



**Planting the Seeds of Sustainability in All We Do**

## OUR GROWING TOMORROW **TOGETHER** JOURNEY

Welch's is on a journey to improve the lives of our employees, family farm owners and communities. We also recognize that our journey will take time and will require all of us working together to build a healthy and sustainable future.

This report shares our performance against our 2025 sustainability goals, and we will continue to provide clarity and transparency on our progress.

# GROWING TOMORROW TOGETHER

WELCH'S SUSTAINABILITY



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## MESSAGE FROM OUR LEADERS

The Welch's brand has been loved around the world for over 150 years. Our company is a unique one, owned by a co-operative of family farm owners and built on a legacy of hard work and dedication. We are pleased to share with you our second annual Corporate Responsibility Report.

As a consumer packaged goods company and a co-operative, we care deeply about the people who grow, make, buy, and love our products. Sustainability is not a passing fad to us. It is a deep commitment that we are making to each other, our employees and those who enjoy our products every day. It encompasses caring for the land and crops that produce our fruit and other ingredients, supporting the communities in which we live and work, and creating a healthy and sustainable future for all.

**“Lots of companies say it, but we truly believe that being good and doing good matters.”**



## OUR AMBITION

Through our sustainable practices, we cultivate powerful flavor experiences from the highest-quality fruits. We strive to make life better every day by improving the quality of life for our communities, our employees and our family farm owners.



## MESSAGE FROM OUR LEADERS CONT.

**Growing Tomorrow Together**, or **GTT**, is our sustainability program, and we are so passionate about it that we've made it one of our five key business priorities and part of our long-term business strategy. GTT is built on three pillars: *Caring for Our Earth*, *Serving the Community* and *Growing a Healthier Future*. We've put teams behind each pillar to champion our program and drive progress toward our goals.



Our first Corporate Responsibility Report, published in 2021, communicated our actions in our first year of execution. Since then we have made significant progress against many of our goals. We know there is more work to be done, and we're committed to setting even more meaningful and ambitious goals for the future.

This year's report focuses on how we have been sharing our GTT story and embedding a sustainability mindset in all we do as an organization – planting the seeds of sustainability. Some of our accomplishments include engaging with our grower owners and suppliers on their sustainability practices, providing ongoing support for our communities, and continuing to be transparent about how and where our main fruit ingredients are grown. We hope you will join us on the coming pages as we share our progress.

We are excited to be on this journey with you and are thrilled to highlight the growing enthusiasm of our employees, grower owners, customers, and communities.

### Let's grow tomorrow together.

*Dennis, Trevor, Steve and Nicole*



**Dennis Rak**  
President, National  
Grape Co-operative  
& Chairman



**Trevor Bynum**  
Chief Executive  
Officer & President



**Steve Kimm**  
Chief Revenue &  
Sustainability Officer



**Nicole Peterson**  
Sustainability  
Director & Senior  
Corporate Counsel

## PLANTING SEEDS WITH OUR EMPLOYEES

A key step in embedding GTT in all we do starts with engaging and educating our employees. In 2022, we administered a company-wide survey to measure the level of employee understanding of GTT. As part of that survey, we asked employees to answer what GTT means in one sentence. Here's what we heard.

### WHAT DOES GTT MEAN TO YOU?

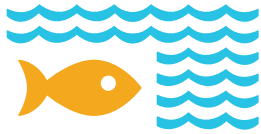
"GTT is Welch's way of contributing to a better future for the planet."



**"Doing our part to work toward a better and cleaner future."**



**"Making the planet better for our future generations, while maintaining brand name and great taste."**



**"Accelerating Welch's commitment to sustainable farming and manufacturing practices."**

"GTT is Welch's initiative to sustain our business while sustaining our planet and all of its natural resources."



**"An efficient but sustainable plan to make our company GREEN!"**



"The merging of business and environmental consciousness through sustainable practices."



