



2022 IMPACT REPORT





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OUR PURPOSE

We exist to foster human connection.

OUR MISSION

We aim to be a force for good in the world through the development of industry-leading beverages and experiences.

OUR VALUES

**CRAVE
CURIOSITY**

A curious mind leads to better living.

**MODERATION
MATTERS**

In life as in beer, being balanced is best.

**BE FOR
PEOPLE**

Be inclusive. Advocate for equity. Extend respect.

**EXTEND
KINDNESS**

Start with trust. No gossip. Give grace.

**MAKE IT
BETTER**

Whether your work or your community, make it better. The best ideas wins.

**LEAVE
A LEGACY**

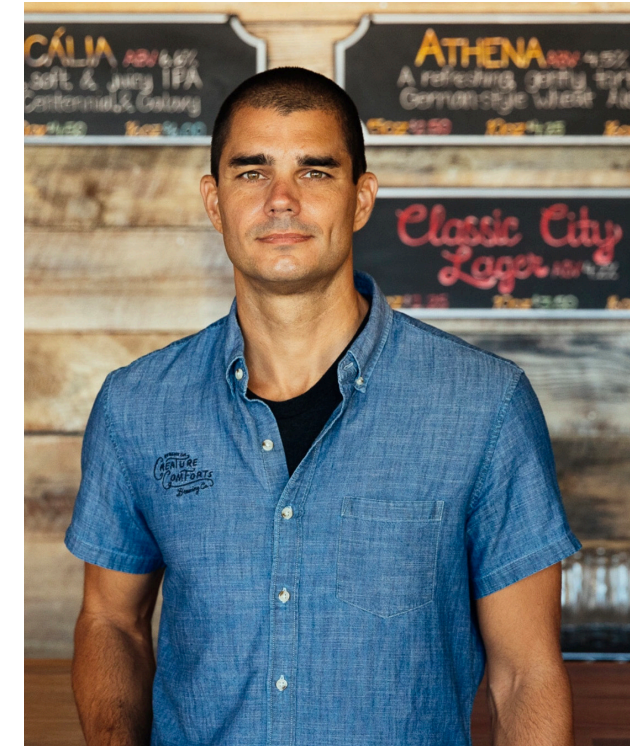
Set up your successors for success.

In 2022, we made the decision to introduce an important phrase into our Mission Statement: to be a force for good in the world. While this sentiment has been important since opening our doors, this addition to our mission statement only further solidifies our desire to have a positive impact on society and the environment.

And we've built a business together that has made a positive impact in the lives of our workers, our community, and our planet. In nearly nine years of business, we have:

- Achieved certified B Corporation status—one of only **6,448 companies** (and **51 breweries**) around the globe which have achieved this rigorous certification.
- Crested **\$4 million dollars** in total community impact—\$1,582,213.70 of which have been directly disbursed to local agencies through our philanthropic campaign, *Get Comfortable*.
- Invested in locality and local farms by partnering with and hosting the Athens Farmers Market, sourcing select ingredients from the University of Georgia's UGArden, and brewing a core brand—Athena—with **Georgia-grown wheat**.
- Earned TRUE's (Total Resource Use and Efficiency) Silver Level Certification for our Southern Mill facility's **zero waste efforts**.
- Initiated a supplier screening process in support of diversifying our network of suppliers.
- Launched an Employee Volunteer Program where employees accrued **1,785.5 hours of community service** in 2022 alone.

And we're just getting started.



At Creature Comforts, we believe efforts to better the lives of our workers, our communities, and our planet are never complete. Our work in these areas is something we will continually improve upon. This annual report, and others to follow, is a way for us to share benchmarks and goals as well as provide accountability for ourselves and to our communities.

With that, we're excited to present our brewery's first-ever Impact Report, which highlights our mission to be a force for good, and shares our progress across the areas of social impact, environmental sustainability, diversity, equity, and inclusion, worker empowerment, and more.

We look forward to taking you on this journey with us!

Cheers to beer as a force for good,

A handwritten signature in black ink, appearing to read 'Chris Herron'.

CHRIS HERRON

Chief Executive Officer

About Creature Comforts

Our hometown of Athens, Georgia is a fiercely unique town brimming with rich history, expressive art, iconic music, inventive cuisine, and an R1 university.

When our founders selected Athens as our company’s headquarters in 2014, they intended the brewery to both inhabit and reflect the community around it—incorporating local color and local ingredients, and exhibiting the sort of neighborly kindness and quirky curiosity for which the city had become famous.

We began our story in early 2013 at the Snow Tire Building, formerly a downtown automobile showroom and tire shop constructed in the 1940s. By reclaiming much of the existing wood and fixtures

from the demolition process, our space maintains its industrial functionality and flair. In 2017, we reclaimed another historic site at the [Southern Mill](#) property—built in 1902—where we converted 40,000 square feet into a second production facility.

Early 2021 marked our expansion to the West Coast and the reclamation of a third historic facility. [City Market South](#), the site of LA’s oldest wholesale farmer’s market, will soon house a new taproom and production facility.



Our Snow Tire location is home to our taproom. We’re centrally located near the University of Georgia campus and the heart of downtown Athens.

