We require transparent disclosure of working conditions and labor practices from all of our suppliers. Elevating our cocoa-sourcing standards, by having credible third parties verify our progress, allows us to reduce our environmental footprint and raise the standard of living for the people who produce our ingredients and products, adding value to stakeholders along the supply chain.

Certified sustainable cocoa addresses a number of issues facing the cocoa industry, including the prevention of child labor, producer training programs that help farmers increase yields and earn premium payments for their certified crops, and empowering women with critical business management skills.
Palm Oil

We are proud to source 100 percent Certified Sustainable Palm Oil (CSPO) for all of our liquid creamer products, a commitment we made back in 2010 that was achieved by 2012.

Our palm program has developed over the last few years and now demonstrates our support of the NEXT criteria in the Roundtable on Sustainable Palm Oil (RSPO) to which our suppliers must comply by 2020. We embrace our role as a food manufacturer in adopting practices that address critical issues within the palm oil sector, as well as the role of our supply chain partners in this commitment. As a member of the RSPO, we support efforts to develop industry best practices and require that our direct suppliers are also RSPO members and communicate their progress on key issues.

In keeping with industry best practice, all of our direct suppliers have policies in place that prohibit deforestation of high conservation value or high carbon stock areas, or development on peat or burning for land clearance, and that their operations receive free, prior and informed consent from local communities.

100% of the palm oil sourced for our liquid creamer products is mass-balanced Certified Sustainable Palm Oil (CSPO)

2015 marks the fifth year we have been members of RSPO
Almonds

Almonds are an extremely versatile tree nut and a key component of our plant-based foods and beverages portfolio.

They are primarily cultivated in the fertile Central Valley of California, one of the most water-stressed regions in the U.S., which means we have a stake in addressing one of the most important environmental challenges growers face. California almond farmers are leaders in the adoption of efficient irrigation technologies, and over the past 20 years have improved their water use efficiency by 33 percent.6 The California almond community has also proactively addressed water conservation by funding more than 87 irrigation research projects in the last three decades. We are working to support almond suppliers through a variety of projects working with the Bonneville Environmental Foundation and partner organizations, including water restoration and ground water recharge projects.

In Europe, Alpro sources almonds in Mediterranean areas from traditional, smaller orchards. Their irrigation needs are different than those in California, as 90 percent of

production is rain fed. Orchards that require irrigation use drip feed techniques.

California’s $3 billion almond industry is also heavily dependent on pollinators. Recent studies have documented a precipitous decline in populations of both commercial honey bees and wild native bees, spurring efforts to address these declines. The ecological service they provide is necessary for the reproduction of over 85 percent of the world’s flowering plants, including more than two-thirds of the world’s crop species. In many places, the essential service of pollination is at risk from habitat loss, pesticide use and introduced diseases.

That is why we have partnered with the Xerces Society, a nonprofit organization that protects wildlife through the conservation of bees and other invertebrates. They manage the largest pollinator conservation program in the world. We are proud to support their broader efforts while also leveraging their expertise to support pollinator health in our own supply chain by working to cultivate pollinator habitats and identify best practices in integrated pest management.

Animal Welfare

We are committed to upholding the highest standards of care for our animals, so that they are treated humanely and with respect.

We purchase a variety of animal products from different suppliers, and are committed to working only with suppliers whose animal welfare values align with our own. We do not conduct any animal testing, commission other companies or institutions to conduct animal tests, or allow suppliers to test substances on animals.

Our new animal welfare policy sets the responsible sourcing standards by which we source animal products, and is intended to clarify the Animal Welfare section of our Supplier Code of Conduct.

Additionally, our organic dairy products adhere to the USDA’s National Organic Program (NOP), which sets standards in the care and treatment of organic livestock.

Learn more
Cultivating a responsible food system is not just about ingredients. It’s also about packaging. Creating more sustainable packaging and using packages containing our products to communicate with consumers about ingredients and options for recycling the packages once they are empty.

Our approach begins with optimizing existing containers and extends to developing new packages through system-wide innovation and research. Our objectives are to increase the use of recycled content and renewable resources, expand the use of materials from certified sources, and leverage the expertise of our packaging partners to illuminate life-cycle impacts of the packages we choose.
Sourcing and Material Selection

When virgin materials are used, we explore options, such as certified fiber, to support responsible forestry practices and sustainable development of renewable resources.

For example, Alpro sources virgin wood and paper fiber for gable top cartons from Forest Stewardship Council (FSC) certified suppliers. We use 100 percent Recycled Paperboard Alliance (RPA) certified paperboard boxes for select Horizon crackers, snacks and macaroni and cheese, as well as for So Delicious frozen novelties.

Recycled paperboard is made from recovered paper that has been diverted from the solid waste stream and later collected, separated, cleaned and recycled. We use the recycled product for its environmental benefits, such as less energy to produce and a lower cost of raw materials, but it is also functionally equivalent to virgin paperboard.
Earthbound Farm remains an industry leader in using 100 percent post-consumer recycled (PCR) plastic for our clamshell packaging, a practice we pioneered within the category in 2009. The recycled materials use significantly less energy and water to produce than virgin plastic and generate far fewer GHG emissions.8

Vega identified packaging as the brand’s largest source of carbon dioxide emissions because the virgin high-density polyethylene (HDPE) plastic canisters delivering our products were derived from non-renewable petroleum.9 In response to this, beginning in 2012, Vega’s canisters have been made from 96 percent PCR content plastic and are fully recyclable.

8. Sustainable Packaging Coalition
9. Vega journeytozero.com
Increase Recovery and Recycling Access

Almost all of our branded cartons carry the qualified recycling symbol to increase consumer awareness about recycling.

Since 2012, we have partnered with the Carton Council to spread the word about recycling programs across the U.S. The partnership has helped increase carton recycling access to 58 percent of communities nationwide.

Subsequently, we have extended recycling awareness and participation beyond cartons to our broader portfolio. We participate in the How2Recycle labeling program through the GreenBlue Institute, a nonprofit dedicated to the sustainable use of materials. The How2Recycle Label was created to provide consistent and transparent on-package-disposal information to consumers. We have begun to feature the standardized labels on cartons and clamshells in 2016, as we update our packaging.
We are committed to openness and integrity across our product line, as well as extending transparency throughout our supply chain to ensure we can educate our consumers with our labeling efforts.

We support transparency in labeling, and people’s right to know the contents of the foods and beverages they eat and drink, including highlighting potential allergens some wish to avoid. We stand committed to providing clean labels that include easy-to-pronounce ingredients.

We need to be thoughtful and focused on the choices we make and the approach we take for our clean label guidelines, considering customers, ingredient functionality and overall value to consumers. We are working to develop these guidelines to share with our stakeholders.
Allergen Prevention

Many consumers who choose our products are managing allergens that might affect their families.

We employ rigorous allergen control procedures in all of our manufacturing facilities to safeguard against incidental cross contact of allergens in our products. Our allergen control protocols are comprehensive, and include supplier verification to ensure we receive safe ingredients, segregation of allergenic materials in our facilities, and enhanced cleaning on our lines after running products that contain allergens.

We adhere to the provisions of the Food Allergen Labeling and Consumer Protection Act of 2004 by identifying allergens in our ingredients and content statement, and listing the type of allergen when needed. In addition to periodic self-audits, all facilities, and those of our suppliers, are reviewed by third-party auditors to ensure consistent compliance to high standards.
Nutritional Choices

The world is recognizing the importance of nutritious and more sustainable diets, driven by the increase in global population and rise of nutrition-related diseases. But changing deeply rooted consumer habits is far from easy. To do so will require the concerted action of a wide range of stakeholders, including governments, the food industry, schools, retailers, caterers, NGOs, and individuals, all of which have a role to play in this evolution.

Nutritional choices abound across our brand portfolio, including many reduced fat, fat-free, unsweetened, sugar-free and light options. In addition, many of our products contain important nutrients that Americans do not get enough of, including calcium, vitamin D, and potassium. Several of our products help consumers meet the USDA Dietary Guidelines, including some of our dairy products, our fresh fruit and vegetable selections, as well as many of our plant-based beverages.
Our portfolio includes several products focused on health and wellness.

- Our plant-based foods and beverages are grounded in positive nutrition and healthy aging with nutrients such as calcium and vitamin D to support bone health. More than 60 percent of Silk’s plant-based milks are low in total fat and saturated fat to support heart health. Furthermore, almost 18 percent of Silk’s beverage line is naturally low in calories, which can help support healthy weight.

- Premium dairy focuses on the growth and development of families with young children, and many of these nutrient-dense products feature essential nutrients such as protein, DHA Omega-3, calcium, vitamin D and potassium.

- Our products provide several options for organic fresh greens and salad kits, as well as organic frozen fruit. These are high in nutrients like antioxidants, and vitamins A and C.

- Our coffee creamers are known for their great taste, and are available in a variety of sugar-free options.
In addition, we are a leading plant-based beverage company in North America and Europe, and our plant-based portfolio includes a variety of dairy alternatives. Our plant-based products are strongly grounded in nutrition, with multiple light and unsweetened varieties that also contain calcium and vitamin D. Alpro has been bringing naturally nutritious, sustainable and plant-based foods to Europe for over 35 years, including plant-based alternatives to beverages, yogurt, desserts, cream and margarine. Having already reduced sugar in Alpro products by 12 percent since 2006, we are targeting another 12.5 percent reduction by 2020.
Non-GMO

We strongly support transparency in labeling and the right for people to know what’s in the food and beverages they eat and drink.

Our donations total more than $1 million in support of the non-GMO movement and a meaningful national standard for labeling because it would provide consistency for consumers and avoid the potential for 50 different standards in 50 states. We have not, nor will we, contribute money or support any initiatives that seek to defeat GMO labeling. We remain as committed as ever to helping educate consumers about GMOs, and we will continue supporting national labeling efforts.

Our Silk and So Delicious brands’ entire plant-based portfolios are either enrolled in or verified by the Non-GMO Project Verification Program, and several of our Vega products are as well. Our Horizon, Wallaby Organic and Earthbound Farm products are certified organic, and regulated by the National Organic Program (NOP), which prohibits the use of GMOs. Alpro’s products are certified by an independent auditor to ensure compliance with Europe’s ProTerra standards for GMO testing.

For Alpro, staying closer to home means we can secure more non-GMO soybeans and support the health of local agriculture. Today, 50 percent of the soy used in Alpro’s products comes from Europe. In Belgium and in the Netherlands, we’ve partnered with farmers to develop a variety of soybean that is better suited to our climate. In France, Alpro has revitalized soybean cultivation, and after only five years, the entire soy needs of our French production site are met by a locally grown crop.

We have a legacy of supporting GMO labeling efforts, and will continue to provide certified and verified products that people can trust.
Organic

Foods labeled as certified organic are grown and processed according to federal guidelines addressing, among many factors, soil quality, animal raising practices, pest and weed control, and use of additives. Organic producers rely on natural substances and physically, mechanically, or biologically based farming methods to the fullest extent possible. Products labeled as “organic” and “made with organic” are regulated by the National Organic Program (NOP) and certified by an independent third-party USDA-accredited certifier.

We’re proud to be pioneers in both the organic dairy and organic produce categories, which serve as the entry point to organic for many consumers. It means every choice we make, from how we grow our crops to what we feed our cows to which ingredients we use in our products, is carefully considered and consistent with NOP guidelines.

100% of Earthbound Farm’s products are organic and grown without the use of toxic and persistent chemicals and synthetic fertilizers, GMOs or irradiation.
In addition to being the first national organic dairy brand, all of Horizon’s products are certified organic or made with organic. In addition, all of our Wallaby Organic and Earthbound Farm products are certified organic and carry the certified organic seal.

On our company-owned dairy farm in Maryland, we follow Horizon’s Standards of Care that elaborate on organic standards pertaining to raising calves, grazing, resource conservation, and more. These standards are part of our commitment to protect the integrity of the organic seal by educating consumers about what organic is, how it’s done, and why it’s important.

While sustainable farming practices take a great deal of time and effort, we know that they protect and enhance our natural resources. That’s good news for our animals, our communities and the planet.
One of our values is “Individuals Matter” and ensures that we are all owners of our culture, as we strive for an inclusive, fun, and inspiring workplace.

We create initiatives to build the culture of the company, and foster employee collaboration and professional accomplishment. Employees attest that our work environment motivates them to pursue work that matters and to make a real impact, and it shows in our hallways, on our farms, in our plants, and in the stores where people choose our products.

People want to work at WhiteWave because we are creating the kind of company we can all be proud of, a place where we work to be the kind of change we want to see in the world.
Safety First

Workplace safety is one of our core tenets and we operate with the conviction that all workplace injuries are preventable.

We have environmental health and safety representatives and committees at each of our manufacturing facilities and company-owned farms. Safety is part of everyone’s job, with an attainable vision of zero workplace injuries.

Several of our facilities won certificates of achievement in 2014 from the International Dairy Foods Association (IDFA) for overall plant safety and processing operations with no days lost due to injury. The distinction, based on information collected by the U.S. Occupational Safety and Health Administration, recognized our plants in Dallas, Texas; Dubois, Pennsylvania; Scottsdale, Arizona; and Bridgeton, New Jersey.
Individuals Matter

Part of our better way of leading involves living our core values inside and outside the workplace. It always comes back to living, preserving and reinforcing our values, such as “Individuals Matter.” We must make a difference in the lives and careers of our employees if we truly want them to succeed.

Our values ensure that we are all owners of our culture, as we strive for an inclusive, fun and inspiring workplace. We cherish all the ways in which we are unique, and we collaborate to create a culture where differences are respected, valued and celebrated. We want our workplace to be one in which everyone can be their most authentic selves, and to give their best toward our shared goals and values.

In 2016, we earned a 100 percent rating from the Human Rights Campaign’s Corporate Equality Index for building a best-in-class inclusive culture for the LGBT (Lesbian, Gay, Bisexual and Transgender) community. The score reflects LGBT-related policies and practices, including non-discriminatory workplace protections, domestic partner...
benefits and transgender-inclusive healthcare, competency programs, and public engagement with the LGBT community.

Our employee resource groups (ERGs), affiliations created by employees to support different interests throughout our company, help us develop talent that reflects today’s marketplace. Our ERGs such as PRIDE, Working Caregivers, and Leading and Inspiring Female Talent (LIFT) support, advocate for and provide activities around different topics.

- PRIDE is our LGBT resource group, which promotes a welcoming and inclusive atmosphere.

- Working Caregivers helps to build a community and create tangible tools and resources in support of working caregivers of children, elderly parents, or other dependents.

- LIFT was created to inspire and empower women to flourish through networking, workshops and more.
Employee Engagement

We empower our employees to live their personal values, and the company’s values, through engagement in areas like volunteerism, community activism and commitments to better themselves and the environment.

Another one of our core values is “Share What We Do Well.” This means we must find new, innovative ways to use our company’s core skills to make an even bigger difference.

We want all employees to have the tools, training and knowledge to take on tomorrow’s challenges. Our “Learning for Life” program offers a dynamic and exciting array of learning opportunities, focused on skill building and leadership development, so our employees can be great leaders at work, at home and in our communities.

In 2015, through our Values in Action (VIA) program, we volunteered more than 11,000 hours globally to nonprofits and logged 15,505 bike miles commuting to work in the U.S. Through VIA, employees choose...
how they want to reduce their footprint, or make an impact in their communities, and then log those actions into the program’s database. They are then recognized for their contributions at the end of each year. We are proud of these accomplishments and are inspired by employees who give of themselves and their time to improve the quality of life in their communities.

VIA also supports information sessions through which employees can grow and learn, featuring topics like health and wellness, community engagement and protecting our planet.

