

# C&S Wholesale Grocers, LLC Sustainability Report

Image courtesy of The Conservation Fund | Photographer Addison Hill



Dear Customers, Partners and Friends:

For more than 20 years, I have had the privilege to work with the most passionate and hardworking team in the industry. C&Sers go above and beyond for our customers and our communities. It is an honor to be able to share some of the highlights of the outstanding sustainability efforts that are being made through the hard work of every person in our Company — from our offices to our warehouses and in our grocery stores.

The way we work is simple — *we take care of each other and operate as a team. The Green Path Forward* is a testament to that dedication. We are fast achieving all the environmental goals that we set in our five-year plan and in typical C&S fashion — we are not stopping there! We continue to add more objectives every year. With our upcoming expansion in grocery retail, we are looking forward to advancing our efforts to make a difference in the way our families, friends and neighbors live for generations to come.

Please take the time to read through this year's report and learn how we are changing the way our industry does business. Our focus has always been to drive the success of our customers and our long-term growth, while also ensuring that the communities where we live, work and play flourish. This report clearly demonstrates that the C&S legacy remains strong.



**ERIC WINN**

Chief Executive Officer



Image courtesy of The Conservation Fund | Photographer Addison Hill





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C&S: WE WORK TO MAKE OUR COMMUNITIES BETTER

The Green Path Forward  
Sustainability Committee Leaders

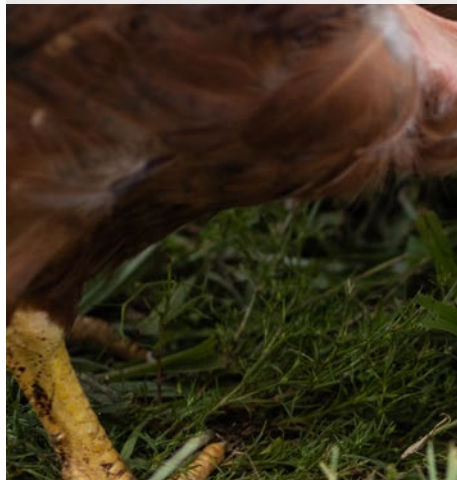


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PRESERVING THE ENVIRONMENT

The Conservation Fund

- + Building Climate Resiliency
- + Securing America's Farmland
- + Supporting Innovative and Equitable Food Systems



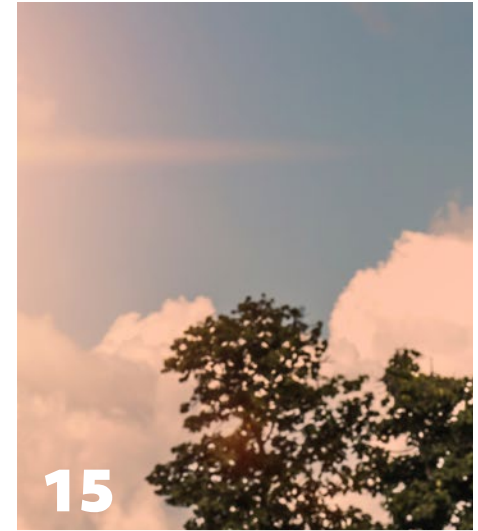
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ELIMINATING WASTE AND RESCUING FOOD

Eliminating Waste

Rescuing Food

- + Feeding America
- + United Way Worldwide
- + American Red Cross



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LESSENING OUR CARBON FOOTPRINT

- Fleet Sustainability
- Battery Technology
- Green Refrigeration
- Demand Response
- Retail Operations
- Regulatory Compliance







C&S: WE WORK  
TO MAKE OUR  
COMMUNITIES  
BETTER



# THE GREEN PATH FORWARD

Doing business in a way that makes our communities better is at the heart of our success at C&S Wholesale Grocers, LLC (C&S). In 2020, our Sustainability Committee developed a comprehensive strategic plan focused on centralizing, tracking and furthering the sustainability efforts that have been part of our work for more than 105 years. *The Green Path Forward* is a strategic set of best practices and goals that are aligned with the latest conservation efforts and provides a detailed schedule to achieving goals within the three most impactful areas of our industry, including:

- » Preserving the Environment
- » Working to Eliminate Waste
- » Lessening Our Carbon Footprint

Each year as we realize our goals, we increase our commitments to align with C&S's growth. Already, C&S saw a 9% reduction year over year in greenhouse gas emissions versus our overall goal of 5%. The Sustainability Committee Leaders work within their respective business areas and across the Company to drive best practices and engage employees to learn more ways to make our operations better for our customers and for our planet.



