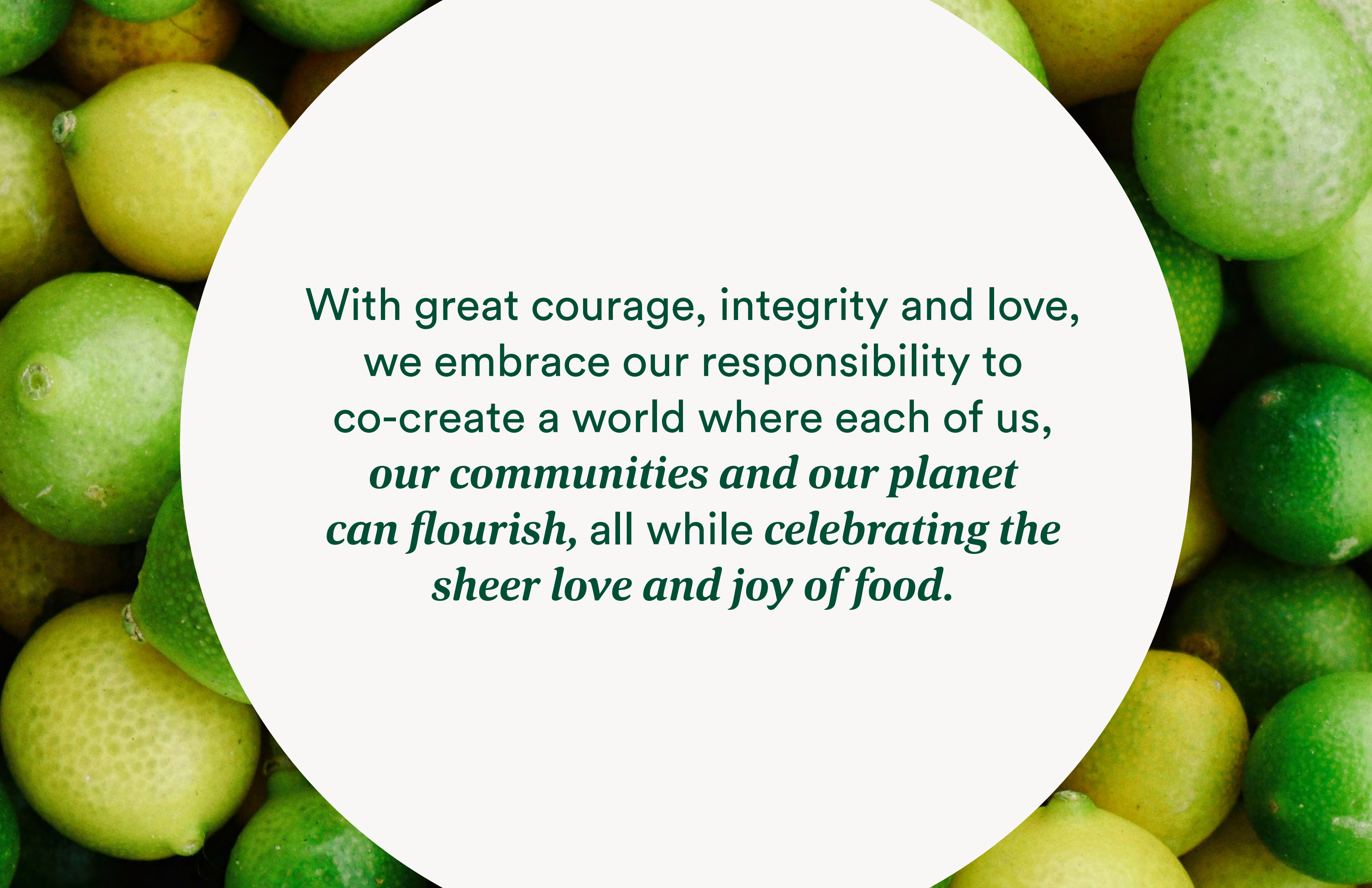




# 2022

## *Impact Report*

An update on our commitment to people,  
the planet and our communities.



With great courage, integrity and love,  
we embrace our responsibility to  
co-create a world where each of us,  
*our communities and our planet*  
*can flourish*, all while *celebrating the*  
*sheer love and joy of food.*

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# 2022 Impact Highlights



## Community Giving



**30+ million meals donated** to local food banks and food rescue organizations

**Nearly 1,000 unique food rescue and redistribution programs supported** in 2022

**\$4.6+ million donated to non-profit organizations** through our Team Member Directed Giving Program



## Foundations



### Whole Planet

**33,555 microloans funded** through Whole Planet in 2022

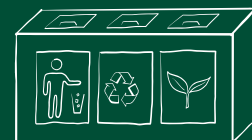
### Whole Cities

**57 grants awarded** to community-led organizations across 39 cities

### Whole Kids

**501 gardens, 142 salad bars and 129 beehives** donated to schools

## Waste



**Over 72% of all waste kept out of landfills**

**510 Whole Foods Market stores with active recycling programs** as of the end of 2022

**449 Whole Foods Market stores with active organic diversion programs** (such as composting) as of the end of 2022

**Nearly 108,000 tons of food waste diverted** from landfill through organic diversion programs (such as composting) in 2022

**Over 127,000 tons of inedible waste diverted** from landfill through recycling in 2022



## Built Environment



**45 stores using low global warming potential refrigerants**

**66 stores supplementing traditional energy supply from fossil fuels** with power from rooftop solar installations



## Sourcing



**37,498 active organic products** across our stores as of the end of 2022

**270 products from 40 suppliers** approved to make regenerative claims

## Quality Standards for Ingredients



**We ban 500+ ingredients** across our standards for food, beverages, supplements, body care and household cleaning products



# *Purpose*

*Advancing our purpose to nourish people and the planet.*

# Letter from *Our CEO*

Dear Friends,

At Whole Foods Market, our purpose is to nourish people and the planet. When I joined Whole Foods Market nearly a decade ago, what resonated with me most was that our purpose is more than writing on the wall. It is alive in our stores, embedded in our culture, and it serves as our north star driving every aspect of how we do business.

As I reflect on 2022, I am inspired by our Team Members' collective passion for food and our universal belief that how we raise and grow food matters. We revolutionized the way people eat and are leaders in the industry as the first, and only, certified organic national grocer in the United States. We always strive to practice win-win partnerships with suppliers from around the world, expanding our impact and ethos on a global scale. From our unmatched Quality Standards for ingredients and sourcing to our Sourced for Good program, we have always been more than a grocery store, and we continue to work every day to be a force for good in the food system.

At Whole Foods Market, we view the environment as one of our key stakeholders. Our food systems – farms, waterways, soil – are all at risk for future generations, making our efforts that much more important. That's why I am thrilled to share the Whole Foods Market 2022 Impact Report, which highlights work that reinforces our longstanding commitment to caring for our Team Members, reducing our environmental footprint, driving positive change throughout the food system, thoughtfully sourcing our products and strengthening our communities.

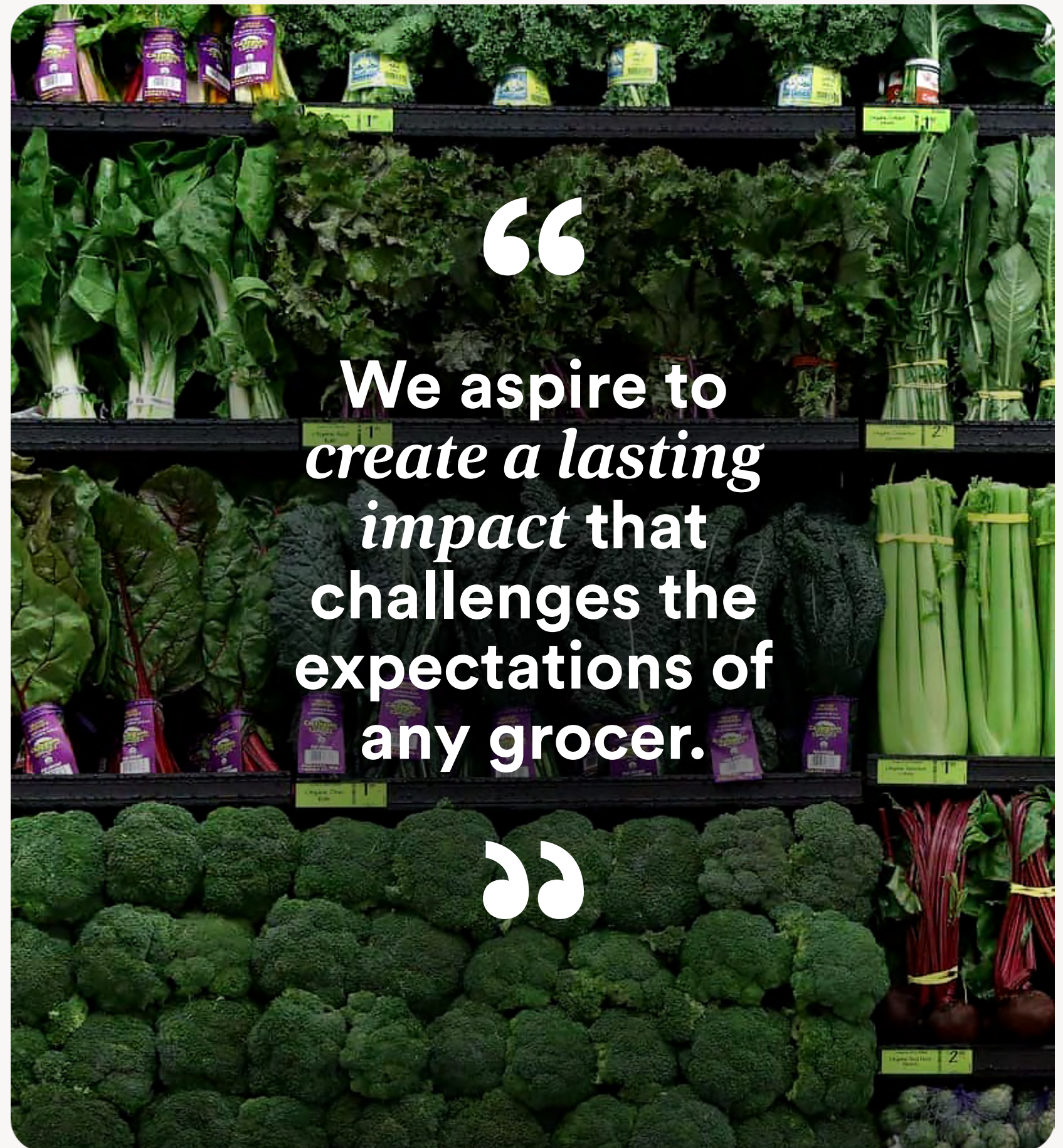
While we have accomplished so much in 2022, we continue to search for opportunities to invest in our Team Members, communities and environmental impact. We aspire to create a lasting impact that challenges the expectations of any grocer. Our purpose to nourish people and the planet will never change.

