



# Publix Sustainability Report 2016



# THIS IS A CEO LETTER



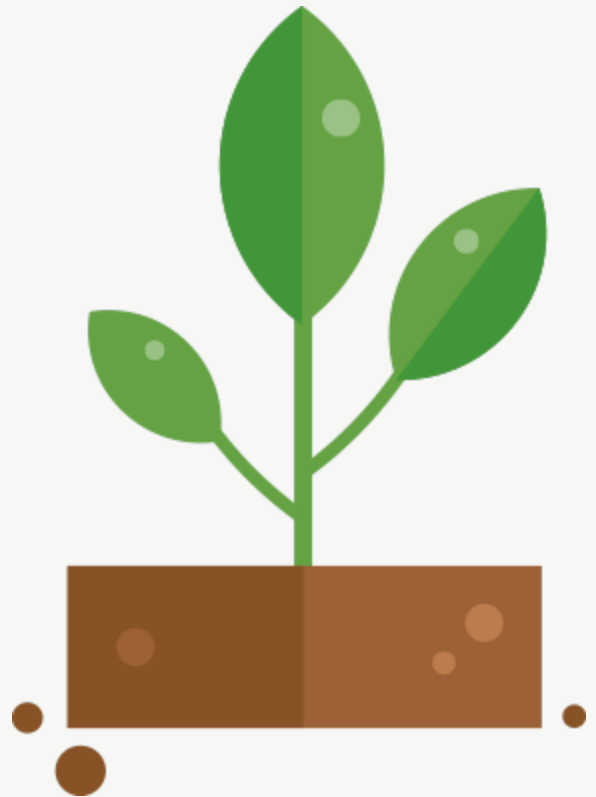
# STOREFRONT



# INCREASING OUR SIZE. REDUCING OUR FOOTPRINT.

We conduct a yearly greenhouse gas inventory by collecting information on our total building space, the amount of kilowatt-hours we use, the amount and type of refrigeration used in our stores, gallons of fuel used by our transportation fleet, and more.

Since conducting our baseline greenhouse gas inventory in 2007, we've added more than 10.6 million square feet to our overall operation. Concurrently, we've lowered our CO<sub>2</sub> emissions per square foot by 12.9%. With this kind of result, there's no denying our stores, warehouses, and offices are more energy efficient.







# SAVING WITH SOLAR

## 5 SYSTEM INSTALLATIONS AND COUNTING

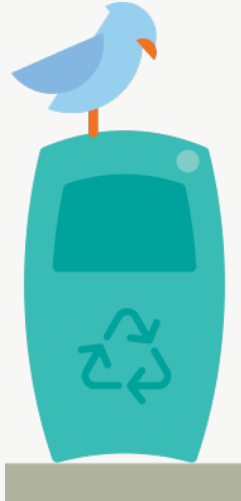


It takes quite a bit of energy to run a store, which is why we've turned to solar power to aid our conservation efforts. By installing solar panels in five locations, we now generate nearly 150,000 kilowatt-hours (kWh) of power annually.

In 2014, we added new solar panels to a store in Palm City, Florida. With this addition, we now have solar panels at four stores and one at our corporate office.



# RECYCLE WHERE YOU SHOP



We encourage customers to participate in local and curbside recycling programs.

Publix offers our customers recycling of paper and plastic bags at all of our retail locations. Customers can drop off any brand paper or plastic shopping bag for recycling, and they can also recycle plastic sleeves from dry cleaning and newspapers. Everything needs to be clean and dry.



# 56.7% AND STILL GOING STRONG

Each year, our goal is to improve our recycling practices. In 2016, we recycled 250,600 tons of cardboard, 10,600 tons of mixed plastic, 3,900 tons of waxed cardboard, and 4,300 tons of mixed paper.

In addition to recycling, we also make every effort to reduce our resource usage. In one case, by working with our supplier, we reduced 19,000 pounds of plastic by converting from a 2.5-gallon container of cleaning solution to a 1.5-gallon container of ultra-concentrated core cleaning and sanitation chemicals.

Here's more about what we've recycled: 2016 Recycled Materials:

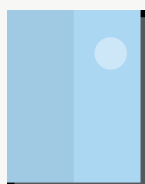
- 250,600 tons of cardboard
- 10,600 tons of mixed plastic
- 3,900 tons of waxed cardboard
- 4,300 tons of mixed paper

This equates to saving:

- 4.4 million trees
- 1.8 billion gallons of water
- 865,000 cubic yards of landfill space
- 2.8 million barrels of oil

## OTHER WAYS WE'VE SAVED

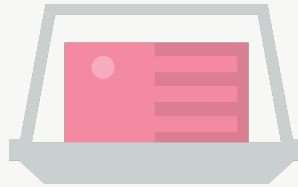
Here are some other gains we've made by conserving resources:



We saved an impressive amount of paper by moving our reference materials to an electronic format for our stores. This switch enabled us to donate thousands of binders to local schools, churches, and other nonprofit organizations.



By working with our supplier, we eliminated 13,000 pounds of paper annually by reducing the amount of paper in our Bakery muffin cups by 23%.



We eliminated 7,900 pounds of corrugated cardboard annually by working with our supplier to reduce the size of the sidewalls on our Italian wedding cake trays.

---

# LEADING THE WAY IN PLASTICS RECYCLING

In 2015, we received an Innovation in Plastics Recycling award from the American Chemistry Council (ACC). The ACC recognized us as a leader in recycling rigid plastic packaging by optimizing our back-of-store recycling stream with the use of a vertical and horizontal baler that produces large, dense bales of clean plastic for recycling. And while we're proud of the recognition, we're even prouder of the results:

---

# ANNUAL RESULTS

◦  
◦





# CREATING A CULTURE THAT CARES



We believe making responsible choices that positively affect our environment, our associates, and the communities we serve is essential to our success. Therefore, we keep sustainability in mind in every aspect of our culture and in each of our actions, starting with our **Corporate Sustainability Statement**.

**Corporate Sustainability Statement:** At Publix, our goal is to meet today's needs without compromising what is essential for tomorrow. Simply stated, this means taking care of people and minimizing the impact to our planet while remaining profitable. Sustainability is ingrained in our culture and represented in our Mission Statement through valuing our associates, serving our customers, enhancing our ties to the communities we serve, conserving natural resources, and ensuring economic stewardship for our stockholders.