Another way we make a difference in our communities is through Share What We Do Well Month, an annual initiative in which many employees are given a day during October to volunteer. In 2015, 97 percent of employees from WhiteWave’s corporate offices, plants and regional sales offices participated in volunteer activities ranging from stocking food banks to pitching in at community gardens and animal shelters. In total, more than 30 nonprofits in 15 cities were supported by our volunteers.
Philanthropy and Partnerships

We strongly believe our purpose is about much more than providing great tasting, responsibly-produced food. It’s also about leveraging the scale of our business to give back to the communities in which we live and work, in the areas of hunger relief and sustainability. Our goal is to ensure access to healthy, nutritious foods and beverages for everyone, and support local food bank partners through food donations, financial contributions and employee volunteerism.

From the very beginning of their tenure, we include a half-day of volunteering for new employees during their orientation in the U.S. It’s important to reinforce our values and encourage employees to find innovative ways to make a difference in their local communities.
We also leverage our passions and the scale of our business to give back to the communities in which we live and work. In 2015, we donated more than 2 percent of pretax profits to organizations making a difference in hunger relief and environmental sustainability.

We realize that human and environmental health are interconnected, which is why we partner with organizations to promote resource conservation and sustainable agriculture, to build a culture of environmental responsibility. We support several environmental nonprofits, such as the Bonneville Environmental Foundation (BEF), Xerces, and the WWF.

In 2015, Alpro Social Fund sponsored 21 social projects for nonprofit organizations. In addition, Alpro is the leading corporate sponsor of Malnutrition Matters, which addresses global hunger by empowering people to take control of their own nutritional needs. An important part of this empowerment is to provide access to technology that enables inexpensive, local processing of available fruits, vegetables, grains, and legumes.
Alpro is also the key sponsor of Green Ambassadors, an initiative led by WWF in the UK to embed sustainability practices in schools, and instill healthy eating practices in our youth from a young age.

Our North American plants and regional offices raise money for their local Feeding America affiliates, a unifying effort for our company. Feeding America is the nation’s leading domestic hunger-relief organization, and annually provides food to more than 46 million people nationwide. In 2015, we provided 1.6 million meals to those in need through Feeding America affiliated food banks.

We have a longstanding partnership with Community Food Share (CFS), a Feeding America food bank that distributes to those in need in Boulder and Broomfield counties in Colorado, and our support includes financial donations, hundreds of volunteer hours, and food donations. Since 2006, WhiteWave has donated approximately 12 million pounds of product to CFS.
As you can see, our business has been growing, and our strategies and impacts are developing right along with it. Now more than ever, an innovative approach to business that balances growth and sustainability is critical to changing the way the world eats for the better.
This report has been produced in accordance with the GRI G4 Guidelines at the Core option. For each of our material topics in the Specific Standard Disclosures section (pages 73–123), we have included a Disclosure on Management Approach (DMA) directly following the introduction of the Aspect.
We are motivated to reduce our emissions, support renewable energy projects and take action to tackle climate change.

The full letter from Gregg Engles can be found on page 8.
We are a leading consumer packaged food and beverage company that manufactures, markets and sells branded plant-based foods and beverages, coffee creamers and beverages, premium dairy products and organic produce. We sell products primarily in North America, Europe and through a joint venture in China. We are focused on providing consumers with innovative, great-tasting food and beverage choices that meet their increasing desires for nutritious, flavorful, convenient, and responsibly-produced products. Our widely-recognized, leading brands distributed in North America include Silk®, So Delicious® and Vega™ plant-based foods and beverages, International Delight® and Land O’Lakes®* coffee creamers and beverages, Horizon Organic® and Wallaby Organic® premium dairy products and Earthbound Farm® organic salads, fruits and vegetables. Our popular plant-based foods and beverages brands in Europe include Alpro® and Provamel®.

Our mission is to change the way the world eats for the better® by providing consumers with innovative, great-tasting food and beverage choices that meet their increasing desires for nutritious, flavorful, convenient and responsibly produced products.

* The Land O’Lakes brand is owned by Land O’Lakes, Inc. and is used by license.
Organizational Profile

G4-5 Headquarters location

Headquarters:
1225 Seventeenth Street, Suite 100
Denver, Colorado, USA 80202

G4-6 Number and names of countries where the company has significant operations

Operations:
- United Kingdom
- The Netherlands
- France
- Germany
- Belgium
- Canada
- U.S.

G4-7 Nature of ownership and legal form

WhiteWave is a Delaware corporation and our common stock, par value $0.01 per share, trades on the New York Stock Exchange under the symbol WWAV.

G4-8 Markets served

Geographic breakdown: North America and Europe

Types of customers and beneficiaries:
- Grocery stores
- Mass merchandisers
- Club stores
- Convenience stores
- Foodservice outlets

Sectors:
- Plant-based foods and beverages
- Coffee creamers
- Beverages
- Premium dairy products
- Snack foods
- Organic salads, fruits and vegetables
- Nutritional powder and bars
Organizational Profile

Our largest customer is Wal-Mart Stores, Inc., which, including its subsidiaries such as Sam’s Club, accounted for 13.7 percent of our total net sales for the year ending December 31, 2015.

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2015</th>
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<tbody>
<tr>
<td>Hourly Employees</td>
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<tr>
<td>Male</td>
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<td>Female</td>
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<td>1,362</td>
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<td>Salaried Employees</td>
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<tr>
<td>Male</td>
<td>920</td>
<td>1,062</td>
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<tr>
<td>Female</td>
<td>816</td>
<td>954</td>
</tr>
<tr>
<td>Total Male</td>
<td>3,201</td>
<td>3,224</td>
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<tr>
<td>Total Female</td>
<td>1,534</td>
<td>2,316</td>
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<tr>
<td>Total</td>
<td>4,735</td>
<td>5,540</td>
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</table>

G4-10 Total number of employees by type

9 brands
14 plants
5,300 employees worldwide
Annual sales in 2015: $3.9 billion
Organizational Profile

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2015</th>
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</thead>
<tbody>
<tr>
<td><strong>Full-Time Employees</strong></td>
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<tr>
<td>Male</td>
<td>3,036</td>
<td>3,507</td>
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<tr>
<td>Female</td>
<td>1,318</td>
<td>1,660</td>
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<tr>
<td><strong>Part-Time Employees</strong></td>
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<td></td>
</tr>
<tr>
<td>Male</td>
<td>22</td>
<td>20</td>
</tr>
<tr>
<td>Female</td>
<td>91</td>
<td>92</td>
</tr>
</tbody>
</table>

Note: Not all sites track Full/Part Time similarly, and totals will be differ from Hourly/ Salaried figures.

G4-11 **Percentage of employees covered by collective bargaining agreements**

We remain committed to ensuring that our employees work in an environment where they can flourish, grow and deliver high-quality products to consumers. Our employees have the right to choose to be represented — or not — by labor unions.

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Employees in Collective Bargaining Unit (Union)</td>
<td>693</td>
<td>729</td>
</tr>
</tbody>
</table>

G4-12 **Supply chain description**

Earthbound Farm, EIEIO, Horizon, International Delight, Land O’Lakes, Silk, So Delicious, Vega, Wallaby

Raw materials used in our products include organic produce, organic and conventional raw milk, butterfat, almonds, organic and non-GMO soybeans, sweeteners and other commodities, as well as fiber and resin for packaging materials. We source the raw organic milk for our premium organic dairy products from our network of more than 600 family farms throughout the U.S. We have an extensive production and supply chain footprint in the U.S., using 10 production facilities and strategic co-packers. In 2015, we manufactured approximately 66 percent of the segment’s product volume internally.

Net sales increased 13% to $3.9 billion in 2015

Total employees as of Dec. 31, 2015: 5,300
Organizational Profile

We source fresh, organic leafy greens and other produce from owned and leased properties that are either farmed by us or by third-party growers. We bear all growing risk on approximately half of our leafy green volume. Under seasonal contract arrangements with third-party growers, we purchase fresh produce at the time of harvest and we generally are responsible for harvesting, cooling, transporting and processing the product. Because leafy greens are extremely sensitive to temperature and humidity, harvested produce is promptly cooled and shipped in temperature-controlled trucks to our central processing and distribution facility, where it is inspected, processed, packaged and boxed for shipment. Orders for value-added salads and other fresh-cut produce are picked up by, or shipped to, customers quickly after processing. The finished goods then travel primarily to customer distribution centers or third-party distributors for further redistribution.

Alpro, Provamel (Europe)
We also have a strategic supply chain footprint across Europe, utilizing three production facilities and a limited number of co-packers. Our facilities, located in the United Kingdom, Belgium and France, produce a broad range of non-dairy drinks, yogurts, desserts and culinary creams, representing approximately 82 percent of the segment’s total production volume in 2015, with the remainder produced by third-party co-packers. Raw materials used in our products include organic and conventional non-GMO soybeans, almond and hazelnut ingredients, sweeteners and other commodities, all of which undergo strict control measures and tracing of raw materials.

G4-13 Organizational changes during the reporting period

In 2014, we acquired Earthbound Farm and So Delicious in the U.S., and formed a joint venture with China Mengnieu Dairy Company to manufacture, market and sell premium plant-based beverages in China. In 2015, we acquired EIEIO bulk creamers, Vega plant-based nutrition products and Wallaby organic dairy yogurt.

99%

of the raw organic milk for our premium dairy products is sourced from our network of more than 600 family farms

The remaining one percent comes from our Maryland dairy farm
Organizational Profile

G4-14 Whether and how the precautionary principle is addressed

WhiteWave does not have a formal policy regarding the precautionary principle. However, at the innovation stage, the company takes into account the risks inherent in the product, including the product itself, packaging and labeling. Prior to a product being introduced to the marketplace, it is reviewed by a multi-disciplinary team.

This multidisciplinary team includes members from the following departments:
- Sustainability
- Regulatory and Compliance
- Nutrition
- R&D
- Quality Assurance
- Food Safety
- Legal
- Technical Services and Manufacturing

G4-15 External charters, principles and other initiatives

North America
(Earthbound Farm, EIEIO, Horizon, International Delight, Land O’Lakes, Silk, So Delicious, Vega, Wallaby):
- National Organic Program (NOP)
- Work with suppliers to adhere to the FARM Principles

Europe
(Alpro, Provamel):
- United Nations Global Compact
- West Flemish Environmental Charter
- European Natural Soy Manufacturers Association (ENSA) Ethical Charter
- World Wildlife Fund Climate Savers
- Forum for the Future
We view all of our memberships listed below as strategic.

<table>
<thead>
<tr>
<th>Trade Association</th>
<th>Holds a position on the governance body</th>
<th>Participates in projects or committees</th>
<th>Provides substantive funding beyond membership dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accredited Certifiers Association*</td>
<td></td>
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<tr>
<td>American Frozen Foods Institute</td>
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<tr>
<td>Association of National Advertisers</td>
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<tr>
<td>British Columbia Food Processors Association</td>
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<tr>
<td>Burnaby Board of Trade</td>
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<tr>
<td>California Grocers Association</td>
<td></td>
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<tr>
<td>Canadian Health Food Association</td>
<td></td>
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</tr>
<tr>
<td>Convenience Stores Trade Associations</td>
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<tr>
<td>Dairy Institute of California</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Environmental Working Group*</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>European Natural Soy Manufacturers Association</td>
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## Organizational Profile

<table>
<thead>
<tr>
<th>Trade Association (continued)</th>
<th>Holds a position on the governance body</th>
<th>Participates in projects or committees</th>
<th>Provides substantive funding beyond membership dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farm, Food Safety &amp; Conservation Network</td>
<td></td>
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<tr>
<td>Food Marketing Institute</td>
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<tr>
<td>Food Shippers of America</td>
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<tr>
<td>Food and Consumer Products of Canada</td>
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<td>Yes</td>
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</tr>
<tr>
<td>Green Business Certification</td>
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<tr>
<td>Grocery Manufacturers of America</td>
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<tr>
<td>International Dairy Foods Association</td>
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<tr>
<td>International Federation of Organic Agricultural Movements*</td>
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<tr>
<td>International Foodservice Distributors Association</td>
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<tr>
<td>International Foodservice Manufacturers Association</td>
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<td>Yes</td>
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<tr>
<td>International Organic Inspectors Association*</td>
<td>Yes</td>
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<td>Yes</td>
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<td>National Association of College &amp; University Food Services</td>
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<tr>
<td>National Association of Convenience Stores</td>
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<td>Yes</td>
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<tr>
<td>National Frozen &amp; Refrigerated Foods Association</td>
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### Organizational Profile

<table>
<thead>
<tr>
<th>Trade Association (continued)</th>
<th>Holds a position on the governance body</th>
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</thead>
<tbody>
<tr>
<td>National Association of Environmental Management</td>
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<tr>
<td>National Grocers Association</td>
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<tr>
<td>Natural Products Association</td>
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<td>Organic Center*</td>
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<td>Organic Trade Association</td>
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<td>Organic Trade Association Canada</td>
<td></td>
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<tr>
<td>Pesticide Action Network*</td>
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<td>Produce Marketing Association</td>
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<td>Yes</td>
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<tr>
<td>Soyfoods Association of North America</td>
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<td>Yes</td>
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<tr>
<td>Specialty Food Association</td>
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<tr>
<td>Sustainable Food Trade Association</td>
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<tr>
<td>United Fresh</td>
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<td></td>
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<tr>
<td>Western Association of Food Chains</td>
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</table>

* NGO
Identified Material Aspects and Boundaries

G4-17  Entities included in financial statements

Alpro, Earthbound Farm, EIEIO, Horizon, International Delight, Land O’Lakes, Silk, So Delicious, Vega, Wallaby

G4-18  Process for defining report boundaries and content

G4-19  List of material aspect boundaries within the organization

G4-20  Description of material aspect boundaries within the organization

G4-21  Description of material aspect boundaries outside the organization

This is our second Corporate Social Responsibility Report. The content and data contained in this report cover activities that occurred in 2014 and 2015 (January 1–December 31), and include company and company-owned operations, unless otherwise noted. Company-owned refers to properties that we fully own or lease, and over which we maintain direct operational control. Due to historical differences in our European and North American tracking and measuring systems, environmental data are presented separately in some cases. The acquisition of Earthbound Farm introduces a new and sizable agricultural footprint to our manufacturing-oriented activities, and in some instances this data may be represented separately. We undertook the materiality evaluation process below for the first time in 2014, and have identified no significant shifts in prioritization since.
Identified Material Aspects and Boundaries

Overall materiality process:
• Examined sustainability trends impacting our business and stakeholders, society at large and the planet
• Narrowed the list of issues to those that were most relevant to our business and stakeholders
• Benchmarked industry peers to understand what they considered material and how they reported on these topics
• Audited industry news and communications to see what issues were most relevant to food and beverage companies
• Interviewed a broad range of internal subject matter experts and WhiteWave leaders
• Reaffirmed our strategic responsibilities and priorities for sustainability

Internal and external sources reviewed:
• Internal business plans
• Sustainability strategies, goals and historical performance data
• Policies, program descriptions and reports on program outcomes
• Company press releases and public-facing communications
• Employee surveys and feedback
• Social media channels across the industry
• Industry trade organizations and relevant trends
• Input from external stakeholders such as regulators, retailers, NGOs, community organizations and nonprofit partners who have expertise in the fields of sustainable agriculture, health and nutrition, dairy supply chain, packaging, waste and recycling
• Customer and consumer feedback
• Surveys from socially responsible investors
Identified Material Aspects and Boundaries

Based on this process, we identified 17 priority material issues that represent our most significant impacts or responsibilities, and reviewed the findings with senior leadership, including our CEO.

