

SPIRIT OF RESPONSIBILITY

2019 CORPORATE SOCIAL RESPONSIBILITY REPORT



WHO WE ARE

10,000+

TALENTED ASSOCIATES

22 8.5

STATES AND
THE DISTRICT
OF COLUMBIA

AVERAGE
TENURE OF
YEARS OF
SERVICE

\$2.47M

IN SCHOLARSHIPS AND
CHARITABLE DONATIONS IN 2019

44%

OF WORKFORCE
ARE MILLENNIALS

With roots extending before Prohibition, Republic National Distributing Company is a family-owned business that has evolved into the nation's second largest wholesale wine and spirits distributor, employing more than 10,000 associates across 22 states and the District of Columbia. We offer a vibrant culture for professionals who want challenging and engaging work.

The foundation of our success is grounded in our core values: family, customer service, accountability, honesty, and professionalism.

Across our industry, we are continually recognized for our exceptional professional development and career advancement opportunities that deliver excellence in customer service, business results, and job satisfaction. Our knowledge in the process and craft of alcoholic beverage production fuels our passion for the art of selling lifestyle products.

With high-energy professionals who genuinely enjoy their jobs, we believe that IF IT'S FUN, WE'RE DOING IT RIGHT!



A LETTER FROM OUR PRESIDENT AND CEO

TO OUR STAKEHOLDERS -

As our company continues to grow, so does our opportunity to enrich the lives of those we work with. Throughout this year and every year, our company, our associates, and our business partners make giving back a priority.

Corporate Social Responsibility (CSR) is in the DNA of Republic National Distributing Company. It starts with our ownership group, who donates countless time and dollars toward causes that support charitable, religious, and scientific organizations. And through funding the RNDC Foundation, the owners provide states in which RNDC operates funds to support causes important to local communities.

In 2019, we were fortunate to enter into a joint venture with Young's Market Company, another industry leader with a strong CSR program. Young's recent community-focused efforts include the Campaign to Help Rebuild Napa & Sonoma after devastating fires in California; the R.E.D. Truck Community Campaign honoring those who are actively deployed protecting our country; and supporting Sonoma State University's Wine Business Institute in developing the next generation of wine professionals.

This spirit of responsibility is something my wife, Deborah, and I support personally. Last summer we had the opportunity to work with **Lift Up Africa** in Nairobi, Kenya.

Through that organization we served at the Helga Project Maasai Girls Rescue School in Kajiado, Kenya, and The Kajiado Childcare Center for disabled children. My family is grateful for the opportunity to give back, both personally and professionally.

Our Company's plans for giving back in 2020 are ambitious. And with the help of our associates and business partners, I know we will accomplish everything we set out to do.

Sincerely,

Tom Cole
RNDC President and CEO



CORPORATE SOCIAL RESPONSIBILITY AT RNDC

TO OUR VALUED ASSOCIATES -



With great sincerity and appreciation, we are sharing our fourth annual RNDC Corporate Social Responsibility Report. For 2019, our rally cry was to be passionate about goodwill efforts that enriched the well-being of our collective communities. While this year's report shares many of those

stories, there are an equal number of untold stories in which our associates championed social responsibility and cultural excellence. So, we thank each of you for being a culture champion and taking accountability to be your personal best.

For 2020, our focus is to return to the basics of Well-Being. Our commitment to Total Well-Being provides positive opportunities to impact and sustain the broader communities in which we live and work. Our commitment is to partner with qualified and reputable non-profit organizations and offer progressive corporate programs that support and emphasize five distinct aspects of total well-being for our Associates, our Communities, and Business Partners.

Physical Well-Being . . . Our commitment is to provide resources to improve and enhance one's physical fitness or wellness. Great health is a priority for everyone!

Mental and Emotional Well-Being . . . Our commitment is to provide resources to balance one's self and those you care about. Happiness matters!

Financial Well-Being . . . Our commitment is to offer resources to enable individuals to attain financial freedom and success. A secure future is important!

Spiritual Well-Being . . . Our commitment is to support one's strong sense of self or purpose through business practices that are value-based and ethical. We do the right things, because it is the right thing to do!

Environmental Well-Being . . . Our commitment is to support programs and practices that inspire us to live a lifestyle that is respectful of our surroundings. Clean air, clean water, and a clean earth is a legacy for our future generations!

As we begin this New Year, we wish you the best of Well-Being in 2020. Your continued passion and championship of goodwill causes is what makes RNDC the best place to work in our community and the industry. It is sincerely appreciated and valued.

