

MARTINBROWER

Impact for Good

Corporate Social Responsibility Report 2022



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Letter from Our CEO

At Martin Brower, we know that reputations are built over time by doing the right thing every day, no matter what. We care about how our actions impact others, and go above and beyond to deliver smart, sustainable solutions that positively impact the communities around us.

To us, advancing our business responsibility isn't just a nice to do – it's a promise. Our Team Members expect us to take action, and our customers look to us to bring new ideas and solutions.

That's why we've made 'Impact for Good' one of our four core business strategies for growth. Although this pillar is new, we are proud to share that we've made significant progress over the past few years to reduce our climate impact and support the communities where we live and work.

In this year's Corporate Social Responsibility Report, you'll read more about our Team Members' actions and how we put people first by keeping our people safe, investing in our communities and protecting the planet.

I am incredibly proud of what our team has accomplished and am even more excited about the positive impacts our actions will yield in the future. I hope you'll read on to learn more about how we are fostering an unrivaled culture of inclusion and development, nurturing and supporting our communities, using our supply chain solutions to optimize routes and reduce our carbon emissions, and so much more. Whatever your connection to Martin Brower, thank you for your contribution and partnership.



Sarah Burke
Chief Executive Officer



“

We are proud to share that we've made significant progress over the past few years to reduce our climate impact and support the communities where we live and work.

”

Who We Are

Global Leader in Supply Chain Solutions Worldwide

Martin Brower is a global leader in supply chain solutions. We partner with organizations to architect smart, sustainable supply chains that fuel our customers' growth and positively impact people, communities, and the planet.

We are dedicated to creating an outstanding work environment for our Team Members, who combine our expertise with the latest technologies to deliver unmatched value for our customers and protect their brands.

Our Purpose

To architect progress

Our Mission

We move the things that matter

Our Values

Change

We value flexibility, innovation, and a learning culture with a willingness to take risks.

Act as One

We value thinking and acting globally, doing what we say we will do and helping one another succeed.

Relationships

We value acting with integrity and building lasting relationships with our Team Members, customers, suppliers, and communities.

Equity & Inclusion

We value a diverse and inclusive environment where everyone is treated fairly and inspired to achieve their potential.

Safety & Wellness

We value the safety and health of our Team Members and our communities.



730M
cases



26k
locations served



13+k
team members



74
facilities



18
countries

2022 By the Numbers



People First Culture

79%
Team Member engagement*

11

distribution centers with zero injuries

10

Great Place to Work® country certifications

580+

internal promotions

990+

leaders participated in leadership training programs

240

internships and apprentices



Community

\$1.5M
total charitable donations in 2022

\$1.3M

donated to Ronald McDonald House Charities®

1,340+

Team Members volunteered

8,900+

volunteer hours



Recycling

97%+
of waste diverted from landfills

72%

of sites are zero waste to landfill

58,100

metric tonnes waste diverted from customers' restaurants



Energy

97%
of owned facilities are ISO 14001 certified

24%

of owned facilities are ISO 50001 energy management certified

24%

of distribution center electricity comes from renewables



Fuel & Emissions

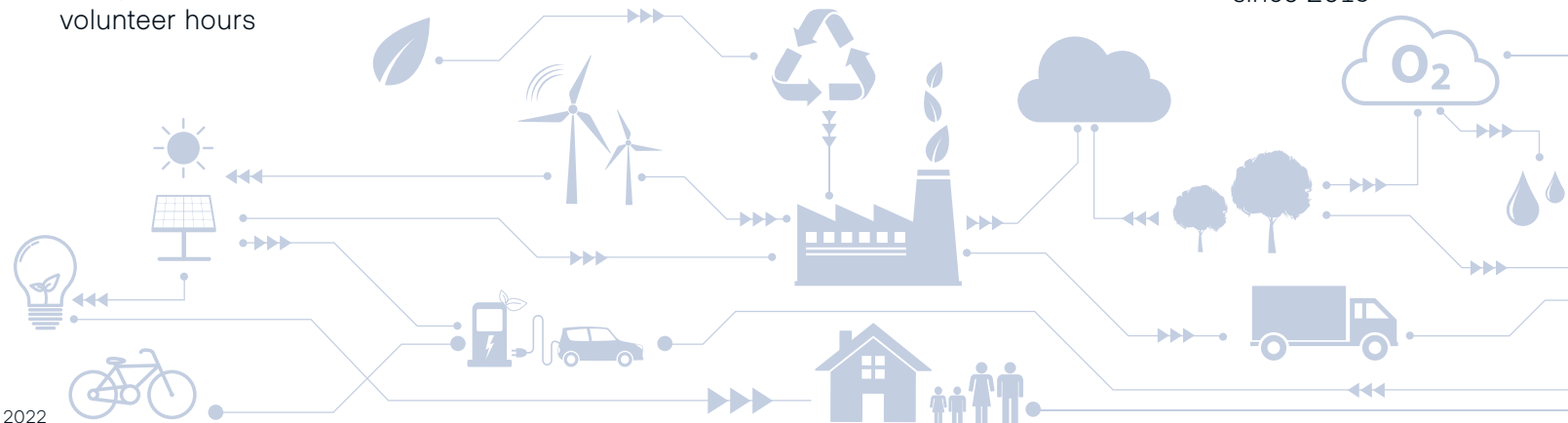
71%
of fleet is using alternative fuels**