2013



Work begins on the restoration of Snow Tire, a 1940s-era warehouse space in downtown Athens, soon to be home to Creature Comforts.

2014



Creature Comforts opens its doors, featuring staple beers Athena, Bibo, Reclaimed Rye, and Tropicália.

Get Comfortable, Creature Comforts’ first community impact program, launches to help meet our city’s greatest local needs.

2018



Creature Comforts opens a second production facility at Southern Mill, a 40,000 square-foot restored mill, built in 1902. The new facility significantly increases production capacity and efficiency.

2019



Creature Comforts expands throughout Georgia to include Savannah, St. Simons, and Jekyll Island.

2020



Creature Comforts announces its plans to expand to the West Coast with the opening of a third production facility and second taproom in the heart of LA’s Fashion District.

2021



Creature Comforts expands its market footprint into South Carolina via Charleston and Hilton Head Island.

2022



Creature Comforts expands into Tennessee via Nashville.

Creature Comforts expands into Columbia, SC; Greenville, SC; and Chattanooga, TN.



Community

At Creature, one of the ways we live our Purpose of “fostering human connection” is through serving others—leveraging our hands and our brands to make a material impact on the communities around us. This aspiration has taken many forms over the years: financial contributions, impact programming, in-kind donations, community partnerships, employee volunteerism, and the attainment of [B Corp Certification](#).

IMPACT GIVING

We believe every company should have a plan to support the city they love. Rather than reactively giving back to our community after an emergency arises, we seek to preemptively fundraise and identify community recipients in an effort to make the highest and best impact. Prior to 2022, our primary fundraising came through a handful of charitable beer releases. Last year, we made the strategic decision to pivot from fundraising through beer sales to dedicating **1% of annual revenue**—

thereby making our philanthropic efforts more sustainable and scalable over time.

The predictability of a 1% fundraising model enabled us to transition our flagship give-back program, [Get Comfortable](#), from an **input-focused** (*x dollars distributed*) to an **impact-focused** model—working to move a specific community priority metric from *x* to *y* during a specified period of time.

GET COMFORTABLE



GOAL: To increase the percentage of Clarke County 3rd grade students reading at grade-level from **20% to 60% by 2027**.

With a new goal of identifying a specific community priority to channel our 1% giving toward, in 2021, we approached our [Get Comfortable Advisory Council](#)—a consortium of community leaders and social services professionals—to help us identify a single area of focus to which we could direct our resources and energies over the next five years, with the aim of achieving measurable impact.

With the guidance of this group, we selected early literacy as the first, multi-year impact area, focusing specifically on 3rd grade reading proficiency as our metric of success.

For the next five years, the [Get Comfortable campaign](#) is committed to increasing the percentage of Clarke County 3rd grade students reading at grade-level from 20% to 60%.

From 2022 to 2024, we’re conducting a pilot program at [H.B. Stroud Elementary](#), with the aim of achieving a proof of concept that we plan to subsequently roll out district-wide. We’ve locked

arms with [Books For Keeps](#)—a local agency aimed at reducing literacy loss—and the [Clarke County School District](#) to launch our Literacy Mentorship program. Through this partnership, Creature employees and community volunteers are oriented, trained, and paired with select 2nd or 3rd-grade H.B. Stroud students for the duration of the school year. Each weekly one-on-one session is dedicated to expert-developed reading games and activities. As a result of this intervention, each participating student is exposed to an **additional hour** of literacy instruction every week.

In just four months of this pilot, we observed the following progress:*

- Over 700 mentor visits have taken place between students and their mentors since September of 2022.
- 100% of eligible students—i.e., those reading one or two grade levels behind—have been matched with a Literacy Mentor.
- In August, 55% of participating students were reading two or more grade levels behind. By December, that percentage had **decreased to 39%**. This progress is statistically significant—i.e., greater than that observed among peer students at our two control schools.
- In just 3 months, **5 participating** students who were not reading on grade level at the start of the academic year are now on par with their classmates.

*As of December 2022



BREW FOR ONE






We like to say that Creature Comforts is for our city and its citizens. Macro and micro. So we've devoted impact programs to both community-wide support and individually specific needs. While we unfortunately cannot say 'yes' to every request that comes our way, we can do for one person what we wish we could do for everyone. That is the heartbeat of *Brew For One*.

This initiative began in late 2017 with the tragic loss of one of our beloved Creatures named Bob Weckback. Bob was our head cellarman and the beer we released in his honor was aptly named the *Cellarman's Spirit*. We used the profits from the inaugural release to seed a college fund for Bob's son.

Since then, *Brew For One* has been mobilized to build shelters and buy cars, to fund medical research and to invest in startup schools. *Brew For One*, in short,

works to identify a new recipient every year and to meet some of their most pressing needs. To do what we wish we could do for everyone. We then brew a beer and put those profits to work.

In 2022, we decided to pilot the program as a collaborative project, having been approached by **WeldWerks Brewing** in Greeley, Colorado. During the first half of the year, we worked alongside WeldWerks to help them contextualize this program for their city. We then participated in their recipient selection and service project in Greeley (in June 2022) before inviting them into a service opportunity here in Athens (in September 2022) benefiting the **Joy Village School**, a startup private school dedicated to the joy and thriving of Black youth. Not only did *Brew For One* initiate a service opportunity, but through this program, we were able to financially cover the cost of the curriculum at Joy Village, one in which Black learning is at the forefront.