Lorraine Luke

Lorraine Luke,
Vice President, Human Resources

OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY MAKES A POSITIVE DIFFERENCE BY ENRICHING THE SPIRIT AND WELL-BEING OF OUR ASSOCIATES, COMMUNITIES, AND BUSINESS PARTNERS.

OUR ASSOCIATES	OUR COMMUNITIES	OUR PARTNERS	OUR GOVERNANCE
WE ENCOURAGE AND INVEST IN OUR ASSOCIATES TO ACHIEVE THEIR PERSONAL BEST - BOTH AT WORK AND AT HOME.	WE PARTICIPATE IN PHILANTHROPIC AND ADVOCACY EFFORTS THAT STRENGTHEN THE HEALTH AND SAFETY OF OUR COMMUNITIES.	WE OPERATE WITH INTEGRITY TO PROMOTE RESPONSIBLE DRINKING AND CONSUMPTION IN PARTNERSHIP WITH OUR ASSOCIATES, SUPPLIERS AND CUSTOMERS.	WE DO THE RIGHT THINGS, THE RIGHT WAY TO DEMONSTRATE OUR ETHICAL AND PROFESSIONAL STANDARDS.



RESPONSIBILITY TO OUR

ASSOCIATES

RNDC CORE VALUES

FAMILY

We care about the well-being of our family, community, and one another.

CUSTOMER FOCUS

We deliver unsurpassed quality and value to all we serve.

ACCOUNTABILITY

We take the initiative to achieve our personal best.

HONESTY

We act with integrity and sincerity with everyone, every time.

PROFESSIONALISM

We respect one another, and do the right things - the right way.



FOCUS ON INCLUSION AND DIVERSITY

At RNDC, we recognize the importance of an inclusive work environment where each person feels a sense of belonging. We know that when we behave inclusively, diversity is a natural outcome. As we harness and celebrate the individual differences reflected in the diversity of our workforce, we deliver value to our customers, communities, and ourselves. RNDC is a proud Equal Opportunity Employer.



UNCONSCIOUS BIAS TRAINING

RNDC understands the importance of equipping leaders with bias-busting skills that keep our work environment bias-free. To that end, we partner with the Cultural Intelligence Center to facilitate “Culture Matters: Managing Unconscious Bias” workshops designed to help individuals enhance their cultural awareness and understand the effect of Unconscious Bias on workplace performance.



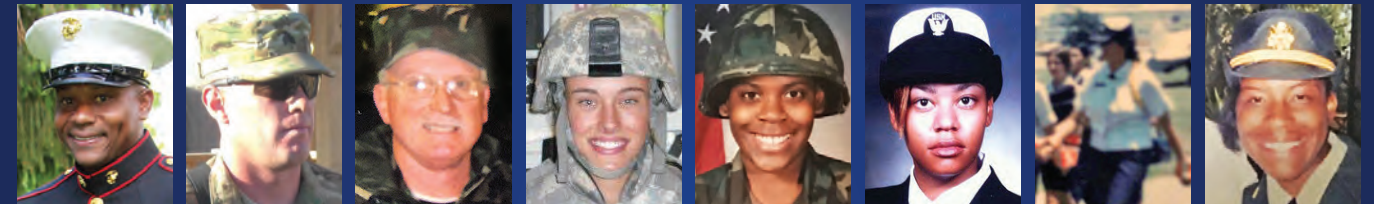
WOMEN OF THE VINE AND SPIRITS

Women of the Vine & Spirits is the world’s leading membership organization dedicated to empowering and advancing women in the alcohol beverage industry. As a Corporate Member, our associates are afforded access to a portfolio of benefits that supports gender diverse leadership and talent development.



NATIONAL DISABILITY EMPLOYMENT AWARENESS

RNDC values the diverse talents and skills that are needed to help us succeed. To combat the myths and stereotypes that continue to create barriers for qualified people with disabilities, RNDC proudly participates in National Disability Awareness Month to help eliminate stereotypes that negatively affect the growing community of differently-abled people.



RNDC prides itself in demonstrating a strong commitment to recruiting and employing members and veterans of the U.S. Armed Services and the National Guard. During Military Appreciation Month, we express our thanks for our veteran and active duty associates and families, on a national and local level. Additionally, any associate that self-identifies as a U.S. Military veteran receives a paid holiday for Veteran’s Day.



