



2023 Corporate Social Responsibility Report



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Letter from our Leaders

For Martin Brower, being a leader in supply chain is about more than just moving products or things. We are driven by a purpose: to architect progress and leave a better world for future generations.

But we know we cannot build a responsible future alone. To ensure our company is resilient in the future, reduce our environmental impact, and have a lasting impact on the communities we call home, we need to harness the collective power of our network to create real, meaningful change.

That's why we established "Impact for Good" as one of our four organizational pillars. Through it, we aim to build a responsible future by leveraging our global reach and network to fuel progress in our communities and around environmental sustainability.

Under this pillar and through our MB Cares program, we've set ambitious goals across four commitment areas: recycling, energy, fuel and emissions, and community engagement. Additionally, we have set ambitious net zero climate targets that have been approved by the Science Based Targets Initiative (SBTi). These goals include reducing our absolute scope 1 and 2 GHG emissions by 51.8% by 2030 and reducing absolute scope 3 GHG emissions from fuel and energy-related activities, upstream transportation and distribution, and downstream transportation and distribution by 30% by 2030.

Each year, we publish our Corporate Social Responsibility Report to review our performance against these goals. This step is an opportunity to celebrate our progress while inspiring us to be better.

We are proud to share that we've made meaningful advancements across all our commitments, which you will find highlighted in this year's report. This progress is only possible thanks to the unwavering support of our team members, customers, and partners. Thank you for your contribution and partnership as we work to build a responsible future.

We know there is still more to do, and we're committed to living up to our purpose. We look forward to seeing what more we can accomplish together this year.



Sarah Burke
Chief Executive Officer



Olivier Chasseloup
Chief Supply Chain Officer



“

To ensure our company is resilient in the future, reduce our environmental impact, and have a lasting impact on the communities we call home, we need to harness the collective power of our network to create real, meaningful change.

”

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 calculated 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 an equitable 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.



721M
cases



26K
locations served



13,500
team members



18
countries



78
facilities



53%
fleet using
alternative fuels



92%
waste diverted
from landfill

2023 in Numbers



People First Culture

82%
Team Member engagement*

14

distribution centers with zero injuries

14

Great Place to Work® country certifications

514

internal promotions

2,798

leaders participated in leadership training programs

260

internships and apprentices



Community

\$1.5M
total charitable donations in 2023

\$1.4M

donated to Ronald McDonald House Charities®

2,392

Team Members volunteered

8,944

volunteer hours



Recycling

92%
waste diverted from landfill

55.7M

kilos of waste diverted from distribution centers

53M

kilos of waste diverted from customers' restaurants



Energy

64%
global electricity from renewable power

2M

kWh of solar power generated at distribution centers

76%

reduction in electricity-related emissions globally



Fuel & Emissions

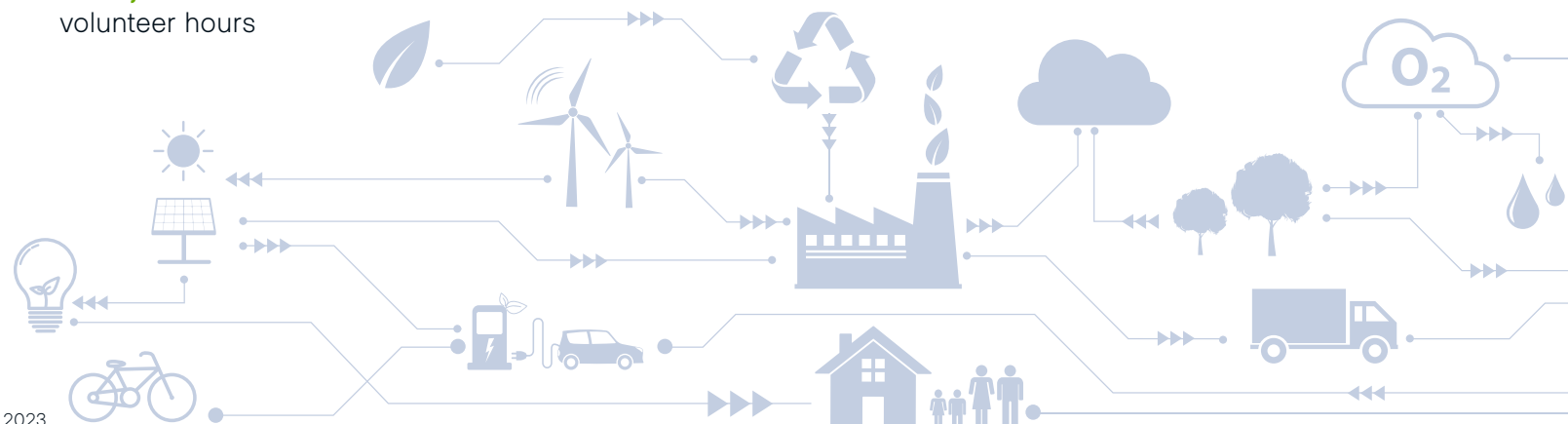
26%
absolute reduction in emissions since 2018