In the spirit of Whole Foods Market, I would like to close with an appreciation for all our Team Members. You are the best, brightest and most passionate team in the industry—thank you for all you do every day. We will continue our dedication to you, to our suppliers and to our customers, exceeding expectations in every Whole Foods Market experience, and will remain committed to nourishing people and the planet today and always.



A handwritten signature in black ink that reads "Jason Buechel". The signature is written in a cursive, flowing style.

**JASON BUECHEL**  
CEO, Whole Foods Market



***As a purpose-driven company,***

we aim to set the standard of excellence for food retailers through our six Core Values, which guide and shape the way we do business.

***We sell*** the highest quality natural and organic foods

***We satisfy*** and delight our customers

***We promote*** Team Member growth and happiness

***We practice*** win-win partnerships with our suppliers

***We create*** profits and prosperity

***We care*** about our community and the environment

# Whole Foods Market *Historical Impact*



First store opens with food standards for colors, flavors and preservatives

1980

1981

1988

Body Care and Supplements Ingredient Standards



No added hormones or sub-therapeutic antibiotics across our Meat department

1999

First U.S. retailer to offer Marine Stewardship Council-certified sustainable seafood



First certified organic national retailer

2003

2005

All eggs in our Dairy cases must be cage-free

No single-use plastic grocery bags at checkout; Responsibly Farmed aquaculture standards

2007

2008

Whole Trade (now Sourced for Good) products supporting workers, communities and environmental stewardship



Global Animal Partnership (G.A.P.) Animal Welfare Certified in our Meat department

2010

2011

Household Cleaning Products Ingredient Standards



All wild-caught seafood in our Seafood department must be certified or rated for sustainability

2012

Animal Welfare Standards for Laying Hens

2017

Sustainable canned tuna standards

2018

Plastic straws eliminated from all stores

2019

365 by Whole Foods Market brand packaged coffee and tea certified by Fair Trade USA, Fairtrade International or Rainforest Alliance

2020

Label review process and requirements for regenerative agriculture label claims

2021

Adult Beverages Ingredient Standards

2022

All Whole Foods Market delivery packaging made from recycled paper and is curbside recyclable



# 2022 Awards and Accolades

## Animal Welfare

### Compassion in World Farming “ChickenTrack” Report



Whole Foods Market listed as a top performer on broiler chicken welfare.

### Compassion in World Farming EggTrack

Whole Foods Market listed as a top performer on laying hen welfare.

### Mercy For Animals Canada Animal Welfare Scorecard



Whole Foods Market ranked as the top-performing food company operating in Canada on animal welfare issues.

### Mercy For Animals “Count Your Chickens” Report

Whole Foods Market listed as a top performer on broiler chicken welfare progress and transparency.

## Energy Efficiency

### U.S. Department of Energy’s Better Buildings Challenge



Whole Foods Market was recognized by the DOE in May 2022 for meeting our energy savings goal two years early, achieving a 21% improvement in energy performance (versus 2010).

## Pollinator Health

### Friends of the Earth Bee-Friendly Retailer Scorecard



Whole Foods Market ranked third out of 25 retailers surveyed on Friends of the Earth’s Bee-Friendly Retailer Scorecard, which ranks retailers on pesticide management and pollinator protection in their food and beverage supply chains.

## Responsible Sourcing

### Progressive Grocer Impact Awards



Whole Foods Market won a Progressive Grocer Impact award recognizing our responsible sourcing work.

## General

### Progressive Grocer Retailers of the Century



Progressive Grocer named Whole Foods Market one of the “Retailers of the Century” for innovations in the natural and organic food industry.



# Sustainability Strategy

**We are pleased to share our 2022 Impact Report, which shares the latest progress on Whole Foods Market efforts to fulfill our purpose to nourish people and the planet.**

This Impact Report collates sustainability-related information in one place for our internal and external stakeholders while also serving as an accountability tool to define progress against our public goals. It was written by the Whole Foods Market Quality Standards and Sustainability Team with input and contributions from stakeholders across the company.

The Whole Foods Market sustainability strategy is organized around five focus areas: Responsible Sourcing; Climate, Carbon and Water; Waste and Packaging; People Impact; Transparency, Engagement and Reporting. Aligning with industry best practices, we worked with third-party firm SustainAbility (now ERM) to inform our focus areas, ensure focus and effort on the most strategic and impactful opportunities and safeguard the integrity of our work.

Our leadership team is responsible and accountable for driving performance across our five focus areas and against our sustainability goals, which are established and managed in partnership with a centralized Quality Standards and Sustainability Team led by Whole Foods Market Vice President of Quality Standards as well as our Vice President of Sustainability. The work referenced in this report is brought to life by teams across the company, including, but not limited to, Legal, Quality Assurance, Merchandising, Store Development, Marketing, Private Label, Indirect Procurement, our Foundations and more.



Responsible Sourcing

Climate, Carbon & Water

Waste & Packaging

People Impact

Transparency, Engagement & Reporting



## Scope

This Impact Report covers work undertaken from January 1, 2022, to December 31, 2022. Unless otherwise noted, the data included in the report reflects this time period. This Impact Report covers Whole Foods Market's North American stores, facilities and operations. Where appropriate, we note the scope of specific performance tracking in the relevant report section.

# Company Stats

as of December 31, 2022



**105,000**  
Team Members



**500+**

ingredients banned across our standards for food, beverages, supplements, body care and household cleaning products

**37,000+**

and counting active organic products offered across our stores



**532**

stores in the U.S., Canada and the U.K.



**3,000+**

affordably priced and thoughtfully sourced products under our 365 by Whole Foods Market brand





# *People*

*Our progress on enriching the lives of our Team Members, our communities and our suppliers.*



## Our Communities

**30+ million meals donated in 2022**  
to local food banks and food rescue organizations

**974 unique food rescue and redistribution**  
programs supported in 2022

**\$4.6+ million donated to nonprofit**  
organizations through our Team Member-directed  
Community Giving Program in 2022



## Our Team Members

**6,302 Culture Champions certified**  
in 2022

**18,978 total Certified Culture Champions**  
by the end of 2022

**1,364 Team Members graduated**  
from our Career Development programs in 2022



## Our Foundations

*Whole Planet Foundation*  
**33,555 microloans funded in 2022**

*Whole Cities Foundation*  
**57 grants awarded in 2022**  
to community-led organizations across 39 cities

*Whole Kids Foundation*  
**506 gardens, 142 salad bars and**  
**129 beehives donated to schools**

We believe our customers should know where our products come from and how they're grown.

We work to *help them feel good about what they're putting in their baskets.*

Whole Foods Market prioritizes supply chain transparency and responsible sourcing as well as supporting the rights, well-being and dignity of workers in our supply chain. That's why we've instituted programs like Sourced for Good, which supports workers, communities and/or environmental stewardship where our products are sourced. Whole Foods Market has also taken a proactive leadership role in pushing for fair trade and farm worker welfare for the products we buy.