BLACK HISTORY MONTH



As part of RNDC's commitment to inclusion and diversity, we proudly celebrate Black History Month in February. It was an honor to showcase a sampling of our talented African American

associates through their personal stories. Leveraging the theme of *Black Migrations*, each associate highlighted elements of their unique backgrounds, helping to build greater understanding amongst our entire workforce.

ASIAN PACIFIC AMERICAN HERITAGE MONTH



Throughout the month of May, we pay special recognition to Asian Pacific American Heritage Month by spotlighting several RNDC associates and celebrating the achievements and

contributions of Asian Americans and Pacific Islanders in the United States. Celebrating this diverse associate population proved educational and inspirational for everyone.

NATIONAL HISPANIC HERITAGE MONTH



At RNDC, Hispanics/Latinos represent the largest non-majority in our workforce. During National Hispanic Heritage Month, which runs from September 15 through October 15, we

showcased a dedicated group of our Hispanic/Latino professionals. Through their lens and the *History of Serving Our Nation* theme, we learned about their cultures and their brave family members who serve or served in the Armed Forces.

FOCUS ON CAREER DEVELOPMENT

At RND, we understand the success as an industry leader is driven by the outstanding work of our talented associates. We are committed to ensuring that our associates receive quality and professional development that equips them with the best skills and tools to do their jobs most effectively.



RND SENIOR EXECUTIVE LEADERSHIP FORUM (SELF)

RND provides unique experiences that are customized for each cohort. We are proud to have a program dedicated to the members of the Senior Executive Leadership Forum (SELF). This group is comprised of high-potential leaders who are responsible for critical market and functional areas. The SELF Forum emphasizes advanced leadership competencies designed to maximize each individual's strengths and prepare them for career advancement.

RND WOMEN'S LEADERSHIP FORUM (WLF)

RND is proud to celebrate and honor women in our company who are accomplished, inspirational, and innovative. Our Women's Leadership Forum (WLF) is a professional developmental program for female leaders at the national and local levels. WLF is a structured two-year learning experience that offers exposure to leadership, peer networking, and professional development. Since 2012, 75% of our female associates have participated in this highly-regarded program.



HR UNIVERSITY

HR University is dedicated to providing an in-person opportunity for our team of HR professionals to learn more about RND's HR strategy and practices. A robust, immersive agenda equips each participant with self-discovery tools, exercises to hone their skills, networking opportunities, and exposure to senior leadership.

RND iGEN LEADERSHIP COUNCIL

RND offers a vibrant culture for associates of all ages and strives to provide professional development opportunities to support the next generation of leaders. The iGen Leadership Council was created to gain a better understanding of our associates who were born in 1993 or later. The Council participates in regular meetings to sharpen their leadership skills and define their career paths. Meetings include self-discovery, open panel discussions, mentoring, volunteerism, and networking events.



WINE & SPIRIT EDUCATION TRUST (WSET)

Wine and spirits knowledge is critical for the many RND associates who are exposed to a wide array of products, suppliers, customers, and consumers. WSET provides the most comprehensive set of certifications available and has trained RND in-house facilitators to conduct the training. The certification process grows our internal expertise, assists associates career progression, and differentiates us from our competitors. RND conducted 56 WSET classes in 2019 and proudly certified over 1300 associates!



FOCUS ON WORKPLACE EXPERIENCE

RNDC's success is due to our smart, dedicated, and talented associates. We actively promote a culture of appreciation and strive to create a positive work experience where our associates feel accomplished, challenged, and engaged.

ASSOCIATE EXPERIENCE SURVEY

Our responsibility to our associates includes caring about their everyday work experiences. To gain their feedback and insights, RNDC worked with PwC, a global leader in workplace survey design, administration, and analysis, to conduct an Associate Experience Survey. We are proud that, compared to PwC's global norms, RNDC scored higher on 27 of 29 survey items!

After analyzing our results, we designed critical post-survey activities to include the launch of a corporate *We Heard You* communications campaign; a series of company-wide roundtable meetings designed to better understand a cross-section of diverse perspectives; robust action-planning on a national and local level; and formal Town Hall meetings across our footprint.



