



2021

CORPORATE SOCIAL RESPONSIBILITY REPORT

REYES BEER DIVISION



What to expect
Contents

Who We Are

Fuel & Emissions

Energy

People & Community

Recycling

Safety

Compliance



**Fuel &
Emissions**



Energy



Community



Recycling



1. Who We Are

Our CSR Mission Statement

At Reyes Beer Division, we are committed to excellence and our communities. Having a positive impact on the environment has always been our goal from day one. We must operate as responsibly and sustainably as possible in order to work toward a better tomorrow. We are committed to growth and continuous improvement and are constantly striving for the advancement of our people, community and planet.

WHO WE ARE

#1 LARGEST

BEER DISTRIBUTOR IN THE U.S.

FOUNDED IN
1976

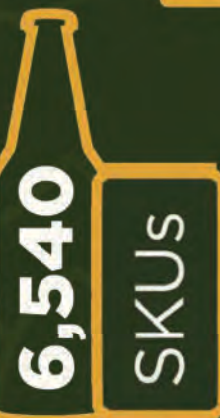
41

OPERATING
WAREHOUSES

MORE
THAN **330**



SUPPLIER PARTNERS



6,540
SKUs

NEARLY



7



2



0



0

FULL-TIME
EMPLOYEES

REDUCED
ANNUAL MILEAGE
DRIVEN BY **4MM**
MILES

NEARLY

1,300



IN OUR FLEET

MORE THAN

100K

CUSTOMERS

OVER



265M

CASES
DELIVERED
EACH YEAR

OUR PURPOSE

CONNECTING CUSTOMERS, CONSUMERS
AND BRANDS EVERY DAY, EVERYWHERE
WE OPERATE.

OUR AMBITION

TO BE THE ELITE BEVERAGE
DISTRIBUTOR IN THE U.S.

OUR VALUES

INTEGRITY, RESPONSIBILITY, TEAMWORK
ACCOUNTABILITY, WELLNESS, HUMILITY,
BE THE BEST

We are committed to being the brewers'
distributor of choice by leveraging our
scale to provide unparalleled service and
continually striving to grow our customers'
profitability.

Scan to learn more about our
Performance Promise from
our CEO, Tom Day.





2.

Fuel & Emissions



FUEL & EMISSIONS

BY **2030** WE WILL:

REDUCE CARBON
EMISSIONS BY

60% & ZERO

ACHIEVE

WASTE TO LANDFILL

THROUGH

• **Natural Improvements** • **Energy Efficiency** • **Biodiesel** • **Fleet Electrification** • **Renewable Energy**
IN TARGET MARKETS

TOTAL EMISSIONS BREAKDOWN



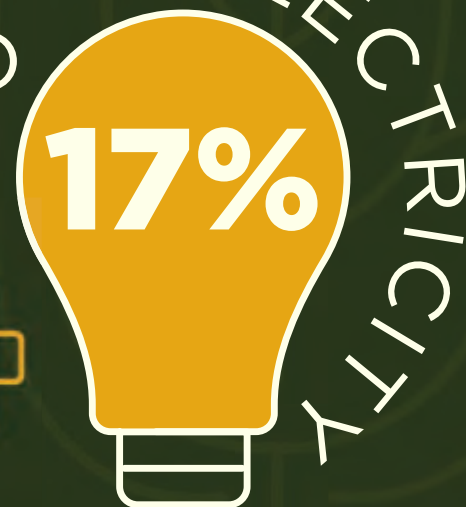
11%

TRANSPORT
SALES FLEET
& INBOUND
LOGISTICS



72%

17%



ELECTRICITY

Scan to learn more about
our fuel & emissions
commitments from Jay
Brown, Logistics Manager.



#BENDTHETREND



In **2021**, Reyes Beer Division started an initiative to focus on **idling reduction**. Through this plan, we will reduce our idle time across the board. This initiative will not only save fuel consumption but will also focus on our commitment to the reduction of carbon emissions.

Did You Know?

Idling for just 30 seconds wastes more fuel than restarting your engine. If every driver reduced idling by only **five minutes per day** we'd save **150,000 gallons of gas** per year, conserving the equivalent of **1.9 million pounds of emissions!**



3.

