



2022 U.S. Workforce Diversity Top Line

We invest significant time, attention and resources to foster diversity because we know that it drives our success and creates an inclusive culture that everyone wants to be a part of.

Over the past year, we have made a concerted effort across our business—working with our executive team, business resource groups, DE&I council and colleagues—to drive systemic change, resulting in meeting six of the 10 public commitments we set in 2021.

This workforce study is a critical part of our metrics-driven approach. It highlights in detail our representation progress toward our goals in 2022. We believe that transparent, ongoing reporting is key to continuous improvement and the accountability that drives it. The study reflects the representation of women and racially diverse groups across key segments of the business, including Corporate, Production Facilities, Management and Leadership.

Our current focus is on advancing and hiring women and people of color for corporate leadership roles through ongoing leadership development, retention initiatives, and addressing systemic barriers in the organization that impact people of color.

Our journey toward representation is ongoing, and we will continue to work hard and drive progress in diversity, equity and inclusion.

Note: Our 2021 Top Line report reflected gender and diversity metrics for both Ferrara's Sugar Confections and Cookies divisions. Cookies is now part of another division; this Top Line report reflects metrics for Ferrara Sugar Confections only.

EQUAL OPPORTUNITY

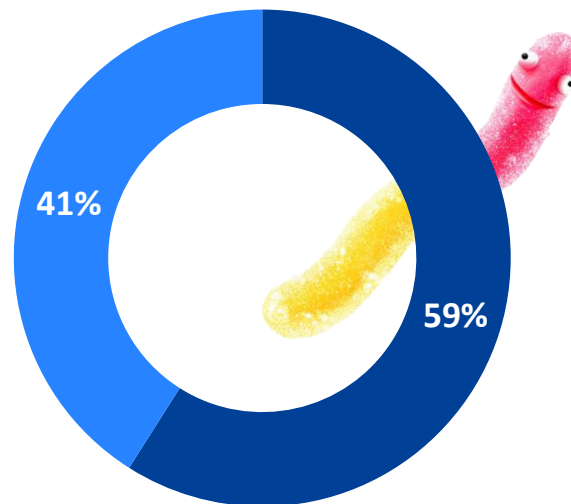
We are proud to be an equal opportunity employer. In order to provide equal employment and advancement opportunities to all qualified applicants and employees, employment decisions and opportunities at Ferrara will be based on merit, qualifications, and abilities, without regard to race, color, creed, religion, sex, sexual orientation, gender identity and expression, marital or civil union status, national origin, ancestry, citizenship, age, military or veteran status, disability, handicap, genetic information, pregnancy (childbirth or related medical condition), or on any other basis prohibited by law. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.



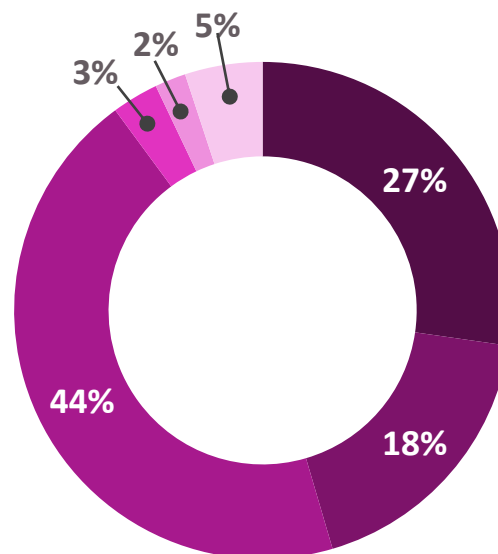
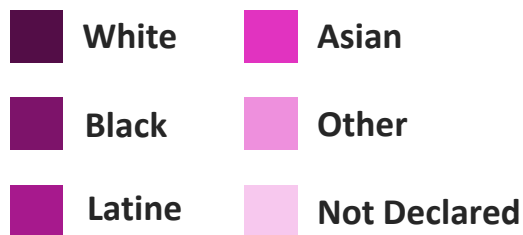
Total Ferrara U.S. 2022