Cultivating a Responsible Food System

<table>
<thead>
<tr>
<th>Material Topics</th>
<th>Related GRI Aspects</th>
<th>Supply Chain</th>
<th>Alpro Earth-bound Farm</th>
<th>EIEIO</th>
<th>Horizon</th>
<th>International Delight</th>
<th>Land O’Lakes</th>
<th>Silk So Delicious</th>
<th>Vega</th>
<th>Wallaby</th>
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<tbody>
<tr>
<td>Animal Welfare*</td>
<td>Animal Welfare (FP9, FP10, FP11, FP12, FP13)</td>
<td>X</td>
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<tr>
<td>Energy Use + GHG Emissions**</td>
<td>Emissions (EN15, EN16, EN17, EN18, EN19, EN20)</td>
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<td>X</td>
<td>X</td>
<td>X</td>
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<td>Energy (EN3, EN4, EN5, EN6)</td>
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<td>Assessment (HR9)</td>
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<td>X</td>
<td>X</td>
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<tr>
<td></td>
<td>Child Labor (HR5)</td>
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<td></td>
<td>Freedom of Association (HR4)</td>
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<tr>
<td></td>
<td>Economic (FP1, FP2)</td>
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<td>Supplier Human Rights Assessments (HR10, HR11)</td>
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<tr>
<td></td>
<td>Investment (HR1, HR2)</td>
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## Identified Material Aspects and Boundaries

<table>
<thead>
<tr>
<th>Material Topics</th>
<th>Related GRI Aspects</th>
<th>Supply Chain</th>
<th>Alpro Earth-bound Farm</th>
<th>EIEIO Horizon Delight</th>
<th>International Delight</th>
<th>Land O’Lakes Silk</th>
<th>So Delicious Vega Wallaby</th>
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<td>Quality + Safety</td>
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<td>Customer Health and Safety (PR1, PR2, FP5, FP6, FP7)</td>
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<td>Solid Waste + Recycling</td>
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<td>Materials (EN1, EN2)</td>
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### Identified Material Aspects and Boundaries

Illuminating Better Options

<table>
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<tr>
<th>Material Topics</th>
<th>Related GRI Aspects</th>
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<th>Alpro</th>
<th>Earth-bound Farm</th>
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<th>Wallaby</th>
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<tr>
<td>Health + Nutrition</td>
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<tr>
<td>Labeling + Transparency</td>
<td>Product and Service Labeling (PR3, PR4, FP8)</td>
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<tr>
<td>Verified + Certified Ingredients</td>
<td>Animal Welfare (FP9, FP10, FP11, FP12, FP13) Economic (FP1, FP2) Product and Service Labeling (PR3, PR4, FP8)</td>
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## Identified Material Aspects and Boundaries

### Empowering Employees

<table>
<thead>
<tr>
<th>Material Topics</th>
<th>Related GRI Aspects</th>
<th>Supply Chain</th>
<th>Alpro</th>
<th>Earth-bound Farm</th>
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<th>Horizon</th>
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<th>Land O’Lakes</th>
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<th>Wallaby</th>
<th>BOUNDARIES</th>
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<tbody>
<tr>
<td>Diversity</td>
<td>Diversity and Equal Opportunity (LA12)</td>
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<td>Employee Engagement + Wellness</td>
<td>Employment (LA2)</td>
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<td>Labor/Management Relations (FP3)</td>
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<td>Training and Education (LA9, LA11)</td>
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<td>Community Impact</td>
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<td>Governance (General Standard Disclosures — G4-34, G4-36, G4-56, G4-57, G4-58)</td>
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* WW has operational control over a limited amount of organic milk production, but the majority of milk is produced outside the company’s operational control.

** Distribution of products currently falls in WW’s supply chain, but all other emissions are inside the organization.
Identified Material Aspects and Boundaries

Aspect boundaries within the organization include:
• Company-owned farms, as well as processing and manufacturing plants
• Third-party transportation and distribution of finished goods
• Marketing and sales

The aspect boundaries we identified that fall outside the organization (“Supply Chain” in table above) include:
• Sourcing raw materials: Nearly all raw ingredients and packages are sourced from suppliers
• Processing and manufacturing: Includes a percentage of third-party co-packers who process or manufacture on our behalf, but are not company-owned or operated
• Consumer use
• End-of-life disposal (recycling, landfill, etc.)
Stakeholder Engagement

Over the years, we have worked with, and received advice about, our future path from organizations like Conservation International, World Wildlife Fund, Allan Savory, Farm Aid, Bonneville Environmental Foundation and other recognized advisors.

We engage a wide variety of NGO partners throughout the year. As part of our 2012–2013 report, we worked with a number of external stakeholders to inform our materiality process, to invite their perspectives and recommendations on our strategy and report regarding our most material issues. We have not identified any significant changes to materiality since our last report, but have increased our impacts associated with agricultural produce as a result of our Earthbound Farm acquisition.

For the purposes of our CSR reporting, in 2013 we reached out to a select number of stakeholders who are familiar with our company and CSR efforts to solicit their feedback. The input was quite positive and you will see that we have worked to include their feedback in our operations and in this report.

This feedback included:

- The importance of establishing longer-term goals beyond 2020 targets
- Assessing our environmental impacts beyond our own manufacturing operations, and integrating life-cycle thinking throughout our supply chain
- Engaging with associations like the National Milk Producers Federation’s FARM (Farmers Assuring Responsible Management) program or Center for Dairy Innovation
- Going further with a goal around all things “destined for disposal,” and consider more innovative recyclable and compostable packaging material options
- Continuing to align our packaging strategy with our larger sustainability strategy
- Ensure our approach for sourcing materials is as tied to packaging as it is to raw material ingredients for products
General Standard Disclosures

Report Profile

G4-28 Reporting period
January 1, 2014–December 31, 2015

G4-29 Date of most recent report
2012–2013

G4-30 Reporting cycle
Biennial

G4-31 Report contact
Deanna Bratter, csr@whitewave.com

G4-32 “In accordance” option, GRI Index and report assurance
GRI G4 Core option

We do not have a formal policy or current practice regarding external assurance for the entire report. However, we engaged an independent third party, Bureau Veritas North America, Inc. (BVNA), to provide verification of our greenhouse gas (GHG) data. Our Board of Directors believes that our GHG data must be corroborated by a third party. Similar to our financial controls process, the board approves the contract and scope of work with BVNA. An overview of our assurance statements can be provided, which cover January 1, 2014–December 31, 2015.

Bureau Veritas North America, Inc. was engaged to conduct an independent verification of the GHG emissions reported by WWF Operating Company and its affiliates [WhiteWave Foods] for the period stated below. Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 180 years of history in providing independent assurance services. No member of the verification team has a business relationship with WhiteWave Foods, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. The verification team has extensive experience in conducting assurance over environmental, social, ethical, and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the verification of greenhouse gas emissions data.
Report Profile

This Verification Statement applies to the related information included within the scope of work described below. The determination of the GHG emissions is the sole responsibility of WhiteWave Foods. BVNA’s sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information.

Boundaries of the reporting company GHG emissions covered by the verification:
- Operational Control
- Global

Emissions data verified:
- Scope 1
- Scope 2: Location-Based
- Scope 2: Market-Based
- Scope 3: Business Travel (Air Travel for WhiteWave Foods and Alpro employees only)

Performance data for Scopes 1, 2 and 3 can be found in EN15, EN16, EN17 and EN18 on pages 91–93.

Due to the completeness of our inventory, less than 2 percent of our data is estimated annually. We only estimate what we believe to be non-material data, such as office water use.

GHG Reporting Protocols against which verification was conducted:
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)
- Intergovernmental Panel on Climate Change (IPCC), 2006 IPCC Guidelines for National Greenhouse Gas Inventories (Agricultural Emissions; Scope 1)

GHG Verification Protocols used to conduct the verification:
- ISO 14064-3: Greenhouse gases — Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions

Level of Assurance and Qualifications:
- Limited
- Materiality Threshold ±5 percent
- Qualifications: None

GHG Verification Methodology:
- Interviews with relevant personnel of WhiteWave Foods and their consultant;
- Review of documentary evidence produced by WhiteWave Foods;
- Review of WhiteWave Foods data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by WhiteWave Foods to determine GHG emissions.

A copy of our full assurance statement is available upon request.
Governance

Our Board of Directors oversees and provides guidance to senior management on business strategy and operations, confirms strong governance practices are in place, selects and evaluates the Chief Executive Officer and other executive officers, and represents the interests of our stockholders. Our board has seven members and is chaired by Chief Executive Officer Gregg Engles. The board is involved with developing our sustainability strategy and receives updates on planning, goal-setting and progress.

The Audit Committee oversees our reporting activities, including Corporate Sustainability reporting and other information related to communicating our environmental progress. The committee, comprised of only independent directors, meets quarterly and communicates updates to the full board at least annually as a standing agenda item. The Chairman and Chief Executive Officer, Chief Financial Officer, General Counsel, Deputy General Counsel, Chief Compliance Officer, Chief Accounting Officer and the Vice President of Internal Audit regularly attend the quarterly meetings.

All members of the Audit, Compensation and Nominating and Corporate Governance Committees are independent, pursuant to applicable NYSE and SEC rules and our Corporate Governance Principles. Therefore, oversight of critical matters such as the integrity of our financial statements, executive compensation, nomination of directors and evaluation of the Board of Directors and its committees is entrusted entirely to independent directors.

The board believes a declassified board structure is a corporate governance best practice. To ensure continuity of oversight, we will declassify our board over a three-year period, a process that began at the 2015 Annual Meeting. All directors will be elected annually beginning in 2017.
Governance

The Audit Committee oversees our reporting activities, including corporate sustainability reporting and other information related to communicating our environmental progress. Our sustainability performance, and all associated reporting, is overseen by our Chief Operating Officer, who signs off on our CDP reporting as well.

Our senior leadership, including the CEO, are eligible for financial incentives if the company achieves its sustainability targets, which are part of our annual goals and objectives. Our sustainability targets include GHG intensity and energy intensity along with water, waste and transportation, which have additional GHG impacts. The GHG intensity target reflects CO₂e emissions per pound of product produced. Financial incentives are also available for our water, waste and transportation reduction targets that have ancillary GHG impacts. Progress is reported quarterly and performance is evaluated at year-end.

Responsibilities for community and sustainability initiatives are integrated into written objectives across business units, which are compensated in part for their progress against these objectives. Each executive in charge of a business unit is responsible for meeting these objectives and, in turn, is compensated in part for progress against our community and sustainability initiatives. Finally, coordinators of community, engagement and sustainability are distinct positions within the company responsible for tracking progress against these objectives.
As a manufacturer of food and beverage products, integrity means everything to us. Without a reputation for integrity, we would fail with our business partners, suppliers, customers and consumers. We expect unwavering commitment to our Mission and Values, to acting ethically and honestly, and to complying with all laws and regulations applicable to our business. Strict compliance with the Code of Ethics is mandatory for all employees, officers and directors because it is essential to our continued success. All of our employees are required to be trained in our Code of Ethics, which was approved by our Board of Directors in 2012 and can be found here.

Our company maintains an ethics hotline, accessible online or by phone, which employees may use if they are concerned about an ethical issue within the company. We carefully review all reported issues and have a formal process to determine how each one should be addressed. All issues are recorded and our Chief Compliance Officer provides a quarterly report on any ethical issues for the Audit Committee to review.
Procurement Practices

Our Supplier Code of Conduct clearly outlines our expectations in the areas of Business Ethics and Compliance, Employee and Labor Relations and Environmental Management (which includes Sustainable Agriculture, Animal Welfare and Responsible Manufacturing). We have been diligently building tools to support this Code of Conduct, including writing policies for key ingredients, and developing a holistic responsible sourcing program to clarify our suppliers’ practices.

The overarching objective of the forthcoming responsible sourcing program is to ensure a harmonized, consistent approach to responsible sourcing for all of our brands and suppliers. Consistent with our corporate sustainability strategy, the program will support our goal of mapping the supply chain for the most significant raw material inputs to better assess and manage risk, as well as collaborate with suppliers to identify opportunities for improvement continuously.

The program will provide a basis for making procurement decisions and organizing the supply chain based on supplier performance and risk assessment. The outcome of these assessments will inform procurement decisions in a variety of ways by identifying strategies to address associated risk — potentially including diversification, certification options for available commodities, or monitoring for ongoing compliance and continuous improvement to existing standards — while also investigating options to support small- and medium-size enterprises and minority-owned businesses.

Procurement questions we ask ourselves:

- What are our opportunities and risks?
- Where do our supplies originate and how are they made?
- Are we exposed to supply disruption from country of origin, processing or supplier concentration?
- What are our suppliers’ and industry stakeholders’ concerns and goals?
- What can we address and how?
- What impacts are acceptable within the economic, social, environmental and supply spheres?
- How should we partner: by industry, supplier and/or nonprofit collaborations?

Our Approach

Transparency — We believe consumers have the right to know where their food comes from

Continuous Improvement — We affect positive change by expecting ourselves and our suppliers to constantly seek opportunities to source more responsibly

Engaging as Leaders — We understand that sourcing excellence is a holistic approach to supplier outreach, customer engagement, consumer education and innovative thinking

For more information, please see our Sourcing Principles here.
Specific Standard Disclosures

Economic

FP1 Percentage of purchased volume from suppliers compliant with company’s sourcing policy

Currently, all of our contracts with suppliers include language from our Supplier Code of Conduct, which they are required to read to gain an understanding of our principles. We will begin rolling out a compliance program for suppliers in the future. As of December 31, 2015, 100 percent of our material and ingredient suppliers have received our Supplier Code of Conduct.

FP2 Percentage of purchased volume that is verified as being in accordance with recognizable standards

We now source 100 percent of the palm oil used in our products according to rules set by the Roundtable for Sustainable Palm Oil (RSPO), a stakeholder organization dedicated to promoting the sustainable development of palm oil. Palm oil is currently used in a variety of liquid creamers and as a blended ingredient in select So Delicious, Horizon and Vega products. By 2012, we already had achieved our commitment to source 100 percent Certified Sustainable Palm Oil (CSPO) for all of our liquid creamer products by 2015. This commitment covered our direct purchase of palm oil, but we also manage indirect palm certifications for most products, including Horizon Snacks, So Delicious wafers, and smaller ingredients like vitamin A and some flavor components, and are working diligently to incorporate CSPO into our Vega bar coatings. We source our CSPO using RSPO’s “mass balance” system, through which certified palm products we purchase are mixed with conventional palm products in the supply chain.

In terms of packaging, both organic and made-with-organic products are clearly labeled. Our organic line carries the organic seal, which, by law, means it is at least 95 percent organic and all other ingredients are specifically permitted by the USDA National Organic Program (NOP). Some of our Horizon Mac & Cheese products are labeled, “made with organic,” which means they are at least 70 percent organic, and all other ingredients are specifically allowed for use by the USDA NOP.

