



**Ruiz**  
FOODS

## 2022 CORPORATE SOCIAL RESPONSIBILITY REPORT





# RUIZ FOODS

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### CONTENTS

CEO & Chairman’s Message to our Stakeholders	3
About Ruiz Foods	4
Stakeholder Engagement and Business Assessment	6
Our CSR Approach	6
Our People	7
Our Products	13
Our Planet	16
Reporting Parameters	21



# LETTER TO OUR STAKEHOLDERS

We are proud to introduce Ruiz Foods' first annual corporate social responsibility (CSR) report. Since 1964, Ruiz Foods has strived to make great food while also making a difference in the lives of our team members, neighbors, and consumers. Our founders, Fred and Louis Ruiz, established this guiding philosophy, and it remains the cornerstone of our family-owned company today.

In 2022, we took the opportunity to evaluate how our business goals and strategies impact and align with our role as a good corporate citizen — which includes how we care for our people, products, and planet. In our first annual report, we share with you the process that our team undertook to create our new CSR program, outline our approach, and proudly describe some of the key impacts that our teams are already realizing.

A few highlights in the report include:

- Our sharp focus on workplace safety and reduction of total recordable injuries by more than 10 percent since 2018.
- Our unwavering commitment to food safety and the rigorous continuous improvement efforts led by our food safety and quality team.
- Rethinking how we onboard team members and creating new and innovative talent development programming.
- Optimizing our operations and networks to reduce the miles our products travel, which reduces the carbon we produce.

We want to thank our stakeholders for their ongoing commitment to making a difference, supporting our values, and making Ruiz Foods a company that we are proud to lead. We are honored to uphold the vision and course set by our founders, and we look forward to continuing this important work on our CSR journey. Thank you for reading this report and for your ongoing support of Ruiz Foods.



**DAN ANTONELLI**

President & CEO



**KIMBERLY RUIZ BECK**

Chairman of the Board & Owner



# OUR VALUES

## OUR GUIDING PHILOSOPHY

A legacy of making great food. A passion for making a difference.

## ABOUT US

Ruiz Foods has been a minority, family-owned company since 1964 when Fred Ruiz made his first enchilada with his father, Louis, based on the family recipes of his mother, affectionately known as Grandma Rosie. Since that time, Ruiz Foods has grown to over 4,000 team members across our operations in California, Texas, and South Carolina. And we've expanded beyond enchiladas to burritos, chimichangas, taquitos, tamales, breakfast burritos, and more! It's taken decades of perseverance and lots of hard-working folks to deliver America's number one frozen Mexican food company that consumers trust. This trust is the result of our guiding philosophy and values that have been deeply rooted from our early beginnings. They have been passed down through four generations of family owners, embraced by our entire team, and continue to be at the core of who we are as a company today.



Innovation



Integrity



Quality



Respect



Safety



Teamwork



# RUIZ FOODS AT-A-GLANCE

MINORITY &  
FAMILY-OWNED  
SINCE  
**1964**

**#1**  
FROZEN  
MEXICAN  
FOOD  
COMPANY



**4,000**  
TEAM  
MEMBERS

AMERICA'S  
FAVORITE  
ROLLER  
GRILL SNACK



\*Acquired in October 22 (Fiscal Year 2023) | El Monterey®, TORNADOS®, and Ruiz4Kids® are trademarks owned by Ruiz Food Products, Inc., registered in the United States and other countries. Artisan Bistro® and Plantivore™ are trademarks owned by Ruiz Brands, LLC registered in the United States and other countries, and licensed for use by Ruiz Foods Products, Inc.

# STAKEHOLDER ENGAGEMENT & BUSINESS ASSESSMENT

In fiscal year 2022 (FY22), we undertook an examination of our business and worked with a third-party corporate social responsibility (CSR) advisor to engage our stakeholders on matters important to our business. Our assessment consisted of a benchmark review of our peers, our customers' priorities, and leading CSR frameworks. We also conducted a series of in-depth interviews with our senior leaders and a broader survey of internal stakeholders to identify the issues most relevant to our business operations and our customers. This work has informed our CSR approach, framework, and the areas of focus where we can have the greatest impact.