Additionally, we're always trying to find new ways to support small, local or emerging producers. From the beginning, Whole Foods Market has supported local makers and growers, and they've supported us, too. We've kept that love alive by working to stock our aisles with the best that our local communities have to offer and rolling out innovative programs that provide strategic financing and operational support that might not otherwise be available to local suppliers.





# Sourced for Good

Created by Whole Foods Market, our Sourced for Good program helps support a combination of workers, communities and/or environmental stewardship where our products are sourced. We collaborate with farms, suppliers and international third-party certifiers, including Fair Trade USA, Rainforest Alliance, Fairtrade America, Fair Food Program, Equitable Food Initiative and Regenerative Organic Certified. All of them help to provide things like improved wages, health care, student scholarships, planting trees to prevent erosion and more.

Highlights of our Sourced for Good program as of the end of 2022:

**12 countries where Sourced for Good products are produced**

**39 Sourced for Good suppliers**

**120 active Sourced for Good products offered across our stores with an average of 70 items available in each store**



**bloomia**

Sourced for Good tulips from Bloomia farms, one of our U.S. suppliers, help support higher wages for farmworkers in rural Virginia.



Our relationship with Whole Foods Market and the Sourced for Good program helps us provide fair wages, working conditions and housing for our workers. More than that, it helps expose Bloomia tulips to tens of thousands of homes in the U.S., giving us a platform to showcase our work as the first company in our industry certified by the Fair Food Program and to involve others in our mission to be a good corporate citizen and compassionate employer.

– **WERNER JANSEN**  
CEO, Bloomia



**Wholesum**  
Grown for Good®

Sourced for Good produce from Wholesum Family Farms helped purchase a school bus to provide safe transportation for students in their community, resulting in higher graduation rates.



When you lead a business with a larger-than-life purpose, the best thing you can ask for is a value-aligned retailer who will help propel that vision. Whole Foods Market is the perfect fit. In 2022 we celebrated ten years of impact at our farms. We have seen our farmworkers achieve what they once believed was unimaginable. For example: homeownership, completing their education, sending their children to college and more. The Sourced for Good program has truly been a blessing for our farms, our workers and our communities.

– **RICARDO CRISANTES**  
Chief Commercial Officer and  
Co-Owner, Wholesum



**EARTH**  
UNIVERSITY

EARTH University is a one-of-a-kind, nonprofit university and farm in Costa Rica that seeks to empower through study. Every purchase of EARTH bananas helps to fund student scholarships. The result: students leave EARTH University with the goal of becoming change agents who combat poverty and promote ethical and sustainable food production in their home countries.



The support EARTH has received from Whole Foods Market over the years helps us to fulfill our goal of preparing and empowering leaders of change who can lead the transformation to resilient, nature-positive food systems that provide dignified livelihoods and healthy food for all.

– **MARITA CAILLAUX**  
Executive Director, EARTH Trust



# Our Work with Fair Trade & Rainforest Alliance

Organizations like Fair Trade USA and Rainforest Alliance are part of a global system that connects farmers and workers from developing countries with consumers and businesses across the world to change trade for the better.

**Sourced 250 million pounds of fair trade ingredients** in 2022

**Over 1,000 active fair trade grocery items** across our stores



**100% of 365 by Whole Foods Market chocolate chips**, baking chocolate and chocolate bars are certified by Fair Trade USA



**100% of 365 by Whole Foods Market packaged coffee products** are certified by Rainforest Alliance, Fair Trade USA or Fairtrade International



**100% of 365 by Whole Foods Market tea** is certified by Fair Trade USA or Rainforest Alliance

“

I am so inspired by our partnership with Whole Foods Market. Since 2006, Whole Foods Market has emerged as the leading retailer in the fair trade movement. By going deep with ethical sourcing and sustainability, Whole Foods Market is proving the business case for conscious capitalism.

To date, Whole Foods Market sales of fair trade coffee, produce, flowers, seafood, chocolate and a variety of other products have generated millions of dollars in additional income for farmers, workers and their communities. At the same time, these sales help protect the environment where these products are grown.

Whole Foods Market’s commitment to fair trade sourcing is also creating a ripple effect throughout the industry. We celebrate our partnership with Whole Foods Market and look forward to growing our impact in the years to come.”



**PAUL RICE**  
Founder & CEO,  
Fair Trade USA

”



# Local at Heart

From the very beginning of Whole Foods Market, every store we've opened has thrived on its relationships within each unique community, helping our local Team Members, shoppers and producers to thrive as well.

We design our stores to reflect local character, and we select our product mix in the same way, with numerous local products featured in each location. This encourages and supports new and existing local suppliers in their own communities, and as they succeed, we may help them expand into national or international markets.

## Local Producer Loan Program

Our Local Producer Loan Program (LPLP) lends money to small-scale, local or emerging Whole Foods Market suppliers across the U.S. and Canada to help them grow their businesses. Since we began LPLP in 2006, we've provided over 375 loans representing roughly \$28 million in capital for loan recipients. In 2022 alone, Whole Foods Market funded loans to seven organizations for nearly \$1.8 million, collectively.



**Awarded nearly \$1.8 million in 2022 through seven LPLP loans**

**More than 375 loans since it was founded in 2006 representing roughly \$28 million in capital for its recipients**

## Local and Emerging Accelerator Program

In 2022, we launched our Local and Emerging Accelerator Program (LEAP) for small, new-to-us producers in the early stages of their retail journey. For this inaugural "Early Growth" LEAP cohort, nine participants were carefully selected to receive a 10-week curriculum taught by our experts, a yearlong mentorship with one of our Local Foragers and the potential for financial support to promote business growth.

Upon successful completion of the program, they have the opportunity to become suppliers to Whole Foods Market in their hometown and maybe even multiple stores in multiple states.



**Nine participants entered our first LEAP cohort in 2022**



# Supply Chain *Social Responsibility*

**Whole Foods Market is committed to ensuring that the products we provide are produced in a way that respects human rights, the environment and the fundamental dignity of workers.**  
*We engage suppliers who share this commitment and operate on a policy of continuous improvement.*

## Supplier Code of Conduct

The Whole Foods Market [Supplier Code of Conduct](#) details the requirements and expectations for suppliers in our supply chain and helps ensure our products and services are produced in a way that meets these standards. Our requirements are derived from the UN Guiding Principles on Business and Human Rights, the ILO fundamental Conventions and their Declaration on Fundamental Principles and Rights at Work, and the UN's Universal Declaration of Human Rights.

Our Supplier Code of Conduct sets requirements for our suppliers on issues like child and forced labor, health and safety, discrimination and fair treatment, freedom of association and wages and working hours. When interpreting these policies, we follow ILO guidance materials and definitions.



## Private Label Social Responsibility

Whole Foods Market has established programs to track all private label products like 365 by Whole Foods Market back to the manufacturer or farm of origin, which helps ensure supply chain transparency. Furthermore, we require fair and safe working conditions for domestic and international workers who grow and produce the food and products we sell.



## Identifying and Understanding Our Human Rights Risks

From 2020 to 2021, Whole Foods Market engaged an independent consulting firm to conduct a human rights due diligence pilot project to assess human rights risks in our farmed shrimp supply chain. In 2022, we expanded this project to our fresh and frozen tuna supply chains.

Utilizing the UN Guiding Principles on Business and Human Rights as a framework, these projects focused on building supplier capacity to monitor human rights risks and implement due diligence in their own supply chain to mitigate these risks. We are proud that 100% of our farmed shrimp and fresh and frozen tuna suppliers at the time participated in these projects.

In 2023, Whole Foods Market will work with Amazon World Wide Social Responsibility to deepen consideration of human rights in the way we source our products. All project outcomes inform our wider social responsibility approach. We continuously work to improve our policies and practices as we mature in our understanding and application of human rights due diligence.

# Team Members

Our Team Members are critical stakeholders and the secret to the magic that is Whole Foods Market. That's why promoting Team Member growth and happiness is one of our company's Core Values.

We *strive to provide* a Team Member experience grounded in nourishment.

## Nourishing *Well-Being*

Caring for our Team Members as whole people

## Nourishing *Connections*

Building strong relationships with our Team Members, customers, suppliers and communities

## Nourishing *Growth*

Empowering our Team Members to reach their highest potential

## Nourishing *Purpose*

Helping our Team Members connect their personal why with meaningful work

## One Team Member's *Journey*

**Nicole Davia is Senior Vice President of Whole Foods Market Northeast Operations, where she oversees 96 stores.**

Nicole began her Whole Foods Market career in 1993 as a part-time Team Member in the Bakery department. Whole Foods Market quickly began to feel like home, however, and Nicole became a Team Leader in the Bakery, Specialty and Grocery departments before eventually moving into various store and regional leadership roles.

Her two great loves are people and food, and as a leader, Nicole is committed to inspiring and empowering Team Members to be their best authentic selves through the highs, the lows and all the middle ground, each and every day.

