



ASLAN BREWING CO. 2020 SUSTAINABILITY REPORT

2020 AT ASLAN

We know we aren't alone when we say 2020 was a difficult year to navigate. Most plans were thrown out the window before Spring began, as the basic need to survive became the main objective in the wake of the pandemic. The beauty of a triple bottom line business, however, is its inherent ability to support a community no matter the setbacks it absorbs. Amidst financial struggles and various operational pivots throughout the year, we were still able to give back and take a critical look at how we can better serve our workforce and greater community through internal decision making, responsible purchasing practices, and the reorganization of our philanthropic efforts. We also took advantage of these changing times to find new operating efficiencies that we hope will continue to lessen our impact on the environment for years to come.

The purpose of the sustainability report is to serve as a benchmark for our progress and hold us accountable for the goals we set as a company. By committing to this transparency, we can establish trust with our customers and open the conversation for much needed feedback from the very people who keep us in business. Our ears and hearts will remain open as we continue to find ways to use business as a force for good. Thank you for the support!

Here's to a year's hard work and a lot more to come!

Cheers,
The Aslan Team

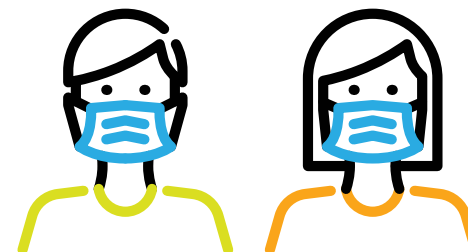


EMPLOYEES

Something we've always prided ourselves in is our employee retention. As you've probably guessed, we weren't able to keep every employee on payroll through the ups and downs of COVID-19. We did manage to keep a small staff to serve to-go food during indoor dining shutdowns, and offer hours with our temporary delivery service.

Thanks to early programs like Paycheck Protection Program and the kind folks in our community, we were able to keep employees intermittently employed and fed to the best of our ability.

Our kitchen was also kind enough to provide holiday meals to our employees for Thanksgiving and Christmas, as many weren't able to see their families for the holidays. These meals included 18 salmon filets (from our friends at Nerka Salmon!) and 13 American Stout Pumpkin Pies.



EMPLOYEES RETAINED DURING THE EARLY MONTHS OF COVID-19

March	94
April	88
May	61
June	60
June	73
July	77
August	71
September	68
October	68
November	40
December	39

ORGANIC



What makes a beer organic?

Simply put, organic beer is made with only organic ingredients such as hops, malt, and yeast. Natural remedies come first in organic farming, and the use of any synthetic fertilizers are strictly regulated.

All of our labels, recipes, and ingredients need to be approved by the USDA in order for us to create a Certified Organic beer. To accomplish this, we have a paid position here at Aslan to ensure we meet all of these standards and timelines. Every single ingredient that goes into the beer needs to be Certified Organic. Organic farmers can't use GMO seeds, synthetic pesticides, and all cleaning agents need to be approved for use by the USDA. To maintain healthy crops, organic farmers use composted manure, non-GMO seeds, cover crops, crop rotation, and natural biodiversity.