2018 For Bob	2019 For Jack	2020 For Yamasheta	2021 For Tony	2022 For Joy Village
				

GIVING KITCHEN

We are also proud supporters of and advocates for **Giving Kitchen**, a Georgia-based organization which provides emergency assistance to service industry workers in crisis. This year, we once again released **Table Beer**, a Belgian-style pale ale, committing 100% of its profits to support the ongoing crisis-management work of Giving Kitchen in Georgia—and now North Carolina and Tennessee too!



CERTIFIED B CORPORATION™



GOAL: To increase our score on the B Impact Assessment from **80.4** to **85** by the time we recertify in **April 2024**.



B Corporations (or “B Corps”) are for-profit companies which leverage the power of business to build a more inclusive and sustainable economy. They meet the **highest verified standards** of social and environmental performance, transparency, and accountability. At the time of publication, there are more than 6,448 certified B Corps, representing 161 industries and 89 countries around the world.

We're proud to share that Creature Comforts **became a Certified B Corporation™ in 2021**—only the 17th B Corp brewery in the country. We have always aspired to be not just a great brewery, but a great company, and the high B Corp standards have helped us measure and elevate our altruistic aspirations.

Here's how we stacked up against all businesses who have completed the B Impact Assessment—B Corp's official certification framework:

	Creature Score	Median Score
Workers	23.9	18
Environment	16.6	7
Community	31.6	17
Governance	6	6
Customers	2.2	2.9
Overall	80.4	50.9

* Of all businesses that have completed the B Impact Assessment, 80 out of 200 points are required for certification.

Per requirements set by **B Lab**, the third party who oversees certification, Creature Comforts will recertify in April of 2024. In the meantime, we're working to become an even better business for our people, our community, and our planet by incorporating the B Impact Assessment into company-wide decision making.

UNIVERSITY OF GEORGIA STRATEGIC PARTNERSHIPS

Being headquartered within a mile of our state's flagship institution means there are ample opportunities for mutually beneficial partnerships. Over the years, Creature Comforts has intersected with the University of Georgia in a variety of ways—with its [Bee Program](#) for honey access, its [Office of Sustainability](#) for internships, and its [Alumni Association](#) for collaborative storytelling.

Here are some of the highlights from 2022:

We partnered with the [Willson Center for Humanities & Arts](#) during their [Global Georgia Initiative](#), resulting in a roundtable discussion with our 2022 *Get Comfortable* collaborator, [Bell's Brewery](#).



We worked alongside [UGArden](#), UGA's student community garden and horticulture laab, to harvest a few of their flower crops for our annual release, [Tastes Like Flowers](#).



[UGA's School of Social Work](#) helped us initiate our first-ever Community Impact Internship—beginning with [Ella Burge](#), who is working towards her Master of Arts in Nonprofit Management & Leadership.



Faculty members, [Dr. Grace Bagwell-Adams](#) (College of Public Health) and [Dr. Jessica Rodell](#) (Terry College of Business), sit on both the *Get Comfortable* [Advisory Council](#) and [Implementation Committee](#).



And it should be mentioned that the Terry College of Business' MBA Program was instrumental in helping Creature Comforts achieve B Corp certification through its [B Collaborative Project](#), a semester-long program whereby four MBA students worked alongside a cross-functional Creature team to help us work our way towards certification.

Workers



CULTURE

At Creature Comforts, we seek to promote a culture where all people feel welcome and where any person can thrive. Our Purpose and Value System aren't intended to simply live on the wall, but be tools in our hands, embodied in the daily attitudes and behaviors of every team. If we can create more rewarding jobs, serve our communities in more meaningful ways, and create our products more sustainably than others, then we not only should grow, we must grow.

In pursuit of a culture of accountability, we implemented the following improvements over the course of 2022:

- We required anti-harassment training company-wide
- We introduced [#NotMe](#), an anonymous reporting app, for all employees and taproom guests to establish confidential communication in the event of any misconduct

- We implemented Whistleblower, Non-Retaliation, and Ethical Marketing policies to increase accountability across Creature Comforts
- All Taproom and Sales staff were provided training in bystander intervention

At the end of 2022, we developed and administered an Employee Engagement Survey with the support of [Dr. Jessica Rodell](#), William Harry Willson Distinguished Chair at the UGA Terry College of Business. This anonymous opportunity to provide feedback and insight into their work experiences was accepted by **98** of our **120** employees—representing **81%** of the company. Dr. Rodell analyzed and compiled the key findings of the report, which we look forward to translating into actionable goals for the company.

DIVERSITY, EQUITY AND, INCLUSION (DEI)

GOAL: To identify and contract with at least **two** businesses owned by individuals from underrepresented groups by the end of **2023**.

GOAL: Launch a multi-month onsite residency program with **Our Culture Brewing**—a black-owned brewery in Atlanta by the end of **2023**.

Creature Comforts welcomes and appreciates everyone, regardless of age, race, ethnicity, socioeconomic status, sexual orientation, or gender identity. We're committed to maintaining a workplace in which all employees have an opportunity to participate in and contribute to the success of the business and are valued for their skills, experience, and unique perspective. We are extremely proud to call each of our employees a "Creature."

