

CARE • HIGH STANDARDS • MAKE A DIFFERENCE • RESPECT • EMPOWER

Wegmans



2022 Community Impact Report

HIGH STANDARDS • MAKE A DIFFERENCE • RESPECT • EMPOWER • CARE • HIGH STANDARDS

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a letter from Colleen



At Wegmans, we believe that good people, working toward a common goal, can accomplish anything they set out to do. The following pages highlight some of the work we have been doing company-wide to live our values and make a positive impact in the communities we serve.

You will meet a few of our 53,000 employees and will better understand our point of view on diversity & inclusion, sustainability, health, and food safety. You'll also see that we are continuing to build relationships with local community leaders to better understand the needs of each individual community to ensure we're giving back in the most meaningful ways possible.

In 2023 and beyond, we will continue our focus on key areas where we can have the greatest impact—health, education & economic mobility, and youth & family. Our mission is to help people live healthier, better lives and we are committed to working together to achieve this.

Thank you,

Colleen Wegman



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who we are

Our mission is to help make great meals easy, so our customers can live healthier, better lives through exceptional food.

our values

We **care** about the well-being and success of every person.

High standards are a way of life. We pursue excellence in everything we do.

We **make a difference** in every community we serve.

We **respect** and listen to our people.

We **empower** our people to make decisions that benefit our customers and our company.



Founded in 1916
Headquartered in Rochester, NY



107 years in business
53,000 employees



\$12 billion in annual sales in 2022



109 stores in 8 states:
New York, New Jersey,
Pennsylvania, Massachusetts,
Maryland, Virginia, North
Carolina, and Delaware—
and the District of Columbia





community giving



Guided by our four giving priorities, we're devoted to being a good neighbor in every community we serve—working with our customers and employees to help improve lives and make our neighborhoods stronger.

Through corporate gifts, weekly employee United Way donations, and our annual customer scanning campaigns, **together we contributed more than \$79 million to our communities in 2022.**

health

We are committed to improving the physical, emotional, and mental health of our communities by increasing access to wholesome food and resources for living a healthier, better life. In partnership with our 51 Feeding America food banks, we nourish our communities through daily food donations, seasonal checkout campaigns, and nutrition education.

In 2022, we donated **32.8 million pounds** of food, and through our annual Check Out Hunger scan campaign, our **customers donated \$2,227,214** to help reduce hunger in their neighborhoods. Since the program started in 1993, **we've raised \$50,021,346 at our checkouts.**



Battling Food Insecurity on Campus

What began as a small group of stores donating to a local college to help students facing food and other financial insecurities quickly grew across our markets. In 2021, James Duffy, employee advocate at our King of Prussia, Pennsylvania store, learned that roughly 35% of the student population at St. Joseph's University in Philadelphia was facing some sort of financial hardship.

After donating \$2,250 in gift cards and a case of Wegmans reusable bags for the school's resource center on behalf of Wegmans, Duffy reached out to other local colleges and universities and found many more students in need.

Now store teams in every market have donated to colleges and universities to assist their food pantries and other student support systems. As the need continues to rise and our stores expand to new areas, our commitment to end hunger for all customers remains a top priority.



Food & Friends

Since 2017, we've partnered with Food & Friends, a Washington, D.C. community-based organization that prepares and delivers nutritionally tailored meals to people living with life-challenging illnesses including cancer, HIV/AIDS, and other serious illnesses. In April, our Wisconsin Ave store formed a multi-year, \$100,000 sponsorship with Food & Friends to be the premiere sponsor for their annual Thanksgiving event through 2025.



education and youth support

Education creates opportunity. That’s why we’re focused on helping our youth through job and mentorship opportunities, support of after-school programs, and tuition assistance.

I Am My Sister’s Keeper

Before the Wilmington, Delaware store opened in October, the team donated to I Am My Sister’s Keeper, a non-profit organization that supports local, diverse females under the age of 18. The program involves the girls in community service, provides mentoring, and assists them in developing leadership skills, all to help them grow both personally and professionally.

Aspiring to Make a Difference

For 75 years, Aspire of Western New York has been assisting individuals with developmental disabilities to realize their full potential and live as independently as possible. Wegmans has partnered with Aspire since 2015 on their World of Work (WOW) program, which provides high school-aged students with disabilities the opportunity to gain workforce training.