# SUSTAINABILITY COMMITTEE LEADERS

## CHAIR

### **Bryan Granger**

*Senior Vice President of Operations Law & Compliance*

## MEMBERS

### **Andrew Bonnette**

*Senior Analyst of Strategic Sourcing*

### **Jeanne Burns**

*Vice President of Operations Law & Real Estate, Compliance*

### **Kate Cote**

*Senior Specialist of Community Relations & Events*

### **Victor DeJesus**

*Program Manager of Continuous Improvement, Warehouse Operations*

### **Mike Hunsicker**

*Senior Analyst of Logistics Programs*

### **James Jones**

*Senior Director of Automation, Design & Construction*

### **Jamielee King**

*Vice President of Non-Perishable Procurement*

### **Lauren La Bruno**

*Vice President of Communications, Change Management & Community Relations*

### **Zulia Martinez**

*Specialist of Communications*

### **Derek Medders**

*Senior Manager of Refrigeration, Facilities*

### **Alex Murch**

*Vice President of Fleet & Warehouse Asset Management*

### **Erin Rausch**

*Purchasing Manager of Strategic Sourcing*

### **Lesley Schafer**

*Senior Manager of Refrigeration, Facilities*

### **Warren Wilhoit**

*Director of Environment & OSHA Compliance*





Image courtesy of The Conservation Fund | Photographer Addison Hill

# PRESERVING THE ENVIRONMENT



# THE CONSERVATION FUND

For more than 16 years, C&S has partnered with The Conservation Fund to protect critical land and waters. Since its inception in 1985, The Conservation Fund has protected more than 8.9 million acres nationwide and pioneered a variety of programs that combat climate change and help build vibrant communities. The Conservation Fund is considered one of the nation's top-rated land conservation organizations, consistently receiving a 4-star rating from Charity Navigator, rated A+ by Charity Watch and fully accredited by The Land Trust Alliance for their results in land conservation. C&S works with The Conservation Fund to help support climate resiliency, securing America's farmland and supporting innovative and equitable food systems.

## BUILDING CLIMATE RESILIENCY

Forests in the U.S. sequester more than half a billion metric tons of greenhouse gases annually — 60 times more than any other natural land ecosystem. C&S continues to support The Conservation Fund's efforts to capture carbon and build climate resiliency through the purchase of carbon offsets. These resources support efforts to conserve, restore and sustainably manage America's vital forest resources, including the iconic redwood forests along California's North Coast. In 2023, this included support for restoration efforts and forest management at Buckeye Forest, a majestic 20,000 acres landscape with swaths of redwood trees and over 40 miles of streams. Restoration efforts help improve in-stream habitat for coho salmon and manage the forest for important species like the spotted owl. In addition, efforts also enable sustainable timber harvests that support the local economy and provide natural resource-based products.



# SECURING AMERICA'S FARMLAND

C&S is also partnering with The Conservation Fund to help secure at-risk farmland. This program provides opportunities for diverse, next-generation farmers to access affordable farmland. It also helps to build a healthier and more resilient food system that provides resources for generations to come. The program focuses on:

- » Creating a pathway to affordable land ownership for entrepreneurial next-generation farmers;
- » Growing a more resilient and equitable local food system by increasing the supply of healthy, locally grown food;
- » Protecting at-risk farmland in growing metro region;
- » Breaking down barriers to capital and business support for diverse agricultural businesses ready to scale; and
- » Accelerating farm innovation and adoption of sustainable agricultural practices.

# SUPPORTING INNOVATIVE AND EQUITABLE FOOD SYSTEMS

In 2023, C&S grew our partnership with The Conservation Fund to support their Freshwater Institute, which focuses on advancing best practices that create a robust aquaculture industry. Currently, the U.S. imports more than 85% of the seafood eaten each year. Through its research, the Institute supports producing sustainable seafood like Atlantic salmon in Wisconsin and European sea bass in Connecticut. In addition, the Institute produces thousands of pounds of fresh salmon and trout annually at their research facility in West Virginia. With C&S's support, the Institute provides 25,000 pounds of high-quality, heart-healthy protein to be donated to local food banks in the region, including the DC Central Kitchen and Mountaineer Food Bank in West Virginia. C&S is proud to sponsor this important work in furthering innovations and collaborations across industries to address climate change challenges, while meeting the needs of at-risk communities.