50%

reduction in electricity-related emissions since 2018

45%

reduced operational emissions per ton of food delivered since 2015



* Global Employee Engagement Survey Results, 2022

** Alternative fuels defined as fuels with lower carbon intensity compared to 100% fossil fuel-derived diesel.

Our Global Business Commitments



Health & Safety

We are committed to the safety and wellness of our Team Members, our customers and the communities in which we operate. We continually aim to improve our safety performance with the belief that 'zero is possible' and promote a global safety culture to enable us to reach and maintain this goal.



Sustainability

Aligned to our science-based targets, we are committed to reducing our operational carbon footprint by half and our end-to-end emissions by 44% per ton delivered by 2030 from our 2018 baseline and achieve net zero by 2050. We are also committed to maintaining and progressing our facilities' zero waste to landfill goals and supporting our customers' waste goals. We safeguard the quality and the reputation of our supply chain partners' brands through ethical and sustainable business practices.



Ethical Business Practices

We are committed to operating our business in an ethical, legal and socially responsible manner through our guidelines for business conduct, ethics certification process and anti-bribery policy. As a global business, we conduct strong Team Member relations where common principles and standards are deployed as a global business.



Food Safety & Quality

We are committed to consistently providing services which meet regulatory standards and customer requirements to continually improve the effectiveness of our industry-leading Food Safety & Quality Management Program through innovation, security, auditing to recognized industry standards and verification activities. We are all responsible for the safe delivery of products to our customers, protecting their brands and our communities.



Diversity, Equity & Inclusion

We are committed to creating a diverse and inclusive environment where everyone is treated fairly and inspired to achieve their potential. We expect all Team Members to be treated – and to treat others – with dignity and respect.



Community

We are driven to be a force for good in the communities where we live and work. Our Team Members are committed to serving others and actively supporting local and global charitable organizations while building strong and profitable partnerships.



Our people are core to everything we do. That’s why it’s the first pillar of our global business strategy. But People First is more than words on a page; it’s something every one of our 13,000+ Team Members strive to bring to life every day by focusing on engagement and development, building a more inclusive organization and reinforcing a culture of safety and wellness.

Engaging and Developing Our People

We know that building a strong culture means engaging Team Members from the start and creating an environment where everyone can achieve their highest potential. Through career development opportunities, our annual talent and performance cycle, and our commitment to promoting from within – we aim to lift up our Team Members and help them grow and reach their career goals, whatever they may be.

Building a More Inclusive Organization

At Martin Brower, we recognize that the unique abilities, experiences and cultural backgrounds of our Team Members will help us grow, innovate, change and deliver a sustainable future. We have made a lot of progress and are excited about the continued enhancement of our culture.

France Takes Steps to Make Talent Attraction and Recruitment More Inclusive

The HR Team & Diversity, Equity and Inclusion Council in France realized there was an opportunity to improve their recruitment and hiring processes to attract candidates with unique abilities, experiences, and cultural backgrounds. To improve their offering, they focused on a few, high-impact changes that have yielded positive results:

- 1. Inclusive Job Titles:** Job requisites now include job titles in both the feminine and masculine genders.
- 2. Notification of Commitment to Fair Hiring:** This is now sent to each candidate before they are interviewed to reaffirm Martin Brower’s commitment to non-discriminatory practices.
- 3. Diversification of Recruitment Channels:** The team has now expanded their recruitment channels to attract talent from previously untapped sources and be more inclusive. They have created a new sourcing tool to assist in this process.

Thanks to these actions, the team has already started to see positive results in their key hiring metrics and their ability to bring top talent from a wide-range of backgrounds into the business.

2022 People Highlights

990+

participated in leadership development programs

240

internships & apprentices

Extra Mile Award

new global internal recognition award launched for our front-line Team Members

589

internal promotions

People First Culture

Reinforcing a Culture of Safety & Wellness

At Martin Brower, achieving the highest level of safety in each of the 18 countries in which we operate is more than an objective; it's an obsession. Even one injury is unacceptable, and our company wide safety program targets the only goal that matters: 'zero is possible.'

