

petDineTM

MADE BETTER

2021

Reducing Our Paw Print
SUSTAINABILITY REPORT



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Preston Munsch
Founder

Dear esteemed readers,

Welcome to the very first PetDine sustainability report. We are excited to report on our efforts and commitment to sustainability from 2021.

With great growth, comes great responsibility. We felt that after driving tremendous growth in our business that we had a responsibility to commit efforts and resources to creating sustainable practices.

We started by outlining sustainability priorities for the year: responsible sourcing, social responsibility, greenhouse gas reduction, and circular economy practices were at the top of our list.

Any new initiative is defined by establishing baselines and determining goals. We partnered with the Pet Sustainability Coalition and utilized their Sustainable Development Goal Action Manager Assessment tool to establish our sustainability baselines and to determine goals. Additionally, we launched our internal Green Team to spearhead sustainability efforts and projects here at PetDine.

We acknowledge that throughout the past year our sustainability priorities have shifted and adjusted with the times. To reiterate, we are excited about delivering this report, but are even more enthusiastic about our future.

Sincerely,



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SUSTAINABILITY STATEMENT

Everything we do is for the health of pets. That is why we are committed to protecting the planet we share by increasing our efforts towards a sustainable future. Through innovation, research & development, and consultation we are advancing sustainability operationally, as well as teaming up with our clients to make a global impact. We have an opportunity to make a change, and it is our responsibility to continuously reduce our “pawprint”.





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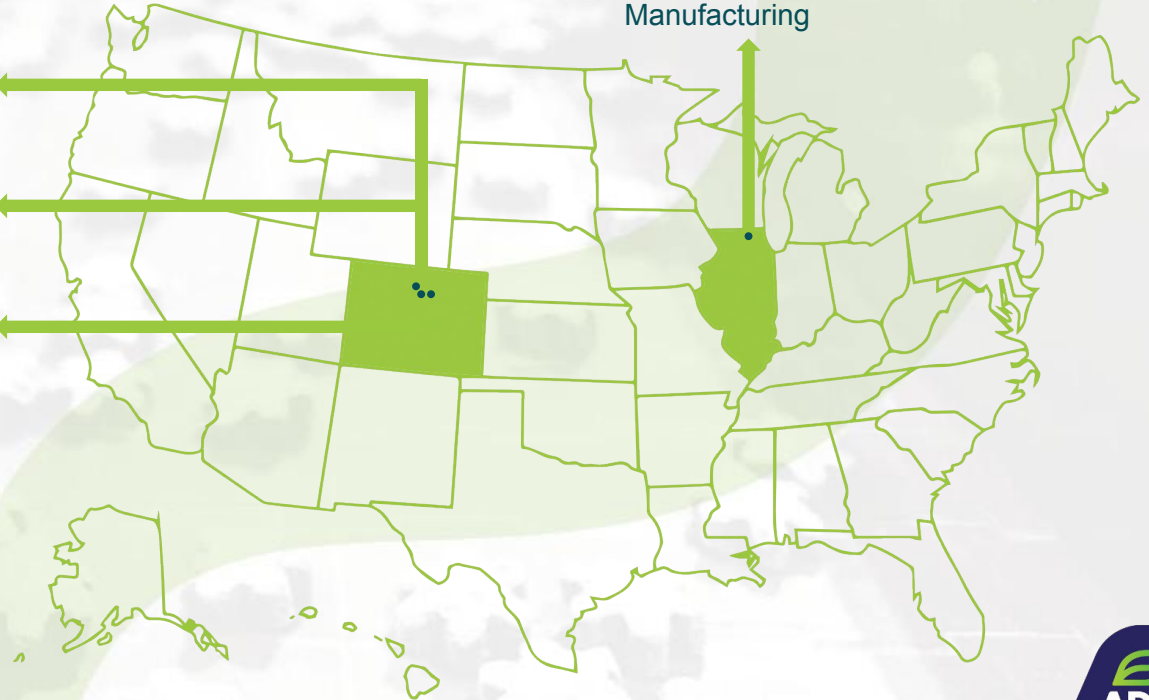


