



Ingomar Packing Company, LLC

Los Banos, CA

**LEADING HARVEST FARMLAND MANAGEMENT
PROGRAM AUDIT SUMMARY REPORT: SAI FSA SILVER
ADDENDUM**

December 2, 2025



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3030 Cortland Circle
Salina, KS 67401
913.643.5087

EXECUTIVE SUMMARY

Ingomar Packing Company, LLC

Jennifer Ingram

9950 S. Ingomar Grade Road

Los Banos, CA

(209)534-4248

Jennifer.Ingram@ingomar.com

Certification Date:

November 14, 2024

Recertification Due Date:

November 14, 2027

Certification ID Number:

AVERUM-LHFMS-2024-0025

Ingomar Packing Company LLC (Ingomar) adopted the Leading Harvest Farmland Management Standard SAI FSA Silver Addendum (2025) to coincide with their 2025 surveillance audit. The addendum was reviewed with growers included in this year's site visit sample. Ingomar worked closely with growers to collect and provide relevant evidence for auditor review. Growers interviewed during this surveillance audit maintain their own sustainability goals and programs and express a cultural alignment with sustainability initiatives that support resource use efficiency, social responsibility, and economic viability.

LEAD AUDITOR RECOMMENDATIONS

Audit Dates: September 26, 2025 – December 2, 2025

Corrective Action Plan(s) Accepted: N/A

Date: December 2, 2025

Follow-Up Visit Needed?: No

Date: December 2, 2025

Proceed to/Continue Certification: Yes

Date: December 2, 2025

All NCR Closed: N/A

Date: December 2, 2025

AUDIT STAFF

Lead Auditor:

Linnea Abel

Audit Team Members:

Jill Brodt, Auditor

Matt Armstrong, Audit Team Leader

INTRODUCTION

This report summarizes the results of the 2025 SAI FSA Silver Equivalence Assessment conducted on Ingomar Packing Company, LLC's (Ingomar's) management system as it relates to grower-operated acreage dedicated to tomato production. Conformance was assessed against the SAI FSA Silver Addendum (Leading Harvest Questionnaire) developed by Leading Harvest. The Addendum was developed by Leading Harvest and leveraged in addition to the Leading Harvest Farmland Management Standard (2025) during Ingomar's first surveillance audit of their certification cycle.

The audit methodologies and processes described in the 2025 Surveillance I Audit Summary Report are consistent with the application of the 2025 SAI FSA Silver Equivalence Assessment.

The audit was conducted by Linnea Abel, Lead Auditor for Averum. Linnea Abel has experience with Leading Harvest, is an assurance provider for multiple sustainability programs, and has expertise in production agriculture on multiple crop types in the United States. Site visits and interviews pertaining to the Leading Harvest Questionnaire were conducted by Jill Brodt, Field Auditor and Averum Team Leader Matt Armstrong. All senior members of the audit team hold training certificates in ISO 17021:2015 (Conformity Assessment), 14001:2015 (Environmental Management Systems), as well as IAF MD-1:2018 (Certification of Multiple Sites).

SCOPE AND OBJECTIVE

In 2025, Averum was engaged by Ingomar to perform an audit of sustainability performance on 10,000 – 50,000 acres dedicated to tomato production to fulfill contracts with Ingomar, and determine conformance to the principles, objectives, performance measures, and indicators of the Leading Harvest Farmland Management Standard 2025 (LH FMS). In addition to Ingomar's LH FMS Surveillance audit, Ingomar opted to include the Leading Harvest Questionnaire.

When combined with the LH FMS, the Leading Harvest Questionnaire has been benchmarked and accepted to meet an equivalency level of "Silver" in the SAI Farm Sustainability Assessment (FSA) program. The Benchmarking process is described in the FSA Benchmarking Protocol and is available in the SAI Platform Resource Center. Averum confirmed the successful benchmarking of the LH FMS with the Questionnaire through the FSA Benchmarking Results, which are updated and publicly available in the SAI Platform Resource Library.

Throughout the course of our engagement, it was determined that gathering additional information via meetings or correspondence with government agencies, community groups, affected Indigenous Peoples, and conservation organizations was not required. Information provided during the course of our audit was determined to be sufficient to address relevant indicators of the LH FMS. Averum did confirm the successful completion of the benchmarking process with SAI Platform's FSA Manager and the FSA Benchmarking Results.

