



ASLAN BREWING CO. 2022 SUSTAINABILITY REPORT

2022 AT ASLAN

2022 was a rollercoaster for the team at Aslan. The highs provided a lot of smiles and memories, while the lows were tests of our team's tenacity and fortitude. We started the year with masks on, in one of the biggest COVID surges we had seen so far – the thick of Omicron. We're ending the year feeling a wave of relief, while the pandemic still undoubtedly exists, we are still so grateful to be able to gather with our friends, families and each other, after a couple years of no holiday parties, backyard bbqs, and one cancelled event after another. As a community, we're feeling stronger than ever, and the pandemic was a reminder of what's important to Aslan, our people and our planet.

This year made us look closely at some of our systems, re-examine the way we do things and the "why" behind making organic beer for our community. We surpassed some of our goals, and barely met others. At the end of the day, we create this sustainability report to hold ourselves accountable and create benchmarks for the years ahead. How can we become more energy efficient? How can we create less waste? While we're having these conversations inside our four walls, we want to invite our consumers to be part of the dialogue as well, by tracking our progress with us. In 2023, we've chosen to simplify when it comes to our production schedule, community engagement and marketing strategy. Hopefully this allows us to keep our eye on the core of who Aslan is, and continue to put people and planet before profit.

Cheers,
Layne Carter
Operations Manager

Layne Carter

EMPLOYEES

It's safe to say that you wouldn't have the same great experience in our taprooms or the brewpub without the folks that make the magic happen, our staff. Whether it be bringing a cold beer to your table, making your favorite Hawaiian bowl, or brewing your go-to IPA, we simply wouldn't be who we are today without every single person that's been a part of Aslan along the way.

We strive to take care of our staff, and that means making sure they're fed while they're here. Across 2022, we provided 7,648 staff shift meals, equating to about 20 shift meals per day.

Keeping them fed means beer, too of course. At year end, our total shift beer tab ended up at \$55,773.23..... That's a lot of organic beer!

Our subsidized health insurance is available for all full-time employees. In 2022, 29 employees were on our healthcare plan, making up 36% of our staff. In addition to insurance, we offer a 401k plan, Paid Sick Leave, as well as daily perks like beer, food and merchandise.

EMPLOYEES

Most excitingly, we are proud to announce that in 2023, all employees, including hourly, are now eligible for Paid Time Off. We are firm believers that our team deserves to enjoy time away from work, without being sick and without worrying about their next paycheck.

It's benefits like this that keep our employees around. Many of our staff have been a part of the Aslan family for several years. We are proud of our employee retention, because to us, that signifies that they like being here.

6+ Years:	9
5+ Years:	6
4+ Years:	4
3+ Years:	4
2+ Years:	8
1+ Year:	8
<1 Year:	42

ORGANIC

Whether it's the organic seal on the menu at the brewpub, on the back of our cans, or "Drink Organic Beer" scattered throughout our merchandise and retail spaces, you have probably noticed that we're very proud to make organic beer here at Aslan. We make organic beer because to us, it's the right thing to do. Whether it be for the assurance that we can trust the ingredients we're brewing with, or for the health of the folks harvesting and growing those ingredients, we work hard to make sure that most of our beers include products that are responsibly sourced, promote biodiversity and are grown with less harmful chemicals than conventional grain, hops and yeast. This can be challenging in terms of cost, we are hopeful that being an organic brewery creates higher demand for organic ingredients, thus making them more accessible and affordable in the future.

The farms and suppliers that we purchase ingredients from are using innovative methods like crop rotation, cover crops and composted manure to maintain the health of their product. This is in comparison to a conventional farm where we'd run the risk of using a product grown from GMO seeds, synthetic pesticides and other harmful substances, both for our planet and the folks working to get these ingredients from the farm to our brewery.

This can also pose some creative challenges, as not every ingredient we'd like to work with is available as an organic option. It's a rare occurrence, but every once in a while we make a beer that we don't submit for organic certification. For example, we'll occasionally use an ingredient that is sourced directly from its country of origin for the sake of authenticity. This year, one of our brewers was asked by the Czech embassy to make a Czech pale lager that we named Czesky Lev for Craft Brewer's Conference in Minneapolis, MN. Because the beer was to be made with all Czech ingredients, we weren't able to certify it as organic, as the equivalency in the Czech Republic is not compatible with our domestic department of agriculture.

We released 54 beers this year, and only 2 were non-organic.

