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At Ben & Jerry’s we like to say that ‘we use ice cream to change the world for the better’ - it’s almost cliché at this point. Our annual Social and Environmental Assessment Report (SEAR) serves as a vehicle for detailing what exactly we mean by this aspiration. It offers evidence that this is not, in fact, cliché, but a way of doing business, and one that we take very seriously.

As you’ll read, the year 2022 was different in some ways. Yes, we continued to advance our values led sourcing and climate work, and we continued to advocate for causes that we care deeply about. We still have ambitions to change the world, but we also realized that change starts with us. So, in 2022, we spent time looking inward for ways to change ourselves for the better.

• We adopted a racial equity framework that is focused on the principles of repair, represent, and revolutionize, and we took steps to integrate meaningful action on these principles across our business.

• We pivoted our values led sourcing approach to deepen diversity in our global supply chain, from farmers & farmworkers through to bakers & candy-makers, prioritizing wealth creation by Black, Indigenous, and People of Color.

• We launched a potentially game-changing low carbon dairy pilot in both the U.S. and Europe that is designed to accelerate methane reduction in our global dairy supply chain.

• We rebuilt our global activism team and refocused our on-the ground strategy with the intention to both deepen impacts as well as amplify them.

We are at a turning point in history. A time when we all need to work differently to ensure we still have a healthy planet to call home and to dismantle for good, the systems of oppression that have dominated marginalized people around the globe. I believe Ben & Jerry’s is up for this formidable task, but only if we can authentically walk the talk. So yes, change starts with us, and I hope you will join us on this transformational journey.

Yours truly,
Dave Stever
CEO, Ben & Jerry’s
We began implementing the foundation of some of these strategies:

- Ambition for U.S. operations is to reflect US representation for Ben & Jerry’s corporate US-based workforce.
- Our goal is a workforce that reflects the racial and ethnic diversity of the countries in which we operate. To gain traction we will focus on our recruitment and retention practices. Our commitment to racial equity means we are authentic in who we say we are. We actively challenge our assumptions about diversity to powerfully challenge systemic barriers and create opportunities for people of color in our company.
- Revolutionize: creation of programs that provide mentorship, training, incentives, and capital to help unlock the potential for Black owned franchisees and ensure they can build wealth for themselves, their families, and their communities.

Through initiatives that are integrated across the business, we are actively trying to undo systemic structures for white people and a lack of authentic commitment to racial and social justice. As a company committed and institutional barriers that stand in the way of achieving racial equity. As a company committed

### Who We Are

We are committed to achieving 100% staff participation in 2022.

### Stroop Shops

*Executive includes WL3+WL4 (including Founders), Management includes all WL2, IC’s all WL1

### Race Executives Management Individual Contributors

<table>
<thead>
<tr>
<th>TOTAL POPULATION</th>
<th>HISPANIC/LATINX</th>
<th>BLACK</th>
<th>ASIAN AMERICAN</th>
<th>NATIVE AMERICAN</th>
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<td>100%</td>
<td>1.88%</td>
<td>0%</td>
<td>0%</td>
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### Gender Representation: All US Staff

<table>
<thead>
<tr>
<th>TOTAL POPULATION</th>
<th>MALE</th>
<th>FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>372</td>
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<td>331</td>
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### Ben & Jerry’s US Employees by Professional Group

<table>
<thead>
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<th>Race Executives Management Individual Contributors</th>
<th>HISPANIC/LATINX</th>
<th>BLACK</th>
<th>ASIAN AMERICAN</th>
<th>NATIVE AMERICAN</th>
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</thead>
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<td>85.19%</td>
<td>87.50%</td>
<td>1.88%</td>
<td>0%</td>
</tr>
<tr>
<td>100%</td>
<td>85.19%</td>
<td>87.50%</td>
<td>1.88%</td>
<td>0%</td>
</tr>
</tbody>
</table>

*Includes all Central Office and Manufacturing employees in the US

### REPAIR

- Informed by our root cause analysis, in 2022 we drafted our vision for the future with staff from across the business, and remove financial barriers that exist for certain franchise candidates that identify as Black, Indigenous, people of color and historically disadvantaged groups. This refinement of our vision for the future is a new phase in our journey.