Nicole appreciates that her previous leaders always shared the feedback she craved through a constructive and compassionate lens, encouraged her to try new things, take on additional roles, and share her expertise and experience with new departments across the store. She also credits those leaders with instilling in her the value of servant leadership and empowering others to perform at their best. Nicole continues to embody servant leadership and works to promote its growth at every store and facility in her region.

Nicole encourages new Whole Foods Market Team Members to be open to feedback, take advantage of our Career Development programs, ask questions and stay curious, and lead with love, always.



“

Whole Foods Market has always been much more than a grocery store. It's a *company that's truly driven by a higher purpose, and you're always surrounded by a team that believes in you.* What an incredible place, where so many people care about you and where you can be anything you want to be.

”

# Career *Development*

We believe that great food is grown with care and that our Team Members' personal and professional growth deserve just as much attention. Understanding that there are many avenues for growth and development, we offer programs that meet our Team Members where they are in their career journeys.

Our Success Skills behavioral framework and Career Development Programs are designed to help Team Members find their passion, deepen their expertise, evolve as people and professionals, learn leadership skills and advance their careers within the company.



“

Whole Foods has allowed me to grow in my career and my personal life.

– Prepared Foods Team Leader

... I started with Whole Foods as a part-time cashier and jumped at the opportunities that came my way. Soon, I found a career path taking shape.

– Global Distribution Procurement Team Leader

Whole Foods Market has been an integral part of my growth both professionally and personally. The relationships that I have built over the years have made me a strong servant leader and a better mother to my son. The experience and tools that I've received have taught me so much about building trust and effective communication.

– Prepared Foods Team Leader

I was looking to strengthen my public speaking muscle and enhance my presence with the executive team. I found a mentor who helped me find my voice and elevate my confidence.

– Team Member Services Team Member

”

# Programs that *Nourish Growth*

## Mentorship Programs

Designed to help Team Members unlock their potential and progress in their career through work relationships based on mutual trust, understanding and respect.



**1,022**

Cultivate pairings active as of the end of 2022

**693**

Cultivate Mentor/Mentee pairings created



## Career Development Programs

From Associate Team Leader to Store Team Leader to general leadership training, positions at Whole Foods Market provide leadership development programs to prepare Team Members for each new step. As a result, more than 80% of our store leaders are promoted from within!



**10,300+**

Team Members promoted in 2022

**1,364**

Team Members graduated from our Career Development programs



## Apprenticeship & Professional Programs

Our apprentice programs are designed to help Team Members develop specialized skills in an artisan craft and transform that experience into a career.



*Butcher Apprenticeship*

**223**

Team Members participated in our Butcher Apprenticeship program as of the end of 2022



*Chef de Partie*

**55**

Team Members completed the Chef de Partie program in 2022



*Certified Cheese Professional*

**54**

Team Members became Certified Cheese Professionals in 2022

**437**

Certified Cheese Professionals across our stores as of the end of 2022

# Additional Programs that *Nourish Growth*



Whole Foods Market Culture Champions are Team Members who are dedicated to our unique culture. By becoming a Culture Champion, our Team Members are offered unique opportunities to learn and engage with the differentiators that make Whole Foods Market a special place to work.

**18,978**

total Certified Culture Champions at the end of 2022

**100%**

of Whole Foods Market stores have a certified Culture Champion

**6,302**

Culture Champions Certified in 2022



WHOLE FOODS MARKET  
*Store Stakeholder Connections*

The Store Stakeholder Connections program is an opportunity for Support Office Team Members with no store experience to work in one of our stores. The program helps cultivate a better understanding of the Store Team Member's day-to-day workload, creating increased empathy, clarifying existing assumptions, learning different perspectives and building inspiration and real connections.

A close-up photograph of leaf veins, showing a mix of green and vibrant red/pink colors. The veins are intricate and form a network across the leaf surface. A large white circle is overlaid on the center of the image, containing text.

## **We're proud to *serve and support* our customers and communities.**

We work with individuals and organizations that share our purpose to nourish people and the planet, and proudly support hundreds of partnerships and initiatives each year. From our foundations that support our higher purpose through strategic programs that make an impact across the globe, to supporting our local communities by donating millions of meals each year to food banks and food rescue organizations across the country, we are always looking for opportunities to better serve our customers and communities.





# Whole Planet Foundation

Whole Planet Foundation's mission is to empower the world's poorest people with microcredit, giving them a chance to create or expand a home-based business to lift themselves and their families out of poverty. A microloan as small as \$180 enables entrepreneurs to invest in their small businesses or increase yields and income. In 2022, Whole Planet Foundation and donors granted:

**\$7.8+ million**

loaned to microfinance partners across 37 countries, including the United States, to create an additional 33,555 microloans

**4+ million**

income-generating opportunities were created in 2022 for the world's most vulnerable entrepreneurs—mostly women and their family members



## Foundation Recipient

**Akossiwa is a microcredit client of Whole Planet Foundation's partner Assilassimé in Togo, West Africa, where Whole Foods Market sources shea butter and baskets.**

Akossiwa is on her fifth loan, selling products in her small neighborhood store, including ginger, onions, yams, eggs, cans of sardines, cans of oil, macaroni and more. Through training provided by Assilassimé, she has learned to maintain a good relationship with her customers, manage her inventory and improve ways to care for her family and their health. With her loan profits, she can pay school fees for her children.



# Whole Cities Foundation

Whole Cities Foundation works to improve individual and community health through collaborative partnerships, education and broader access to nutritious food. In 2022, Whole Cities Foundation supported:

## 57 Community First grants

designed to support nonprofits focused on long-term fresh, healthy food access and nutrition education that are engaged with Whole Foods Market Team Members

## 11 Newark Fresh, Healthy Food Access grants

designed to support community-led, nonprofit organizations that grow the local food system and increase access to fresh, healthy food in Newark, New Jersey



### Foundation Recipient

**Since 2017, Whole Cities Foundation has awarded more than \$1 million to 29 organizations through the Newark Fresh, Healthy Food Access Grant.**

Giving One Tenth Community Garden, a four-time grantee, is dedicated to improving community health through gardening, mentorship and collaborative partnerships.



# Whole Kids Foundation

Whole Kids Foundation is dedicated to helping kids eat better. From education grants to being a catalyst for school food transformation, Whole Kids Foundation supports schools and works to inspire families to improve children's nutrition and wellness. In 2022, Whole Kids Foundation funded:

## 506 edible educational garden grants

to turn outdoor spaces into powerful hands-on learning gardens that connect kids with food, spark their curiosity and support classroom curricula

## 142 salad bar grants

to donate salad bars to U.S. schools to allow kids to have daily access to fresh fruits and vegetables

## 129 beehive grants

allowing schools and nonprofit organizations to receive support for educational beehives and bee programming so students can observe bees up close and learn about pollinators' vital role in our food system



### Foundation Recipient

**Through its Bee Grant program, Whole Kids Foundation has invested over \$1.5 million in more than 850 schools to help connect kids to where their food comes from.**

The Cygnet School in Lakeland, Florida, a three-time Bee and Garden Grant recipient, is known as the “bee school” in their community. They’ve built an immersive educational experience for K-8 students that grows with them, supporting social and emotional learning and the development of several honey-based products for use by the school.

# Food *Donations*

*We support our local and global communities* by donating excess food to food banks and food rescue organizations across the country.

When preventing food waste in our stores isn't possible, our Team Members prioritize donating leftover food to communities in need. We take great care to maintain quality and donate as much food as possible.

In partnership with the national organization Food Donation Connection, Whole Foods Market donates millions of pounds each year of perishable and nonperishable food to local food banks and food rescue agencies nationwide. Food waste reduction is integral to our purpose and food waste diversion strategy. When food ends up in landfills, it emits significant amounts of methane, a potent greenhouse gas (GHG). So not only does donating excess food support our communities, but it also helps fight climate change.



## 30+ million meals donated

in 2022 to local food banks and food rescue organizations



## 1,000 programs

Nearly 1,000 unique food rescue and redistribution programs supported in 2022

# Nourishing Our Neighborhoods

When Whole Foods Market launched Nourishing Our Neighborhoods in September 2020, we donated refrigerated vans to community-based food rescue and redistribution programs to transport food to communities across the United States and Canada. Now in its third year, with 32 vans donated, Nourishing Our Neighborhoods represents one of our greatest commitments with a significant, long-term impact.

## 32 vans donated

to food rescue organizations as of the end of 2022

## 242+ million meals

projected to be shared over the 10-year expected lifetime of each van

## 20,000 pounds of food

per week can be rescued per vehicle

## 29+ million pounds of food

per year can be diverted from landfills



“

Having the Nourishing Our Neighborhoods van as a transportation resource has made a significant impact on our ability to operate effectively and nimbly. The refrigeration in our vehicle allows us to safely transport food while assuring a fresh, high-quality donation. The van was a critical resource during our meal delivery partnership with a local restaurant group to support families in a Title I school cluster.

This partnership provided 57,460 meals to families across six different schools over the course of 10 months. It continues to be an important part of our food rescue and meal operations, and we are extremely grateful for our Nourishing Our Neighborhoods van!