The program teaches students skills they can use in the workforce and in life, from communication skills to vocational skills. As the semester progresses, students gain independence and confidence as they navigate new situations.

“Our partnership with Wegmans is priceless,” said Leslie, employment specialist with Aspire of WNY. “Many of our families shop at Wegmans, and the students go with their families to shop. Now the students are able to come here, learn to work, and potentially gain employment here.”



economic mobility

We believe the best way to promote economic advancement is by helping people obtain the necessary skills to gain employment that leads to meaningful careers and financial independence.

Partnership with a Purpose

Contributions from the Wegman Family Charitable Foundation and expertise from Wegmans' bakery team helped take Special Touch Bakery from a small operation in a not-for-profit school kitchen to a commercial bakery that generates revenue for Holy Child and provides jobs for people of all abilities. From day one, Joe Perdicho at Special Touch Bakery set his sights on supplying pies to Wegmans under the Wegmans Brand name.

“We believe everybody, regardless of their abilities, should have an opportunity to be successful and feel good about their job. This opportunity is transformational for us because it allows us to create jobs, generate revenue, and support what we’re doing here at the operation.”

– Joe Perdicho, Director of Bakery Operations for Special Touch Bakery



When Wegmans was looking for a new partner to produce its cherry pies, all it took was one visit to Special Touch Bakery for Bev LaRuez, Wegmans category merchant for desserts, to know they were the right people for the job.

Special Touch Bakery doesn't just make pies, they make pies with a purpose. While they're well known throughout the Rochester community for their high-quality products, what's really extraordinary about their pies is the purposeful employment opportunities they provide people of all abilities within the community.

CareerWise Greater Buffalo

In late September 2022, Say Yes Buffalo launched CareerWise Greater Buffalo, a modern youth apprenticeship initiative that promotes equitable career pathways for students and addresses the needs of businesses for skilled talent to fill high-quality, in-demand occupations in the Western New York region.

The initiative is being implemented in partnership with leaders from the Buffalo Public School District (BPS) and six inaugural employer partners, including Wegmans. This year, CareerWise Greater Buffalo enrolled 25 BPS graduates from the class of 2022. Apprentices in the three-year program will earn an hourly wage and industry credentials, receive tuition-free college coursework, and graduate on time from postsecondary institutions. Upon completion of the program, they will be offered the opportunity to move into full-time employment with participating employers.

“At Wegmans, we know the importance of mentoring young people, and the CareerWise Youth Apprenticeship Program is a natural fit for us. Providing youth with career pathways and opportunities for them to learn and grow can help create a better economy for everyone.”

– Patty Kaminski, SVP, Wegmans, Buffalo Division

community collaboration

We partner with, sponsor, and donate to local non-profit organizations to build better communities. With a focus on helping families and enriching neighborhoods, all local giving decisions are made at the store level.

Guided by our giving priorities, we approve 80% of all donation requests we receive each year. In 2022, we fulfilled 16,412 donation requests equating to \$9,326,659 across our 109 stores.

One way we're able to make a meaningful impact in the communities we serve is through our company-wide partnership with United Way. We partner with local United Way agencies for their unique ability to address the most critical needs of their communities by bringing people and organizations together to do more than any of us can do alone.



United Together at Rochester's Sunshine Camp

In honor of the United Way Day of Caring, 150 Rochester-area Wegmans employees volunteered at the Rochester Rotary Sunshine Camp, a fully accessible residential summer camp that serves children with disabilities and their families. Wegmans has a long history of supporting Sunshine Camp through financial contributions and hundreds of volunteer hours. In celebration of the camp's centennial year, our employees spent three days at the 157-acre camp getting it camper-ready. Projects included deep cleaning all areas of the camp, painting cabins, building a new shed and fire pit, and planting and mulching flower beds, to name just a few.

"My grandfather always had a special place in his heart for the Rochester Rotary Sunshine Camp and the amazing experiences they create for children with disabilities," said Colleen Wegman, president and CEO of Wegmans Food Markets. "It's been so incredible to see our employees come together to support the camp and its campers over the years, and it was particularly special for all of us to give back to this remarkable organization in celebration of their 100 years serving our community."