# OUR CSR APPROACH

Ruiz Foods' CSR strategy reflects our company's core values and is structured around three pillars: Our People, Our Products, and Our Planet. The strategy and key focus areas address issues that are material to our business, align with our current and forward-looking business strategy, and that we assess are important to our stakeholders, including our team members, customers, and supplier partners. Ruiz Foods strives to make a difference in the lives of our people, including neighbors in the communities where we operate. We have a legacy of making great food and delivering on our promise of quality and innovation in our products. And we do all of this while caring for the planet that we all share.





OUR  
PEOPLE



## CARING FOR OUR PEOPLE

Our employees, who we refer to as team members, are the heart of our company and make up our collective Ruiz Foods family. Caring for each other is central to every family and is at the core of Ruiz Foods. We work every day to put our people first and create a culture that's focused on each other and doing the right thing – and that starts with workplace safety and our team members' wellbeing.

## WORKPLACE SAFETY

Ruiz Foods recognizes that no operation can be considered successful unless it is safe. In each of our facilities, we foster strong and effective leaders who are committed to maintaining Ruiz Foods' reputation as an occupational safety leader. Further, we acknowledge our responsibility to provide a safe working environment which includes providing the necessary resources and training to all team members. Safety and teamwork are two of our company's core values; every team member has a responsibility to make safety a top priority.

We strive to achieve a zero-accident workplace. Since 2018 we have reduced our number of total recordable injuries (TRI) by more than 10 percent, and we consistently outperform our industry's average.

Each year we develop a training calendar for implementation at our plants that includes required safety compliance trainings and addresses issues specific to our operations and injury risk reduction, such as slip, trip, and fall prevention. The calendar also includes optional education to help promote safety and health for our team members at home, such as fire prevention and stress management. Monthly trainings are centered around a national health and/or safety observance to increase relatability and relevance for our team members. Each of our facilities has dedicated Environment, Health, and Safety (EHS) leaders within their operations. These leaders work with other facility leaders to develop customized safety training plans that augment our company-wide safety initiatives.

10%

TOTAL RECORDABLE  
INJURIES REDUCTION  
SINCE 2018







## WELLBEING

We believe that wellbeing is a 360-degree journey that encompasses financial, physical, social, and mental health needs. Each individual's path to wellbeing is unique to themselves and their family, and we are proud to offer a broad array of resources and solutions that help our full-time team members meet their needs and goals, including:

- Health care coverage that includes routine preventive care, wellness services, and chronic disease management, including diabetic nutrition counseling, mental health support counseling, and vision and dental care options.
- Free 24/7/365 telemedicine services to all team members.
- Tuition reimbursement plans for technical skill training, job-related degrees, or executive education.
- An employee assistance program that is available in times of need.

At Ruiz Foods, concern for the overall wellbeing of our team members and their families is core to our values. Providing the resources needed to improve their lives is fundamental to our company's guiding philosophy, which is built on a passion for making a difference, which starts with our team members.

At Ruiz Foods, concern for the overall wellbeing of our team members and their families is core to our values.



## TALENT DEVELOPMENT

Ruiz Foods is committed to making a difference in the lives of our team members, including by providing growth opportunities within our company. We offer a suite of learning and development tools through our Ruiz University portal as well as external vendors to help our team members excel in their current roles and prepare for future opportunities.

In FY22, we reimaged the onboarding process and created a 30-60-90-day plan that is tailored to each new team member. The new program is built on learning principles that recognize that individuals have varying learning curves. Onboarding a team member can take 90 days to one year due to the differences in how people learn and process new information. The program includes training, onboarding, and communication plans that provide opportunities for check-ins, two-way feedback, and recalibrating when needed. We look forward to implementing this new program in FY23. We are committed to developing our current and future leaders and proud of our

innovative people development programs. Participants in our leadership development program work to develop core competencies or skills that are critical to their current or future roles. Individuals receive curated content that is tailored to their specific areas of development. Our innovative and creative blended learning approach includes a menu of options, like a dining menu but offering a variety of appetizer and entree-sized education and training resources. These might include TED talks, book summaries, articles, virtual courses, or an experiential project. Participants also complete reflection journals, which are demonstrated to be effective in improving learning outcomes and success, and meet with their assigned mentor.

