

**CONFIDENTIAL**



**Sysco Sustainable/  
Integrated Pest Management Initiative**

**Improving Stewardship in  
Canned and Frozen Fruit and Vegetable Production**

**INTRODUCTION v09.01**

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### *Foreword*

This initiative is intended to broaden Sysco's impact on agricultural sustainability issues. The program fosters the success of highly differentiated products that are profitable to all stakeholders, encourages farmer ownership and control, and contributes to environmental stewardship and rural vitality.

Sysco began the project in 2003 with a supplier survey of sustainable agricultural and IPM practices. Supplier participation was excellent. The survey provided valuable information to guide program development.

A productive meeting with selected suppliers was held in February 2004 to discuss survey results and develop initial specifications for the program. Following the meeting, a draft sustainable practice audit was developed by the IPM Institute with input from Sysco, suppliers and others, and with guidance from published literature and existing programs.

Test audits using the draft audit were performed with four suppliers in December 2004 and January 2005. Audit documents and procedures were revised based on results. All suppliers were then asked to submit written Sustainable Agriculture/Integrated Pest Management programs that included crop-specific programs developed by the supplier for one or more crops. Suppliers were asked to undergo an initial audit before the end of 2005 to test the process and establish baseline performance.

After reviewing written programs submitted by suppliers describing their programs, changes and modifications were implemented. An auditor training program was developed and is frequently offered to selected professional auditing organizations each year.

Sysco continues to review individual audit results with suppliers to identify goals for improvement. As new suppliers are approved to produce Sysco brand products, they are adopted into the Sustainable/IPM program. New suppliers are afforded three years to firmly establish their programs. The current audit version (9.01) is available on the Primus website for review.

## ***Sysco Sustainable/IPM Initiative***

### ***Mission***

To improve the quality of resources we pass down to succeeding generations of Sysco customers, suppliers, employees, families and friends.

### ***Scope***

Under the management of Sysco Quality Assurance and Sysco Merchandizing Services (SMS), Sysco Sustainable/Integrated Pest Management (IPM) Initiative will focus on the production of our canned and frozen fruit and vegetable products.

### ***Time Line***

- |  |                        |
|--|------------------------|
| ◆ Developmental meeting with selected suppliers                            | February 23-24, 2004   |
| ◆ Draft program circulated for comment                                     | March 31, 2004         |
| ◆ Comments due from suppliers and other reviewers                          | April 30, 2004         |
| ◆ Final proposal due for comment and revision                              | May 15, 2004           |
| ◆ Final release  | June 1, 2004           |
| ◆ Suppliers submit written program for review                              | January 1, 2005        |
| ◆ Sysco to complete test audits with selected suppliers                    | Oct 2004 to Jan 2005   |
| ◆ Supplier training  | February 2005          |
| ◆ Auditor training   | July 2005              |
| ◆ Supplier pilot audit program on selected crops                           | August/Dec 2005        |
| ◆ Program review and update  | late 2005 - early 2006 |
| ◆ First annual Sustainable/IPM Report                                      | May 2006               |
| ◆ First Sustainable/IPM conference, Woodland, CA                           | March 2007             |
| ◆ Second conference, West Palm Beach, FL                                   | February 2008          |
| ◆ First comprehensive audit review and revision completed                  | January 2008           |
| ◆ International IPM Achievement Award to Sysco and participating suppliers | March 2009             |
| ◆ Update to v09.01   | September 2014         |

### ***Specifications***

As we work to develop and implement our program, we recognize the following key goals for our customers, our suppliers and for Sysco:

- ◆ Meaningful and measurable results.
- ◆ Brevity, simplicity, clarity.
- ◆ Focus on critical control points: key needs, key leverage points for major improvements.
- ◆ Cost effective.
- ◆ Encourage innovation: focus on key desirable outcomes; allow great flexibility in identifying, developing and implementing practices to achieve those outcomes.
- ◆ Accept qualifying documentation from existing sustainable programs with comparable standards.
- ◆ Integrate with existing programs such as food safety to avoid duplication of cost and effort.

- ◆ Facilitate electronic reporting and processing.
- ◆ Confidentiality of supplier information.
- ◆ Create value for Sysco suppliers within and beyond the Sysco-supplier relationship; develop opportunities for suppliers to showcase their accomplishments.
- ◆ Follow existing industry norms and standards for certification and audit programs where appropriate.
- ◆ Let our customers be the ultimate judge of our success.

## ***Guiding Principles***

Our customers expect and deserve exceptional quality food produced in a way that protects our natural resources, promotes personal and environmental health, and sets a high standard for ethical conduct. Through Sysco Sustainable/IPM Initiative, we will improve the quality of our renewable resources, conserve non-renewables, promote fairness in our trade relationships, maintain economic viability and continue to exceed our customers' expectations for food safety and quality.

Under the stewardship of Sysco Quality Assurance and Sysco Merchandizing Services (SMS), we will continuously improve our practices and program scope, maintain a leading position in our industry and continually expand our integration of sustainability within the Sysco Brand.

Sysco commits to the following principles:

### ***I. Environmental Stewardship***

Our goal is to ensure a healthy environment. In partnership with our suppliers, we use economically viable practices to protect sensitive areas, improve air, water, soil and wildlife resources and conserve non-renewable mineral resources. We reduce waste and pollution through recycling and energy conservation, and limit use of water, pesticide and nutrient inputs to those needed for a successful crop.

