

# Petcurean Sustainability Report

## **We're excited to share Petcurean's first ever Sustainability Impact Report!**

This report highlights Petcurean's sustainability achievements for Fiscal Year 2021.

Petcurean is committed to being a leader in sustainability as it pertains to Pets, People, and Planet. We've developed an exciting sustainability plan which positions Petcurean as a forward-thinking company, embracing the triple-bottom line of sustainability - aiming to create environmental, social, and economic value.

Our sustainability plan ladders up to the United Nations' Sustainable Development Goals for 2030. This plan guides our purposeful steps towards creating a positive impact on pets, the planet, and the communities where we live and work.

Sustainability improvements and advancements are being led by our Sustainability Manager and achieved through four areas of impact: Planet, Team, Community, and Governance.

## **Protecting the PLANET**

Optimizing business practices to reduce our environmental footprint, protect the natural world around us, and contribute to a more sustainable future

## **Empowering our TEAM**

Supporting our team members' physical, social, professional and financial well-being

## **Uplifting the COMMUNITY**

Giving back purposefully to the communities we serve through year-round support

## **Committed to GOVERNANCE**

Becoming ever more accountable, transparent and ethical in the way we work

Practicing sustainability can seem like a big task, if you approach it as "perfecting sustainability". But that's not realistic for us, yet. But we assure you that we're doing our best and doing what we can, where we can and whenever we can.

Read on for what we achieved in our fiscal 2021 year.

# Petcurean Sustainability Report

## Achievement Highlights

**72,000 kg  
plastic saved**

- + 12lb bags no longer shrink-wrapped in bales which equals **72,000 kg** plastic saved. That's equivalent to **5,700,000** plastic bottles!

- + Unused kibble bags up-cycled into plastic lumber which equals **78,000 kg** plastic saved. That's equivalent to **431** park benches made!

**78,000 kg  
plastic saved**

**1,653,106  
meals donated**

- + **1,653,106 meals** of pet food donated to **312** rescues, shelters, & food banks supported, which equals a **172% increase** in meals YoY

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## Achievement Highlights

### Engagement with United Nations Sustainable Development Goals

11 Sustainable Development Goals impacted and 25 Sustainable Development Goal interactions!



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## Protecting the Planet Achievements

### Finance became 100% paperless

1

One year savings

- + 73,210 pieces of paper
- + 9 trees
- + 100% decrease in paper YoY
- + 100% decrease in cost YoY

5

Five year savings

- + 391,050 pieces of paper
- + 45 trees

### Trade Marketing reduced printing

1

One year savings

- + 178,000 pieces of paper
- + 22 trees
- + 83% decrease in paper YoY
- + 88% decrease in cost YoY

5

Five year savings

- + 890,000 pieces of paper
- + 105 trees

### Operations stopped shrink-wrapping 12lb bags in bales

1

One year savings

- + 72,167 kg plastic
- + Equivalent to 5.7 Million plastic bottles

5

Five year savings

- + 360,835 kg plastic
- + Equivalent to 28.4 Million plastic bottles

### Operations up-cycled unused kibble bags into plastic lumber

1

One year savings

- + 78,000kg plastic
- + Equivalent to 431 park benches

5

Five year savings

- + 390,000kg plastic
- + Equivalent to 2,155 park benches

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## Protecting the Planet Achievements

### Operations optimized the way bags are stacked on pallets

- + Reduced # pallets transported
- + Reduced # of trucks needed
- + Reduced GHG emissions

### HR & IT facilitated remote working for all employees during COVID-19

- + Reduced travel to the office
  - + Reduced GHG emissions by ~95%
- + Sales - significantly reduced business travel
  - + Reduced GHG emissions by ~80%

### Policies implemented:

- + Environmental Management System (EMS) implemented
- + Environmental Purchasing Policy for office supplies, food, & cleaning supplies
- + Shipping Policy to reduce GHG emissions from transportation

### Additional Achievements

- + Switched to marine micro-algae oil to meet our DHA/EPA needs
- + 109 trees planted in the names of Petcurean employees