AUDIT TIME

In addition to the audit time required to complete the surveillance audit to the core LH FMS, Averum spent additional time to complete the SAI FSA Addendum. Audit activities were harmonized with the surveillance audit cadence.

Audit Time (Days)	Activity¹	Responsible
.5	Management interview and site visit	Auditor
.5	Engagement workpapers	Auditor
.5	Evidence (document) review	Auditor
.5	Summary Report review and certification decision	Lead Auditor

MULTI-SITE REQUIREMENTS

Audit methodologies and procedures were applied consistently with the descriptions provided in Ingomar’s 2025 LH FMS Surveillance I Audit Summary Report.

It is noteworthy that field visits and observations were conducted based on a sample of contracting entities who fulfill Ingomar contracts. Averum collected responses from a statistically relevant number of contracting entities. Responses documented responses are provided below, along with a conformity assessment consistent with the methodologies described in ISO 17021-1.

¹ Lead Auditor recategorized audit activities to include report development. Total Audit Time remains the same as projected in the Certification Agreement.

INTRODUCTION

(Continued)

Ingomar Packing Company, LLC

SAI FSA SILVER ADDENDUM

SITES VISITED

Region

California represents 100% of enrolled acreage

Crop

Processing tomatoes

Properties Examined During Engagement

Five (5) sites visited during audit.

- JFB Ranch sites
 - 19
 - 44
 - 45
- Vaquero Farms, Inc. sites
 - 16-1
 - 17-3

AUDIT RESULTS

Overall, Ingomar's representative growers were able to respond "yes" or "not applicable" to the 17 questions included in the Leading Harvest Questionnaire. No major or minor nonconformances were identified regarding Ingomar's conformance to the requirements of LH FMS. As a result, Ingomar has achieved an equivalence of FSA Silver, and Averum has provided an updated certificate with the FSA Silver Equivalent notation.

CONCLUSION

Results of the audit show that Ingomar Packing Company, LLC has a management system that meets the requirements of, and is in conformance with, the LH FMS SAI FSA Silver Addendum. Ingomar's enrolled acreage is recommended for continued certification with SAI FSA Silver notation.

KEY FINDINGS

FINDINGS IDENTIFIED DURING THE AUDIT	
PREVIOUS NONCONFORMANCE	N/A
MAJOR NONCONFORMANCE	Zero (0)
MINOR NONCONFORMANCE	Zero (0)
OPPORTUNITIES FOR IMPROVEMENT	Five (5)
NOTABLE PRACTICES	Zero (0)

PREVIOUS NONCONFORMANCE

Not applicable

MAJOR NONCONFORMANCE

Not applicable

MINOR NONCONFORMANCE

Not applicable

OPPORTUNITIES FOR IMPROVEMENT

FSA EQUIVALENCE QUESTION 3

Ingomar could benchmark SAI Platforms List of Red and Amber PPPs against California regulations to ensure no red listed products are used in production to align with FSA Control Point FSA 39-A.

FSA EQUIVALENCE QUESTION 8

Ingomar could develop a process to verify acreage has not been converted from forest, wetland, or peatland since 2015, to align with FSA Control Point 63.

FSA EQUIVALENCE QUESTION 13

Ingomar could develop standards or a process regarding the employment of minors to ensure no minors are employed under the age of 15, and no employed minors are tasked with potentially hazardous work or tasks that compromise their well-being. Control Point FSA97

KEY FINDINGS

(Continued)

Ingomar Packing Company, LLC

SAI FSA SILVER ADDENDUM

FSA EQUIVALENCE QUESTION 15

Ingomar could develop a procedure to ensure all farm workers with vulnerable or compromised immune systems are not tasked to handle hazardous substances or plant protection products. Control Point FSA106

FSA EQUIVALENCE QUESTION 17

Ingomar could develop a process to ensure worker housing is appropriately registered and compliant with the State's Employee Housing Program.