84%
OVERALL
ENGAGEMENT
SCORE

81%
WOULD RECOMMEND
RNDC AS A GREAT
PLACE TO WORK

87%
ARE PROUD TO WORK
WITH RNDC

88%
INTEND TO WORK FOR
RNDC FOR AT LEAST
THE NEXT 12 MONTHS

93%
UNDERSTAND HOW THEIR
ROLE CONTRIBUTES TO
RNDC'S SUCCESS

GLASSDOOR RATINGS

Glassdoor gives job seekers and employers information to make informed employment decisions by providing company and interview reviews, office photos, CEO approval ratings, and more. We continually monitor feedback from Glassdoor to determine what we do well and where we might improve elements of our culture. Proudly, RNDC ranks #1 across the board compared to our industry competitors! We have a 4.0 Overall Rating on a 5.0 scale with our CEO garnering a 92% Approval Rating!



ASSOCIATE APPRECIATION

Every year, RNDC celebrates Associate Appreciation Day by highlighting the individual and collective accomplishments of our associates across the nation. Each market designs meaningful activities to thank our associates for the great work they do on a daily basis.



APPRECIATION AT WORK

RNDC actively promotes a culture of appreciation and recognition. We want our associates to feel challenged, accomplished, and engaged. Leaders regularly use Appreciation Cards to recognize associates who embody our core values, demonstrate leadership competencies, or exhibit exemplary customer service.



DRIVER APPRECIATION MONTH 2019



DRIVER APPRECIATION

To show our gratitude for the team of professional drivers who work hard to deliver our products safely and efficiently, RNDC celebrates Driver Appreciation Week. We provide celebratory meals, gift bags, apparel, and much more. We also spotlight several driver's personal stories on our internal website and our social media channels.



WAREHOUSE APPRECIATION MONTH 2019

WAREHOUSE APPRECIATION

RNDC celebrates Warehouse Appreciation Week to acknowledge the day and night warehouse associates who are an integral part of our success. Special meals, giveaways, and fun activities deliver our special brand of recognition to these vital associates. Additionally, RNDC shares several of their personal stories via our internal portal and social channels.



TRUCK AND FORKLIFT RODEO

RNDC hosts our National Truck and Forklift Rodeo each year to recognize and reward our outstanding truck drivers and warehouse associates. To earn a spot in the national competition, forklift operators maneuver their vehicles through a maze-like course, and truck drivers face the challenge of parallel parking and aligning their vehicles with designated markers. One forklift operator and one truck driver from each market move on to compete for the national title and bragging rights!



FOCUS ON WELL-BEING

As part of RNDC's corporate social responsibility, we are committed to the overall well-being of our associates, their families, and our communities, at large. We focus on five key pillars of well-being: physical, mental and emotional, financial, spiritual, and environmental. This focus enables a healthy culture aimed at living happier and healthier lives.

WELLNESS DELIVERED

The RNDC Wellness Delivered program exemplifies our commitment to the health and wellness of our associates. The program helps associates set realistic health improvement goals and provides tools and resources to attain their goal. E-coaching, trackers, health articles, and more can be accessed 24/7 via a robust online platform.

EMPLOYEE ASSISTANCE PROGRAM

RNDC provides an Employee Assistance Program (EAP) that is available to all associates and their eligible dependents. The EAP connects them to counseling and referral services to fit the diverse needs of our workforce. With just one phone call, associates can reach a compassionate ear and connect to helpful resources 24/7.

FINANCING THE FUTURE

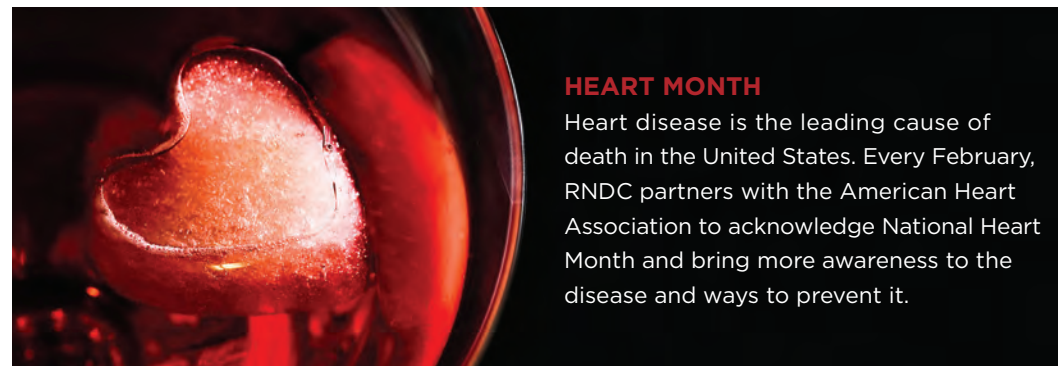
RNDC strives to be an employer of choice for current and future associates. We offer a robust 401k plan that contributes to the financial well-being of our workforce. Some highlights include:

- **95% participation rate**
- Matching \$.50/\$1 up to 8% of contributions
- Auto enrolling new hires at 9%
- Professional investment advice and webinars
- Wide array of investment options



MOVE MORE; EAT SMART

Each April, RNDC celebrates Move More Month to encourage associates to become more physically active. Each RNDC location has designated a Walking Path for associates' use. It is a great way for our associates to move more. In November, RNDC encourages our associates to take steps toward healthier eating by providing tips, tools, and recipes that can be easily implemented into their daily routines. We know that the holiday season is fraught with temptations, so we provide gentle "eat smart" reminders to help our associates stay on track.



HEART MONTH

Heart disease is the leading cause of death in the United States. Every February, RNDC partners with the American Heart Association to acknowledge National Heart Month and bring more awareness to the disease and ways to prevent it.

DIABETES AWARENESS

In November, RNDC recognizes Diabetes Awareness Month. Associates are educated about diabetes prevention and care for Type 1 and Type 2 diabetics. Our goal is to equip our associates and their families with important information that can improve their physical well-being.



10%
of Americans don't know they have diabetes



ALCOHOL AWARENESS

As a leader in the alcohol beverage industry, RNDC is committed to responsible consumption. Each April, we participate in Alcohol Awareness Month. This year's campaign drew attention to the impact alcohol, alcoholism, and alcohol-related problems have on young people, their families, and communities.

VIOLENCE IN THE WORKPLACE PREVENTION

RNDC aims to provide a safe work experience for every associate. To ensure we are prepared for an unlikely active shooter, we provide Active Shooter Preparedness training. We believe that each associate has a responsibility to understand these practices and to model the behaviors needed for a safe work environment.



EMERGENCY PREPAREDNESS

At RNDC, we support FEMA's National Preparedness Month's education campaign. Each September, we encourage our associates to be prepared for disasters or emergencies in their homes and communities.

RESPONSIBILITY TO OUR COMMUNITIES



\$1M

approximate amount donated by RNDc associates to date



RNDc RELIEF FUND

In 2005, the RNDc Relief Fund was established to provide financial support to our associates impacted by natural disasters. During the annual campaign in August, our generous associates make donations with matching contributions from RNDc. To date, the RNDc Relief Fund has raised close to \$1 million.