We believe Creature Comforts attracts some of the best in the industry. However, we recognize that in any organization, there is always progress to be made. Our belief has always been that beer is for everyone, and as we continue to grow and expand,

our goal remains to create an environment where anyone can thrive.

A portion of this commitment is to consistently attract a diverse applicant pool for all positions. Our Human Resources team takes great care to assess how job requirements and descriptions may preclude certain candidates from applying. Our hope is that our workforce will better reflect our industry and community over time.

In 2022, Creature Comforts also created our first Supplier Screen and Code of Conduct for all current and future suppliers within the top 80% of spend on a currency basis. The goal of these documents is to ensure every business transaction associated

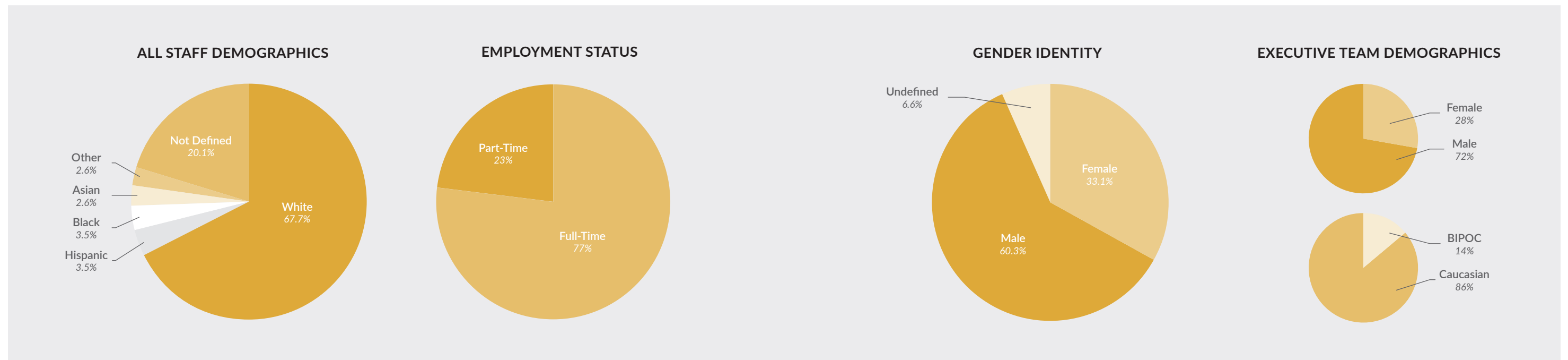
with Creature Comforts meets our expectations of sustainability, inclusion, accountability, and integrity. Coupled together, the Supplier Screen and Code of Conduct provide additional accountability during the supplier selection process as we seek to broaden our networks to include underrepresented partners.

Our Community Impact team also regularly provides pro bono consulting for Athens and Atlanta-area nonprofits and businesses, with an emphasis on BIPOC leaders. In 2022, we completed four, six-week strategic planning consultations—with [Chess & Community](#), the [Joy Village School](#), [Low Tide Brewing](#), and the [Georgia Craft Brewers Guild's DEI subcommittee](#).

In addition to our internal and community work, we also actively participate in DEI efforts in our industry at-large. Our Vice President of Impact, **Fenwick Broyard** (pictured right), serves on the Philanthropy and Outreach Subcommittee of the Brewers Association (BA) DEI Committee and also chairs the Georgia Craft Brewers Guild DEI subcommittee. Through our work on the BA's DEI Philanthropy & Outreach subcommittee, we have the opportunity



to participate in their DEI-specific grant program, reviewing scholarship and grant applications for underrepresented demographics in craft brewing and those spearheading DEI work specific to the industry.



EMPLOYEE VOLUNTEER PROGRAM



GOAL: Increase the percentage of Creature employees serving their community from **55%** to **75%**.

As important as it is to leverage our resources as an organization, it's just as critical to motivate our people to engage with their community—becoming not just residents, but citizens. We began by completing a year-long internal study of our employees' existing service habits and community involvement to gain a better understanding of where, when, and how they like to serve their city. Then, in January 2022, we launched a robust Employee Volunteer Program, with the goal of making serving simple—creating accessible and meaningful service touchpoints for all employees throughout the year.

In preparation, the Community Impact Team circulated our first-ever **Volunteer Interest Survey**, in order to better pair employees with relevant service projects. We assembled a cross-functional team of

Community Impact Ambassadors to help identify service opportunities their teams could get excited about and that would fit within their respective work rhythms—again, our goal being to make serving our community as simple and accessible for every Creature employee as possible.

In 2022, we executed **12 service opportunities**, or, **Serve Our City** projects, as we call them. Additionally, a total of **87 beneficiaries** were impacted by Creature employees last year alone: a combination of nonprofits, corporate consultations, and long-term mentorships. **73 individual employees** (55% of the company) dedicated time in 2022 to serve their communities, a number we're hoping to grow moving forward as we build a company culture of service.



