

Sustainability Engagement at UNFI

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Sustainability & Philanthropy Manager



Sustainability Vision at UNFI

- **Integral to our business model**
- **One of our four key pillars as defined by CEO Steve Spinner**
 - Market Share
 - Operational Excellence
 - One Company
 - **Sustainability & Philanthropy**
- **Goals focused on projects that help the environment and the bottom line**
 - **Renewable energy technologies**
 - **Cutting emission levels**
 - **Green Building**

UNFI Sustainable Development Department

CHRSO: Tom Dziki

- Presents initiatives to the Executive Team & Board
- Sets budgets & agenda for projects/initiatives

Director of Sustainability & Philanthropy: Lisa Madsen

- Drives organizational change
- Manages projects & budgets

Sustainability & Philanthropy Manager: Alissa Becker

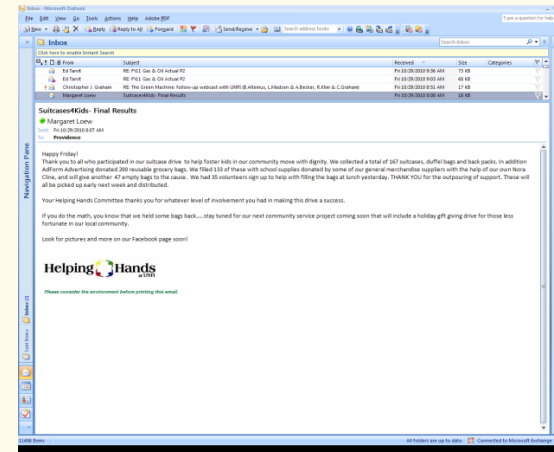
- Executes Projects
- Analyzes projects to measure success
- Recommends projects & initiatives

Sustainable Development Admin

- Tracks budgets
- Collects raw data needed for projects

Internal Communications

- Email
- Quarterly Newsletters
- Leaflet Newsletter
- Town Hall Meetings
- Videos
- Bulletin Boards & Fliers
- Associate Intranet



Green Teams



- **Sustainability Manager runs teams**
 - Keeps track of budgets which come out of the Sustainable Development Department
 - Helps generate ideas
- **Each team has a voluntary leader**
- **Quarterly meetings nationally**
- **Bi-Weekly meetings at each facility**
- **Most recent activity: International Cleanup Day**
 - Part of UNFI's Associate Volunteer Program



Helping Hands Teams

- **Philanthropy Director runs national teams**
 - Keeps track of budgets which come out of the Sustainable Development Department
 - Helps generate ideas

- **Human Resource Managers run teams at each facility**
 - Quarterly meetings nationally
 - Bi-Weekly meetings at each facility
 - Some facilities have combined Green Teams & Helping Hands Teams



Benefits to our Business

- **Having teams w/ defined missions, budgets & guidelines helps us keep activities aligned with UNFI's company mission & vision**
- **Green Team & Helping Hands Activities help improve moral & give participants leadership outlet**

Benefits to our Environmental Impact

- **Associates have an avenue to float unique ideas for environmental savings to the Sustainable Development Department**
- **Communication & participation in volunteer programs helps get associate buy in to programs**