2022 united way giving

\$5,656,109	Employee Contributions
\$729,888	Employee Fundraising
\$803,525	Corporate Gifts
\$765,381	Customer Scanning
\$1,328,839	Paper Bag Fees*
\$9,283,742	Total Amount

*In 2022, the funds from our 5-cent paper bag charge provided \$1,328,839 to our local United Way partners.

Responding to Disaster

Our longstanding relationships with community organizations and law enforcement agencies are key to how effective our emergency response plans are in times of crisis. Each time a tragedy hits, our employees step in to care for and support those affected in a myriad of ways. In 2022 alone, our employees responded to three fatal events and two water crises.

Buffalo, New York

In May 2022, 10 Black people were killed, and three others wounded, when a shooter opened fire inside a Buffalo Tops grocery store in a racially motivated attack. Due to the temporary closing of that Tops store, access to groceries was limited. We joined FeedMore WNY, Buffalo Peacemakers, Resource Council of WNY, and other organizations to offer both immediate and long-term support to those in need, including water, food, and other essentials that were distributed to neighbors in the area. The Wegman Family Charitable Foundation also donated \$400,000 to the Buffalo 5/14 Survivor Fund and the Buffalo Stronger Together Fund to help support the long-term needs of the victims, their families, and the community.



In December 2022, a blizzard hit Buffalo just two days before Christmas, making travel impossible, trapping people in their homes and cars, and closing stores across the area. By Christmas morning, after 37 hours of blizzard conditions, the city was buried in over 50 inches of snow, more than 40 people had lost their lives, and thousands were without power. Once again our employees stepped up to help:

- The food from canceled catering orders was donated to local first responder agencies and Catholic Health Hospitals and medical centers.
- Dozens of cases of baby formula were donated from the Pottsville, Pennsylvania Distribution Center and Erie County Sheriff's deputies took the 12-hour round trip to pick them up.
- Facebook posts connected our Transit Road store manager, who was stranded at the store, with a young woman who had been stuck in her car for more than six hours just a short distance away. Within 20 minutes of the first post, they were both safe and warm back at the store.
- The storm caused power outages and had employees snowed in, so employees came from Rochester and Jamestown, New York and Erie, Pennsylvania to assist as stores restocked and prepared to reopen.



Pottsville, Pennsylvania

In March, when severe weather caused a massive pileup near our Pottsville, Pennsylvania Distribution Center, members of our Asset Protection team, including two who are trained EMTs, were some of the first to respond. The Distribution Center was opened for those involved in the crash who needed shelter.

The Red Cross set up warming stations and a triage area inside to treat minor injuries while EMS transported the more severe cases to local hospitals. Wegmans employees assisted with handing out blankets, snacks, drinks, pet food, and medical supplies to more than 75 people, and several pets, while they waited to be reunited with their families.

The Distribution Center was one of 50 organizations recognized by local and state officials for their actions that day.



Baltimore, Maryland and Rochester, New York

In September 2022, portions of Baltimore, Maryland were under a boil water advisory which impacted nearly 40,000 residents due to an E. coli outbreak. Wegmans donated two truckloads of water, both gallon-sized and bottled, through the Maryland Foodbank to distribute to the affected area.

Three days before Christmas, as Rochester was preparing for severe weather, residents on the west side of the city were placed under a similar boil water advisory following a massive water main break. Wegmans donated a truckload of bottled water and two pallets of snacks to Foodlink, who then distributed them to the City of Rochester recreation centers for children and their families after the weather and water main break led to school closures.

We take pride in the relationships we have built in our communities that allow us to respond quickly to community needs during a crisis.



sustainability

To protect our planet, we focus on four major initiatives that we believe will have the most positive impact on the environment: sourcing near our stores, eliminating waste, reducing plastic packaging, and reducing our carbon footprint. Our Organic Farm will play a key role in each initiative by helping others with sustainable growing and composting practices.

the Wegmans organic farm & orchard

We operate our Organic Farm & Orchard in Canandaigua, New York, with a mission to sustainably source more organic produce and extend the East Coast growing season. Using the farm's research and development, we're able to share what we've learned with our partner growers to help them become more sustainable as well.

As part of our commitment to sustainability, we practice regenerative agriculture, an approach that relies on the sum of the parts—soil, air, water, plants, animals, and humans—working in harmony to create a farm that's environmentally, economically, and socially sustainable.