EMPLOYEE BENEFITS

Undoubtedly, our employees are what make Creature Comforts the great company it is, and it's both our mission and our pleasure to provide a supportive environment—to invest in the people who invest so much of themselves in the brand. In everything, we strive to promote healthy, moderated, and balanced lifestyles, and we believe our benefits package and perks help make this a possibility. Our benefits and perks include:

- ✓ 80% coverage of Medical premiums
- ✓ 100% coverage of Dental & Vision premiums
- ✓ 100% coverage of Basic Life Insurance
- ✓ Short and long-term disability coverage
- ✓ Accident insurance
- ✓ Discounted pet insurance
- ✓ COVID time off for all employees
- ✓ 7 company-wide holidays
- ✓ 12 weeks of family & medical leave
- ✓ Professional development through GiANT
- ✓ Go365 wellness program enrollment
- ✓ 12 weeks of parental leave
- ✓ Dependent care savings accounts
- ✓ Unlimited teletherapy sessions through HealthJoy
- ✓ Employee Assistance Program which offers counseling sessions transferable to a spouse, partner, or child
- ✓ Free financial literacy education and tools through SmartDollar
- ✓ 24 hours of Volunteer Time Off (VTO) for all employees
- ✓ Monthly company-provided Athens Farmers Market tokens
- ✓ Unlimited Paid Time Off (PTO) for all full-time employees
- ✓ Bereavement leave
- ✓ Flexible savings accounts



▲ Creatures restock Little Free Libraries around Athens in celebration of National Read a Book Day.



▲ Led by Sustainability Manager Jacob Yarbrough, Creatures participate in a litter pick-up and trash audit.



▲ Deanna Patrick stains a wooden chair at Chase Street Elementary during company-wide MLK Day of Service.

SAFETY AND COMPLIANCE



GOAL: Be the first brewery in Georgia to achieve **OSHA's SHARP Award** for excelling in health and safety.

Our commitment to safety and compliance has always been top of mind. After the opening of Southern Mill in 2018—our 40,000-square-foot production facility—both our production scale and pace significantly increased. As we expanded, so did our awareness of on-site safety, resulting in the creation of a Safety and Compliance Manager position in 2020 and a subsequent voluntary safety audit with the Georgia Tech Department of Health and Safety.

In our efforts to champion safety and compliance in all aspects of our work, we've implemented several new initiatives:

- **Elevated work surfaces protocol, resources, and trainings** are provided to necessary staff whose positions require them to access building points higher than 24 feet—this includes large tanks and machinery utilized in the brewing process.
- **Confined space training and certification** for employees accessing small spaces, such as tanks and hop cannons.
- Expanded the availability of **audiometric testing** to all employees to ensure staff members are informed about the state of their hearing.
- Broadened our **#NotMe anonymous reporting system** to include safety and compliance infractions.

Our Safety & Compliance Team is now coordinating efforts with our forthcoming Los Angeles facility to implement California OSHA-compliant protocols.

The team is also working toward **OSHA's Safety & Health Achievement Recognition Program (SHARP) Award**, a 52-point inspection-based honor recognizing companies who excel in the health and safety of their employees. No breweries in Georgia have received this award to date.

How Creature compares the industry's average of onsite injuries:

4

Industry average work-related injuries* per calendar year.

.55

Average total work-related injuries per calendar year at Creature Comforts since 2014 (5 injuries in 9 years of business).

**An on-site injury which requires care beyond on-site first aid.*



Sustainability

Sustainable businesses have never been more important than they are today, and we're no exception. For Creature Comforts, our dedication to planet-conscious and ecologically-friendly practices is critical to how we operate. We're on a mission to be at the forefront of sustainability in craft beer and serve as change agents in the industry.

In 2020, we began benchmarking our footprint into four main categories: water, waste, energy, and greenhouse gasses. Better understanding each of these areas has allowed us to set goals for the years ahead and create actionable pledges to build a better future for all. In 2021, we promoted Jacob Yarbrough to serve as our full-time Sustainability Manager.



DID YOU KNOW?

Creature Comforts' COO Adam Beauchamp co-chairs the Brewers Association's Sustainability subcommittee? In this role, Adam convenes leadership from breweries around the United States to share guidance and best practices for breweries looking to lessen their environmental impact.

WATER

GOAL: Reduce our water consumption from **5.5 BBL per barrel** of beer produced to **4.5 BBL** by 2025.

Water is one of beer’s most important ingredients. No, really. Most beer is 90- to 95-percent water. That’s why we’re always considering how we can optimize our water usage to best benefit our planet.

