Strengthening Governance at Landus

As a farmer-owned cooperative, Landus recognizes the importance of effective governance, responsible stewardship, accountability and member engagement.

Over the past year, the Landus Board of Directors and management have taken steps to strengthen governance practices, enhance organizational oversight and support the long-term interests of our farmer-members.

These efforts include:

Board Structure, Governance and Effectiveness

- Established dedicated Governance and Risk Committees.
- Clarified Board committee roles and responsibilities.
- Enhanced Board meeting structure to emphasize strategy, performance, risk management and oversight.
- Developed a governance calendar to support recurring Board responsibilities.
- Enhanced Board reporting and access to strategic and operational performance information.
- Implemented a centralized Board governance platform to support document management and recordkeeping.
- Conducted a stakeholder survey to gather feedback on Board governance and member engagement.

Director Accountability, Ethics and Education

- Developed a comprehensive set of director governance policies addressing standards of conduct, ethical responsibilities and confidentiality.
- Formalized conflict of interest disclosure practices.
- Updated whistleblower policies.
- Formalized expectations for director responsibilities and conduct.
- Conducted a Board education workshop in partnership with the Iowa Institute for Cooperatives.
- Expanded director education opportunities through cooperative industry organizations.

Enterprise Risk and Financial Oversight

- Strengthened Board-level oversight of enterprise risk.
- Updated risk management policies across key business areas.
- Completed an enterprise risk assessment.
- Enhanced risk reporting practices.
- Clarified oversight responsibilities for financial reporting, audit and enterprise risk management.
- Formalized expenditure approval authorities and processes.
- Enhanced financial and operational performance reporting.

Executive Oversight and Accountability

- Established strategic performance objectives aligned with organizational priorities.
- Increased emphasis on organizational performance measures and management accountability.
- Enhanced coordination of governance, compliance and enterprise risk management activities.
- Implemented a third-party ethics reporting platform for employees to raise concerns.

Member Governance and Engagement

- Updated membership procedures to clarify eligibility, admission and member rights.
- Formalized director nomination and election procedures.
- Established defined responsibilities for election administration.
- Expanded director recruitment and candidate communications.
- Conducted member education sessions focused on cooperative governance, Board responsibilities and the role of member-owners.
- Enhanced election and Annual Meeting communications to encourage informed member participation.

Organizational Governance and Compliance

- Updated the employee handbook and key workplace policies.
- Formalized contract review and approval processes.
- Enhanced internal risk reporting and communication practices.

Governance is an ongoing responsibility of both the Board and management. These efforts reflect Landus' commitment to responsible stewardship, integrity, accountability and delivering long-term value to our farmer-members.