



POST HOLDINGS, INC.

A Post For All

SEPTEMBER 2023 | ISSUE #3

Progress on Employee Resource Groups

Employee Resource Groups (ERGs) – also referred to as Business Resource Groups (BRGs) – are a vital part of supporting our culture of diversity, equity and inclusion. This has been an active year for developing these dynamic community spaces, as well as fostering inter-company connection and collaboration across the enterprise.

The Women's Development Network at Post Consumer Brands (PCB) played a role early this year helping Bob Evans Farms launch its first BRG. In February, Bob Evans Farms employees gathered virtually and in-person to sign the charter for the new Women's BRG. The group was created to provide an environment to embrace, empower, inspire and support women, both professionally and in the community. During the event, Bob Evans Farms CFO Mike McCoy spoke about the importance of the group and how men can be allies.

Whether we call these groups ERGs or BRGs, the goal is to bring colleagues together to learn and support one another – and we are doing just that.

The Bob Evans Farms team appreciated working with the Post Consumer Brands group to collaborate during the development of their Women's BRG. The PCB team shared their knowledge, as well as sent Berry Fruity Pebbles (the limited-edition Pebbles box featured the Women of Bedrock, along with history about female pioneers in their fields). Shown left to right: Devra Cornell, Ciare James, Cassandra Binkley, Marissa Wilson, Amanda Kubinsky, Natalie Ward-Dodson, Yetunde Durodola Anderson and Nicole Bainbridge along with "Bear" who is in training in the Bob Evans Farms HQ to be a future service dog through Canine Companions.

(continued on next page)

Bob Evans Farms Recognized for DEI Excellence by North American Meat Institute (NAMI)

Bob Evans Farms has been awarded a certificate of recognition for building a well-considered, actionable and measurable approach to implementing its DEI strategy.

This recognition is a testament to the hard work our teams have done to ensure our employees feel seen, heard and encouraged to do their very best work. These efforts also help us retain and attract talented employees who want to work at a company with strong DEI initiatives. Congratulations to the Bob Evans Farms team on this recognition.





PCB employees Brian Weiss, Operations Lead and Denise Jimenez, HR Coordinator, seen launching PCB Pride at the Campbell Mill facility in Northfield, Minn.



Brian Foster, Bob Evans Farms Senior Desktop Engineer and U.S. Navy veteran, speaking to colleagues at the Military and Veterans BRG inaugural event.

In June, PCB introduced PCB Pride, a new ERG aimed at fostering an inclusive and equitable environment for LGBTQ+ employees and allies. Guided by a mission of promoting inclusivity, authenticity and diversity, PCB Pride launched with an overwhelming response from employees across the enterprise. Co-leads started planning in March this year and introduced the ERG during Pride Month with rollout events across PCB locations.

The PCB Pride group has established committees focused on community outreach, social events and allyship to raise LGBTQ+ visibility and understanding, while also creating connections within PCB. The knowledge shared by recently acquired J.M. Smucker Pride ERG members proved invaluable in structuring PCB Pride. June's launch inspired participation from LGBTQ+ employees and allies across the company – from manufacturing plants to the corporate office. Up next, PCB Pride will continue growing partnerships, resources and programming during National Coming Out Day in October.

Most recently, Bob Evans Farms proudly introduced the Military and Veterans BRG. Led by Brian Foster, Bob Evans Farms Senior Desktop Engineer and a U.S. Navy veteran, this BRG will promote an environment that embraces, empowers, inspires and supports our military, veterans and their allies professionally and within the community. The Military and Veterans BRG inaugural event was attended by over 50 employees, including Executive Leadership Team members. Veterans and colleagues from other company locations also attended virtually. The celebration included cake and each attendee received a commemorative purple dog tag, as purple symbolizes the combined colors of all U.S. military branches.

DO YOU HAVE AN INTEREST IN FORMING AN ERG?

PCB shares some thought-starters to help set up these communities for sustainable success.

What group with representation challenges do you want to support?

Who will be the leader(s) and who do you propose as Executive Sponsor?

What is the group's vision, mission, goals and purpose? How do these support the company's vision, mission, goals and purpose?

