



# **2021 Environmental, Social, and Governance Report**

nutpods ESG Committee



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# Meet the ESG Team



## Joe Martin

Joe, Senior Director of Finance & Accounting, enjoyed his 2nd year heading up the ESG Committee and particularly liked the various Lunch & Learn Sessions. The sessions helped him get to know some of his teammates better and gain a deeper appreciation for their backgrounds.



## Travis Marshall

Travis worked in Supply Chain with nutpods from May 2017 to January 2022, but recently left the company to pursue a new opportunity. His favorite ESG initiative for 2021 was promoting diversity through Lunch & Learn presentations, including learning about Lunar New Year, Black History Month, Juneteenth, and Hispanic American Heritage Month.



## Amy Ferree

Amy started with nutpods in late 2017 and has since moved to roles that oversee the nutpods product launch process. In 2021, Amy's favorite initiative was transitioning nutpods' packaging to a more environmentally-friendly version: Plant Pack. She's looking forward to future packaging initiatives that ESG can support.



## Kayla Buchmeier

Kayla joined nutpods in July 2020 as Sales Coordinator, supporting the sales team with all top retail account needs. She also manages northwest natural accounts and provides business insights and reporting to the team. Her favorite ESG initiative in 2021 was blowing away our fundraising goal for Feeding Friday by raising over \$500k to fight hunger across the United States. "I love being part of a company that puts such a priority on giving back to those in need. With so many struggling during the pandemic, nutpods embraced the spirit of giving, with the support of 11 other incredible brands, to raise money, product, and awareness for the food disparity in this country".



## Michele Silbey

Michele joined the ESG committee in 2021 in addition to her role as Director of Marketing at nutpods. While her day job focuses on planning shopper marketing programs at the company's top retail accounts, she enjoys helping plan ESG initiatives that give back to the team and community. As a founding team member, she's honored that nutpods now has the resources to meaningfully contribute the company's time, product, and funds.



# ESG in 2021

## Doubling Down

For the ESG Committee, 2021 was about doubling down on the principles and commitments that our company made since our inception in 2013: We gave our time, we gave our product, and we gave our funds back to the community.

**Time:** We had limited opportunities to volunteer in 2021 with many organizations temporarily pausing volunteer programs. We were glad to return to Food Lifeline at the end of the year which gave our team members an up-close and personal look at the work to fight hunger. As the strains of this pandemic settle, we look forward to volunteering more frequently in 2022!

**Product:** One of our 5 company pillars is Environment and in supporting this pillar, we examine how we can reduce our carbon footprint. This included an expansion of our new products into Plant Pack packaging, made from up to 95% plant-based materials. We were the exclusive partner of SIG in North America to pioneer this FSC-Certified package with our entire line. We also have reviewed opportunities with our ingredient suppliers to minimize secondary packaging wherever possible, including buying in larger formats (ie totes, supersacks etc). Finally, we were conscientious of any short-shelf life items and chose to donate our products to food banks around the country instead of transporting them to a landfill.

**Funds:** 2021 was another extraordinary year with the continuance of COVID and new variants continuing to be disruptive to ours and others' businesses. However, we counted ourselves among the lucky ones that were able to successfully navigate our way through the greatest supply chain disruption since World War II and the worst pandemic since the Great Influenza of 1918. We saw and heard the call for support and assistance that our communities were asking for and as a company, we chose to increase our impact, knowing many partner companies were simply not in a position to participate at their normal levels of corporate giving. Our charitable contributions for the year, which totaled over \$204,000, matched the total contributions made in the prior history of the company, effectively doubling our company's financial impact on charities in a single year.

Our Feeding Friday initiative, in its second year, was a massive success! We raised \$572,000 in cash and product for Feeding America and its affiliates, which was about 5x the amount we raised in our inaugural year of 2020, despite the fact that the number of companies participating with us was only one third of the number from the prior year due to COVID's impact on their respective businesses.

