Through our charitable giving program, we supported the following organizations that provided grants to Black, Indigenous and People of Color (BIPOC) farmers.

**ENVIRONMENT**

In 2022, we signed on to an open letter, drafted by Trout Unlimited, to demonstrate our support for permanent protections of Bristol Bay, where ButcherBox sources its wild-caught salmon. We are proud to share that in January 2023, the EPA released a final determination under the Clean Water Protection Act restricting the proposed mining activity in Bristol Bay.

As of December 2022, shipments from our fulfillment centers to our customer’s doors are carbon neutral. We’ve also reduced our carbon emissions per order by 34% through improvements such as limiting our use of air shipments.

Through partnerships with the Healthy Living Coalition and Food Tank, ButcherBox supported the passing of the Food Donation Improvement Act by signing on to an open letter and holding advocacy meetings with Congressional staffers on the Hill and virtually.

In August, ButcherBox stood up for the high animal welfare standards in our supply chain by filing an Amicus Brief in support of California Prop 12. This ruling was recently upheld by the United States Supreme Court and establishes higher minimum space requirements for housing animals, including breeding pigs.

In 2022, ButcherBox diverted 34 TONS of food from landfills through food donations.

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**ANIMALS**

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Our supply chain exceeds Prop 12 requirements, with one of our major pork suppliers providing:

- 35 SQ FT PER SOW
- 45% more than Prop 12 standards
- 150% more than the industry average

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Permanent protection means that the exceptional fisheries management practices put in place by the Bristol Bay community will continue to enable the growth of the annual sockeye run that has been observed in the last decade:

- 56M
- 58.3M
- 67.7M
- 79M

Source: [https://www.adfg.alaska.gov/](https://www.adfg.alaska.gov/)


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**OUR TEAM**

**EXECUTIVE TEAM**

54% FEMALE

36% BIPOC

**BIPOC EMPLOYEES**

2019 2020 2021 2022

21% 23% 27% 30%

(% of total employee population)


Source: [https://www.ffig.adeka.gov/](https://www.ffig.adeka.gov/)

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**ANNUAL SOCKEYE RUN**

2019 2020 2021 2022

56M 58.3M 67.7M 79M

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