850+

on-road vehicles were deployed in 2023 using alternative fuels

100%

of material handling equipment is electric or hydrogen powered



* Global Employee Engagement Survey Results, 2023

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

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 13,500 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 help our Team Members grow and reach their career goals.

2023 People Highlights

514 internal promotions

2,798 participated in leadership development programs

260 internships & apprentices

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 innovate and deliver a sustainable future. We have made a lot of progress and we are excited about the continued enhancement of our organizational culture.

- In **Brazil**, they brought in experts to make sure our work environments were inclusive for employees with disabilities. As a result, they made changes like adding high visibility to all stairs for the visually impaired.
- In **France**, where all nouns are either feminine or masculine, they changed all job descriptions and job postings to include both feminine and masculine versions of job titles.
- In **Singapore**, where almost half of our employees are Muslim, they designated one fridge as a Halal fridge and one non-Halal so all employees had a place to keep their food.



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 are a cornerstone of our values and sit at the heart of all we do. 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.

2023 Safety Highlights



17%
reduction
in recordable
injuries



55%
DCs improved
their safety record
year-on-year



14
DCs had
zero recordable
incidents



“The most important part of this whole situation is that the 17-year-old boy, Jefferson, walked away from the accident and into emergency care.”

Ray Polanco, Driver, Harriman Distribution Center, US

Harriman Hero

Our safety-first culture plays a role in ensuring our team members go home safely at the end of the day. This commitment doesn't stop at the doors of Martin Brower; it extends well beyond and into our communities.

A Martin Brower driver for more than five years, Ray Polanco, from our Harriman, NY distribution center (DC), knows just how important it is to keep safety top of mind both on and off the road. While out on his delivery route last summer, Ray witnessed a car crash in front of him, which suddenly caught fire. He jumped into action immediately, safely parking his vehicle and using an extinguisher to slow the fire. Ray helped the 17-year-old driver out of the burning car before it became completely engulfed in flames. The local police and emergency authorities arrived soon after and commended Ray for saving the young driver's life through his quick thinking and courageous actions.

Employer of Choice

In 2023, we are proud to report that 14 of our markets received the Great Place to Work™ certification – Australia, Brazil, Canada, Costa Rica, Kuwait, New Zealand, Malaysia, Panama, Puerto Rico, Qatar, Singapore, South Korea, UAE, and the United States.

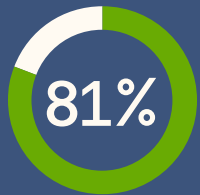


Recognition of Workplace Cultural Excellence

Many of our markets are proud recipients of leading employer accreditations, recognitions and awards.