Water quality could be sampled and monitored regularly for minimum water quality standards. Control Point FSA108

NOTABLE PRACTICES

Not applicable

LEADING HARVEST QUESTIONNAIRE RESULTS AND CONFORMITY ASSESSMENT

LEADING HARVEST QUESTIONNAIRE

FSA Audit Control Point	Question No.	Question	Grower 1 Response	Grower 2 Response	Observations	Evidence	Conformance Assessment
FSA1	1	Do you have a clear title to the land you farm on, either through ownership, a valid legal agreement or customary law?	Yes	Yes	Grower interviewed owns the land that is farmed. Growers lease operated property from family members. Lease agreements are in place.	Management interview	In Conformance
FSA20	2	Can compliance be demonstrated with the handling, production and processing of approved genetically modified organisms (GMOs) on the farmed land, in accordance with relevant legislation, seed company guidelines and client requirements?	N/A	N/A	No GMO varieties of tomatoes are farmed. Ingomar provided crop maps with field IDs, varieties planted, and contract numbers in their 2025 variety lists spreadsheet.	Crop maps 2025 variety lists	In Conformance
FSA39-A	3	Can compliance be demonstrated with the SAI Platform Red List of Plant Protection Products?	Yes	Yes	Ingomar provides a list of banned and permitted products that is in line with California regulations. Growers further adhere to regulations issued by the counties where the sites are located. California regulations have not been benchmarked against the Red and Amber Plant Protection Products (PPP) list. Auditor reviews of product use records indicate no usage of prohibited products. Ingomar has not made a comparison of their lists to the Red and Amber PPP List.	2025 Product Use Report, generated Sep. 17, 2025 Private Applicator License	OFI

FSA Audit Control Point	Question No.	Question	Grower 1 Response	Grower 2 Response	Observations	Evidence	Conformance Assessment
FSA41	4	Do you or your service provider purchase plant protection products (PPPs) from a licenced source?	Yes	Yes	Vendors are licensed and have accredited PCAs on staff. Products are purchased from certified dealers.	2025 Product Use Reports Private Applicator License	In Conformance
FSA45	5	Do all spray handlers and operators receive appropriate and well-maintained personal protective equipment (PPE)?	Yes	Yes	Provided by Vaquero for staff. PPE was hanging on hooks in activity areas, and unused sets were available. PPE is provided to inhouse spray applicators, 3rd party applicators provide their own PPE Safety training attendance sheets were reviewed by auditors during onsite visits.	Safety training attendance sheets	In Conformance
FSA55	6	Where applicable, do you hold a valid water extraction licence?	Yes	Yes	Grower interviewed is a member of the local water district. Water withdrawals are permitted by appropriate authorities. Local water district authorizes use of water at the farm sites. No well water is used on second growers' operations.	Management interview Water Permits	In Conformance
FSA56	7	Where applicable, is the total and peak volume of water extracted within permitted legal limits?	Yes	Yes	Growers interviewed are members of the Westside Water Coalition, which determines water allocations. Growers interviewed have requested additional water allotments from the water coalition. Additional water allotments were granted. Allocations through 2030 were reviewed with auditors.	Irrigation Summary Report Irrigation Schedule Water Allocation	In Conformance

FSA Audit Control Point	Question No.	Question	Grower 1 Response	Grower 2 Response	Observations	Evidence	Conformance Assessment
FSA63	8	Where applicable, have you left all primary forest, mangrove, wetland, peatland, protected grassland and legal reserves in their original condition since 31.12.2015?	Yes	Yes	Growers state that no sites have been developed from non-farmland use since 2015. Farm areas are designated Unique Farmland or Farmland of Statewide Importance by the California Department of Conservation, Division of Land Resource Protection, Farmland Mapping and Monitoring Program.	Farmland Mapping and Monitoring Program Map Management interview	OFI
FSA88	9	Where applicable, are permanent, temporary and seasonal workers compensated for any accident or illness due to work-related activities, in accordance with relevant legislation?	Yes	Yes	Growers interviewed provide workers' compensation and healthcare options for employees. Permanent staff and farm labor contractor (FLC) workers are compensated for work related accidents or illness.	Employee Handbooks	In Conformance
FSA89	10	Where applicable, do you advise or financially support your permanent, temporary and seasonal workers on the availability of health insurance?	Yes	Yes	All employees are provided with health insurance options. Grower interviewed will invite an insurance representative to farm sites to discuss options with employees during open enrollment	Employee Handbook	In Conformance
FSA95	11	Where applicable, do you take into account language and cultural barriers when it comes to worker training and communication?	Yes	Yes	Training materials are provided in English and Spanish. Compliance posters posted in shops are posted in English and Spanish.	Training schedules Management interview	In Conformance
FSA96	12	Do you prohibit the employment of minors as permanent, temporary or seasonal workers, in accordance with relevant legislation and ILO Conventions?	Yes	Yes	Grower interviewed does not hire minors Grower interviewed maintains policies that bar the hiring of minors without valid work permits and/or other documentation as required by state and federal law.	Employee Handbook	In Conformance