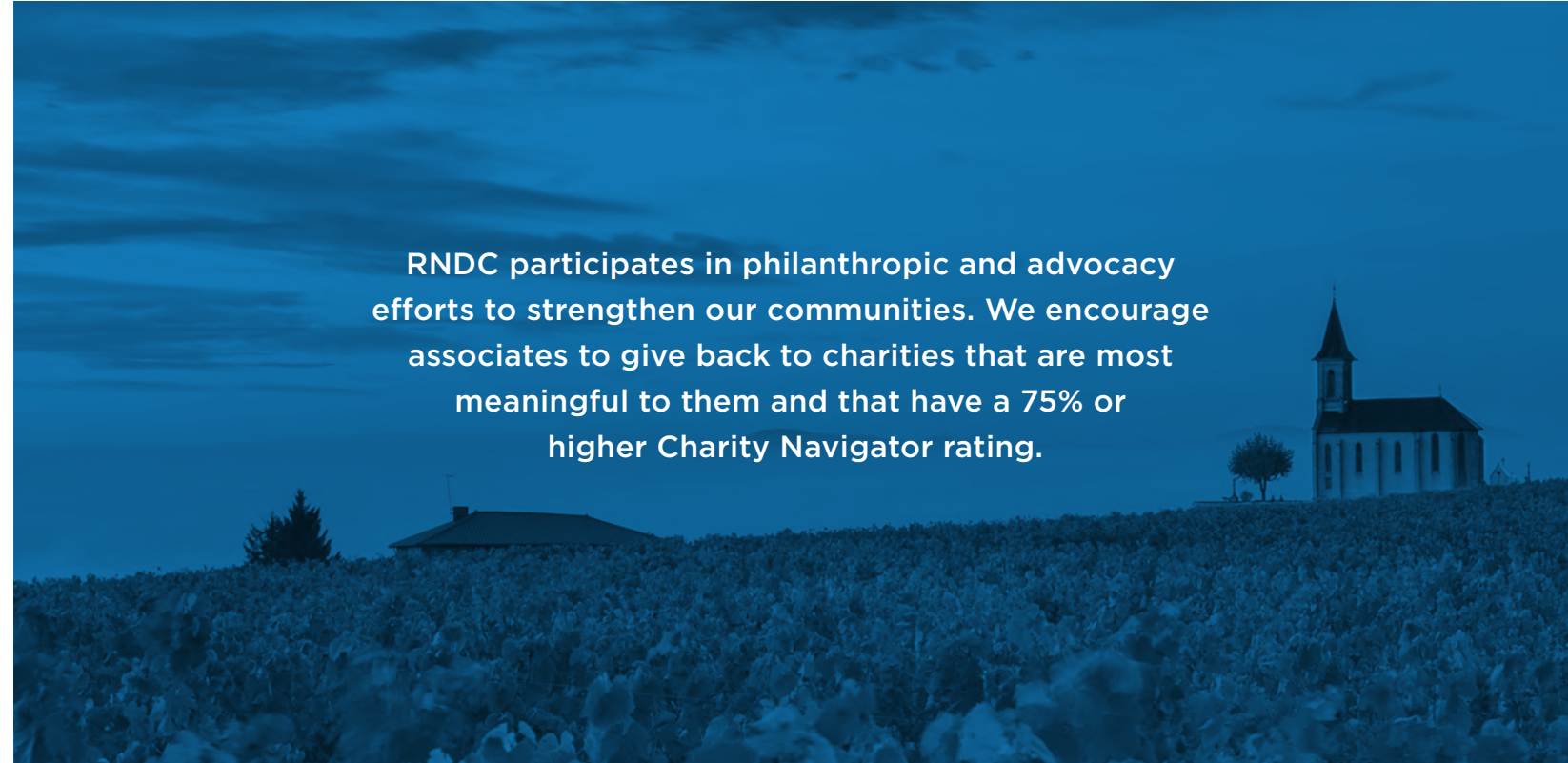
\$1.6M

total amount received by qualifying students

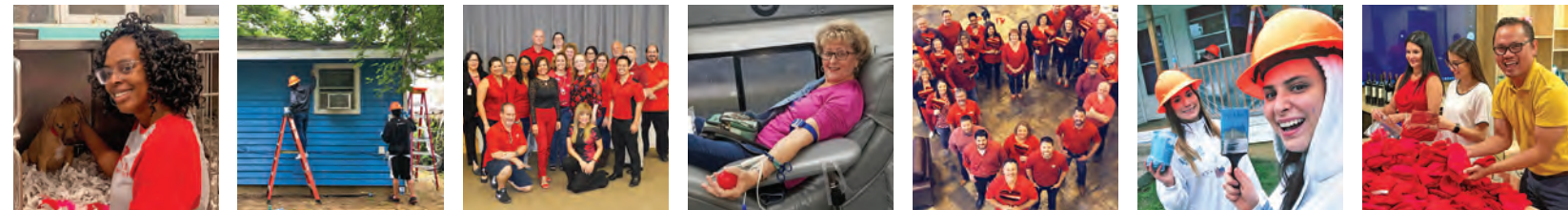


RNDc SCHOLARSHIP PROGRAM

Through the RNDc Scholarship Program, we are able to demonstrate our commitment to the financial well-being of our associates and their families. Our scholarship program helps eliminate some of the financial burden of a college education for our associates' dependents. Qualifying students can receive up to \$16k each - \$2,000 per semester for a maximum of eight semesters.



RNDc participates in philanthropic and advocacy efforts to strengthen our communities. We encourage associates to give back to charities that are most meaningful to them and that have a 75% or higher Charity Navigator rating.



The RNDC Volunteerism and Community Service Program allows each one of our associates to use eight hours of company paid time to volunteer and support community service programs that are meaningful to them.



SPCA

Many of our associates have a special affinity for animals and volunteer their time to work in animal shelters throughout the country. Additionally, many have raised money that supports animal rescues.

CENTER OF FAMILY LOVE

RNDC values the diverse community of differently-abled individuals. In Oklahoma, a team of 50 associates volunteered with Center of Family Love's 20-acre campus, home to 130 adults who live with disabilities. During the workdays, RNDC team members painted, organized, and transported donated furniture, managed the grounds, and helped with the "Hoop House," where residents will grow their own food.



PURPLE HEART FOUNDATION

RNDC is proud to support and give back to our Veterans who have served as a member of the U.S. Armed Forces and National Guard. RNDC associates routinely volunteer to help our Veterans by donating clothes to the Purple Heart Foundation of Washington D.C. and building bikes for Veterans who are without any mode of transportation.