By Gender and Race / Ethnicity

By Gender



By Race

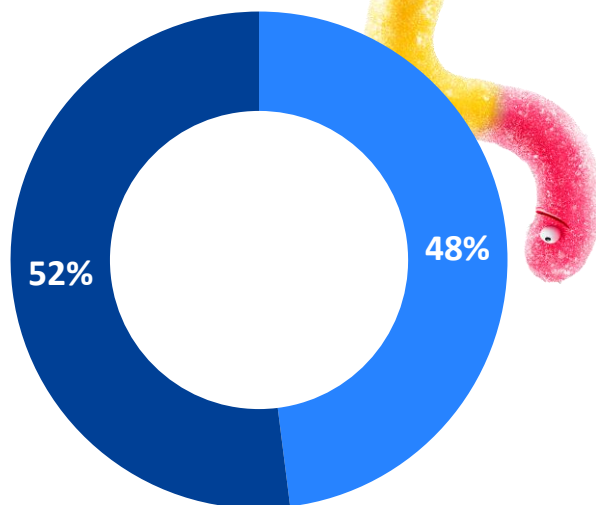


Ferrara 2022 U.S. Corporate & Production Facilities By Gender and Race / Ethnicity

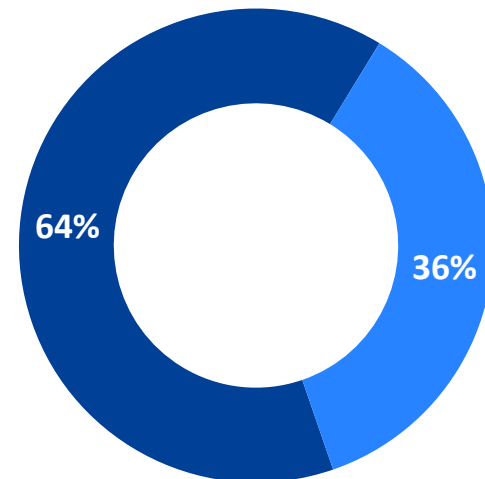
By Gender



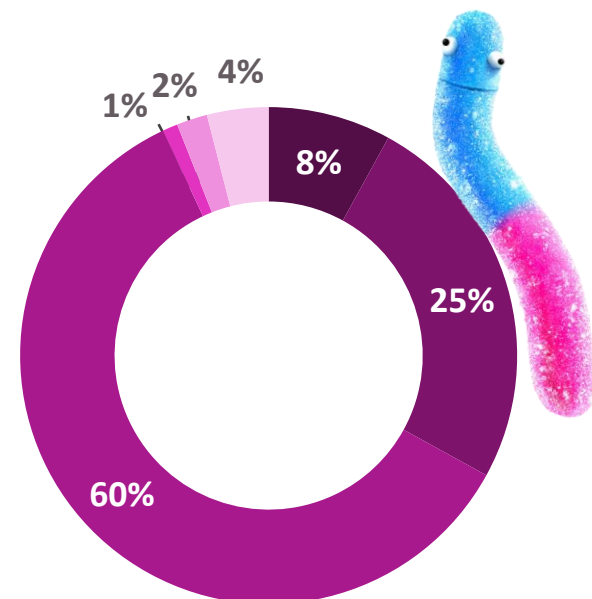
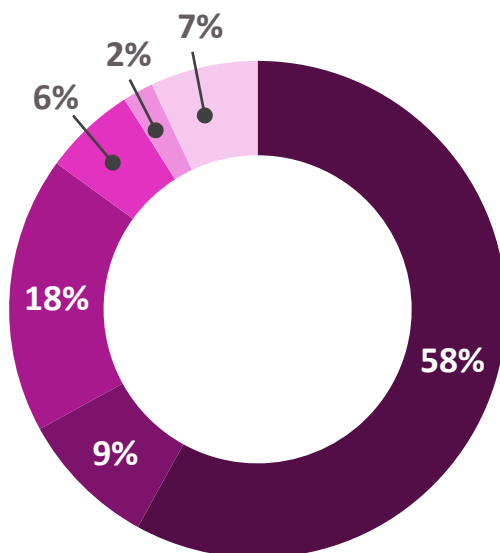
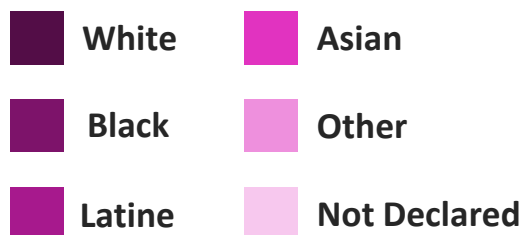
Corporate