**"Caring for and growing a future together for the communities of the world!"**



**"Leaving everything better than we found it."**

## OUR THREE PILLARS

Our three pillars provide a clear focus for our sustainability efforts.

Our GTT Team, including members from all of Welch's locations, regularly engages new members to solicit fresh ideas and ways of thinking about sustainability. So far, since 2020, 20 percent of our corporate employees have participated on Team GTT.



### 2022 GTT SUMMIT

Each year, the GTT Team hosts an offsite Summit in a beautiful and inspiring location where we focus on our GTT goals and giving back to our communities. For 2022, our two-day Summit was held at the Concord Museum. The first day was spent brainstorming and planning how to embed GTT in all we do at Welch's. We then spent the second day volunteering as a team at Gaining Ground, a non-profit organic farm that grows fruits and vegetables to be donated to local meal programs and food pantries. We take this time each year to re-set, re-energize and re-think what sustainability and corporate social responsibility mean for Welch's.

**“The annual GTT Summit provides a space for collaborating with a team of cross-functional individuals who are excited to be a part of making change in our organization and the world. It is an inspiring experience!”**

**– Hilary Dennen, Senior Brand Manager & GTT Summit participant**



## CARING FOR OUR EARTH

We care for our Earth through generations of environmental stewardship at our family farms, reducing waste, and developing more environmentally responsible packaging for our products.

Our 2025 goals include reducing greenhouse gas (GHG) emissions per unit produced by 10 percent, including more recycled content in our plastic containers, and partnering with our grower owners to share sustainability practices and set improvement goals.

### NATIONAL GRAPE CO-OPERATIVE

Our grower owners include close to 700 family farms. These dedicated stewards of the land are already implementing sustainable practices, such as using cover crops to build up nutrients and protect the soil to support healthier, more regenerative grape vines. No one cares more about the health of the land than they do.



**“The healthy family farm and all that goes with it supports both dedicated farm employees and the vibrant communities in which we live.”**



– David P. Mobilia, third generation farmer and owner of 245 acres of Concord and Niagara grapes delivered to Welch's.





## OUR **PROGRESS**

Our teams have made great progress in the Caring for Our Earth pillar and will continue to work toward our 2025 goals.

↓ 0.7%

reduction in GHG emissions at Welch's manufacturing sites



On track for  
25%

Post-Consumer Recycled material in 2025



100%

grower owners  
+ 67% fruit ingredient suppliers provided their sustainability metrics in 2022

How2Recycle labels approved for

70%

of our products



Member Sustainable Packaging Coalition  
+ How2Recycle

↑ 150%

increase year-over-year in suppliers surveyed on sustainability practices to broaden our impact

All numbers are cumulative starting in 2020 against our 2025 goals, unless otherwise specified.



## PARTNERING WITH OUR **GROWER OWNERS**

Part of partnering with our grower owners is understanding their sustainability practices and future improvement plans. Each year, National Grape requires all 700 grower owners to complete a sustainability survey. For 2022, we were pleased to receive a 100 percent response rate. Our overall score was 1.9, which rates our grower owners' practices as Sustainable. Soil Health Management and Worker Wellbeing received our two highest scores.



### 2022 Grower Owners' Sustainability Scorecard

Categories	Score
Soil Health Management	<b>1.6</b>
Nutrition Management	<b>1.9</b>
Crop Management	<b>1.9</b>
Water Management	<b>2.0</b>
Weed/Insect/Disease Management	<b>1.8</b>
Transportation/Energy Use Management	<b>2.3</b>
Waste Management	<b>2.4</b>
Safety Management	<b>1.8</b>
Worker Wellbeing	<b>1.5</b>
Professional Development	<b>2.0</b>
Community Involvement	<b>2.2</b>
<b>Overall Score:</b>	<b>1.9</b>

**SCORE KEY:** Scale = 1 to 4 (1 = Highly sustainable, 4 = Unsustainable)

**1.0 – 1.5: Highly Sustainable.** The environmental and economic impact of operations meets or exceeds industry expectations.

