



OBERTO EMPLOYMENT STANDARDS

OUR COMMITMENT TO BEING A RESPONSIBLE COMPANY

Oberto works together with its employees, suppliers and others to help create a more sustainable approach to high-quality meat snack products, to help build stronger local communities, to minimize our environmental footprint, to create a great workplace, to promote diversity and to be responsive to our employee's health, wellness and workplace safety needs.

ENVIRONMENTAL RESPONSIBILITY

There are many ways to save and conserve our Earth's dwindling resources. Oberto is committed on improving the utilization of electricity, water and natural gas, all of which are highly utilized resources in our manufacturing facilities.

We have partnered with Puget Sound Energy (PSE) and Northwest Energy Efficiency Alliance (NEEA), which have been instrumental in helping us work towards our goal of minimizing our environmental footprint.

MAKING A DIFFERENCE IN OUR COMMUNITIES

Great things can be accomplished when a company is an active corporate citizen. As a family-owned company, our commitment to the community is a family affair. Through partnerships with organizations such as Multiple Sclerosis Society, United Way, Big Brothers Big Sisters and AtWork!, Oberto is providing much needed resources and encouragement that is changing people's lives and strengthening our communities.

DIVERSITY

Oberto recognizes that fostering an inclusive environment where people with different perspectives can thrive is not only the right thing to do, it's also good business. We believe that building understanding, respect and appreciation for different people contributes to our growth and to the growth of our

employees. At Oberto, our diversity inspires us and drives innovation as we continue to expand our opportunities in the meat snack industry.

BENEFITS FOR YOU AND YOUR FAMILY

Our benefits plan and resources are designed to keep our most important assets, our employees, healthy, happy and moving ahead at an optimal speed. In addition to providing a generous benefit plan, Oberto believes in promoting health and wellness to all employees. We provide employees with information on important health-related issues as well as providing annual onsite screenings in our effort to promote preventative care.

SAFETY ABOVE ALL

Oberto is committed to providing and maintaining a safe and healthy workplace for all employees. Our goal is a 100% injury-free workplace, and we've made great strides toward this end. Over the past 5 years, we've reduced our incident rate by 34%. Employees help us to narrow the gap even more by working carefully, taking ownership of safety and watching out for their co-workers.

ETHICS AND CORPORATE RESPONSIBILITY

We are committed to doing what's right – from the way we source our supplies to the way we treat our employees, customers and business partners. Conducting our business ethically, with integrity and transparency, is characteristic of our culture and complying with the letter and spirit of the law is something we do not take lightly. We empower our employees to uphold these values and provide them with resources to make ethical decisions at work.

Oberto Sausage Company is an Equal Employment Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, national origin, gender, age, religion, disability, sexual orientation, veteran status, marital status or any other status protected under applicable state or federal laws.

We have built a reputation on acting ethically in all our dealings. Oberto's success is a direct result of this behavior. We are unwavering in our commitment to protecting our culture and supporting our core values and guiding principles.