In addition to Feeding Friday, we enjoyed continuing our ESG efforts in so many ways throughout the year, including the following:

- **Our Virtual "Holiday Party"**
- **Instead of catered lunches at the office, we reimbursed employees for take-out and delivery for special events like Lunar New Year and Black History Month**
- **Month-long step competition in March**
- **3 new company holidays – MLK Jr. Day, Presidents Day, Juneteenth**
- **Enjoying a Seattle Mariners game together in a stadium suite**
- **Extending our Plant Pack initiative to all our products**
- **Organizing a back-to-school product giveaway for school teachers**
- **A \$2,000 donation to the Whole Planet Foundation**
- **A \$5,000 donation to the Greg Steltenpohl Pragmatic Visionary Award Fund**
- **A \$5,000 donation to StopAAPIHate.org**
- **A \$10,000 donation to the Asian Counseling & Referral Service**
- **A \$10,000 donation to the Washington Farmland Trust**
- **A \$30,000 cash donation to Food Lifeline**
- **Over \$140,000 in product donations to Feeding America affiliates and other food banks**

Looking forward to more in 2022,  
The ESG Committee





ESG in 2021

# Feeding Friday

In 2020 nutpods launched Feeding Friday in partnership with Feeding America and its local affiliates with two main goals: to raise money to support the nation's food banks which were seeing unprecedented demand, and to fight food waste by partnering with philanthropic food brands for product donations.

“Feeding America is a United States–based nonprofit organization that is a nationwide network of more than 200 food banks that feed more than 46 million people through food pantries, soup kitchens, shelters, and other community-based agencies.”

[feedingamerica.org](https://feedingamerica.org)

In 2021, nutpods was proud to continue that spirit of giving with the support of 11 other food & beverage brands. Feeding Friday was held November 12th, 2021 and together we raised \$572,000 in product and funding donations to fight hunger across the United States.

Feeding Friday continues to be a highlight of nutpods' five company pillars and the ESG committee looks forward to continuing this tradition year after year.





ESG in 2021

# Food Lifeline Volunteering

In November, ten team members, including Founder & CEO Madeline Haydon, sorted fruits and vegetables for our neighbors in need at Food Lifeline in South Seattle. As a team we sorted about 3,200 pounds of food for distribution to local food banks. We're so proud to support this amazing organization and volunteer in-person at least once a year, in addition to donating funds and product whenever we can.

"I grew up volunteering with similar organizations with my soccer team, so it was great to get back into volunteering with my colleagues. Since I started at nutpods during the pandemic, it was awesome to get together with everyone, especially team members from other departments that I don't interact with every day! And it was my first time at Food Lifeline - what an awesome organization!" – Miya Mukai, Marketing Associate





# ESG in 2021

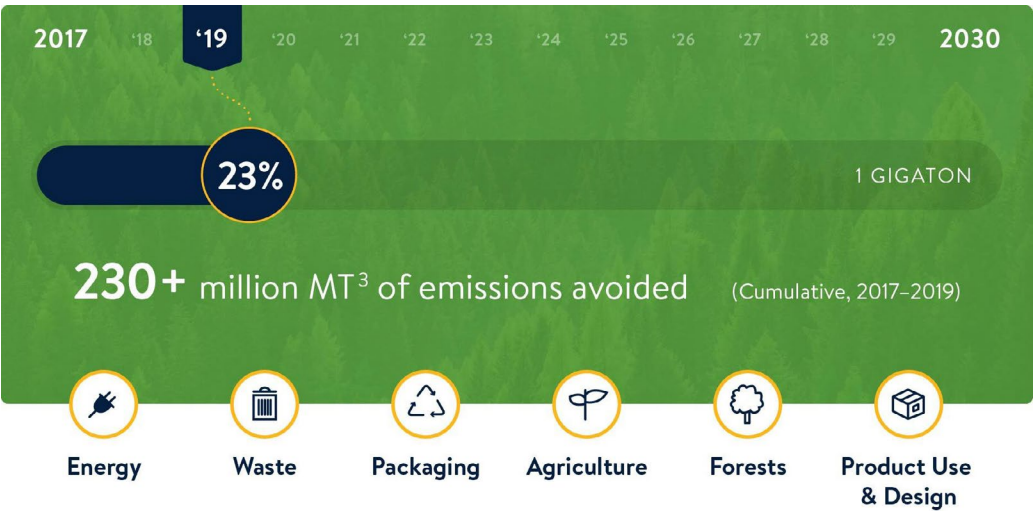
## Walmart Gigaton

Walmart is committed to engaging suppliers in climate action, along with NGOs and other stakeholders. Through Project Gigaton, Walmart aims to avoid one billion metric tons (a gigaton) of greenhouse gases from the global value chain by 2030.