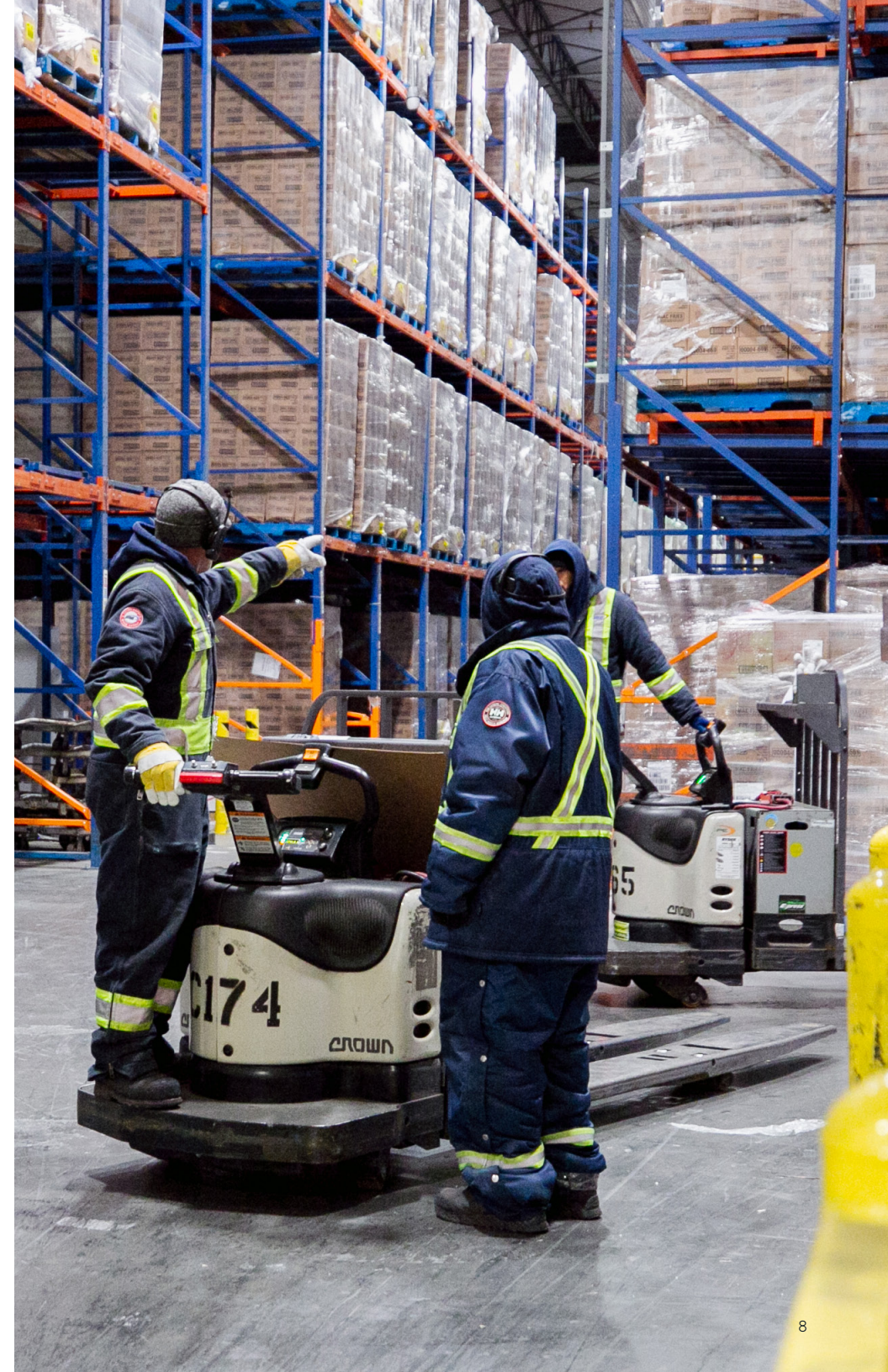
Safety & Wellness is a cornerstone of our CARES values and sits at the heart of all we do. But to truly live this, we need to lead by example, rigorously supporting and adhering to the processes and systems we have in place in all our locations.

Using Technology to Support Safety and Minimize Risk

While continuing to refresh and embed a People First safety culture, our focus was on sharing and establishing best practices in this vital area through peer-to-peer discussion and collaboration by our Health & Safety (H&S) Leads around the globe.

Significant progress was made in developing digital solutions to support our H&S management systems in tracking against legislative compliance and customer requirements.

Power BI data and analytics are equipping us to more swiftly identify H&S incident trends and review root causes which ultimately assist us in minimizing associated risk.



2022 Safety Highlights



9%

reduction
in recordable
injuries



50%+

DCs improved
their safety record
year-on-year



11

DCs had
zero recordable
incidents

People First Culture

Employer of Choice

We work hard to build a People First culture and strive to be an employer of choice in every market we operate. In 2022, we are proud to report that 10 of our markets received Great Place to Work Certification™ – Brazil, Canada, Costa Rica, Panama, Puerto Rico, Dubai, Kuwait, Singapore, Malaysia and South Korea.



Recognition of Workplace Cultural Excellence around the Globe in 2022

A number of our markets are also proud recipients of other leading national and international employer accreditation, recognition and awards, with several continuing to maintain these certifications year after year.