In 2023, we were recognized by the following:

- **France:** Top® Employer Certification, HappyIndex® Trainees
- **UK:** Investors in People accreditation – Head Office (Gold award); Distribution Centers (Silver award)
- **US:** Gaia Award for Excellence in Sustainability Finalist



Team Member Engagement score*



Manager Effectiveness score*



CSR Strategy at Martin Brower

Corporate Social Responsibility (CSR) is part of our global “Impact for Good” strategy, which is one of four Martin Brower strategic priorities. We consider CSR, including employee engagement and sustainability, a critical, board-level strategic issue. Risks and opportunities are reviewed on a regular basis with the Executive Leadership Team and board. Progress on the Impact for Good priorities is reported through regular committee updates to the board at least annually. Martin Brower executives have been identified to oversee, challenge and support risk management, operations, and strategies to ensure Martin Brower embeds CSR into day-to-day business practices.



Global Focus: CSR Pillars

Driving Positive Change in Our Communities

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

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 9,000 vehicles, a focus on reducing our emissions and optimizing fuel use is something we have dedicated ourselves to continuously improve.

2023 FEATURE STORY

Road to Net Zero

Using renewables to reduce greenhouse gas emissions



Energy consumption in our distribution centers is a significant contributor to Martin Brower's greenhouse gas emissions. That's why our teams worldwide are working hard to reduce energy-related emissions by sourcing renewable electricity.

We are proud to announce that the Science Based Targets initiative (SBTi) has approved our net zero climate targets which include reducing absolute scope 1 and 2 GHG emissions by 51.8% by 2030.* We have also committed to reducing absolute scope 3 GHG emissions from fuel and energy-related activities, upstream transportation and distribution, and downstream transportation and distribution by 30% by 2030.

We are implementing renewable energy purchases in our markets in Brazil, Ireland, and the UK and have installed solar panels in our operations in Australia and France. Thanks to this work, we are proud to report that we've cut our total electricity-related emissions by more than 76% since 2018.

Our commitment to renewable electricity continued to grow last year through partnership with a 2,700-acre solar farm in the US. This investment covers electricity usage for all Martin Brower US distribution centers. In 2023 we also scaled alternative fuel technologies to reduce our reliance on diesel by using electric vehicles (EVs) and biofuels in our US, Canadian, and UK operations. This builds on years of progress in other markets like France and UAE who use 100% biofuel for owned fleet. In 2024, we plan to expand biofuel usage further globally.

While our recent progress is significant, we recognize that in the spirit of our 'People First' ethos, we are committed to do more. Thanks to the ingenuity and passion of our people, we're ready to tackle this next challenge.