Image courtesy of The Conservation Fund | Photographer: Sam Levitan







Image courtesy of American Red Cross

# ELIMINATING WASTE AND RESCUING FOOD



# ELIMINATING WASTE

Waste not, want not! C&S's *The Green Path Forward* helps to reduce waste in our everyday operations.

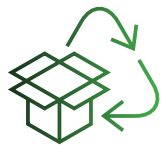
In 2023, C&S kept ALL the below out of our landfills:



**Warehouse Paper**



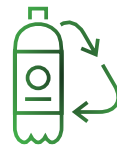
**74 tons**



**Cardboard**



**14,254 tons**



**Plastic Shrink Wrap**



**1,582 tons**



**Wooden Pallets**



**14,665 tons**



**eWaste**

*(computers, printers, etc.)*



**6 tons**



# RESCUING FOOD

Ensuring that we keep our communities fed is not only our job but also our legacy. In 2023, C&S donated more than 609,000 tons of food from our warehouses and grocery stores to local community food donation resources, as well as to 25 Feeding America® member food banks across the country.



**FEEDING  
AMERICA**

Since 1994, C&S has supported Feeding America to ensure equitable access to nutritious food in partnership with local food banks in the communities we serve. Feeding America supports tens of millions of people who experience food insecurity to get the food and resources they need to thrive as part of a nationwide network of food banks, statewide food bank associations, food pantries and meal programs. From March 2022 to March 2023, C&S donated more than 9.3 million meals to those facing food insecurity.



United  
Way



## WORKPLACE CAMPAIGN

For more than 20 years, C&S has supported the United Way, a global organization that strives to accomplish three main goals: early childhood success, healthy communities and financial stability for families. Each year, C&S runs a United Way Workplace Campaign, which is an opportunity for employees to make a pledge that is matched dollar for dollar by the Company. This financial assistance helps the United Way provide free or low-cost services that improve the lives of local community members and their families. During the 2022-2023 United Way Workplace Campaign, employee contributions matched by C&S resulted in more than \$877,932 in donations. C&S is proud to continue this annual tradition that helps make a positive impact in our local communities.



Images courtesy of United Way





# AMERICAN RED CROSS

For more than 20 years, C&S has partnered with the American Red Cross to help our communities deal with the devastating impacts of climate change and the resulting natural disasters. From supplying food and necessities to donating financial aid, C&S has helped local families impacted:

- » C&S donated products, support and financial aid to help families displaced by the wildfires in Hawaii. Our local team members worked together to create a special employee giving campaign, and the Company matched all donations to support rebuilding efforts.
- » C&S provided both financial assistance, as well as cases of water and food, to support the relief and rebuilding efforts in Vermont after local residents were impacted from catastrophic floods.
- » C&S also gave financial assistance to support flood recovery efforts in Alameda, California, as hundreds of thousands were without power and numerous communities were forced to evacuate.
- » Through our partnership, C&S supported the local-based affiliate with financial aid to help those impacted by the earthquake in Morocco.

*"When help can't wait during a disaster, our Red Cross community of dedicated staff, volunteers and partners rally together to provide relief and hope for their neighbors in need. For more than 20 years, C&S Wholesale Grocers has generously supported the Red Cross mission, helping to bring food, supplies and financial relief to hundreds of thousands of people facing floods, fires and hurricanes. Thank you, C&S, for being a disaster relief leader in our Northern New England Region."*

**Stephanie Couturier, American Red Cross Regional CEO**



A person's hands, wearing a white long-sleeved shirt, are shown holding a glowing, futuristic lightbulb. The lightbulb is illuminated with a bright yellow and orange light, and its outline is defined by a blue and purple neon-like glow. The background features a large array of solar panels stretching into the distance under a bright, sunny sky with scattered clouds. The overall scene conveys a message of sustainable energy and innovation.

