

SUSTAINABILITY

IMPACT REPORT

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THE SEVEN INTERNATIONAL COOPERATIVE PRINCIPLES ESTABLISHED IN 1844 IN ROCHDALE, ENGLAND, GOVERN ALL COOPERATIVE BUSINESSES. ESTABLISHED MORE THAN 180 YEARS AGO, THESE GUIDEPOSTS ARE THE CO-OP VERSION OF THE MODERN DAY ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) STRUCTURE, A STANDARD OF MEASURE ON CORPORATE SUSTAINABILITY AND ETHICAL IMPACT INTRODUCED IN 2004 BY THE UNITED NATIONS GLOBAL COMPACT. LIKE ESG, THE SEVEN PRINCIPLES REFLECT A BROAD FRAMEWORK FOR CO-OPS THAT PROMOTES TRANSPARENCY AND COOPERATIVE RESPONSIBILITY, SUSTAINABILITY, SOCIAL JUSTICE, AND COMMUNITY WELLBEING.

For 12 years, Outpost has been actively tracking and reporting our sustainability impact. We have set goals in place to help guide our impact and measure our progress. These key metrics were tracked and measured in our fiscal year 2022.

OUR GREENHOUSE GAS EMISSIONS SCORE IS **370** WHICH IS 33% LESS FROM 2017

OFFSET OUR ENERGY COSTS **100%** THROUGH RENEWABLE ENERGY CREDITS

28th in 2022 ON THE EPA GREEN POWER PARTNERSHIP TOP 30 RETAIL LIST 10 YEARS RUNNING

628 THOUSAND POUNDS RECYCLED IN 2022

529 THOUSAND POUNDS COMPOSTED

68% OF OUR WASTE IS DIVERTED FROM THE LANDFILL (INDUSTRY AVERAGE IS 45-50%)

MEQUON SOLAR PANELS ARE ENOUGH TO POWER **4** WISCONSIN HOMES A YEAR

\$162 THOUSAND DOLLARS CUSTOMER & CO-OP CONTRIBUTIONS DONATED TO **HUNGER TASK FORCE** FREE & LOCAL

OVER **\$19** THOUSAND DOLLARS IN CUSTOMER CONTRIBUTIONS DONATED TO **Empty Bowls** MILWAUKEE

\$125 THOUSAND DOLLARS DISCOUNT SAVINGS TO FOODSHARE SHOPPERS **PRODUCE TO THE PEOPLE**

73% OF EMPLOYEES ELIGIBLE FOR **401K** RETIREMENT BENEFITS

300+ HOURS OF STAFF DEVELOPMENT AND TRAINING

65% OF EMPLOYEES ELIGIBLE FOR HEALTH BENEFITS

75% OF EMPLOYEES RATE OUTPOST A GREAT PLACE TO WORK ★★★★★

345 PEOPLE EMPLOYED BY THE CO-OP

75% OF HEALTHCARE PREMIUMS ARE PAID BY OUTPOST

ALMOST **22 THOUSAND** LOCAL CO-OP OWNERS

80% OF EMPLOYEES REPRESENTED BY UNITED FOOD AND COMMERCIAL WORKERS LOCAL

13% OF OUTPOST'S LEADERSHIP TEAM IDENTIFY AS BIPOC

29% OFF ALL EMPLOYEES IDENTIFY AS BIPOC

41% EMPLOYEES OF COLOR HIRED INTO PROFESSIONAL ROLES

\$18.3 MILLION DOLLARS OF ORGANIC SALES **CERTIFIED ORGANIC**

\$13.1 MILLION DOLLARS OF SALES FROM LOCAL VENDORS

OUTPOST BOARD OF DIRECTORS **22%** SELF-IDENTIFY AS BIPOC **77%** SELF-IDENTIFY AS FEMALE

624 BOARD OF DIRECTOR BALLOTS CAST & DOLLARS DONATED TO MILWAUKEE CENTER FOR INDEPENDENCE

WHAT IS A CO-OP?

WWW.OUTPOST.COOP/OWNERS/WHAT_IS_A_COOP/