



TABLE OF CONTENTS

Welch's Corporate Social Responsibility	2
Introducing Growing Tomorrow Together	3
Our Three Pillars	4
Caring for Our Earth	5
Serving the Community	7
Growing a Healthier Future	10
Looking Forward	12

WELCH'S CORPORATE SOCIAL RESPONSIBILITY

We are proud to present our first-ever Corporate Social Responsibility Report which outlines progress against our **Growing Tomorrow Together** strategy and goals. It directly impacts our family farmers who grow our fruit, employees who deliver on our business strategy, people who buy our products and the communities where we work and live. Being good and doing good matters.

We've taken great steps to create an authentic and inclusive culture, led and modeled from the top, where employees' voices are heard and they have an opportunity to make a difference every day. Our small size enables our teams to have diverse and valuable experiences inside and outside their areas of expertise.

Like culture, sustainability is a key business priority. Our journey began in 2020 when we mapped out our Growing Tomorrow Together strategy and goals through 2025. Over the last few years, we've reduced plastic in our packaging, decreased greenhouse gas emissions, eliminated added sugar in our sparkling portfolio and achieved a world-class safety record. We also have promoted recycling through our product labeling and engaged our teams in giving back to our communities.

While we know more work can always be done, we're proud of the progress we're making to inspire a brighter future for all people who enjoy Welch's products. Every day is a chance to learn more and do better.

Let's grow tomorrow together.

Trevor

Trevor Bynum

Cheryl

Cheryl Kennedy



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 farmer owners.



Trevor Bynum
Chief Executive Officer
& President



Cheryl Kennedy
Chief Human Resources
& Sustainability Officer

INTRODUCING GROWING TOMORROW TOGETHER

As a consumer-packaged goods company, we care deeply about the people who grow, make, buy and love our products. We've always recognized the importance of caring about our planet and environment not just today, but into the future. With that in mind, we created our Growing Tomorrow Together (GTT) sustainability effort to support a better tomorrow for everyone.

GROWING TOMORROW TOGETHER

WELCH'S SUSTAINABILITY



This important initiative is a key business priority and part of our long-term business strategy. It's all about working together with our family farmers, employees and communities to build a healthy and sustainable tomorrow.

OUR THREE PILLARS

Our sustainability efforts focus on three pillars: Caring for Our Earth, Serving the Community and Growing a Healthier Future.



Using data from 2020, we established baseline measures to assess our performance against our 2025 sustainability goals. We're making progress toward our goals and are committed to keeping you updated.



GTT TEAM

Our Growing Tomorrow Together team includes 20 individuals from various functions, locations and levels within Welch's. This dedicated and inclusive cross-functional team of passionate experts brings the work of sustainability to life at Welch's. They have been the backbone of our program from the start, and we're grateful for them and our advocates across the company. The team meets annually at the Growing Tomorrow Together Summit to share wins and brainstorm on plans for the future.

"We are excited to be on this sustainability journey together."

**– Nicole Peterson, Senior Sustainability Manager/
Senior Corporate Counsel**



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.

Our 2025 goals for Caring for Our Earth include reducing greenhouse gas (GHG) emissions per unit produced by 10% from owned manufacturing, working to include more recycled content in our plastic containers, and partnering with our growers to share sustainability practices and set improvement goals.



PARTNERING WITH OUR GROWERS

Caring for our Earth starts with our farmers and their farms. These dedicated stewards of the land are already implementing sustainable practices such as using cover crops to build up and protect the soil to support healthier, more regenerative plants.

“What makes it taste so great is the sun, the rain, and the soil. And we put a lot of love in it here in Lewiston.”

**– Jeanette Nichols,
Nichols Farm Lewiston, NY**





OUR **PROGRESS**

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

↓ 2.5%

reduction in GHG emissions in owned manufacturing



100%

auto-LED lighting in offices



83%

primary packaging is recyclable



Only sustainably sourced paper used in manufacturing

98%

growers are tracking and reporting their sustainable farming practices



SERVING THE COMMUNITY

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

Our 2025 goals for Serving the Community include achieving 90% corporate employee participation in annual volunteer efforts, increasing under-represented groups in our workforce, and providing all employees a safe place to work.