**1.6 – 2.5: Sustainable.** Minor changes can improve environmental and economic sustainability.

**2.6 – 3.5: Low Level of Sustainability.** Effort and planning are needed to improve environmental and economic sustainability.

**3.6 – 4.0: Unsustainable.** Substantial effort and planning are needed to improve environmental and economic stability.



## PARTNERING WITH OUR **FRUIT INGREDIENT SUPPLIERS**

In addition to our grower owners' survey, Welch's emailed questionnaires to suppliers of our top 10 fruit ingredients representing about 30 percent of the total fruit ingredients we purchase. The questionnaire addressed sustainability programs at both processing facilities and supplying farms over different types of crops. Our response rate was close to 70 percent for year one of this survey, and we will continue to work toward increased participation as we progress against our goals. Our top fruit ingredient suppliers scored an overall 2.1, which is Sustainable with Pineapple and Orange Juice Concentrates rating Highly Sustainable.



### 2022 Fruit Ingredient Suppliers' Sustainability Scorecard

Categories	Pineapple Juice Concentrate	Orange Juice Concentrate	Strawberries	Strawberry Puree Concentrate	Apples	Passion Fruit Juice Concentrate	Pear Juice Concentrate	Apple Juice Concentrate (Int'l)	Mango Puree Concentrate	Score
Soil Health/Nutrition/Crop Management	1.7	2.0	1.2	1.3	2.0	3.3	2.7	2.5	3.0	<b>2.2</b>
Water Management	1.3	1.5	1.3	1.5	2.2	2.5	2.5	3.0	3.0	<b>2.1</b>
Weed/Insect/Disease Management	1.2	2.0	1.0	1.0	1.7	2.5	2.8	2.8	3.0	<b>2.1</b>
Transportation/Energy Use Management	1.8	1.0	3.1	3.0	2.7	2.8	2.8	3.3	3.3	<b>2.7</b>
Waste Management	1.5	1.5	1.3	1.5	2.0	2.5	2.7	2.8	2.5	<b>2.1</b>
Safety Management	1.0	1.7	1.2	1.3	1.3	1.3	2.1	2.2	2.7	<b>1.6</b>
Worker Wellbeing	1.0	1.5	1.3	1.5	1.3	2.0	2.0	1.5	1.5	<b>1.5</b>
Professional Development	1.7	1.0	1.5	2.0	2.7	4.0	3.0	2.0	3.0	<b>2.3</b>
Community Involvement	1.3	1.0	2.0	2.0	2.0	4.0	2.7	2.0	4.0	<b>2.1</b>
Supplier Sustainability Program	1.0	1.0	1.5	2.0	2.7	1.0	2.7	3.0	3.0	<b>2.2</b>
Suppliers' Farm Programs	1.4	1.8	1.4	1.5	1.9	2.8	2.6	2.6	2.9	<b>2.1</b>
Suppliers' Processor Programs	1.3	1.0	1.9	2.3	2.2	2.0	2.5	2.5	2.8	<b>2.1</b>
<b>Total:</b>	<b>1.4</b>	<b>1.5</b>	<b>1.6</b>	<b>1.8</b>	<b>2.0</b>	<b>2.5</b>	<b>2.6</b>	<b>2.6</b>	<b>2.9</b>	<b>2.1</b>

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## SERVING THE **COMMUNITY**