– ANDREA JARON  
Executive Director, Second Helpings Atlanta

”

# Additional *Community Giving* in 2022

Our community giving programs help address existing and emerging needs in communities, whether down the street or across the globe.



## Team Member-Directed Giving Programs

**\$4.6+ million donated**

to 1,944 unique community-based nonprofit organizations doing good work in their communities.

## Regional Giving

**\$1,000,000 in donations**

aligned with Regional Leadership initiatives. These supported 93 nonprofit organizations in priority markets, emphasizing food access programming where possible. Some of the organizations that benefited were Heartside Gleaning, Second Helpings Atlanta, The Miami Foundation, Food Banks BC, The Urban Harvest, Table to Table Inc., Mama-Tee Community Fridge & Pop-Up Grocery Store, Gallatin Valley Farm to School and the Los Angeles Community Garden Council.



## Disaster Response

**\$155,000 donated in total to three organizations:**

The Community Foundation, which worked to help communities impacted by the fires in Colorado; World Central Kitchen, which supported communities in Florida impacted by Hurricane Ian; and FeedMore WNY, which supported the community impacted by gun violence in Buffalo, New York.

## Holiday Giving

**\$100,000+ donated to Feeding America by Whole Foods Market**

with an additional \$1 million in customer donations at the registers (donations from customers are disbursed through Feeding America to our partner food pantries and food banks that surround our stores).



# *Planet*

*At Whole Foods Market,*  
we consider the environment  
one of our key stakeholders.

## Sourcing



**28+ million pounds**

of third-party-certified or rated sustainable wild-caught seafood purchased



**20+ million pounds**

of third-party-verified Responsibly Farmed seafood purchased



**37,498 active organic products**

across our stores as of the end of 2022



**270 products from 40 suppliers approved**

to make regenerative agriculture claims



**80+ million pounds of beef**

purchased in 2022 that is certified to meet 100+ animal welfare standards by the Global Animal Partnership (G.A.P.)

## Waste



**72.3% of all waste kept out of landfills**



**127,000+ tons of waste diverted**

from landfills through recycling



**510 Whole Foods Market stores<sup>^</sup> with active recycling programs**

as of the end of 2022



**449 Whole Foods Market stores<sup>†</sup> with active organic diversion programs**

like composting or anaerobic digestion as of the end of 2022



**Nearly 108,000 tons of food waste diverted**

from landfills through organic diversion programs

## Built Environment



**45 stores using low global warming potential refrigerants**



**65 stores using next-generation Solstice N40 refrigerant**

which has a global warming potential that is approximately 68% lower than legacy HFC refrigerants



**66 stores supplementing traditional energy supply**

with power from rooftop solar installations

<sup>^</sup>nearly 96% of our stores  
<sup>†</sup>nearly 85% of our stores



## *Responsible Sourcing*

The undisputed bedrock of Whole Foods Market's unique place in the grocery industry is *our Quality Standards for ingredients and sourcing.*

Our standards ban many ingredients commonly found in other stores and numerous farming, ranching, fishing and manufacturing practices that don't measure up. And we're proud that in many instances our Quality Standards have set the bar for the industry.

We continually raise the bar for what we require and prohibit for products we sell, working with scientists, government and industry experts, NGOs and suppliers and digging into research related to health, safety and environmental impact. Every day across our company, these strict requirements help ensure that the products we sell support our company's purpose and meet the high expectations and trust of our shoppers.



# Ingredient *Standards*

When it comes to ingredients, we consider ourselves buying agents for our shoppers. All food, beverages, supplements, body care and household cleaning products we sell must meet our rigorous Quality Standards for Ingredients. And we care about the four-legged members of the household; pet products must meet ingredient standards, too.

**Our ingredient list represents more than 40 years of decisions based on scientific research and food chemistry, labeling, intended use and more, including carefully evaluating our customers' expectations.**

Today, we work with the same integrity and thorough investigation, continually updating our ingredient list as new ingredients and uses of ingredients come to market.



**We ban more than 135 ingredients often used in household cleaners**

## Household Cleaning Product *Standards*

We believe that consumers have a right to know what's in cleaning products so they can make informed choices for the health and safety of their families and the environment. There are no U.S. regulations for disclosing ingredients, but our standards require all ingredients (except for proprietary fragrance and enzyme blends) to be listed on the label.

“

At Whole Foods Market, we take pride in what we do sell and even more in what we don't.

”

As of the end of 2022, we ban 500+ ingredients across our standards for all food, beverages, supplements, body care and household cleaning products we sell.



## Food

260+ unacceptable ingredients



## Supplements

140+ unacceptable ingredients



## Body Care

215+ unacceptable ingredients



## Household Cleaning Products

135+ unacceptable ingredients



## Adult Beverages

35+ unacceptable ingredients

# Organic at *Whole Foods Market*

Whole Foods Market has championed organic since before there was a regulated organic label in the U.S. In fact, we helped develop the USDA National Organic Program (NOP). Our belief in the importance of organic agriculture means we go above and beyond what is required to sell organic products. For example, because it's imperative that a product labeled "organic" is exactly that, we require certification for organic label claims on all products we sell—even those which aren't within the scope of the NOP, including non-food products such as body care, textiles and household cleaning products.

Because fossil fuel-based fertilizers and most synthetic pesticides are prohibited in organic farming, it has a lower carbon footprint. Soil-boosting practices that are the foundation of organic agriculture also help sequester more carbon in soil compared to non-organic systems.

In 2003, we became the first certified organic national grocer in the U.S., which means each of our stores and facilities are third-party-inspected annually to help ensure we're following specific requirements for handling, labeling and selling organic products. As of the end of 2022, we remain the only certified organic national grocer in the U.S.

**37,498 active organic products**  
as of the end of 2022

**2,307 new organic products**  
in 2022

**1,200+ organic products**  
within our 365 by  
Whole Foods Market brand

**600+ million pounds of organic  
produce sold**

**200+ organic wines** or wines  
made with organic grapes



## Cheers to Greener Wine Choices

In the fall of 2022, our "Wines Made with Organic Grapes" promotion showcased our commitment to expanding our climate-conscious wine selection. We also offer organic wines, biodynamic wines and wines produced with regenerative practices. We're a founding member of the Sustainable Wine Roundtable, which is developing a global sustainability reference standard for wine, and collaborative action and tools related to vineyard chemistry, labor standards, packaging and bottle weight and low-carbon logistics.



# Regenerative Agriculture

Regenerative agriculture presents an incredible opportunity for not only sustaining, but also improving agriculture—a benefit that is right in line with our purpose to nourish people and the planet. At Whole Foods Market, we define regenerative agriculture as holistic farming and grazing management practices that improve soil, enhance biodiversity and increase carbon capture. As part of our commitment to encouraging the expansion of this promising movement, we work with and support farmers, ranchers, scientists and industry experts.

We believe that with our leadership in the natural foods marketplace comes responsibility, so we developed a Regenerative Agriculture Labeling Policy to help maintain the integrity of the term “regenerative” in the industry and for our customers. Our policy requires third-party certification or verification to label a product we sell as regenerative. For non-certified/unverified products making lesser regenerative claims, we require the successful completion of an assessment based on Soil Health Principles.

**In 2022 alone, we worked with more than 40 suppliers to review and approve 70+ certified regenerative products, and onboarded another 200 that mention regenerative on the label.**

As part of our commitment to supporting regenerative agriculture, we work with several organizations, including: Regenerative Organic Alliance, Soil Carbon Alliance, Regenified.



**In 2022, we brought the first Regenerative Organic Certified private label products to market. Our Whole Foods Market Organic Dried Mango, Organic Red Lentils and Organic French Green Lentils are Regenerative Organic Certified.**

# Animal Welfare

About a year after we opened our first Whole Foods Market store in 1980, we began selling meat—and setting standards. Over the decades, we have continually expanded our standards for prohibiting certain products and practices, and how animals are raised for our products.

## Our Meat Department

We have strict standards for meat and poultry in our Meat department. They require that we only sell meat in our Meat department from animals raised without antibiotics, added hormones and animal byproducts in feed. We also require third-party animal welfare certification by Global Animal Partnership for fresh beef, pork, chicken, lamb, turkey and goat. In partnering with like-minded third-party certification programs, we support continuous improvement in agriculture and offer transparency for shoppers who wish to know more about how the animals were raised.

## Our Animal Welfare Standards for Laying Hens

Outside of our Meat department, one of the most significant opportunities to make a difference in animal welfare is with egg-laying hens. In 2004, we decided to sell only cage-free shell eggs in our Dairy department, something many other grocers are still working to implement almost 20 years later. In 2017, we launched our own Animal Welfare Standards for Laying Hens for all shell and liquid eggs in our dairy cases, plus eggs used in our kitchens and bakehouses, that go beyond cage-free with requirements for supporting the chickens' natural behaviors.