In 2022, we were recognized through the following achievements:

- **US:** 2022 Best and Brightest Companies to Work for in the Nation®
- **France:** Top Employer 2022 and HappyIndex® Trainees 2023
- **UK:** Investors in People (IIP) Gold status – Head Office
IIP Silver status – Distribution Centers



* Global Employee Engagement Survey Results, 2022

CSR Strategy at Martin Brower

Martin Brower considers its CSR strategy – including People First, sustainability and community – to be a critical, board-level objective. CSR-related risks and opportunities are reviewed on a regular basis with the Board through Executive Leadership Team updates and integration in supply chain, marketing and finance discussions. The Executive Leadership Team has primary responsibility for assessing and managing CSR-related risks, opportunities, and investments.



Global Focus: CSR Pillars

Driving Positive Change in Our Communities Through Our MB Cares Program

'MB Cares' embodies our commitment to make a positive impact in the communities where we live and work.

As part of our commitment, we believe in the power and necessity of working together to lift up those around us and leave a better world for future generations.



MB Cares encompasses four focus areas where we feel we can have the most meaningful impact:



Community

We know that when the communities where we live and work thrive, our business thrives. Whether it be through volunteerism, product donations, philanthropic support, or partnerships, we strive to have a positive and lasting impact in our communities, especially in times of need.



Recycling

We seek to support a circular economy and keep waste out of nature by finding innovative ways to encourage our Team Members to recycle – at work, at home, and in our communities. Similarly, we work to minimize, recycle, and reuse materials involved in our distribution operations around the globe.



Energy

Energy plays a critical role in our ability to be a global leader in the production and distribution of food and beverage products. In all of our facilities, we are focused on identifying opportunities to increase our energy efficiency. This includes investments in energy-saving improvements in our existing facilities and designing new facilities with energy conservation in mind.



Fuel & Emissions

As a distribution company that privately operates a fleet of over 12,000 trucks and trailers, a focus on reducing our emissions and optimizing fuel use is something we have dedicated ourselves to continuously improve.

2022 FEATURE STORY

Road to Net Zero

Reducing electricity-related emissions through the use of renewable electricity



MARTIN BROWER

One of the main drivers of Martin Brower's greenhouse gas emissions is energy use in our distribution centers.

That's why our teams across the globe have been focused on reducing electricity-related emissions by sourcing renewable electricity. Some of the highlights include installing solar panels in major markets—Australia and France—while also rolling out renewable electricity purchases in Brazil, Ireland, and UK. Thanks to this work, we are proud to report that since 2018, **we've reduced total emissions from electricity by over half.**

But we haven't stopped there. Our commitment to renewable electricity/continued to grow in 2022. In December, Martin Brower partnered with a 2,700-acre solar farm. This investment offsets electricity usage for all the Martin Brower distribution centers across the US. With this agreement, **we expect to reach a total electricity-related emission reduction of over 80% by the end of 2023.**

Although our recent progress is significant, we recognize that, in the spirit of our People First approach, there is a need to do more to avoid the worst impacts of climate change on our Team Members, customers and communities. That's why we're committed to **new science-based targets to reach net zero emissions by 2050.** Thanks to the ingenuity and passion of our people, we're ready to take this next challenge and look forward to sharing more in next year's report.



Roadmap for Change

Implementing Sustainable Solutions

We are on an ambitious, long-term journey to reduce our emissions. By 2030, we're committed to reduce our absolute operations emissions (Scope 1 & 2) by 50% by 2030, aligned to a 1.5C science-based target. We will reach our goal using a planned global roadmap of fleet and facility improvements, alternative fuels, renewable energy, operational efficiencies and in partnership with our 3PLs.



Martin Brower is dedicated to strengthening the communities in which our Team Members and customers work, live and play. We provide key opportunities for Team Members to make a difference by serving as vibrant ambassadors, providing sponsorship, fundraising and volunteer support when and where it is needed most.

Future Goal

10,000+ volunteer hours



2022 Progress

\$1.5M total charitable donations

\$1.3M donations to Ronald McDonald House Charities®

1,340+ Team Members volunteered

8,900+ volunteer hours

300+ RMHC charitable events supported

1,116 metric tonnes of food donated to RMHC, food banks & schools

Moncton Team Acts as One to Overcome Hurricane Fiona

In September 2022, Canada braced itself for an unprecedented storm – one of the strongest to ever hit land in Canada – Hurricane Fiona. Our Moncton, Canada Distribution Center Team Members were prepared to support our customers and their community.

Keeping our Team Members safe and ensuring our customers had critically needed supplies were paramount. Plans were made to ensure that the restaurants we serve were able to maintain service wherever possible. At the height of the storm, 44 restaurants were closed due to power outages or safety concerns.

Martin Brower started delivering orders ahead to build safety stock for some restaurants. Additionally, the team showed agility by re-routing deliveries to accommodate evolving situations and proactively send trucks with orders to be already on-site when power was restored. Drivers also helped restaurants to move products between restaurants to mitigate loss due to power outages.

Our Team Members worked tirelessly to deliver to and support our customers and their communities by leveraging our scale, combined with our expertise in supply chain planning and execution.



Nathan Jacobsen

Driver – Mason City DC, US; 4 years of service

“My mother taught me that no matter your situation, there is always someone out there who can use an act of kindness. No matter how big or small, it can absolutely change a person’s world. I’m a firm believer in paying it forward.”