Production Facilities



By Race



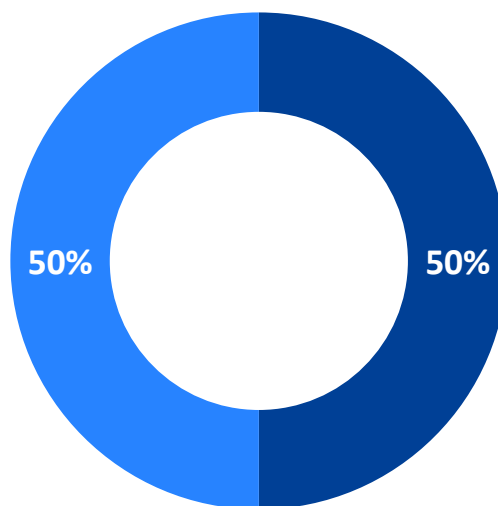
Ferrara 2022 U.S. Hiring By Gender and Race / Ethnicity



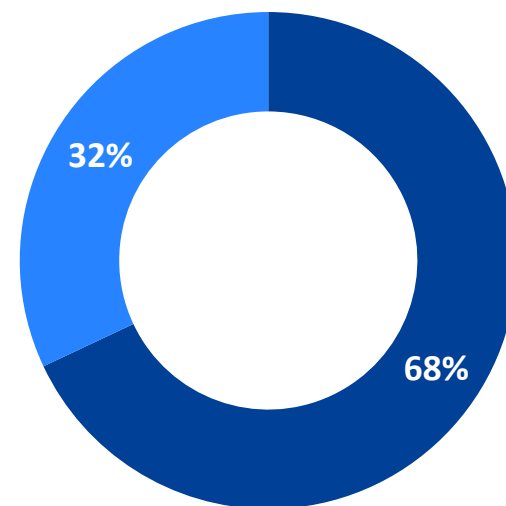
By Gender

- Men
- Women

Corporate

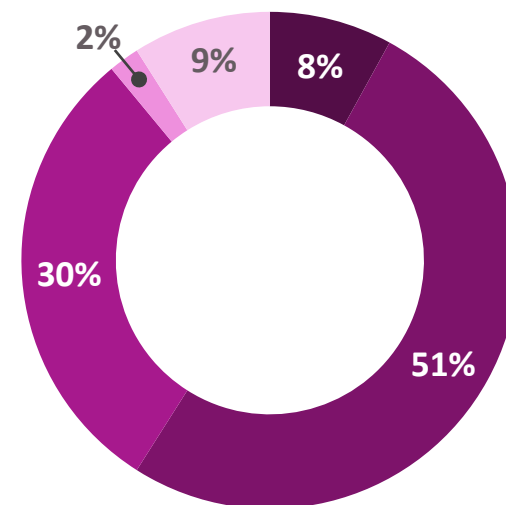
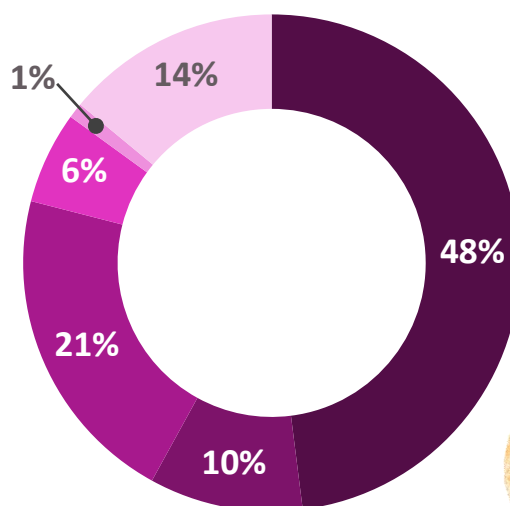