Our egg standards include four different production systems to allow for egg farms in a variety of sizes, types, climates and geographies: Cage-Free Plus, Outdoor Access, Pasture-Raised and Outdoor Living. While they may use different methods, and there are specific requirements for each system, *all four include these basic requirements:*

**Hens have room to roam and scratch about**

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**No antibiotics given to hens**

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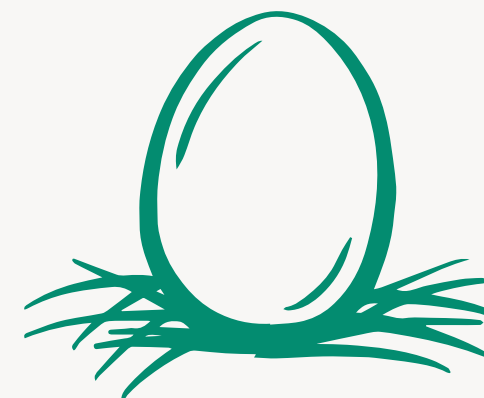
**No land animal byproducts in hen feed**

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**Nests and perches for hens to roost at night**

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**Hens provided with foraging material**



# Animal Welfare History Highlights



No animal testing allowed for our beauty, body care and household cleaning products

1981

1990

1997

No foie gras



No added hormones or sub-therapeutic antibiotics allowed for our Meat department

Developed meat processing plant audit criteria with Temple Grandin for our Meat department

No antibiotics ever allowed for Meat department

2002

2004

All shell eggs in our Dairy department must be from cage-free hens



Animal welfare standards for our Meat department, including no crates or cages for veal calves, pigs and chickens

Created nonprofit Animal Compassion Foundation (later became Global Animal Partnership)



Launched Global Animal Partnership (G.A.P.) Animal Welfare Certified in our Meat department

2005

2011

2017

Cage-free eggs required for our own kitchens and bakehouses



Animal Welfare Standards for Laying Hens launched with all 365 by Whole Foods Market brand shell eggs



First retailer to offer G.A.P. Better Chicken Project Certified chicken

2020

2022

Expanded Animal Welfare Standards for Laying Hens to all eggs in our Dairy department

# Animal Welfare *by the Numbers*

## 100% of pork in our Meat department

is required to be from animals raised without gestation stalls and farrowing crates (since 2010)

## 40,000+ tons of beef

purchased in 2022 was certified to meet 100+ animal welfare standards by the Global Animal Partnership (G.A.P.)

## 11,000+ tons of beef in our Meat department

was certified G.A.P.\* Pasture Raised - Step 4 in 2022

## 95% of eggs in our Dairy department

across our company are from chickens raised in an Outdoor Access, Pasture Raised or Outdoor Living production system as part of our Animal Welfare for Laying Hens standard as of the end of 2022

## 66,000+ tons of chicken

purchased in 2022 was certified to meet 100+ animal welfare standards by the Global Animal Partnership (G.A.P.)

## 6 lbs/ft<sup>2</sup> (30 kg/m<sup>2</sup>) set as the limit

on stocking density for chicken we sell in our Meat department



## Better Chicken Project

Whole Foods Market has been a key supporter of Global Animal Partnership's (G.A.P.) Better Chicken Project which established a research-based protocol for evaluating broiler chicken breeds based on behavior, meat quality, production and consistently superior welfare outcomes. In October 2022, Whole Foods Market became the first retailer to offer Better Chicken Project Certified chicken. Additional details on our commitment to broiler chicken welfare can be found in our [Statement on Broiler Chicken Welfare](#).

\*See more information on [Global Animal Partnership Animal Welfare Certified standards](#)



# Seafood at *Whole Foods Market*

Seafood provides protein for billions of people around the world, and it takes both wild-caught and farm-raised seafood to meet the demand. We developed our Quality Standards with the bigger picture in mind: providing high-quality seafood while limiting environmental impact. With sustainability as our priority, our farm-raised and wild-caught seafood standards help ensure the continuing availability of fish and other species for humans while also leaving enough for the wildlife that depends on it.

**Per our standards, all seafood in our Seafood department must be either *Responsibly Farmed* or *sustainable wild-caught*. We require traceability to farm or fishery and don't allow preservatives such as phosphates or sulfites.**



## Farm-Raised Seafood

To meet our high expectations for how seafood must be raised, we developed our Quality Standards for Aquaculture via a multi-year, multi-stakeholder process with scientists, environmentalists and farmers. The resulting standards require third-party verification whether the fish and mollusks are raised in tanks on land, in ponds, in net enclosures offshore or right on the beach.

### Highlights of Our Aquaculture Standards

No use of antibiotics or added growth hormones

No poultry or mammalian products in feed

No genetically modified or cloned seafood

No synthetic pesticides or parasiticides

No harmful or lethal methods can be used on predator birds and marine mammals

Rigorous water quality monitoring

Net enclosures cannot be treated with toxic antifoulants

Protocols to prevent the escape of fish into the wild

Monitoring of sediments to evaluate the health of ecosystems under mollusk farms (a.k.a. benthic impacts)

Prohibition on converting sensitive ecosystems such as mangrove forests into shrimp farms



**20+ million pounds**

of third-party-verified Responsibly Farmed seafood purchased



### Tsar Nicoulai Caviar

is an example of a farm producing sturgeon to meet our Responsibly Farmed seafood standards. They provide an environmentally friendly alternative to sourcing wild sturgeon, some of which are endangered or threatened.



## Wild-Caught Seafood

In 1999, we were the first U.S. retailer to offer Marine Stewardship Council (MSC) certified sustainable seafood. Since 2012, our Quality Standards have required that all wild-caught seafood in our Seafood department is labeled either MSC certified or rated green or yellow by Monterey Bay Aquarium Seafood Watch.

As of 2018, all canned tuna sold in our grocery aisles and used in our own kitchens must also meet our Seafood department's sourcing standards, and be caught using pole and line, troll or handline methods. With these methods, fishermen catch tuna one by one, which employs more people in coastal communities as compared to industrial fisheries, and prevents bycatch such as sharks, turtles and seabirds.

**28+ million pounds**

of third-party-certified or rated sustainable wild-caught seafood purchased

## Our Brands

When we put our name on a product, it has to be something we're proud of. To that end, our private label products strive to go above and beyond the standards we have for all other brands' products we sell.

Combined, our two brands—365 by Whole Foods Market and Whole Foods Market—are our ambassadors to the world, representing our values with a broad spectrum of products made to satisfy and delight our broad spectrum of shoppers.



### 365 by Whole Foods Market Brand

The 3000+ products within this line are known for thoughtful sourcing, well-priced quality and being the epitome of great value. That quality is expressed with above-and-beyond standards such as:

**Eggs in all products must be cage-free or better**

**Palm oil, palm kernel oil, palm fruit oil and palm shortening must use sustainable oil products**

**Chicken used as a top ingredient in Grocery products must be Animal Welfare Certified**

**The use of irradiation and ethylene and propylene oxide is prohibited for standalone spices**

**Chocolate bars and baking chocolate, including chocolate chips, must be Fair Trade USA, Fairtrade International or Rainforest Alliance certified**

**Standalone coffees and teas must be Fair Trade USA, Fairtrade International or Rainforest Alliance certified**

**Milk from cows treated with rBST/ rBGH is prohibited in standalone dairy and whey products**

**In 2001, we launched the grocery industry's first national value-priced, organic product line. Today we offer more than 1,200 organic products within our 365 by Whole Foods Market brand.**

## Whole Foods Market Private Label Products

Products wearing the Whole Foods Market brand label symbolize our commitment to the best in food and well-being. In addition to meeting our already strict Quality Standards, each product has one or more attribute that advances our mission-minded principles, and all of them must meet a set of elevated standards that include:

**Chicken, pork, beef and turkey in all products must be Animal Welfare Certified**

**All chocolate, cocoa, coffee, tea, vanilla, coconut and shea must be Fair Trade USA or Fairtrade International certified**

**The use of palm oil, palm kernel oil, palm fruit oil and palm shortening is prohibited in food and beverage products**





**We're always looking for  
*ways to do more for our planet.***

Whether it's diverting food waste from landfills or making our stores more energy efficient, we always strive to promote environmental stewardship to make our earth happier for the future.

# Climate *Impact*

**Whole Foods Market has been supporting the climate for decades with our longstanding commitment to climate-smart agriculture, responsible sourcing and environmental stewardship.**

And now we're doubling down on that commitment by measuring the impact we have on our climate in order to better understand it, and working every day to reduce that impact.

## Amazon's Climate Pledge

Amazon has committed to becoming net-zero carbon by 2040 across its entire operations – 10 years ahead of the Paris Agreement. Whole Foods Market shares, and plays an important role, in achieving this commitment.

Amazon co-founded The Climate Pledge in 2019 to build a cross-sector community of companies, organizations, individuals and partners working together to address the climate crisis and solve the challenges of decarbonizing our economy.

At Whole Foods Market, we know that to increase access to quality, nutritious food we must also help protect the climate from which that food is produced. Climate health and our business are inexorably linked, and climate change is a material risk to agriculture and our business. That's why we are taking committed action to prioritize carbon abatement and water conservation opportunities across our business.