Signature Supporter of Ronald McDonald House Charities

We are proud to be a signature supporter of Ronald McDonald House Charities® (RMHC) – an independent non-profit organization that provides a range of support to seriously ill children and their families when they need it most.

The RMHC houses are located near major medical facilities and serve as a 'home away from home' enabling families to stay together and remain close to where their sick child is receiving care. RMHC has helped keep families together by providing over 1.8 million overnight stays.

In 2022, our teams around the world actively supported their local RMHC houses through a wide range of events including:

- Toy drives
- 'Make a Meal' fundraising events
- Payroll deductions
- Product & furniture donations
- Sports tournaments and events



RMHC Highlights



300+
events supported



900+
Team Member volunteers



6,550
volunteer hours



2022 Legacy Award – Ronald McDonald House Charities

Living our CARES values extends beyond our internal culture to our relationships with our customers and communities. Our Fridley, Minnesota team, in the US, truly lives our CARES values and was recognized in 2022 for their contributions by the Twin Cities Ronald McDonald House as being an MVP for the house through the 2022 Legacy Award.

Legacy Award winners go above and beyond to support the house residents during tough times by providing the items, service and smiles they need. The Fridley team has made a significant impact on the house since 2009 – from weekly fresh food, supplies and promotional food donations to Team Member payroll donations and supporting their fundraising events – and continues in their commitment to support the ongoing needs of the house.



Martin Brower is committed to developing and implementing circular waste solutions and is focusing on two main priorities:

1. Minimizing waste in our DCs
2. Maximizing waste diversion for our customers and supporting the circular economy

Future Goal

We will continue to maintain our global goal of Zero Waste to Landfill (ZWTL) whereby, in accordance with international standards, at least 90% of our non-hazardous waste materials are recovered and diverted from landfill.

Our Waste Management Methods

- Food donation/collaborations with food banks to divert organic waste
- Single stream recycling
- Organic recycling
- Mesophilic and anaerobic digestion plants
- Recycling of paper, cardboard and stretch wrap used in our operations
- Partnerships with energy providers to convert organic waste to animal feed, biofuel and energy

2022 Progress



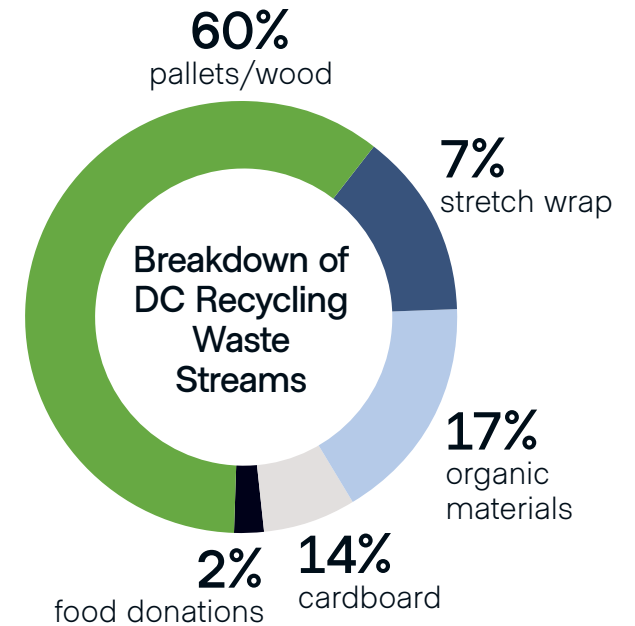
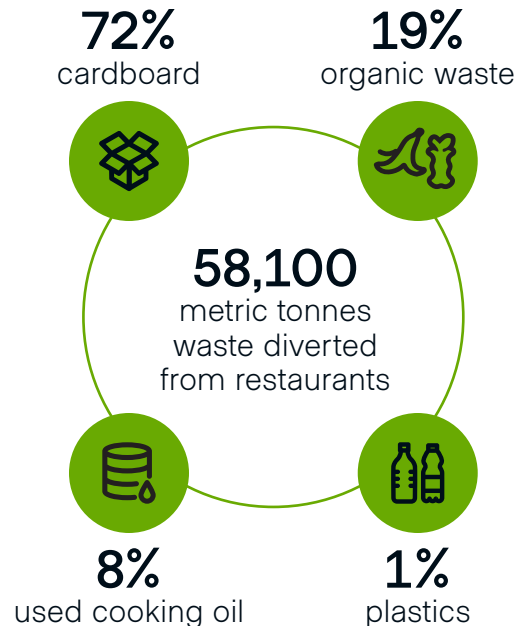
97.6%

waste diverted from landfill



53

of our locations are zero waste to landfill



Circular Biofuels

A number of our markets around the globe convert used cooking oil collected from restaurants into biodiesel to fuel our fleet. We collected over 4.5 million liters of used cooking oil in 2022.