In 2022, the farm achieved a 94% recycling rate.

When Life Gives you Apples, Make Apple Cider

Our Wegmans Organic Farm & Orchard sweet and hard ciders were inspired by an inherited heirloom apple orchard and our desire to minimize waste. In 2014, the orchard team turned to the experts at BlackBird Cider Works, located in Barker, New York, for help revamping the historic trees and getting them ready for production. In partnership with BlackBird, the first batch of Wegmans Organic Farm & Orchard Hard Cider hit the shelves at select Wegmans locations in 2016.

That same year, in partnership with Cornell and BlackBird, the orchard team set to work on establishing a high-density apple orchard with the goal of producing retail-ready organic apples. Unfortunately, the region's high humidity and insect pressure make it very difficult to grow organic apples in the northeast, making it difficult to consistently produce retail-ready apples, which results in unwanted waste. Committed to sustainable growing, the team quickly realized the need to switch focus from growing table-ready apples to growing apples for cider.



Sweet and Sustainable

At the Wegmans Organic Farm & Orchard, we follow a number of principles to create a farm that's environmentally, economically, and socially sustainable. One of the most important factors is the integration of pollinators that play a crucial role in the production of wholesome, flavorful fruits and vegetables.

To help support this ever-important honeybee pollinator population and put the excess honey to good use, we created our Organic Farm and Near Our Stores honey programs, bringing two fantastic, local honey products to our shelves.

Wegmans Organic Farm & Orchard is home to 20 bee colonies, tended to by our very own beekeeper. Not only are those bees critical to the success of our crops, but they are also responsible for the production of our limited-edition Wild & Raw Honey, harvested and bottled right at the farm.

For our Near Our Stores honey program, we partner with our supplier, Barkman Honey, to place honeybee apiaries on the properties of five of our Organic Farm & Orchard partner growers in New York, totaling 14 locations and 600 hives. This program helps to improve ecosystems and build populations of honeybees, as well as other native pollinators. The bees also produce nearly 70,000 pounds of honey that create our Wegmans Wild & Raw Honey, a thicker, more flavorful honey that is harvested and bottled in New York.



eliminating waste

Wegmans started on the road to zero waste in 2016, piloting a program at a single store location. Over the last six years, under the direction of Chris Foote, Wegmans sustainability manager, the program is now company-wide. The ultimate goal is to reduce, reuse or recycle everything, leaving nothing for the landfill, with food waste front and center.

In 2022, our average recycling rate was 80.3%, up from 76.7% in 2021. We've committed to reaching a 95% recycling rate by 2025, focusing on donations, reducing food waste, and closed-loop recycling.



On the Road to Zero Waste

In 2022, our Syracuse division lead the company in recycling rate, reaching 88% by the end of the year.

"In Syracuse, they have that culture of wherever possible, not to throw things out," explained Chris.

"You have to have the passion and identify employees that you think are passionate about saving the world," said Lu-Ann, service desk team leader at Syracuse's Fairmount store. "When a new employee comes in, you automatically get them accustomed to the culture of what we're doing."

In our Virginia division, the focus on zero waste really caught fire in 2021 when Blaine Forkell, the division manager, issued a challenge to his leadership team. Competitive and committed to doing what's best for the company, the community, and their store, his team accepted the challenge. In just one month, the Fairfax team increased its recycling rate by 20%. The Virginia team's zero waste success continued into and through 2022, reaching an 82% recycling rate, up from 75% in 2021.



sustainability by the numbers

32.8 million
pounds of
perishable and
non-perishable
food donated

30 locations
are working with
local farmers and
organizations to
provide animal feed

80%
average
recycling rate
at Wegmans

109 stores
participate in
Wegmans' zero
waste initiative

73.7 million
pounds of food waste diverted
through our diversion programs

sustainable packaging

To improve the sustainability of our packaging, we're focused on using less plastic, making sure our packaging is functional to reduce food waste, and using renewable and recycled materials efficiently. We've committed to reducing our in-store plastic packaging made from fossil fuels, along with other single-use plastics, by 10 million pounds by 2024. In 2022, we removed single-use plastic bags from all our stores, eliminating roughly 5 million pounds of plastic annually.