* from a 2018 baseline

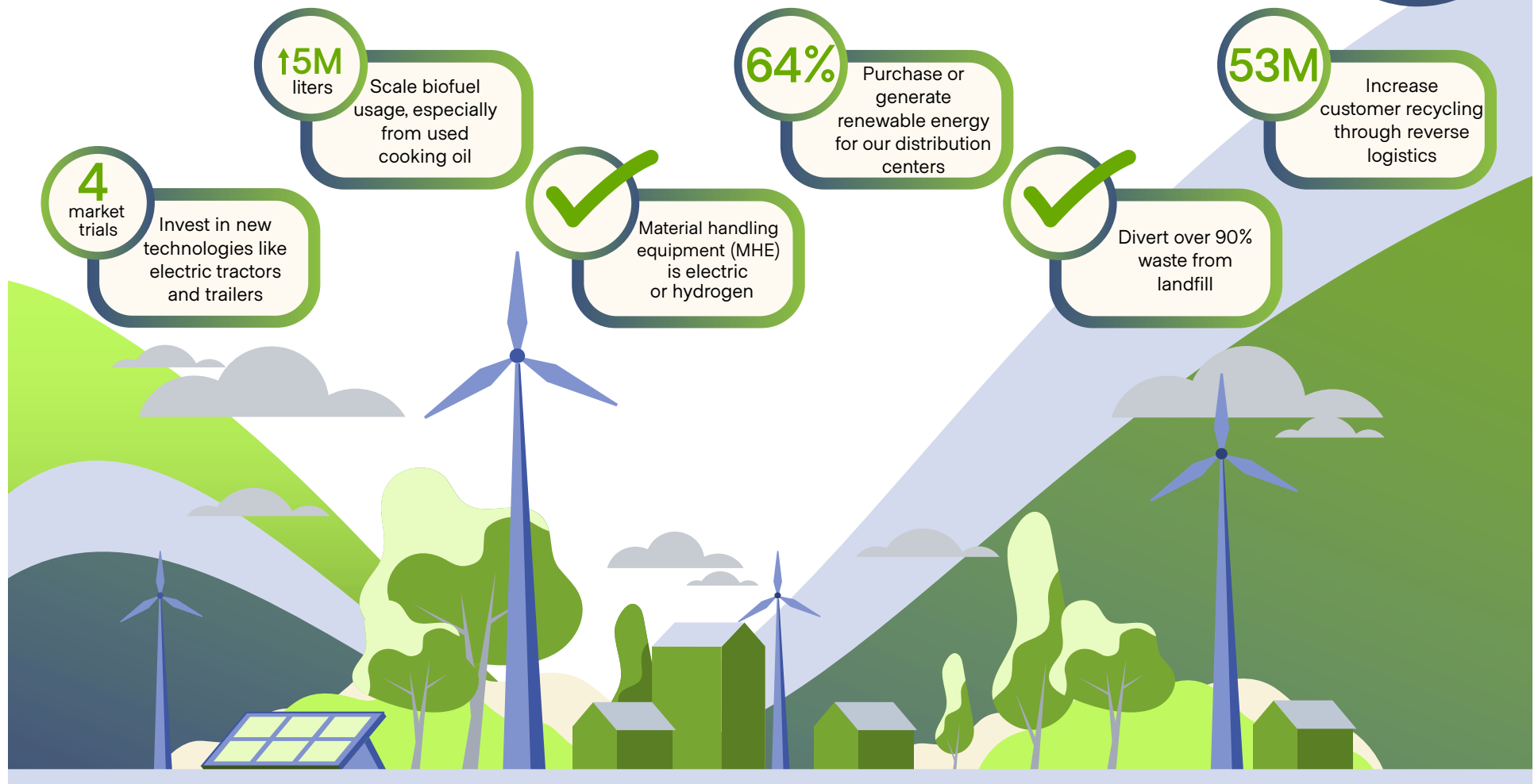
Roadmap for Change

Implementing Sustainable Solutions

We are on an ambitious, long-term journey to reduce our emissions through a planned global roadmap of fleet and facility improvements, alternative fuels, renewable energy, and operational efficiencies in partnership with our 3PLs.

26%
absolute reduction in
scope 1 & 2
emissions since
2018

2023 Progress





Moving Communities Forward

One of the many remarkable things about our team is our unwavering commitment to serving our communities. From volunteering at a Ronald McDonald House to ensuring critical supplies get to communities in need, our people are passionate about connecting with their communities and driving positive change.

In 2022, we launched a new strategy with Impact for Good as one of four pillars. Through Impact for Good, we aim to leverage our scale to drive a global environmental sustainability agenda and positively impact our communities. Through our new initiative, Moving Communities Forward, we are challenging ourselves to reach 20,000 volunteer hours globally in 2024. That's just 90 minutes of volunteering per employee, in honor of our 90th anniversary.

RMHC Highlights



384
events supported



1,504
Team Member
volunteers



6,552
volunteer
hours

Martin Brower is dedicated to strengthening the communities in which our Team Members and customers work, live, and play. In 2024, we are proud to launch our Moving Communities Forward campaign, which challenges Team Members to volunteer for 90 minutes to collectively achieve 20,000 hours.