What roles and structure will be established (leadership, working teams, meeting cadence, etc.)?

What resources does the ERG need from the organization?

What types of events and activities will be planned?

Contact your Human Resources department if you are interested in forming an ERG.

Bob Evans Farms Supports Mental Well-Being of Our Military Heroes

To honor Mental Health Awareness Month and Military Appreciation Month this past May, Bob Evans Farms announced a partnership with the United Service Organizations (USO) to support the mental well-being of military members.

The partnership builds on the company's commitment to giving back to those who serve through its Our Farm Salutes® program.

Bob Evans Farms worked with celebrity chef and U.S. Army veteran Andre Rush to promote mental health awareness and the benefits of bringing people together through food. Chef Rush is known for his work advocating for military communities and mental health

services, including the 2,222 daily push-up regimen he completes in honor of the 22 veterans lost to suicide each day.

Bob Evans Farms' partnership with the USO includes a \$125,000 donation and sponsorship of the USO Chef's Table Experience, which occurred in May, where Chef Rush joined to share his story of resilience. The quarterly event brings together a small group of active-duty service members and their guests for a one-of-a-kind world-class six-course dinner prepared by top military chefs from each branch of the armed forces.

"I've dedicated my life to giving back and supporting the mental health and wellness of our service

members," said Chef Rush. "Food has helped me and honestly, saved my life. It brings us together and connects us to family and friends like nothing else. Having the opportunity to share my passions and help others through efforts like this with the USO and Bob Evans Farms is why I do what I do."

As part of the USO partnership, from July through September select packages of Bob Evans dinner sides and breakfast products and Owens Sausage products proudly turn purple to symbolize all branches of the military and feature the Our Farm Salutes and USO logos to raise awareness for the services needed to support mental well-being.



Bob Evans Farms worked with celebrity chef and U.S. Army veteran Andre Rush to promote mental health awareness and the benefits of bringing people together through food.



8 Questions

with Deepashri Khare,
Chief Human Resources Officer,
8th Avenue Food & Provisions

What's your role at 8th Avenue and what are your main responsibilities?

As Chief Human Resources Officer, I lead HR and People Strategy for the organization and partner closely with the executive team and the board of directors. My focus is on designing relevant people strategies and comprehensive HR solutions that complement strategic business initiatives.

Where did you grow up?

I grew up in Mumbai, which is a bustling big city in India and is hailed as the financial capital of the country. It is like New York City as it is also known as the "city that never sleeps."

What is the best part of your job?

The best part of my job is helping people and organizations achieve their potential. I enjoy coaching and being able to contribute by making an impact in people's lives. I am also very passionate about our company's mission! I love that we are part of an organization that provides healthy, nutritious and affordable food.

What lessons have you learned that have helped you in life?

I believe that having honest and positive intent helps resolve difficult situations – be it a contentious conversation, a problem that you are trying to solve or executing a challenging project. Also, I find that owning your share of responsibility in a situation, especially when things go wrong, and being willing to accept your mistakes, can be very helpful. I am a big believer in being empathetic and understanding – knowing that everyone is always trying to do their best.

Why is DEI important to you?

It's beautiful that we are all so similar and yet different; what a rich tapestry of thoughts and perspectives! We all have the same feelings, emotions, and are connected at the human level. I like the concept of "Unity in Diversity."

How do you promote inclusiveness?

I am passionate about everyone having a voice that can be heard. I encourage my team and all employees to speak up by creating a space where they can share feedback, give their opinions and contribute to our shared culture. I am

an authentic leader and I openly share my vulnerability with my team. I like that I can bring my whole self to work and lead by example so that others can be comfortable being their authentic selves too.

What do you think is an important trait of an inclusive leader?

An inclusive leader takes the time to listen to diverse perspectives – even when they are different from their own. Giving everyone a chance to contribute their viewpoint to a decision, and then having the dialogue and feedback to understand why a decision was made, is important for everyone to feel included and respected.

What is your favorite 8th Avenue product?

It is difficult to choose just one product since I love so many of our products. I enjoy our peanut butter, maple almond butter, granola and whole wheat pasta – just to name a few!



