

Dear Neighbors, Vendors & Customers:

It is with great pleasure that Jon-De Farm, Inc. wishes to share our Environmental Farm Policy. We have spent a great deal of time working as a team to evaluate every aspect of our operation and how each aspect affects our environment, employees and neighbors. As you will see in the forthcoming information, we have chosen to make a deep commitment to this Policy and have already set-forth many action items to be addressed. We look forward to your comments and questions. Please feel free to email us at: jonde@baldwin-telecom.net or call 715-684-2418.

Vision:

To produce the highest quality milk by utilizing environmentally friendly practices throughout our business operations for the benefit of our cows, employees and community.

Mission:

1. To utilize the farm's generated nutrients to grow high quality forages, enabling us to produce large quantities of high quality milk.
2. Throughout our business operations, we will be considerate of our customers, community, vendors and employees.
3. To operate the company on a sound financial basis in order to create career opportunities and financial rewards for our employees.

JON-DE FARM, INC.'S ENVIRONMENTAL POLICY

JON-DE FARM, INC. IS COMMITTED TO LEADING THE INDUSTRY IN THE DEVELOPMENT AND IMPLEMENTATION OF COMPREHENSIVE ENVIRONMENTAL PROGRAMS AND PRACTICES DESIGNED TO ENSURE A SAFE OPERATING ENVIRONMENT THROUGHOUT JON-DE FARM, INC. AND its SUBSIDIARIES.

The Chief Executive Officer, Dean Doornink, and all employees are responsible for ensuring compliance with this policy. Management within all departments shall implement and continually improve an environmental management system to comply with this policy statement.

Jon-De Farm, Inc. will follow these environmental principles:

- *We will implement proactive environmental planning that complies with environmental laws and regulations, and meets the environmental obligations that we voluntarily undertake, through the operation of our environmental management system.*
- *We will establish environmental objectives and targets and track their accomplishment to improve environmental performance and chart a path toward environmental stewardship. Jon-De Farm, Inc. and its employees are concerned stewards of the land, air and water under its control and will uphold all practices and policies pertaining to our environmental objectives and targets.*
- *We will establish programs to communicate appropriate environmental information to affected employees, tenants, contractors, members of the public, regulatory authorities, and emergency response authorities. It is our desire to work with our neighborhood and community.*
- *We will safeguard the earth's environment and will continue to establish and implement programs that involve the environmental planning and management, including:*
 - *The safe and efficient use of resources,*
 - *A focus on minimizing the use of finite resources in the delivery of vital products and services, as we move toward sustainability,*
 - *A commitment to source reduction, nutrient minimization, pollution prevention and environmentally sound waste storage, treatment and disposal practices.*

Objectives Jon-De Farm, Inc. has chosen to implement and/or study:

1. "Placement of Manure and Other Wastes in Lagoon or Manure Pile" It is the objective of the Management Team to increase the diversion for clean water and to improve and maintain run-off features.

- a. We will make repairs to run-off features.
 - b. We will research design changes that will increase diversion of clean water.
 - c. Employees will be trained on the location of the new wash site and set protocols.

2. "Use of N, P, K, & S" It is the objective of the Management Team to manage our purchases based on current manure management programs. We will continue with our crop consultant to assist us in making correct management cropping decisions while utilizing current technology.
 - a. Utilize newest technology when available for greatest nutrient efficiencies & minimal environmental impact.
 - b. Continue a close working relationship with a certified crop consultant.

3. "Pest & Disease Vector" It is the objective of the Management Team to have fewer areas where pest and disease vectors can inhabit.
 - a. All tires not in use are stacked on steel racks.
 - b. Scrape black top areas as needed to prevent feed and/or waste build-up.
 - c. Add additional black top near the feeding center to eliminate the "mush" that is created due to weather.
 - d. Train all employees on proper feed spillage clean-up.

4. "Physically Changing Soil Structure" It is the objective of the Management Team to research floatation devises for our equipment.
 - a. We have purchased a floatation option for our new sprayer. This will allow us to have our spraying completed in a more timely manner.
 - b. Barry Serier has researched floatation devises for our other equipment and will present such information at our budget meeting. Floatation devises for our forage

trucks and manure spreader will aid in reducing compaction on our fields and reduce kill on hay stands.

5. "Solid Waste Disposal" It is the objective of the Management Team to utilize additional recycling dumpsters throughout our operation. Recycling will be mandatory for all employees and in employee housing.
 - a. Prepare recycling protocol for all owners and employees.
 - b. Train employees on recycling protocols.
 - c. Work with Waste Management to determine other options for materials that are not typical recyclables.

6. "Use of Toxic Chemicals" It is the objective of the Management Team to improve training regarding chemical use and safety and to research other products.
 - a. Key employees have been trained by Eco-Labs on safe chemical use. Key employees and Eco-Labs will train and retrain all employees on a quarter basis.
 - b. Safety masks and goggles have been purchased for all employees to utilize.
 - c. Permanent eye washes will be installed within next six months.
 - d. All key employees have completed First Aid Training.
 - e. Todd Doornink continues to research other "safer" products.

7. "Biosecurity" It is the objective of the Management Team to revise our biosecurity protocols and plan for a biosecurity catastrophe.
 - a. Several meetings were held with outsourced consultants to discuss our biosecurity plan and make improvements. Protocols have been developed for employees as well as vendors and customers.

- b. Additional gates and fences will be installed to protect our animals, employees and neighbors.
- c. Log books will be utilized at all entrances.
- d. Emergency protocols have been written for tornados, fire and evacuations.
- e. Detailed maps have been designed for owners and employees as well as the local fire department.

It is our intent to continually evaluate all areas of our business and implement new plans when necessary.

Again, if you have any questions or comments, do not hesitate to contact us.

Thank you.

The team at Jon-De Farm, Inc.