



Corporate Headquarters
10464 Bryan Hwy.
Onsted, MI 49265
Ph: (517) 467-2065
FAX: (517) 467-2840

Additional Locations:
Bellevue, FL
Baytown, TX
Colton, CA



April 1, 2011

Groeb Farms Ethics and Sustainability Commitment

Groeb Farms has built its' reputation on sound business practices, a commitment to quality and, treating our customers, suppliers, employees, shareholders and the communities in which we operate as "family". We work each day to "live" our vision, mission and values. As leaders in the honey processing industry, Groeb Farms is committed to developing sustainable business practices that meet the needs of today without compromising tomorrow. We pledge to develop strategies that enable us to move toward sustainability while enhancing the value offered to our customers, staff and the communities where we have a presence.

Vision



Be all we can "bee" to our customers, ourselves, our shareholders and the communities in which we live and work!

Mission

- 🍯 "Bee" the customer focused, quality driven, full service honey supplier of choice. Broadening our service and product offerings when doing so provides value to both our Customers and Groeb Farms.
- 🍯 "Bee" viewed by our Customers as their trusted source to procure products and services as well as explore new offerings which will create additional Customer and Shareholder value. Continue to build on our reputation of excellence by exceeding expectations, providing superior knowledge, communications and a continuous commitment to quality.

Values

- 🍯 Sense of Team
- 🍯 Openness w/ Integrity
- 🍯 Commitment and Accountability, including Financial and Social Responsibility
- 🍯 Continuous Commitment to Quality and Improvement, with an emphasis on Sharing Knowledge and Information
- 🍯 "Value Creation" for both Our Customers and Groeb Farms

It is our belief that a sustainable honey processing business is dependent on economic vitality, engaged staff and a healthy environment. We are committed to both sustaining our growth and focusing on our stakeholders, including being good corporate citizens in the communities in which we are located, by continuing to:

- operate using sound business practices,
- make a commitment to food safety, quality, customer service and operating effectively and efficiently,
- provide a competitive, diverse, fair and rewarding work environment for our employees,
- seek opportunities to "bee" green – working to preserve and improve our environment,

Honey ~ Molasses ~ Mustard ~ Peanut Butter

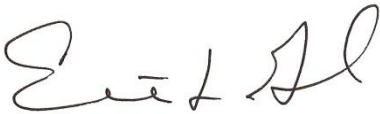
www.groebfarms.com

Groeb Farms Ethics and Sustainability Commitment

- hold our suppliers accountable to the same business standards, including sustainability, to which we operate,
- and, to proactively support the communities in which we work and reside as well as partner with industry and governmental liaisons to develop sustainable business and environmental solutions.

We do not see these goals as mutually exclusive but inextricably linked. Our sustainability commitment and actions will be a work in progress, continually evolving to meet both the needs of our business and our stakeholders. We believe, by doing business this way, Groeb Farms will deliver on-going value to our customers, employees, shareholders, suppliers and our local communities.

We will “Bee” all we can “Bee”, today and tomorrow.



Ernie Groeb
President and CEO
10464 Bryan Hwy.
Onsted, MI 49265
Ph: (517) 467-8001
Fax: (517) 467-2840
swami@groebfarms.com

Groeb Farms Ethics and Sustainability Commitment

Appendix –

“Green” efforts in place at all or some of the Groeb Farms’ locations today:

- Solar Energy panels
- Corrugated recycling
- Reconditioned drums
- Maintenance of our Fleet (tire pressures etc.)
- Replacement of our Fleet w/ more efficient vehicles as appropriate
- Recycling of totes, drums, pallets and corrugated
- Product pails and lids are all plastic for customer recyclability
- New more efficient boiler system
- Insulated pipes
- Insulated warehouse
- Use of electric forklifts
- Collection of wash water which is environmentally processed

Social Responsibility efforts in place at all or some of the Groeb Farms’ locations today:

- Diverse, fair work environment
- Offering of Employee health benefits
- Community involvement and support – charitable and use of local business services
- Supplier accountability to ensure ‘age’ and ‘working environment’ conditions
- Committed to taking an Industry leadership role to further ensure food safety, quality and integrity in the honey industry while maintaining an element of business practicality with regard to regulatory compliance