



ASLAN BREWING CO. 2021 SUSTAINABILITY REPORT

2021 AT ASLAN

The last year at Aslan proved to be two things: a refreshing break from the monster that was 2020, and a test of patience in regards to a still-lingering lack of normalcy. Through COVID spikes and dips, heat waves and cold snaps, we were still able to open our doors day after day, a huge feat compared to last year. If it weren't for the strength of our workforce, we wouldn't have been able to serve our community in the way we've been fortunate enough to- whether that be in the form of organic beer and your favorite waffle fry poutine, or monthly donation partners and other philanthropic efforts. It's also through the dedication of our employees that we are able to measure and shrink our carbon footprint as a company. Each day, we make a conscious effort to stay true to our triple bottom line mentality: measuring and prioritizing our social and environmental impact over profit.

The sustainability report serves as a benchmark for our progress in regards to that triple bottom line. It helps keep us accountable year after year when it comes to waste management, energy efficiency, and water restoration. It also helps us communicate new sustainability accomplishments to consumers, hopefully further reinforcing your trust that the six pack you bought comes from a brewery making a conscious effort to minimize impact. Cheers to a year of growth, inevitable challenge, and more work to come!

Cheers,
The Aslan Team



EMPLOYEES

Aslan wouldn't be Aslan without the power of our team. We are lucky to have a close-knit community at work that's not only passionate about the success of each of our locations, but the success of our sustainability efforts, community outreach programs, and making sure our organic products are high quality from tank to table.

One thing we value about our team is their desire to be here everyday. Many of our current team members have been here since the very beginning, or close to it.

NUMBER OF YEARS CURRENT EMPLOYEES HAVE BEEN WITH ASLAN

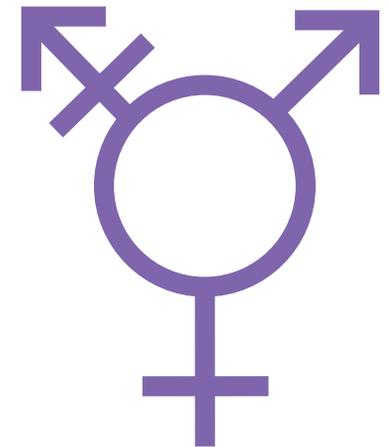
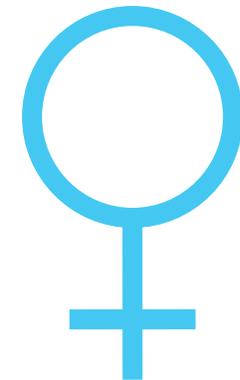
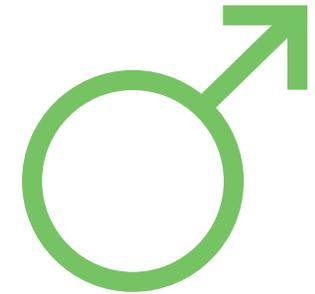
7+ Years:	3
6+ Years:	6
5+ Years:	5
4+ Years:	8
3+ Years:	5
2+ Years:	9
1+ Year:	10
Up to 1 Year: ...	37

EMPLOYEES

Our subsidized health insurance is available to all full-time employees. In 2021, 31 employees were on our healthcare plan, making up 44% of our staff. On top of insurance, a 401K, PTO, sick leave, and beer, food, and merch are also available for full-time employees.

Something we take great pride in is providing food options for our employees while they are on shift. In total throughout 2021, Aslan provided 7,718 food items for employees.

From 2020 to 2021 we increased our female and non-binary staffing from 30.5% to 32.8%. We recognize that this is a small increase and realize that we have more work to do in this regard. Our goal is to continue to close the gender gap by refining our recruiting process. We have made steps to be more inclusive by improving our hiring application to make all people feel comfortable applying here and diversifying the avenues in which we post job openings.