# CHARGE WHILE YOU SHOP

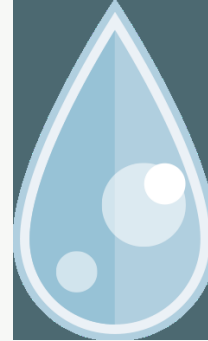


As our customers adopt sustainable practices into their lives—like investing in electric cars—we strive to support their efforts through initiatives of our own. These easy-to-use car chargers allow customers to charge their vehicles for free while they shop. They are currently available at 13 of our stores.



# CONSERVING EVERY LITTLE DROP, FROM OUR STORES TO OUR MANUFACTURING PLANTS

Two of our stores are piloting smart irrigation systems, which allowed us to save 7.8 million gallons of water in 2015. Because of the fantastic results we've seen, we are in the process of implementing these systems in 14 additional stores and continuing to explore locations.



Our irrigation specifications at our company-controlled locations ensure that:

- Reclaimed or well water is used whenever possible.
- Rain and soil moisture sensors are installed with automatic control gauges to determine when landscaping water.
- Irrigation systems are designed only after choosing plants and landscape design.
- Irrigation sprinklers don't overlap into single zones.
- Drip irrigation and micro-sprinklers are used where appropriate.

Our Dairy Manufacturing team's modifications to four Cleaning In Place (CIP) automatic wash systems also saves us 10.4 million gallons of water annually.

Other water conservation efforts include installing low-flow faucets, toilets, and waterless urinals in our store bathrooms.



# CUSTOMER SERVICE DESK





## GIVING BACK TO THE COMMUNITIES WE SERVE

Taking care of the planet means taking care of the people on it, and one of the most natural ways for us to do so is feeding those in need. Our Food for Sharing campaign offers associates and customers the opportunity to help. In 2014, we were able to send 132 trailer loads of food to feed the hungry. We nearly doubled this donation in 2015.

Publix Super Markets Charities also donated \$4 million to Habitat for Humanity affiliates across the Southeast in 2015 to build 40 new houses in 2016 as well as increase support to more than 60 affiliates. And as part of our Publix Serves initiative, our associates helped build homes where feasible. To help truly make each new house sponsored by PSMC a home, Publix Super Markets greeted the new homeowners with fully stocked pantries.

As part of our mission, we are intolerant of waste and involved as responsible citizens in our communities. By establishing a perishable recovery program and partnering with Feeding America® member food banks, we stay connected to our local communities and area food banks.

All perishable recovery food donations made through Publix will support feeding those in need within our communities and help the fight against hunger in America. Publix provides an invaluable community service through its partnership with Feeding America. Donating unsalable yet still wholesome products provides individuals and families facing hunger a way to bring more food to the table.

Our Publix stores provided Feeding America with 48.7 million pounds of donated food in 2015, more than 43 million pounds of food in 2014, and more than 36 million pounds of food in 2013.

---

## OTHER CHARITABLE DONATIONS

\* March of Dimes, Food for All, Children's Miracle Network, and Special Olympics include contributions from both Publix associates and customers. United Way includes contributions from Publix associates only.

In addition to these donations by our customers and associates, Publix Charities contributed \$42.9 million in 2015, \$38.6 million in 2014, and \$34.5 million in 2013. To learn more, visit <http://publixcharities.org/>

# RECOGNITION AND AWARDS



We are honored to have received the following awards and recognitions. These achievements are the result of Publix's commitment to our associates, customers, and community.

## A GREAT PLACE TO WORK

- Named as one of *Fortune* magazine's "100 Best Companies to Work For" (1998-2016)
- Named by *Fortune* as one of the country's Most Important Private Companies (2016)
- Listed as one of America's Best Employers by *Forbes* magazine (2016)
- Named by *Fortune* magazine as one of the best workplaces for millennials (2016)
- Recognized by Glassdoor.com's "Candidates' Choice Awards" for positive interview experience. (2015)
- Ranked America's Largest Majority Employee-Owned Company by the National Center for Employee Own (2015)
- Listed as one of The Great Rated! People's Picks: 20 Great Workplaces in Retail (2015)

## AN INDUSTRY LEADER

- Recognized as one of *Fortune's* Most Admired Companies (1994-2016)
- IMAGE-certified by the United States Department of Homeland Security for exemplary hiring and employment eligibility verification practices (2016)
- Ranked 87<sup>th</sup> on *Fortune* magazine's annual list of Fortune 100 companies (2016)
- Named as one of the Most Reputable Companies in the U.S. by Reputation Institute (2015)



## RECOGNITION FOR DOING THE RIGHT THING

We're grateful for the accolades we've received over the years for our accomplishments in sustainability; one of the most prestigious is The International Association for Food Protection's Black Pearl Award. Our associates' dedication to food safety helped us win this award—which can only be won once—in 2013.

However, our efforts haven't stopped at food safety. Other awards we've earned over the years include:

- 2015: **Manufacturer/Distributor of the Year** for being a Safe Quality Food (SQF) certified manufacturer, distributor or primary producer who has shown a commitment to excellence through the SQF program.
- 2015: Named as one of the Most Reputable Companies in the U.S. by Reputation Institute.
- 2015: Innovation in Plastics Recycling Award for establishing ourselves as a leader in recycling rigid plastic.
- 2015: Leadership in Recycling Materials, Tennessee.
- 2015: Collier County Florida Waste Reduction Award.
- 2014: Store Certification Excellence award for achieving 26 GreenChill store certifications.
- 2014: Environmental Steward of the Year by Florida Recycle Today for outstanding recycling and recycling education programs, and serving as an industry leader for best practices in our facilities.
- 2011: Green Grocer, an annual salute of retail supermarket leaders who are blazing a green path.

### **Other Achievements:**

**Stores Recognized for Sustainable Practices** - Two Publix stores in Montgomery County, Tennessee, received Green Certification from the Clarksville-Montgomery County Green Certification Program in 2015. The program's mission is to help local organizations become better environmental stewards by saving resources, generating ideas, and continuously striving to improve.

**Named one of the BEST** - The Orange County Florida Utilities Department recognized Publix as one of their "Businesses for an Environmentally Sustainable Tomorrow" (BEST) partners for supporting efforts in water conservation in 2015.