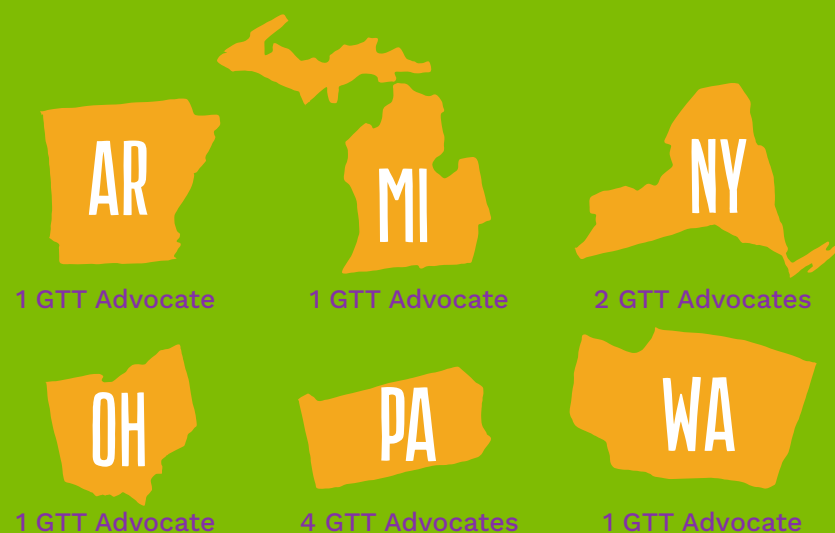
Welch's employees and grower owners are committed to improving the communities in which we work and live.

Our 2025 goals include achieving a 90 percent employee participation rate in corporate volunteerism, a 10 percent increase in under-represented groups, and maintaining a world-class safety measure of less than 2.04 Total Incident Rate (TIR) for Welch's manufacturing sites.

## GTT ADVOCATES PROMOTE **SUSTAINABILITY**

GTT Advocates spread the word and ignite energy around Welch's sustainability program by increasing awareness, championing initiatives and advising the GTT Steering Team. They represent Welch's employees across all sales and manufacturing locations.

### GTT ADVOCATES BY **LOCATION**



**“This special assignment gives us exposure to the larger workings of Welch’s all while doing a little good for the company, our communities and our teammates.”**

**– Barry Churbock, Customer Team Leader & GTT Advocate**





## OUR **PROGRESS**

We are proud of the support our employees and grower owners have provided to our communities.



# 856,846

lbs. Welch's product  
donations in 2022  
(714,038 meals)



# 100%

plant employees  
trained on Welch's  
safety principles



# 77%

employees feel they can  
be their authentic selves



# 74%

feel they belong

(among respondents to our 2022  
employee engagement survey)

# 30%

improvement in TIR  
year-over-year



# 44%

employee participation  
in volunteer activities



All numbers are cumulative starting in 2020 against our 2025 goals, unless otherwise specified.





## GIVING BACK

Food insecurity is a critical issue affecting many families around the world – some for a temporary period of time and others for a long time. This is also an important issue for Welch's, and we have taken strides to support the local communities where we work and live.

In 2022, we supported many deserving charities that service people in need. Some of those organizations included Eleanor's Pantry, Project Love and Cincinnati Freestore Foodbank.



**"It's partners like Welch's that make a difference. We can't do what we do without our corporate partners. Thank you."**

– Jonathan Mann, Corporate Partnerships Office, Cincinnati  
Freestore Foodbank



**"The employees have always been generous when it comes to helping Eleanor's Pantry through both monetary and food donations."**

– Kathy Hadaway,  
Lawton GTT Advocate







## GIVING BACK CONT.

Other deserving charities we supported in 2022 included Gaining Ground, Overlook Farm, Open Table and Second Harvest.



**“It is through Welch’s, both as a corporation and as a team of dedicated employees, that Eleanor’s Pantry has indeed benefitted.”**

**– Rhonda Stull, Community Outreach Representative, Eleanor’s Pantry**







## GROWER OWNERS GIVE BACK

Welch's grower owners also have come together to support our local communities. As part of their Annual Membership and Business Meetings held in each growing region, they participated in a number of activities to benefit local families in need. Some of the organizations supported included the Salvation Army in Grandview, WA; the Agri-Business Child Development Center in Fredonia, NY; the Chautauqua County Rural Ministries in Dunkirk, NY; and the Southwest Michigan Community Action Agency.