DEI

In 2020, Aslan formed its DEI Committee to start necessary conversations surrounding our impact on social equity. In 2021 we were able to further establish a foundation on which this committee can help guide our actions as a company. However, last year presented us with staffing challenges that made operating this committee more difficult than expected, so we commit to finding new ways to ensure healthy representation is more readily available.

Our goal for 2022 is to have more consistent communication and participation from our employees to make sure we are holding ourselves accountable and accomplishing more in the next year. We are proud to announce that starting in February 2022 Layne Carter (she/her) accepted the position of Operations Manager to help lead Aslan with a fresh perspective. We will continue to put pieces in place for Aslan to move towards more systemic change in 2022 and beyond.



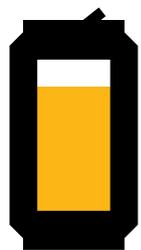
ORGANIC



You may have noticed the USDA organic seal on the signs at our taproom, or on the back of our cans. While it's small in size, it's one of the most important facets of our business. We make organic beer because we feel like it's the right thing to do. It's not only better for your body, but it's better for the environment and the folks who are growing and harvesting ingredients. While making organic beer is much more expensive and has been the source of a few creative limitations, we choose to go organic to hopefully create higher demand for organic ingredients, in turn making them more accessible to everyone.

The farms we buy ingredients from use tools like crop rotation, cover crops, natural biodiversity and composted manure to maintain healthy crops, in comparison to conventional farms that are allowed to use GMO seeds, synthetic pesticides and other substances harmful to the planet and folks working to grow these ingredients.

Every once in a while, we'll make a beer that we don't submit to be certified organic. While it's a rare case, there are times where a certain ingredient can't be sourced organically, or we use an ingredient from the beer's country of origin for the sake of authenticity, in which there's not an available certified equivalent. When possible, we use organic, mostly locally sourced ingredients.



**98% OF OUR PRODUCTS IN 2021
WERE CERTIFIED ORGANIC**

B CORP

Certified



Corporation

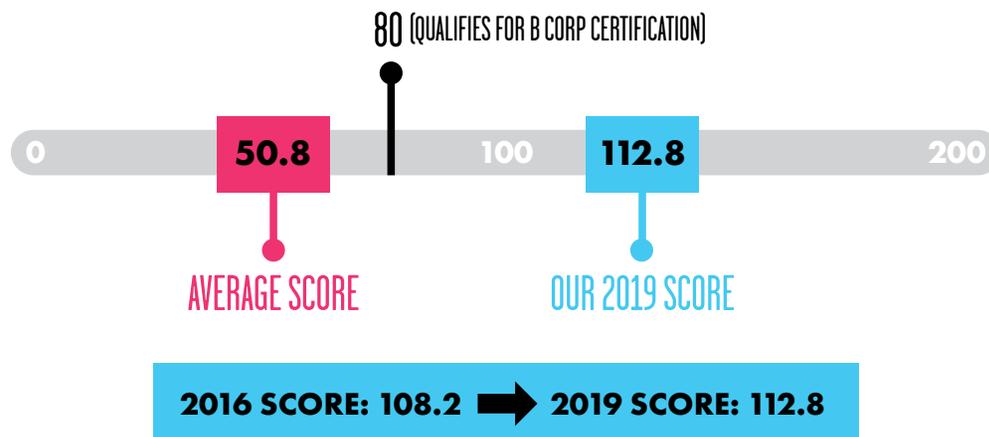
To be a B Corp, we must demonstrate high social and environmental performance. This is measured through an impact assessment, where everything, from our governance to our waste monitoring practices, is evaluated. B Corp is representative of the triple bottom line, which means we put the planet and our people over profit. Another valuable part of being a B Corp is transparency, both internal and external. Hence, the sustainability report.

We're a B Corp for the same reason we're an organic brewery- it's the right thing to do.