Customer Recycling

We also work with many of our customers to return their collection of cardboard, plastics, and food waste where they are combined with our own waste streams for onward recycling or conversion to energy.



Creating a Reusable Solution in France

Our team in France created an innovative dish-washing solution for restaurants that cannot be equipped with an industrial washing machine. MB France is able to collect all of their reusable, soiled dishes and return clean, sanitized items ready for use in these restaurants.

Energy use, specifically electricity, in our distribution centers is a driver of our greenhouse gas emissions. To date, all facilities in the UK, Ireland, and New Zealand use 100% renewable electricity. By the end of 2023, 100% of the US distribution centers will use renewable electricity.

Future Goal

Maximize our use of renewable electricity and reduce electricity-related emissions in support of our net zero targets.

2022 Progress



12
DCs with no electricity-
related emissions



24%
of our DC electricity comes
from renewable sources



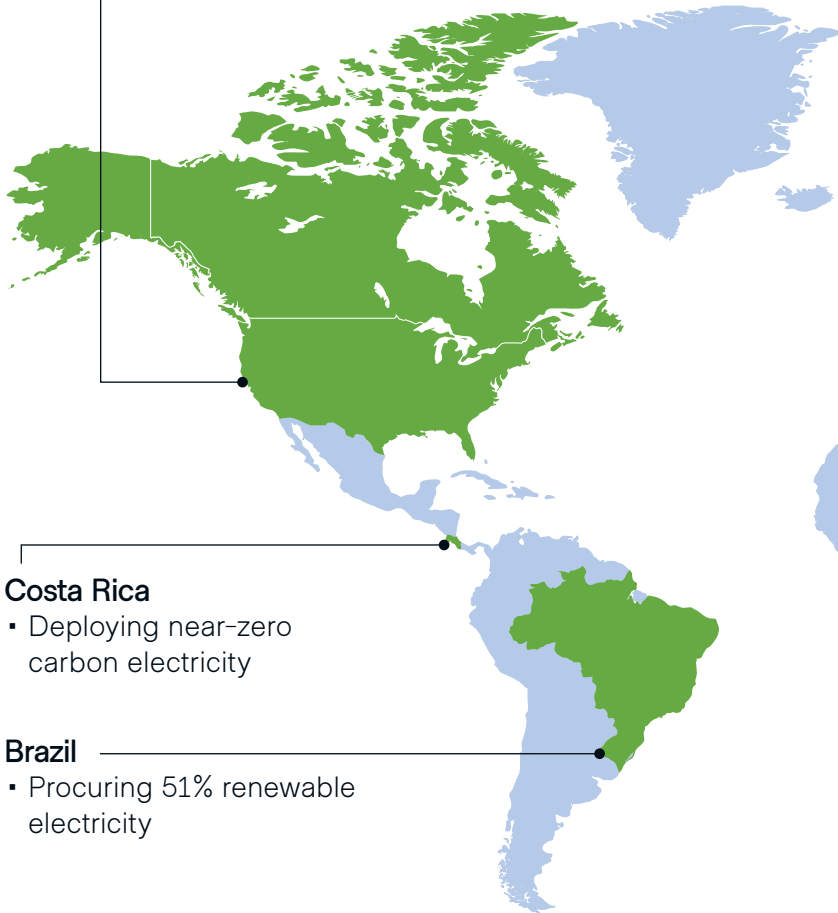


Leveraging Solar Energy

In 2022, we realized our ambition of significantly reducing our environmental impact through carbon neutral DCs: we partnered with a solar farm that will result in the entire US distribution network running on carbon neutral electricity for the next 12 years.