Energy



PROGRESS IN ENERGY

Reduced energy consumption in facilities by **30%** since 2016.

Invested over **\$750,000** in converting select facilities to **LED lighting** and high-efficiency **HVAC projects** across RBD.

Made progressive energy investments in our new buildings by installing **HVAC+R systems**, **water-efficient fixtures** and **solar panels**.

Did You Know?

LED bulbs use up to **90%** less energy and last up to **25X** longer than traditional incandescent bulbs.

Lighting choices to save you money. Energy.gov. (n.d.). Retrieved April 1, 2022, from <https://www.energy.gov/energysaver/lighting-choices-save-you-money>



Incorporated **LEED** principles including material reuse, on-site solar energy and EV chargers into new construction projects.

Many of our facilities participated in in-demand response programs, reducing electric demand charges and **creating a more resilient power grid**.



4.

People & Community

OUR PEOPLE VISION

OUR TEAM is a vibrant collection of great people built upon individual and diverse characteristics, values, beliefs, experiences and backgrounds, all of which are reflected across our enterprise. In short, our vision is a team that truly reflects the communities we call home across the nation and the world.

OUR VISION is embracing our differences and similarities with a collective goal of striving for excellence in all that we do – in our operations, in the way we treat each other, and in our service to our customers, suppliers and business partners. We are committed to fostering an environment where all are valued, respected and encouraged to achieve their highest potential.