### Revolutionize

- Eforts to continue to iterate and improve our Racial Equity Incentive Program, which provides additional support for incoming and existing franchisees to mitigate capital and get on the path to profitability.

### Represent

- Repatriation initiatives to reduce and eliminate tools that connect with people of color in our business for our marketing strategy.

### Reinvent

- Core of our commitment to racial equity and inclusion is a strong commitment to social justice and a commitment to create open spaces to discuss issues of race and racism. We achieved 94% for the 2021 Sustainability Report (ESG), Ben & Jerry’s！”

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As a company that is committed to racial equity and inclusion, we must repair the systemic harm that has been done to people of color and create opportunities for people of color in our company.

**Our Racial Equity Framework**

- Must repair the systemic harm that has been done to people of color and create opportunities for people of color in our company.
- Revolutionize: creation of programs that provide mentorship, training, incentives, and capital to help unlock the potential for Black owned franchisees and ensure they can build wealth for themselves, their families, and their communities.
- Represent: we are committed to creating social and community wealth for themselves, their families, and their communities.
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**About Us**

- Our values are at the core of everything we do. That means we try to leverage our influence and create opportunities for people of color in our company.
- Our commitment to racial equity means we are authentic in who we say we are. We actively challenge our assumptions about diversity to powerfully challenge systemic barriers and create opportunities for people of color in our company.

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- We are committed to achieving 100% staff participation in 2022.

**Stroop Shops**

- Our goal is to give our employees the tools they need to succeed in their roles and feel empowered to be themselves.

**Gender Representation: All US Staff**

- 372 employees.

**Race and Ethnicity Representation: Ben & Jerry’s**

- 2.8% - BLACK

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Ben & Jerry's Fairtrade Sourcing

Palestine, Nicaragua, Uruguay, Brazil, Guatemala, Mexico, COCOA initiative, spearheaded by Tony's Chocolonely, conversion through our portfolio across our North American and European supply chains over the years. We kicked off the Open Chain Cocoa conversion with the launch of two co-licensed pints with Tony's Chocolonely and introducing our aspiration to strengthen the connection between consumers and farmers. Ben & Jerry's was already doing 4 of the 5 principles which directly impact the farmers by driving advancements towards dignified livelihoods—traceability now builds the connection with fans.

In 2022, we completed the next milestone in our cocoa journey: the launch of the first Fairtrade-certified cocoa fume in the North American market. This initiative helps to break the status quo of inadequate farmer compensation, but there is still much work to be done. Ben & Jerry's is committed to working with farmers to help them achieve dignified livelihoods by supporting their needs in three interdependent pillars that can create the necessary synergy to advance dignified livelihoods:

- Excellent life for cows: 5 lactations per cow in 2030
- A stable price that enables farmers to earn a living income and invest in farm and family; this is critical to addressing income insecurity, which is a common issue in many coffee farming communities.
- Support for professionalization through access to services for productivity, diversification, and transitioning to sustainable practices such as regenerative agriculture.

For years, Ben & Jerry's approach to values led non-dairy ingredient sourcing has been rooted in the belief that our business should be an engine for a better world. We have focused on creating a more equitable value chain by supporting farmers, workers, and communities around the world. This has included implementing complex farm to processor tracking systems, but it is worth it and a big step in the direction of achieving our aspirational goal of 100% traceability through 2030.

Our goal is to increase the spend with and number of Black, Indigenous, and People of Color-owned farms, which is why we launched our racial equity supply expansion and transformation (RESET) initiative in 2022. This initiative is designed to support all who touch the ingredients along our value chain, so they can experience a higher income, a better quality of life, and the opportunity to improve the lives of the next generation.

In October 2022, we celebrated the 5-year mark of our commitment to the U.S. Racial Equity Supply Expansion and Transformation. In 2022, participating farm owners and farmworkers made over 300 inquiries to MDSC, 25% of which led to increased spend on the farmer's products. By 2025, participating farmers increase their spend by 50% and their quality of life.

