

**E S G**

**Environmental Social Governance**

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# A Message From the CEO

It is an exciting time for J&J Snack Foods. In 2022, we celebrated our 50<sup>th</sup> anniversary as a company, reached historic levels of business growth, and expanded our portfolio of brands with the acquisition of Dippin' Dots.

I am confident that we have the right culture, right strategy, and significant momentum across our business units. I could not be more grateful for the dedication and leadership that I witness every day at J&J Snack Foods.

As a leader in the food industry, with family-led roots dating back to the 1970s, we know our business has an impact on the environment, on the communities in which we operate, and our employees. We believe a thoughtful and accessible approach to environmental, social, and governance (ESG) is fundamental to our success. We remain committed to leading where it matters, while having a positive impact on the stakeholders we serve.

I encourage you to learn more about our ESG journey and the important initiatives that JJSF has taken to drive growth, prosperity, and sustainability.

Sincerely,



**Dan Fachner**  
*President and  
CEO*



## About This Report

We are pleased to present our inaugural Environmental Social Governance Overview. This report reflects JJSF's ongoing commitment to transparent business operations and shares our company-wide efforts to establish and implement ESG goals.

With a phased plan approach, we expect to communicate our progress annually on our journey to build a better workplace and community.

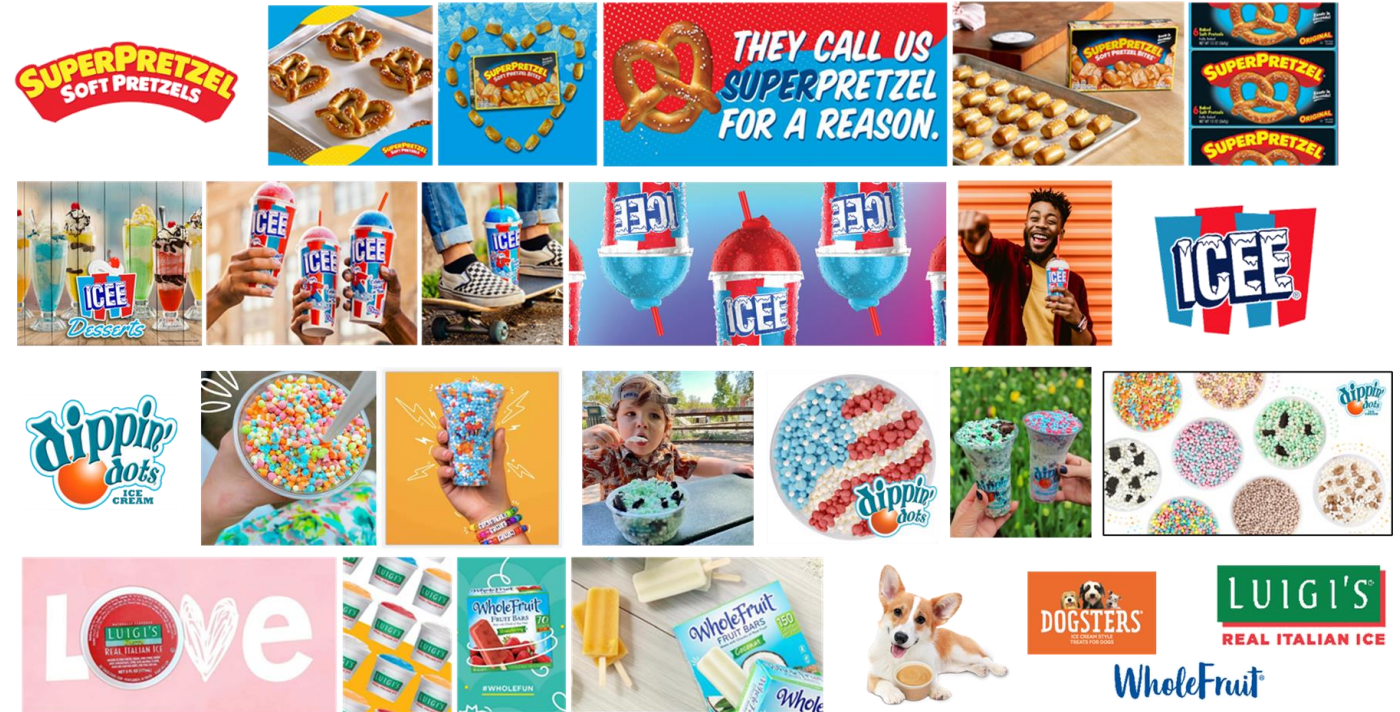


# Our Business



We are a leader and innovator in the snack food industry, providing innovative niche and affordable branded snack foods and beverages to food services and retail supermarket outlets across the U.S.

- FOODSERVICE
- BAKERY
- RETAIL
- FROZEN BEVERAGES



# Our Journey

PHASE 1 → PHASE 2 → PHASE 3 →



Form Sustainability Advisory Committee



Develop a comprehensive sustainability program



Partner with external sustainability consultants



Establish baselines through ongoing data collection



Align sustainability goals and metrics, and share targets publicly



Assign accountability and measurement progress



ENVIRONMENTAL:

# Protect the Planet

Reducing our environmental impact



## Water

Installed flow regulators and streamlined Clean-in-Place and Clean Out of Place systems to reduce water usage.

## Energy

Converted facility fluorescent lighting to LED.  
Implemented refrigerant soft starts to reduce power usage.  
Purchased energy efficient Variable Frequency Drive (VFD) compressor units.

## Waste

Adopted food scrap and oil reuse programs.  
Redesigned packaging, utilizing 15% less plastic.  
Aligned packaging procurement from regions not at risk of deforestation.

JJSF is committed to the long-term health of people and the planet. We recognize that the success of our business is predicated on creating a cleaner and healthier environment, safeguarding and responsibly using natural resources, and reducing the impact of our operations.

