

Waste reduction.

In FY23, **we achieved 70% waste diversion**, working toward our goal of 85% waste diversion across our U.S. operations by 2025. To improve our waste diversion, we partner with a B Corp-certified software provider to use technology and analytics to identify opportunities that reduce waste.

TRUE certification for zero waste.

In FY22, our supply chain facility in Chino, California, was the first location to achieve TRUE certification for zero waste. TRUE (Total Resource Use and Efficiency) certification helps facilities define, pursue and achieve zero waste goals, which increases their resource efficiency, cuts their carbon footprint, and supports public health. Facilities achieve certification by meeting rigorous program requirements administered by Green Business Certification Inc.

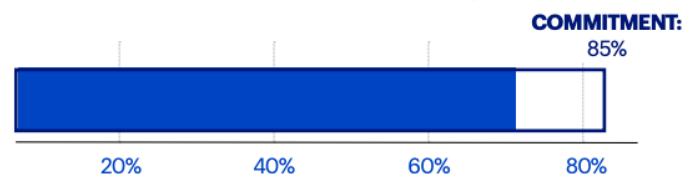
In FY23, we achieved zero waste TRUE certification at three additional supply chain facilities, bringing our total to four certified facilities. We plan to expand certifications to additional locations this year with a goal to certify all supply chain locations as zero waste by 2025.

We continue to invest in equipment to drive up the recycling rates in our locations. We added 42 new cardboard balers in FY23 to further improve our waste-diversion capabilities. Today, around 70% of our locations have cardboard balers. In addition to balers, our supply chain locations use polystyrene densifiers, which break apart and condense polystyrene into cubes, taking up less room on trucks.

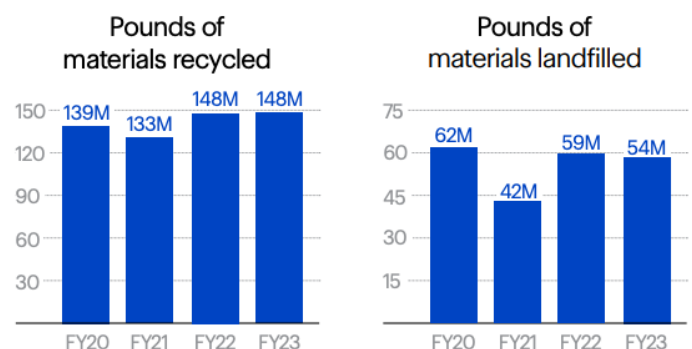
Employee engagement.

Employee engagement is a key component of our waste reduction strategy. In FY23 we expanded our "Green Teams" to support 10 additional locations across our supply chain, bringing the total to 14 locations. Members of Green Teams help support our waste diversion goal and zero waste certification efforts, as well as educate and train their colleagues to ultimately drive a zero waste culture and reduce waste in our facilities.

Waste diversion across our U.S. operations



Non-hazardous waste (enterprise)



Other waste (enterprise)