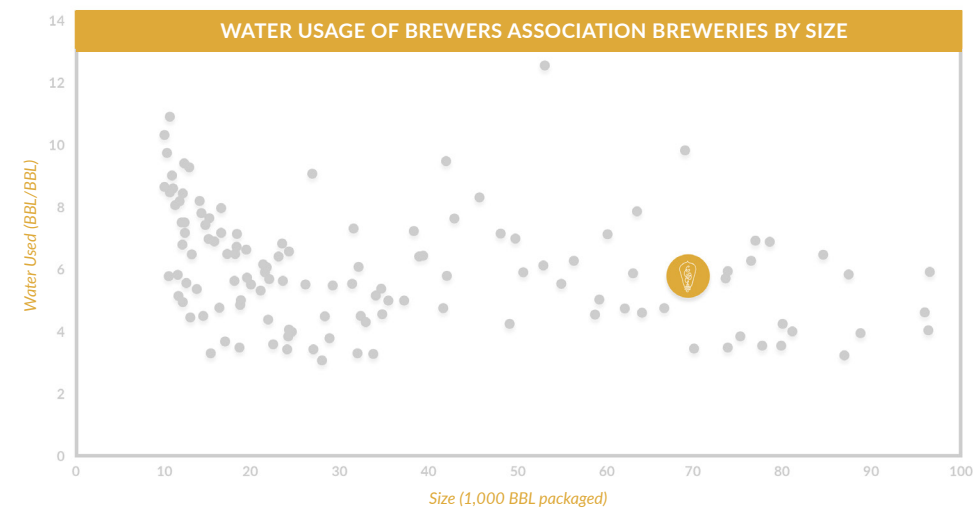
In comparison to water usage amongst other Brewers Association breweries, Creature Comforts sits just below the median of water usage for our scale of production.

In order to reduce our water footprint even more, we pursue a number of strategies and innovations, such as:

- Finding and repairing leaks in our water systems,
- Utilizing meters to evaluate amounts of water used for specific applications,
- Developing reduction opportunities, and
- Ensuring equipment using water is in peak condition.

In 2022, we installed a fully custom wastewater treatment system which allows us to **mitigate pH spikes** and **reduce the Total Suspended Solids (TSS)** on our local wastewater treatment facility.

DID YOU KNOW?
Production volumes and targets are measured in barrels (BBL), which is equivalent to 31 gallons, or the volume it would take to fill two full-sized kegs.



◀ In the scatter plot, Creature Comforts is represented by the yellow dot. While we’ve made steps to improve our efficiency, compared to our peers, we still have improvements to explore.

WASTE

GOAL: Maintain a **99.8% diversion rate** at our Southern Mill facility year after year.

We want to make beer, not waste. By prioritizing processes, operations, and actions to reduce waste and resources throughout our system lifecycle, we’re prioritizing eliminating any unnecessary waste from our beer production.

Actions we’re currently taking to achieve our waste reduction goals include:

- Sending spent-grain to local farms to be used as food for livestock. While this is an industry-norm, we’re proud that our spent grain is staying local.
- Purchasing balers for scrap aluminum and cardboard.
- Participating in our county’s compost collection service to ensure organic waste materials like leftover food, napkins, and paper towels are composted instead of landfilled.

- Sending hard-to-recycle items such as stretch film plastic, batteries, and used motor oil to our local **CHaRM** (Center for Hard to Recycle Materials) facility on a monthly basis.

Because of these diversion practices, in 2021 we received **TRUE** (Total Resource Use and Efficiency) Silver Level Certification for our Southern Mill facility’s zero waste efforts. Administered by **Green Business Certification, Inc.** (GBCI), TRUE helps facilities measure, improve, and recognize zero waste performance by encouraging the adoption of sustainable waste management and reduction practices, which contribute to positive environmental, health, and economic outcomes. Our production facility achieved a **99.8% diversion rate, with less than one percent of waste material generated in our operations heading to a landfill.**



ENERGY

GOAL: Decrease energy usage from **26 kWh/BBL packaged** to **23 kWh/BBL packaged** by **2027**.

Energy is vital to our manufacturing processes, but it's also the single largest contributor to greenhouse gas emissions for our company as a whole, so we've set an ambitious goal to lower the amount of energy we use to 23 kWh/BBL packaged.

In order to improve energy efficiency at our facilities, we have:

- Installed solar panels on both our Southern Mill production facility as well as our original downtown Snow Tire location. Together, these panels provide nearly **20%** of our total electrical energy consumption in a given year.
- Partnered with Georgia Power to purchase renewable energy credits (RECs) through their Simple Solar program which cover **65%** of our electrical demand.

- Purchased a more efficient glycol chiller, resulting in a nearly **25% decrease** in the amount of electricity needed to produce beer.
- Maximized efficiency by averaging **1.3 therms** of gas per barrel of beer produced, placing us in the **top 25%** of craft breweries in America.
- Invested in a highly efficient boiler on which we perform energy-saving maintenance, as well as on our steam systems.

DID YOU KNOW?
While RECs are a useful bridge for us to reduce our impact from purchased electricity, we do not view RECs as a permanent solution for offsetting our GHG emissions.