IN 2020 WE CERTIFIED

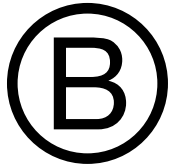


NEW PRODUCTS

96% OF OUR TOTAL PRODUCTS
WERE CERTIFIED ORGANIC

B CORP

Certified

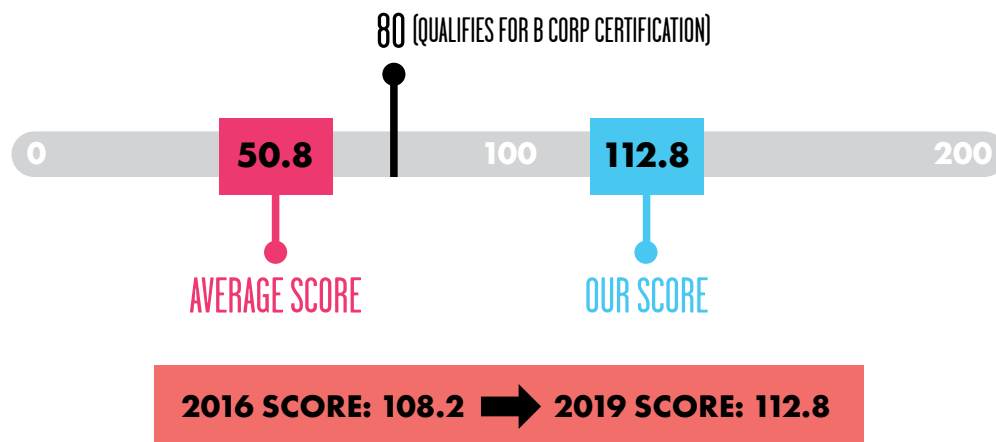


Corporation

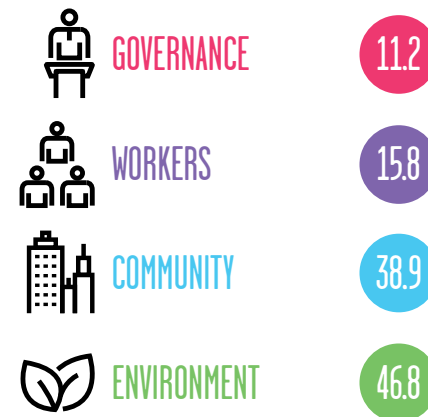
Aslan Brewing Company became a Certified B Corporation in January 2016. As a B Corp, we stay true to the Triple Bottom Line, ensuring that people and the planet come before profits. Through a rigorous review and inspection process conducted by the B Lab, B Corps are required to meet higher standards of social and environmental performance and ensure that these standards are comprehensive and transparent.

We don't have another audit until 2022, but we assure you we are always keeping the Triple Bottom Line approach in mind with each project we take on and decision we make. Here's the breakdown of our score from our last audit, so you can see which areas we did well in, and the areas in which we can improve:

OVERALL B IMPACT SCORE



IMPACT AREA SCORES




ENERGY CONSUMPTION


We are proud to announce that we are now participating in PSE's Green Power Program. 100% of the electricity we use will now be matched with renewable energy that has been generated in the Pacific Northwest. By taking this step, we are committed to keeping our region cleaner & greener.

Overall, we used less energy this year. This may be because our restaurant was closed for indoor dining for part of the year, and we adjusted our hours when reopening as a result. We'll call it a win for the environment, while we think of more ways to keep our energy usage lower year after year.

This year, we made two beers with the intention of offsetting our energy use or producing less greenhouse gas- King of the Mountain and Fresh Hop Kolsch. More on that later!