# INVOLVING OUR ASSOCIATES

Our associates come up with ideas for how to run Publix more sustainably every day. So we made it easier for them by creating an ideas mailbox for them to share their thoughts.







---

## **ASSOCIATES DON'T JUST WORK AT PUBLIX**

# **THEY OWN IT**

We're proud to be a company that is owned by our associates. In fact, the National Center for Employee Ownership has recognized us as the largest employee-owned company in the U.S.

As owners of Publix, we care deeply about serving our customers and being good stewards of the environment. We also provide an array of benefits for our associates, including:

- Stock Purchase Plan
- Health Insurance
- Wellness Program
- Retirement—Employee Stock Ownership and 401(k) Plans
- Vision Insurance
- Dental Insurance
- Life Insurance
- Vacation
- Profit Sharing Bonuses
- Holiday Bonuses
- Tuition Reimbursement
- Adult Education

---

## **OUR HEALTH AND WELLNESS PROGRAM: LIFE. INSPIRED.**

In 2014, we introduced our associate wellness program, "Life. Inspired." We view our associates as our most valuable asset, which is why we support our associates on their wellness journeys. Our goal is to encourage a culture of health by offering:

- Quick, easy access to health and wellness programs and events.

- Motivation and support to engage in activities that are good for our associates and their families.
- Resources on eating well, getting regular exercise, quitting bad habits, and achieving overall well-being.

By helping our associates feel their best physically and emotionally at home and work, our associates can be there for our customers and our communities.

# MAKING A PATH FOR EDUCATION



Empowering our associates through education is essential to our success. We offer education benefits, including tuition reimbursement for degree-seeking undergrad and graduate students. We also offer clear career paths to management positions, including training programs and promotions from within our company.

Our tuition reimbursement program applies to a wide range of programs, including:

- Accounting
- Business Administration and Management
- Computer Engineering, Network Services, Programming, and Science
- Economics and Finance
- Human Resources
- Industrial Engineering
- Information Technology
- Marketing Automation Systems
- Marketing and Advertising
- Pre-Pharmacy, including Biology and Chemistry
- Sustainability Management



# REWARDING THOSE WHO MAKE US GREAT



Our associates are the heart of Publix, and their hard work, dedication, and service deserve praise and recognition. We're glad to provide these exceptional individuals a great place to work and make a difference, and we are proud to reward their efforts.

## THE GEORGE W. JENKINS AWARD

We annually give this award to a manager in each division, as well as a support manager, for their superior leadership. This is the most prestigious award our managers can receive.

## MR. GEORGE COMMUNITY SERVICE AWARD

We annually give this award to a retail associate in each division and one associate in support, who exemplify community involvement, personal integrity, and passionate volunteerism.

## SAFE DRIVER AWARDS

We award our truck drivers for safely going the distance every five and 12 years. Twelve-year drivers qualify for "Million Mile" awards.

## EXCELLENCE IN GREEN EFFORTS AND SUSTAINABILITY AWARD

This award is presented annually to the industrial

## THE PRESIDENT'S AWARD

Given annually to a district manager in each division, as well as a support manager, this award recognizes their equal-opportunity achievements while maintaining a discrimination-free workplace.

## THE SAFETY AWARD FOR EXCELLENCE

Given to one store in each division, as well as to a manufacturing facility and a distribution facility, this award is based on criteria including incident rates and adherence to best practices.

## CUSTOMER SERVICE EXCELLENCE AWARD

This honor is given to one store in each division—and each associate in the winning store is honored for their dedication to our customers.

facility that performed best on a rating of their diesel usage, recycling rates, and utility costs. Award criteria will continue to evolve as we find new ways to increase efficiency.

**Milestone Service Award Celebrations:**

One of our top priorities is to take care of our associates, who in turn enjoy long and prosperous careers at Publix. For every five years of service, associates are recognized and receive an award for their service.

*2017: More than 20,600 of our associates celebrated five or more years with Publix, with 2,700 celebrating over 20 years of service.*

*2016: More than 20,900 of our associates celebrated five or more years with Publix, with 2,800 celebrating over 20 years of service.*

*2015: More than 19,800 of our associates celebrated five or more years with Publix, with 2,800 celebrating over 20 years of service.*

*2014: More than 19,400 associates celebrated five or more years with Publix, with over 2,700 celebrating over 20 years of service*

*2013: Almost 20,000 associates celebrated five or more years with Publix, with over 2,000 celebrating over 20 years of service.*

## 44 MILLION REUSABLE BAGS DISTRIBUTED SINCE 2007



Our initiatives to reduce the use of paper and plastic grocery bags include:

- Training our front-service clerks on proper bagging techniques.
- Bag reduction goals for every store.
- Communication campaigns to encourage the use of reusable bags.

## PAPER & PLASTIC BAGS SAVED



(estimate of total paper and plastic grocery bags saved based on the average improvement of paper and plastic grocery bag usage since mid-2007)

**Doing your part:** Thanks to our customers opting for reusable bags, we save an average of over 50 million paper and plastic grocery bags a month.





# PHARMACY



# OVER 30 MILLION VIALS RECYCLED



Our recycling efforts don't stop at paper and plastic. In 2016 alone, our customers returned more than 8 million Publix Pharmacy vials for recycling. Our vial manufacturer directly recycles them into the production of new ones, which has enabled us to repurpose over 35 million vials since 2011. We also recycle our pharmacy inventory bottles.



# 50 MILLION FREE PRESCRIPTIONS FILLED

Because we care about the health of our customers, we offer some of the medications most commonly prescribed by doctors for infections, diabetes, and blood pressure for free at the Publix Pharmacy as long as your doctor prescribes them.\*



These free medications include:

- Amlodipine
- Lisinopril
- Generic metformin
- Montelukast
- Eligible generic antibiotics

\*Certain restrictions apply. Please see your pharmacist for details.

**Serving Our Community:** For several years, we have supported law enforcement and other organizations by promoting hundreds of medication take-back events to help customers properly dispose of unwanted medication.



# FROZEN AISLE





# KEEPING COOLING EFFICIENT

Our investments in improving refrigeration and air conditioning systems in our stores have reduced energy usage, saving us the following:

29,000 kWh saved annually per store by using high-efficiency fan motors in back room freezers.

Up to 136,000 kWh saved annually per store by putting doors on traditionally open refrigerated cases.

We will continue to improve our efforts by testing more high-efficiency fan motors and exploring more environmentally friendly refrigerants.