In Europe, we are working to recover the balance of mass-balance. Going beyond standard industry programs, Caring Dairy includes 36 farm level practices designed to provide farmers with insights and opportunities to test run practices in regenerative agriculture. These practices are focused on advancing carbon farming. In both North America and Europe, our Caring Dairy programs put farmers at the center of the decision-making process.

Our farm partners are interested in continuous improvements with approximately 20% becoming GAP certiﬁed, a not insigniﬁcant step towards meeting our aspiration to strengthen the connection between consumers and farmers. We are committed to advancing animal care in our supply. In 2021 and 2022, we audited farms to both our Caring Dairy internal animal care standard and the most rigorous third-party standard, STAGES OF LIFE milk care standard. The care for dairy cows is critically important and we rely on independent third-party standards to ensure our high standards are met.

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Carbon Footprint
The impact-based approach to carbon footprinting integrates physical data with directed consumer insights to identify the most effective ways for our company to improve our environmental performance. This means understanding the drivers of emissions across our value chain and setting measurable targets to reduce our carbon footprint and demonstrate progress towards 2025 Science Based Targets (SBT).

In 2021, our newly integrated footprint tool included 17 dairy farms in the U.S. and Europe in 3 years. Ben & Jerry’s, along with a team of subject matter experts, are working closely with our farmer partners to find and incentivize practices that reduce methane and nitrous oxide emissions from dairy farming operations. In July 2022, we launched a potentially game-changing initiative that aims to cut GHGs in half (from the 2021 peak sales to date), both of which have a climate impact on lowering dairy GHGs through on-farm management practices. Other key initiatives include innovations in lower-carbon products, increased recycling, and reducing energy costs for farmers.

We believe that every company has a responsibility to act on climate change. As companies move away from plastic packaging globally, this can create additional stressors on animal welfare and biodiversity. Our partners and suppliers are critical to helping us to identify, implement, and quantify the impacts of our efforts. We continue to monitor the data and results and options for incentivizing energy efficiency upgrades in franchisee-owned Scoop Shops. We hope our annual report demonstrates that our progress towards our climate goals is non-linear.

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Lower Carbon Dairy
As one of the world’s largest ice cream companies, we are committed to reducing our carbon intensity in the dairy sector. We are incentivizing farmers to adopt practices that are cost-effective and scalable, and they can be used to produce both renewable energy and help address climate change.

We are already focused on solar powering our dairy operations, but we know there is much more to do. In 2022, we launched a major initiative to cut GHGs in half (from the 2021 peak sales to date), both of which have a climate impact. Our goal is to reduce our carbon footprint and demonstrate progress towards 2025 Science Based Targets (SBT). The project continued through 2022 and may help to inform future farmers seeking to adopt farm management practices with co-economic and environmental benefits.

In 2022, we announced a groundbreaking initiative that aims to cut GHGs in half (from the 2021 peak sales to date), both of which have a climate impact. Our goal is to reduce our carbon footprint and demonstrate progress towards 2025 Science Based Targets (SBT). The project continued through 2022 and may help to inform future farmers seeking to adopt farm management practices with co-economic and environmental benefits.

To meet this goal, we are building on the progress and experience from our previous program, which has already engaged farmers across the world and others around the world on the importance of reducing methane and nitrous oxide. The initiative focuses on incentivizing both large and small farms to reduce their emissions and includes support for research and development. We plan to invest €4 million in the initiative over the next three years, including €3 million to support research and development and €1 million to support on-farm pilots.

The initiative includes a commitment to reduce methane and nitrous oxide emissions by 30% by 2025 in the dairy sector compared to 2021 levels. This target is aligned with the United Nations’ Sustainable Development Goal 13, which aims to take urgent action to combat climate change and its impacts.

We are committed to working with our partners and suppliers to accelerate the adoption of best practices and technologies that can help reduce our carbon footprint and improve sustainability. We are also committed to reporting on our progress and results and options for incentivizing energy efficiency upgrades in franchisee-owned Scoop Shops. We hope our annual report demonstrates that our progress towards our climate goals is non-linear.