JONATHAN'S PLACE

The RNDC Supplier Business Development team spent a great day volunteering their time and donating over \$7,000 to Jonathan's Place, which provides a safe place for abused and neglected children, teens, and young adults. Led by senior leaders, Scott Lammert and Russell Motz, the volunteers cleaned and organized the library, fixed bikes, and worked on crafts with the kids in the emergency shelter. The day was topped off with a pizza party for children and RNDC volunteers.





AMERICAN HEART ASSOCIATION

RNDC is a long-standing supporter of the American Heart Association. Our \$75,000 sponsorship of the AHA's Go Red for Women campaign helped make a difference in the fight against heart disease, the #1 cause of death in women. At RNDC, we also understand the urgent need to inspire young minds to pursue STEM education. As the 2019 STEM Goes Red Conference Sponsor for middle school children, a team of volunteers helped teach Hands-Only CPR, a vital skill that can save the lives of those suffering a cardiac event. We also actively support National Wear Read & Give Day, Heart Walks, and Vestido Rojo events.



TOYS FOR TOTS

RNDC is proud to support the Marine Corps Reserve Toys for Tots Program. Each year, our associates across all markets collect new and unwrapped toys for underserved children in our local communities.



FEEDING AMERICA

The Feeding America network of food banks secures and distributes four billion meals each year through food pantries and meal programs throughout the U.S. We're proud to partner with this organization in the fight to end hunger, especially during the holiday season.



RNDC FOUNDATION

RNDC ownership has demonstrated a strong spirit of giving throughout the history of our company. The RNDC Foundation supports national and market-level charitable, religious, educational, and scientific organizations. It also participates in philanthropic and advocacy efforts that strengthen our communities.



INDIANA

RNDC Indiana donated to worthy organizations including the Leukemia & Lymphoma Society, the Susan G. Komen of Central Indiana, and more.



MICHIGAN

RNDC Michigan associates supported the Harbor Humane Society, Forgotten Harvest, and others.



KENTUCKY

RNDC Kentucky donated to God's Pantry Food Bank, Wings for Life, Kentucky's Humane Society, among others.



OHIO

RNDC Ohio associates donated to the New Freedom Ministries and the Joel Cornette Foundation.



PLAIN STATES

Nebraska, South Dakota, and North Dakota associates donated to organizations including Bismarck Cancer Center Foundation, Omaha Police Officers Association, and the Children's Charity.



TEXAS

RNDC Texas associates supported several organizations - the Grand Prairie Police Association Benevolent Fund, the Travis Frederick Blocking Out Hunger Foundation, and Children's Miracle Network.



LOUISIANA

RNDC Louisiana supported the Healing House, the Young Leadership Council, the Mikie Mahtook Foundation, and several other organizations.



WASHINGTON, D.C.

Associates in the District of Columbia helped support the All Saints Episcopal Church and Haymakers for Hope.



MARYLAND

RNDC Maryland associates donated to worthy organizations including the Baltimore Animal and Care Shelter, and more.



VIRGINIA

RNDC Virginia donated to the Ashland Police Foundation, the Children's Hospital Foundation, among others.



FLORIDA

RNDC Florida associates supported organizations such as the Boca West Children's Foundation, Learn to Read of St. Lucie City, and the SOS Children's Villages.

SUSTAINABILITY

RNDC is committed to responsibly managing our environmental impact by growing sustainability with consideration to social, economic, and environmental effects. Taking steps to reduce our environmental impact ensures safety, efficiency, and responsibility in a manner that protects our associates, communities, and the environment - both now and in the future.

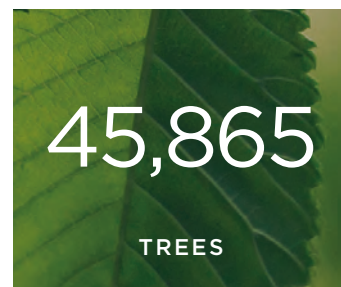


ARBOR DAY AND MORE

At RNDC, we care about our communities and work hard to ensure we're responsibly managing our environmental impact. To celebrate Arbor Day and promote the positive effects of trees on our environment, associates joined forces to plant trees across our entire footprint. Year round, we also encourage our associates to look for ways to reduce their use of plastic, especially single-use beverage bottles. RNDC recognizes that small changes can make a big impact.

