



Elite Spice, Inc.

Sustainability Initiative



ESInitiative@elitespice.com

Table of Contents

Our Story & Mission.....	Page 3-4
Our Approach.....	Page 5
The Community.....	Page 6-8
The Planet.....	Page 9-12
Our People.....	Page 13-15
Continuous Improvement.....	Page 16
Contact Us.....	Page 17



Our Story

Elite Spice, Inc. is a family-owned business best known for our safe, wholesome spices and seasoning blends we have provided to the food industry since being founded in 1988.

Starting with 14 employees and 20,000 square feet of manufacturing space, we have grown substantially and our operations now encompass six separate facilities, located in Maryland and Nevada, totaling over one million square feet and employing more than 800 people.

Our company's foundation is built on family values and the commitment to ensure safe, responsibly sourced and sustainably processed products in a manner that protects our employees, the community and the environment, now and for future generations.



ELITE  SPICE

For Purity and Safety, Processed in the U.S.A



Our Mission

Since the inception of the Sustainability Taskforce in 2019, Elite Spice has been evaluating our impact in the food system by seeking to understand our economic, social and environmental influences. We began with determining sustainable practices currently in place and identifying areas of weakness to improve on. In recent years we have developed a formal program to best monitor and track data on our sustainability program, such as energy usage, natural resource usage, waste generation, and recycling.

As a company, we are committed to taking a systems-based approach to understand the interactions among the three pillars of sustainability in an effort to manufacture our spices and seasoning blends in the most responsible way possible.



Maryland
Green Registry
MEMBER



Our Approach

Three Pillars of Sustainability



Community

Planet

People

The goal of sustainability, derived from the U.S. National Environmental Policy Act of 1969 (NEPA), is to, “create and maintain conditions, under which humans and nature can exist in productive harmony, that permit fulfilling the social, economic, and other requirements of present and future generations.”

By separating our goals into three distinct sectors of sustainability, Elite Spice has been able to identify opportunities for improvements and act upon them more effectively.

These pillars include; environmental, social and economic responsibilities. Elite Spice's goal is ultimately profit and growth while achieving our goals in social and environmental responsibility.



Our Commitment to the Community



Mission

Our goal as a company is to continue to grow while remaining environmentally cognizant and socially responsible. By following the key parts of economic sustainability, such as; compliance, managing supply and demand, proper governance and risk management, Elite Spice is working towards this goal.

We are sustaining communities by providing hundreds of jobs, sourcing only with suppliers who value human rights and remaining cognizant of supply & demand fluctuations to create a more stable market. Globally, we are investing in and creating lasting relationships with suppliers who value their community/ farmers and sourcing from those who show a commitment to sustainable development goals.



Responsible Sourcing

Human Rights

Suppliers are required to certify that all of the materials incorporated into each product supplied to Elite Spice are manufactured in a responsible manner. This includes enforcing compliance with all laws regarding forced labor, such as; child labor, slavery and human trafficking.

Supplier Diversity

Elite Spice maintains a diverse supplier base and has fostered trusting relationships over the last 30+ years of business. These relationships establish open communication and economic stability for both partners. Constantly vetting new, small- to medium- sized suppliers gives opportunities for growth while buffering Elite Spice's position against supply chain disruption.

Supply & Demand

Natural resource availability and other market insights from suppliers are utilized to ensure Elite Spice sustains flexibility and stability within the global market. By maintaining a deep inventory and evaluating the market, we create economic stability by buffering against unforeseeable disruptions and extreme price fluctuations.

Importing from over 40 countries & over 150 approved suppliers





Programs & Opportunities

Elite Spice participates in the local Howard County work release program. This program provides a transition into the workforce for inmates convicted of non-violent offenses in preparation for their eventual release from confinement.

We regularly hire students from surrounding colleges and universities as paid summer interns. These interns return to fall semester with experience in a manufacturing setting with emphasis on food safety and the spice supply chain. Several of these interns have returned to work at Elite Spice full time after graduating.