EMPLOYEE ENGAGEMENT & INVESTMENT



12 Meetings Held in 2021

100 Participants

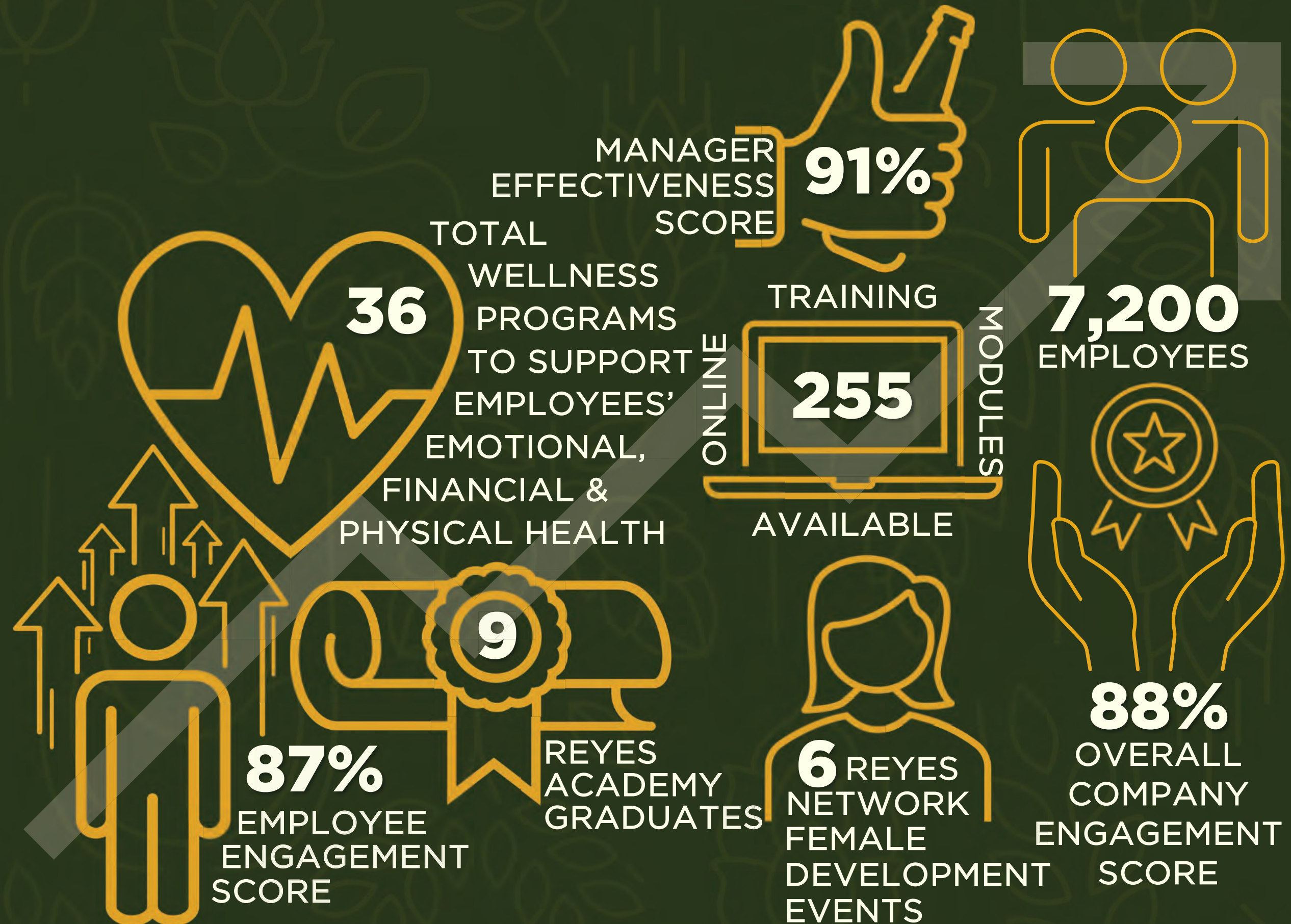
ITEMS DISCUSSED

- RBD's COVID-19 Response
- People Vision
- Communications and Initiatives

WHICH RESULTED IN



Scan to learn more about our #RBDJOY program from Christina Cioeta, Vice President of Marketing for Gold Coast Beverage.



EMPLOYEE TRAINING & DEVELOPMENT

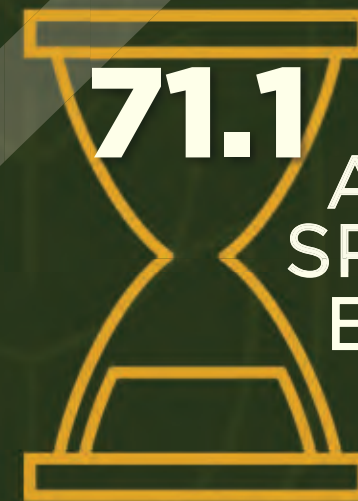


12 HIGH-POTENTIAL CANDIDATES DEVELOPED THROUGH THE 2021 LEADERS IN TRAINING (LIT) PROGRAM TO SUPPORT SUCCESSION PLANNING

32 EXTERNAL LEADERSHIP NEW HIRES



670 LEAP COURSES COMPLETED



71.1

AVERAGE HOURS SPENT ONBOARDING EACH NEW HIRE



228 LEADERSHIP 101 GRADUATES

139 LEAP FRONTLINE LEADERSHIP TRAINING GRADS

WHAT IS LEAP? Leadership. Engagement. Action. Performance. An immersive week-long program for people leaders that address needs and challenges that could arise.



1,505 NEW HIRES



966 INTERNAL PROMOTIONS

OUR COMMUNITY



IN
2021

WE GAVE **HUNDREDS OF THOUSANDS** OF DOLLARS TO LOCAL CHARITIES,
DONATED **54,000 POUNDS** OF FOOD TO THOSE IN NEED,
DONATED OVER **8,000 BOOKS** DURING A VIRTUAL BOOK DRIVE,
GAVE **300** SCHOOL SUPPLIES TO SCHOOLS IN OUR LOCAL COMMUNITIES
AND SENT **130** LETTERS TO ACTIVE-DUTY PERSONNEL AND VETERANS.

OVER 25 PARTNERS

ACROSS REYES BEER DIVISION, INCLUDING:



RMHC



susan G.
komen.



FEEDING
AMERICA



+ MORE



CHEERS FOR CHARITY

WORKPLACE OF CHOICE AWARDS

REYES BEER
DIVISION HAS
BEEN NAMED ON
OVER 75
NATIONAL &
LOCAL
WORKPLACE OF
CHOICE AWARDS
IN THE PAST FIVE
YEARS AND
EARNED

21 IN **21**



Allied Beverages
Certified Great Places to Work



Crest Beverage
Culture Excellence Award by The San Diego Union-Tribune



Gate City Beverage
Top Workplace



Gold Coast Beverage
Sun Sentinel Top Workplace & Leadership Specialty Award



Golden Brands
Certified Best Place to Work



Harbor Distributing - Gardena
Best Places to Work by LA Business Journal



Harbor Distributing – Huntington Beach
Diversity, Equity & Inclusion Award by the Orange County Register