2023 Progress

\$1.5M total charitable donations

\$1.4M donations to Ronald McDonald House Charities®

2,423 Team Members volunteered

9,199 volunteer hours

384 RMHC charitable events supported

1.2 million kilos of food donated to RMHC, food banks & schools

2024 Goal

20,000 volunteer hours



Food from the Heart

Our Team Members in Singapore take the Martin Brower mission statement of 'moving the things that matter' one step further in their local communities by distributing meals to the elderly, disabled, disadvantaged, and low-income families. They do this through volunteering with the Willing Hearts organization, which operates a soup kitchen that prepares, cooks, and distributes about 11,000 meals to over 70 locations across Singapore every day of the year.



“ I am always looking for ways to give back. My family and I always talk about the concept of 'filling the bucket.' We each have an invisible bucket that is filled from kindness and care while disrespect or other poor behavior takes away from it. ”

Angela Wong, HR Manager, Canada



Martin Brower creates circular waste solutions that support a circular economy and deliver value for our customers.

1. We minimize waste in our DCs
2. We deliver solutions that maximize waste diversion while driving net zero goals

We are committed to identifying innovative opportunities that not only reduce waste but also promote the efficient use of resources and contribute to a more sustainable future.

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

Uniform Recycling in Brazil

As part of our efforts to support the circular economy, we have identified an opportunity, in collaboration with our customers, to implement a reverse logistics system for their used uniforms by returning them to the manufacturer to create new uniforms using raw materials from the old ones – 286 pounds worth. Martin Brower sorts and stores the old uniforms which are then collected from our facilities by the manufacturer who reprocesses the fibers to produce new uniforms.

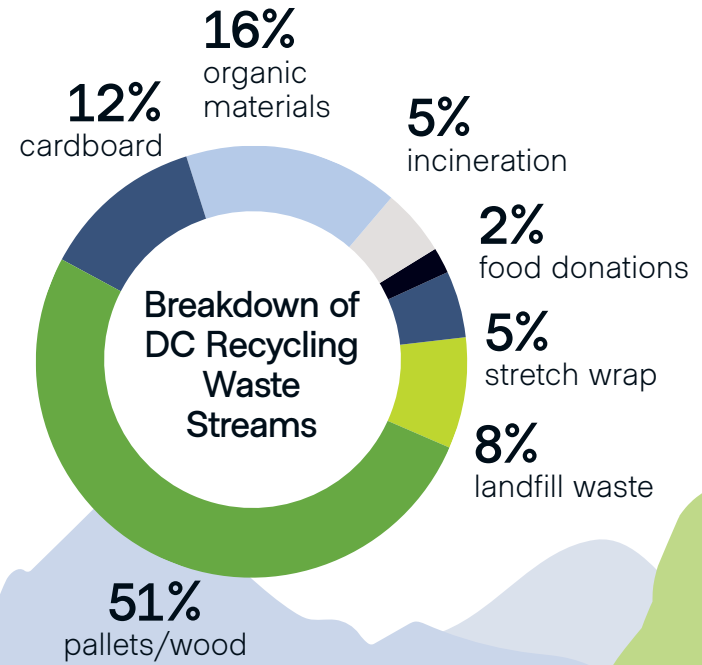
Following a successful pilot, the initiative has been expanded to 350 participating customer restaurants in 2023, demonstrating our partnership and commitment to sustainable practices.

Supporting EPR Compliance and Reporting in the UK

Martin Brower UK has been working with restaurants for over 10 years to collect waste streams via reverse logistics. Today, we recycle over 37 million kilos of cardboard, used cooking oil, organic waste and cups. Recently, we've gone a step further, working together with our customers to lead Extended Producer Responsibility (EPR) reporting and analysis. This takes data from thousands of individual packaging components like stretch wrap, boxes and straws and creates a single database. Each packaging product is evaluated based on its branding, material type and waste destination to understand the regulatory requirements. By leading this analysis, Martin Brower is helping our customers maintain compliance, while sharing insights on how to further reduce their environmental impact.

