

# Corporate Responsibility

2020 Highlights:

Social Responsibility and Environmental Sustainability

At SpartanNash, we are mindful that our business decisions, products, services and operations have a direct impact on the environment, our communities, customers and coworkers. We define this intentional decision-making process as our company's corporate responsibility commitment.

**We invest in corporate responsibility because it is the right thing to do.**

We also recognize that our strategic corporate responsibility initiatives can differentiate us from our competition and drive business results.

# Our CR Journey

## Nash Finch Company

- 1885** Founded as a confectionery, Devils Lake, N.D.; changed name to Nash Finch Company in 1919
- 1983** Became publicly traded on the NASDAQ
- 1996** Acquired Military Distributors of Virginia (MDV)
- 2007** Created culture champions program

- 1922** Founded Helping Hands Society; renamed the NFC Foundation in 1931

- 1986** Launched an energy management system and recycling program



First Nash Finch Company store, circa 1888

- 2002** Began using and selling environmentally friendly cleaning products

- 2008** Introduced Nash Brothers Trading Company™ natural and organic premium private brand products; hired first dietitian and launched wellness program.

- 2010** Formed Sustainability Steering Committee

- 2011** Held first Helping Hands Day; launched diversity training

- 2012** Switched to more environmentally friendly plastic bags

- 2012** Opened LEED certified grocery store

- 2013** Converted to-go deli/bakery packaging to recyclable plastic

## SpartanNash

**November 19, 2013**  
Nash Finch Company and Spartan Stores, two multi-billion dollar companies, merged to form SpartanNash.



SpartanNash Corporate Headquarters is located in Grand Rapids, Michigan

- 2015** Launched Family Fare's "I Heart Local" campaign and introduced Living Well sections

- 2015** Created Corporate Responsibility Advisory Committee

- 2015** Expanded Full Circle™ natural and organic private brand product offerings

- 2016** Continuing our journey...

- 2014** Defined mission, vision and values

- 2015** Transitioned hiring and orientation training to paperless processes

- 2015** Converted to processless plates in graphic services (reducing solvents and water)

- 2015** Began collecting and properly retiring American flags at all company locations

## Spartan Stores

- 1917** Founded as a sugar CO-OP, Grand Rapids, Mich.

- 1989** Purchased ink recycling machine for in-house graphic services

- 2005** Implemented paper reduction processes

- 2007** Introduced diversity and inclusion training

- 2008** Began companywide recycling program

- 2011** Held first Earth Week events with Goodwill; began printing Facts Up Front on Spartan® brand products

- 2013** Named one of *Fortune's* 'World's Most Admired Companies'

- 2014** Began companywide energy project tracking

- 2015** Added all retail stores to energy dashboard

- 2015** Formalized Animal Welfare Policy

- 2015** Initiated program to track companywide retail food product donations and impact of corporate giving

- 1918** Became Grand Rapids Wholesale Grocery Company; changed name to Spartan Stores, Inc. in 1957

- 2000** Became publicly traded on the NASDAQ

- 2006** Founded Spartan Stores Foundation; launched energy improvement program



Boxcar of sugar purchased circa 1917

- 2014** Launched robust three-year integration plan including corporate responsibility mapping

- 2015** Integrated NFC and Spartan Stores Foundations to form SpartanNash Foundation

- 2015** Listed as a *Fortune* 400 company

- 2015** Expanded worksite wellness program companywide

- 2015** Invested in new aerodynamic tractors with increased fuel efficiency

## 2016

Launched Direct Your Dollars  
 Rebranded Direct Your Labels  
 Launched volunteer program (20,234 hours)  
 Launched Wellness Champion network  
 Launched natural disaster associate relief fund  
 Launched Opioid Safety Project  
 Signed Fair Food Pledge-Migrant Legal Aid  
 Expanded Double Up Food Bucks  
 Began publicly disclosing D&I profile  
 Expanded Goodwill Earth Week partnership  
 Defined 'local' products – began tracking  
 Recognized as Veteran-Friendly Employer  
 Power 300 Most Influential Black Corp. Directors  
 Launched Fleet Safety Program – 74% decrease

## 2018

Launched Sustainability Champions in DCs  
 \$1.7 million in non-management discretionary bonus  
 Launched Clean Ingredient Initiative for OwnBrands  
 Launched Timely Meds™ and Free Fresh Fruit for Kids  
 Eternal Oceans Open Acres initiative  
 Updated information security policies; new Security Awareness program  
 Mandatory dignity and respect training; introduced quarterly check-ins  
 Exceeded 56,000 volunteer hours (\$1.38 million equivalent)  
 Named Military Friendly® Employer  
 Earth Week events generated 235,000 workforce development hours  
 Fleet MPG improved 12 percent over 2013 baseline  
 Named Best and Brightest Companies to Work For Top 101 in the Nation®  
 SpartanNash Foundation won PR Daily's CSR top award  
 PR Daily Honorable Mention for Volunteer and Earth Week programs