GREENHOUSE GAS EMISSIONS

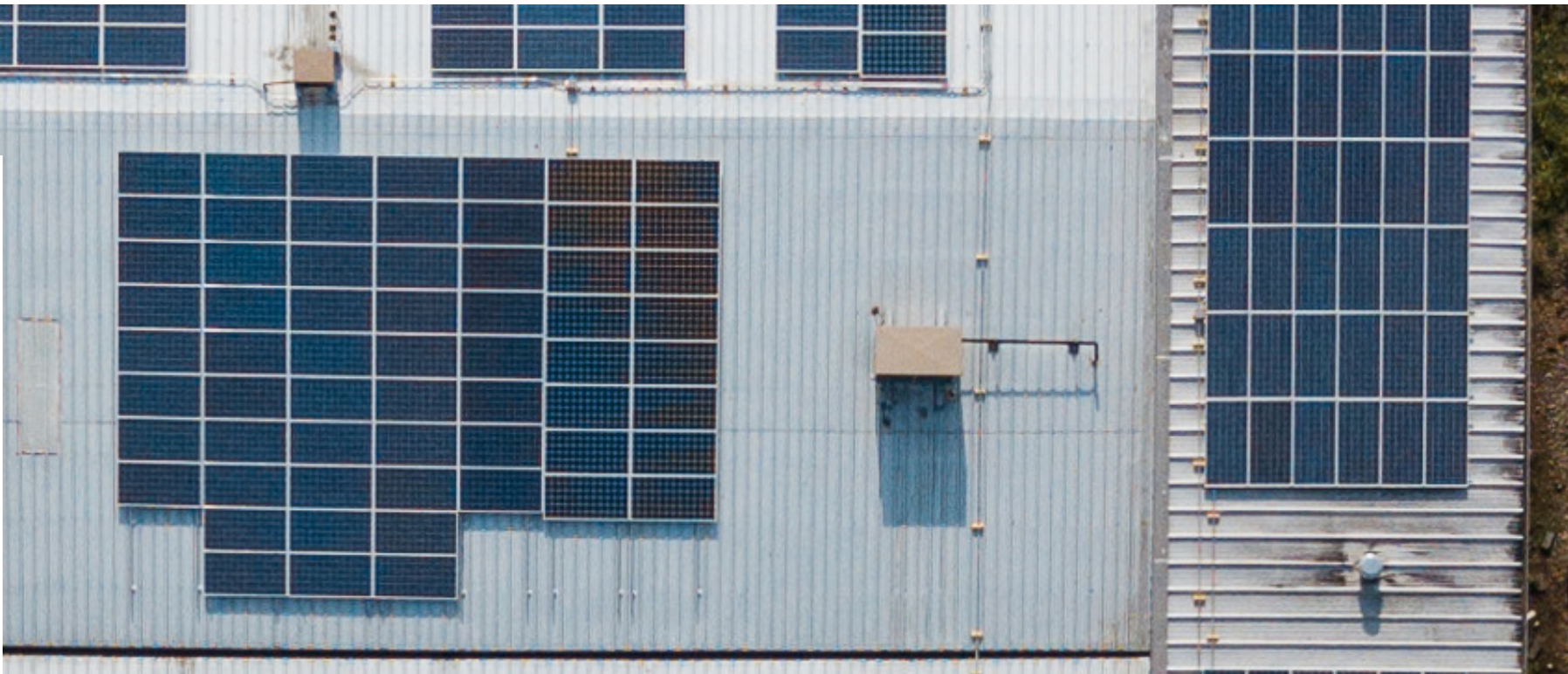
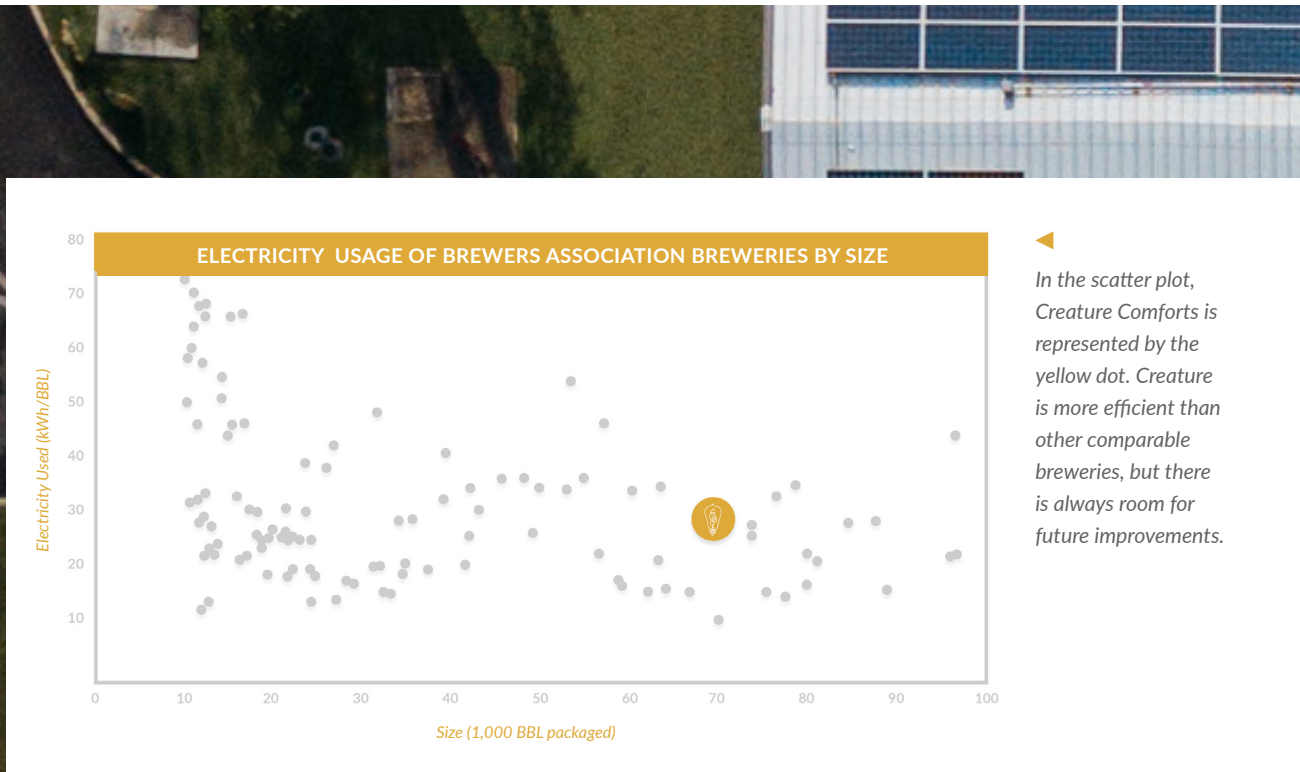
GOAL: Reduce greenhouse gas (GHG) emissions from **80 lbs/BBL** to **30 lbs/BBL** by **2025**.

