Doing the right thing for

Pets, People & the Planet

FY21 Sustainability Impact Report

June 1, 2020 - May 31, 2021

petcurean

Introduction

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 past fiscal year.

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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

Engagement with United Nations Sustainable Development Goals

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

8 DECENT WORK AND ECONOMIC GROWTH	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	17 PARTNERSHIPS FOR THE GOALS
13 CLIMATE ACTION	11 SUSTAINABLE CITIES AND COMMUNITIES	7 AFFORDABLE AND CLEAN ENERGY	5 GENDER EQUALITY
10 REDUCED INEQUALITIES	1 NO POVERTY	16 PRACE, JUSTICE AND STRONG INSTITUTIONS	

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

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

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

Uplifting the Community

Achievements

OUR COMMITMENT TO PETS, PEOPLE AND THE PLANET

Our sustainability pillars directly support the United Nation's Sustainable Development Goals for 2030 to guide us toward a better future for pets, people and our planet.

ADOPT | SENIOR CAT

WHY YOU SHOULD ADOPT A SENIOR CAT →

+ 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
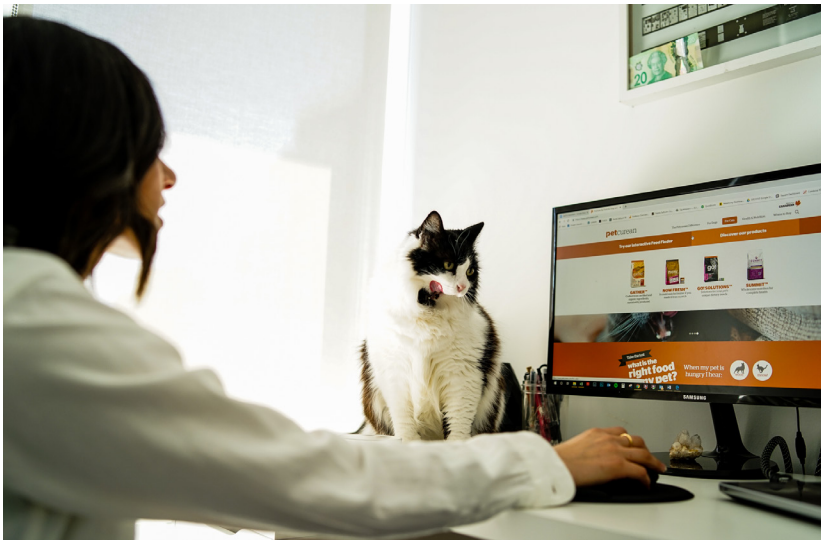   + 1,653,106 meals donated

+ 312 rescues, shelters, food banks supported
+ 172% increase in meals donated YoY

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

Prior Achievements

A few things we were already doing well

+ 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!