Our Commitment to our Planet



Mission

Elite Spice is taking steps to analyze and reduce our overall footprint. This is being accomplished by surveying energy usage, product distribution, water consumption, product and packaging waste and other indirect areas of our business that may negatively impact the environment. Through this analysis we have found new ways to recycle and areas of improvement for others, which has significantly reduced the amount of waste discarded.

In 2020, Elite Spice joined Maryland's Green Registry Program, demonstrating our commitment to the environment and sustainable business practices. As a green business, we also support other Green Registry members, including several ingredient suppliers and our packaging manufacturer who is a certified Sustainable Forestry Initiative Manufacturer.



Maryland
Green Registry
MEMBER





Responsible Material Sourcing

Elite Spice sources raw materials from suppliers who also value sustainability. Some of the environmentally responsible programs implemented by our suppliers include; efficient irrigation systems that save water and energy, ongoing employee education and taking steps to mitigate man-animal conflict.

Energy & Water Usage

Compared to other food manufacturers, Elite Spice uses very little water. As many of our processes are dry, water is introduced only during mixing operations. Water is essential for the proper cleaning and cannot be reduced for those applications, but the amount is minimal.

We have also implemented several programs and practices to reduce energy usage:



Energy Conservation

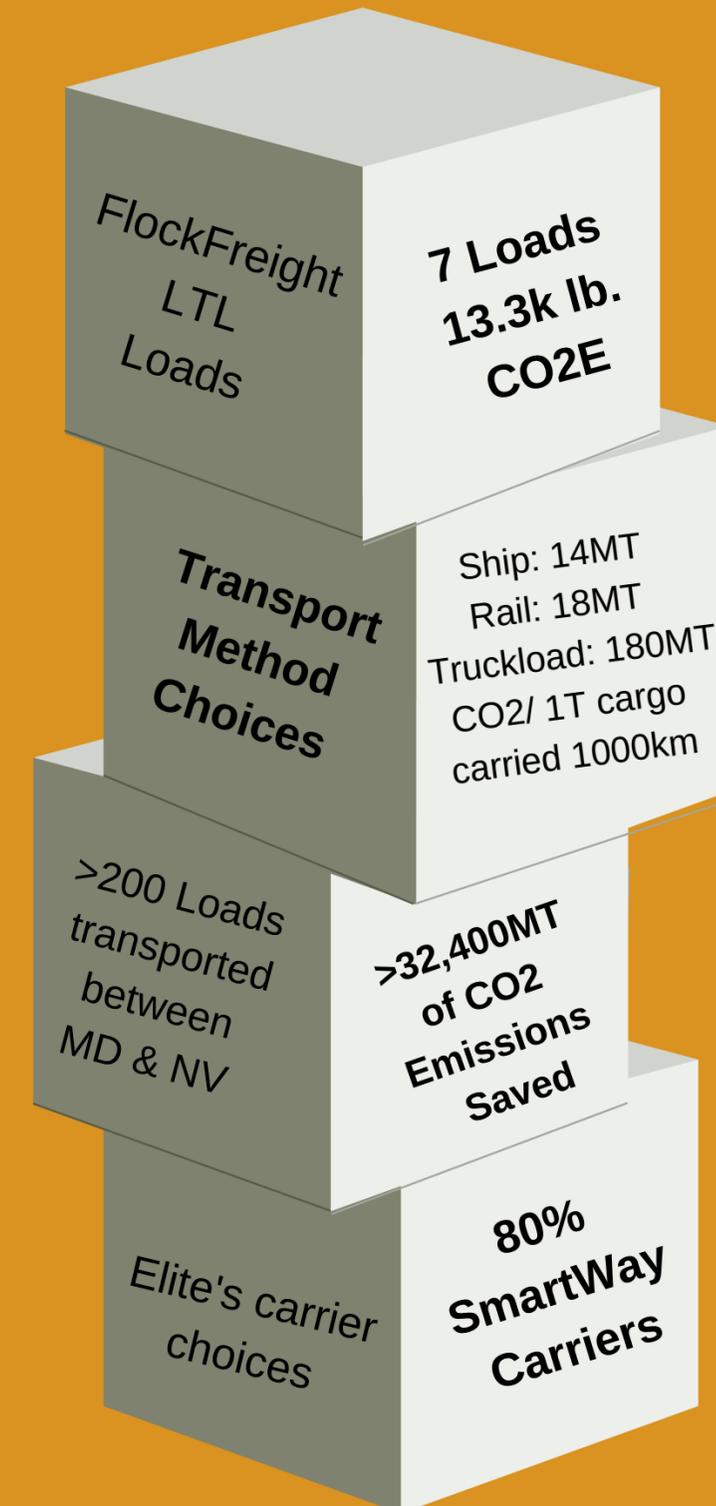
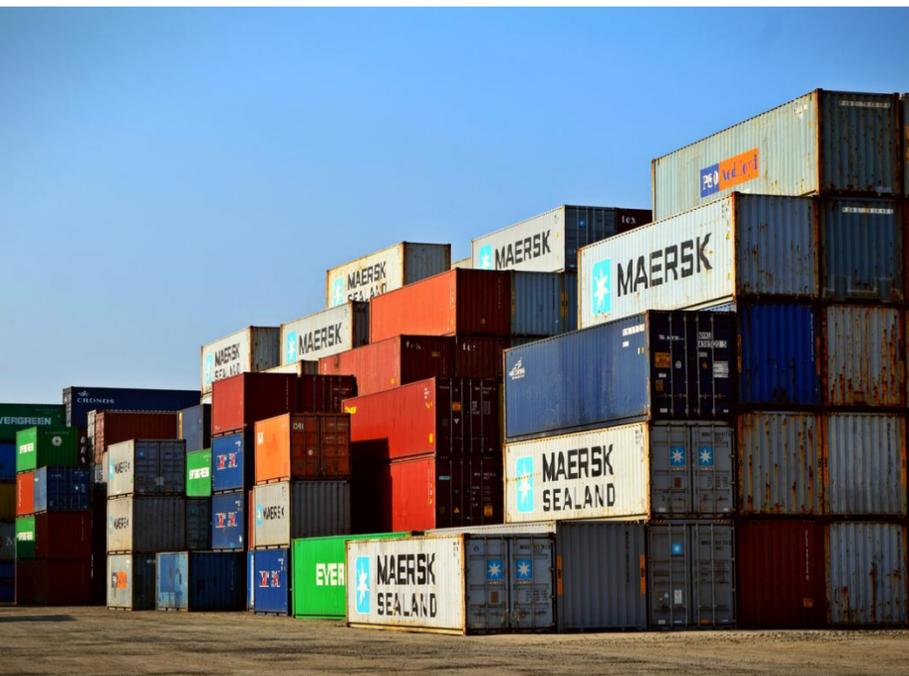
- Replacing lights in warehouses and offices with LED motion sensing fixtures.
 - 99% complete switching to LED in manufacturing and warehouse areas.
 - Many of the office areas have been replaced- currently a work in progress.
 - In our Magellan warehouse, 180,210 kWh reduced annually.
- Participation of CPower Demand Program
 - 2019, 2020, 2021