<table>
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<th>Ingredient Certifications (all)</th>
<th>Percent of Total Spend</th>
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<tr>
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<tr>
<td>Organic</td>
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<td>Certified Sustainable Palm Oil</td>
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<tr>
<td>UTZ (cocoa)</td>
<td>0.26%</td>
</tr>
<tr>
<td>Fair for Life (cocoa)</td>
<td>0.01%</td>
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<tr>
<td>None</td>
<td>44.48%</td>
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</table>

Note: The percentages above do not include products from Wallaby, Earthbound Farm, Alpro or EIEIO. However, all Wallaby and Earthbound Farm products are certified organic and Alpro’s portfolio contains significant organic and non-GMO certified ingredients.
Specific Standard Disclosures

Economic

Europe:
• 100 percent of our purchase volume is certified by IFS v6 and BRC v6
• 100 percent of soybeans are certified non-GMO through ProTerra
• 100 percent of organic soybeans are EcoSocial certified
• 100 percent of Provamel products are certified by CertiBIO

Products:
• Organic — 100 percent of Horizon, Wallaby and Earthbound Farm products comply with National Organic Program (NOP) standards and are either certified organic or certified as “made with organic”
• Non-GMO Project — 100 percent of Silk and So Delicious products and 76 percent of Vega products are enrolled in, or verified by, the Non-GMO Project’s Product Verification Program

Other materials:
• Forest Stewardship Council (FSC) and Sustainable Forestry Initiative (SFI): 100 percent of our corrugated cardboard comes from FSC and/or SFI certified sources
• Recycled Paperboard Alliance: 100 percent certified paperboard packages are used for a variety of So Delicious and Horizon center-of-store products
• Certified Sustainable Palm Oil: 100 percent of the liquid palm oil for use in creamer products is certified sustainable in the mass balance system of the RSPO. We also source a small percent of other palm oil derivatives for use in snacks and other applications through the CSPO mass balance system
• UTZ Certified Cocoa: 100 percent of the cocoa powders sourced for our North American brands is certified sustainable. Our Alpro division plans to begin sourcing certified cocoas by the end of 2017

Food Safety standards: Packaging
• Global Food Safety Initiative (GFSI) certified (BRC or FSSC 22000): 70.3 percent
• Non-GFSI Certified (ISO 22000, ISO 9001): 16.2 percent
• Not certified: 13.5 percent

Food Safety standards: 250 ingredients (except soybeans)
• GFSI certified (BRC, IFS or FSSC 22000): 91.2 percent (228 ingredients)
• Ingredients covered under non-GFSI food safety management systems (ISO 22000, HACCP, AIB): 6.0 percent (15 ingredients)
• Not certified (no food certificate available at all): 2.8 percent (7 ingredients)
Specific Standard Disclosures

Environmental

Materials

We assess our sourcing strategy based on total spend, potential risk, volume and level of importance to delivering products.

Our focus:
- Identifying and mapping core ingredients
- Ensuring all suppliers of named ingredients have reviewed our Supplier Code of Conduct
- Identifying ingredients as “high-risk” and/or “opportunity”
- Identifying and tracking potential risks/issues by ingredient
- Establishing strategies for each core and risk ingredient to continuously improve
- Analyzing low cost/low risk ingredients annually to ensure that no issues arise
# Environmental

## Top Priority Items

<table>
<thead>
<tr>
<th>Ingredient</th>
<th>Target Issues</th>
<th>Activities</th>
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<tbody>
<tr>
<td>Cocoa</td>
<td>Human Rights; Productivity/Yield</td>
<td>UTZ Certified Cocoa</td>
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<tr>
<td>Sugarcane</td>
<td>Land Use &amp; Labor</td>
<td>Leverage our LCA data and ingredient risk assessment to identify improvement opportunities in sugarcane</td>
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<tr>
<td>Dairy</td>
<td>Animal Welfare, Emissions, Water</td>
<td>Formalize Animal Welfare Policy to outline WWFC expectations, including FARM Standards, Leverage WW LCA data to identify improvement opportunities in conventional dairy</td>
</tr>
<tr>
<td>Coconuts</td>
<td>Environment &amp; Footprint</td>
<td>Leverage our LCA data to identify improvement opportunities in coconuts</td>
</tr>
<tr>
<td>Almonds</td>
<td>Water, Pollinators</td>
<td>Leverage our LCA data and ingredient risk mapping to identify improvement opportunities in almonds</td>
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<td></td>
<td></td>
<td>Partner with Xerces to address pollinator concerns relevant to the supply chain, leverage partnership with BEF to address watershed and supplier-level water stress</td>
</tr>
</tbody>
</table>
Specific Standard Disclosures

Environmental

<table>
<thead>
<tr>
<th>Ingredient</th>
<th>Target Issues</th>
<th>Activities</th>
</tr>
</thead>
</table>
| Palm Oil         | Emissions, Land Use, Human Rights, Biodiversity | Continue membership in RSPO  
Launch Palm Policy regarding NEXT criteria  
Engage suppliers in continuous improvement, addressing indirect sourcing of palm in addition to direct |
| Soy              | Deforestation, GMOs, Water     | Source domestically in both North America and Europe to manage potential deforestation impact of other sourcing regions (Brazil, etc)  
Maintain commitment to sourcing only non-GMO varieties of soybeans for our products  
Leverage our LCA data to identify improvement opportunities in soy |
| Produce          | Sustainable Agriculture, Water  | Maintain organic produce best practice in water quality and work to more effectively measure and manage footprint, including water use |
| Fiber (Packaging)| Sustainable Agriculture, Deforestation, Water | Identify opportunities to incorporate post-consumer recycled fiber and virgin materials from certified sustainable operations |

Also see: Procurement Practices DMA, page 73.
## Environmental

### EN1 Materials used by weight or volume

<table>
<thead>
<tr>
<th>Ingredients</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cocoa</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Dairy &amp; Derivatives</td>
<td>72.5%</td>
<td>74.9%</td>
</tr>
<tr>
<td>Fruit</td>
<td>0.2%</td>
<td>0.05%</td>
</tr>
<tr>
<td>Nuts</td>
<td>1.7%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Oils &amp; Fats</td>
<td>2.8%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Soybeans</td>
<td>1.9%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Sweeteners</td>
<td>20.7%</td>
<td>18.8%</td>
</tr>
</tbody>
</table>

Note: Numbers may not add to 100 percent due to rounding

### Packaging Type

<table>
<thead>
<tr>
<th>Packaging Type</th>
<th>2015 Packaging Spend</th>
<th>2014 Packaging Spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bag</td>
<td>1.0%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Bottle (recyclable)</td>
<td>11.5%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Carton — Gable Top (recyclable)</td>
<td>28.0%</td>
<td>26.7%</td>
</tr>
<tr>
<td>Carton Aseptic (recyclable)</td>
<td>10.3%</td>
<td>10.1%</td>
</tr>
<tr>
<td>Closures</td>
<td>5.9%</td>
<td>6.6%</td>
</tr>
<tr>
<td>Corrugate (recyclable + FSC/SFI)</td>
<td>17.9%</td>
<td>19.0%</td>
</tr>
<tr>
<td>Dairy Bags</td>
<td>0.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Fitment (screw cap piece)</td>
<td>2.9%</td>
<td>3.1%</td>
</tr>
<tr>
<td>Folding Carton (recyclable — RPA)</td>
<td>1.8%</td>
<td>1.5%</td>
</tr>
<tr>
<td>Industrial Packaging</td>
<td>0.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Inner Seal</td>
<td>4.1%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Label</td>
<td>3.3%</td>
<td>4.1%</td>
</tr>
</tbody>
</table>
## Environmental

### Packaging Type

<table>
<thead>
<tr>
<th>Packaging Type</th>
<th>2015 Packaging Spend</th>
<th>2014 Packaging Spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Misc Ice Cream Pkg</td>
<td>0.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Misc Pkg Aseptic</td>
<td>0.2%</td>
<td>0.1%</td>
</tr>
<tr>
<td>MRO (plastic wrap)</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Paper Cup/Tub/Overcap</td>
<td>0.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>PC Cup Roll</td>
<td>10.8%</td>
<td>10.9%</td>
</tr>
<tr>
<td>Plastic Cup/Tub/Overcap</td>
<td>1.1%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Shrink Film</td>
<td>0.2%</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

Note: Numbers may not add to 100 percent due to rounding

### Ingredients

<table>
<thead>
<tr>
<th>Ingredients</th>
<th>% of Product (volume 2015)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cocoa</strong></td>
<td></td>
</tr>
<tr>
<td>Fair for Life</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Organic</td>
<td>11%</td>
</tr>
<tr>
<td>UTZ</td>
<td>68%</td>
</tr>
<tr>
<td>None</td>
<td>19%</td>
</tr>
<tr>
<td><strong>Dairy</strong></td>
<td></td>
</tr>
<tr>
<td>Organic</td>
<td>&gt;80%</td>
</tr>
<tr>
<td>None</td>
<td>&lt;20%</td>
</tr>
<tr>
<td><strong>Nuts</strong></td>
<td></td>
</tr>
<tr>
<td>Organic</td>
<td>16%</td>
</tr>
<tr>
<td>None</td>
<td>84%</td>
</tr>
</tbody>
</table>

### Recyclable:

2014 – 66.9%
2015 – 69.5%
We are proud to work with more than 600 family farmers across the country who supply 99 percent of Horizon’s and Wallaby’s organic milk. The other 1 percent comes from our company-owned farm in Maryland.

- Family farms supplying milk to us today: 588
- Family farms in the process of converting: 44
- Family farms (active & transitioning): 632

### Ingredients (continued) % of Product (volume 2015)

<table>
<thead>
<tr>
<th>Ingredients</th>
<th>% of Product</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Oils &amp; Fats</strong></td>
<td></td>
</tr>
<tr>
<td>Certified Organic Palm Oil</td>
<td>&gt;99%</td>
</tr>
<tr>
<td>Organic</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>None</td>
<td>&lt;1%</td>
</tr>
<tr>
<td><strong>Soybeans</strong></td>
<td></td>
</tr>
<tr>
<td>Organic</td>
<td>&gt;20%</td>
</tr>
<tr>
<td>None</td>
<td>&lt;80%</td>
</tr>
<tr>
<td><strong>Sweetener</strong></td>
<td></td>
</tr>
<tr>
<td>Organic</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>None</td>
<td>&gt;99%</td>
</tr>
</tbody>
</table>

In Europe, Alpro has reintroduced soybean cultivation around their factory in France, and is continuing this project in Belgium and the Netherlands. Local sourcing is a significant step towards sustainability; it builds shorter supply chains and supports making local agriculture more sustainable.

**EN2 Percentage of recycled input materials used to manufacture primary products and services**

- Our corrugate suppliers fabricate boxes that contain an average of 35 percent post-consumer recycled (PCR) content, with any virgin fiber sourced through either the Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI), or Programme for the Endorsement of Forest Certification (PEFC) sustainable forestry programs
- Earthbound Farm salad clamshells are made of 100 percent PCR Polyethylene Terephthalate (PET) from recycled plastic bottles
- Vega’s High Density Polyethylene (HDPE) bottles are made of 96 percent PCR plastic, in addition to 4 percent colorant, which comes from virgin material
- Our corrugate cardboard represents 17.8 percent of 2015 packaging spend, and all of it is certified in one of the systems above

Also see: EN1, page 79.
Specific Standard Disclosures

Environmental

Energy

Due to our four acquisitions over the past 18 months and the changing nature of products with frozen foods, yogurts and produce having significant refrigeration and shelf-life requirements, we have increased our energy use over the past two years. Despite these challenges, we are keenly focused on energy efficiency and process improvements, and are actively working with partners to reduce our footprint.

---

EN3 Energy consumption (Scopes 1 & 2)

Based on our historical strong growth and expectations of continued increases in production, we expect increases in absolute emissions. However, our emissions on a per pound of product basis has improved, resulting in significant reductions on a normalized basis.

<table>
<thead>
<tr>
<th>Scope 1 (GJ)</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Non-renewable</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heating Oil</td>
<td>6,199</td>
<td>0</td>
<td>24,220</td>
<td>0</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>1,324,505</td>
<td>1,447,999</td>
<td>1,594,714</td>
<td>1,914,577</td>
</tr>
<tr>
<td>Propane</td>
<td>415</td>
<td>2,435</td>
<td>2,545</td>
<td>2,500</td>
</tr>
<tr>
<td>Refrigerants</td>
<td>3,203</td>
<td>595</td>
<td>13</td>
<td>1,355</td>
</tr>
<tr>
<td>Motor Diesel</td>
<td>34,180</td>
<td>175,277</td>
<td>190,088</td>
<td>178,924</td>
</tr>
<tr>
<td>Motor Gasoline</td>
<td>1,686</td>
<td>498</td>
<td>606</td>
<td>595</td>
</tr>
<tr>
<td>Renewables</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total Scope 1 Energy Consumption</td>
<td>1,333,907</td>
<td>1,448,594</td>
<td>1,594,727</td>
<td>1,915,932</td>
</tr>
<tr>
<td>Electricity</td>
<td>594,054</td>
<td>790,482</td>
<td>833,951</td>
<td>944,672</td>
</tr>
</tbody>
</table>
Environmental

Specific Standard Disclosures

WhiteWave’s environmental inventory applies the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Initiative (“GHG Protocol”) for corporate GHG accounting and reporting. WhiteWave uses the “control approach” to set organizational boundaries for its inventory and is including all owned and leased locations. WhiteWave identifies all Scope 1 emission sources including onsite fuel combustion, agricultural sources, transport fuel combustion, and refrigerants (R-22 and R-404A); all Scope 2 sources including purchased electricity and steam; and third-party finished product transportation for North America, business air travel, employee commuting for Europe, and waste disposal for Scope 3. WWAV’s emissions factors are sourced from the Environmental Protection Agency (EPA) Center for Corporate Climate Leadership, the International Energy Agency, and the United Kingdom’s Department for Environment, Food & Rural Affairs.

<table>
<thead>
<tr>
<th>Scope 2 (GJ)</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heating</td>
<td>78,534</td>
<td>78,534</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Cooling</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Steam</td>
<td></td>
<td>13,416</td>
<td></td>
<td>3,776</td>
</tr>
<tr>
<td>Total Scope 2 Energy</td>
<td>672,588</td>
<td>869,055</td>
<td>847,367</td>
<td>948,448</td>
</tr>
<tr>
<td>Total Energy Consumption (Scopes 1 + 2)</td>
<td>1,927,961</td>
<td>2,239,075</td>
<td>2,428,678</td>
<td>2,860,605</td>
</tr>
</tbody>
</table>

Note: 2012–2013 numbers have been restated

EN4 Energy consumption (Scope 3)

Transportation of finished products

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Transportation of Finished Products (GJ)</td>
<td>1,588,644</td>
<td>1,672,367</td>
<td>1,932,059</td>
<td>3,369,424</td>
</tr>
<tr>
<td>Business Air Travel (MT)</td>
<td>3,507</td>
<td>4,731</td>
<td>3,732</td>
<td>3,465</td>
</tr>
</tbody>
</table>
### Energy intensity

<table>
<thead>
<tr>
<th>Energy Intensity</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plants (electricity and natural gas) (MWh)</td>
<td>644,501</td>
<td>779,813</td>
</tr>
<tr>
<td>Production (lbs)</td>
<td>3,360,845,304</td>
<td>3,582,630,039</td>
</tr>
<tr>
<td>Plant Energy Intensity Ratio (MWh/thousand lbs of product)</td>
<td>0.201</td>
<td>0.222</td>
</tr>
</tbody>
</table>

Previously, we were primarily a liquid beverage company and we reported intensity figures prior to 2014 in terms of MWh/gallon of product. Now that center-of-store products, frozen foods and fresh produce have been added to our portfolio, it has made more sense to use “pounds of product” as our intensity denominator. In 2015, we reassessed this normalization factor to accommodate the growing portfolio of non-beverage products, in addition to resetting our baseline to 2013, to allow for consistent second-generation goals for the corporation.

### Energy reductions

We implemented a number of projects across our manufacturing facilities to improve our energy efficiency, resulting in an estimated 7,621 MT savings. A few examples of projects include lighting projects at our Dallas, Texas, and Bridgeton, New Jersey, facilities, and improvements to VFDs, boilers, and air-compression systems.

Alpro has implemented a biogas capture system within its wastewater treatment facility to provide more than 10 percent of the gas needed to run the combined heat and power cogeneration needs of the facility.

More details on these projects can be found in our [CDP response](#).

Also see EN19, page 92.
Specific Standard Disclosures

Environmental

Water

High-quality freshwater is essential to production and livestock cultivation throughout our supply chain. Without sufficient quantities of high-quality water, we would not be able to create our products. We measure water withdrawals at all plants and farms under our operational control. Water data is not regularly collected at some office locations, as it does not represent a material portion of our water usage and is instead estimated by headcount.