LESSENING OUR  
CARBON FOOTPRINT



# FLEET SUSTAINABILITY

C&S's perpetual asset replacement strategy continues to make substantial progress. In 2023, our **tractor fleet** was 100% replaced with newer models. This is a significant efficiency benefit from our partnership with Volvo. C&S finished the year with an average age of 3.0 years for our tractor fleet.

In addition, our **trailer fleet** is at 99% replaced, exceeding our 2027 target date. C&S continues to equip our assets with preferred SmartWay certified components and to ensure driver safety, including cameras and real-time AI-drive coaching. Reduced diesel gallon consumption and emissions remain a top focus. Infrastructure improvements were made so that C&S could deploy shore power for electric standby refrigerated trailers and deploy electric yard trucks through our partnership with Lazer Logistics. Early measurements indicate the realized energy savings and the elimination of diesel use for those trucks. Smart profiles have been installed in 98% of C&S's refrigerated trailer fleet. We are ahead of our goal of 100% by the year 2025!



## BATTERY TECHNOLOGY

C&S's battery technology program continues to be an important component of our sustainability efforts within our warehouse operations. We leverage Advanced Charging Technologies (ACT), a best-in-class integrated solution for forklift battery and charging technologies, at several C&S warehouse facilities. In 2023, C&S added 50 additional Quantum chargers throughout the network. Currently, our replacement technology protocol at other facilities is to use ACT whenever a charger needs to be replaced. Through an online portal, "ACT View" enables us to monitor site usage. ACT View provides a real-time digital tracker that follows the categories below, including CO2 usage reduction.



# GREEN REFRIGERATION

C&S has made tremendous investments in green refrigeration systems. We use a natural refrigerant (anhydrous ammonia — NH<sub>3</sub>) within almost 100% of our warehouses. As a refrigerant, ammonia offers three distinct advantages over other commonly used industrial refrigerants. First, ammonia is the most environmentally friendly refrigerant. It belongs to the "natural" refrigerants group, and it has both Global Warming Potential (GWP) and Ozone Depletion (ODP) equal to zero. Second, ammonia has superior thermodynamic qualities. As a result, ammonia refrigeration systems use less electricity. Third, ammonia is one of the most common compounds found in nature. It is essential to the earth's nitrogen cycle and if released into the atmosphere, it is immediately recycled.



## ROBESONIA R22 CONVERSION PROJECT

C&S has made every effort to switch our entire warehousing network to natural refrigerant. In 2023, C&S launched a project to completely convert the Robesonia, Pennsylvania, warehouse from Freon (R22) to ammonia. The phased three-year, high-level project plan is set to replace the existing R-22 system with ammonia-rated equipment and decommission the existing system. Phase 1 of the conversion is anticipated to take on the first ammonia delivery by May 1 of this year. We are already approximately 40% complete with the overall project and 90% complete with Phase 1!

In addition, C&S made significant investments to increase our warehouse refrigeration system efficiency in 2023, including:

- » Installing four new evaporative condensers with variable speed drive (VFD) technology. This will increase refrigeration system efficiency at these three facilities (Sheboygan, Wisconsin; Westfield, Massachusetts; and Aberdeen, Maryland).
- » Upgrading refrigeration control systems at the Kapolei, Hawaii facility, which enabled much more efficient operations and the monitoring of system operations, while also allowing for quick adjustments to improve operating efficiency.
- » Upgrading 10 Frick compressor control panels, which enabled much more efficient operations.

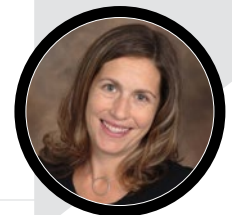


*A significant highlight this last year has been that C&S's very own Senior Refrigeration Manager and Sustainability Committee Leader Lesley Schafer was named Treasurer on the Board of Directors Executive Committee of the International Institute of All-Natural Refrigeration. Lesley's extensive career accomplishments, including more than 11 years leading C&S's Refrigeration-related Regulatory Compliance requirements and responsibilities throughout all refrigerated sites, makes her uniquely qualified to help the industry make sustainable strides in this important area.*