Production Facilities



By Race

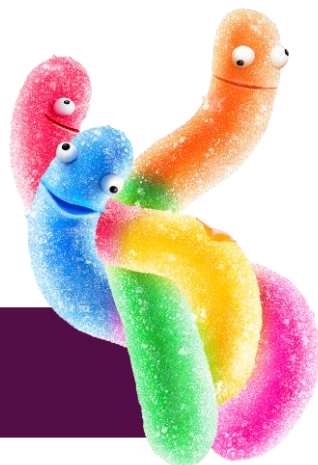
- White
- Black
- Latine
- Asian
- Other
- Not Declared



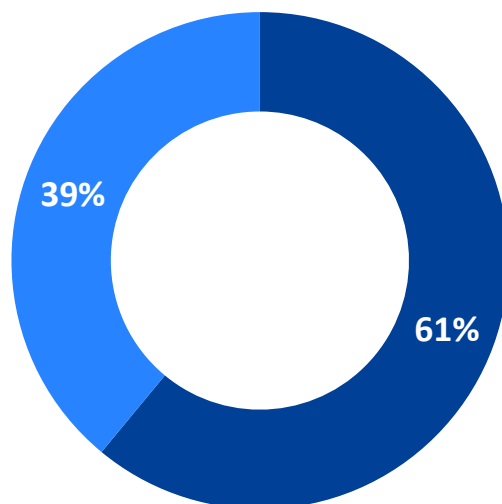
Ferrara 2022 U.S. Leadership & Management By Gender and Race / Ethnicity

By Gender

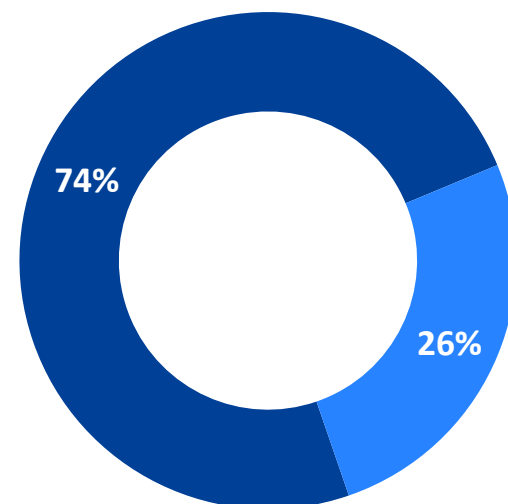
- Men
- Women



Ferrara Leadership
(Director & Above)

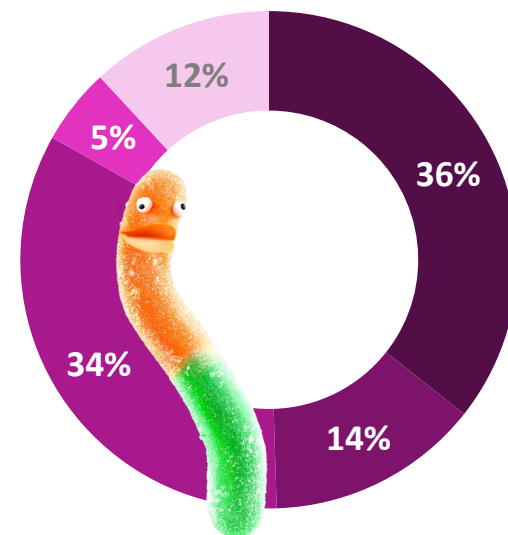
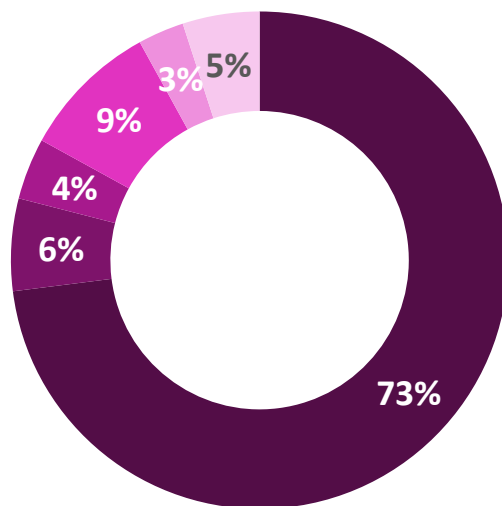


Ferrara People
Management in Facilities



By Race

- White
- Black
- Latine
- Asian
- Other
- Not Declared



Progress toward Public Commitments

Change from 2022

People: Representing our community's diversity in our workforce

3 of 6 GOALS MET

Advancing BIPOC in Corporate Leadership

Goal: 30%

By 2024, 30% BIPOC representation in Director and above positions.