We know that team members who are valued, knowledgeable, and engaged create value across our business, and we want to support and promote both their professional and personal growth.





**PROVIDED \$535,000**

in scholarships to graduating high school seniors entering their first year of college in FY22.

**MORE THAN \$4M**

in scholarships awarded to date.

**\$72,000+**

in grants provided to teachers serving the communities in which we operate in FY22.

**AWARDED NEARLY \$400,000 TO-DATE**

in MG4T in the communities in which we operate.

**100% OF FUNDING**

for MG4T is provided through Ruiz Foods team members' generous donations.

## CARING FOR OUR COMMUNITIES

We care deeply for the communities in which we operate and believe it is our responsibility to give back to them. Our affiliated nonprofit organization, Ruiz4Kids®, was founded by team members with a passion for helping children. The mission of Ruiz4Kids® is to provide opportunities and inspire hope and change in the lives of children. We are proud to offer two unique programs that support education initiatives for youth through scholarships and a Mini-Grants for Teachers Program (MG4T).

In FY22, the Louis F. Ruiz Scholarship program provided \$535,000 in scholarships to graduating high school seniors entering their first year of college. More than four million dollars have been awarded since the program's inception. We believe that every child should have the opportunity to achieve their fullest potential. As a result, scholarship recipients are not selected solely on academic performance, but rather awarded scholarships based on a broader assessment of their potential. We often hear from our recipients that the scholarship

changed their life path, and many go back to serve their communities. The program was expanded to also include scholarships specific to community college students who are transferring to an accredited four-year college or university. Access to a quality education is often a lifeline to opportunity and change for our youth, their families, and our communities.

Innovative teachers across America continuously find exciting new ways to teach and inspire their students. In FY22, the Ruiz4Kids® MG4T program provided more than \$72,000 in grants to teachers serving the communities in which we operate. Ruiz4Kids® has supported over 500 projects, awarding nearly \$400,000 in MG4T. We are incredibly proud of our Ruiz Foods team members who make this program possible by providing 100 percent of the funding through their generous donations.

Together, we can all make a difference in the lives of our youth and lift the communities where we work, live, and play.





## COMMUNITY SPOTLIGHT: Making a Difference

For first-generation college graduate Ann Marie Fernandez, two Ruiz4Kids® (R4K) scholarships didn't just offer a path to a degree — they provided a sense of purpose. A 2015 Dinuba High School graduate, Ann Marie received a R4K First Year of College Scholarship to support her two-year degree at Reedley College, as well as a Transfer Scholarship to complete her bachelor's degree in biological sciences at the University of California (UC) at Davis.



Though she initially planned to become a veterinarian, connecting with a fellow R4K recipient and middle school principal inspired her to change course. Before graduating, Ann Marie accepted a position teaching eighth grade science in a low-income school district neighboring her hometown.

In four short years as a teacher, Ann Marie has learned that there is far more to her role than

science lessons. She makes sure her students come to school, offers extra tutoring, and finds creative ways to keep them engaged — whether that's by teaching with marshmallow catapults or bringing her hairless guinea pig, Bean, to class.

In her second year of teaching, the COVID-19 pandemic dealt another strike to Ann Marie's already-disadvantaged students. She worked tirelessly to support them emotionally and academically, offering after-school tutoring each day and respecting their privacy by allowing them to stay off-camera during class.

In recognition of her dedication, Ann Marie was named her school's 2020-2021 Teacher of the Year. This year, she accepted a new teaching position, "following" her first three cohorts of students to high school.

For Ann Marie, commitment to community started with her mother and Ruiz Foods. "My mom had a good job at Ruiz Foods and learned



English in classes the company provided," she said. "Fred (Ruiz) didn't have to give my mom a job or the opportunity to learn English, but he did. He wanted to make a difference, and my mom always taught me to make a difference."