 TOTAL BREWERY ELECTRICITY USAGE
351,480 KWH

 NATURAL GAS
34,431 THERMS
** 15% LESS THAN 2019*

 GREENHOUSE GAS EMISSIONS
249 METRIC TONS
** 20% LESS THAN 2019*

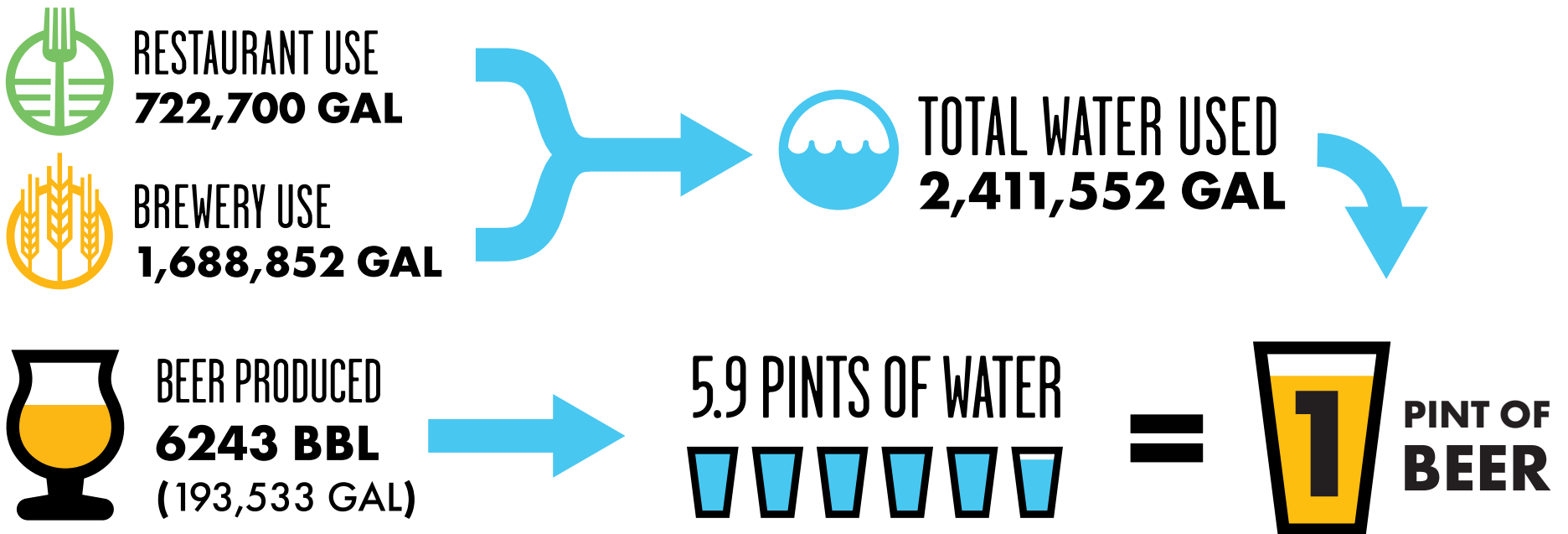
*** 2021 GOAL: OFFSET ENERGY USAGE AT DEPOT AND SEATTLE LOCATIONS**

WATER USAGE

How much water does it take produce beer?

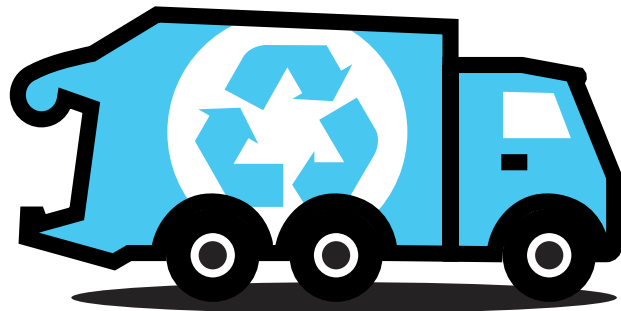
As a brewery that produces between six and eight thousand barrels of beer each year, we use a lot of water. Last year, we determined that it takes 5.9 pints of water to create one pint of beer, meaning this year we used 2,411,552 gallons of water.

In 2019, we made the goal of offsetting 50% of our wastewater in 2020 by purchasing Water Restoration Certificates from the Bonneville Environmental Foundation. Due to financial constraints caused by the pandemic, we were only able to offset 25% of our wastewater. Though we did not meet our goal, we are happy to take a step in the right direction. Moving forward, we plan to make smaller, more frequent payments in order to make sure we meet our 50% goal for 2021.



WASTE

This year, we were happy to continue a program we had started in 2019, the plastic film recycling program. This year, we estimate to have recycled around 1,680 pounds of plastic film from our brewpub this year. While this is less than last year, our usage was lower between both the brewery and the restaurant thanks to updated purchasing and packaging processes that helped us use less plastic.