Reducing Greenhouse Gas Emissions

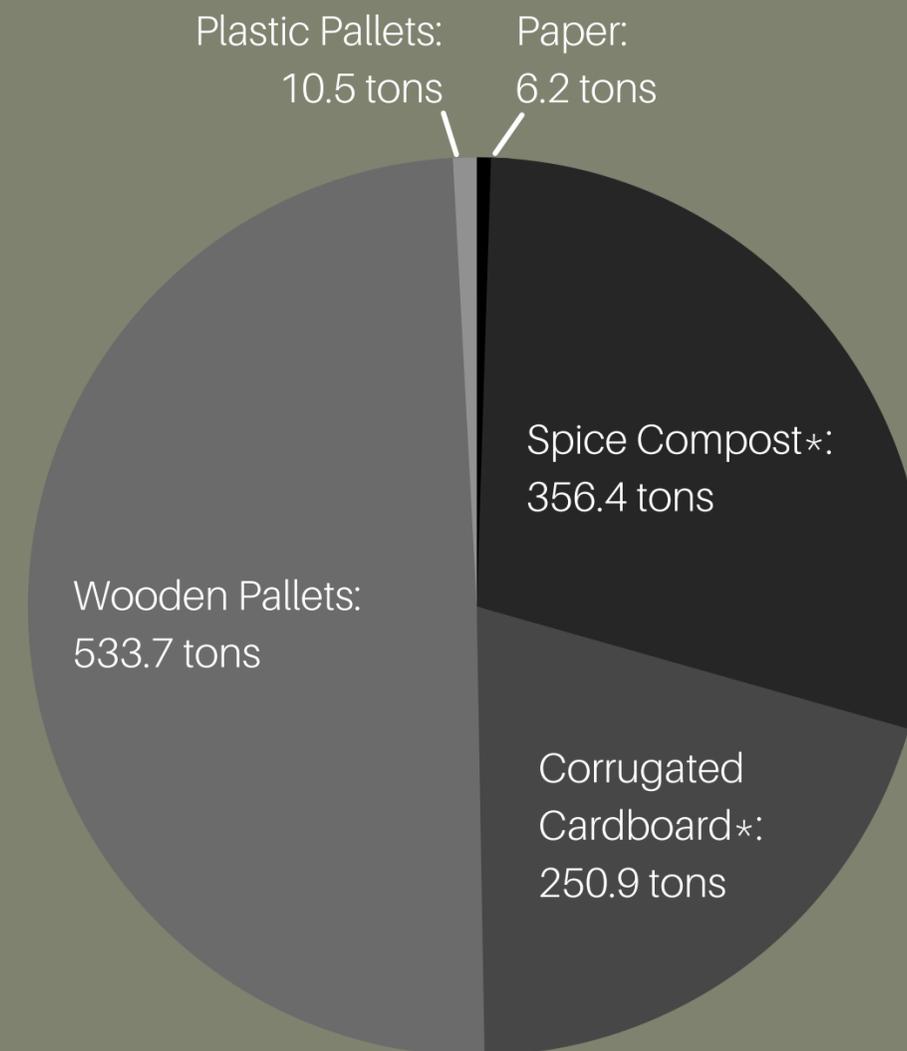
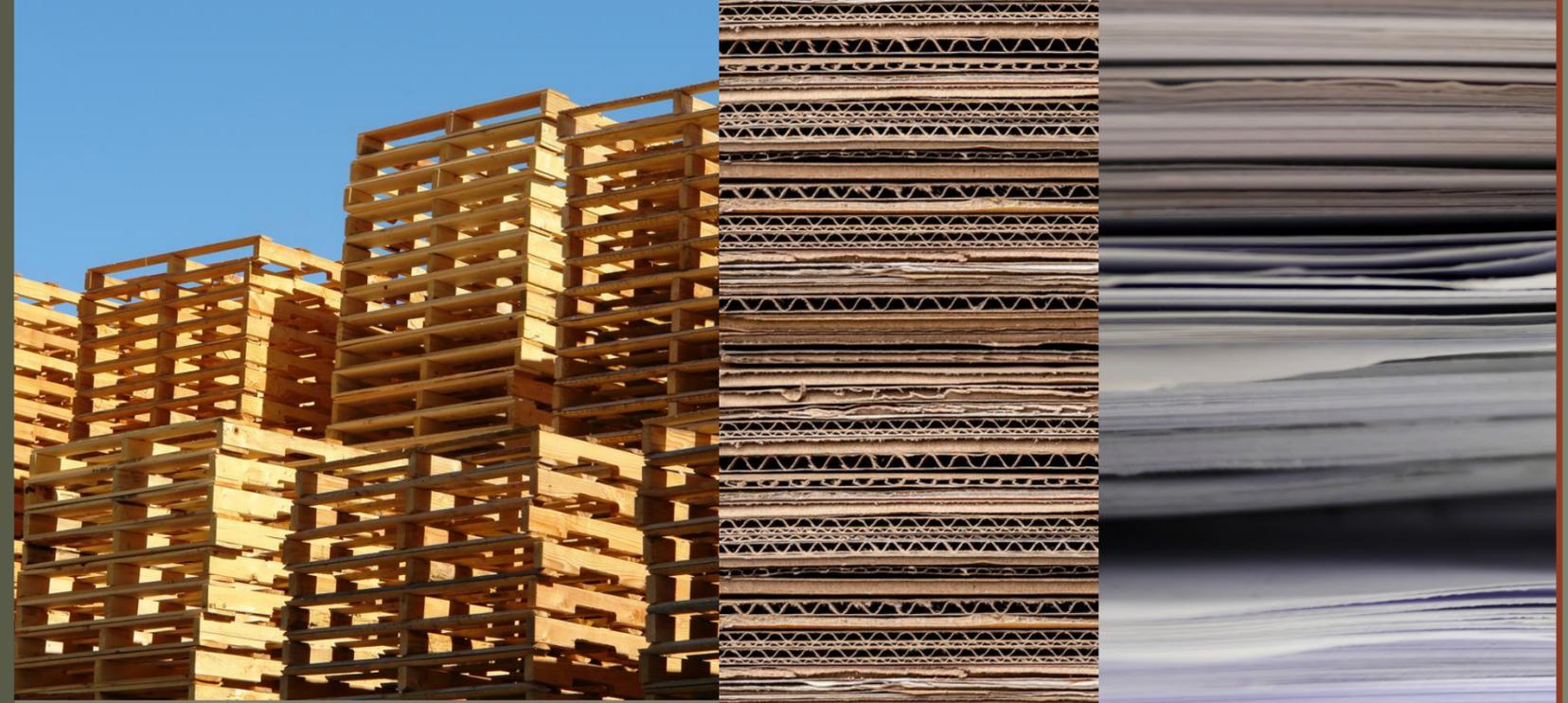
Freight transportation is a large contributor to air pollution and is only predicted to increase in the future. In 2020, Elite Spice became a U.S. EPA SmartWay Shipper. Companies that participate in the SmartWay program have access to tools which aid in measuring, benchmarking and assessing freight transportation activities and strategically making better choices that reduce emissions.