Harbor Distributing – Santa Fe Springs
Best Places to Work by Los Angeles Business Journal



High Desert Distributing
Certified Great Places to Work



Premium of VA - Richmond
Top Workplaces Spotlight Award - DOERS Award



Rosemont / CBS
Top Workplaces by Chicago Tribune



South Carolina
Top Places SC Special Award for Clued-in Sr. Management



#9 Crest Beverage
Top Workplaces by The San Diego Union-Tribune



#3 Gold Coast Beverage
South Florida's Top Workplace by South Florida Sun Sentinel



#17 Florida Distributing Company
Top Workplaces Mid-Sized Category by Orlando Sentinel



#39 Harbor Distributing – Huntington Beach
Certified Great Places to Work



#2 Lee Distributors
Top Workplaces, Mid-Sized Category



#13 Lee Distributors
Best Places to Work in SC Medium Employer by SC Chamber of Commerce



#37 Premium of VA - Chantilly
Top Workplaces in the D.C. Metro Area by the Washington Post



#14 Chesbay Distributing
Best Places to Work in VA Mid-Sized Company by VA Chamber of Commerce & VA SHRM



#4 Premium of VA - Richmond
Top Workplaces in the Richmond Metro Area Mid-Sized Company by Richmond-Times Dispatch



5.

Recycling



OUR ENVIRONMENTAL IMPACT

IN 2021,
WE RECYCLED

OVER
500
TONS OF ORGANICS

Did You Know?

THIS WEIGHS THE SAME
AS ABOUT **1,078,000**
PINTS OF BEER!



REDUCE.
REUSE.
RECYCLE.
REYES BEER DIVISION.



Did You Know?

THIS WEIGHS THE SAME
AS ABOUT **7,825 FULL**
KEGS OF BEER!



TONS OF
PLASTIC

Did You Know?

THIS WEIGHS THE SAME
AS ABOUT **1,293,333 FULL**
BEER CANS!



By **2030**, we will achieve **zero waste to landfill**. We will continue to work on this by increasing our recycling efforts and quality across Reyes Beer Division.



6.

Safety

2021 SAFETY INITIATIVES

1. COVID-19

Throughout the COVID-19 pandemic, the health and safety of our employees was a top priority. By complying with CDC guidelines, staying ahead of trends and taking swift action, we made sure our employees were equipped with the tools to stay protected and safe.

Scan to learn more about our safety efforts through Jeff Goldenson, Vice President of Safety and Security.



2. KINETIC

We had over **1,800 employees** use the Kinetic Wearable Technology to help reduce high-risk postures (HRP) through coaching with our Drivers and Warehouse Selectors.



3. DRIVECAM

In 2021, we continued to see performance improvements with **over 80% of our Drivers with zero points.** This led to our risk scores improving, even as we added new businesses to the platform.

GETTING BACK TO THE BASICS

In 2022, we are investing in:

- Power BI as a tool to help drive performance improvement
- Behavior-based safety observations for the Merchandising teams
- Security enhancements
- In-person DOT Compliance workshops and trainings

#B2B2022



7.

Compliance

ALWAYS IN COMPLIANCE

THE LAW BEHIND BEER DISTRIBUTING

Alcohol is one of the most regulated consumer goods in the country. At Reyes Beer Division, we are committed to the responsible sale, marketing and consumption of the products we distribute. We are the only beer distributor with a Compliance Lead who is in direct contact with regulators across the country and conducts training for all employees. Each RBD company is a highly-active member of its respective state beer wholesaler association which interacts with state legislators and helps educate lawmakers on the importance of maintaining and enforcing the three-tier system. Through these relationships, we have emphasized our desire to cooperate with state regulatory agents to ensure compliance. Ethics is a cornerstone of our business. Our dedicated Office of Ethics and Compliance upholds our values on a daily basis.



Scan to learn more about our compliance from Pam Paziotopoulos, Director of Compliance.