**96% OF OUR BEER IN 2022
WERE CERTIFIED ORGANIC**

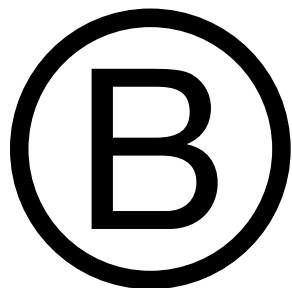


B CORP

To be a B Corp, we must demonstrate both a high social and environmental performance. There are a range of qualifications we must meet, including governance, diversity in the workplace, our waste management practices, our energy usage and how we treat our employees. In 2022, the assessment for being recertified as a B Corp became even more rigorous. While that means more work on the back end of this project, it's also a great way to hold us accountable and working towards new goals as we evolve. We certainly aren't the same Aslan we were in 2019, as the world around us has changed immensely and so have we as individuals and a company. We scored approximately 20 points lower this year than in 2019, which was relatively average for companies being recertified with the new standards. We're excited to say that we've set more specific goals surrounding B Corp certification and look forward to working towards them so we can get back to scoring over 100 three years from now.

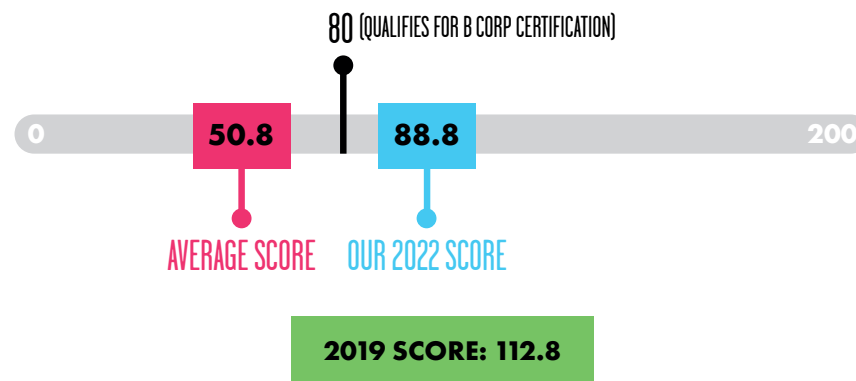
Every three years, we get audited to be recertified as a B Corp! This means that 2022 was a year for recertification, as our last audit was in 2019.

Certified

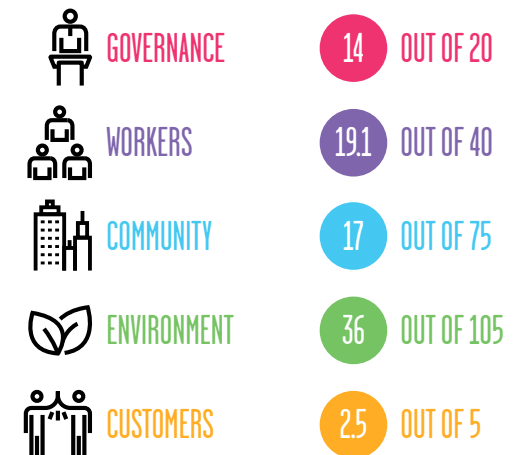


Corporation®

OVERALL B IMPACT SCORE



IMPACT AREA SCORES



ENERGY CONSUMPTION

In 2019, we were able to make the switch over to 100% renewable energy through PSE's Green Power Program. This year, we were able to commit our Seattle taproom to the same, through Seattle City Light's Renewable Energy Credits. This means that the energy we use at all locations, including our warehousing spaces are matched with funding renewable energy projects around the Pacific Northwest. It's the easiest way to contribute to helping keep our region as stunning as it is.