To support this effort, in 2021 we committed to the following goals:

- 1. We will have 77% bio-based content by 2022. We will be fully transitioned to Plant-Pack packaging by the end of 2022, which uses at least 90% bio-based materials based on a mass-balance system.
- 2. We will source 100% of our paper products from FSC, SFI, or PEFC certified sources by 2022.
- 3. We will have 8% recycled content in our products by 2022. This is primarily from our mastercases, 71% of which are currently made from recycled materials.
- 4. We will reduce food waste by 17% in our supply chain by 2023. This will be done primarily through increased product donations.

As a team we will always be looking for more ways to reduce our impact on the environment and we'll continue to improve upon the above goals this year and in the future.





ESG in 2021

# Lunch & Learn

To celebrate racial diversity and learn about various cultural traditions of nutpods employees, we held “Lunch & Learn” sessions throughout the year, giving people a chance to share their unique personal and familial stories with the whole team.

For the Lunar New Year, Lydia Lee and Emi Ha taught everyone about The Legend of Nian, the tradition of the red envelopes and the Chinese Zodiac animals.


Prior to Juneteenth, the ESG Committee put together a Jeopardy: Juneteenth Edition event, where the company broke into teams and tested their knowledge of Black History and the Juneteenth holiday. Then our CEO gave us a surprise day off the next day to celebrate!

For Hispanic American Heritage Month, Eddie McDonald and Stephanie Divinski helped folks understand the difference between Hispanic and Latino/a, shared family stories, and even family salsa recipes!

“I love how nutpods doesn’t just talk about diversity, we actively promote it in the workplace. Through actively hiring for diversity, adding company holidays like MLK day & Juneteenth, and through lunch & learns, nutpods is always striving to be a company that’s inclusive and welcoming to everyone.” – Travis Marshall, Supply Chain Planner

### Family Recipe

Salsa Veracruz



Tomatoes (2)  
Jalapenos (1)  
Fresh Garlic (1 per 2T)  
Sweet Onion (1 per 8T)  
Cilantro

Sea Salt  
Crushed Black Pepper


**Step 1:** Pan Fry (just a little olive oil) the Tomatoes & Jalapenos. You can also roast the garlic and onions if you v

**Step 2:** Cut the stem off the Jalapenos and if needed, tomatoes to fit in blender probably not needed.

**Step 3:** Add the items above in RED into the blender. And mix it up... if you like chunky, pulse... if you like it thinner, blend it up some more.


### What's is Lunar New Year?

- The Lunar New Year is based on the ancient Chinese Lunar Calendar
- Starts end of January to the end of February and lasts about 15 days until the full moon arrives
- Dates back to 14<sup>th</sup> century B.C. Shang Dynasty
- The Lunar Calendar set according to lunar phases, solar solstices and equinoxes
- The calendar is based on the principles of ying and yang