Our operations rely on a number of natural resources that may be subject to physical climate challenges or events such as drought, temperature extremes, floods and other relatively unpredictable adverse weather conditions. If harvests for key ingredients are reduced due to abnormal temperatures or precipitation, our agricultural commodity producers may experience supply issues that result in higher costs. If droughts significantly impact water availability for both our operations and our supply base, lower yields may result in higher costs or potentially less product to sell.

For example, much of the state of California is experiencing extreme drought, which could impact the availability and cost of our raw materials, including almonds, produce, and feed and livestock operations for our dairy products. In addition, several commodities concentrated in tropical regions are subject to severe weather events such as typhoons and hurricanes.

In 2015 we partnered with WWF to conduct a water-specific risk assessment of key commodities, helping us identify and prioritize materials in water-stressed geographies. We utilize an Enterprise Risk Management (ERM) process, led by our Executive Leadership team, to identify, measure, monitor and mitigate our most significant business risks which, in some cases, could be water-related. Our annual risk refresh assesses the entire risk portfolio and risk profiles, which are then reviewed, discussed and tiered based on prioritization methodology. This list is managed with oversight from the board’s Audit Committee.

Our Supplier Code of Conduct also provides guidance on environmental management including water. Specifically, the code states that every effort should be made to reduce impacts in water for production and manufacturing. We have worked with suppliers on water efficiency projects and have identified potential opportunities for improvements and collaborations. We also request that suppliers in water stressed regions such as California develop water management plans. For those suppliers for plant-based beverages that provide life-cycle analysis data, such as for almonds, coconut and soy, we have specifically requested their water data.
Environmental

We are focused on geographic diversity of our land with an emphasis on well water and groundwater access. We will continue to focus long term on conservation and land diversity. In addition, we are a charter sponsor of Change the Course (CTC), a water sustainability campaign created by Bonneville Environmental Foundation (BEF), National Geographic, and Participant Media, working to conserve freshwater, preserve the ecological health of the Colorado River and engage and educate local citizens about how they can reduce their water footprints. We have chosen to support CTC because of the strategic importance of water in Colorado, to our supply chain along the Colorado River Basin and to a host of other stakeholders. We look for ways to reduce water use in our own operations, particularly our manufacturing plants, beyond the expectations of customers and regulators.

### Water withdrawals by source

<table>
<thead>
<tr>
<th>Water Withdrawals by Source (megaliters/year)</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface water, including water from wetlands, rivers, lakes and oceans</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>11,104*</td>
</tr>
<tr>
<td>Groundwater</td>
<td>0</td>
<td>9,722</td>
<td>7,729</td>
<td>11,967</td>
</tr>
<tr>
<td>Rainwater collected directly and stored by the organization</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Waste water from another organization</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Municipal water supplies or other water utilities</td>
<td>2,814</td>
<td>5,188</td>
<td>5,964</td>
<td>5,477</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,814</strong></td>
<td><strong>16,155</strong></td>
<td><strong>13,693</strong></td>
<td><strong>28,549</strong></td>
</tr>
</tbody>
</table>

Note: 2012–14 numbers have been restated
* This year we began tracking fresh surface water use, all of which occurs on our farms. This is all from Earthbound Farm, which, in 2014, reported that all its inbound water comes from groundwater. Inventory sources now disclose fresh surface and groundwater percentages.
Our environmental inventory applies the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development’s (WBCSD) Greenhouse Gas Protocol Initiative (“GHG Protocol”) for corporate GHG accounting and reporting. We use the “control approach” to set organizational boundaries for our inventory and includes all owned and leased locations. We identify all inbound and discharged water quantities, sources, and treatment methods.

Earthbound Farm has two primary growing seasons: summer and winter. The winter season is in the Southwest, where our ranches and those of our grower-partners are adequately watered by the Colorado River Basin. The summer growing season is in the broader Salinas Valley of Northern California, where drought has affected federal and state surface waters. However, our ranches are primarily watered by in-ground wells that we and our grower-partners control, giving us comfort with our current position. Over the intermediate term, we have concerns about water availability in western states, and are planning accordingly in our land contracts, locations and availability of wells. We do not expect California drought conditions to materially impact our business.

Due to the drought affecting California and the southwestern U.S., we had to withdraw more water for our farms in the Colorado River basin. In addition, our collection of on-farm water use has also improved, resulting in higher water use reported.

We report our facilities that have the highest water risk impact, according to the World Wildlife Fund Water Risk Filter, to CDP Water. Our report can be found at www.cdp.net.

**EN9 Water sources affected by withdrawals**

Earthbound Farm has two primary growing seasons: summer and winter. The winter season is in the Southwest, where our ranches and those of our grower-partners are adequately watered by the Colorado River Basin. The summer growing season is in the broader Salinas Valley of Northern California, where drought has affected federal and state surface waters. However, our ranches are primarily watered by in-ground wells that we and our grower-partners control, giving us comfort with our current position. Over the intermediate term, we have concerns about water availability in western states, and are planning accordingly in our land contracts, locations and availability of wells. We do not expect California drought conditions to materially impact our business.

Due to the drought affecting California and the southwestern U.S., we had to withdraw more water for our farms in the Colorado River basin. In addition, our collection of on-farm water use has also improved, resulting in higher water use reported.

**EN10 Water recycled and reused**

We made a significant investment to develop and execute the Mt. Crawford Water Reuse Project. In Rockingham County, Virginia, where Mt. Crawford is located, the water system is at or near capacity. Our project takes wastewater from the production facility’s wastewater treatment plant, intercepts it, and filters it on-site to be clean enough for second applications, such as use in cooling towers and other non-potable water needs.

In 2015, our Mt. Crawford plant completed the first phase of the two-phase wastewater treatment project in which more than 55 percent of the water consumed by the plant’s cooling tower, over 35 million gallons per year, can be reused.

The cooling tower phase of the project involved taking wastewater from the production facility and filtering it onsite so it is clean enough for second-use applications. The project reduced the plant’s demand on available water by 7 million gallons in its first quarter of operations, shrinking the plant’s water footprint by 10 percent and saving more than $350,000 annually.
Specific Standard Disclosures

Environmental

Biodiversity

We believe in sustainable farming practices that protect and enhance our natural resources for the good of animals, our communities and our planet. We work to increase biodiversity through farming practices that conserve and replenish our biological resources. Our approach to biodiversity primarily involves sourcing certified ingredients whenever possible. In our supply chain, we currently only have a few biodiversity-affected commodities, and we work to directly address these ‘hot spots.’

For example, our certified organic operations — representing more than half of all WhiteWave ingredients — are tasked with maintaining and promoting biological diversity, per the National Organic Program Regulations. The general natural resources and biodiversity conservation requirement of the U.S. Department of Agriculture (USDA) organic regulations require operations to “maintain or improve the natural resources of the operation, including soil and water quality.” The USDA defines natural resources of the operation as the physical, hydrological and biological features of a production operation, including soil, water, wetlands, woodlands and wildlife. The regulations handbook defines organic production as a production system that is managed to respond to site-specific conditions by integrating cultural, biological and mechanical practices that foster cycling of resources, promote ecological balance, and conserve biodiversity.

Our Supplier Code of Conduct asks that suppliers not source materials, directly or indirectly, that contribute to deforestation of high conservation value areas, or interfere with habitats of endangered species. We will continue to support suppliers in understanding and mitigating around criteria such as:

Conversion and Restoration

• No conversion of primary forest, wetlands or natural vegetation to crop production
• No conversion of secondary forest and areas with natural regeneration unless legally authorized and permitted
• Degraded and/or abandoned agricultural land is reclaimed for crop production
• Marginal land should be taken out of production and ecological restoration undertaken
Environmental

• Reclamation and restoration of marginal degraded and abandoned agricultural land includes the planting of wildflowers and plants known to support populations of pollinator, and beneficial insects.

Conservation
• Unauthorized hunting or collection of vulnerable or endangered species is strictly prohibited and enforced.
• Intact sections of forest, wetlands or natural vegetation on, or adjacent to, farms are conserved and set aside as conservation areas.
• Conservation areas are clearly marked and efforts taken to minimize impact.
• Wildlife corridors of natural vegetation are established and maintained to allow for the passage of native and migratory flora and fauna across the landscape.

For more information, please see Procurement Practices, page 73.

Emissions

We have been managing our greenhouse gas emissions since our inception. Like other businesses, governments, and communities around the world, we recognize the impact global climate change has on the sustainability of our business, including the impact to water ecosystems, agricultural productivity, and manufacturing resources.

Our operations and supply chain partners rely on a number of natural resources that may be subject to the increasing frequency and severity of drought, temperature extremes, floods, windstorms, typhoons, hurricanes, and other relatively unpredictable adverse weather conditions. For these reasons, we are focused on balancing our own contribution to global climate change, and how its impacts will affect resources needed to make our products, with the needs of our supply chain partners and the world at large.

Given our rapid growth since going public in 2012, we have chosen to use intensity indicators for our key performance metrics and goals, though we recognize the need for absolute measurements and management. We believe science-based goals are evolving as a best practice in goal setting and will seek to integrate this approach as we continue to drive forward toward our reduction targets. Our greenhouse gas reduction goal is to reduce our emissions intensity (MT CO₂e/pound of product) by 20 percent by 2025, from a 2013 baseline.

The Audit Committee of our Board of Directors oversees our reporting activities, including this report, and reviews our CDP responses and other data related to communicating our environmental progress.
Environmental

Our CEO and other leaders throughout the organization are eligible for financial incentives if we achieve our sustainability targets, which are set as part of our annual goals and objectives. Financial incentives are also available for our water, waste and transportation reduction targets that have ancillary GHG impacts.

For more information, please see our full Climate Change & Water Policy Statement.

We believe that we are adequately prepared for any regulatory scheme related to climate change and particularly reporting. We have focused on understanding and mitigating emissions through reduction activities and we have built a database that traces emissions sources by facility, making carbon reporting more precise and timely. Our Europe Foods & Beverages business participates in the Benchmark Covenant Scheme in Belgium, a voluntary framework in which businesses commit to become world-class leaders in energy efficiency.

At this time, United States federal legislation is not targeted at the agricultural sector. Carbon regulation in the United States is likely to be targeted at utilities and applied industry-wide. Therefore, we do not view it as posing disproportionate risk to our business. We are however paying close attention to developments in climate change legislation and are working with our agricultural supply chain to not only ensure compliance, but seek opportunities for improvement. Our Europe Foods & Beverages business does not anticipate that a gradual reduction of emission rights will create any significant risk due to its carbon reduction strategy. Under the framework of WWF’s Climate Savers program, Alpro has aligned its strategy with the 2°C reduction pathway, within the framework of WWF’s One Planet Methodology for carbon, land and water, which Alpro is piloting.

We do not believe that risk created by regulations would create significant financial implications for WhiteWave. Our non-dairy businesses have the flexibility to source in appropriate markets, and we have invested in energy efficiency projects to decrease costs and increase competitiveness. We expect our ability to invest in efficiency and renewable energy projects with adequate ROIs will increase with available offset projects or rebates.

We have been tracking our emissions since 2006 and have a solid understanding of the key drivers of our GHG footprint among other climate-related targets. For this reason, we feel prepared to fulfill any requirements of emissions reporting. We have taken continuous steps to enhance controls and data quality, including a centralized data warehouse, implementation of a progress reporting function and limited third-party assurance of our footprint.

As consumers become more aware of the impact their purchasing decisions have on climate and the environment at large, we expect some consumers to make different choices. However, with the diverse portfolio of products we offer on the spectrum from conventional to organic foods, we feel well-positioned to capture the market of consumers looking for products with a better footprint, among other advantages. While price, quality and service are the main drivers of
purchase for our retail customer community, more and more retailers are introducing sustainability criteria to their list of priorities. Our large retail customers are seeking to ensure that their suppliers are focused on reducing social and environmental impacts throughout the supply chain. We are strategically situated to demonstrate the value of our products from both a business and sustainability standpoint. By lining up our sustainability and climate goals with those of our retailers, we are able to amplify the impact of our achievements and build equity with the consumers who shop in their stores and purchase our products. Our reputation for producing food responsibly, and for providing innovative products in high-growth categories, is enhanced by our ability to measure our impact and our willingness to report progress to our stakeholders.

For more information, please see our CDP Climate Change response at www.cdp.net.

**Environmental**

**EN15** GHG Emissions (Scope 1)

**EN16** GHG Emissions (Scope 2)

**EN17** GHG Emissions (Scope 3)

Due to increased complexity in our supply chain — and the fact that some of the companies we acquired did not have reduction programs in place prior to joining WhiteWave — our water, energy and GHG emissions intensity increased over the last two years. Intensity metrics, rather than absolute figures, take our growth into account and provide a clearer indication of progress toward our environmental goals.

<table>
<thead>
<tr>
<th>GHG Emissions (CO₂e)</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>74,183</td>
<td>91,540</td>
<td>103,720</td>
<td>125,591</td>
</tr>
<tr>
<td>Scope 2 (without offsets or credits)</td>
<td>77,621</td>
<td>95,889</td>
<td>103,464</td>
<td>114,353</td>
</tr>
<tr>
<td>Scope 3 (without offsets or credits)</td>
<td>114,361</td>
<td>121,427</td>
<td>130,689</td>
<td>223,671</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>151,804</td>
<td>187,429</td>
<td>207,126</td>
<td>463,616</td>
</tr>
</tbody>
</table>

**Intensity Ratio — Scopes 1, 2, 3 (CO₂e/lb product)**

<table>
<thead>
<tr>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.18</td>
<td>0.14</td>
<td>0.13</td>
<td>0.15</td>
</tr>
</tbody>
</table>

Note: 2012–13 numbers have been restated. In order to calculate location-based Scope 2 emissions, we contacted our eight purchased energy suppliers in deregulated markets in the United States, only one of which was able to provide a verifiable emissions factor for our use. We also used the EU residual factors for our European operations.
Environmental

### Specific Standard Disclosures

<table>
<thead>
<tr>
<th>Activity</th>
<th>Scope 1 Emissions (MT CO₂e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farms</td>
<td>22,653</td>
</tr>
<tr>
<td>Offices</td>
<td>3,944</td>
</tr>
<tr>
<td>Plants</td>
<td>98,994</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity</th>
<th>Scope 2 Location-Based Emissions (MT CO₂e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farms</td>
<td>1,967</td>
</tr>
<tr>
<td>Offices</td>
<td>3,859</td>
</tr>
<tr>
<td>Plants</td>
<td>108,527</td>
</tr>
</tbody>
</table>

For a discussion of assurance, methodology and assumptions, please see G4-32, page 68.

Also see: EN30, page 99.

**EN19 Reduction of GHG emissions**

We have been managing and working to reduce emissions since 2006. We recently reset our reduction baseline to 2013, and continue to demonstrate GHG emission reductions on an intensity basis. Our business has grown substantially over the last two years, which increased both production and emissions, and our current and planned emissions reductions activities will help us meet our new goal to reduce our greenhouse gas intensity by 20 percent by 2025.

In 2015, we implemented 20 projects that resulted in reductions of 7,621 MT CO₂e. These were energy efficiency initiatives in plants that included boiler efficiency, lighting optimization, and fan efficiency projects. They are estimated to result in annual savings for our company of $157,667.

In 2015, our GHG reduction projects led to at least a 4 percent reduction in our Scope 1 and 2 emissions. However, some project results were not measurable and therefore we think this number may be higher. Yet overall, we acquired three new businesses in 2015: EIEIO, Vega, and Wallaby. This growth resulted in a 0.38 percent increase in GHG emissions intensity. As we have acquired new businesses since 2013, our brands have developed more sophisticated emissions measurement and tracking tools. Where possible, historical baseline adjustments have been made to our emissions reporting. We know that, for example, Earthbound Farm improved reporting alone led to at least a 6 percent increase in our emissions in 2015.