We are dedicated to reducing our carbon footprint across all operations as we strive towards continual improvement within the workplace. This includes increasing communication and transparency between our consumers, so they have another reason to trust and enjoy our products.

# SOCIAL: People First

Helping our employees, customers and communities

Throughout our history, we have consistently demonstrated an outstanding enthusiasm of empathy for our team, our customers and the communities where we live and work.



## Employee Safety

Across our facilities, we engage employees in routine and ongoing safety trainings. We maintain a culture grounded in eliminating workplace incidents, risks and identified hazards.



## Diversity, Equity & Inclusion

We are committed to providing a safe, inclusive workplace for our 4,700 employees. We celebrate that 25% of both our governing Board and management team is comprised of women and minority leaders.



## Training & Development

We value our employees and offer scholarship programs in the form of tuition reimbursement, mentorship programs, internal and external training opportunities, and certificate courses.



## Social Outreach & Support

We strive to be good corporate citizens, and this includes serving our communities. In 2021, we were eager to partner with pediatric hospitals and organizations to deliver sweeter futures.



GOVERNANCE:

# Operate Responsibly

Upholding ethical business practices



## Maintained Food Safety & Quality

As a producer of food products for human consumption, our operations teams follow stringent standards to meet regulations and ensure the production of safe, quality products

## Launched Sustainability Advisory Committee

Meets quarterly to discuss accountability, functionality, and strategy

Organized sub-committees to champion our ESG strategy

## Established Baseline Data and Short- and Long-term Goals

Will continue to deliver periodic updates to our Board of Directors

## Updated Company Policies and Standards

Focused on our environmental and sustainability policies and code of conduct

JJSF prioritizes the issues that fundamentally impact the company's business and stakeholders — from keeping our customer and employee data safe to managing our supply chain — by focusing our efforts and resources to support our business operations, employees, and communities.

Our goal is to maintain the highest standards of ethics, safety, quality, and collaboration within our network. We are committed to promoting a work environment and atmosphere that is conducive to individual and company integrity.

JJSF has developed our [corporate governance guidelines](#) to strengthen accountability across our business operations to reflect our values and enable us to achieve success in a sustainable way.



To learn more about JJSF's corporate social responsibility and to join us on our ESG journey, visit: [jjsnack.com](https://jjsnack.com)

