

JOIN THE TEAM AT CP KELCO

We're a global company made up of nature-based ingredient enthusiasts, strong collaborators and problem-solving big thinkers.

What We Do

You could say we're multitaskers, because you'll find our ingredients in everything from food and beverages to personal care products and detergents. We dream up ways to help products pour easily, spread smoothly and gel perfectly. In other words, we make your oat milk creamy, keep your mascara from clumping, and put the gummy in gummy vitamins.

Our customers ask a lot of us. Some call us customer-obsessed. Or perfectionists. And we're OK with that. To us, it's high praise.

Finding new solutions. Creating things never-before created. It brings a smile to our faces and success to our customers.

Our Roots

We've been unlocking nature-powered success for manufacturers around the world for more than 85 years. The "CP" in our name stands for Copenhagen Pectin, a Danish food industry producer founded in 1934. Kelco started in San Diego around the same time and evolved to become a manufacturer of fermentation-derived ingredients for food, oilfield drilling and personal care. In 2004, we became part of J.M. Huber Corporation. Today, we are a dynamic, globally directed and customer-focused company with an innovative range of ingredient solutions for a variety of markets and applications. Our product discoveries include gellan gum, xanthan gum and diutan gum.



Our Global Reach

With headquarters in Atlanta, Georgia, USA, CP Kelco has strategically located R&D facilities, manufacturing sites, commercial and corporate offices across the globe. Our Regional Application Labs leverage our application knowledge, together with our production expertise, to collaborate on innovations that meet our customers' needs. No matter where you are located, what you do will influence people and impact lives in every corner of the world.



7

Manufacturing Sites



10

Regional Application Labs



12

Customer Service Centers



20

Commercial Offices





Sustainability and Safety

When nature is responsible for your ingredient portfolio, you tend to be a bit protective. Along with a world-class health and safety program, we innovate by intentionally integrating sustainability assessments and life cycle thinking into all new product and process development. **Two-thirds of CP Kelco's facilities diverted >90% of waste from landfills in 2019.**

- ★ Our San Diego plant was awarded the **2019 Business Waste Reduction and Recycling Award** by the City for their efforts in helping to achieve zero waste goals.



Helping Communities

Since 1990, CP Kelco has **taught communities in Zanzibar to grow and harvest seaweed** in an area that previously had limited employment opportunities. Of the 12,000 seaweed farmers today, 70% are women.

Our Okmulgee, Oklahoma plant helped **inspire future engineers and scientists** by funding a STEM lab for the local school district.

Our Skensved, Denmark **facility returned surplus heat to 2,200 neighboring households**, while also **reducing noise levels, carbon emissions and water usage.**

In 2018, our parent company announced a **strategic partnership and sponsorship pledge to Habitat for Humanity.** J.M. Huber Corporation **donates 1% of net income annually to nonprofit organizations.**



There's never been a more exciting time to be part of our team! We are continually bringing ideas to life across a broad range of applications. Find out more and connect with us. CP Kelco is an affirmative action/equal opportunity employer. EOE/AA/M/F/D/V.



Awards and Honors

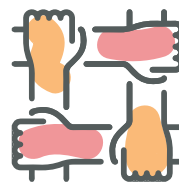
- ★ **2020 Deloitte US Best Managed Companies Award:** Our parent company, J. M. Huber Corporation, was one of 27 companies recognized for its unique culture, rigorous approach to strategy and execution and solid financials.

- ★ **2019 Food Ingredients Europe Innovation Award in Diversity & Inclusion:** Awarded for a work environment that offers equal opportunities for all employees irrespective of gender, race, religious background, sexual orientation and physical or mental ability.

- ★ **2019 award for devotion to mentoring and training:** Our Skensved, Denmark facility helped 140 apprentices and 110 interns in 18 years – more than any other company in the region!

- ★ **2019 CIESP Environmental Award:** Limeira, Brazil plant project, "CPrepara para o Futuro"

- ★ **2019 CP Kelco is appointed to Danish ingredients industry's advisory board** ("Foodshakers") to help fulfill UN Global Goals for 2030 and combat issues ranging from malnutrition to food waste.



Diversity & Inclusion

As part of J.M. Huber, we are aligned with **CEO Action for Diversity & Inclusion™** program, a group of more than 1,000 CEOs from the world's leading companies who strive to advance these goals in the workplace. CP Kelco also enabled its principle of *Respect For People* to create a culture that values different ideas, opinions and backgrounds. We continually work to ensure people feel empowered to share their ideas and know they'll be heard. After all, the more we grow, the more we can learn from everyone's unique talents and perspectives.

cpkelco.com/careers/ 