**Receiving R4K scholarships, Ann Marie explained, was bigger than money. "It's support from people that don't even know you," she said. "For Ruiz Foods, it's not just about one student or the smartest student. It's about believing in hundreds of students and giving them opportunity. I want to give that back to my community."**







# OUR PRODUCTS



## FOOD SAFETY & QUALITY

Food safety and quality are at the core of everything we do. Our consumers trust us to provide them with delicious, high-quality, safe food. We are committed to innovating and making great-tasting food that meets or exceeds their expectations. Our products are manufactured in accordance with all applicable laws and governmental regulations. We incorporate this philosophy throughout all aspects of our business, including the careful selection of raw materials, consistent use of proprietary manufacturing processes, strategic use of packaging materials, and labeling products in accordance with the U.S. Department of Agriculture (USDA) and U.S. Department of Food and Drug Administration (FDA) regulatory codes.

Our food safety audits are designed to verify our commitment to world-class food safety plans and procedures. These audits provide valuable feedback that allows for the assessment of current practices and gives direction for continuous improvement. We conduct self-

audits led by our corporate and plant food safety teams. We also engage in third-party audits such as the British Retail Consortium Global Food Safety Standard (BRCGS) audit and certification, customer audits, and regulatory agency oversight. In FY22, all plant locations were recertified BRCGS with an “AA” rating.

**In FY22, our focus on achieving results was steady and uncompromising. This year, we:**

- Created a delineation between quality control and quality assurance to drive continuous improvement in our organization.
- Deployed new system platforms, including Redzone, Enviromap, and ManageArtworks, to standardize processes across our plant operations and further mitigate risk.
- Realized continued year-over-year improvement in foreign object management for the past seven years.
- Implemented improved process protocols and equipment sanitary design updates, made process improvements, and eliminated redundancies and unnecessary costs.

## VISION

To lead with a culture of food safety and quality in our processes to achieve best-in-class performance that exceeds customer and regulatory expectations.

## MISSION

To empower all Ruiz Foods team members to drive food safety and quality principles throughout the organization.





## GOOD FOOD GOES HAND IN HAND WITH FAMILY

Our goal is to make food with passion and offer our consumers a wide choice of authentic, delicious Mexican-inspired cuisine. For more than fifty years, we have provided enchiladas, burritos, and taquitos inspired by Grandma Rosie's recipes. Today, we continue to meet changing marketplace demands by innovating to offer snack and meal solutions that meet evolving consumer lifestyle and nutrition preferences. We are proud to be the Mexican frozen food leader.



### DELICIOUS INGREDIENTS

Inspired by Grandma Rosie's recipes, we use delicious real ingredients like real shredded steak, chicken, cheese, beans, rice, and fresh-baked tortillas in our El Monterey, El Monterey Signature, and Tornados® products.



### ADDING PROTEIN TO BREAKFAST

Our El Monterey Signature breakfast burritos are made with ingredients like real eggs, savory sausage, and cheese, wrapped in a fresh-baked tortilla. Each serving of our El Monterey Signature Egg, Applewood Smoked Bacon & Cheese Burrito provides an excellent source of protein to start the day off right!

### CLEAN LABEL

Our Artisan Bistro line of burritos is carefully crafted and contains no artificial colors or flavors. The breakfast burritos are made with cage-free scrambled eggs, uncured bacon, or pork sausage that contains no added nitrites or nitrates. Our Artisan Bistro chicken, beef, and sausage products come from animals raised without antibiotics. The Artisan Bistro 3-Bean & Cheddar Cheese Burrito is made with 100% non-GMO ingredients, USDA-certified organic beans, organic rice, and a fresh baked, organic tortilla for consumers who want an organic frozen Mexican food solution.







OUR  
PLANET



## RESPECT FOR OUR SHARED PLANET

Ruiz Foods embraces respect as a core value, and this extends beyond our company. We have a deep respect for our shared planet and the valuable resources it provides to not only our business but also to the communities where we operate and beyond. Our company leaders have aligned around a thoughtful and impactful business strategy that is not only good for our business but also includes initiatives that have a positive impact on our planet. These efforts include reducing the energy that we use, reducing waste streams, and reducing carbon emissions. As we continue to identify new ways to drive efficiencies in our business, we are closely examining how we manage our supply chains, operations, and partnerships. We believe that being good stewards of our planet is also good business.