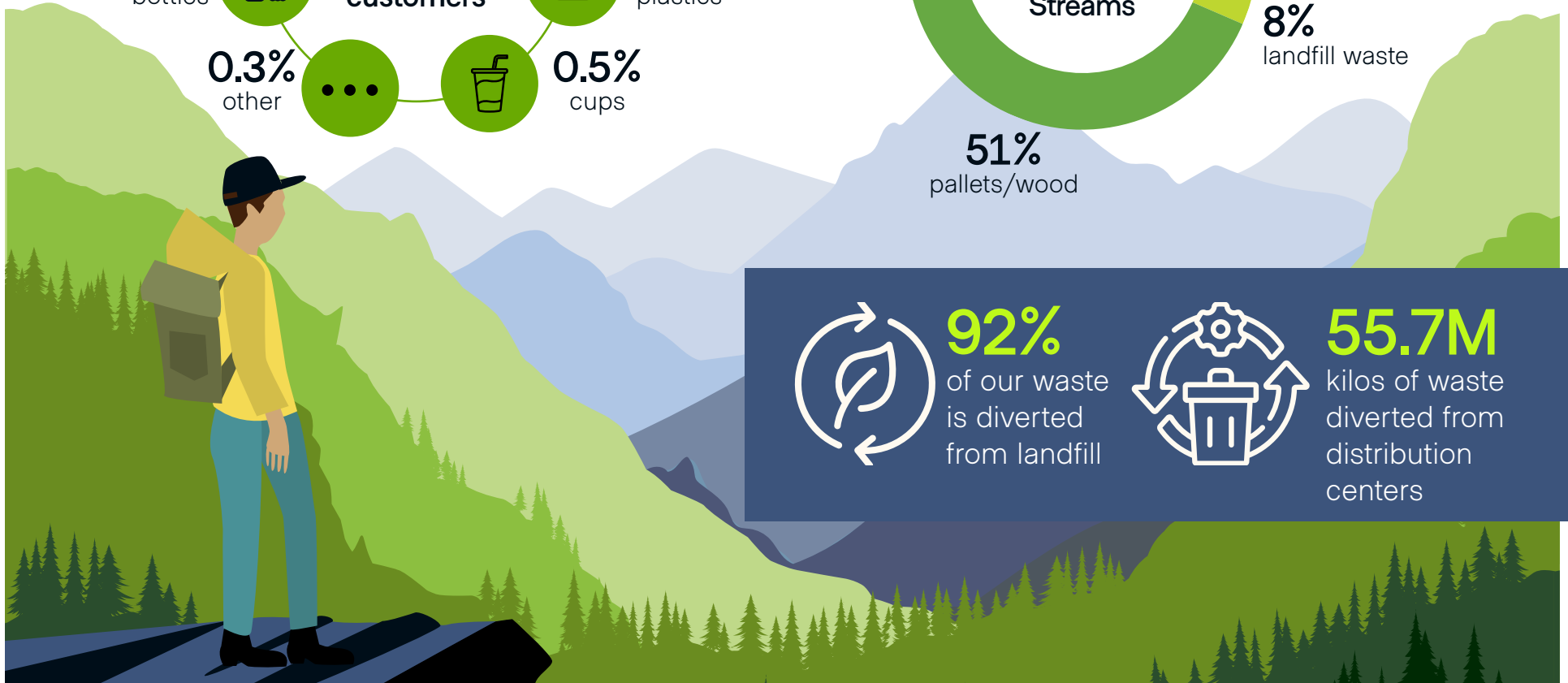


Recycling and Circularity | Our Actions



92% of our waste is diverted from landfill

55.7M kilos of waste diverted from distribution centers



We are committed to minimizing energy use in our distribution centers to reduce greenhouse gas emissions. We have installed on-site solar panels in our operations in Australia and France, and have virtual power purchase agreements in the US to add renewable energy to the grid. We also purchase renewable energy from providers whenever possible.