+4% 22.0%

Advancing and Hiring Women in Leadership

Goal: 50%

By 2026, 50% women representing director positions and above.

+1% 39.0%

Increasing BIPOC Representation and Retention

By 2025, 35% BIPOC representation in corporate roles by improving engagement, development and retention.

+8% MET! 35.0%

Expanded University Recruitment

Establish recruitment and engagement efforts to reach students at Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs).

MET!

Advancing BIPOC in Production Management

Goal: 65%

By 2025, 65% BIPOC representation in people management roles in our production facilities.

+4% 52.0%

Voluntary Self-Identification

By 2022, offer voluntary self-ID options for gender identity, sexual orientation, diverse-abilities, and military background to understand our workforce and provide inclusive benefits and resources.

MET! 14.5%

Product: Serving the needs of diverse consumers and supporting diverse suppliers

2 of 2 GOALS MET

Supplier Diversity

In 2021, establish and measure our current spending among diverse suppliers; by end of 2022, establish a spending goal.

MET!

Inclusive Marketing

Committed to reflecting our consumers' diversity in our innovation, brand strategy, and brand communications by ensuring multicultural representation in our insights, seeking input from diverse stakeholders during campaign development, and increasing partnerships with BIPOC content creators & agencies in support of our supplier diversity commitments.

MET!

Purpose: Driving change in our community and marketplace

1 of 2 GOALS MET

Community and Philanthropy

Support the communities where we live and work through annual donations, volunteering, in-kind giving and targeted efforts with a focus on education and eliminating racism and inequity in all forms.

MET!

Economic Development

Committed to directing financial and intellectual capital through community partners and providing BIPOC entrepreneurs and small business owners with information, mentoring, & skills-based volunteerism to accelerate the growth of their businesses to drive economic equity in our communities.



Making Changes That Matter

How Ferrara Works Toward Systemic Change

In 2021, Ferrara set 10 public commitments aligned to our DE&I priorities: People, Product and Purpose. Quarterly, we analyze Ferrara’s representation data and provide a topline review to our executive team. We then assess progress with our DE&I council, chaired by our CEO.

In 2022, we delivered on six of those commitments, driven by the changes we have implemented in the following areas:

- Established accountability metrics for our senior leadership team.
- Developed a hiring strategy that requires a diverse slate, made up of at least two women and two people of color for each position. In the first year of our diverse slate initiative, Ferrara increased corporate BIPOC hires from 37% to 45%. Retention policies will be revised this year.
- Launched our Self-ID campaign for all employees, including remote and facility workers, to capture all aspects of diversity.
- Continued to support and invest in local and community partners aligned with our values in education, social justice, children & families, and in support of our business resource groups’ organizations of interest.
- Trained leaders across the organization on interrogating systems to understand how to best create and begin implementing more equitable systems at work.
- Paired business resource groups with each brand to support marketing and R&D efforts.
- Held bi-annual executive listening tours, an annual Day of Understanding, and Processing Spaces, led by a certified trauma therapist, for employees to process their emotions, share feelings, and hear from others in times of public crisis.
- Brought DE&I events, business resource groups, mentoring programs, communication tools, and our Day of Service to our production facilities.
- Expanded DE&I into onboarding for all employees.

So far in 2023, we have launched a BIPOC Women’s Success program as part of a broader initiative to support this group and address organizational barriers as they drive transformational change for themselves and their teams; we have also rolled out our new Gender Transitioning policy across both corporate offices and facilities.

We have put a structure and accountability systems in place to help us achieve and continuously drive progress toward our performance goals. Necessary work continues as we look to advance against new commitments.





Ferrara®

DIVERSITY, EQUITY & INCLUSION

Learn more on
ferrarausa.com/culture