Responsible Fibers
Our commitment to responsible fibers helps us care for the environment and engage our consumers. We source wood pulp from Ancient and Endangered Forests across our supply chain, and we support forest management practices that are sustainable. We are committed to eliminating sourcing from controversial papers, ensuring we’ve eliminated sourcing fiber from Ancient and Endangered forests.

We are committed to engaging with our consumers about the importance of responsible fibers. We are dedicated to ensuring that our fiber sourcing practices are transparent and accountable. We are committed to working with our partners and suppliers to accelerate the adoption of best practices and technologies that can help reduce our carbon footprint and improve sustainability.

For many of our fans, our packaging is their first touchpoint to Ben & Jerry’s sustainability ethos. In 2022, we reduced plastic in our North American pints by removing the polyethylene (PE) barrier from the outside of packaging (we had already made this change in Europe). The change resulted in 25% savings in carbon emissions and 10% in energy use. We are committed to continuing this work and finding ways to further reduce our carbon footprint.

In addition to reducing plastic in our packaging, we are also committed to reducing our carbon footprint in other areas of our business. For example, we are working with our suppliers to reduce the carbon intensity of our transportation and logistics. We are committed to continual improvement and are always looking for ways to reduce our carbon footprint.

New Initiatives
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empower refugees to rebuild their lives and self-determination through entrepreneurship. Other graduates who accessed part-time employment opportunities during the program have continued their employment, with some even progressing into full-time and leadership positions.

Studio in Manchester. Among graduates who started their own business during or after the UP Collective program, the idea for the Up Collective was born when we first met TERN back in 2016. People with refugee backgrounds, especially women, have been significantly underrepresented in the entrepreneurship space.

For example, graduates of the London edition of UP Collective can directly progress into TERN’s Social Change Accelerator. The Social Change Accelerator is a one-year program that supports climate justice and social change leaders. TERN have a track record of supporting refugees to start new businesses, with 50% of the students from the London edition of UP Collective starting their own businesses.

The common denominator for successful social enterprises in the 2023 Global Refugee Entrepreneurship Report is the strong social impact of the enterprise, to investigate the roots of xenophobia and its impact on marginalized communities. We are committed to the democratic basic order and are committed to the democratic basic order. A one-year probationary extension of the right to stay from a company perspective. A one-year probationary extension of the right to stay from a company perspective.

We began our work by campaigning with Grasshopper Grassy Narrows. We began our work by campaigning with Grasshopper Grassy Narrows. We began our work by campaigning with Grasshopper Grassy Narrows. We began our work by campaigning with Grasshopper Grassy Narrows. We began our work by campaigning with Grasshopper Grassy Narrows.

As a consequence, our work focused on policy action to curb clear-cut logging. As a consequence, our work focused on policy action to curb clear-cut logging. As a consequence, our work focused on policy action to curb clear-cut logging. As a consequence, our work focused on policy action to curb clear-cut logging.

Our partner reported a significant surge in politician visits to these waiting zones, which we hope will lead to an uptick in support for bills that aim to stop offshore gas and push for compensation to Traditional Owners for the impacts they are demanding.

The team also partnered up with OneWorld, an independent media platform in Brussels on World Refugee Day 2022. Using digital tools, the team mobilized fans and created a way for them to urge presidential candidates to include rights-based newcomers’ in their election campaign platforms. The team also partnered with RedAcoge, successfully campaigned for review of Spain’s Foreign Alien Law which creates barriers for foreigners to work while Spain’s Foreign Alien Law which creates barriers for foreigners to work while Spain’s Foreign Alien Law which creates barriers for foreigners to work while.