Future Goal

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

2023 Progress



76%
reduction in
electricity-related
emissions globally



64%
of our DC electricity
comes from
renewable sources



2M
kWh of solar
power generated
at our DCs



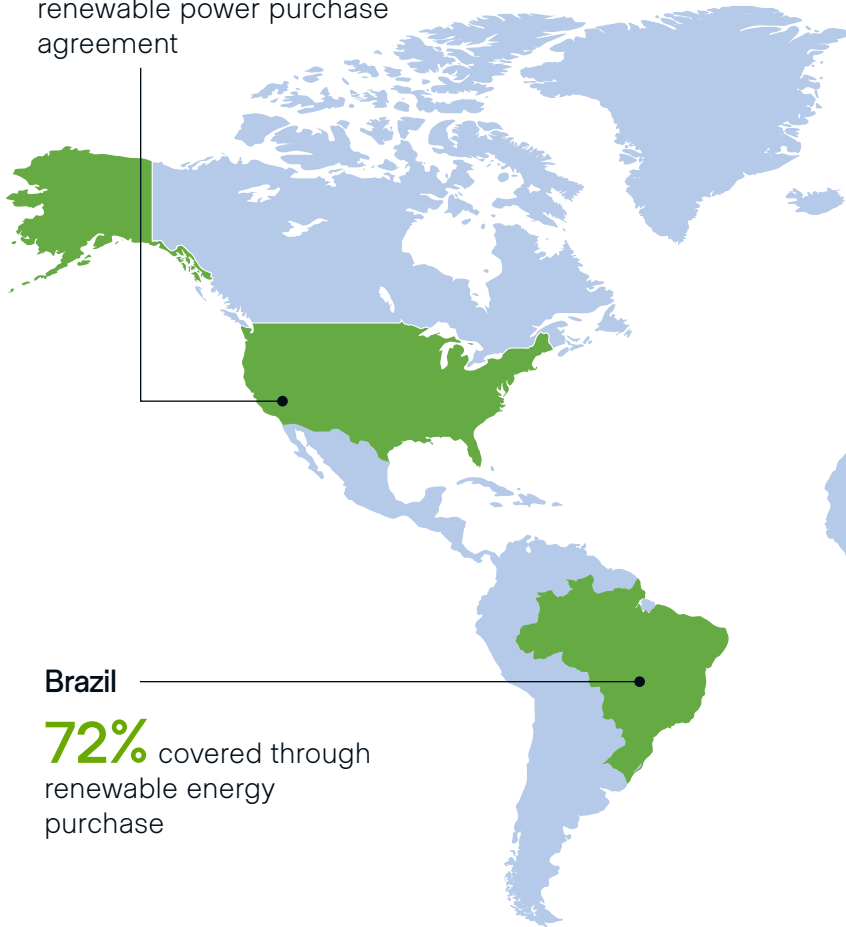


Leveraging Solar Energy

In 2023, we purchased or generated renewable electricity for the majority of our business. This has led to a 76% reduction in electricity-related emissions globally in 2023.

US

100% covered through renewable power purchase agreement



UKIE

100% covered through renewable energy purchase

France

More than **200,000** kWh generated through on-site solar

South Korea

Team member **EV Charging** available on-site

Brazil

72% covered through renewable energy purchase

Singapore

nearly **600,000** kWh generated through on-site solar

Australia

More than **1.1M** kWh generated through on-site solar



We deploy our expertise in network optimization to minimize the distance we drive wherever possible. 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
- 51.8% reduction in operational emissions by 2030
- 30% reduction in scope 3 emissions by 2030