---

The Environmental Protection Agency's (EPA) GreenChill program has recognized our energy reduction and refrigerant improvement efforts.

- 2015: 38 GreenChill Silver certifications and two Gold-level certifications
- 2014: 30 GreenChill Silver certifications and two Gold-level certifications

The Gold-Certified Store distinction was earned because we use CO<sub>2</sub> as a natural refrigerant in stores #1411 in Conyers, GA and #1433 in North Venice, FL.

As the technology continues to mature, we will continue to incorporate new methods to achieve our goal of further reducing emissions of ozone-depleting refrigerants and increasing energy efficiency.

**Did you know?** We've been making our own hot water since the late '70s by capturing waste heat generated from our refrigeration systems.



# 35% SAVINGS

## BY SWITCHING TO LED LIGHTING



We continue to look for and invest in improved sustainable technologies, and we conduct energy audits regularly to ensure our stores operate at maximum efficiency.

In doing so, we found that the lighting in our stores could be more efficient. By testing the use of LED lighting in one of our newer stores, we discovered that it saved electricity by 35%. We are now rolling out LED lighting to existing stores and incorporating it into new store designs.

# 140,000 AND COUNTING

## LED LIGHTING FIXTURES COMPANYWIDE

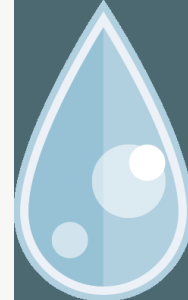
100,000 kilowatt-hours (kWh) saved annually per store with the implementation of LED lighting and motion sensors on our refrigerated door cases —in 944 stores so far.

We have replaced all of our walk-in freezer lighting with LEDs. This results in a 50-80% reduction in energy usage over traditional incandescent lights.



# OUR BEGINNING WAS GREEN

We have attempted to reduce waste long before ecosavvy was chic. As early as the 1970s, we began formalizing recycling by collecting all cardboard from stores, and working with paper companies to recycle.



And in 2001, we introduced our Get Into a Green Routine® program to start making smarter choices for energy and water conservation, as well as recycling.

We believe in meeting today's demands without compromising what's essential for tomorrow. And we appreciate our suppliers' sustainability efforts as well. Our goal has always been and remains simple: to be an industry leader. When you do what is good for the environment, you often find that it can also be good for the bottom line.



# CARBON EMISSIONS DOWN BY 11.7 PERCENT



Since 2007, we've annually conducted a greenhouse gas inventory by collecting information on our total building space, the amount of kilowatt-hours we use, the amount and type of refrigeration used in our stores, gallons of fuel used by our transportation fleet and more. We use all this data to make better decisions about our operation's impact on the environment—and the results are outstanding. We've successfully added more than 8.4 million square feet to our overall operations, all while lowering our CO2 emissions by 11.7% per square foot.

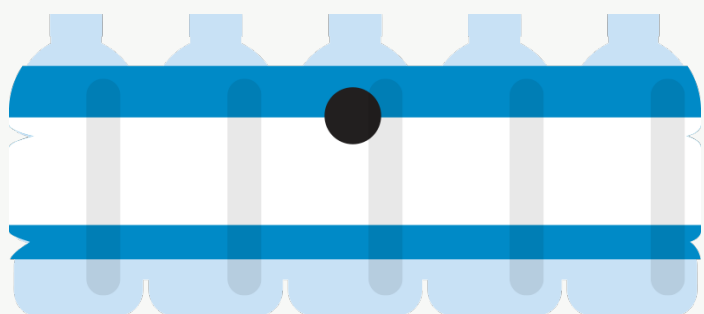




# GROCERY AISLE



# TRADING TRAYS FOR SAVINGS



We removed cardboard trays from our Publix 24-pack bottled water, saving more than 13,000,000 trays—or 2,200,000 pounds of cardboard—per year. Our bottles have been reconfigured to fill a “nested” pack, giving us 16% more packs on each pallet. This means we move and store fewer pallets for the same amount of product.



# DELICIOUS. SUSTAINABLE. AND EVER-EXPANDING.



Our GreenWise line consists of a wide range of products for those of us who pay extra attention to the types of food we put into our bodies, and we're happy to report the line continues to grow.

You can trust that an item with a GreenWise label will be:

- Organic, or
- Made with organic ingredients,
- Contain no artificial preservatives, flavors, or colors (may contain colors from natural sources), or are
- Raised without antibiotics or added hormones (federal regulations prohibit the use of hormones in poultry), or
- Non-food products that make an environmental claim on the packaging.

We haven't limited the products to just one aisle or section of the store. GreenWise includes everything from cereal to chicken to paper towels to canned goods to frozen fruit—and these products are available in every Publix location.

**Added value:** Forty of our stores offer a higher percentage of natural and organic products.



# PROMOTING BETTER CHOICES

## ONE LABEL AT A TIME



Our new Better Choice tags make it easier than ever to spot the nutrition information you're looking for. We have more than 3,700 items with a Better Choice tag.

Additionally, we identify approximately 4,000 products that are certified organic or made with at least 70% organic ingredients.





# LESS BAG. BIGGER SAVINGS.

By working with our supplier, in 2015 we were able to reduce the amount of material in our reusable wine bags, saving 28,000 pounds of plastic.





# CONSERVING EVERY LITTLE DROP



Water is one of our most precious resources, and conserving it where we can is a top priority. By piloting smart irrigation systems at three stores, we save 6.4 million gallons of water annually. Our Dairy Manufacturing team's modifications to four Cleaning In Place (CIP) automatic wash systems also saved us 10.4 million gallons of water in 2014. Other efforts include installing low-flow faucets, toilets, and waterless urinals in our store bathrooms.

To learn about how we conserve water outside our stores, head over to the virtual **Storefront**.



# TURNING FOOD INTO FEED

When most people think of Publix, they think of our stores. But Publix is also a manufacturer, producing top-quality products that our stores are proud to sell and our customers love to buy.

In 2016, we diverted more than 29,300 tons of food waste by-products from our manufacturing plants—including whey from yogurt and cottage cheese from our Dairy plant—sent to farmers to feed their livestock, and scraps from Bakery production which is processed into animal feed.