US

- 100% renewable electricity by end of 2023



Costa Rica

- Deploying near-zero carbon electricity

Brazil

- Procuring 51% renewable electricity

UKIE

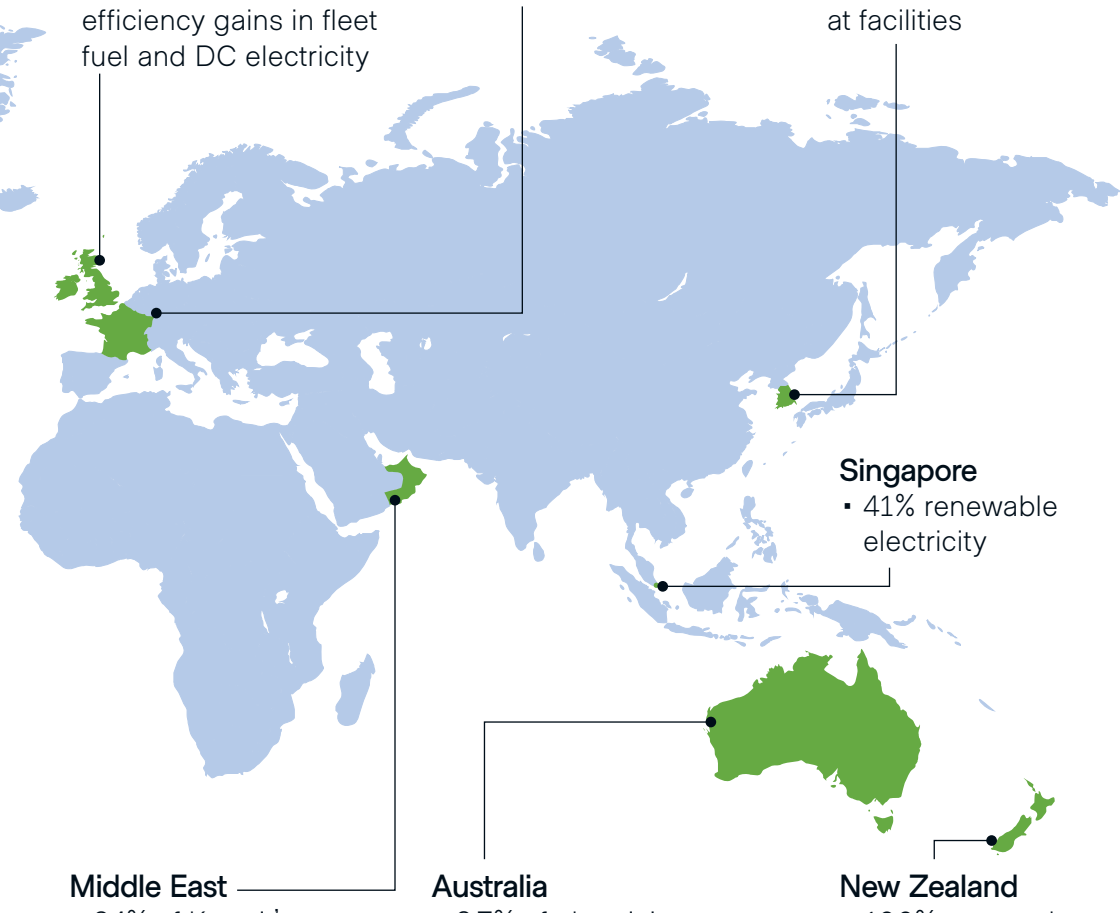
- 100% renewable electricity
- Achieved ISO 50001 efficiency gains in fleet fuel and DC electricity

France

- 11.5% of electricity generated through on-site solar

South Korea

- Installed electric vehicle (EV) chargers for Team Member use at facilities



Singapore

- 41% renewable electricity

Middle East

- 34% of Kuwait's electricity is renewable

Australia

- 6.7% of electricity generated through on-site solar & expanding in 2023

New Zealand

- 100% zero carbon electricity

We deploy our expertise in network optimization to make sure we are minimizing the distance we drive wherever possible, because we know the most sustainable drive is the one we don't have to take at all. After we have optimized our routes, we seek to use alternative fuels to further minimize our carbon footprint.

Future Goals

Maximize fuel efficiency and our use of zero tailpipe emission vehicle technologies in support of our net zero targets.

- Net zero by 2050
- 50% reduction in operational emissions by 2030
- 44% reduction in end-to-end emissions per metric ton of food delivered by 2030

2022 Progress

71% of our fleet is using alternative fuel*

45% reduction in operations carbon emissions per ton since 2015

131 vehicles in our fleet are using next generation alternative fuels like battery electric vehicles (BEVs), 100% Biodiesel and fuel cell technologies

23% reduction in absolute operation emissions since 2015



Vector® eCool™ Technology

Martin Brower introduced Carrier Transicold Vector eCool units into its operation. These 24 fully autonomous, all-electric engineless refrigerated trailer systems were deployed to significantly reduce emissions on delivery routes in and around London, UK.

Our Actions

- Our fleets in US, Canada, Brazil, France, Ireland, UAE, and UK are powered with 13.8 million liters of Biodiesel
- 100% conversion to B100 Biodiesel in UAE and France and working to expand B100 Biodiesel usage to our 3PL partners in France
- In Canada, increased fleet usage of Biodiesel from 2%-5%

*Alternative fuels defined as fuels with lower carbon intensity compared to 100% fossil fuel-derived diesel.



Fuel & Emissions | Our Actions

Every major market is doing their part to reduce emissions. We are driving innovation through network optimization, inclusion on alternative fuels, and some are piloting new vehicle technologies that have zero exhaust emissions. Take a look at the map below to learn more about our actions in 2022.

Canada

- First Battery Electric Truck in 2022
- All trucks incorporating Biodiesel fuel

UK

- E-cool Trailers integrated into fleet
- All trucks incorporating Biodiesel fuel

