



## **Kent Corporation**

# **Responsible Business Practices Statement**

Kent Corporation (“Kent”) is a privately owned company with a solid history of innovation and a vision for continued success in the future. The Company’s mission is to manufacture, distribute and market customer-specified food, pharmaceutical, personal care and industrial grade products of uncompromising quality. Kent’s substantial investment in the finest people, facilities, technology and customer support services represents our enterprise wide commitment to quality.

The cornerstone of Kent’s growth is hard work — collaborating with our customers to satisfy their individual needs. Kent’s growth comes from expanding established markets, introducing new products, as well as improving existing product lines. New innovation opportunities are created through the knowledge gained from research and practical experience.

Kent Corporation’s subsidiaries have a broadly diversified line of products, mainly derived from nature’s abundance: corn. These products include maltodextrins, corn syrup solids and starches for the food, pharmaceutical and personal care markets; ethyl alcohol for beverage and industrial use; starches for the paper, corrugated box, textile and wallboard industries; corn oil; and animal nutrition ingredients.

Kent’s customers worldwide have discovered the advantages of using their various products to improve process efficiency, functionality and end product quality. That customer satisfaction is why Kent continues to be a leader in the industry. You can learn more about Kent and its subsidiaries at [www.kentww.com](http://www.kentww.com).

Kent remains privately-owned, with the third generation of the Kent family holding leadership positions in the management of the Company. Grain Processing Corporation (“GPC”) is a wholly-owned subsidiary of Kent Corporation, Muscatine, Iowa. Additional affiliates include Kent Nutrition Group, Inc., Kent Pet Group, Inc. and Kent Precision Foods Group, Inc.

As specified in the Company’s Guidelines on Business Conduct, Kent Corporation and its subsidiaries, are committed to conducting business with the highest standards of morality, fairness, and integrity and to adhere to the laws of the jurisdictions in which their business takes place.



As a practical matter, Kent and its subsidiaries are Iowa, USA businesses that manufacture their products in the United States, where their manufacturing plants are subject to U.S. and state laws and regulations. Kent's supplier base is also predominantly U.S.-based. The main ingredient for its products is corn, which is its largest purchase by far. The corn is sourced in the U.S. and produced by U.S. farmers, most of whom are near Kent's facilities and all of whom are subject to U.S. and individual state laws.

Kent Corporation and all subsidiaries comply with, at a minimum, all applicable local, state and federal laws with respect to child labor, forced labor, abuse of labor, freedom of association and collective bargaining, discrimination, wages and benefits, work hours and overtime, health and safety, environment and business integrity.

In addition, we understand the importance of protecting the environment. As a leading manufacturer of corn-based products, Kent's subsidiaries not only believe in but practice responsible resource management from product innovation to operational efficiency. These efforts demonstrate a commitment to sustainable practices throughout the Company.

## Commitments on Key Business Practices:

**Laws & Regulations** - Kent and its subsidiaries comply with all applicable local, national and international laws, rules, regulations and requirements in the manufacturing and distribution of its products and supplies to all customers.

**Child Labor, Forced Labor or Abuse of Labor** - The Company complies with all applicable labor laws. We do not hire child labor at any facilities, nor do we accept or support the use of illegal, forced or child labor, bonded, prison, military or compulsory labor within any operations anywhere in the world. We will not knowingly purchase supplies from suppliers who engage in slavery or human trafficking. In addition, we do not physically abuse our employees.

**Freedom of Association & Collective Bargaining** - The Company complies with all applicable laws on freedom of association and collective bargaining. We respect employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we bargain in good faith with such representatives. We also provides workers with a mechanism to express grievances or concerns without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.

**Discrimination** – Kent Corporation and its subsidiaries comply with all applicable anti-discrimination laws and maintain workplaces that are free from discrimination and physical or verbal harassment. When making decisions concerning hiring, placement, training, compensation, and advancement, the Company considers an individual's qualifications, performance, skills and experience.

## Mission Statement

**We are Kent Corporation.**

**We are people committed to** safely manufacturing quality products and supplying those products on a long-term basis for the mutual benefit of Kent and our customers.

**We are people committed to** satisfying our customers' needs in a sustainable, innovative and ethical manner.

**We are people committed to** doing our jobs right the first time and every time.

**We are people committed to** success.

**Yours and Ours!**



**Wages, Benefits, Work Hours & Overtime** - We operate in full compliance with all applicable wages and benefits laws, compensating employees relative to the industry and local labor market standards. The Company offers employees opportunities to develop their skills and capabilities, and provides advancement opportunities where possible.

**Health & Safety** - We comply with all applicable health and safety laws and provides a secure, safe and healthy work site while maintaining a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. Employees and contract staff participate in regular safety training. Safety is not only a core value of the Company; it is accepted as the responsibility of all employees and management to ensure a safe and secure work environment.

**Quality** – The Company has high standards of quality which are reflected in its certifications and other recognition. GPC has been internationally recognized for quality and food safety by the Global Food Safety Initiative (British Retail Consortia) for the Company’s Alcohol and MALTRIN® divisions. GPC holds a GMA Safe Certification for its starch division and GMP B+ for its Co-Products division. GPC’s laboratories have also been recognized with worldwide ISO 17025 accreditation from the American Association for Laboratory Accreditation. GPC has dedicated quality control and quality assurance personnel to monitor and ensure the highest quality products are shipped to customers. Quality is not just a requirement at Kent, it is a passion and a core value for the organization.

**Environment** - Kent and its subsidiaries comply with all applicable environmental laws and conducts business in ways which protect and preserve the environment. Kent is dedicated to environmental operations that foster a sustainable future and lead to improvements in the communities where it does business. Kent will continually maintain compliance with all local, state and federal environmental regulations and is constantly striving to reduce its impact on the environment. Kent’s subsidiary, GPC, is currently implementing an Environmental Management System to identify, control and mitigate environmental impacts.

**Business Integrity** - We comply with all applicable laws related to ethical business practices and do not use bribes or engage in fraud. Employees are required to annually sign a business conduct document that assures they are familiar with and practice the high standards of business integrity required at Kent. Policies and requirements supporting responsible sourcing are also outlined for employees.

**Social Responsibility** – Kent and its subsidiaries are responsible corporate citizens in the communities in which they operate, including responsible business practices, encouraging leadership in the community, encouraging volunteerism, supporting local not-for-profit social agencies, and supporting the communities to ensure a growing and thriving environment for both the community and the organization.

**Kent Corporation is a family-owned company, has been serving customers since the 1940’s and is known around the world for its dedication to quality.**

**Please report any Social Responsibility or Ethics concerns to our confidential hotline at 1-888-719-1217 or <https://kentcorporation.alertline.com>**

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