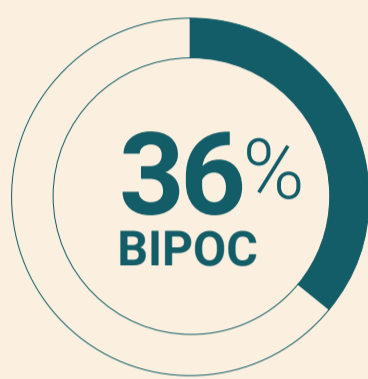
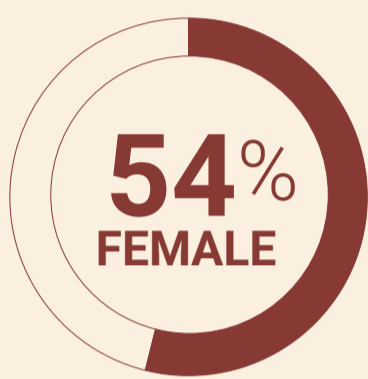


2022 Social & Environmental Responsibility Report



OUR TEAM

EXECUTIVE TEAM

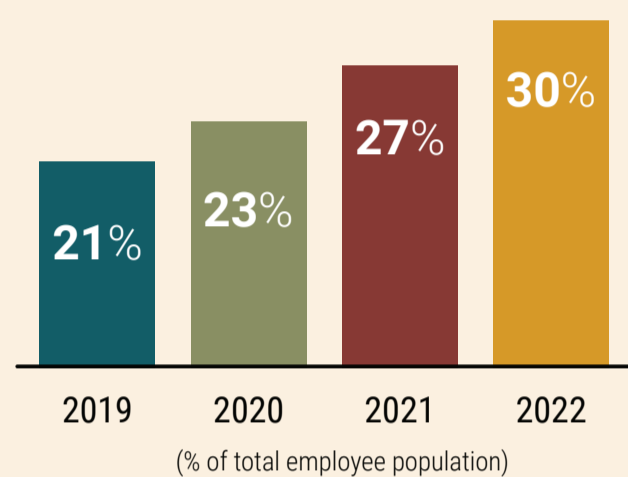


28% S&P 100 C-Suite members are female

23% S&P 100 C-Suite members are BIPOC

Source: <https://corpgov.law.harvard.edu/2023/02/25/how-to-fix-the-c-suite-diversity-problem/>

BIPOC EMPLOYEES



EQUITY IN FARMING

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



Evadne Cokeh, ButcherBox's VP of Social and Environmental Responsibility, chaired the inaugural Diversity Equity Inclusion (DEI) Committee for the North American Meat Institute (NAMI).

FOOD ACCESS



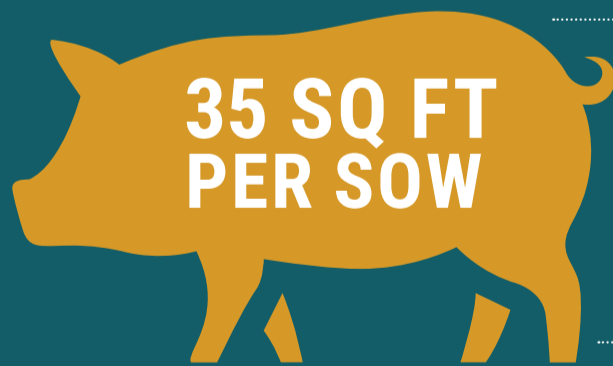
In 2022, ButcherBox diverted **34 TONS OF FOOD** from landfills through food donations

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.

ANIMALS

In August, ButcherBox stood up for the high animal welfare standards in our supply chain by filing an Amicus Brief in support of California's 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.

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



45% more than Prop 12 standards

150% more than the industry average.

Source: <https://www.nimanranch.com/wp-content/uploads/2022/01/NIMAN-RANCH-IMPACT-12-15-21-spreads.pdf>

ENVIRONMENT

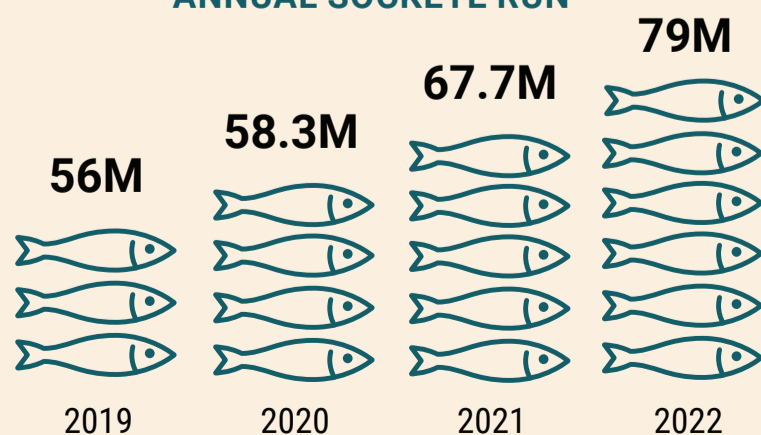


As of December 2022, shipments from our fulfillment centers to our customer's doors are carbon neutral. We've also reduced our carbon emissions per order by 34% through improvements such as limiting our use of air shipments.

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.

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:

ANNUAL SOCKEYE RUN



Source: <https://www.adfg.alaska.gov/>



Cattle's Impact on the Environment

Year one of our multi-year investment into Noble Research Institute's study went towards the installation of flux measurement systems. The information collected by these systems helps provide a deeper understanding of the impact of different cattle grazing management practices on carbon, water, and soil health.