

THE DISH

No. 06 | June '25

THE DISH:

It's a little of this, a little of that, but all of it is good for you! Got something worth dishing about?

Email us at:

ideas@harlanfoods.com

ONE MINUTE MESSAGE:

Each month we do a short video to provide you with a better understanding of why we do certain things at work. It's the '*Why*' behind '*How We Work*'.

WHAT'S NEW AT HARLAN

No matter what it is, if it is new at Harlan, this is where we talk about it!

S.A.F.E. EXCELLENCE IN ACTION:

We shine the light on team members-and now teams-who demonstrate integrity and professionalism. We focus on team members who work hard, have a team mindset and a great attitude!

S.A.F.E. UPDATE:

What is new and a few reminders about our S.A.F.E. program.

SAFETY IS IN OUR DNA:

SQF is approaching so this month's focus is on the E-Stop button and when it should be used. It is there for very specific reasons!

ALWAYS REMEMBER YOUR PART IN SAFETY:

AVON INCIDENTS FOR 2025: 7

KITLEY INCIDENTS FOR 2025: 3

DENVER INCIDENTS FOR 2025: 3

WE ARE FOOD PROFESSIONALS.™

ONE MINUTE MESSAGE

Harlan Foods' One Minute Message (OMM) is designed to help keep you informed on what is new and important here at Harlan Foods. This month we focus our attention on how food manufacturers, including Harlan Foods invests the money we make.



The retailers we supply with our food products make money from both consumers buying our food products and brands who provide retailers with marketing dollars. The retailers and food brands we work with buy their products from companies like Harlan Foods. Let's look at where that money goes!

WHAT'S NEW AT HARLAN FOODS



We are in the middle of our SQF Auditing process. We want to congratulate the ENTIRE Kitley Production team for their work as a team. While SQF audits occur only one time a year, it is important for all of our employees to be in the habit of working and

collaborating with each other as if every day is an audit day!

In the picture shown here, we see some of our Kitley and Avon team members meeting to discuss Continuous Improvement topics.

Excellence happens when we follow our S.A.F.E. engagement guidelines of working together using clarity of communication, making sure we are understood, and using professional courtesy with each other!

SAFETY IS IN OUR DNA

We are all familiar with the E-Stop button. We should also know where the E-Stop buttons are located. But what is the 'Emergency Stop' (E-Stop) button for and when should it be used? Here is when to use the Emergency Stop button.

- **To avert an injury.** If a person is caught in or is in danger of being injured by a piece of equipment, use the E-Stop.
- **To reduce the severity of an accident or an injury.** If an accident has started, the E-Stop can stop it from getting worse.
- **To prevent equipment damage.** If a machine is failing, the E-Stop button can prevent expensive damage from getting worse.
- **When a standard shut down isn't possible.** If an accident or a breakdown is happening too quickly for a normal shut down, use the E-Stop.



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S.A.F.E. Excellence in Action

In this month's episode, we get the opportunity to turn our focus on a talented team of Harlan Professionals, rather than a single team member! We want to congratulate the COMBINED Sanitation and Quality teams of Avon and Kitley for being the recipient of this month's Excellence in Action award!

These two teams, work in both of Harlan Foods' Indianapolis production facilities, understand that no matter what department or production facility we work in, we are **ALL** part of the SAME Harlan Foods' team. ***It is our job as S.A.F.E. Certified Food Professionals to help each other, support each other, educate each other and motivate each other. Work is more fun and rewarding when we do this. Remember, we succeed together!***

Each month EiA recipients receive a \$50 cash gift card and are entered into a grand prize drawing awarded at the end of year.



Excellence in Action Criteria

- An employee whose performance includes demonstrating leadership, focus on safety, and the well-being of their teammates.
- A Food Professional who represents Harlan Foods' Mission Pillars of Integrity, Quality and Customer Service.
- A Food Professional who is focused on training, supporting and motivating others.
- A Food Professional or a team that consistently excels.

S.A.F.E. UPDATES

Have you played S.A.F.E. Trivia? Participating in S.A.F.E. Trivia is about 2 important things that **BENEFIT YOU!**



1. S.A.F.E. Trivia focuses on GMP, SQF and safety knowledge. By playing trivia, you are showing that you have mastered the information that is very important to success at Harlan Foods....including YOURS! When you play, it helps the company understand how seriously our professionals take this knowledge. So, show what you know and PLAY!
2. S.A.F.E. Trivia rewards our team members who are engaged with CASH. Play more and earn more!

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