□

# DELI

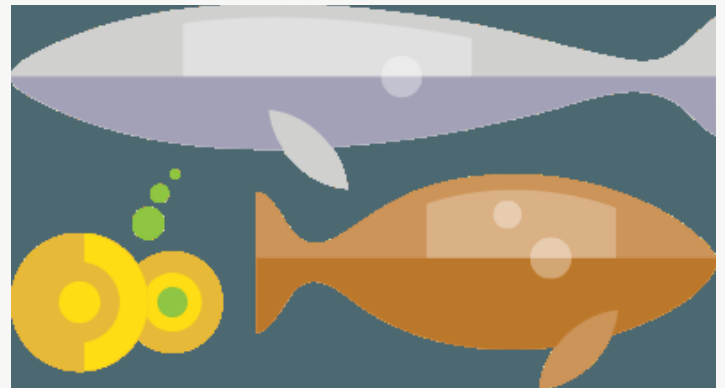




# BIG SAVINGS

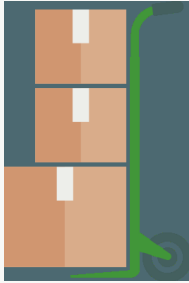
## BY SWITCHING TO POUCHES

We've eliminated 35,000 pounds of packaging annually by switching from canned tuna to tuna pouches for our Publix Deli tuna salad.





## MAKING THE SWITCH TO REUSABLE BINS



Rather than ship meat to our Deli plant in non-recyclable cardboard containers, four of our suppliers now ship in reusable plastic bins. This saves about 204,000 pounds of cardboard each year.



# 92,000 LABOR HOURS SAVED



We always look to improve—and in this case, less is more. We eliminated 35 million separate date, price, and product description labels by consolidating this information onto a single-scale label that acts as a security seal on the packaging, which reduces the chance of product spillage.

As a result of this change, we also saved 92,000 labor hours, allowing our Deli associates more time for what's really important: our customers.



# LESS BAG. BIGGER SAVINGS.

By working with our supplier, in 2015 we were able to reduce the amount of material in our reusable wine bags, saving 28,000 pounds of plastic.







# 5,300 KWH SAVED

## EVERY MONTH PER STORE

Our sustainability efforts in our Deli provide a double benefit: saving natural resources and improving the quality of our products. Within our hot- and self-service cases, we now use time as a control for food safety, and we are able to run the cases at half power for the heat settings. This allows us to save 5,300 kilowatt-hours a month in each store.

This means our products are held at a temperature that ensures quality, while reducing the risk of drying out.

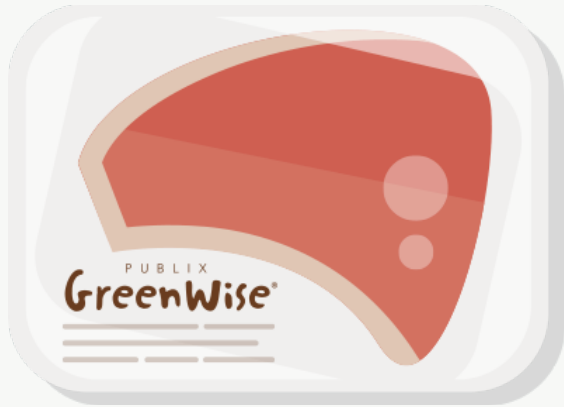




# MEAT & SEAFOOD



# GREENWISE ANGUS BEEF



We validate the feeding, handling, and living conditions to ensure that, from birth, strict standards of treatment are maintained for our GreenWise beef. Completely natural, with no artificial additives or preservatives, this beef comes from cattle raised on a 100% vegetarian diet that never receives any antibiotics or added hormones.

## GREENWISE CHICKEN

Our GreenWise chickens are never given antibiotics and are free of added hormones (federal regulations prohibit the use of hormones in poultry). Plus, they're fed a vegetarian diet and raised with care.

## GREENWISE LAMB

Bold, flavorful, and uniquely delicious, our lamb is raised without antibiotics or added hormones. It's minimally processed, with no added preservatives, and raised on a vegetarian diet.

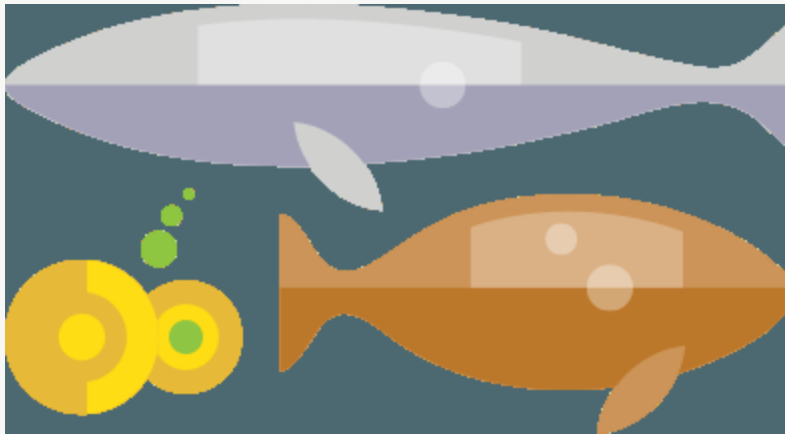
**Animal well-being:** At Publix, we believe animals should be treated humanely and respectfully at all phases of their lives.

To learn more about our Position Statements visit the Publix FAQs section on our [Corporate Site](#).



# SUPPORTING OUR INDUSTRY

Our sustainable seafood policy embraces various categories of products, including all products sold from our full-service cases and Publix Brand frozen items in our Seafood department. Our policy reinforces our stance in supporting the industry as it makes progress on its sustainability efforts.



## PROGRESS THROUGH PARTNERSHIPS

Publix is the first U.S. retailer to team up with Sustainable Fisheries Partnership on the **Ocean Disclosure Project (ODP)**. We know that transparency is important to our customers, and the ODP is a great way for us to share information about the sources of the fisheries that supply our seafood product.

We also review the guidance provided by our partners at **Sustainable Fisheries Partnership** regarding the products that we sell. We start by: 1. Combining partner assessments of the fisheries with our own data to identify the species in most need of Fishery Improvement Project (FIP) activity or sourcing changes. 2. Involving our suppliers in the FIP or directing them to source from a more acceptable fishery. They are expected to be proactive and work independently of our direction, while adhering to all laws and regulations.