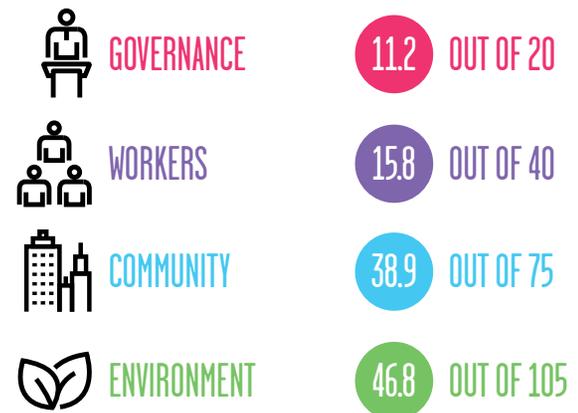
You may have noticed we haven't had much to say the last few years in regards to being a B Corp. That's because recertification is every three years, which means in 2022 we will be evaluated to be recertified!

In 2021 we made the cut for B Corp's "Best for the World: Environment" list. Here's to continuing to lessen our impact and staying on that list for years to come.

OVERALL B IMPACT SCORE



IMPACT AREA SCORES



ENERGY CONSUMPTION

In late 2019, we made the switch over to 100% renewable energy through PSE's Green Power Program. This means that all of the energy we use will be matched with renewables that has been generated in the Pacific Northwest. It's the easiest way to contribute to making our region a cleaner place.

This year we used 368,501 kWh of electricity and 36,346 therms of natural gas.

Adding these two together, we produced roughly 453 metric tons of greenhouse gas, not bad considering we were closed for indoor dining for a large portion of 2020.