Creature Comforts is currently pursuing a goal to reduce our Scope 1 and Scope 2 GHG emissions by **5%**.

This goal is independent of our future growth, meaning we need to find ways to reduce our emissions while growing as a company. This is a stretch target—both challenging but achievable—that we plan to meet through continual improvement.

Many of our energy-reducing projects will help us reach this target—specifically, operational efficiency improvements and increasing the amount of renewable energy generated onsite.

DID YOU KNOW?
There are different categories of greenhouse gas emissions? **Scope 1 Emissions** include those created directly by Creature Comforts, such as burning natural gas to fire a boiler or driving a company-owned vehicle. **Scope 2 Emissions** are indirect emissions from the utilities we purchase, for example, the emissions created by our power company. **Scope 3 Emissions** include emissions that happen in a company's value chain, such as emissions from a tractor harvesting barley we use, or emissions from taking a flight to our new facility in LA.



FOCUS ON LOCALITY

Sustainability means more than just tracking KPIs and improving operational efficiency. We believe it's our company's responsibility to build local partnerships, which is critical to creating a sustainable future.

In addition to longstanding relationships with [UGarden \(Tulsi\)](#), [Rhonda's Blueberries \(Rhonda\)](#), [3 Porch Farm \(Crop Colors: Pink Dawn\)](#), and many other local farms, in 2021 we embarked on an ambitious project: To identify both a local farmer who could supply all of our wheat demands, and a maltster who could transform this Georgia-grown wheat into a high-quality ingredient that could match the exceptional quality of our existing supply chain.

We enlisted [DaySpring Farms](#) in Danielsville, GA—20 miles north of Athens—and [Epiphany Craft Malt](#) in Durham, NC for the project. We sought a wheat varietal that would grow well in Georgia's warm climate, and even successfully incorporated this new, locally-grown wheat into an existing, year-round brand—[Athena](#). Beyond the success of creating a unique, Georgia-grown grain, this new partnership reinvests directly into our local economy, helping a nearby business boost its profit margin and establish another reliable customer. And it only makes our commitment to sustainability easier by knowing exactly where our ingredients come from and how they're produced.



As we prepare to celebrate the 9th anniversary of Creature Comforts in April, this report marks the perfect time for both reflection and celebration. In 2014, we aspired to create a business that would brew remarkable beer, but also give back to the community in meaningful ways.

In just nine short years, I cannot be more proud of the accomplishments of this organization. From the steps we have taken to improve our environmental and social impact, to awards and recognitions for world class beers, to over 120 Creature colleagues, we're on our way to becoming the type of company to which we aspired back in 2014.

At the same time, we acknowledge there is always more work we can do to better serve our people, our communities, and our planet. As we continue to grow and learn, we recognize that every day we're in business, we're shaping the legacy we hope to leave. We know that the future holds many challenges from the climate crisis to political divisiveness to navigating how our company can be its best for our employees, among others. But we are confident that we're building the type of company that can rise to any occasion and are fully dedicated to our value of Making It Better.

As we strive toward building a business that creates a positive impact in the lives of our workers, our community, and our planet, we've set goals to:

- Increase the percentage of Clarke County 3rd grade students reading at grade-level from 20% to 60% by 2027.
- Increase our B Impact Assessment score from 80.4 to 85 by the time we recertify in 2024.
- Identify and contract with at least two businesses owned by individuals from underrepresented groups by the end of 2023.
- Launch a multi-month onsite residency program



with [Our Culture Brewing](#)—a black-owned brewery in Atlanta by the end of 2023.

- Increase the percentage of Creature employees serving their communities from 55% to 75%.
- Achieve OSHA's SHARP Award for excelling in health and safety.
- Reduce our water consumption from 5.5 BBL per barrel of beer produced to 4.5 BBL by 2025.
- Maintain a 99.8% diversion rate at our Southern Mill facility year after year.
- Decrease energy usage from 26 kWh/BBL packaged to 23 kWh/BBL packaged by 2027.
- Reduce greenhouse gas (GHG) emissions from 80 lbs/BBL to 30 lbs/BBL by 2025.

Finally, I'd be remiss to not end this report by celebrating the contributions of the individuals who have helped shape this company. There are far too many to count, but we are forever grateful to everyone who has helped this organization become what it is today.

ADAM BEAUCHAMP
Chief Production Officer