**LESLEY SCHAFER**  
Senior Manager,  
Refrigeration

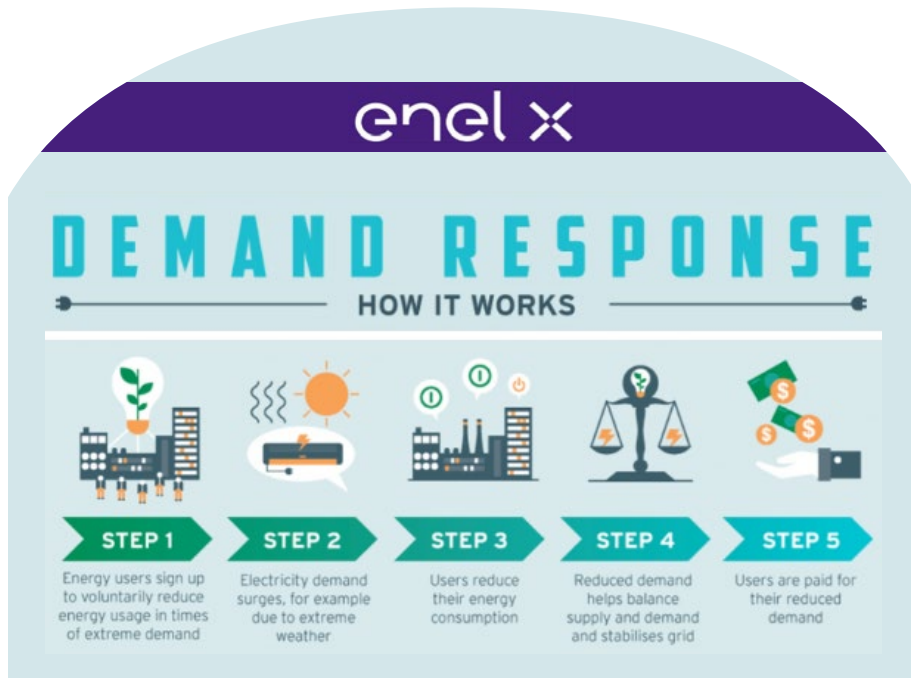
C&S Wholesale Grocers, LLC





# DEMAND RESPONSE

What is Demand Response? Demand response provides an opportunity for consumers to play a significant role in the operation of the electric grid by reducing or shifting their electricity usage during peak periods in response to time-based rates or other forms of financial incentives. C&S is actively participating in demand response programs with Enel X – the largest provider of demand response worldwide. As part of our participation in these programs, C&S facility leaders partner closely with Enel X to shift energy usage away from times when the grid is in high demand. During a curtailment, Enel X notifies C&S about a strain on the utility grid, and our facility directors immediately carry out a carefully orchestrated plan to shut down as much power as possible without interrupting operations.







## REGULATORY COMPLIANCE

Over the last year, C&S continued to assess locations' viability for solar installation, while also remaining steadfast in ensuring storm water and regulated waste programs stay on track at all current and acquired facilities. These programs not only support the local ecosystems from toxins found in wastewater but also ensure that we protect people from exposure.

## RETAIL OPERATIONS

As C&S expands our retail footprint, the team has quickly started to incorporate *The Green Path Forward* into our retail operations. In 2023, we converted our R22 refrigerant to a more efficient refrigerant at nearly half of our Grand Union stores. The existing refrigeration systems at these stores are utilizing R22 [higher ozone depleting potential (0.5) and global warming potential (1,810) refrigerant]. This was replaced with a refrigerant known as R448A that has a zero-ozone depleting potential rating. Although not a natural refrigerant, it follows the AIM Act and C&S is working to improve the immediate problem with a longer-term solution already in place for conversions in the future. In addition, all Grand Union locations and the Piggly Wiggly® Watertown, New York, location were greener in 2023 with LED lighting conversions throughout the stores.





Image courtesy of The Conservation Fund | Photographer Addison Hill



*C&S Family  
of Companies*

### **About C&S Wholesale Grocers, LLC**

C&S Wholesale Grocers, LLC is an industry leader in supply chain solutions and wholesale grocery supply in the United States. Founded in 1918 as a supplier to independent grocery stores, C&S now services customers of all sizes, supplying more than 7,500 independent supermarkets, chain stores, military bases and institutions with over 100,000 different products. C&S also proudly operates and supports corporate grocery stores and services independent franchisees under a chain-style model throughout the Midwest, South and Northeast. We are an engaged corporate citizen, supporting causes that positively impact our communities.