Also see EN15, EN16, EN17, and EN18, pages 91–92.
### Environmental

**EN20**  Ozone-depleting substances (ODS)

Production, imports, and exports of ODS in MT of CFC-11 equivalent

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.119898214</td>
<td>0.019035026</td>
<td>0.000374214</td>
<td>0.001871071</td>
</tr>
</tbody>
</table>

---

**Effluents and Waste**

**EN22**  Water discharge

We disclose our water discharges for the same facilities noted in EN9 to CDP Water, and our report can be found at [www.cdp.net](http://www.cdp.net).

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total water discharge (gallons)</td>
<td>504,938,066</td>
<td>1,962,005,444</td>
<td>1,783,433,477</td>
<td>1,771,009,088</td>
</tr>
<tr>
<td>Volume of planned and unplanned water discharges (megaliters)</td>
<td>7,427</td>
<td>6,751</td>
<td>6,704</td>
<td></td>
</tr>
</tbody>
</table>
Environmental

EN23 Waste by type and disposal method

At WhiteWave Foods we continually look for opportunities to divert the amount of waste sent to landfill and to minimize total waste generation in our agricultural supply chain, manufacturing plants and office locations.

Within our manufacturing plants we reduce waste sent to landfill by identifying and sorting materials for recycling, reusing what we can, and composting organic byproducts. For example, at several of our plants we make our soymilk using non-genetically modified and/or organic soybeans. Okara, the insoluble part of the bean, is a byproduct of that process that we either land apply or divert as animal feed. From 2014 to 2015, our Americas Food & Beverage division decreased the amount of waste sent to landfill (pounds of waste per pound of product) by 37 percent. One major project that contributed to this diversion included sludge dewatering at our Mt. Crawford location in Virginia in 2015, which significantly increased sludge solids from 3 to 16 percent, which reduced overall weight of sludge destined for disposal. Furthermore, we employ practices to donate waste product that cannot be reclaimed or sold.

Several of our office locations have established zero-waste programs including on-site employee training in conjunction with our partners at EcoCycle, educational posters, and comprehensive waste stations that employees use to segregate materials between compost, recycling and landfill to better drive landfill diversion.

In our agricultural supply chain, we minimize waste throughout the harvesting to salad packaging process, repurpose lettuce culls, and use organic plant materials to enhance soil health. After a harvest, we leave the excess greens in the field so they start to deteriorate on top of the soil bed. When harvesting is complete, tractors mix it all back in, which gives our soil more organic matter, naturally. This is an important part of how we continue to build the fertility and structure of our soils, which is critical to growing the highest quality produce.

Once raw greens make it to our manufacturing facility for washing and packaging, waste is captured at various points in the process, including receiving, manufacturing and packaging. Waste can include raw or finished product that is not up to our quality standards; “culls,” which result from trimming lettuce to make it consumer-ready, leaves and other debris, or finished product that is approaching or past its use-by dates. Waste is handled in different ways:

- Recycled for use in animal feed — All of the safe, organic material we recover is donated to one of two partners for use in animal feed. In 2014–2015, we recycled nearly 9,300 tons of food waste that would otherwise go to the landfill, including 98 percent of all lettuce culls.
- Donated — If the timing and quantities of customer orders are such that we have to hold product until its sell-by date, we donate this product to our long-time partners at Ag Against Hunger, a local non-profit that collects fresh produce and distributes it to food banks, schools and food assistance programs.
## Environmental

<table>
<thead>
<tr>
<th>Weight of Non-Hazardous Waste (lbs)</th>
<th>2012*</th>
<th>2013*</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reuse (land-applied sludge and okara)</td>
<td>103,975,069</td>
<td>148,544,753</td>
<td>129,360,386</td>
<td>148,458,546</td>
</tr>
<tr>
<td>Recycling</td>
<td>8,934,402</td>
<td>21,287,779</td>
<td>15,129,430</td>
<td>29,082,932</td>
</tr>
<tr>
<td>Composting</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>249,576</td>
</tr>
<tr>
<td>Recovery (including energy recovery)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Incineration (mass burn)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>11,320,155</td>
</tr>
<tr>
<td>Deep Well Injection</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Landfill</td>
<td>10,855,092</td>
<td>38,864,129</td>
<td>35,978,213</td>
<td>24,007,066</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>123,794,563</td>
<td>208,696,661</td>
<td>51,107,643</td>
<td>227,805,858</td>
</tr>
</tbody>
</table>

*2012–2013 numbers have been restated
Note: Most reuse could also be listed as a form of composting.
Specific Standard Disclosures

Environmental

One great example of waste reduction is our Vega bottles. In 2013, we switched the majority of our plastic bottles to 96 percent post-consumer recycled (PCR) content. The remaining 4 percent includes colorant made from virgin plastic. Since this change, 1,349 tons of plastic have been diverted from the waste stream; 1,611 tons of CO₂ have been saved (63 percent less CO₂ than virgin plastic*); and 81,369 million BTUs less energy used* (86 percent less energy than virgin plastic).

*Compared to using virgin plastic to make the same volume of Vega bottles

**96%**

of Vega bottles are made from post-consumer recycled plastic

**9,300**

tons

In 2014-2015, Earthbound Farms recycled nearly 9,300 tons of food waste, including 98 percent of all lettuce culls

We donate fresh produce that is past its sell-by date but still suitable for consumption

**EN24** Significant spills

No spills or releases exceeded federal- or state-reportable quantities in 2014 or 2015.

**EN25** Hazardous waste treatment and transportation

A variety of standard industrial waste items like machine oil and expired ingredient waste are managed according to any regulatory requirements. Primary disposal methods are incineration, recycling, reuse, or landfill, with approximately 60,000 lbs in 2014 and 35,000 lbs in 2015.

**EN26** Biodiversity affected by runoff

None — plant effluent flows directly into water treatment system.

(Data analysis by Terra Stewardship Sustainability Consulting Group)
Environmental

Products and Services


Mitigation of environmental impacts of products and services

Since 2006 our product lines and environmental footprint have expanded significantly. This is due both to the growth of our market share, and more significantly, to our acquisitions.

In 2013, in addition to our long-standing focus on beverages and yogurts, we also added fresh produce, frozen products, and center of store items with Earthbound Farm, So Delicious, Vega, and Wallaby joining WhiteWave. This has increased not only our reach, but also our global impact.

As a result, we have established new 2025 goals that put us on a trajectory of reducing our greenhouse gas emissions, waste, and water consumption, each by 20 percent per pound of product produced.

We acknowledge water as a finite natural resource and one critical to our agricultural and production processes. We see value in conducting life-cycle assessments (LCAs) and water foot printing analysis to better understand and help guide our water management and conservation strategies. We are committed to restoration in addition to conservation which is why we balance a portion of our water footprint with Water Restoration Certificates that restore flow to critically dewatered rivers and water systems.

We conducted an LCA comparing the environmental impact of a half-gallon of Silk Original soymilk, Silk Original almondmilk, So Delicious Almond Plus, Silk Original coconutmilk and So Delicious coconutmilk to a half-gallon of conventional U.S. dairy milk. We discovered that Silk and So Delicious products are water-saving choices, as well as lower in GHG emissions. Our assessments of plant-based beverages inform mitigation opportunities for consumers, as they consider their own purchasing decisions.

On average, production of Silk plant-based beverages uses 900 fewer gallons of water than conventional dairy milk per half-gallon and generates 60 percent less GHG emissions. Alpro has also calculated a comparative water footprint assessment of soy drink compared to cow’s milk, and, together with the Water Footprint Network, found that Alpro’s Plain Calcium Soy Drink requires two and a half times less CO$_2$, two times less land, and four times less water to produce than dairy milk.

We believe our plant-based product portfolio, which currently accounts for more than 50 percent of our sales, will appeal to customers who care about water conservation, and in turn help insulate us from the negative impacts of climate change and drought.

In 2015, we shifted our commitment to energy offsets from Renewable Energy Certificates (RECs) to carbon offsets. Our REC portfolio spanned 2003–2014 and totaled more than 740 million kWh.
Specific Standard Disclosures

Environmental

For each Water Restoration Certificate (WRC) purchased, 1,000 gallons of water is restored to critically dewatered rivers and water systems. At the end of 2015, our WRC portfolio, which began in 2009, has restored nearly 1.9 billion gallons of water.

Water: Balance with WRCs from BEF
2014: 53 percent of North American manufacturing water footprint
2015: 60 percent of North American manufacturing water footprint

Electricity: RECs from BEF
2014: 35 percent of North American electricity footprint in manufacturing

Carbon: Carbon Offsets sourced from BEF
2015: 23 percent of our Scope 2 electricity-related emissions from North American manufacturing

Transport

We do not own a network of transportation vehicles, but we do choose our transportation providers and use SmartWay-approved companies for 92 percent of our distribution, with plans for this to increase to 96 percent by year-end 2018.

SmartWay Transport is the U.S. Environmental Protection Agency’s (EPA’s) flagship program for improving fuel efficiency and reducing GHGs and air pollution from the transportation industry supply chain. Developed jointly by EPA and industry stakeholders, the program was launched in 2004. SmartWay Transport comprises partnerships, policy and technical solutions, research and evaluation projects that find new ways to optimize the transportation networks in our supply chain.

SmartWay partners, including WhiteWave, demonstrate to customers, clients and investors that they are taking responsibility for the emissions associated with transporting goods, are socially responsible, advocate for sustainable business practices and are reducing their carbon footprints.
Specific Standard Disclosures

Environmental

EN30 Environmental impacts from product distribution and employee travel

Business travel: 3,465 MT CO₂e

We calculated the travel emissions based on the total miles flown by our employees in 2015. We obtained the miles from our travel agent’s centralized database, and is assumed to represent 95 percent of the business flight travel during this calendar year. Therefore, the resulting emissions were increased by 5 percent to account for travel that was booked outside of this system. Because individual segment distances were not available, an average “unknown distance” emissions factor was used from U.S. EPA.

Downstream transportation and distribution: 220,206 MT CO₂e

In the U.S., we do not own or operate our own transportation fleet. In order to better understand this portion of the business, we have calculated the emissions associated with the third-party transportation of finished goods. Third party transportation for us includes the trucking from processing facilities to warehouses, customer distribution centers and retail customers, but does not include emissions from customer pick-ups which account for a very small percentage of our total Scope 3 emissions. To calculate gallons of fuel combusted, we calculated these emissions based on distance and fuel efficiency provided by the contractors. The logistics team felt this was a more accurate representation of its emissions than calculating by ton-mile because the fuel efficiency is embedded as part of the contract.

Also see: EN18, pages 91–92.

Supplier Environmental Assessment

One of our core company values is to produce food responsibly. We take this to heart throughout our approach to sourcing and procurement of materials and ingredients. While we have approached supplier assessments with specific critical ingredients to date, we are now in the process of developing a responsible sourcing program that will apply across all WhiteWave brands. The goal of the program is to create a holistic approach to responsible sourcing that is consistent with our corporate sustainability strategy and delivers strongly against our procurement objectives. The new
Environmental

The program will map our most significant raw material inputs to better assess and manage risk, while working in collaboration with our suppliers to continuously improve processes.

The program features specific modules and criteria that apply to raw materials, include both crop- and livestock-based production, processing, handling and manufacturing facilities. Key components of the program are derived from our Supplier Code of Conduct and align with our commodity-specific sourcing policies. Additional elements reflect industry best practices in social and environmental responsibility.

Also see: Procurement Practices DMA, page 73, and Materials DMA, page 76.

- **EN32** Percentage of new suppliers screened using environmental criteria
- **EN33** Supply chain environmental impacts

See: Procurement Practices DMA, page 73, and EN12, page 89.
Social: Labor

Employment

Sustainability is intrinsic to our company culture. Building a sustainable business is an underlying theme of our training programs, which reinforce the values that drive our work every day. We use our internal social networking site and town hall meetings to continually update and engage our employees about the latest sustainability topics and progress.

Our businesses around the world are united by a common drive for excellence and a shared commitment to change the way the world eats for the better. Many people choose careers at WhiteWave because they are inspired by our vision and want to make a difference in the future of our company and the planet.

LA2 Benefits provided to full-time employees

Our health and welfare benefit programs are important pillars of our total rewards strategy to grow globally.

The comprehensive benefits we offer our North American employees and expatriates include provisions for:

- Health care, including health savings accounts and flexible spending accounts
- Retirement savings
- 401(k) plans
- Life insurance
- Disability coverage
- Vacation/paid time off
- Tuition reimbursement
- Fitness reimbursement
- Employee assistance program
- Paid parental leave
- Short-term disability
- Adoption reimbursement
- Emergency back-up childcare and elder care
- Discounts for childcare
- Private rooms available to nursing mothers at all locations
Specific Standard Disclosures

Social: Labor

Since 2015, we have expanded our employees’ financial wellness by enhancing our 401(k) plan with the following features:

- Automatic enrollment
- Voluntary automatic increase
- 401(k) educational sessions, professional investment management and advisory services

In 2016, we reemphasized our employees’ physical and financial wellness by offering the following benefits:

- Medical plan options with lower premium costs
- Comprehensive coverage for gender reassignment
- Incentive-based wellness program
- Safe Harbor matching contribution
- Roth 401(k)

More recently, in 2016 we introduced MotivateMe, an incentive program that rewards employees who adopt healthy behaviors and achieve their goals. The program is an important investment in our employees that motivates them to reduce their risk of illness. With MotivateMe, employees can work toward results that offer real and sustainable lifestyle changes. By taking part in health risk assessments, biometric screening processes, healthy activities and age-appropriate preventive examinations, employees can earn wellness credits and gift cards.

We offer full coverage for domestic partners and consider vacation time an essential component of overall health and wellness. We offer various incentives and resources to encourage employees to take advantage of the initiatives we offer, such as:

- A monetary reward for employees who complete preventative exams
- Lifestyle management programs, such as smoking cessation, weight and stress management and wellness coaching
- Access to an online health assistant site
- Consultation with our benefits provider
- A program in which employees can donate paid time off to employees in need

Our employee engagement program, Values in Action (VIA), rewards employees who exemplify WhiteWave’s values in their communities and daily lives, either through volunteering, biking to work, reducing company waste and other actions. In October, employees are invited to participate in Share What We Do Well Month, a company-sponsored series of volunteer events focused on engaging with and giving back to the communities in which we live and work. In 2014 and 2015, over 90 percent of our full-time staff participated in volunteer activities.

In 2015, through the VIA program, employees:

- Volunteered more than 11,000 hours to a variety of nonprofit organizations
- Logged more than 28,000 bike commuting miles and 9,500 shared rides
- Diverted nearly 100,000 lbs of waste from landfill through zero waste recycling and composting programs at our corporate offices in Colorado
- Stepped up during Share What We Do Well Month, a company-wide volunteering effort that drew 92 percent participation in North America
Specific Standard Disclosures

Social: Labor

Labor/Management Relations

See: G4-11, page 54.

FP3 Percentage of working time lost due to industrial disputes, strikes and/or lockouts, by country

We have not lost any working time to labor disputes in either 2014 or 2015.

Occupational Health and Safety

We are committed to protecting the environment, health and safety of our employees, contractors, customers and the communities where we operate.

