

Equitable Food Initiative



About the Equitable Food Initiative

The Equitable Food Initiative is a third-party audited certification that was designed by multiple stakeholders (workers, growers, retailers, and consumers) in the supply chain. This initiative helps stakeholders work together to increase transparency and assurance around farm working conditions, food safety and address industry challenges. EFI seeks to transform agriculture and improve the lives of farmworkers by building a culture of continuous improvement and a collaborative team environment that incorporates worker voice.



An EFI certificate brings numerous benefits to everyone across the supply chain, including:

- **Workforce Development:** maximized efficiencies, increased productivity, pride for work, and the ability to innovate
- **Commitment to Food Safety:** engaged and trained workers to identify, address, and mitigate food safety issues and reduce the likelihood of foodborne illnesses and recalls
- **Workforce Stability:** best talent attracted and retained, increased job satisfaction through growth opportunities, and a culture of trust, transparency, and communication
- **Social Responsibility:** a respectful workplace where voices and ideas are heard, Ethical Charter for Responsible Labor Practices are met and exceeded, and consumer assurance is verified by third-party audits

Stemilt & EFI

Stemilt exists to cultivate people and delight consumers through excellence. We believe that cultivating our Stemilters to be 'world famous' each day is instrumental in our never-ending journey to delight consumers with World Famous Fruit.

EFI is an innovative workforce development program that aligns with our desire to cultivate our Stemilters. It provides training and development to strengthen skills around communication and problem-solving and creates cross-functional leadership teams to collaborate on continuous improvement.

An EFI certification assures retailers and consumers that we reached more than 300 of the industry's highest standards around responsible labor practices, food safety, and pest management. It provides customer assurance that our fruit is Responsibly Grown, Farmworker Assured.

Stemilt has:

- Certified its entire company-owned orchards and packing facilities on EFI standards (the first tree fruit company to be fully certified)
- Trained over 100 people on EFI standards, including 5 that can train others on EFI standards
- Formed 9 active leadership teams that combined to dedicate 8,000 hours annually towards EFI and continuous improvement initiatives for 3,000 Stemilters