## 2020

Launched SpartanNash Go associate engagement app  
 Launched Job and Pay mapping  
 COVID Task Force – safety protocols & compliance  
 Frontline bonus pay, paid leave, paid PPE  
 Hired 10,000+ to respond to COVID work shortages  
 Centralized CR data tracking for HR and safety metrics  
 Partnered with Flashfood app to decrease food waste  
 Donated \$650,000 to food banks/pantries  
 Diversity and Inclusion training & workforce development  
 Added D&I to SpartanNash Foundation grant support  
 Launched Nutrition Pathways and Kids Crew  
 \$1.5 million in Double Up Food Bucks redemptions

## 2017

### Created CR dashboard

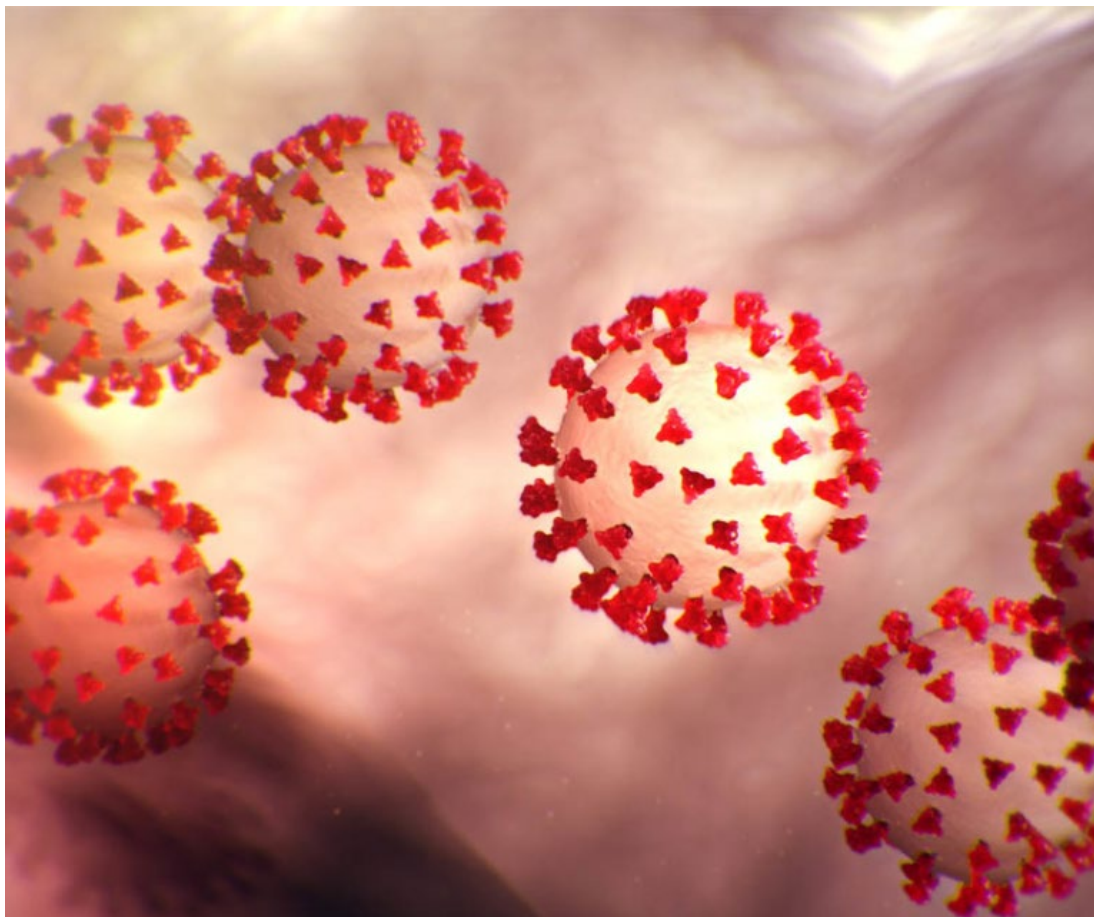
Launched Community Captains program  
 Launched Freedom's Choice™ and HomeBase™ OwnBrands  
 Sponsored USS Gerald R Ford commissioning  
 Opened SpartanNash Military Welcome Center at Gerald R. Ford International Airport  
 Launched Fast Lane e-commerce solution  
 Acquired Caito & BRT; USDA-certified food processing  
 SpartanNash Foundation retail scans exceeded \$1 million raised  
 30 percent increase in local products offered  
*Newsweek* US 500 Green Rankings #389  
 Named Smartway Partner by U.S. EPA  
 Earned Responsible Retailer Award – Migrant Legal Aid  
 Reduced fuel emission by 3.8 million pounds of carbon dioxide

## 2019

Ranked #37 in Michigan on Forbes' list of America's Best Employers by State  
 Topped \$1 million in DYD donations since 2016  
 Expanded Total Rewards benefits program  
 Increased training and development hours  
 Launched SNVETS ARG  
 Decreased water consumption in DCs by 11 percent  
 Solar panels added to fleet trailers  
 Reduced engine oil by 6,000 gallons per year  
 Project ONE TEAM implementation  
 15 percent reduction in printing  
 SpartanNash Foundation restricted associate relief funds

## 2021

Environmental Health and Safety  
 Vendor Code of Conduct  
 MLK Day added as paid holiday  
 CSR CRM system implementation  
 AND SO MUCH MORE!