Environmental, Health, Safety and Sustainability (EHS&S) Guiding Principles:

• We believe that EHS&S incidents are avoidable and aspire to zero recordable injuries and environmental incidents
• We strive to create a world-class safety culture
• We understand the need to care for our natural environment and make a positive impact by enacting a sustainability strategy and improvement targets that guide our endeavors
• Employees are provided with EHS&S training and are celebrated for taking a proactive role in EHS&S management by reporting conditions or behaviors they perceive to be unhealthy, unsafe or environmentally irresponsible. They also are expected to actively participate in identifying and implementing solutions.
• Environmental, health, safety and sustainability considerations are prioritized in business planning and decision making
• We adhere to environmental, health and safety regulatory requirements and our own EHS&S Standards
• EHS&S risks are evaluated and actions taken to reduce or eliminate significant exposure
• EHS&S metrics and objectives ensure compliance and continual improvement of EHS&S performance
• We systematically share EHS&S lessons and best practices throughout our organization
Rates of injury, occupational disease, lost days, absenteeism and work-related fatalities

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Hours</td>
<td>3,806,282</td>
<td>4,363,196</td>
<td>4,203,564</td>
<td>5,116,861</td>
</tr>
<tr>
<td>Total Number of Recordable Injuries</td>
<td>33</td>
<td>54</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Total Recordable Incident Rate (TRIR)</td>
<td>1.73</td>
<td>2.48</td>
<td>2.43</td>
<td>1.99</td>
</tr>
<tr>
<td>Total Number of Days Away/Restricted or Transfer Rate (DART) Injuries</td>
<td>20</td>
<td>25</td>
<td>25</td>
<td>27</td>
</tr>
<tr>
<td>DART Rate</td>
<td>1.05</td>
<td>1.15</td>
<td>1.19</td>
<td>1.06</td>
</tr>
<tr>
<td>Total Days Away</td>
<td>351</td>
<td>354</td>
<td>828</td>
<td>485</td>
</tr>
<tr>
<td>Lost Day Rate</td>
<td>18.44</td>
<td>16.23</td>
<td>39.40</td>
<td>18.96</td>
</tr>
<tr>
<td>Total Days with Restrictions</td>
<td>470</td>
<td>895</td>
<td>959</td>
<td>922</td>
</tr>
<tr>
<td>Restriction Day Rate</td>
<td>24.70</td>
<td>41.02</td>
<td>45.63</td>
<td>36.04</td>
</tr>
<tr>
<td>Total Fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Fatality Rate</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.04</td>
</tr>
<tr>
<td>Total Recordable (Male)</td>
<td>26</td>
<td>42</td>
<td>38</td>
<td>37</td>
</tr>
<tr>
<td>Total Recordable (Female)</td>
<td>7</td>
<td>12</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>Total DART (Male)</td>
<td>17</td>
<td>18</td>
<td>17</td>
<td>19</td>
</tr>
<tr>
<td>Total DART (Female)</td>
<td>3</td>
<td>7</td>
<td>8</td>
<td>8</td>
</tr>
</tbody>
</table>

Note: Figures above refer only to operations in North America, excluding Earthbound Farm. The data for 2014 does not include Wallaby, Vega or EIEIO, but 2015 figures do include these brands along with newly constructed plants.
Social: Labor

International Dairy Foods Association (IDFA) has awarded four WhiteWave facilities with certificates of achievement based on their outstanding worker safety records in 2014. The awards highlight outstanding worker safety records of companies, based on information collected by the U.S. Occupational Safety and Health Administration (OSHA).

WhiteWave facilities won awards for overall plant safety as well as no work days lost to injuries.

For Plant Safety:
• Dallas, Texas
• Dubois, Pennsylvania
• Scottsdale, Arizona

For Zero Lost Workdays:
• Bridgeton, New Jersey

Safety is a collective responsibility, and these awards affirm what is possible when every employee at a facility is dedicated to our safety standards every day. As a fast-growing company, we must move quickly to standardize our model across a constantly shifting landscape to ensure worker safety in pursuit of our goal of zero recordable injuries. We have made great progress toward that target by improving our North American workplace safety rates 18 percent since 2014.

Training and Education

Our learning and development efforts are focused on four main topics:
• Professional
• Leadership
• Culture
• Technical skills

We think of our learning and development programing as one of the differentiators for WhiteWave. Our personal development classes, such as the “Science of Happiness” and “Valuing Our Differences,”
Social: Labor

exemplify the types of courses we offer that help develop leaders and build a positive culture.

We measure effectiveness by ensuring employees experience positive trainings relevant to the work they do every day, and that they would recommend the training to others. We will be implementing retention metrics in the future to more closely measure efficacy.

LA9 Average hours of training for employees by employee category

In 2016, we began to partner with a leading provider of on-demand professional and leadership training to offer over 4,000 unique courses. We have also launched the new WhiteWave Leadership Traits focused around four key areas:

- Shape the Future
- Achieve Results
- Grow Talent & Inspire Teams
- Build Positive Culture

All senior leaders are completing a 360° review to inform their development plans against the WhiteWave Leadership Traits and attending instructor led training to support their development. We offer a variety of instructor led training courses totaling up to 600 hours/year of available content focused against leadership, culture and professional development. The WhiteWave University is a cross functional team focused against building technical training that meets the needs of each functional area.

Our ethics and compliance training is the only global program in which every employee is required to participate. The annual corporate course requires a considerable time commitment, while individual plants customize their safety and compliance training to meet site-specific needs.

Additional instruction includes:

- Diversity and inclusion
- Compliance and ethical communication strategies
- Environmental health and safety
- IT security
- Business practice rules

Our sustainability training is integrated into regular course work and woven into Values in Action (see page 42). Sustainability also is a featured presentation at orientation for all new employees.

In 2015, Alpro provided 61,456 training hours, an average of 80 hours per employee.

LA11 Percentage of employees receiving performance and career development reviews

One hundred percent of salaried employees in North America receive performance evaluations and create individual development plans.
**Social: Labor**

### Diversity and Equal Opportunity

We nourish an inclusive and welcoming culture, from Employee Resource Groups (ERGs) to benefits programs that support our transgender colleagues. We are proud of our long-standing record of attracting the best available talent and providing employees with the tools they need to sustain success.

#### LA12 Composition of governance bodies and employees

<table>
<thead>
<tr>
<th>Hourly Employees</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
<td>2,281</td>
<td>2,162</td>
</tr>
<tr>
<td></td>
<td>76%</td>
<td>61%</td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td>718</td>
<td>1,362</td>
</tr>
<tr>
<td></td>
<td>24%</td>
<td>39%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Salaried Employees</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
<td>920</td>
<td>1,062</td>
</tr>
<tr>
<td></td>
<td>53%</td>
<td>53%</td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td>816</td>
<td>954</td>
</tr>
<tr>
<td></td>
<td>47%</td>
<td>47%</td>
</tr>
</tbody>
</table>

#### Full-Time Employees

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
<td>3,036</td>
<td>3,507</td>
</tr>
<tr>
<td></td>
<td>70%</td>
<td>68%</td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td>1,318</td>
<td>1,660</td>
</tr>
<tr>
<td></td>
<td>30%</td>
<td>32%</td>
</tr>
</tbody>
</table>

#### Part-Time Employees

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
<td>22</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>19%</td>
<td>18%</td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td>91</td>
<td>92</td>
</tr>
<tr>
<td></td>
<td>81%</td>
<td>82%</td>
</tr>
</tbody>
</table>

#### Board of Directors

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Non-White</strong></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>&lt;30</strong></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>30–50</strong></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>&gt;50</strong></td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
### Social: Labor

#### Senior Executives (grades 16+)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>113</td>
<td>127</td>
</tr>
<tr>
<td>Female</td>
<td>50</td>
<td>60</td>
</tr>
<tr>
<td>White</td>
<td>130</td>
<td>148</td>
</tr>
<tr>
<td>Non-White</td>
<td>20</td>
<td>26</td>
</tr>
</tbody>
</table>

#### Managers (grades 13–15)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>314</td>
<td>385</td>
</tr>
<tr>
<td>Female</td>
<td>224</td>
<td>293</td>
</tr>
<tr>
<td>White</td>
<td>390</td>
<td>446</td>
</tr>
<tr>
<td>Non-White</td>
<td>108</td>
<td>129</td>
</tr>
</tbody>
</table>

#### Mid-Level (grades 10–12)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>329</td>
<td>425</td>
</tr>
<tr>
<td>Female</td>
<td>274</td>
<td>406</td>
</tr>
<tr>
<td>White</td>
<td>240</td>
<td>305</td>
</tr>
<tr>
<td>Non-White</td>
<td>174</td>
<td>214</td>
</tr>
</tbody>
</table>

#### Entry Level (Non-Exempt)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>2,366</td>
<td>2,702</td>
</tr>
<tr>
<td>Female</td>
<td>846</td>
<td>1,098</td>
</tr>
<tr>
<td>White</td>
<td>726</td>
<td>849</td>
</tr>
<tr>
<td>Non-White</td>
<td>1,795</td>
<td>2,091</td>
</tr>
</tbody>
</table>

Note: Alpro and Vega do not track ethnicity. Additionally, not all facilities reported by gender or age, thus totals do not match the Salaried and Hourly Employee totals from page 107.
Specific Standard Disclosures

Social: Human Rights

**Investment**

We base our sourcing decisions on the principles of transparency, continuous improvement and values-based engagement throughout the supply chain. We expect our suppliers to partner with us on our mission to change the way the world eats for the better. The quality of our products depends on the integrity of our business. We focus not just on protecting the earth’s natural resources, but also our human resources throughout the supply chain. Responsibly produced foods are about more than just health and safety. Sustainable practices are part of our DNA and the cornerstone of our business model.

**HR1 Investment agreements and contracts that include human rights clauses or underwent screening**

The use of forced, indentured or child labor is prohibited throughout our supply chain. In no instance shall a supplier permit children to perform work that exposes them to undue physical risk that can harm their physical, mental or emotional development or improperly interfere with schooling.

Our supplier questionnaire asks suppliers if they have protections in place against human trafficking in the businesses they conduct. All supplier contracts include an addendum in which they affirm that they have read and understand our Supplier Code of Conduct.

**HR2 Employee training on human rights**

See LA9, page 106.

**Freedom of Association and Collective Bargaining**

We support the right of our employees to exercise their lawful right of free association and to choose to be represented — or not represented — by labor unions.

**HR4 Significant risks of freedom of association in operations and suppliers**

We have not been informed of any issues within our operations or with suppliers that infringe on workers’ freedom of association.

Also see: G4-11, page 54.
Social: Human Rights

Child Labor

Also see: HR1, page 109.

**HR5** Significant risk of child labor in operations and suppliers

Cocoa has been identified as a commodity containing child labor risk, and we have chosen to focus efforts on mitigating that risk in the cocoa supply chain. It is not simply hazardous work that constitutes child labor. Rather, according to UTZ, it is any work that interferes with a child’s chances to attend school, in addition to “working with dangerous equipment, carrying heavy loads and sometimes spraying agrochemicals.”

Our main concern around child labor in our supply chain stems from our sourcing of cocoa from West Africa. That is why we use UTZ Certified cocoa for all of our cocoa powder needs.

Unfortunately, it is impossible to guarantee that no child is working on any of the farms we source at any time throughout the year. But the UTZ standards are in full compliance with the International Labour Organization’s standards regarding child labor.

UTZ Certified allows children on family farms (small-scale producers), to help their parents outside school hours for a limited amount of time, and “only if they do not undertake hazardous work that jeopardizes their health and safety.”

To read UTZ Certified’s Position Paper on Child Labor, click [here](#).

Also see HR1, page 109.

Assessment


**HR9** Operations that have been subject to human rights assessments, by country

Specific Standard Disclosures

Social: Human Rights

Supplier Human Rights Assessment

See: Procurement Practices DMA, page 73.

HR10 Percent of suppliers screened using human rights criteria

Our Supplier Code of Conduct contains specific human rights language in the areas of both business ethics and employee & labor relations and has been received by all material suppliers in our supply chain. In addition, we require new suppliers to complete supplier questionnaires that contain inquiries on international labor laws, non-discrimination, forced labor, and minors in the workplace.

Our responsible sourcing program under development has an entire module on employee and labor relations that builds on the Supplier Code of Conduct as our primary supplier-screening tool for human rights criteria and includes the following topics:

- Legal compliance
- Bribery
- Corruption
- Antitrust
- Freedom of movement and prevention of human trafficking
- Minors
- Non-discrimination
- Hiring terms and work agreements
- Wages and benefits
- Working hours

See: Procurement Practices DMA, page 73.

HR11 Negative human rights impacts in the supply chain

Supplier Assessment for Impacts on Society

See: Procurement Practices DMA, page 73.

SO9 Percentage of new suppliers screened for impacts on society

SO10 Negative impacts on society in the supply chain

See: Procurement Practices DMA, page 73.
Specific Standard Disclosures

Social: Society

Animal Welfare

Our new animal welfare policy sets sourcing standards by which we procure animal products, and clarifies the Animal Welfare section of our Supplier Code of Conduct. We purchase a variety of animal products from different suppliers and we are committed to working only with suppliers whose animal welfare values and practices align with ours.

We believe in the internationally recognized Five Freedoms of Animal Welfare, which are: freedom from hunger, thirst and malnutrition, freedom from fear and distress, freedom from physical and thermal discomfort, freedom from pain, injury and disease, and freedom to express normal patterns of behavior.

We view these five freedoms as minimum standards of care that should be taken for the safety, health and comfort of the animal. Animal managers and caretakers should be thoroughly trained, skilled and competent in animal husbandry and welfare, and have good working knowledge of their system and the animals in their care.

In addition, our Animal Welfare policy includes clarification on general principles to which we expect suppliers to adhere, including compliance with all applicable laws, zero tolerance for animal abuse, guidance on ethical standards and the prohibition of animal testing. These apply to all conventional and organic dairy products, derivatives and other animal products. Topics covered in our policy include guidance on cloning technology, care for sick animals, and inappropriate use of antibiotics, growth hormones, or unnecessary procedures, among others.

Horizon’s owned dairy farm follows the Horizon Organic Standards of Care, which explain our beliefs and practices.

<table>
<thead>
<tr>
<th>Horizons Organic Maryland Farm</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milking Cows</td>
<td>490</td>
<td>505</td>
<td>476</td>
</tr>
<tr>
<td>Calves</td>
<td>65</td>
<td>65</td>
<td>46</td>
</tr>
<tr>
<td>Heifers</td>
<td>360</td>
<td>360</td>
<td>348</td>
</tr>
<tr>
<td>Dry and Maternity Cows</td>
<td>120</td>
<td>105</td>
<td>72</td>
</tr>
<tr>
<td>Total</td>
<td>1,035</td>
<td>1,035</td>
<td>942</td>
</tr>
</tbody>
</table>
Specific Standard Disclosures

Social: Society

<table>
<thead>
<tr>
<th>Breed Type</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jersey Cows</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Holstein</td>
<td>824</td>
<td>824</td>
</tr>
<tr>
<td>J/H/Swedish Red Cross Breed</td>
<td>155</td>
<td>155</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-owned supply chain — conventional, co-ops, organic</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milking</td>
<td>47%</td>
<td>47%</td>
</tr>
<tr>
<td>Calves</td>
<td>46%</td>
<td>46%</td>
</tr>
<tr>
<td>Dry and Maternity</td>
<td>7%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Note: Percentages are estimates based on milk volume

Policies and practices by species and breed type, related to physical alternations and the use of anesthetic

Dairy suppliers must comply with our Animal Welfare Policy and with FARM or equivalent standards. In our conventional dairy operations, we oppose routine tail docking and encourage suppliers to disbudd calves at or before eight weeks of age with appropriate use of anesthetics. We support polled breeding as a pain-free alternative to disbudding. In addition to these requirements, organic herds must use USDA NOP-approved anesthetics.

Horizon fully complies with all organic standards, including those that pertain to humane treatment of animals. Our cows are de-budded when they are young, before the horns grow, and we always use local anesthetic. We do this to protect the cows from harm later in life when their horns can unintentionally harm herd mates. At Horizon, we continue to talk to industry experts and research best practices for polled stock. In addition, our company-owned dairy in Maryland is using some polled genetics, including about a quarter of our overall breeding. As an organic industry pioneer, we have a long history of supporting clear and rigorous standards, and we will continue to do so, including those specific to animal welfare.