Elite Spice offers employees subsidized bus passes. This not only alleviates direct transportation costs for our Baltimore City employees, but alleviates the environmental costs of transportation through public transit.



Recycling & Reduction of Waste

Elite Spice continues to find opportunities to reduce, reuse & recycle single stream waste products. Materials commonly recycled include; wooden pallets, plastic pallets, paper waste, corrugated cardboard and more recently, spice waste. Wooden pallets and bailed cardboard are returned to our suppliers to be refurbished into new, usable pallets and finished product boxes.



41.1%
of total waste is
recycled

Total recycled:
1,157.7 tons



Our Commitment to our People

Mission

Social sustainability revolves around the wellbeing of a country, community and organization that can be maintained for the long term. By balancing needs of an individual with the needs of the group we aim to accomplish this goal.

As a company, we strive to maintain the support of our employees by creating a safe workplace and promoting fairness and respect for individual rights. Our business focuses on the retention and engagement of employees, investing in individuals to create the family dynamic that is a core value of Elite Spice.

Our objective to be socially sustainable focuses on providing amenities and infrastructure, social and cultural life, voice and influence, and space to grow.





- American Spice Trade Association regulatory meetings and conferences
- Institute of Food Technologists (IFT) symposiums
- SNAXPO Emerging Leaders Program
- Supplier Visits & Audits- Domestic and international
- SFQI Training and Certifications

Development & Continued Education

We facilitate a community culture by investing in our people. We accomplish this by enrolling employees in programs to continue their education, including; workshops, seminars, certification courses and travel to domestic and international suppliers to promote appreciation of our role in the integrated food system.

Lastly, we take pride in sourcing from suppliers who value their employees. Our suppliers have provided specialized training, employee wellness workshops, child care facilities and employee scholarships.



Diversity & Inclusion

- Black or African American
- White
- Hispanic or Latino
- Asian
- Other



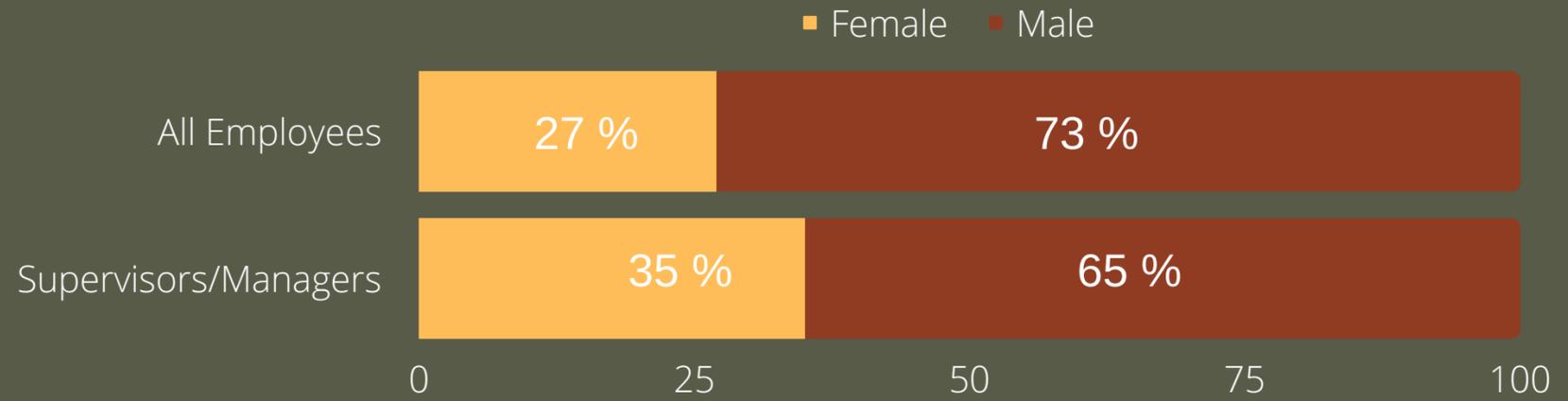
We are an equal opportunity employer, hiring employees with the goal of having them grow from within. We have a diverse group of workers, with 30 countries around the world being represented by Elite Spice's employees.



Our People



Diversity & Inclusion



Currently in 2022, 27% of Elite's employees are women, with 35% of supervisory or managerial roles being filled by women.

From 2019, we have seen a 7% increase in women in all Elite employees and 6% increase in supervisory or managerial roles.



Our People



Continuous Improvement

- Determine key corporate sustainability metrics and set benchmarks.
- Find new ways to recycle, reuse and reduce materials.
- Calculate our carbon footprint.
- Discuss further reduction of our carbon footprint through engineering design.
- Educate and Train on sustainable practices.
- Start a larger conversation about what being sustainable means to Elite Spice.
- Sponsor more community volunteering opportunities for employees.





Contact Us

For questions, comments and suggestions you can reach the Sustainability Taskforce at ESInitiative@elitespice.com.

For the most current Sustainability Report, contact Technical Support.