## BE INVOLVED IN THE SOLUTION

Our suppliers understand our sustainability program because it is very simple: “Be involved in the solution.” As such, we have donated \$160,000 to Sustainable Fisheries Partnership (SFP) toward Fishery Improvement Project (FIP) funding over the past four years.

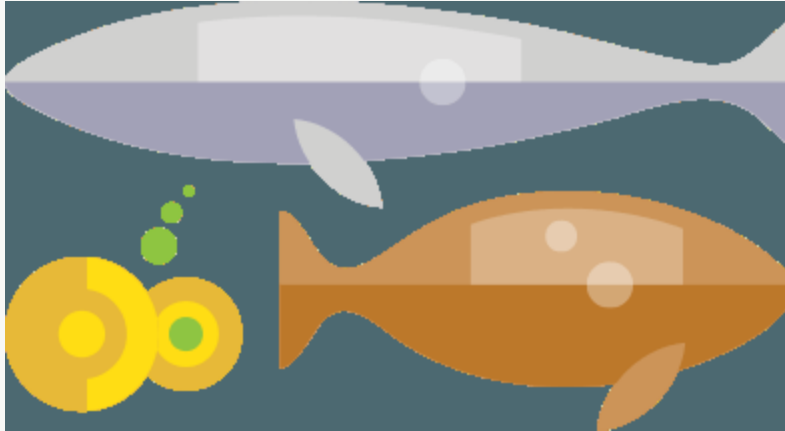
If we identify that an FIP or Aquaculture Improvement Project (AIP) is needed, we require the supplier to participate or find a more sustainable source for that particular product. An example of involvement in the

solution is the development of the zonal aquaculture standard (which includes addressing ecosystem impacts beyond individual farms) to the existing certification programs. During the development of this standard, we required all of our Asian shrimp suppliers to attend a seminar presented by SFP and encouraged them to participate in the growth of this program.

We believe that our goals and process will drive true and lasting change. The only way that sustainability will truly come to life in the seafood industry is for the industry to embrace it. The industry, environmental groups, and retailers must work together to meet sustainability goals.



# FIRST IN THE U.S.



Publix is the first U.S. retailer to team up with Sustainable Fisheries Partnership on the **Ocean Disclosure Project (ODP)**. We know that transparency is important to our customers, and the ODP is a great way for us to share information about the sources of the fisheries that supply our seafood product.

We ask our suppliers to provide information including the geographical location of the catch, the scientific name of the fish, the type of fishing gear used, third-party certifications, and more. SFP takes that information and conducts further analysis using their Fish Source database to assess how the fishery is managed, health of the fish stocks, and environmental impacts of the fishery.



---

## **MAKING PROGRESS WITH OUR SEAFOOD PARTNERS**

Leading the way in seafood sustainability starts with working together with partners who share our passion. Our program stands out by supporting the seafood industry as it progresses. In the meantime, we will do our part to ensure that we maintain sound, sustainable practices.

Our program is divided into three parts:

### **1. RESEARCH AND DATA COLLECTION**

Each year, we conduct research and collect data for the top 85% of products sold in our Seafood department.

### **2. PRODUCT EVALUATION, DECISIONS, AND IMPROVEMENT PROJECTS**

In conjunction with Sustainable Fisheries Partnerships, we annually evaluate our sources of supply and determine which of the sources need improvement. We then prioritize the projects we will work on the following year. This process helps us decide whether to sell a product, enhance fisheries through improvement projects, or halt the sale of a product until the issue is resolved.

### **3. MEASURE PROGRESS**

Throughout our improvement projects, we track our progress to ensure we are meeting milestones annually to guarantee that we are achieving our goal for a more sustainable seafood supply.



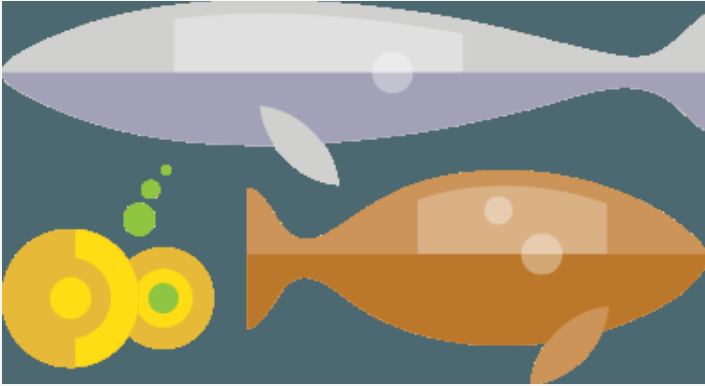
---

# ENCOURAGING COLLABORATION

We work with a number of fisheries on projects to improve sustainable practices, either through financial support or by actively purchasing from companies with similar ideals.



# SUPPORTING SEAFOOD SUSTAINABILITY



Seafood sustainability is a complex issue, and we partner with both Sustainable Fisheries Partnership and Ocean Trust to do what we can to implement better policies and practices. With the former being a global leader in seafood sustainability and the latter being an award-winning conservation foundation, both have helped us make informed decisions about the products we sell and the improvements needed.

**Our partners:** You can learn more about the good work of Sustainable Fisheries Partnerships and Ocean Trust by visiting their websites.





# FISHING FOR SUSTAINABILITY

## FROM SEA TO SHORE AND BEYOND

The sea provides a bountiful supply of food, so it's in our best interest to fish responsibly. Participating with suppliers and Non-Governmental Organizations (NGOs) in Fishery Improvement Projects (FIPs) allows us to promote better practices to get the best our oceans have to offer for our stores and our shoppers, while ensuring this natural resource is protected for future generations.

### **GROUPEL, SNAPPER, AND SWORDFISH IN INDONESIA**

We strive to improve the availability of accurate data on catches and bycatch from both artisanal fisheries and larger vessels.

### **GROUPEL AND SNAPPER IN THE GULF OF MEXICO**

We support efforts to improve stock assessments, obtaining better bycatch and discard data.

### **PINK SHRIMP IN THE GULF OF MEXICO**

We aim to reduce bycatch of fish and sea turtles by encouraging fishermen to keep their gear well-tuned.

### **SOUTH AMERICAN MAHI-MAHI**

We promote the development of evaluation tools to help estimate the status of mahi-mahi population along the eastern Pacific Ocean.