**WE RECYCLED 1,680 POUNDS
OF PLASTIC FILM IN 2020**

SOCIAL EQUITY

This year, following the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and too many other Black Americans, we as a company found it necessary to reevaluate our donation program and prioritize social equity as a key element to our philanthropic decision-making. As a company, we assessed what kind of immediate action we could make to offer support for this movement and arrived at one clear answer; beer! In June, we brewed a beer called “American Lager”, with a goal to donate 100% of the profits to a Washington-based organization that helps distribute resources toward the advocacy, protection and liberation of Black lives.

Thanks to the support of our distributors, various wholesale accounts, and beer-drinkers just like you, we sold every drop of American Lager and raised \$21,573.30 for Black Lives Matter Seattle-King County. It felt important to localize our support, which is why we chose the nearest chapter of Black Lives Matter.

We recognize that commitment to allyship is achieved by more than just monetary contributions. Aslan must be more actively anti-racist throughout the inner workings of our organization. This being a long journey, will not deter our momentum. In fact, we will never truly be finished with the work of building an inclusive and equitable culture. To begin, the following actions were taken in 2020:

- *Creation of a Diversity, Equity and Inclusion Committee that assists with internal decision making and interdepartmental dialogue*
- *Implementation of new recruitment and hiring strategies that diversify where we post employment ads and source talent in hopes of reaching an audience more representative of our community*
- *Modification of the way we organize and distribute donations to make a more significant impact in BIPOC communities*

Moving forward, with social equity as a pillar in both our sustainability and donation programs, we will continue to hold ourselves accountable, in part by tracking and sharing our progress with you in future reports.

KING OF THE MOUNTAIN

This year, we made our first (likely not our last) carbon-neutral beer by purchasing carbon offsets through Protect Our Winters. King of the Mountain, a pale lager, was a huge success and something we'd like to do more of in the future.

By purchasing these offsets, we neutralized the equivalent of keeping 16.3 passenger vehicles off the roads for 1 year. (total carbon offset: 75,280.16 kg CO₂e)



LOCAL VS. INTERNATIONAL LAGER

One thing that we always look forward to is fresh hop season - it's such a special time to celebrate what makes beer more than malt liquor. We welcome it with open arms and paying tribute to the tastiest, if not the most fragrant, part of our product.

Each year, we partner with Growing Veterans, a nonprofit farm less than 10 miles from our brewpub, and purchase their entire crop of fresh hops. Of course, we had to bring back Charlie Foxtrot Fresh Hop IPA, but also we decided we'd try out something on the lighter side this year, Fresh Hop Kolsch.

To keep this beer as local as possible, we sourced malt locally from Skagit Valley Malting. The grain was grown by our friends at Hedlin Farms, a farm we work for many of our fruited beers. Skagit Valley Malting is just 27 miles away from the brewery, and Hedlin Farms isn't much further, making Fresh Hop Kolsch our most locally sourced beer to date. While we can't do this for every beer we brew, we're always looking for ways to increase the percentage of local ingredients we use in our beer.