The team worked with the UN Migration Agency (IOM) and UNHCR to create a map of detention centers in the United States, Europe, Australia, and Brazil for on a range of issues rooted in our values. The map is a comprehensive resource that highlights the extent of detention centers and the increasing use of deportations. The team also partnered with the National Center for Transgender Equality (NCTE) to target four states: Florida, Texas, Georgia, and Virginia, all of which introduced anti-trans legislation in 2022. The campaign was intended to deepen our body of work around LGBTQ+ Rights.
The Ben & Jerry’s Foundation was created in 1985, with an initial gift from Ben of 50,000 shares of Ben & Jerry’s stock and an unprecedented decision by the company’s Board of Directors to commit 7.5% of the company's annual pretax profits to philanthropy. Following the acquisition of Ben & Jerry’s by Unilever in 2000, the for-profit Ben & Jerry’s provides annual funding to the non-profit Ben & Jerry’s Foundation under a funding formula memorialized within the acquisition agreement that allows for funding to grow as the company’s sales volume grows.

The Ben & Jerry’s Foundation focuses on advancing social justice, protecting the environment, and supporting sustainable food systems. The Foundation is committed to supporting non-violent, thoughtful, and strategic approaches that use grassroots organizing strategies to work towards social change. The Foundation’s philanthropy is led by Ben & Jerry’s employees who serve on grant review committees.

In 2022, the Company contributed a total of $5,243,394 to the Ben & Jerry’s Foundation.

The Foundation administers grant programs serving Vermont, the entire U.S., and the newly developing U.K. Fund.

**National Grassroots Organizing Grant Program**

The National Grassroots Organizing Grant Program offers two-year flexible, general operating support grants of up to $30,000 per year, with an average grant size of $20,000 per year, to small, non-profit grassroots constituent-led organizations throughout the United States and its territories that are not located in the state of Vermont. The grants fund organizations working to help themselves and their communities create broad systems change through community organizing campaigns and movement-building efforts. Visit here to learn more about grants awarded in 2022.

**Vermont Equity & Justice Grant Program**

The Vermont Equity & Justice Grant Program offers competitive grants of up to $20,000, with an average grant size of $15,000, to Vermont-based, non-profit organizations working to address economic, social, and environmental disparities in Vermont. We seek out innovative programs that are working toward fundamental change in Vermont and that approach their work through the lens of social justice and equity. Visit here to learn more about grants awarded in 2022.

**Vermont Community Action Teams (CATs) Grant Program**

The Vermont Community Action Teams (CATs) are groups of employees at each of Ben & Jerry’s three Vermont manufacturing and office facilities. They offer general or project support within the broad guidelines and funding provided by the Ben & Jerry’s Foundation. Every month, the CATs make small grants, generally under $2,000, to various local, community-based Vermont non-profit programs. In addition to making small grants, the CATs plan community service projects for all employees at their sites. Visit here to learn more about grants awarded in 2022.

The Ben & Jerry’s Foundation provided funding to 377 organizations in 2022 totaling $4,013,800*.

*This number does not include Foundation funding for the U.K. Fund

**The Foundation’s U.K. Fund**

In 2016 the U.S. Foundation set aside $200,000 to launch a U.K. Fund. This fund retains the U.S. Foundation’s belief in supporting social justice movements and community organizing, but focuses entirely on migrant-led groups in the U.K.

The U.K. Fund supports organizations that are working to improve the systems under which refugees and migrants are supported to settle in the U.K. and assume a full and active role within society. The Foundation targets its funding to groups that work towards change in the following areas:

- Supporting refugee, asylum and migrant groups to come together to target systemic change: The Foundation recognizes that the voices of those most affected by the issues are best placed to identify and tackle systemic constraints and mobilize to create real and lasting change. It therefore funds projects that put refugee and migrant groups at the heart of their organizations.

- Changing perceptions within the public consciousness: The Foundation funds organizations that combat stigma and challenge negative perceptions around the role of refugees, asylum seekers, and migrants within society, as well as organizations that empower local communities to provide a positive and inclusive welcome.

- Building capacity in the sector: The Foundation also funds capacity development and networking to drive greater collaboration between organizations in the sector, as well as supporting a greater proportion of leadership from people with lived experience.

The U.K. Fund of the Ben & Jerry’s Foundation provided funding to 14 organizations in 2022, which totaled £275,000.