BELLINGHAM LOCATIONS
396,004 KWH



SEATTLE TAPROOM
27,514 KWH

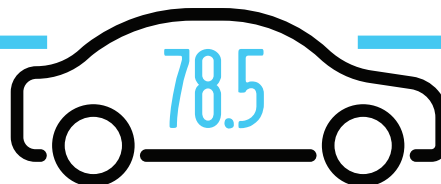


NATURAL GAS
33,503 THERMS



GREENHOUSE GAS EMISSIONS
364 METRIC TONS

OFFSETTING THESE IS THE EQUIVALENT OF KEEPING



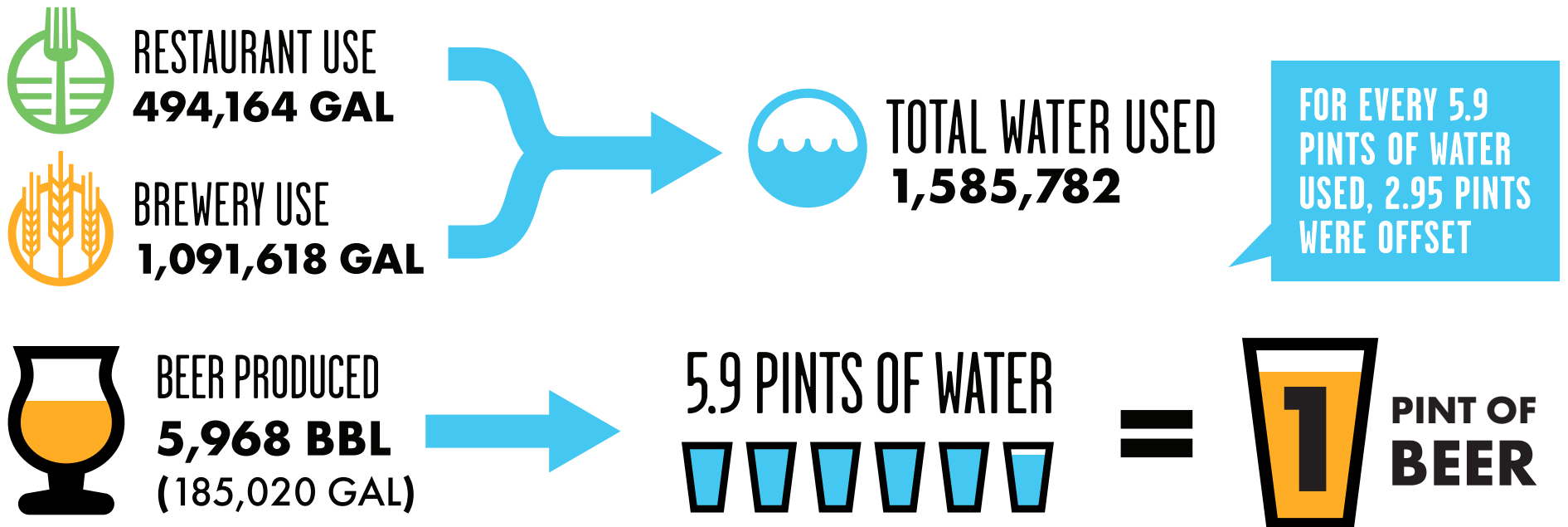
VEHICLES OFF THE ROAD FOR A YEAR

WATER USAGE

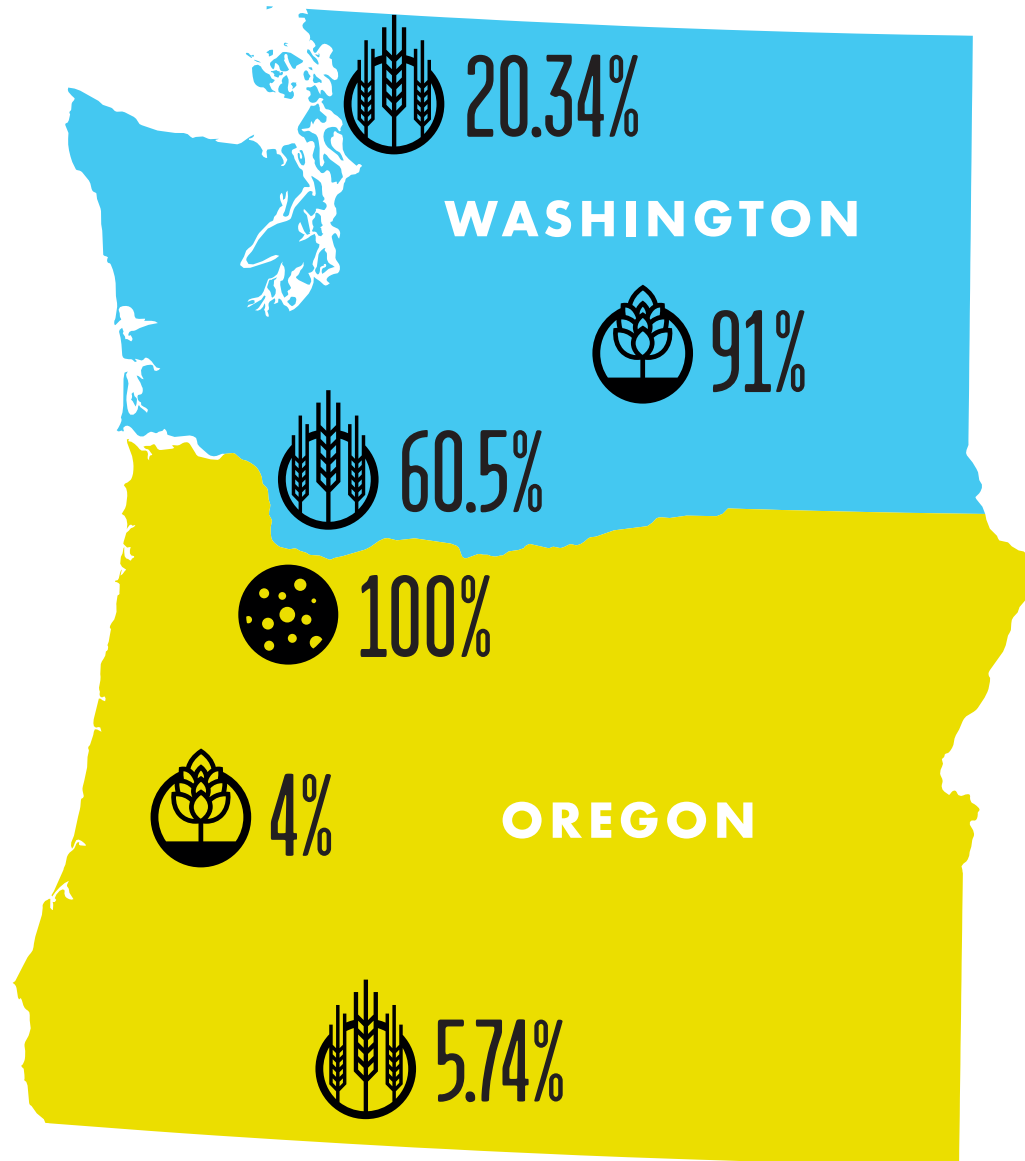
In 2022, we remained partners with Bonneville Environmental Foundation to offset a portion of our water usage through the purchase of Water Restoration Credits (WRCs), that put funding directly back into water conservation and restoration projects in the Pacific Northwest.