### ***II. Personal Health and Wellness***

Our goal is health and happiness for our customers, suppliers, employees, families and friends. We make food safety number one. We believe that a healthy, attractive environment is key to personal health and enjoyment of life.

### ***III. Business Integrity***

Our goal is long-term economic success for our customers, employees, shareholders and suppliers. We communicate openly, provide our employees the support and respect they deserve, pay suppliers within terms and resolve disputes fairly. We expect our suppliers to share our high standards for courtesy, reliability, productivity and innovation.

### ***IV. Exceptional Quality***

Our goal is to exceed our customers' expectations for wholesome, flavorful food. We take great care in selecting and building our supplier relationships and in creating demanding product specifications. We thoroughly inspect and evaluate our products and processes from field to table, to ensure consistent, exceptional food service products for our customers.

### ***V. Continuous Improvement***

Our goal is to learn and implement new, scientifically sound approaches to improve the sustainability of our business on an ongoing basis. We invest in research, development, education and training with customers, employees and suppliers. We set measurable goals, assign responsibilities, adhere to timelines, verify performance and validate results. Wherever possible, we assess outcomes and not simply implementation of practices. We work to ensure that our programs encourage and reward innovation by our employees and our trade partners.

### ***Criteria and Indicators***

Our Guiding Principles are further described by specific criteria and measurable indicators we work to improve.

#### ***I. Environmental Stewardship***

Criterion 1. Protect ecologically sensitive areas, i.e. locations that are highly susceptible to environmental damage, or contain critical habitat for endangered or threatened species.

- a. Ecologically sensitive areas are identified, monitored and protected including highly erodible land, pollinator habitat aquifers, lakes, rivers, streams, wetlands, wellheads.
- b. Ecologically sensitive areas are periodically inspected or monitored to track conditions and identify and neutralize threats.
- c. New production is not established in ecologically sensitive areas.
- d. Appropriate additional measures are taken to reduce the impacts of existing production in ecologically sensitive areas.
- e. Potential environmental emergencies and responses are identified, staff responsibilities are assigned and training and other necessary resources are provided to prepare for emergencies.
- f. Improve ecologically sensitive areas, e.g., identify and increase native species and pollinator habitat, restore disrupted areas, increase buffer size, etc.

Criterion 2. Improve air, water and soil quality.

- a. Manage wind and water soil erosion, and associated agrochemical movement off-site, e.g., establish wind breaks, cover crops, terracing; improve drainage, infiltration.
- b. Manage agrochemical drift, e.g., implement a written drift management plan specifying procedures and training to minimize drift.
- c. Reduce reliance on polluting fuels.
- d. Improve soil quality, e.g., reduced tillage, cover crops, use of organic amendments.
- e. Do not burn trash or vegetation, except where burning is an accepted Best Management Practice (BMP) for a specific crop.
- f. Monitor and report improvements in air, water and soil quality.

Criterion 3. Reduce, reuse, recycle

- a. Track and reduce use of water for irrigation and processing to minimum amount necessary for a successful crop.
- b. Track and reduce use of non-renewable resources, e.g., petroleum products.
- c. Track and increase renewable and non-renewables reused on site, e.g., land-apply clean organic waste.
- d. Track and increase materials returned for recycling.

Criterion 4. Conserve energy

- a. Track and reduce petroleum product use.
- b. Track and reduce electricity use.

Criterion 5. Minimize agrochemical inputs

- a. Follow all applicable regulations for applications of pesticides, nutrients and other inputs.
- b. Track and reduce fertilizer use to the amount needed for a successful crop, e.g., implement a nutrient management plan conforming to science-based sampling and crediting protocols; use precision application technology such as intensive soil sampling and variable rate nutrient application, or precision application guidance to eliminate overlap or limit application to plant root zones, etc.
- c. Track and reduce pesticide use to the amount needed to maintain pests below economically damaging levels, e.g., learn and take advantage of most susceptible pest life stages; implement systematic scouting and monitoring, and follow science-based thresholds; use precision application technology.
- d. Track and reduce toxicity of pest management strategies, e.g., implement cultural strategies, target most toxic pesticides for replacement.
- e. Conserve effective pest management tools, e.g., implement a resistance management plan.

**II. Personal Health and Wellness**

Criterion 1. Food safety

- a. Follow established Sysco protocols for field inspection, plant audit, product set-aside, traceability and recalls.

**III. Business Integrity**

Criterion 1. Open communications

- a. Provide opportunities for and participate in two-way feedback and mutual problem solving with employees and trade partners.

Criterion 2. Employee respect

- a. Meet all legal requirements for employee health and safety.
- b. Provide access to learning and advancement opportunities.
- c. Provide rewards and incentives for innovation and improvement by employees and sub-suppliers.

**IV. Exceptional Quality**

Criterion 1. Adhere to Sysco protocols for product quality specifications.

**V. Continuous Improvement**

Criterion 1. Planning

- a. Identify opportunities for improvement; evaluate and prioritize on basis of impact.

Criterion 2. Verification

- a. Document pesticide and nutrient use, recycling rates, energy use.

Criterion 3. Validation

- a. Evaluate effectiveness of new techniques; use controlled comparisons where possible.
- b. Evaluate cost-benefit of sustainability initiatives.
- c. Solicit and apply customer feedback.