2023 Progress

53% of our fleet is using alternative fuel*

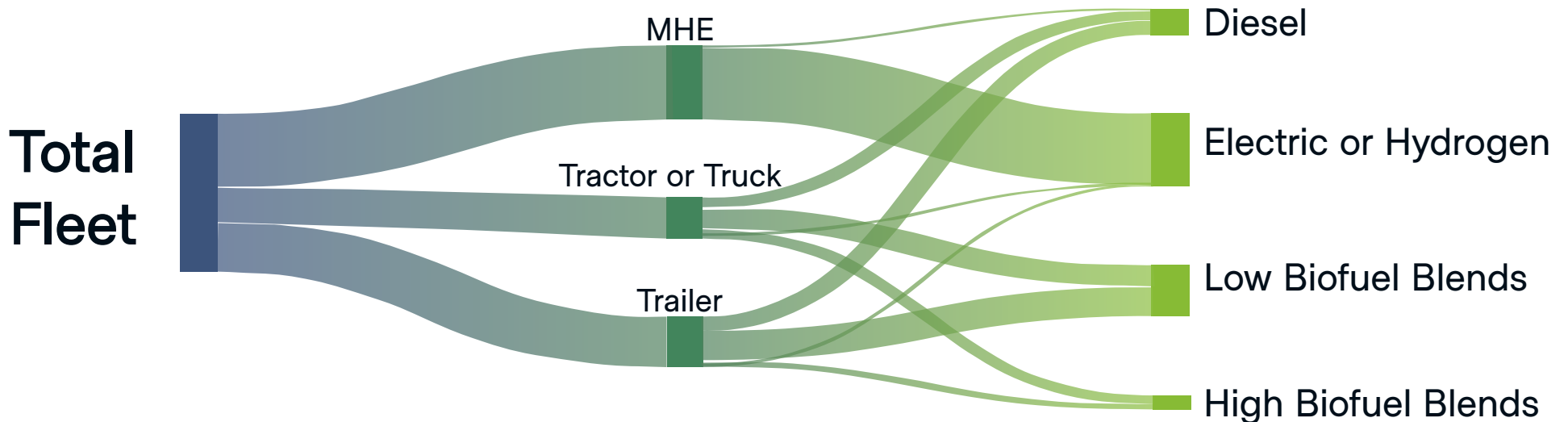
850+ vehicles in our fleet are using next generation alternative fuels like battery electric vehicles (BEVs), 100% biodiesel and fuel cell technologies

26% reduction in absolute operation emissions since 2018

Our Actions

- Our fleets in US, Canada, Brazil, France, Ireland, UAE, and UK are powered with 14.8 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, we continued to expand battery electric vehicle usage in Montreal and Brampton

Today, Martin Brower fuels its vehicles through a variety of lower carbon technologies




*Alternative fuels defined as next-generation alternative fuels, such as B100 or electric.



Fuel & Emissions | Our Actions


Our markets are doing their part to reduce emissions. We are driving innovation by optimizing our network, promoting the use of alternative fuels, and piloting new vehicle technologies with zero exhaust emissions. Take a look at some of our 2023 highlights.



Our entire California fleet transitioned to renewable diesel in 2023, which will save **~18k tons of carbon annually**

In the Chicago area, Martin Brower partnered with Thermo King on the first multi-temperature electric trailer pilot in the US. We saw a **reduction of ~100 pounds of carbon per unit day**

100% of our Brazil, Canada, France, and Ireland fleets are using alternative fuel



Our Future Focus



Community

- Leverage our scale to drive a global environmental sustainability agenda that positively impacts the communities we serve
- Drive a community support agenda
- Increase annual Team Member volunteering to 20,000 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
- Working with our customers to expand circularity offerings



Energy

- Install and/or expand solar photovoltaic (PV) systems in UK, France and Australia
- Incorporate sustainable features in new facility builds planned in North America, Europe and Australia
- Complete installation of LED, motion sensing lights, and other energy efficiency modifications in existing facilities
- Explore power purchase agreement feasibility for remaining markets
- Explore new technology providers to track energy usage and reporting



Fuel & Emissions

Sustainable Fleet

- Expand battery electric vehicles (BEV) and/or eCool trailer trials in every major market
- Expand renewable diesel and 100% 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

- Develop net zero plan and sustainable fleet strategy
- Work toward third party verification of emission data





MartinBrower®

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2023