**Our commitment to climate impact reduction is integral to our sustainability strategy, and our work is driven by four key focus areas:**

### 1. **Carbon Abatement Within Our Supply Chain**

We are working with key suppliers to measure and reduce the amount of carbon in the products on our shelves, starting with our most material private label suppliers.

### 2. **Carbon Abatement Through Our Built Environment**

As we expand our retail footprint, we're working to make our stores, facilities and operations more energy efficient by, among other things, investing in alternative refrigerants with lower global warming potentials, installing more energy efficient HVAC systems and working to optimize middle-mile transportation efficiencies.

### 3. **Expanding Our Support of Climate Smart Agriculture**

We're committed to encouraging suppliers to utilize climate-smart agriculture (such as organic and regenerative) and champion environmental stewardship.

### 4. **Better Understanding Our Direct and Indirect Water Hotspots**

With resiliency and overall water and watershed health in mind, we seek to build a data-driven water strategy that is informed by a better understanding of our direct and indirect water "hotspots".

**Whole Foods Market is committed to harnessing the power of our operations and supply chain to further our legacy as a positive influence in the food system.**

# Climate *Smart* Agriculture

Climate change has and will continue to affect agriculture in many ways. Rising temperatures and the increased frequency of extreme weather events have direct consequences for crops, livestock and farmers. For agriculture to continue in the face of these extreme events, farmers and ranchers must adapt to climate change and develop more resilient production systems. Agriculture has the potential to curb and perhaps even reverse greenhouse gas (GHG) emissions by reducing emissions through technology and alternative energy sources, better crop and livestock management and shorter supply chains. When managed effectively, farms and ranches can potentially increase the amount of carbon stored in the soil while restoring degraded lands.

**Whole Foods Market has a long legacy of supporting more sustainable farming through our commitment to organic and regenerative agriculture, our promotion of biodynamics and our work with Sourced for Good partners like Rainforest Alliance.**

These agricultural systems are just a few examples of approaches that employ climate-smart strategies and have demonstrated climate resilience, reduced carbon impact and other environmental benefits.



**2,307 new organic products**  
in 2022

**37,498 active organic products**  
as of the end of 2022

**In 2022 alone, we reviewed and approved 270 products with regenerative claims from 40 suppliers, and many more are in progress.**

# Carbon *Impact*

## Sustainable Design

Whole Foods Market is proud to be a leader among U.S. supermarkets in our efforts to reduce emissions of hydrofluorocarbons (HFCs), a group of industrial chemicals primarily used for cooling and refrigeration, many of which are powerful greenhouse gases. As of the end of 2022, 45 Whole Foods Market stores utilize refrigeration systems that rely on low global warming potential refrigerants. Global warming potential is a gas's ability to trap extra heat in our atmosphere over time.

An additional 65 Whole Foods Market stores have been retrofitted to use next-generation Solstice N40 refrigerant, which has a global warming potential that is approximately 68% lower than legacy HFC refrigerants, and a flagship Whole Foods Market store in Brooklyn, New York, has a central refrigeration system that is 100% HFC-free. **Effective 2025, all new Whole Foods Market stores will be built utilizing low global warming potential natural refrigerant systems.**

**Additionally, as of 2022, we have 66 stores supplementing traditional energy supply from fossil fuels with power from rooftop solar installations.**

This will help contribute to the broader goal for Amazon to be powered by 100% renewable electricity by 2030, and Amazon is on track to achieve this goal five years early. In fact, 90% of the electricity consumed by Amazon in 2022 was attributable to renewable energy sources (up from 85% in 2021).

**Improved energy efficiency across 12.3 million square feet of our building portfolio**

**Whole Foods Market achieved a 21% improvement in energy performance versus 2010**



## Better Buildings Challenge

Together with other market leaders, Whole Foods Market has partnered with the U.S. Department of Energy (DOE) for its Better Buildings Challenge. Whole Foods Market was recognized by the DOE in May 2022 for achieving our energy savings goal of 20% two years early.





# EVgo

FAST CHARGING

We installed our first electric vehicle charging station at our flagship store in Austin, Texas, more than a decade ago. Since then, we've been a leader among U.S. retailers in offering more, and faster, electric vehicle charging stations in our parking lots, including through our work with EVgo. As of the end of 2022, **51 Whole Foods Market stores have EVgo charging stations.** EVgo is one of the nation's largest public electric vehicle fast charging networks. Through these chargers:

**Nearly 76,000 customers charged their cars in 2022**

**11+ million electric vehicle miles were powered**

**511,000+ gallons of gasoline were saved**

**4,601 metric tons of CO<sub>2</sub>e were prevented**



**HowGood is an independent research company and SaaS data platform with the world's largest database on food product sustainability.**

Our private label team is partnering with HowGood to measure and improve the impact of food products across multiple categories, including carbon emissions, soil health and water usage. With more than 33,000 ingredients, chemicals and materials assessed, HowGood helps leading brands, retailers, suppliers and restaurants measure, manage and communicate their environmental and social impact. HowGood helps food companies focus on this in the areas where it matters most—product design, ingredient sourcing and supplier selection—using the insights revealed by their software.

**In 2023, this data is being used specifically to help us estimate the carbon footprint of our private label products.**



**Whole Foods Market is proud to support the small organic family farms of Organic Valley, some of the lowest carbon footprint dairy farms in the country.**

This cooperative's carbon insetting program helps farmers implement climate-smart farming practices like composting and planting regional trees and habitats. Insetting refers to the financing of climate protection projects along a company's own value chain that reduces or sequesters emissions and thereby positively impacts the communities, landscapes and ecosystems associated with the value chain.

Within five years, Organic Valley expects to complete over 1,000 projects designed to sequester carbon and improve ecosystem health on more than 500 of its farms. These practices will help as Organic Valley continues to reduce the carbon footprint of all the Organic Valley products we carry. By participating in the insetting program, Organic Valley farmer-members can ensure that their carbon credits stay with their farm and help the cooperative reach its carbon-neutral goal.

Organic Valley's analysis revealed the power of cows grazing on fresh grasses: carbon sequestration from pasture, as well as from forage and crop production, **reduced net GHG emissions by 15% on average.**



Organic Valley's dairy farms average greenhouse gas emissions that are **24% lower than other conventional U.S. dairy averages.**

# Water Impact

Our global water footprint covers both direct operations and our wider supply chain. In 2022, the Whole Foods Market Sustainability team worked to baseline the water withdrawal at our stores, which will help us understand exactly how much water we're using and enable us to set goals for reduction. In the meantime, we're exploring new and innovative ways to make our stores, facilities and supply chain more efficient and use less water.



## Boss Defrost

Boss Defrost was founded with a mission to reduce the amount of water used to thaw food in food service establishments. Traditionally, to quickly thaw frozen products back-of-house, water is run over the product in the sink until it is fully thawed. Boss Defrost systems conserve water by reusing water instead of letting it run down the drain. At a sample of Whole Foods Market stores in the Denver area with Boss Defrost systems installed, overall store water usage decreased by an average of 12% between 2021 and 2022.

**As of the end of 2022, Boss Defrost systems are in use in 38 stores. We are evaluating expanding Boss Defrost to additional stores in 2023.**



## Driscoll's

As a global leader of fresh berries, Driscoll's is a long-standing and valued Whole Foods Market produce supplier that has been committed to the careful management and equitable utilization of water in their growing regions around the world. Their approach to water stewardship is both holistic and risk-based, addressing regional water quantity and quality needs, and they do so by partnering with growers, water authorities, NGOs and community stakeholders.

The Pajaro Valley in California's Central Coast is home to Driscoll's headquarters and is one of the state's most bountiful agricultural production regions. The region is heavily reliant on underground aquifers to irrigate crops, and this source of water supply, especially in coastal regions, can pose a series of water quality and quantity issues. To address these issues, Driscoll's partnered with growers, academia and community stakeholders to provide a first-of-its-kind solution on the Central Coast—the 4.2-acre Bokariza-Drobac groundwater recharge site.

**Each year the basin captures an average of over 32 million gallons of water that get naturally filtered and cleaned before entering the underground aquifer benefiting the entire Pajaro Valley. The site allows Driscoll's and partners to capture excess rainwater as an investment in the region's future water supply and to help mitigate flooding.**

# Waste and Packaging

We work every day to be leaders in reducing our packaging and waste. In 2008, we became the first U.S. grocer to ban disposable plastic grocery bags at checkout, and in 2019, we became the first national retailer to eliminate all plastic straws from our cafés and coffee bars. Additionally, Whole Foods Market annually donates millions of pounds of perishable and nonperishable food to local food banks and food rescue agencies. And finally, every year, we keep millions of pounds of waste out of landfills through robust recycling and organic diversion programs. We're proud of these accomplishments, but our work is far from finished.

In 2022, Whole Foods Market laid a foundation for more sustainable waste and packaging practices, with programs focused on overall waste diversion, food waste and packaging.