### Zodiac Animals – The Lunar Calendar

The zodiac consists of 12 stations

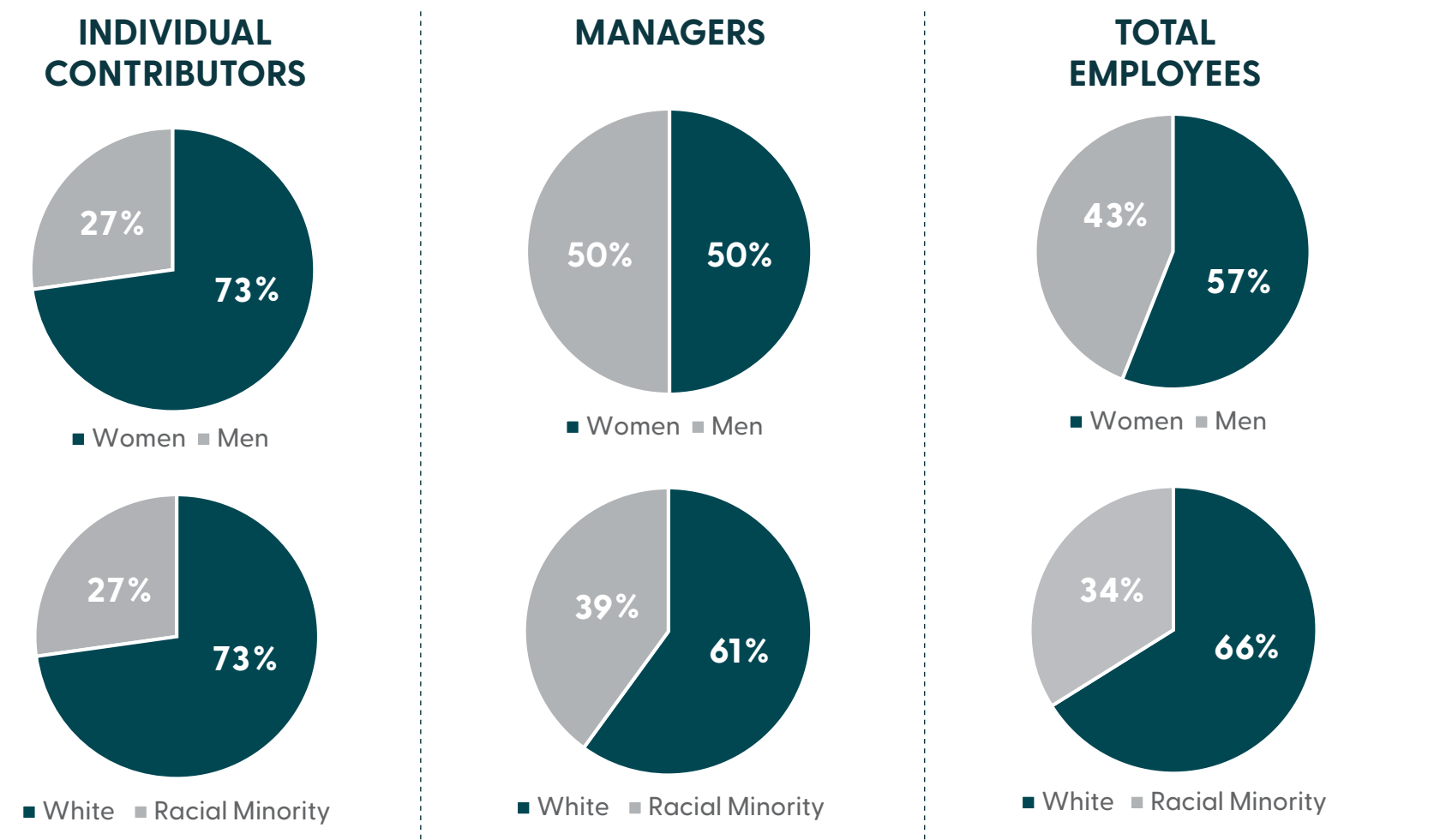






ESG in 2021

# nutpods Diversity



We strive to invite different perspectives on our team and we want diversity of thought as a result that comes from diversity among our teams. We take a look at our team composition in terms of gender as well as race across all levels of our organization, ensuring that we are mentoring and developing team members and giving them opportunities to advance internally. Moving forward, we will also track our age composition of 40yo+ as we value the perspectives of our team members in all various stages of life.

Representative of the diversity of nutpods, the company matched charitable donations made by its employees in 2021 to the following organizations:

- Vine Maple Place • Water.org • Squirrelmender Wildlife Rehabilitation  
International Refugee Committee • Trenton Wilkins & the American Youth  
Foundation • Arizona Mastiff Rescue • Sammamish Creekside Elementary School





ESG in 2021

# Virtual Holiday Party

“Even though we couldn’t celebrate in person together as a team as we wanted to, it was very important to me to honor and appreciate our team members as we closed out another remote year. I loved hearing how each team member chose to splurge on an experience that was meaningful to them and their loved ones”.

-Madeline Haydon, Founder and CEO

“Historically, we have had amazing company holiday parties. I’m thankful that Madeline always comes up with fun ways to celebrate holidays, whether it be Christmas or Chinese New Year.”

-Lydia Lee, Senior Marketing Manager

“You’re going to reimburse me for what I WANT to do for my own holiday party!? Love this!”