TOTAL BREWERY ELECTRICITY USAGE
368,501 KWH



NATURAL GAS
36,346 THERMS



GREENHOUSE GAS EMISSIONS
453 METRIC TONS

OFFSETTING THESE IS THE EQUIVALENT OF KEEPING



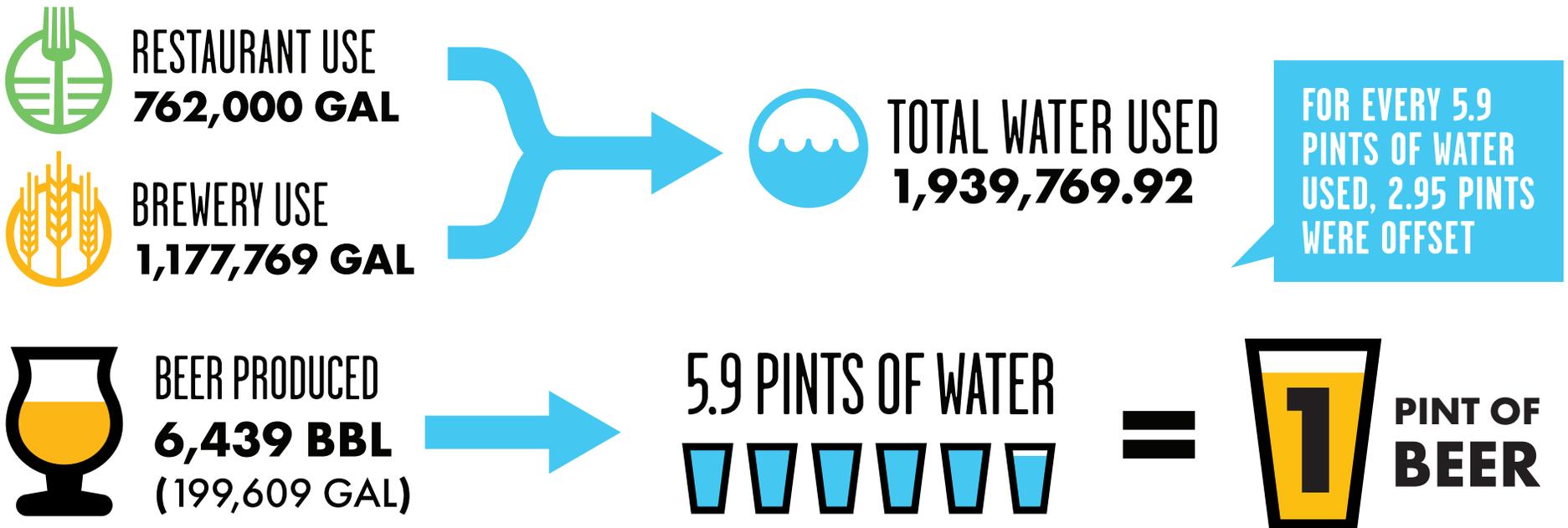
VEHICLES OFF THE ROAD FOR A YEAR

*** 2022 GOAL: OFFSET OUR SEATTLE LOCATION'S ENERGY CONSUMPTION**

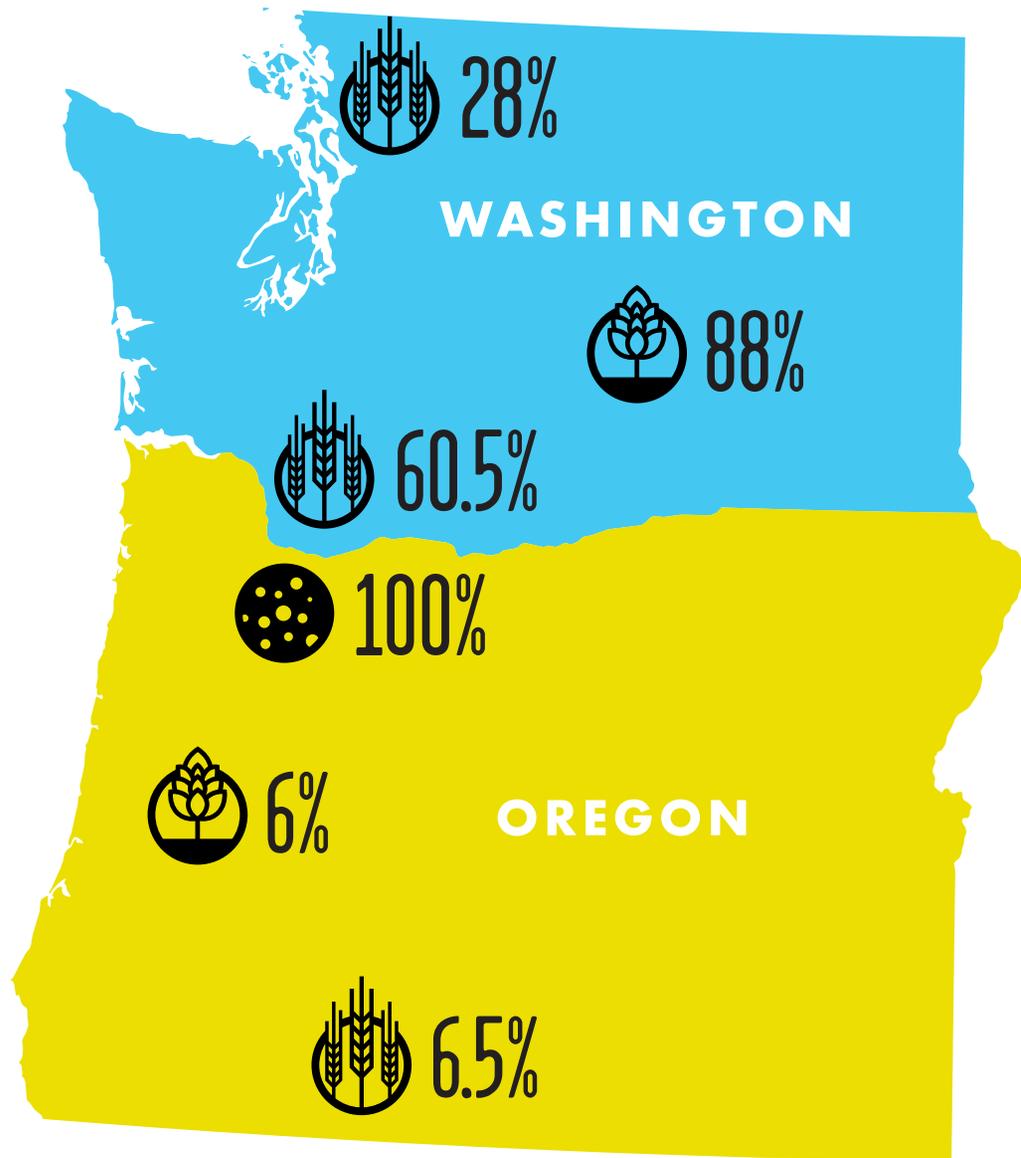
WATER USAGE

For the past few years, we've partnered with Bonneville Environmental Foundation to offset a portion of our water usage between the brewery and restaurant. **Last year, we were able to offset 25% of our water usage, and set a goal to offset 50% in 2021.** We're happy to report that we met that goal, and will maintain it through 2022.

Bonneville Environmental Foundation provides Water Restoration Credits that are each equal to 1,000 gallons of water improved or restored. This can be done through legal agreements that help keep water in streams and rivers. We calculate how many WRC's to buy by looking over our water usage on our bill every quarter, converting CCF's (100 cubic feet of water) to gallons, and buying the appropriate amount to represent half of our usage throughout the year.



Where do our ingredients come from?



YEAST

- Oregon (100%)



HOPS

- Yakima Valley (88%)
- Oregon (6%)
- Germany (3%)
- France, Austria, Czech, New Zealand (3%)



MALT

- Vancouver, WA - 60.5%
- Skagit Valley - 28%
- Oregon - 6.5%
- Germany - 3.5%
- Canada - 1% (Gambrinus malt, just for Gold Goose)
- California - 0.5% (Rice for Tateyama and Classic)

WASTE

In 2019, we started our plastic film recycling program. Much of our inventory of raw materials is shipped to us wrapped in plastic film that can't be recycled normally. Lucky for us, SSC has a specific way of safely recycling plastic film and picks up ours with our other recyclables, as long as it's completely separate from all other plastic, cardboard, and aluminum waste.