Post Consumer Brands, Snoop Dogg and Master P Partner on Cereal for Good

Post Consumer Brands partnered with rappers Snoop Dogg and Master P's Broadus Foods on a new cereal release this summer: a collection of three new varieties of Snoop Cereal full of flavorful notes and fronted by memorable characters. This makes Broadus Foods the first Black-owned cereal company with a national distribution deal.

"Our purpose at Post Consumer Brands is to make delicious food accessible for all," said TD Dixon, Chief Growth Officer, Post Consumer Brands. "When Snoop Dogg and Master P approached us with the opportunity to produce Snoop Cereal for Broadus Foods, we were immediately brought together by our shared passion for feeding all

Our motto is the more we make, the more we give. I grew up on WIC [Special Supplemental Nutrition Program for Women, Infants and Children] and I am honored and humbled to now own a company with Snoop that can serve underprivileged families. Partnering with Post Consumer Brands makes sense with our common mission to build economic empowerment and to add diversity to grocery stores with Black-owned breakfast food."

Snoop Dogg added, "Working with Post Consumer Brands will guarantee the highest quality, most diverse flavors and best-tasting product on the market."

Broadus Foods is handling marketing and promotion for its Snoop Cereal brand, while Post Consumer Brands is producing the cereal, as well as providing research and development, sales and other supply-chain support.

“

Working with Post Consumer Brands will guarantee the highest quality, most diverse flavors and best-tasting product on the market.

SNOOP DOGG

With every purchase of Snoop Cereal, consumers are supporting people in need as Broadus Foods donates a portion of the proceeds from each sale to charities that tackle homelessness and food insecurity.

PCB is excited about this partnership for its undeniable impact. The collaboration between the entertainment moguls and PCB is backed by a shared passion for feeding families and strengthening diverse communities.

families, building diversity and economic development and serving communities. We're excited to partner with a company that's committed to family and community just like we are." Master P shared, "We want to make sure kids and kids at heart can have a champion's breakfast.



Calvin "Snoop Dogg" Broadus holding a box of new Snoop Cereal, in partnership with Post Consumer Brands.

SPONSORSHIP SPOTLIGHT:

Post Holdings and Operation Food Search



Post Holdings is a proud sponsor of Operation Food Search (OFS), a hunger relief organization that provides free food, nutrition education and innovative programs proven to reduce food insecurity. The mission of OFS is to heal hunger with innovative and collaborative solutions that provide food today and help create a hunger-free tomorrow. OFS empowers families and increases access to healthy and affordable food.

Post Holdings is the presenting sponsor this year at OFS's Feast for Change, its annual fundraiser. The event brings people together to learn more about the ways OFS works to heal hunger and empower families to put food on the table.

OFS FEEDS

200,000+

people on a monthly basis
(1/3 of whom are children)

DISTRIBUTES

\$30M

worth of food and necessities
each year

TO

330

community partners in 40
Missouri and Illinois counties

Employees in the St. Louis corporate office frequently volunteer for food packaging events in both the OFS warehouse and in the office.

Post Consumer Brands Joins Women in Manufacturing Group



Over the course of the last decade, Women in Manufacturing (WiM) has grown to be the only national and global trade association dedicated to providing year-round support to women who have chosen a career in the manufacturing industry.

Post Consumer Brands is one of the newest members of WiM and shares WiM's mission to support, promote

and inspire women in manufacturing careers. WiM accomplishes this mission through the delivery of powerful, effective and proven resources to women in the industry and the companies that employ them.

WiM encompasses manufacturers of all types and welcomes individuals from every job function – from production to the C-Suite.

This corporate membership will provide opportunities for PCB employees to join local WiM chapters, access their virtual learning library, resource center and so much more. Interested employees should email Julie Kindelspire, Senior Scientist in PCB's R&D Department, at jykindelspire@postholdings.com for more information.

AT PRESENT

20,000+

Individual members

REPRESENTING

3,000+

Manufacturing companies

*have joined the growing
ranks of industry professionals
from 48 U.S. states and
from 47 countries.*