ENVIRONMENTAL IMPACT

RNDC partners with Northstar Recycling to recycle cardboard, shrink wrap, and wood pallets used by our operations teams and to properly disposing of large quantities of unusable wine or spirits. We have proudly reduced our carbon footprint as noted below.



RESPONSIBILITY TO OUR PARTNERS

In partnership with our associates, suppliers, and customers, we operate with integrity to promote responsible consumption throughout our extensive network. We also work jointly with many supplier partners to support meaningful causes that impact our communities.



RESPONSIBLE CONSUMPTION

RNDC is proud to be in the business of selling and distributing alcohol products. We know that irresponsible use of alcohol can have serious consequences. We ensure that all associates understand the pitfalls associated with irresponsible consumption, on or off the job.

ALCOHOL AWARENESS MONTH

Drinking too much alcohol increases the risk of injuries, violence, and certain types of cancer. To equip our associates with steps to help prevent alcohol misuse and abuse, RNDC acknowledges Alcohol Awareness Month. Throughout April, associates receive resources, such as the Virtual Bar App and Safe Ride Home information. They are also encouraged to utilize RNDC's Employee Assistance Program if they are struggling with alcohol dependency.



SAFE RIDE HOME

As leaders in the alcohol beverage industry, RNDC expects our associates to use good judgment. If associates have concerns about their ability to drive from a business event or company function, we will pay for a safe ride to the associate's home or hotel with no questions asked. This ensures the well-being of our associates and our communities.

VIRTUAL BAR APP

The Virtual Bar App is designed to help keep associates safe by making good decisions using individual metrics. Using the app allows users to calculate blood alcohol level based on universal factors such as gender, weight, and the time elapsed. We encourage our associates to understand how alcohol affects them and to make informed choices based on the information provided on the app.



RESPONSIBLE USE OF ALCOHOL COMPLIANCE TRAINING

RNDC has a long-established Responsible Use of Alcohol policy and provides annual education to our associates with an expected 100% course completion.

RESPONSIBILITY TO OUR GOVERNANCE

RNDC requires the highest standard of professional and ethical conduct from our associates. These standards drive RNDC's success and position as an industry leader. We do the right things the right way.



DOING THINGS THE RIGHT WAY

RNDC executes its business practices with the economic and social priorities of local markets in mind. Although laws and regulations vary from market to market, ethical conduct characterizes all company business activity. Each year, we require the annual review and acknowledgment of the RNDC Code of Business Conduct to ensure all associates have awareness of our policies. RNDC has an expectation that all associates perform their jobs with professionalism, integrity, and honesty.



OPEN DOOR POLICY

We are committed to providing a workplace environment that reflects our core values, high ethical business standards, and is free from harassment and discrimination. Our Open Door Policy provides associates a way to voice any workplace concerns without fear of retaliation.

ETHICS HOTLINE

RNDC established its Ethics Hotline to ensure we maintain the highest level of integrity when dealing with each other, our customers, our suppliers, and our local communities. The Hotline is operated by a third-party vendor, which enables associates to report fraud, unlawful, unethical and improper behavior, or policy infractions confidentially and anonymously.



CRIMESTOPPER AWARD PROGRAM

The Crimestopper Award program is utilized in our Operations business for anonymously reporting internal theft, theft from a client site, or theft as a result of a break-in. The program is managed by a third-party loss prevention and security firm that conducts investigations, where needed. This program offers rewards for information leading to the apprehension of a dishonest associate or business partner.

AFFIRMATIVE ACTION PROGRAMS

Through Affirmative Action Programs and outreach efforts, RNDC demonstrates a strong commitment to equal employment and advancement opportunities for all associates. Employment decisions at RNDC are based on merit, qualifications, abilities, and other legitimate, nondiscriminatory factors. RNDC does not discriminate on the basis of race, color, religion, sex, gender, gender identity, sexual orientation, pregnancy, childbirth or related medical conditions, national origin, age, disability, genetic information, citizenship status, service member status, or any other characteristic protected by federal, state, or local law.



ABOUT THIS REPORT

The RNDC Corporate Social Responsibility Report highlights some of the key initiatives of our CSR efforts during the 2019 calendar year. Our commitment to social responsibility makes a positive difference that enriches the spirit and well-being of our associates, communities, and business partners. RNDC is committed to keeping our key stakeholders informed of our principled business practices and governance efforts that protect and benefit the framework of our families.

For more information
on RND's CSR efforts,
visit RND-USA.com.

