

# Environmental & Social Newsletter



## OUR ORGANIZATION

### Updates from Post Holdings

Nick Martin,  
Vice President, Corporate Social Sustainability

In December, we published our latest [ESG Report](#), which provides a unique opportunity to engage with leaders

and teams across the organization and assess what is working and what opportunities are collectively in front of us. Our ongoing focus is on integrating sustainability factors into daily decisions and actions, so it becomes business as usual. We also continue to structure the report around our four strategic pillars: Sourcing, Operational, Product and Social.

Like all the accomplishments highlighted, completing this annual report is a collaborative, enterprise-wide effort. Thanks to our ESG Steering Committee and ESG Operations Council, as well as the many people who contributed and verified information within the report.

## OUR BUSINESSES & PLANTS

### Bob Evans Farms Partners for Waste Optimization

#### OPERATIONAL

Bob Evans Farms partnered with Green Field Solutions and Post Holdings' Procurement team to manage all mixed recyclables and solid waste streams at our Lima, Ohio site. Excess food resources are upcycled and sustainably put back into the food chain as high-energy animal feed ingredients. Not only does this effort significantly reduce harmful effects on the environment, but it also helps Bob Evans Farms recover some costs for products that would have otherwise gone to waste. In fiscal year 2023, this partnership achieved the following benefits:





- **533,905 pounds** of mixed recyclables diverted from landfill
- **12,450,654 pounds** of consumables diverted from landfill and repurposed for animal feed
- **2,232 metric tons** of carbon dioxide and 175 metric tons of methane gas avoided

Bob Evans Farms is currently looking to replicate the success of this partnership at its other operational sites.

### Weetabix Publishes Latest Sustainability Report

#### SOURCING, OPERATIONAL, PRODUCT AND SOCIAL

In December, Weetabix published its [2023 Sustainability Report](#). This year, they decided to change the report format and offer a more digitally enabled experience, blending conventional pictures and words with specially created films and animations. Weetabix continues to make steady progress with the Change for Even Better sustainability strategy, including the following highlights:

Pillar 1 <i>Sourcing Responsibility</i>	Pillar 2 <i>Product Responsibility</i>	Pillar 3 <i>Operational Responsibility</i>	Pillar 4 <i>Social Responsibility</i>
<p><b>98% of our ingredient suppliers</b> have signed up to Weetabix's updated procurement standard.</p>	<p><b>100% of Weetabix packaging</b> is now widely recyclable.</p>	<p><b>Over 5 million liters of water</b> are being saved annually by capturing and reusing condensate in the manufacturing process as part of a new goal to reduce water use by 20% in manufacturing plants and offices by 2025.</p>	<p><b>Over 3 million breakfasts</b> donated to FareShare and Magic Breakfast in the past year to ensure healthy breakfasts for those who need them.</p>
			

## Corporate IT and E-Waste Environmental Efforts

### OPERATIONAL

The Post Holdings information technology team has implemented a number of environmental sustainability initiatives, including:

- Reducing redundant electronic devices per employee.
- A cloud/SaaS-first technology strategy and the bulk of processing pushed to higher efficiency multi-tenant and shared computing platforms.
- Increased use of electronic human resource processes to reduce printing and mailings.
- Sponsoring a set of annual technology recycle days for employees.
- Shared high efficiency, multi-function printers defaulted to two-sided, black and white print.
- Deployment of collaboration rooms to facilitate effective remote meetings with reduced travel.



## OUR STAKEHOLDERS

### Michael Foods Recognized as Supplier Partner of the Year

Stakeholder: Customers

The Association for Dressings & Sauces named Michael Foods as [Supplier Partner of the Year](#) in the category of ingredients. Sean Roberts, Director of Food Ingredient Sales for Michael Foods said, "We are extremely proud that this award comes from our customers and represents their approval of our commitment to them."

### Weetabix Nominated for Prestigious Global Packaging Awards

Stakeholder: Industry

Weetabix is a final nominee for two categories of [Global PAC Awards](#): a) Connected Pack (for Navilens code and a QR code accessing a traceability website); and b) Universal Design. Winners will be announced February 5-6th in New York City.

### Extended Producer Responsibility (EPR) Regulations

Stakeholder: Regulators

Regulations related to packaging waste and recyclability continue to evolve. Recently, CalRecycle released [four implementation documents](#) related to SB 54 Extended Producer Responsibility (EPR) regulations, including an important list of Covered Material Categories which will define what packaging materials will be included within the initial phases of the program. Post Holdings continues to monitor the applicability of EPR programs to our business and use insights to advance our sustainable packaging efforts.

## DOING YOUR PART: Minimize Holiday and Special Occasion Waste

Laura Bothe-Berndt, Office Assistant, Post Holdings, Inc.

Reflecting on the recent holidays, I realized how intense they can be from a material perspective. A good reminder not to let a good opportunity go to waste! Here are my top 5 ways to cut back on impacts, while still fully enjoying traditions including those upcoming like Valentine's Day, birthdays or weddings.

**#1: Decorations & Wreaths** – Natural materials can be composted if not covered in glitter or paint. Unwanted decorations may be donated.

**#2: Cards** – Choose recyclable cards on white stock without metallic or coatings. Use postcards without envelopes. Reuse images from old cards as gift tags.

**#3: String Lights** – Can be recycled (check locally) and select energy efficient versions when purchasing. Use timers.

**#4: Wrapping paper** – Non-foil paper is the most widely recyclable. Tip: do the scrunch test! Scrunch up the paper and if it does not spring back, it is non-foil and could be recyclable.

**#5: Cardboard** – Remove plastic or polystyrene inserts and excess sticky tape from cardboard boxes before recycling.

Questions? Contact Nick Martin

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