France

- 104 B100 Biodiesel trucks across the market
- BEV pilot underway

US

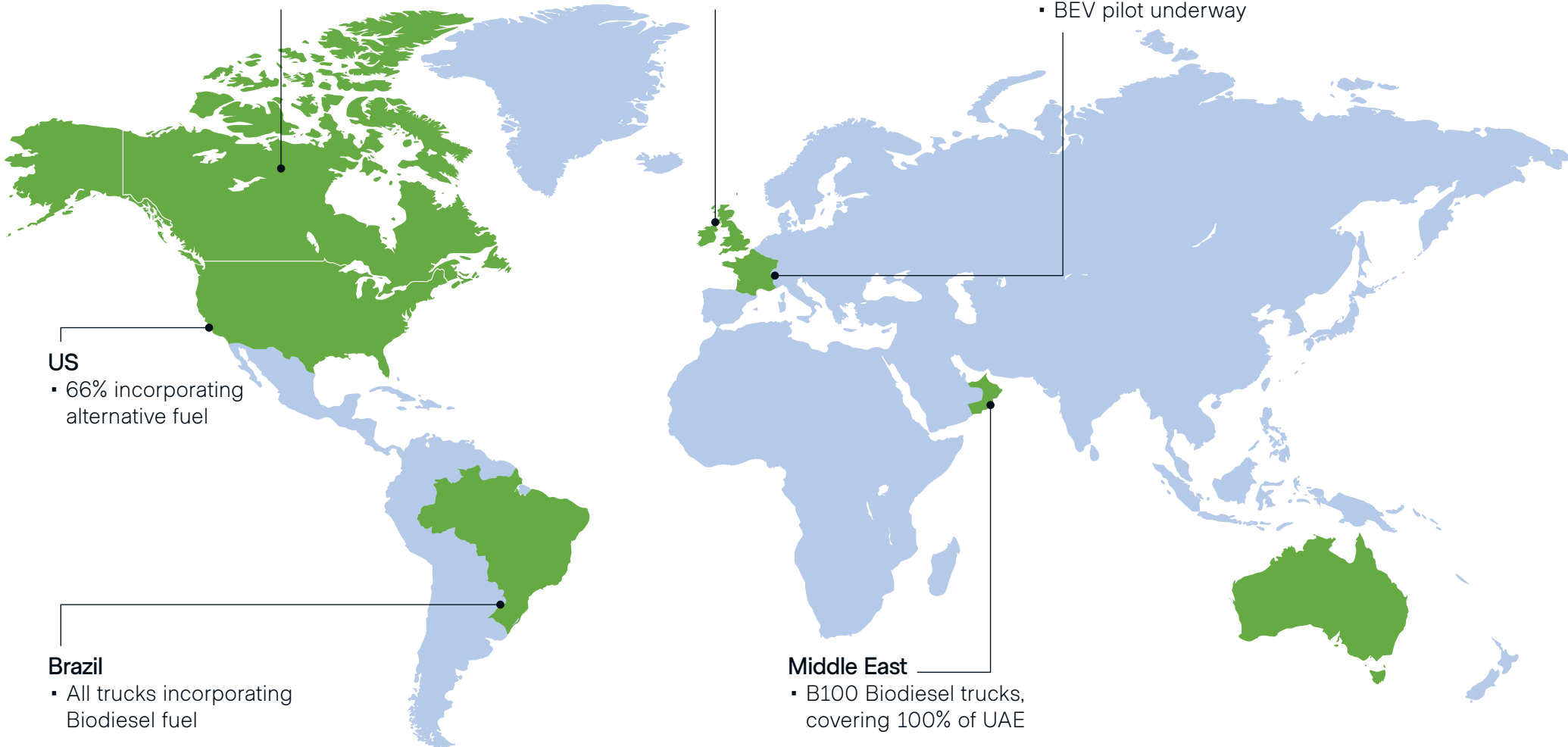
- 66% incorporating alternative fuel

Brazil

- All trucks incorporating Biodiesel fuel

Middle East

- B100 Biodiesel trucks, covering 100% of UAE



Our Future Focus



Community

- Leverage our scale to drive a progressive, global environmental sustainability agenda and positively impact the communities we serve
- Drive a community support agenda
- Increase annual Team Member volunteering to 10,000+ hours



Recycling

- Maintain Zero Waste to Landfill (ZWTL) globally and work towards achieving ZWTL at each facility
- Expand reverse logistics to support circular waste management for our customers by adding restaurants, waste types and trucking solutions in major markets
- Conduct feasibility analysis and trials for organic waste collection and anaerobic digestion into fuel
- In Kuwait, launch reusable wraps for ambient pallet deliveries with further trials planned for temperature-controlled pallets



Energy

- Install and/or expand solar photovoltaic (PV) system in UK, France and Australia
- Incorporate sustainable features in new facility builds planned in North America, Europe and Oceania
- Complete installation of LED, motion sensing lights, and other energy efficiency modifications in existing facilities
- Reach 100% renewable electricity for all US distribution centers



Fuel & Emissions

Sustainable Fleet

- Expand battery electric vehicles (BEV) and/or eCool trailer trials into every major market
- Expand renewable diesel and 100% B100 Biodiesel by scaling existing markets and trialing in new locations
- Pilot innovative sustainable vehicle technologies including carbon capture and Electric Transport Refrigeration Units (eTRUs)

Emissions

- Achieve target verification from the Science Based Targets initiative (SBTi)
- Develop net zero plan and sustainable fleet strategy
- Work toward third party verification of emission data





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Corporate Social Responsibility Report
2022