HOPS: QUEBEC
2,805 MI FROM ASLAN

MALT: GERMANY
4,920 MI FROM ASLAN

CO2 EMISSIONS:
15.96 METRIC TONS

Import vs Local

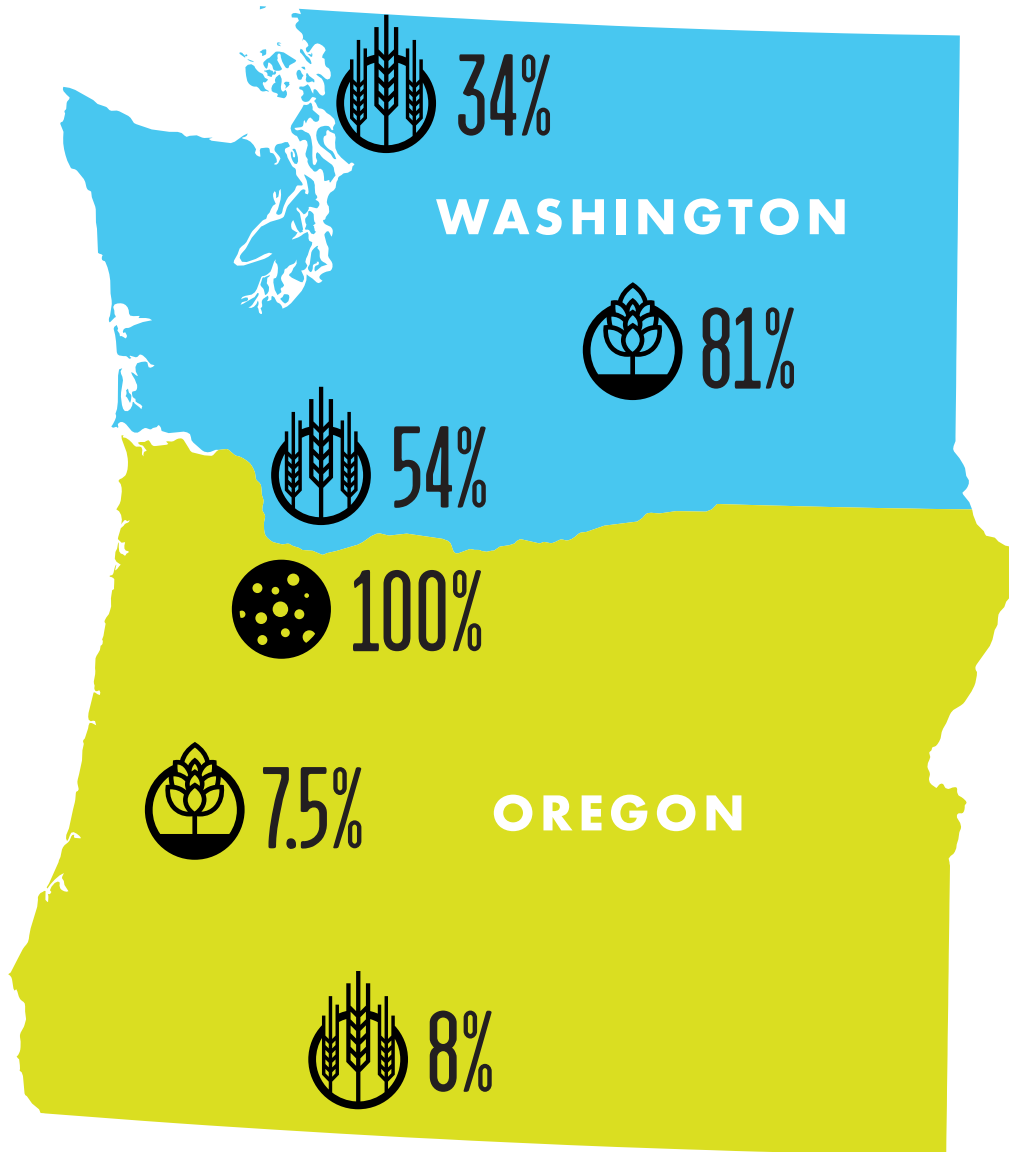


HOPS: GROWING VETERANS
10.7 MILES FROM ASLAN

MALT: SKAGIT VALLEY MALTING
27.6 MILES FROM ASLAN

CO2 EMISSIONS:
.05 METRIC TONS

Where do our ingredients come from?