## REDUCING CARBON

Across our organization, we are implementing several initiatives over the next few years that will help us reduce the number of miles our finished product travels, which in turn will help reduce our carbon footprint. Some highlights in our 2022 fiscal year included:

- Optimizing production locations for our products, which reduced the number of finished goods shipments transferred from our facility in California to the east coast for distribution.
- Working with our customers, we were able to identify how to better consolidate orders with the goal of maximizing truckloads and reducing total shipments.
- Our logistics team was able to optimize our transfer shipments to reduce the total number of truckloads required.

These three initiatives combined  
**ELIMINATED 416  
TRACTOR-TRAILER  
LOAD SHIPMENTS,  
AVOIDING MORE  
THAN 923,000  
MILES TRAVELED.**





## REDUCING ENERGY

We know there are opportunities to reduce energy by optimizing our operations while maintaining our commitment to making our products using the highest standards.

Our Florence, SC manufacturing facility installed blowers in freezers where needed to help reduce the amount of compressed air used, better maintain temperature controls, and increase energy efficiency.

Our Texas facility team executed a project to help optimize the compressed air management system and reduce electricity usage. The project included control systems revisions, electrical and mechanical installations, and systems integration to automatically control the compressed air systems and compressed air drops in processing.



Our Florence, SC manufacturing facility converted to LED lighting in key areas, resulting in a **REDUCTION OF 1.38 MILLION KILOWATT HOURS OF ENERGY USAGE**

(reducing carbon emissions by 884 metric tons of carbon dioxide equivalents/MT CO<sub>2</sub>e).

\*Time period covered: 4/1/2020-3/31/2021, after LED install completion.







## REDUCING PACKAGING WASTE

Packaging plays an important role in preserving the quality and safety of the food that we make. Packaging is also a top environmental issue for our customers and consumers. Ruiz Foods is working to reduce packaging where possible while maintaining our unwavering commitment to food safety and quality.

In FY22 we achieved the following packaging reductions in collaboration with our customers:

Replaced printed instruction sheets inserted into our Foodservice product master cases with instructions printed directly onto the lid of the packaging film.

Removed more than 24 million paperboard sleeve inserts from one of our food items sold in bulk.

Identified a new packaging wrap that allowed us to eliminate the inner case packaging film's plastic zippers in one of our bulk item products. This project will be fully implemented in FY23.

ELIMINATED MORE THAN 10 MILLION PIECES OF PAPER (EQUIVALENT TO DIVERTING ALMOST 60,000 POUNDS OF WASTE FROM LANDFILLS)

ELIMINATED MORE THAN 133,000 POUNDS OF SOLID WASTE

PROJECTED TO ELIMINATE MORE THAN 4 MILLION PLASTIC ZIPPER UNITS



## REDUCING FOOD WASTE

Across our facilities, we are implementing new technologies and continuous improvement procedures to help reduce food waste that occurs during the manufacturing process.

In FY22, our teams eliminated more than three million pounds of food waste from our operations through initiatives that focused on reducing tortilla overproduction in our bakeries and optimizing baking processes, including improved batching, mixing, extruding, cooking, and cooling processes. In FY23, we will continue to focus on food waste reduction through initiatives that closely monitor and manage our production processes, expand best practices across our operations, and partner to upcycle food waste for animal feed.



ELIMINATED MORE THAN **3,000,000** POUNDS OF FOOD WASTE







## REPORTING PARAMETERS

Thank you for your interest in Ruiz Foods' 2022 Corporate Social Responsibility Report.

All data in this report cover the company's fiscal year 2022 (FY22), which ended October 1, 2022, unless otherwise specified. Our reporting covers all company-owned facilities as of FY22. Data included in the report have not been audited by a third party; however, the report does include the best information available through our existing data management systems and internal audit teams. Additional information about our company is available on our website, [www.ruizfoods.com](http://www.ruizfoods.com).

For questions regarding this report, please contact 1-800-772-6474.