FSA Audit Control Point	Question No.	Question	Grower 1 Response	Grower 2 Response	Observations	Evidence	Conformance Assessment
					No minors were employed by either operation during site visits.		
FSA97	13	Do you ensure that any minors employed do not conduct hazardous work or any work that jeopardises their physical, mental or moral well-being, in accordance with relevant legislation and ILO Conventions?	N/A	Yes	N/A: No Minors are employed by the operation Grower interviewed maintains policies that bar the hiring of minors without valid work permits and/or other documentation as required by state and federal law. No minors were employed during site visits.	Employee Handbooks	In Conformance
FSA105	14	Are emergency contact details available and easily accessible at the farm to meet all reasonably foreseeable emergency medical situations?	Yes	Yes	Emergency contacts are located at shops and common areas. FLCs post emergency contact information at restroom and wash stations. Growers maintain Employee Handbooks that identify hazards. Periodic safety and health inspection procedures are included to prevent and report hazards. Employee Handbook outlines Injury and Illness Prevention Plan management and review cadence. Employee Handbook has Emergency Plan procedures and requires an Evacuation Map to be hung in each shop, with emergency exits and paths of travel to be apparent. Management provides training when	Employee Handbooks 2025 Seasonal training spreadsheet	In Conformance

FSA Audit Control Point	Question No.	Question	Grower 1 Response	Grower 2 Response	Observations	Evidence	Conformance Assessment
					plans are updated and periodically.		
FSA106	15	Where applicable, do you ensure that all permanent, temporary and seasonal workers who may be vulnerable or whose immune systems may be compromised do not handle plant protection products (PPPs) or hazardous substances?	Yes	Yes	<p>Employees and FLC staff sign attestations accepting the risk of physically demanding or exerting jobs, such as bending, lifting, operating machinery, working in closed quarters.</p> <p>Grower interviewed discovered that a contracted employee was working while pregnant. Once discovered, the employee was reassigned to other non-hazardous tasks.</p> <p>Staff handling PPP undergo extensive training and opportunities to report issues.</p> <p>Grower interviewed has an Ergonomic and Safety Policy contained in their Employee Handbook to encourage safe and proper work procedures. The policy requires all employees to follow safety instructions and Employee Handbook guidelines.</p> <p>Grower states the reduction of ergonomic risk is instrumental in maintaining an environment of personal safety and well-being and is essential to their business. They state their intent to "provide appropriate resources to create a risk-free environment."</p> <p>The Injury and Illness Prevention Program is available for review by employees</p>	<p>Employee Handbooks Management interview</p> <p>Injury and Illness Prevention Program</p> <p>Management interview</p>	In Conformance

FSA Audit Control Point	Question No.	Question	Grower 1 Response	Grower 2 Response	Observations	Evidence	Conformance Assessment
					and/or employee representatives in the Company office.		
FSA107	16	Do you ensure access to water, sanitation and hygiene (WASH) facilities for all permanent, temporary and seasonal workers and their families, visitors and subcontractors on the farm?	Yes	Yes	<p>Wash and water stations are available. Workers have access to eye wash stations and restrooms at all shops; in field there are portable restrooms and wash facilities.</p> <p>Potable water and bottled water is available for crew.</p>	<p>Site visit observations</p> <p>Management interview</p>	In Conformance
FSA108	17	Where applicable, do you provide all permanent, temporary and seasonal workers and their families a) access to appropriate cooking facilities and b) clean, safe accommodation and sanitation?	N/A	Yes	<p>Grower interviewed houses 13 employees. Houses have kitchens, bathrooms, and running water. The houses appeared in good condition during the site visit.</p> <p>Management was not aware of how frequently the domestic water supply at employee housing had been tested. Water quality reports could be provided in future.</p>		OFI