This year, we also started our PackTech recycling program. PackTechs are the industry name for the plastic rings that hold our six packs together. **While we're still figuring out a way to track this, we're happy to properly dispose of them, and keep them in a closed loop system so they can become other PackTechs.** Stay tuned for more information, and always feel welcome to come in and use our recycling receptacle for the PackTechs you collect at home, located by the host stand at the Bellingham brewpub.



WE RECYCLED 1,029 POUNDS
OF PLASTIC FILM IN 2021

WHILE THIS IS LESS THAN LAST YEAR, WE ARE CONTINUOUSLY WORKING ON OUR PURCHASING PRACTICES TO LESSEN THE AMOUNT OF WASTE THAT ENTERS THE BUILDING IN REGARDS TO PACKAGING.

SALMON SAFE

In 2021, we were able to produce another version of Fish Have Feelings IPA, our Earth Day beer, with both Salmon Safe malt and hops. In 2022, we're aiming to produce at least one Salmon Safe beer per quarter, or four throughout the year.



What does it mean to be Salmon Safe?

For us, a beer being Salmon Safe means it features ingredients from farms that are certified by Salmon Safe. This process evaluates six primary areas of management:

- Riparian Area Management
- Water use management
- Erosion and sediment control
- Integrated pest management and water quality protection
- Animal Management
- Biodiversity protection

By purchasing Salmon Safe ingredients, we hope to contribute to demand for more ingredients grown with practices like these. Fish Have Feelings IPA will return for Earth Day 2022, so hold tight for that gorgeous scaly can in the meantime!