CAVANAUGH BELL **POSITIVITY TOUR**

Eight year-old Cavanaugh Bell is on a mission to raise awareness to the world that kids can have an impact – no matter their age!

With his mom's help, Cavanaugh created his own nonprofit, Cool & Dope, to collect donated hygienic supplies, clothes, cleaning supplies, food and beverages and more to make special "care packs" for the elderly.

In keeping with the Community pillar of our Growing Tomorrow Together strategy, Welch's wanted to help, so we sponsored Cavanaugh's 12-city Positivity Tour in August 2021.

1,000 jars of Welch's jams and jellies donated.
17,000+ people helped!



OUR PROGRESS

In addition to our partnership with Cavanaugh Bell, we're encouraging our employees to give back by feeding our communities.

233 kids' bags plus
800+ lbs.
food collected for
food pantries across
the country



100%
Welch's locations
have GTT advocates




40
hours/year for
volunteering


achieved
world-class
safety record




100%
paid parental
leave benefit





GIVING BACK

Our employees have embraced the opportunity to give back to their communities.



Gaining Ground



Waltham Fields Community Farm



“Volunteering was a great opportunity for team building and meeting new people”



“We enjoyed the experience and giving back with colleagues.”



Food Pantry Donations



GROWING A HEALTHIER FUTURE

We grow a healthier future by providing products with simple, fruit-based ingredients and being transparent about where and how the fruit that goes into Welch's products is grown.

Our 2025 goals for Growing a Healthier Future are focused on identifying and communicating the source of our fruit ingredients, creating **better for you** new product innovations, and increasing consumer awareness of our sustainability efforts.



Chess Family Farm, RIPLEY, NY

7 generations

110 acres Concord and
65.9 acres Niagara grapes

Brian, Heather, Andrew, Addison,
Mary Beth & Donald Chess

[Learn more](#) about
the Chess family.

FAMILIES BEHIND THE FRUIT

Bet you didn't know that Welch's is owned by 700 family farms across the country. In fact, our family farmers have sustainably cared for their land and harvested their fruit where it grows so we can bring the very best to the people who buy our products.



Betts Family Farm, WESTFIELD, NY

5 generations

175.9 acres
Concord grapes

Bob, Dawn, Logan,
Andrew, Thom & Lila Betts

[Learn more](#) about
the Betts family.



OUR PROGRESS

Growing a Healthier Future is all about making our products better and healthier for families who enjoy them.

↓ 46%

reduction in sugar in Sparkling portfolio



grapes pressed within 8 hours of picking for maximum quality



100%

Concord and Niagara grapes grown on family farms in the USA



communicated source of 100% Concord and Niagara grapes

834

acres certified organic, 230 additional acres to be certified by 2023



90%

of the whole grape used in making our products

0%

artificial flavors or colors in all juice products

LOOKING FORWARD

Our sustainability journey is underway, and we have ambitious plans for the future.



CARING FOR OUR EARTH

Explore ways to increase the use of recycled content in our plastic containers

Assess and prioritize reducing our water usage and wastewater discharge

Upcycle our manufacturing byproduct consisting of grape pomace



SERVING THE COMMUNITY

Further develop our diversity and inclusion strategies to attract and develop our people

Expand our company-wide volunteer efforts

Extend our safety strategies beyond our owned manufacturing facilities



GROWING A HEALTHIER FUTURE

Continue to communicate and promote the source origin of all fruit ingredients, including strawberry and apple

Broaden our “better for you” commitment to our licensing and/or other key partners

Consider third party certifications to share clean label and sustainability efforts



Let us know what you think, contact us today at **sustainability@welchs.com** or visit us on social:



www.welchs.com/sustainability