2 DISTRIBUTORS

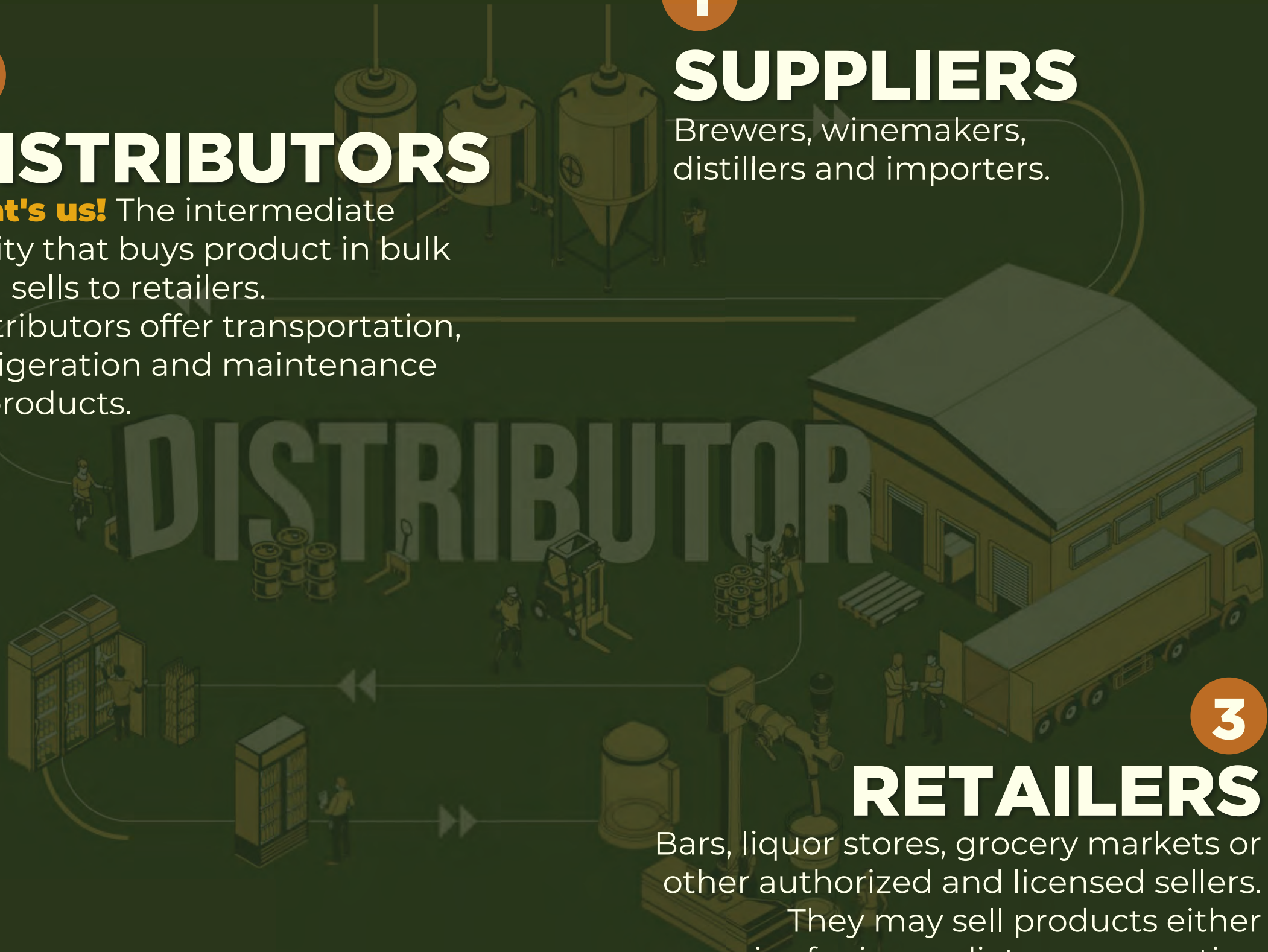
That's us! The intermediate entity that buys product in bulk and sells to retailers. Distributors offer transportation, refrigeration and maintenance of products.

1 SUPPLIERS

Brewers, winemakers, distillers and importers.

3 RETAILERS

Bars, liquor stores, grocery markets or other authorized and licensed sellers. They may sell products either on-premise for immediate consumption or off-premise for consumption at home.





WORKING TOWARD A
BETTER
TOMORROW

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