-Joe Martin, Sr. Director, Finance & Accounting

**Cheers to 2021! Although we can't be together this holiday season as we had originally planned, we still want you to be able to celebrate our success as a team. Thank you for all that you do for nutpods.**

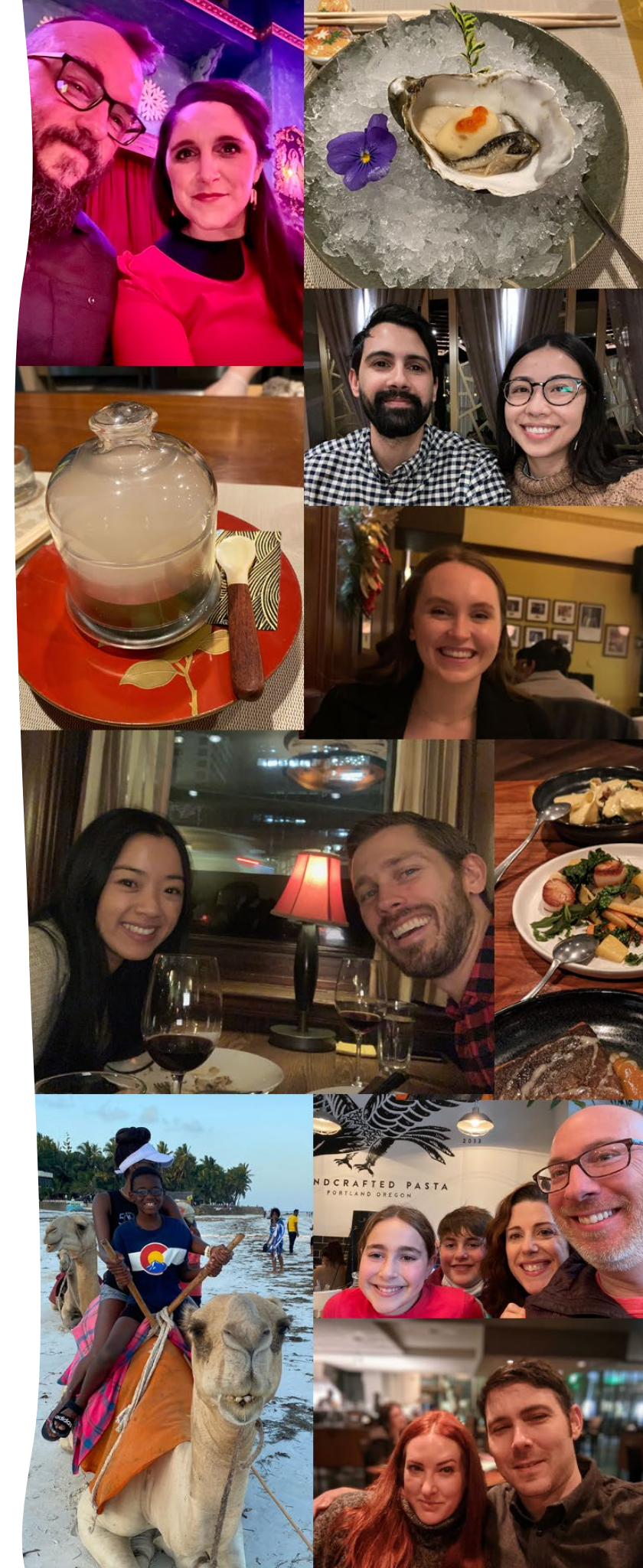
**We'd like to treat you to an indulgent experience you wouldn't normally splurge on, up to \$250.**



To redeem your gift, Expensify or reimburse your gift by 12/31/21. Please speak with your manager. Employees with children can add childcare to the \$250 limit.



**Team Member Holiday Surprise!**  
DETAILS ON BACK





# A Message from our CEO

We have weathered several tumultuous years as a team with political and societal changes. During times of uncertainty, I was grateful to go back to our company pillars as a reassuring North Star on where to channel our efforts: Customers, Quality, Team Members, Community and Environment.

It is the team members that really make our brand special. They have been resilient during challenging times, allowing us the flexibility and adaptability we needed as a team. They have always worked hard but continued to learn new ways to collaborate with their fellow teammates. And they remained committed to our brand that served our customers with delicious products that supported a healthy lifestyle when our health mattered the most. As a team we were able to continuously provide a small, comforting ritual that we could each keep for ourselves: our own perfect cup.



*Madeline*  
mom + nutpods  
founder