Since the onset of the global COVID pandemic, SpartanNash has had **two top priorities**: the well-being and safety of our family of associates, customers and communities; and supporting health officials and government leaders to contain the virus.

Our steadfast commitment has been at the forefront of our corporate responsibility initiatives, driving expanded safety protocols, retail service operations, distribution and supply chain innovation, frontline bonuses and extended leave time, corporate and SpartanNash Foundation financial and product support to our community partners, free COVID testing and vaccines, just to name a few major categories. Consequently, our Corporate Responsibility annual progress report looks a bit different this year. Take a look – we welcome your feedback.



- [COVID safety](#) has been our top priority!
- Associate COVID [frontline bonus](#) pay and extended leave time
- [Local restaurant](#) partnerships during COVID
- [Vendor Code of Conduct](#) completed for 1Q21 distribution to 13,000 vendors, suppliers and contractors
- Migrant Legal Aid – [Fair Food Pledge](#) and underwriting of COVID safety materials
- Company invests [\\$1.1 million to build stronger communities](#)
- [Direct Your Dollars](#) program tops \$1.5 million given back to local nonprofits since the program launched in 2016
- SpartanNash [Foundation grants \\$1.48 million](#) for hunger relief, shelter and support of military families, including \$250k for COVID hunger relief
- Company [donates 4.3 million pounds of food](#) to pantries/food banks; 57,600 servings of [milk](#)
- Associates [volunteered the equivalent of \\$328,000](#), and more than 200,000 hours since launching the program in 2016 (\$5m economic impact)
- Health and Wellness [Kids Crew](#) launched to help children make healthy food choices
- [Double Up Food Bucks](#) partnership provides \$1.53 million in fresh produce for SNAP store guests
- [Flashfood® pilot](#) expanded - store guests save \$70k on fresh products; 28,905 pounds of food waste diverted
- Company [advances commitment to diversity and inclusion](#), hires VP to lead Talent, D&I
- Company accelerates animal welfare commitment to achieve [100% cage free eggs](#)

- Reduced waste by more than 1,600 tons in distribution centers and retail stores
- Recycled 1,206 semi-tractor and trailer tires (nearly 19,000 pounds of rubber), the equivalent of fifteen 57,000-square-foot football fields
- Recycled 19,965 gallons of used motor oil and 1,093 oil filters
- Reduced consumption of motor oil by 6,000 gallons, and heats its St. Cloud, Minn. facility with recycled motor oil
- Reduced electrical consumption by 4.87 percent over 2019 despite increased COVID volume and continued to invest in energy-saving LED lighting and heating/cooling equipment
- Reduced natural gas consumption by 5.21 percent over 2019
- Reduced water consumption by more than 4.3 million gallons over 2019, the equivalent of filling more than six 660,000-gallon, 50-meter Olympic-sized swimming pools
- Increased its fleet's average miles per gallon by 15 percent since our 2013 baseline – resulting in 157,602 fewer gallons of diesel consumed in 2020
- According to the US Energy Information Administration, 2020 fuel reduction equates to 3,527,133 fewer pounds of CO2
- While COVID caused us to cancel the 2020 Earth Week events, since 2011, SpartanNash's Earth Week Goodwill donation drives have collected 1,317,925 pounds of donations, equal to more than 282,400 hours of workforce development training in the communities we serve

SpartanNash received numerous [awards](#) in 2020, including being named 2020 [Best and Brightest Companies](#) to Work For® in the Nation and a [Military Friendly](#)® Brand.

## SpartanNash Vendor Code of Conduct

November 2020



- **Act Ethically and with Integrity**
- **Avoid Conflicts of Interest**
- **Act in Compliance with Laws and Contracts**
  - Comply with Fair Competition/Anti-Trust Laws
  - Comply with Anti-Corruption Laws
  - Insider Trading
- **Protect Privacy and Data**
- **Source Minerals Responsibly**
- **Human Rights**
  - Wages and Benefits
  - Working Hours
  - Slavery, Forced Labor and Human Trafficking
  - Child Labor
  - Non-discrimination
  - Provide a Complaint Mechanism
  - Safe and Healthy Work Environment
- **Vendor Diversity and Inclusion**
- **Environmental Stewardship**
  - Energy and Emissions
  - Water
  - Waste
  - Materials Restrictions and Handling

To be distributed 1Q21 to  
13,000+ vendors, suppliers  
and contractors