We source 99 percent of our organic milk from family farmers and co-ops, with the remainder coming from our one company-owned farm in Maryland, home to approximately 500 milking head. We purchase...
milk from more than 600 family farm partners, and that market is very competitive. So, for us to require our family partners to use only polled stock would put us at a competitive disadvantage and could be overly onerous for our partners.

In addition to our Standards of Care policy, we regularly communicate with the more than 600 farmers with whom we work. We use our newsletter to educate them about polled genetics — and other compassionate animal care and responsible farm management practices — and will continue to do so when new information is available.

*FP11* Percentage and total number of animals raised or processed, by species and breed type, per housing type

<table>
<thead>
<tr>
<th>By Housing Type</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Free Stalls</td>
<td>70%</td>
<td>70%</td>
</tr>
<tr>
<td>Tie Stalls</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td>Padded Pack</td>
<td>8%</td>
<td>8%</td>
</tr>
</tbody>
</table>

* Estimated

*FP12* Policies and practices on antibiotic, anti-inflammatory, hormone and/or growth promotion treatments by species and breed type

Conventional dairy suppliers must pledge in writing to source dairy products from farms that do not treat their cows with recombinant Bovine Somatotrophin (rBST). We believe antibiotics should be used conservatively under the guidance of a qualified veterinarian and never sub-therapeutically or for the purpose of growth promotion. Consistent with Federal Law, antibiotics shall never be present in milk. In organic dairy, antibiotics are prohibited, per the USDA organic standards. See also the Standards of Care for Horizon’s owned dairy farm.

*FP13* Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling and slaughter practices for live terrestrial and aquatic animals

None.
Specific Standard Disclosures

Social: Product Responsibility

Customer Health and Safety

Our products reflect our collective passion for making great-tasting foods and beverages, our spirit to innovate new products that inspire people to eat better, and our commitment to quality, food safety, and product and packaging integrity.

Producing Food Responsibly: Quality and Food Safety
When it comes to our products, quality and safety are top priorities. We have multiple testing points across the production process, beginning with careful auditing of our ingredients. We maintain rigorous quality standards through product manufacturing, packaging and labeling. In the spirit of continuous improvement and excellence, we challenge ourselves by investing strategically in product quality and food safety.

Dairy Quality from Farm to Shelf
Our quality assurance process starts on the farms and follows our products all the way to store shelves. We abide by the quality and safety procedures mandated by the Pasteurized Milk Ordinance for our dairy in the U.S., as well as the NOP organic standards for organic products.

In addition to our rigorous quality testing, we support training organizations, such as the International Organic Inspectors Association (IOIA), which work to ensure consistent inspection processes. We also work closely with our milk haulers to make sure their equipment is maintained, and we perform random hauling audits on an ongoing basis — one of the many examples of quality assurance measures that go beyond industry standards.

One way we emphasize the importance of quality among our organic milk suppliers is by recognizing Horizon farmers who produce high-quality milk. We present the National Quality Award to a Horizon farmer who produced the highest quality organic milk in the entire Horizon milk supply, and we recognize the top 10 percent of Horizon farmers in each state whose milk is deemed the highest quality within our network. All organic dairy suppliers are eligible to receive a $3 premium for milk meeting our highest quality standards.

Also see PR3, page 120.

PR1 Percentage of significant product and service categories, including packaging, for which health and safety impacts are assessed for improvement

We look to address health and safety impacts holistically across our entire portfolio — from the consumer research phase, when we test new health and wellness ideas with consumers, to the research and development phase, where we look to reduce ingredients like sodium and sugar, and improve fatty acid composition. We also look to augment positive health attributes in our products during the research and development phase — examples include providing low-calorie options for our Silk almondmilk, adding DHA to Horizon Organic milk, and launching sugar-free plant-based alternatives to dairy yogurts from Alpro. All new ingredient and packaging specifications are evaluated for health and safety impacts.

Also see PR3, page 120.
Specific Standard Disclosures

Social: Product Responsibility

**PR2** Non-compliance concerning the health and safety impacts of products and services

WhiteWave had three recalls over the past CSR reporting cycle. Two of the recalls were due to inadvertent packaging errors, one affecting a WhiteWave-owned manufacturing facility, the other a co-manufacturer. Our manufacturing facilities have implemented barcode scanning systems on associated production lines to eliminate this risk. We are also driving similar enhanced safeguards upstream at our supplier and co-manufacturer locations. The third recall was related to specific CreaMiser (cream dispensing) machines from 2001–2003 that required a repair, which we are working through with customers and distributors.

Product safety and consumer confidence is of the utmost importance to us, and we are deeply disappointed that we fell short of consumers’ and our own high expectations.

For more information, you may click [here](#) and [here](#).

**FP5** Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards

See: FP2, page 74.

**FP6** Percentage of total sales volume of consumer products, by product category, that are lower in saturated fat, trans-fats, sodium and added sugars

**FP7** Percentage of consumer product sales volume, by category, that contain increased nutritious ingredients (fiber, vitamins, minerals, phytochemicals or functional food additives)

Silk
- Over 60 percent of the line is heart healthy — low-fat, low in saturated fat, cholesterol-free
- One-third of our beverage line offers “light” or unsweetened options
- 72 percent of the line contains 100 calories or less
- No products contain artificial colors, flavors or high fructose corn syrup
- All beverages and dairy-free yogurt alternative products provide an excellent source of calcium and vitamin D; almost two-thirds of the Silk line provides 50 percent more calcium than dairy milk
- Silk is entirely lactose- and dairy-free as well as gluten-free; all beverages are vegan
- Original Silk meets the federal Women, Infants and Children standards with 8 grams of protein per serving as well as the other nutrient requirements for this program
- There is one DHA Omega-3-fortified product to support brain health

So Delicious
- 35 percent of the line is 100 calories or less
- 8 percent of creamers have no sugar added, are sugar free or light
- More than one-third of all products are at least a good source of calcium and an excellent source of vitamin D
Specific Standard Disclosures

Social: Product Responsibility

- No products contain artificial sweeteners, high fructose corn syrup or hydrogenated oil
- So Delicious is entirely lactose- and dairy-free, gluten-free and vegan
- One-third of milk products provide 32 mg of DHA Omega-3 fatty acids to support brain health
- All milk products are an excellent source of riboflavin, phosphorus, and B12, and are a good source of vitamin A and potassium
- All yogurt products are a good or excellent source of calcium
- All cottage cheese products and cheeses are excellent sources of calcium
- Three products are lactose-free and available in reduced-fat, fat-free and whole milk options
- No products use artificial flavors or high fructose corn syrup

Horizon
- 35 percent of products are reduced fat, low-fat or non-fat
- Low-fat milk comes in portion-controlled, single-serve options
- 60 percent of the line provides a good or excellent source of protein
- The majority of the line, and all milk products, provide an excellent source of calcium and vitamin D
- No products contain growth hormones, antibiotics, artificial flavors or high fructose corn syrup
- 20 percent of creamers are better-for-you options
- One-third of the iced coffee line are light products
- 18 percent of the creamer line comes in portion-controlled cups
- Offers sugar-free options

International Delight
- 100 percent of the product line is organic, grown without use of toxic and persistent chemicals, GMOs or irradiation
- Majority of the line is an excellent or good source of vitamins A and C and lutein
- All salads, including frozen and dried fruit production lines, have clean ingredient statements
- Kit salad ingredients — such as dressings and toppings — are free from artificial preservatives, artificial flavors or colors, trans-fats or sweeteners
Specific Standard Disclosures

Social: Product Responsibility

Vega

- All products are plant-based, gluten-free, Certified Vegan, made without dairy, (95 percent are made without soy), and contain no artificial flavors, sweeteners, colors or preservatives.
- 52 percent of products are made with no added sugar, sweetened with stevia; powdered protein products are low glycemic and nutrient dense.
- Eight Vega products are excellent sources of protein; Vega One is an excellent source of fiber, and Vega Essentials is a good source of fiber.
- To support bone health, Vega One and Vega Essentials are excellent sources of calcium and vitamin D.
- To support heart health, all of Vega’s products are free of cholesterol; all of Vega’s plant-based protein powders are low in saturated fat. Vega Sport Performance Protein, Vega Clean Protein, Protein & Greens, and Protein Smoothie are also low fat.

Alpro

- 70 percent of the product portfolio is low in saturated fat.
- Launched sugar-free, plant-based alternatives to dairy yogurts in 2015.
- Plant-based foods made from soya provide high-quality proteins, are naturally lactose-free and easy to digest. Plant-based foods tend to be lower in fat, especially saturated fat, and have a better unsaturated/saturated fat ratio. Getting this right is a core recommendation for maintaining healthy blood cholesterol.

Definitions

Wallaby

- Low-fat yogurt: 3g or less of fat per serving and reference amount.
- Non-fat yogurt: Less than 0.5g of fat per serving and reference amount.
- Good source of calcium: 10 percent or greater daily value of calcium per serving.

International Delight

- Light [one-third less]: Calories reduced by at least one-third, per the reference amount, compared to reference food, or fat content reduced by 50 percent or more per reference amount, compared to reference food.
Horizon
• Fat-free: Less than 0.5g of fat per serving and reference amount
• Reduced fat: Reduced by at least 25 percent per reference amount, compared to reference food
• Low-fat: 3g or less of fat per serving and reference amount

Silk
• Light: Calories reduced by at least one-third per reference amount, compared to the reference food; or fat content reduced by 50 percent or more per reference amount, compared to reference food.
• Unsweetened: No sugars, or ingredients that contain sugars, or ingredients that functionally substitute for sugars, are added during processing or packaging. The foods it replaces normally contain added sugars.
• Heart Health Claim (Soy Protein and Risk of Coronary Heart Disease): Food contains protein sourced solely from soy. Food contains at least 6.25g of soy protein per reference amount. Food meets the nutrient content requirements for “low saturated fat, low-fat and low-cholesterol” food.
• Supports Brain Health: 32mg DHA per serving
• Women, Infants and Children (WIC): More than eight grams of protein per serving; meets WIC program requirements

Overall
• Good source: 10 percent or greater daily value of a nutrient per serving
• Excellent source: 20 percent or greater daily value of a nutrient per serving
• Easy to digest: Lactose-free products

Sales Volume for 2015 (percentage of total sales)
• 2015 Total Net Sales: $3.9 billion
• Fat Free: 3.2 percent
• Lowfat: 4.8 percent
• Light: 6.7 percent
• DHA: 4.5 percent
• Good Source of Protein: 21.6 percent
• Heart-Healthy Soy: 5.7 percent
• Good Source of Calcium: 37.1 percent
• Good Source of Vitamin D: 6.5 percent
• Low Sodium: 6.0 percent
• Low in Saturated Fat: 19.4 percent
• Unsweetened: 6.9 percent

Note: Products used to calculate figures above may have more than one healthy attribute and thus will be counted more than once. For this reason, total percentages exceed 100 percent.
Specific Standard Disclosures

Social: Product Responsibility

Product and Service Labeling

We strongly support transparency in labeling and the right for people to know what is in the food and beverages they eat and drink, including mandatory national labeling for products made with genetically modified organisms (GMOs). We do not contribute money or support any initiatives that seek to defeat GMO labeling. We help educate consumers about GMOs and support national GMO labeling efforts. We support a national standard for GMO labeling because we believe consumers in all 50 states have the right to know the ingredients in their food, and a national standard would provide that consistency.

All Silk and So Delicious products are enrolled in the Non-GMO Project’s product verification program (PVP). Our Silk, So Delicious and Horizon brands have donated nearly $1 million to support the non-GMO movement. Seventy-six percent of Vega’s products are Non-GMO Project Verified. Alpro’s products are also non-GMO certified by Cert ID and ProTerra. Alpro adheres to European guidelines pertaining to claims related to nutrition, ingredients and health.

<table>
<thead>
<tr>
<th>PR3</th>
<th>Product and service information required for labeling</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>The sourcing of components of the product or service</td>
<td>X</td>
</tr>
<tr>
<td>Content, particularly with regard to substances that may include an environmental or social impact</td>
<td>X</td>
</tr>
<tr>
<td>Safe use of the product or service</td>
<td>X</td>
</tr>
<tr>
<td>Disposal of the product and environmental/social impacts</td>
<td>X</td>
</tr>
</tbody>
</table>

74% of our 2015 portfolio of products are Non-GMO Project Verified, ProTerra Certified Non-GMO or Certified Organic.
Social: Product Responsibility

Strict controls — from suppliers to storage, processing and cleaning — Silk and So Delicious have industry-leading allergen management programs. Our allergen control protocols are comprehensive, with sanitation procedures in place to prevent cross-contamination in the production of soymilk, almondmilk, cashewmilk or coconutmilk.

Allergen safety training is mandatory for every employee who works on our production lines. In addition to periodic self-audits, all facilities and those of our suppliers submit to regular audits by third-party auditors to ensure compliance. We use strict protocols to assure that our products are neither cross-contaminated nor commingled with unintended allergens, such as egg, dairy, gluten, soy and tree nuts (almond and coconut).

Other labels on our packaging include:
- How2Recycle
- Bottle bill information
- Allergen declarations and advisories
- Non-GMO Certifications
- Organic
- Use by/best by
- Safe use
- Kosher
- Vegan Certified
- Gluten-free Certified
- Grade A

PR4 Non-compliance with regulations concerning product and service labeling


FP8 Nutritional information beyond legal requirements

For claims not covered by the U.S. Food and Drug Administration (FDA), we use existing science authorities to substantiate our claims. For processing claims, we use verified data from our suppliers. All claims (packaging, advertising, educational materials and website information) are reviewed and approved by an internal group (legal, trademark legal, nutrition and regulatory) to substantiate them.
Product packages (Nutrition Fact Panel and ingredient line, type size and positioning of all information) are reviewed by this same group in a separate package review approval process.

Gluten-free
- Silk features gluten-free claims on containers and its website
- International Delight is beginning to feature gluten-free claims on packages
- Vega products feature gluten-free claims on containers and its website
- Horizon does not feature gluten-free claims on packaging, although milk and dairy are naturally gluten-free products
- The majority of Earthbound Farm’s portfolio is naturally gluten-free. (For those products that include claims, scientific testing provides substantiation.)

In partnership with trade organizations and NGOs, we believe we can play a unique role in the discussion of critical topics facing the food industry, such as GMO labeling, food safety, nutrition policy and sustainability. Our goal in these organizations is to encourage positive dialogue that leads to progress on these important issues and that ultimately provides real benefits to consumers.

Alpro
- All products are ProTerra Certified Non-GMO, vegan and lactose-, gluten- and dairy-free

Silk
- All products are Non-GMO Project Verified, lactose-, gluten- and dairy-free; all beverages are vegan (all other products are vegetarian)

So Delicious
- All products are Non-GMO Project Verified, vegan and lactose- and dairy-free
- All products are gluten-free (except ice cream sandwiches)

Horizon
- All products comply with the National Organic Program Standard, including prohibiting the use of GMOs
- All organic products have no growth hormones, use no antibiotics and are produced without GMOs

Earthbound Farm
- Most of the salad product line is vegan and gluten-free
- All products are certified organic

Vega
- All products are plant-based, gluten-free, Certified vegan, and made without dairy ingredients
- 96 percent made without soy
- 76 percent of products are Non-GMO Project Verified
Social: Product Responsibility

Compliance

Total monetary value of significant fines for non-compliance with laws and regulations concerning products and services

We did not have any fines in either 2014 or 2015, and only three voluntary product recalls. While we are disappointed in our three voluntary recalls we are taking the learnings from these three incidents and continuously improving our processes to protect our consumers and public health.

For more information, see PR2, page 116.