### **BLUE SWIMMING CRAB IN VARIOUS LOCATIONS**

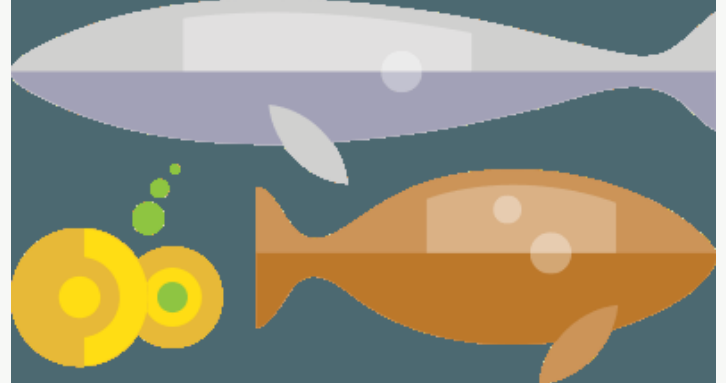
We are changing practices (no taking of small crabs / juveniles, no taking of egg-bearing females) and developing policies that protect and sustain crabs, including protecting of nursery grounds and spawning



areas.

# KNOWING OUR OCEANS

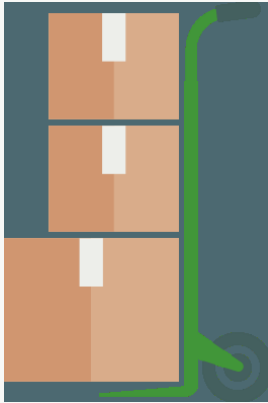
We provide information to our customers in our seafood case so they know more about the product they are purchasing. We include country of origin labeling and whether a product is wild-caught or farmed, and we can supply other details upon request. Further information can be accessed on our [Seafood Sustainability Program](#) and [Sustainable Seafood Policy](#) pages, which you can access right here on our site.



**Did you know?** *Sustainable seafood* is seafood that is either caught or farmed in ways that consider the long-term vitality of the harvested species and well-being of the oceans, as well as the livelihoods of fisheries-dependent communities.



# REDUCING PACKAGING MATERIALS



We reduced the amount of polystyrene foam and hard-to-recycle cardboard used to transport seafood products to our stores by switching to returnable plastic totes for our seafood shipments. In 2015, we eliminated more than 190,000 polystyrene foam containers by using this new method.



## MORE SUSTAINABLE SEAFOOD OPTIONS EVERY YEAR



We view sustainability as a journey rather than a destination. This philosophy is ingrained in our mission statement, which calls us to be involved as responsible citizens in our communities. Our goal is to offer our customers more sustainable seafood options every year, which we believe will drive changes for the better. It is essential for industries, environmental groups, and retailers like us to work together to effect these positive changes. This pushes us to engage our stakeholders, including our suppliers, in the process so we can work together to find solutions.

We were one of the first retail companies to partner with Sustainable Fisheries Partnership and Ocean Trust. We were also one of the first to engage our supply chain regarding fishery improvement projects. We accomplished this during a sustainability summit that we hosted in 2009 for our seafood suppliers, where we educated them on our **Seafood Sustainability Program**.

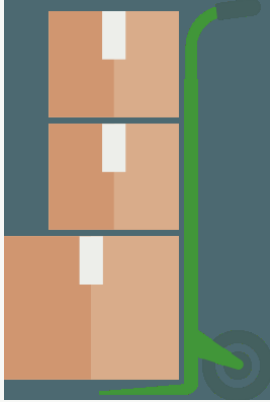




# BACK ROOM



# SLEEVELESS SAVINGS



We worked with our cotton mop supplier to remove the plastic sleeves our mops are shipped in. Besides the cost savings, this change resulted in an annual reduction of 2,500 pounds of plastic.



# REDUCING MILES & SAVING FUEL



Every mile reduced and every gallon saved inspires us to work even harder at fuel conservation.

After making their scheduled store delivery runs, our drivers picked up 54,200 orders from our suppliers on their way back to our warehouses. This represents 15.5% more backhauled orders than in 2013, and is up 1.1% since 2015.

**New engines:** The engines in our new tractors allow 50,000 miles per oil change (up from 35,000 in 2014), which saves labor hours and reduces the amount of waste oil we recycle. And thanks to a change to the tractors' gear ratios, we expect to save an additional 300,000 gallons of fuel annually.



## CLOSING THE DISTANCE TO IMPROVE SAVINGS

Our teams examine every aspect of distribution in an effort to save fuel. By adjusting everything from how trailers are loaded to which routes drivers take, improving how we send product to our stores has saved us 12 million miles and more than 1.8 million gallons of diesel since 2007.







□

# PRODUCE



# GROWING OUR SUSTAINABILITY EFFORTS

We work with growers who incorporate sustainable practices into their business models. Our goal is to provide fresh produce at the quality and price that our customers expect. While we may not always be directly involved in our growers' specific agricultural efforts, we are glad to share some of their practices.

## GROWING OUR SUSTAINABILITY EFFORTS

Publix partners with many growers who support sustainable agriculture. Our goal is to provide fresh produce at a quality and price that meets your expectations. While our involvement is not always direct, we commend our growers' specific sustainability efforts and would like to share some of their stories.



## B&W QUALITY GROWERS - LAND PRESERVATION

B&W Quality Growers, a seasonal watercress farm, believes in preserving the viability of the land. Their soil lies fallow for at least six months out of the year and has been recharging naturally for over a century.

## PERO - WATER CONSERVATION

Pero Family Farms, a grower of bell peppers, takes pride in their sustainability efforts. They use a drip irrigation system that allows them to increase efficiency and reduce water use by up to 80 percent!

## LAKESIDE - WATER CONSERVATION & RECYCLING

Lakeside Produce is proud to grow beefsteak tomatoes in a sustainable environment. On average, they recycle over 500,000 pounds of cardboard and 60 million liters of water per year!

## ROCK GARDEN - REPURPOSING LAND & COMMUNITY OUTREACH

Rock Garden South is proud to produce fresh herbs on reclaimed land. Their Miami urban farm grows organics on an abandoned railroad spur and educates the public about sustainable agriculture through

community outreach.

### **CLEAR SPRINGS FARMS - RESOURCE PRESERVATION & RECYCLING**

Clear Springs takes pride in their sustainability. They use windmills and reservoirs on their blueberry farm to reduce water use and filter water naturally. Overhead irrigation is left for extreme freeze events only.

