



# OUR PURPOSE AND VISION

## STATEMENT OF PURPOSE

Foremost Farms USA Cooperative will provide dairy producers a financially strong business that efficiently assembles, processes and markets milk and related dairy products, providing superior value to our customers in a manner that generates fair and equitable returns for present, past and future member-owners.

## VISION

Foremost Farms USA Cooperative will successfully operate in the dynamic food and beverage marketplace to grow a financially sound business that will be the market of choice for dairy producers.



## BELIEFS AND VALUES

- We believe that our member-owners expectations and return on investment are maximized by being market driven and by engaging all employees in business improvement activities.
- We believe that honesty, integrity and respect in our relationships with our customers, member-owners, employees and vendors is of the highest importance and will not be compromised.
- We believe that most employees want to do the right things, want to contribute, want to do quality work, want to have a positive impact and will if the system enables them to do so.
- We believe that every employee has unique skills, knowledge and experience that make them important to Foremost Farms.
- We believe that respectfully, constructively and creatively challenging the status quo is fundamental to our future success.
- Customer satisfaction, efficient operations and profitability are the priority and focus of all employees, rather than what might be optimal for an individual function or operation.
- We believe in acting in a responsible and ethical manner in our relations with our communities and the general public.
- We believe in ensuring a safe and healthy workplace with all employees being properly trained, equipped, and accountable for working in a safe and healthy manner.
- We believe in inspiring a culture of wellness among employees and their families.

## CORPORATE POLICIES

- We will respect and effectively serve our member-owners.
- We will make business decisions based on sound factual information using financial and strategic analysis at appropriate levels.
- We will provide the training, tools, materials and guidance employees require to be proficient in their jobs and to continuously improve their individual skills to the benefit of our cooperative.
- Every employee will be made aware of and held accountable for adherence to policies, procedures, work rules, and standards.
- We will seek, evaluate and adopt proven and cost effective technologies and processes that make our business units efficient, environmentally responsible, and safe for all employees.
- Every employee is to treat each other with courtesy and respect in an environment that encourages the open exchange of ideas.
- All employees are accountable for the responsible use and safeguarding of the property and other assets of the cooperative.
- Each employee is accountable for their own choices, actions, and the consequences.
- Every employee is responsible for providing the highest level of quality in every aspect of our business. We will provide our customers the products they want, to their specification, when they want them, every time.