YEAST

Oregon (100%)



HOPS

Yakima, WA (81%)
Eugene, OR (7.5%)
New Zealand (5.8%)
Germany (5.3%)
France, Czech, Austria (<1%)



MALT

Vancouver, WA (54%)
Skagit Valley, WA (19.3%)
Klamath Falls, OR (8%)
UK (2%)
Germany (1%)

DONATIONS

One of the things we value most here at Aslan is giving back to the community that provides a foundation of support for us to serve you organic beer. In the past, we've categorized all donations made into the categories below. This year, it felt appropriate to create a new pillar, "Social Equity", in place of "Common Good". In the second half of 2020, we transitioned our donation program to partnering with one non-profit a month in hopes of making a more significant, targeted impact :

2020 DONATION TOTAL: \$33,531.43 (2018: \$31,976.84)
(2019: \$33,045.22)



ENVIRONMENT \$4,410



HEALTH: \$380



EDUCATION: \$575



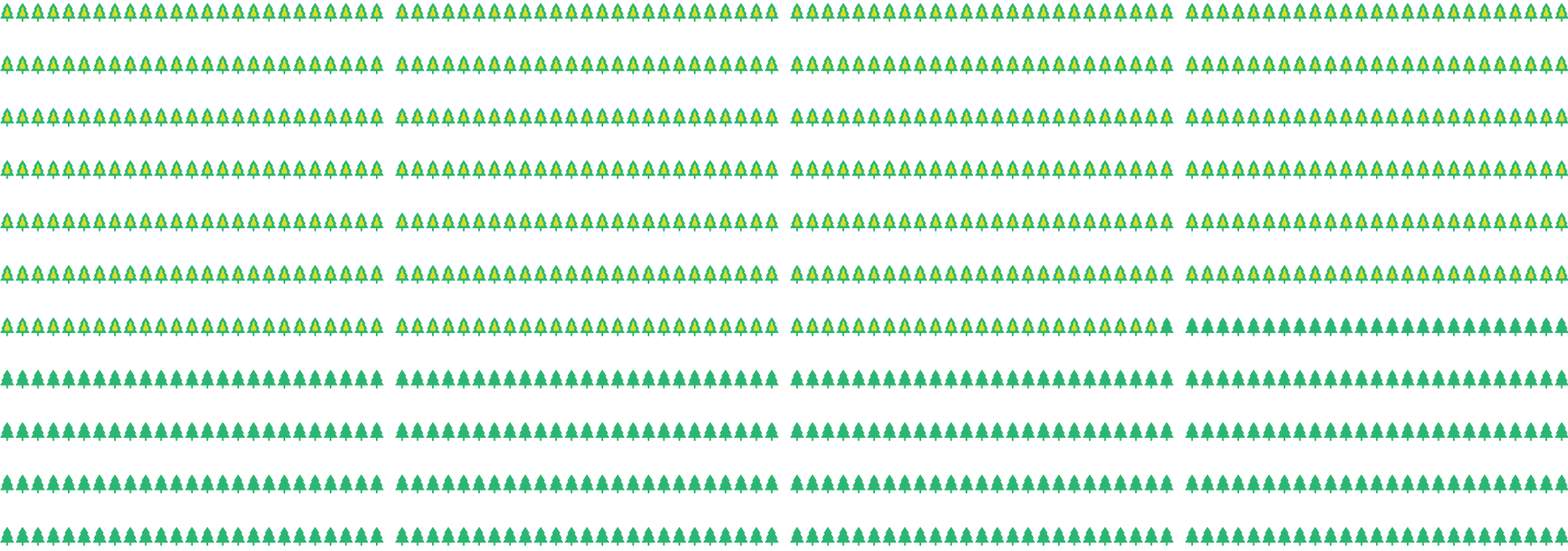
ART & CULTURE: \$1,729



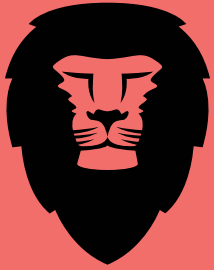
SOCIAL EQUITY: \$24,853

GROWING WITH GROWLERS

We started Growing With Growlers in partnership with The National Forest Foundation to help plant native trees in National Forests under stress. In 2020, we raised \$1,127 through growler sales, meaning we planted 1,127 trees!. It's simple: every growler you fill up, we donate money to plant a tree!



TREES PLANTED IN 2019: 674 **TREES PLANTED IN 2020: 1,127**



THANKS FOR READING!