In 2022, we created and circulated packaging guidelines in partnership with key stakeholders, and we created a waste diversion handbook for stores.

In 2023, we will work toward products in our store being intentionally and minimally packaged with overall waste reduction and diversion in mind. We will reduce the amount of unnecessary waste in our stores and work to keep unavoidable food waste out of the landfill by either donating what is edible to those in need, or sending it to more sustainable diversion streams like composting or anaerobic digestion.



# Waste Diversion Programs

By reducing the waste we produce at our stores, improving the divertability of our in-store packaging and having comprehensive recycling and organic diversion programs (such as composting) at our stores and facilities, Whole Foods Market is dedicated to keeping our waste out of landfills and diverting it into more sustainable disposal streams.

In 2022, Whole Foods Market kept over 72% of our waste produced at our stores and facilities out of landfills. We are committed to increasing our diversion rate through further expansion of our recycling and compost programs in 2023. In 2022, we had recycling programs at nearly 96% of our stores (510 stores) and an organic diversion program at nearly 85% of our stores (449 stores).

**Our goal is to have a meaningful organic diversion and recycling program at all of our stores, and in 2023 we will continue to work to expand and improve our diversion programs.**



**127,021 tons**  
recycled



**107,983 tons**  
of organic diversion

# Food Waste *Management*

**We're committed to minimizing food waste in our stores and keeping waste that cannot be avoided out of landfills.**

We do this by decreasing the amount of food waste we generate; donating all eligible, edible food; and diverting non-edible food waste via organic diversion programs like composting. As a grocery store with the purpose to nourish people and the planet, Whole Foods Market considers food waste an important and material issue. In 2022, Whole Foods Market donated over 30 million meals within our local communities.

Through our donations, Whole Foods Market supported nearly 1,000 unique food rescue and redistribution programs. Additionally, we kept nearly 108,000 tons of food waste out of landfills through organic diversion programs. Decreasing, donating and diverting food waste is a win-win-win for our business, our communities and our environment, and in 2023 we will continue to invest in ways to expand our food waste programs.

Whole Foods Market also views product innovation and design as key components of our food waste reduction strategy, and we take pride in working with suppliers that share our commitment to reducing unnecessary food waste.



Shameless Pets is working to prevent food waste by creating delicious pet treats and food made with high-quality ingredients that include upcycled produce. Since launching in 2018, Shameless Pets has prevented over one million pounds of food waste by using upcycled ingredients in its dog and cat treats. Their latest creation, a nutritionist-crafted, air-dried dog food and topper, includes at least 20% upcycled superfoods, helping to fight food waste while delivering benefits in every delicious bite.

“

Working with Whole Foods Market is a dream come true for us given their leading stance on health and sustainability. We're excited to grow our relationship through the exclusive launch of our new dog food line.

**– JAMES BELLO**  
Co-founder and CEO, Shameless Pets

”



## Decrease Food Waste

Our first line of defense against food waste is working to prevent and decrease the amount of food waste we produce.

From the way we incorporate ripe produce into our prepared foods, to our vibrant but thoughtful display cases of fresh fish and meat, to more precise and intelligent ordering systems, food waste prevention is woven into procedures throughout our entire operation.

By expanding comprehensive food waste programs at all of our stores to target food waste prevention, we decrease the amount of waste we generate through lost inventory.

**Joined by Amazon, we're pledging to cut our food waste in half by 2030.**



### Matriark Foods

Matriark Foods upcycles farm surplus and remnants from fresh-cut facilities into delicious products that simultaneously address the \$1 trillion food waste crisis, create more economic opportunities for farmers and provide greater access to engaging more consumers in the pro-earth food movement. With every 18-ounce carton of Matriark Foods sauce, 0.4 pounds of tomatoes are diverted from landfills and 50 gallons of water are saved. Additionally, results from Planet FWD's Life Cycle Assessment found that Matriark Foods sauces have 37% lower emissions per carton due to the use of both upcycled tomatoes and lower emissions packaging as compared to conventional tomato sauce in glass packaging.



Whole Foods Market's real and trustworthy commitment to sustainability, traceability and innovation when it comes to finding ways to improve our impact makes them perfect for Matriark Foods. Since our Northeast launch began only a few months ago, the Whole Foods Market team has supported us every step of the way, solidifying an alliance that can serve as a lighthouse for producers, retailers and consumers alike to accelerate a positive transformation of our food system with delicious, climate-friendly food products.



**– ANNA HAMMOND**  
Founder and CEO,  
Matriark Foods





## ***Donate*** **Edible Food**

Donating any food waste deemed fit for human consumption is our next top priority after decreasing food waste.

Though we work to prevent food waste from happening, there are times when it is inevitable, and in those cases, we have a food donation program at each Whole Foods Market.

Working in partnership with the national organization Food Donation Connection, each Whole Foods Market store is matched with a local food rescue or redistribution organization, and often more than one, that comes to the store multiple times per week to pick up our edible food waste.

**Since our food donation program began, we have donated over 177,000,000 meals to those in need in our communities.**

***Donating: Ensuring that 100% of our stores are donating all eligible, edible food***

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**Millions of pounds of perishable and nonperishable food donated annually**

to local food banks and food rescue agencies across the country in partnership with the national organization, Food Donation Connection

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**Over 30 million meals donated to food rescue and redistribution programs**

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**Nearly 1,000 unique food rescue and redistribution organizations supported**





## ***Divert*** **Inedible Food**

Some food waste, such as prep kitchen scraps and spoiled food, isn't fit for human consumption. In those cases, Whole Foods Market prioritizes keeping food waste out of landfills and placed into more sustainable diversion streams such as composting, animal feed or anaerobic digestion, thereby reducing our carbon footprint (as food waste in landfills emits more greenhouse gases than other, more sustainable diversion methods).

**In 2022, our organic diversion programs kept nearly 108,000 tons of food waste out of landfills.**

***Diverting:* Ensuring that 100% of our stores have non-edible food waste diversion programs**

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**Nearly 85% of stores with active organic diversion programs**

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**Nearly 108,000 tons of food waste diverted from landfills**

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**2,529 tons of food waste sent to anaerobic digestion facilities through our Grind2Energy program**

# Packaging *Materials*

We're committed to reducing single-use plastics in our stores because it benefits our environment, customers, Team Members and suppliers. We're always working to eliminate or replace these items with better, more sustainable alternatives.

We work toward products in our store being intentionally and minimally packaged with overall waste reduction and diversion in mind. In 2022, Whole Foods Market laid a foundation for sustainable packaging practices. We created and circulated packaging guidelines in partnership with key stakeholders that assist with choosing more sustainable materials for private label, food service and branded primary product packaging. In alignment with our Whole Foods Market sustainability strategy, we seek to choose packaging materials that result in lower GHG emissions in the overall lifecycle of the package.

**Going forward, we're committed to optimizing packaging types and materials in accordance with *four core principles*: material safety, material optimization and efficiency, design for recovery and source responsibly.**

We're also working toward 100% of our own packaging, including private label and in-store food service packaging, being reusable, recyclable or compostable.



## 2008

Whole Foods Market became the first U.S. grocer to eliminate disposable plastic grocery bags at the checkouts in all our stores

## 2019

We eliminated all Styrofoam meat trays in all stores in the U.S. and Canada

## 2019

In July 2019, Whole Foods Market became the first national retailer to remove all the plastic straws from our cafés and coffee bars across more than 500 stores—a total of about 21 million straws annually

## 2019

In 2019, we switched to smaller produce pull bags, which our packaging manufacturer **estimates saves 213,408 pounds (or 106.7 tons) of plastic annually**

## 2019

As of October 2019, we replaced all plastic rotisserie chicken domes with bags that use approximately 70% less plastic, which our packaging manufacturer **estimates saves nearly 1.7 million pounds of plastic annually**

## 2022

In partnership with Amazon, we launched daily variable insulation for Whole Foods Market deliveries. Insulating material requirements are tracked and adjusted daily to ensure they are only used when necessary. In 2022, this resulted in **avoiding approximately 900 tons of packaging.**



# *Progress*

*We continue* to search for opportunities to invest in our Team Members, community and environmental impact.

## A Note of *Appreciation*

Thank you for reading our 2022 Impact Report. We want to show our appreciation for all the work that has gone into this report.

**Our 100,000+ Team Members are on the front line of our sustainability efforts, and they are what makes Whole Foods Market different from any other grocer.**

We also could not achieve the impact we have had without our remarkable suppliers and brand partners that grow, raise and produce the food and other products on our shelves. Their commitment to our higher standards has helped shape our industry for the better.



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We look forward to continuing our work and making progress on our goals across our sustainability focus areas. While we accomplished a lot in 2022, we know more can always be done.

We remain committed to investing in our Team Members, communities and environmental impact. Building on the progress we made this past year, we look forward to what we will accomplish in the years ahead as we continue to find new and innovative ways to further our purpose to nourish people and the planet.



**CAITLIN LEIBERT**  
Vice President of Sustainability,  
Whole Foods Market

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We welcome *your*  
*feedback or questions*