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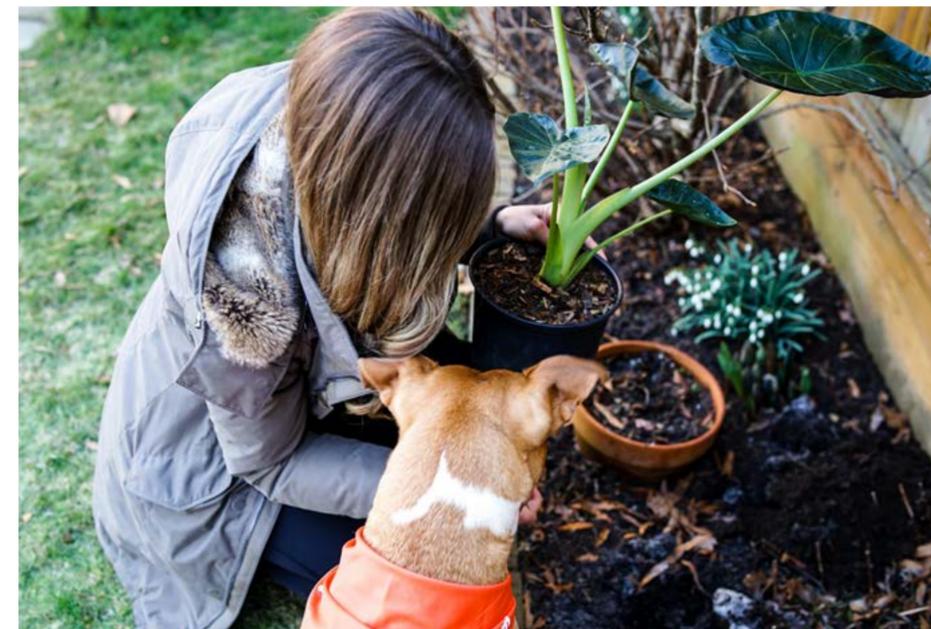
## Empowering our Team Achievements



+ HR - launched Wellbeats wellness program to support employee health & wellbeing



+ HR - conducted 2 Employee Pulse surveys



+ 31% increase YoY for employee participation in Sustainability Committee activities

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## Uplifting the Community Achievements



- + GO! SOLUTIONS & NOW FRESH websites include the intended social impact of the brands' philanthropy



- + Marketing - issued 9 blog posts to highlight social & environmental topics - 80% increase YoY



- + PPN continued donations during an unprecedented time of need in our communities

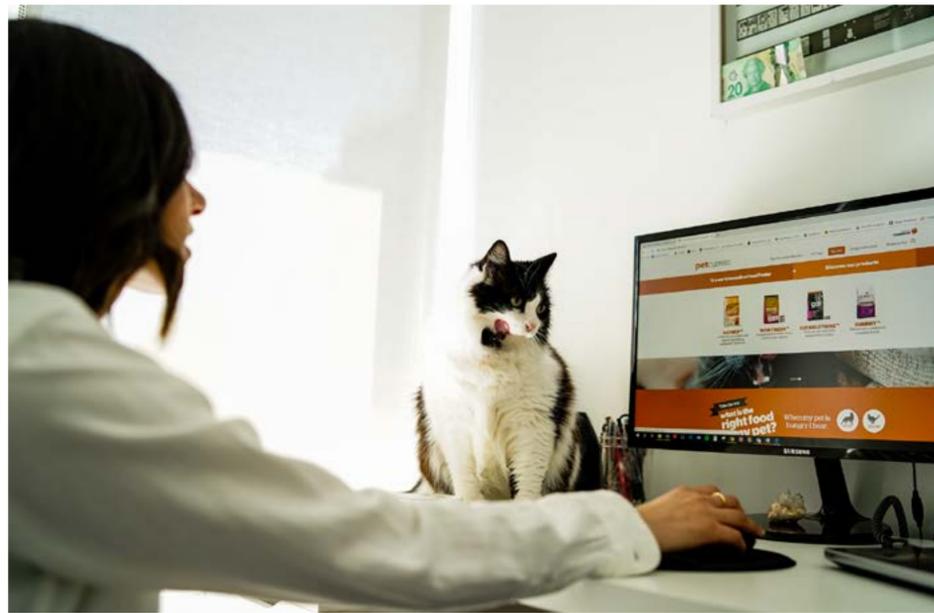
- + 1,653,106 meals donated
- + 312 rescues, shelters, food banks supported
- + 172% increase in meals donated YoY

# Petcurean Sustainability Report

## Committed to Governance Achievements



- + Sustainability Committee re-launched
- + Upgraded membership with Pet Sustainability Coalition to Guardian level
- + SDG Action Manager assessment by PSC to achieve Pet Sustainability Accreditation



- + Assessment undertaken of the environmental impact of our organization's business activities
- + Periodic compliance reviews and auditing to evaluate programs conducted



- + Policy implemented to formalize screening practices for charitable contributions

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## Prior Achievements



+ Dedicated Sustainability Manager



+ 100% of wet food in Tetra Pak® cartons



### And More:

- + 67% women on Senior Management team
- + 100% product guarantee
- + Motion sensor lighting throughout our Head Office
- + Company-wide recycling & composting
- + Remote working opportunities
- + 97% of energy used at our Head Office is hydro-electric power which is a clean, renewable resource

**We Look Forward to an Even More Sustainable FY22!**