Fort Collins, CO
Manufacturing, HQ

Greeley, CO
Fulfillment

Windsor, CO
Manufacturing

Harvard, IL
Manufacturing





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OVERVIEW OF OUR 2021 GOALS

1 RESPONSIBLE SOURCING

- Each product to contain 25% sustainable ingredients by 2023
- Craft and distribute a Supplier Code of Conduct

2 SOCIAL RESPONSIBILITY

- Establish a staff Green Team
- Pay full-time employees a living wage

3 GHG REDUCTION

- 100% of product to be made with renewable energy by 2025

4 CIRCULAR ECONOMY

- Purchase 95% recyclable packaging by 2021
- All purchased plastic jars and bottles will contain post-consumer recycled content by 2023
- 75% of clients' products promote recyclability on packaging by 2023



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RESPONSIBLE SOURCING

SUSTAINABLE INGREDIENTS

- We have set a goal to include 25% sustainable ingredients by 2023.
- We are 0% of the way there. Setting this goal holds us accountable to continue exploring sustainable ingredient options for our clients.

SUPPLIER CODE OF CONDUCT

- Code was written and distributed to all suppliers, includes prohibition of forced labor, child labor, and 5 freedoms for all animals.



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SOCIAL RESPONSIBILITY

GREEN TEAM

→ Purpose: To engage staff and advance sustainability in the office and our daily operations

→ **Projects:**

- ◆ Earth Day Trash Pickup
- ◆ Dog Toys Upcycling for Larimer Humane Society
- ◆ Energy Star Refrigerator at HQ which uses 15% less energy
- ◆ Reusable Dishware / Items in Break Rooms





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SOCIAL RESPONSIBILITY

LIVING WAGE

- In most cases, a living wage is nearly double the federal minimum wage of \$7.25/hour and takes into account local costs of food, housing, medical care, transportation and other variables to ensure workers earn enough to support themselves, based on full-time work of 2080 hours/year.
- We believe paying a living wage results in increased worker morale, worker health, increased efficiency and productivity, and improved quality of service. Offering a living wage in Colorado also lowers turnover rates, which saves the company money. The PetDine living wage standard means the company is able to attract and hire a higher level of talented, skilled workers.





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GREENHOUSE GAS REDUCTION

GOAL: 100% of product to be made with renewable energy by 2025

- We're 50% there
- Solar Panels at Harvard continued to produce clean energy on-site
- Panels produced a total of 2,077MWh of energy in 2021
- This is the equivalent of greenhouse gas emission from 194 average cars driving for a year (1) or the electricity use of 175 homes for an entire year
- While we did accomplish our renewable energy goal in our Harvard, IL facility, this is not currently a goal in our Colorado facilities based on supply chain challenges that conflict with other sustainability goals.

1: <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator#results>





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CIRCULAR ECONOMY



RECYCLABLE PACKAGING: Completed.

→ Purchase 95% recyclable packaging by 2021

PCR: We are 1% there.

- All purchased plastic jars and bottles will contain post-consumer recycled content by 2023.
- All liquid bottles and scoops for powders are PCR.

RECYCLABILITY PROMOTED ON PACKAGING: We are 0% there.

- 75% of clients' products promote recyclability on packaging by 2023.
- We are working with our clients one-on-one to promote recycling on packaging moving forward.





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OUR SUSTAINABILITY PARTNERS



PET SUSTAINABILITY COALITION | We envision a thriving and collaborative pet industry that creates positive impact for the communities and environments where we do business



UPCYCLED FOODS | Upcycled food is the easy way for anyone to prevent food waste via the products they buy. Upcycled products prevent food waste by creating new, high quality products out of surplus food. It's an innovative approach to food waste because it is the first consumer product-based solution, making it highly scalable and economically sustainable.



ROUNDTABLE ON SUSTAINABLE PALM OIL | The RSPO aims to transform markets to make sustainable palm oil the norm.



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For more info visit our sustainability page [here](#).

CONTACT INFORMATION:

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