

Responsible Choice®



Stemilt's Promise

Stemilt founder, Tom Mathison, started Responsible Choice® in 1989. Today, it's how Stemilt stewards an environmentally sustainable and socially responsible business. Responsible Choice® initiatives align with Stemilt's core values and have three focus areas: people, planet, and profits.



People

- Stemilt orchards and warehouses are certified by the Equitable Food Initiative and their 300+ standards around responsible labor practices, food safety, and pest management.
- Company paid on-site health clinic (with pharmacy services) is run by our local hospital for all full-time employees and their dependents to access
- Stemilt sponsored college scholarship program awarded by the Washington Apple Education Foundation
- Permanent orchard housing offers modern kitchens, laundry, living amenities, and rec space for our H2A harvest crews
- Comprehensive benefit and 401k retirement programs that includes free consultation programs
- Stemilt partners with local school district to host Project SEARCH interns and help prepare young people with significant disabilities for success in employment
- Stemilt uses CIERTO as its sole recruiter for H2A to ensure ethical recruitment practices and proper onboarding

Planet

- Integrated pest management orchard programs
- Natural bird deterrents (trained falcons, kestrel houses) to reduce bird damage to fruit
- Zero waste approach in packing plants through a recycling / reuse plan that includes cardboard, metals, plastics, equipment, and green waste
- Majority of forklifts have a computer system that helps with warehouse management.
- Stemilt's World Famous Compost Farm collects green waste from our orchards, local packing plants and the community to feed 1,500+ acres of orchards
- LED lighting, motion detector switching, robotic doors and electrical power usage reduction programs
- Distribution Center solar panels provide power assistance to our facilities
- Stemilt's company owned farms have earned a Bee Friendly Farming certification which includes implementing 300+ acres of pollinator habitats throughout their ranches
- Sustainable packaging like paper based EZ Bands for apples

Profit

- Computer modeling programs to maximize packaging needs to reduce line run times and achieve freshness
- Pack scheduling that maximizes labor and asset management
- Storage strategy that ties horticulture and sales together to store products
- Fuel purchase program that controls vehicle fuel costs
- New packing lines and distribution center technology to reduce labor and create efficiencies
- EFi practices for continuous improvement to increase efficiencies across the company