



The Andersons Partners with ISN to Hire Safe and Reliable Contractors

Environmental stewardship and protecting the health and safety of our people is a core value of The Andersons.

The Andersons strives to create the safest environments possible for all employees and guests at our sites. In turn, we hold all of our employees to the highest Health, Safety and Environmental (HSE) standards. However, we know it is not our employees alone who keep our facilities running; many of our sites rely on numerous contractors to help meet their productivity goals each year.

Contractor health and safety is important to us at The Andersons, and we are committed to using contractors who share our aspirations of having zero injuries, zero vehicle incidents and zero environmental impacts each day. To fulfill this commitment, we will now be requiring all our high-risk contractors to submit their information to a thorough qualification process prior to commencing work for any of our facilities.

The Andersons is pleased to announce that we will be partnering with ISNetwork (www.isnetwork.com) to assist us in this new qualification process. ISNetwork spans over 80 countries and services over 530 hiring clients and 67,000 contractors. After May 15, 2018 all current contractors will be required to have an active account and an acceptable grade and any new contractors will need to have a subscription and grade acceptable to the Andersons prior to beginning any work on any of The Andersons sites.

Please reference the responses below, which address Frequently Asked Questions concerning the ISNetwork process.

How does the partnership with ISNetwork and The Andersons work?

The Andersons pays an annual subscription to ISNetwork to have access to their services. General services include the review and verification of all documents completed and acknowledgements of reviews submitted to ISN by The Andersons' contractors. ISN also maintains a web-based platform and customer service team (customerservice@isn.com or 1-800-976-1303) along with providing numerous additional benefits to subscribed contractors.

Will a contractor have to pay a fee to submit documents and review The Andersons' specific requirements?

Yes, contractors will be required to pay an annual fee to ISN in order to complete the qualification process for The Andersons. Contractor annual fees are based on the number of employees a contractor employs. 83% of the contractors in ISN have fewer than 100 employees. Fees begin at \$680 per year for contractors with one to four employees.

Once subscribed to ISN, will other hiring clients, in addition to The Andersons, be able to search my company in the system?

Yes, once subscribed to ISN, contractors are entered into a searchable database. This allows other hiring clients who require ISN qualification prior to work on site, to specifically search them out based on the services that they provide. In fact, on average, contractors in ISN eventually work for five or more ISN Hiring Clients. Additionally, once a contractor is qualified in ISN for The Andersons, they will be prequalified to work at any of The Andersons' facilities.

Once I have completed the ISN qualification process, will I be qualified to work on a The Andersons site?

Once all qualification requirements have been submitted to ISN, contractors will receive a specific grade for The Andersons based on the content provided and our listed requirements. For example, contractors with an Experience Modification Rate (EMR) below 1.0 will receive a higher grade than a contractor with an EMR above 1.0. The Andersons recommends the use of contractors with A or B grades to complete work on our sites.

When will the subscription to ISN be required by The Andersons?

If you are a new contractor to The Andersons and considered a high-risk contractor (talk to your key Andersons contact person to determine this), you must sign up for ISN and obtain an acceptable grade prior to accepting any work on site at any of The Andersons locations. If you are currently not subscribed to ISN, please contact the ISN Customer Service Team to begin this process at (800) 976-1303 or CustomerService@isn.com.

What will Contractor qualification consist of?

Contractor Submittal and ISN Review of:

- ✓ OSHA 300 and 300a logs for the past 3 years
- ✓ OSHA Citation Reviews
- ✓ Experience Modification Rates
- ✓ Certificate of Insurance updated with The Andersons requirements
- ✓ Relevant OSHA-required Written Safety Programs