



Amy's®

AMY'S RECIPE FOR SUSTAINABILITY

OUR KEY INGREDIENTS

PLEASE CONSIDER THE ENVIRONMENT BEFORE PRINTING

WITH LOVE, FROM AMY

Since my parents baked their first tofu and veggie pot pie in 1987, our commitment to care for people and the planet has been an essential piece of Amy's Kitchen. A belief in organic is in our DNA—our family has been eating and growing organic food since the '50s. It's no surprise that sourcing organic ingredients has always been a priority at Amy's.

In 30 years of business, we've prioritized decisions that benefit our planet over our bottom line and led as organic pioneers, all while changing the way frozen food is produced and perceived. As I've grown into my own role at Amy's, and become a mom to my own little future environmentalist, I've realized how passionate I am about sustainability and its essential role in our family business. My commitment is to make sure sustainability is a leading consideration in everything we do. As a now decades-old company, making hundreds of thousands of meals every day, we have the potential to really be an innovator—not just in organic but in forward thinking sustainability practices that can improve the food industry.

I am thrilled to share how we are formalizing our longstanding commitment to supporting people and the environment, improving the efficiency of our operations and reducing our impact throughout our supply chain. After spending years in the kitchen, we're proud to share a little bit about what we've been cooking up. And I'm looking forward to the progress we can report on next year...



Amy Berliner,
Co-Owner



OUR KEY INGREDIENTS

Our Recipe for Sustainability starts with our care for people. The well-being of our employees and communities, our suppliers and farmers, and the folks who eat our food guides the work we do every day. We are passionately committed to making foods produced with integrity every step of the way and recognize that our operations must continuously strive to reduce the environmental impact associated with the foods we make.

THESE ARE THE KEY INGREDIENTS BAKED
INTO SUSTAINABILITY AT AMY'S.



TAKE CARE OF PEOPLE



MAKE FOOD WITH INTEGRITY



REDUCE OUR IMPACT





TAKE CARE OF PEOPLE

The people we cook with and for are the heart of why we make food here at Amy's. We have been a family business since the beginning. Thirty years later, not much has changed except the size of our family.

Amy's TAKE CARE OF PEOPLE

OUR FAMILY

Positive workplace

In 2016 we employed over 2,500 people. Our mission is to be a thoughtful employer, and we treat our employees like family, with honesty, inclusiveness and compassion. Our ambitious safety program includes regular line rotations, instructed group stretching at the beginning of each shift and impressive results.

Bilingual On-site Health Centers

Our on-site health centers make it easy for employees to access exceptional health care. We invest in full-spectrum primary care and thoroughly support preventative care through diet, exercise and stress management.

Scholarships

Each year we invite the children of Amy's employees to apply for scholarships. In 2016 they received over \$113,000 to pursue their higher education goals.

OUR FARMERS

Growing Together

Farmers are our partners—we work to grow each other's businesses. When we started cooking in 1987, the absence of a national certification program for organic farming and organic foods meant it was up to us to do things the right way. So we invested in small, local family farms to grow the organic ingredients we needed.

We work to create lasting cooperative partnerships with farmers and suppliers and invest in our relationships. As a result, they've grown with us. Many of Amy's growers have been part of our team for over 10 years—and some for over 20 years.



OUR COMMUNITY

Providing Good Food

At our core, Amy's is about making good food. We want more people to have access to better food choices. We work to make our food readily available, and we cook foods for diverse tastes and needs. Each year, we donate over \$1 million of our products to local food banks.

Empowering our Staff

We encourage our team to volunteer and give back to their local communities. This supports our commitment to the community, and it makes for a pretty great work environment. In 2015 our employees tallied over 280 employee volunteer hours, and Local Giving Committees at each Amy's facility provided ongoing monetary and food donations to support positive changes in their communities.



MAKE FOOD WITH INTEGRITY

Great flavor is the goal, and it all starts with finding the best-tasting ingredients out there. We're always looking for ingredients at their peak of quality and freshness. That's why we work closely with our farmers every step of the way, from choosing the seed to ensuring that we're growing and harvesting at the right time of year for each ingredient. This ensures that in all our foods, you'll only find the same quality ingredients you'd want to see in your own pantry.

VEGETARIAN, ALWAYS

More Plants, Less Impact

One of the most effective ways to reduce our environmental footprint is to eat a more plant-based diet, as these foods require significantly less resources to produce. The "foodprint" of a vegetarian diet is about half the size of the average American's diet, and a 100% plant-based (vegan) diet has even less impact. In 2016 we cooked over 210,000,000 meals; all of those meals were vegetarian, and over half of them were entirely plant-based.



GUIDED BY ORGANIC

Organic is Fundamental

We believe that organic is better for the ecosystem, farm workers and consumers, and that everything tastes better when it's served with peace of mind. We've been passionate about supporting organic agriculture since day one, and in 2016 we cooked with 90% organic ingredients. Amy's purchases over 100 million pounds of organic vegetables, pulses, grains and dairy each year.