DONATIONS

Giving back to the community that supports us and allows us to exist is one of our primary values here at Aslan. This year, we chose one donation partner for each month at our Bellingham brewpub, allowing folks to donate at the end of their meal— kind of like a tip but it goes directly to the organization. In fact, we match these donations, up to \$2,000 for each monthly partner. We take a similar approach down at our Fremont taproom in Seattle, with quarterly donation partners that have \$1 of every pint sold of a specific beer going towards the chosen organization. This was the first full year of our new donation program, cheers to making a larger impact!

2021 DONATION TOTAL: \$38,922.65 (2019: \$33,045.22)
(2020: \$33,531.43)



ENVIRONMENT \$7,791.31



HEALTH: \$2,538.44



EDUCATION: \$9,195.54



ART & CULTURE: \$4,255



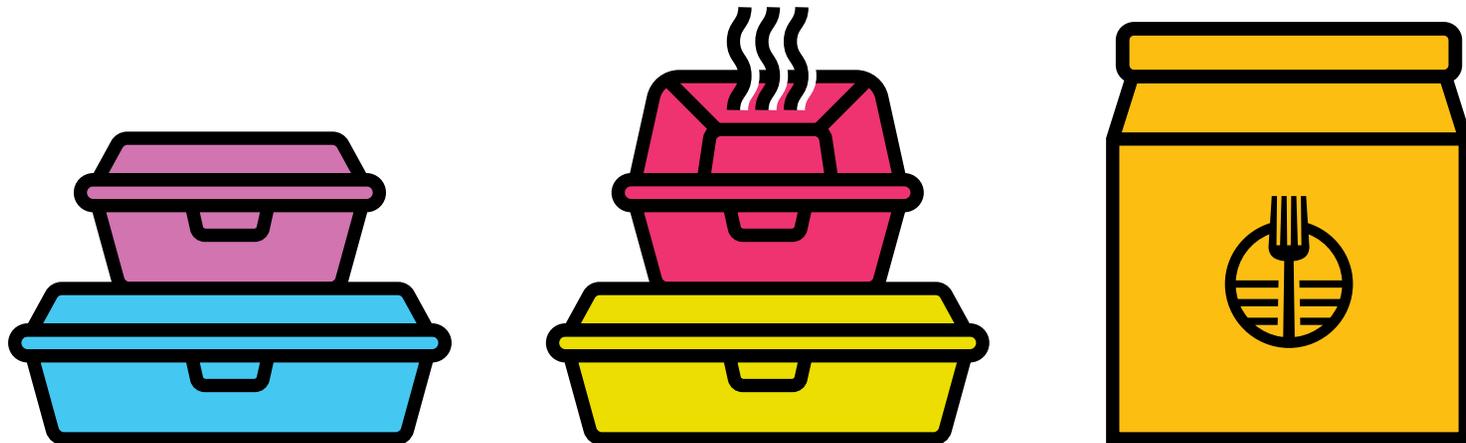
SOCIAL JUSTICE: \$14,513.36

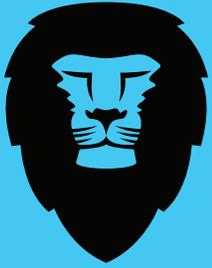
* We attribute the margin of error to a few donations that don't fit within one of our five categories, i.e. the Whatcom Humane Society, etc.

MEAL PROGRAM FOR CAMP 210

If you live in Bellingham, you probably remember the encampment for houseless folks that moved from location to location in late winter of 2021. While homelessness in Bellingham is a complicated, multifaceted issue, we wanted to contribute to mutual aid efforts in a meaningful way. **Over the course of 9 months, we donated 1,230 hot meals to Camp 210, which soon became the meal train that extended beyond camp and reached folks living throughout Bellingham.**

Every Thursday, our kitchen packages 30 meals to be distributed to our houseless neighbors. We hope to see other restaurants do the same, especially during the cold winter months. Thank you to our local mutual aid groups for helping these meals reach the folks who need them.





THANKS FOR READING!