**“Our farm families appreciate the opportunity to participate in this event to benefit families in need for the holidays.”**

— Rosanne Cole, National Grape Co-operative in reference to December Annual Membership and Business Meeting product donations





## GROWING A HEALTHIER FUTURE

We are growing a healthier future by providing delicious Welch's products with simple, fruit-based ingredients, and by being transparent about how and where the fruit is grown.

Our 2025 goals include identifying and communicating the source of all fruit ingredients, increasing overall customer and consumer awareness of GTT, and delivering two **better for you** product innovations.



**Blazer Wilkinson Gee**, SALINAS, CA

700 acres strawberries  
37 years – 2 generations

**“Consistent quality  
sets us apart.”**

### IT'S ALL ABOUT THE **FRUIT**

In 2021, we identified and communicated the sources of our Concord and Niagara grapes and featured the family farms who provide the fruit.

In 2022, we started the journey to identify the origin stories of our apple and strawberry fruits. Some of the orchards and farms have been farming these fruits for generations.



**Hansen Fruit Co.**, YAKIMA, WA

2,400 acres apples  
65 years – 4 generations

**“We are ready to do whatever  
it takes to embrace the needs  
of our global customers.”**





## OUR **PROGRESS**

We continue to focus on fruit sourcing transparency, healthy ingredients and sharing our commitment to sustainability with our employees, customers and consumers.



100%

Juices + Natural Spreads  
products are Non-GMO  
Project Verified\*



0

preservatives, HFCS,  
artificial flavors or colors  
in Sparkling juices

(HFCS = high fructose corn syrup)



1,084

acres grapes certified  
organic, +25  
additional acres to be  
certified by 2024



Creating  
origin stories for  
apple + strawberry  
whole and sliced  
ingredients



96%

employees are  
aware of GTT +

94% are aware of  
GTT's purpose

(among respondents to first-ever  
employee awareness survey)



All numbers are cumulative starting in 2020 against our 2025 goals, unless otherwise specified.





## COMMITMENT TO CLEAN INGREDIENTS

We understand that consumers expect high quality products that are free from unwanted ingredients. We are happy to share that many of Welch's products have used clean, pure ingredients since the beginning.

In 2019, we launched the Clean Label initiative to continue our efforts to provide families with clean, healthy products. Here is the progress we've made since the launch in 2019 through 2022.

### Ingredients removed 2019-2022

Artificial colors

Artificial flavors

Artificial sweeteners

HFCS

Preservatives

#### 100% Juice



#### Sparkling



#### Refrigerated Juice Drinks



#### Shelf Stable Juice Drinks



#### Spreads



free from

free from

free from

free from\*



free from



free from



free from

free from

free from

free from

Natural Spreads do not include HFCS



\*Excludes sulfites in White Grape 100% Juice.

\*\*Available in stores in 2023, except Light Concord Beverage.



= Ingredients were removed 2019-2022

free from = Product has never contained the ingredient

## LOOKING FORWARD

Our sustainability journey is well underway, and we have ambitious plans for the future. Let us know what you think and how we might be able to work together to accomplish our goals.



### CARING FOR OUR EARTH

Continue to increase use of recycled content in our plastic containers.

Develop a complete carbon footprint and action a climate strategy.

Assess and prioritize reducing water usage and wastewater discharge.

Upcycle manufacturing byproduct consisting of grape pomace.



### SERVING THE COMMUNITY

Develop Diversity and Belonging strategy, including annual goals, training for all employees, and recruiting and hiring processes.

Identify next generation of company-wide volunteer and charitable giving opportunities.

Maintain world-class safety record and engage with key partners to ensure they have and maintain robust safety practices.



### GROWING A HEALTHIER FUTURE

Continue to communicate and promote source of fruit ingredients, including concentrates, and expand communication to include non-fruit ingredients.

Implement and execute guidelines around sugar, **better for you** and packaging.

Assess “business as a force for good” B-corp certification.



To let us know your thoughts, contact us today at **[sustainability@welchs.com](mailto:sustainability@welchs.com)** or visit us on social media.



**[www.welchs.com/sustainability](http://www.welchs.com/sustainability)**