Always Non-GMO

We are passionate about the purity of the food we make. We ensure all our products do not contain genetically modified ingredients through certifications, affidavits and testing.



IMPROVING ACCESS

Providing Better Choices

We want more people to be able to eat better food. That's why we've always worked to drive distribution that reaches a broader demographic. Amy's foods are available across the country, in all types of retailers, from local food co-ops to convenience stores to club stores.

We Take Feedback to Heart

We listen carefully to our customers and work hard to give them the best eating experience possible. People with special diets are always kept in mind. Many Amy's recipes were actually born from customer requests, and we proudly offer 140 gluten free recipes, 121 vegan recipes, 43 corn free recipes and 139 soy free recipes!



REDUCE OUR IMPACT

As a pioneer in the organic food industry, we are mindful of the impact our business has on the environment and are always looking for ways to reduce it. Our kitchen has grown substantially in 30 years, which requires constant updates and innovations to reduce our environmental impact. Amy Berliner, co-owner and daughter of Amy's Kitchen's founders, is leading a new generation of ideas and priorities and is committed to expanding our strong tradition of innovation and environmental stewardship.

Amy's **REDUCE OUR IMPACT**



LOOKING BEYOND OUR FOUR WALLS

Supply Chain Stewardship

Amy's recognizes that our impact and sphere of influence go beyond our own operations. Upstream, we partner with suppliers to encourage efficiency and waste reduction, and downstream, we focus on increasingly smarter logistics to minimize the resource intensity of getting our products to market.

Leading Innovation

Amy's Kitchen led the charge to get non-BPA lined cans to market, and we continuously focus on innovations that reduce the environmental burden of our packaging. We are proud members of the Sustainable Packaging Coalition, an industry working group dedicated to a more robust environmental vision for packaging, and the How2Recycle® program which removes consumer confusion and improves the viability of recycling programs. In 2015 we launched an interdepartmental Sustainable Packaging Team to implement more sustainable packaging solutions for our company and our industry.

DRIVING OPERATIONAL EFFICIENCY

Using Less, From the Office to the Kitchen

We employ various water, energy, greenhouse gas (GHG) and waste reduction initiatives, as well as landfill diversion efforts, in all our kitchens and offices. Amy's corporate headquarters is certified under the California Green Business program. And our continuous improvement efforts are focused on identifying opportunities to do more with less across all our facilities.

FROM FINITE TO RENEWABLE

Advancing Renewable Energy and Materials

Amy's has signed the Ceres Climate Declaration, aligning ourselves with hundreds of other forward looking companies that agree tackling climate change is one of America's greatest opportunities of the 21st century. And though we're just getting started, we are actively working to shift to renewable energy. We recently installed our first solar array, offer free electric vehicle chargers at Amy's corporate office and Amy's Drive Thru, and are actively working on development efforts to add renewables across the organization.



WHERE WE ARE HEADED

Amy's Kitchen has grown up. We've gone from several family members pitching in, to thousands of employees, farmers and suppliers, plus a new generation taking on fresh roles at the family business. But no matter how big the company grows, one thing will always remain the same—our passion to make high quality, delicious food accessible to as many people as possible.

We are all dependent on the health of our ecosystem, and we recognize that our operations must continuously strive to reduce the environmental impact associated with Amy's food. While sustainability has been a value from day one, our innovations haven't always kept pace with our growth. We recognize that we still have significant work to do in terms of achieving our vision of sustainability. This drives us to be more sustainable each year by improving the efficiency of our operations, reducing waste in our production systems and supply chain, and increasing our use of renewable energy and materials.

Rachel and Andy Berliner were inspired to start Amy's Kitchen when their daughter Amy was born, 30 years ago. Today, Amy and her husband Jace have their own baby, Malachi, and are envisioning what the next 30 years will look like for Amy's Kitchen. For them, the next generation of Amy's is about building upon what Amy's parents created and using the strength of the company to be a leader in sustainability.

Amy's WHERE WE ARE HEADED

GOING FORWARD AMY'S KITCHEN IS COMMITTED TO



Measure, Monitor and Improve

We recently developed a robust system to monitor our use of resources and disposables. Now with a reliable baseline in place, we're strategically setting goals to measure improvement, continuously reduce our environmental impact and communicate our progress along the way.

Sustainability as a Core Value

Amy's is deeply committed to considering sustainability in all our business decisions, and we are always looking to innovate and improve. Our sustainability engagement coordinator drives sustainability awareness and education across the organization,

and each year, we actively train up-and-coming leaders to develop and implement a sustainability project specific to their department. As we build new facilities and expand our business, we're working to ensure sustainability considerations are designed into all of our plans from the beginning.



WHILE WE HAVE A LOT TO BE PROUD OF,
WE KNOW SUSTAINABILITY IS A CONTINUOUS JOURNEY.
WE'RE LOOKING FORWARD TO EVEN MORE POSITIVE GROWTH IN THE FUTURE.

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