### **DRISCOLL'S - WATER CONSERVATION & INDUSTRY OUTREACH**

Driscoll's is proud to produce berries on sustainable farms. They use irrigation systems and technology that reduce water use, and also educate others in an effort to transform the future of water conservation.

### **GROWERS EXPRESS - ENERGY & WATER CONSERVATION**

Growers Express is proud to support sustainable agriculture while producing leeks and green onions. Their growers use techniques such as energy saving and water conservation to maximize system efficiency.

### **VEGPRO - LAND & WATER PRESERVATION**

VegPro proudly cultivates the crops used in salads while supporting sustainability efforts. Their nutrients are carefully managed to protect water quality, and they test soil annually to minimize pollutants.

### **BBI PRODUCE, INC. - RECYCLING, LAND & WATER CONSERVATION**

BBI Produce grows Florida strawberries in a sustainable environment. Their farms have made efforts to recycle plastic containers, reduce water, and plant cover crops that return nutrients to the soil.

### **ALDERMAN - WILDLIFE CONSERVATION**

As a producer of honey, Alderman does their best to ensure no honeybees are harmed. Their commercial beehives are inspected for disease and parasites monthly and are not used for open field pollination.

### **FAMILY TREE FARMS**

Family Tree Farms uses irrigation systems to monitor tree watering for more precise delivery with less waste.

### **SCULLY QUALITY PEARS**

Scully Quality Pears saves water by using moisture content sensors in their soil to avoid unnecessary irrigations.

### **GRIMMWAY FARMS**

Grimmway Farms has spent 9 years investing in cleaner engines and solar arrays to reduce air emissions by 440 tons and energy consumption by 7 million kWh a year.

### **HMC FARMS**

HMC Farms uses solar panels to power their cold storage and water pumps to offset usage of almost 1,200 homes—totaling 2.6 megawatts of production.

### **D'ARRIGO BROS. CO. OF CALIFORNIA**

D'Arrigo Bros. Co. of California, a Publix broccoli supplier, relocated facilities for shorter routes, which reduced CO2 emissions by 593 metric tons (equivalent to removing 123 cars from the road).

### **VILLAGE FARMS**

Village Farms, a Publix tomato supplier, recycles CO2 emissions back into their greenhouse where fresh tomatoes naturally convert it into oxygen.

### **CHIQUITA**

Chiquita, a Publix banana supplier, reuses over 2,000 tons of plastic bags and twine to make buckets, pipes, and paving stones with the recycled material. There are plenty of uses and reuses for plastic bags.

### **PUMPKINS**

Pumpkins make great fertilizers. Place a plant or flower into your old jack-o'-lantern and add potting soil, then plant your pumpkin. It will naturally fertilize as it breaks down.

□

# FLORAL



# REUSING AND RECYCLING FLORAL BUCKETS



We often donate or recycle our stores' floral buckets, and we've been able to save on disposal fees and landfill space.





□

# BAKERY



# MORE HOPE, LESS WASTE



Last year our stores donated 40.6 million pounds of Bakery product to local organizations to help feed those in need.

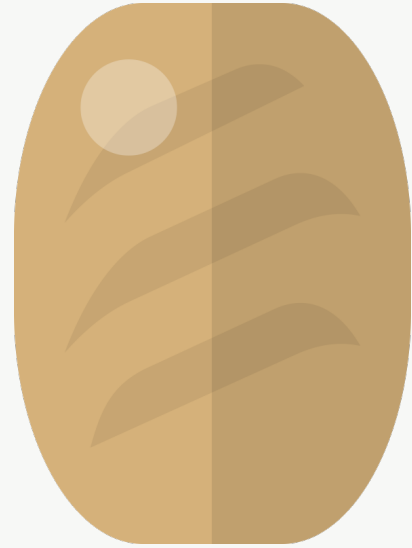
To learn more about food donations throughout our stores, click [here](#).



# TURNING FOOD INTO FEED

When most people think of Publix, they think of our stores. But Publix is also a manufacturer, producing top-quality products that our stores are proud to sell and our customers love to buy.

In 2016, we diverted more than 29,300 tons of food waste by-products from our manufacturing plants—including whey from yogurt and cottage cheese from our Dairy plant—sent to farmers to feed their livestock, and scraps from Bakery production which is processed into animal feed.





# LESS GLUE. GREATER SAVINGS.



A portion of our company's glue usage comes from the construction of our pie carrier cartons and cases. In 2014, of the 22,000 total pounds of glue we used, 7,350 was in carrier cartons. In 2015, we reduced usage by 2,200 pounds for a 30% reduction in glue for our carrier cartons. We plan to install a new glue machine soon to yield the same results on the pie case boxes for even greater savings.





# KEEPING BUCKETS OUT OF LANDFILLS



Our retail bakeries use about 4,600 high-density polyethylene (HDPE) plastic buckets per week. Instead of throwing them away, we recycle them.



## BULK DELIVERIES, LESS TO LANDFILL



Operating our bakery plant requires a lot of flour —and in the past, we purchased this flour in fifty-pound bags. In 2015, we installed a wheat silo and began to buy the flour in bulk. This allowed us to save 13,000 pounds of paper bags that would have otherwise gone into landfills, because they were not recyclable.



□

# CHECKOUT



# OUR GREEN COMMITMENT



When it comes to sustainability, we take a holistic approach that includes keeping products fresh and safe while reducing waste and recycling whenever possible, investing in our associates, and growing the company. It's this dedication that has led our stores to be recognized for their conservation efforts, management practices, and much more.

**Our Awards:** In case you missed it, you can discover what **Sustainability Awards & Recognition** we've gathered for our efforts.





# WORKING TOGETHER TO REDUCE PLASTIC BAG USE

Through continued associate training on proper bagging techniques and with the help of our customers' use of reusable bags, we've saved 3.5 billion plastic bags since 2007. And we seek to save even more by placing friendly reminders for customers to bring reusable bags all around our stores.





## MAKING TOMORROW EVEN MORE SUSTAINABLE

Our impact on the planet is always on our minds, and we strive to develop new ways to operate in a caring and careful manner. While we've made great progress, we know there's always room for improvement. By constantly seeking new information and innovations, and collaborating with partners, we will continue to be a leader in sustainability.