We maintained our goal from last year of offsetting 50% of our water usage, and purchased 793 WRCs, representing 1,000 gallons of water each for a total of 793,000 gallons of water offset.

While we know that purchasing offsets isn't the end all be all when it comes to sustainability, we are also proud that we consumed approximately 20% less water than last year, while we only produced 8% less beer. Looking forward to seeing what ways we can save water in 2023!



Where do our ingredients come from?



YEAST

- Portland, OR (100%)



HOPS

- Yakima Valley (91%)
- Oregon (4%)
- Germany (3%)
- Other (Czech, France, NZ) (3%)

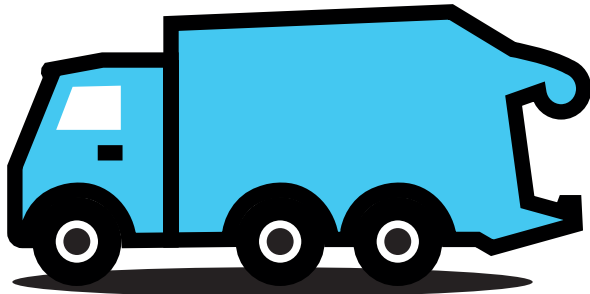


MALT

- Vancouver, WA - 66.15%
- Skagit - 20.34%
- California - 5.79%
- Oregon - 5.74%
- Germany - 1.27%
- Canada - 0.9%

WASTE

Waste can be a tricky thing to track for every business, but we do our best to divert from the landfill whenever possible and fill up our recycling bins at a much faster rate than our landfill dumpsters. While these numbers are an approximation, they help us visualize that ratio and set goals for next year. We've held strong on our plastic film recycling program, which makes up approximately 20% of our recycled waste. Lucky for us, we live in a county where this can be separated from aluminium and other types of plastic waste. We encourage you to look into the recycling protocol in your own area to see if you can be separating your recycling for the benefit of the environment!



WASTE PRODUCED IN 2022:

3,322.8 CUBIC YARDS

2,525.29 METRIC TONS CO₂



RECYCLING IN 2022 (INCLUDING PLASTIC FILM!):

4,414.8 CUBIC YARDS

3,353.21 METRIC TONS CO₂

DONATIONS

Every year we try and top the donation total from our previous year, as one of our core values is giving back to the community that keeps us in business and able to make organic beer. We have six donation categories, one of which (Community/Common Good) we created last year during Max Higbee Week, a fundraiser we did at the Aslan Depot to benefit our neighbors at the Max Higbee Center, a community center for folks in our community with developmental disabilities.

2022 DONATION TOTAL: \$51,278.52 (2020: \$33,531.43
2021: \$38,922.65)



ENVIRONMENT \$2,758.96



HEALTH: \$14,869.82



EDUCATION: \$6,522



ART & CULTURE: \$600



COMMUNITY: \$18,435.15



SOCIAL EQUALITY: \$13,092.59

ADDITIONALLY, WE DONATED 5,098 LBS OF FOOD THROUGH SUSTAINABLE CONNECTIONS FOOD RECOVERY PROGRAM!



THANKS FOR READING!