A Reusable and Recyclable Alternative to Foam Coolers

"Sustainable packaging has been a focus of ours for a number of years," explained Jason Wadsworth, Wegmans category merchant for packaging, energy, and sustainability. "Our job is to make sure packaging is functional, performs as expected, and uses materials efficiently and responsibly. As often happens with sustainability initiatives, the changes we're implementing and the progress we're making aren't always easy to see."

A great example of this is the new reusable plastic containers (RPCs) our company is using to get fresh seafood from our suppliers to our stores, eliminating the need for single-use Styrofoam coolers. The use of RPCs for transporting food instead of using single-use packaging isn't new, but the application is. In fact, Wegmans is the first retailer to launch such a program for seafood, though we've been using reusable plastic totes to transport produce and meat for years.

RPCs perform equally as well as foam coolers in keeping product cold and secure during transportation. They are also collapsible and stackable, taking up less room on the return truck to the supplier for the next shipment, and the cost of the containers is equal to or less than the cost of foam coolers.



carbon footprint

Reducing our carbon footprint is just one important part of improving our overall sustainability. Our efforts include the increased use of natural refrigerants at our stores and facilities, and reducing our use of non-renewable energy sources in our fleet. With a focus on alternative fuels, electrification, and miles reduction, we're eliminating the use of 1.25 million gallons of diesel annually. Here's how:

Compressed Natural Gas

The use of compressed natural gas (CNG) vehicles in our fleet isn't new—we started with three CNG-fueled tractor trailers to our Pottsville, Pennsylvania fleet in January 2015, and two years later, added 15 CNG trucks to our Rochester, New York fleet.

"Our early-model CNG trucks were everything we hoped they would be from a diesel reduction standpoint," said Matt Harris, Wegmans sustainability manager for energy and fleet technology. "However, when compared to our diesel-powered trucks, it was clear that if we wanted to continue increasing the ratio of CNG trucks in our fleet, improvements in the trucks' performance were needed."

Our fleet team spent the next two and a half years working with numerous partners to build a CNG-powered truck that offered the necessary power, performance, range, and driver comforts that would allow us to completely reimagine our fleet as diesel-free.

In 2022, we eliminated 45 diesel-powered trucks and replaced them with CNG trucks.

Electric Yard Trucks

The job of a yard truck is never done, operating nearly 24 hours a day, 7 days a week. In 2021, we took delivery of our first two fully electric yard trucks. At a top speed of 15 miles per hour, the yard trucks maneuver trailers around the yard, offering 20-plus hours of run time. In just four to six hours, they are fully recharged and ready for the next shift.

"The fully electric yard trucks are a great example of the importance of using electrification in the right application," explained Matt. "With 20 hours of run time, they fit seamlessly into our operation, and each one eliminates 2,500 gallons of diesel fuel annually, not to mention the 85% reduction in maintenance they offer."

In 2022, we added six more fully electric yard trucks between our operations in Pottsville and Rochester. In total, the eight electric yard trucks will eliminate 20,000 gallons of diesel annually.



Reducing Food Miles

Across our eight-state footprint, we are committed to reducing food miles by partnering with local and regional farms and suppliers to provide the best-tasting food that is sustainably sourced on the East Coast.

We bring this commitment to life at our Wegmans Organic Farm & Orchard, where we focus on meeting our customers' desire for fresh, organic, and sustainably grown produce by increasing its availability on the East Coast. To accomplish this, we've established a robust network of East Coast growers and partners who have committed to growing organic produce for our stores. This allows us to reduce our environmental impact and minimize food miles. In 2022, we avoided the use of 77,910 gallons of diesel by sourcing produce from our East Coast Organic Farm partners.





diversity and inclusion

“Our values create a spirit and culture of belonging. Everyone who works for our company should be treated with the respect that all people deserve, all the time.”

– Danny Wegman

diversity and inclusion pillars

Our People



We are committed to developing and recruiting diverse leadership to foster a more inclusive and empowered workforce at all levels of our organization.

Our Communities



We are dedicated to being an agent of positive change in every community we serve by partnering with local community organizations who support diverse groups.

Our Operation



We are proud to offer product assortment and promote creative customer communications and branding inclusive and reflective of the communities we serve.

our people

Our focus is to make sure our teams reflect the communities we serve and that every employee feels a sense of belonging through our focus on inclusion. To create a more diverse, inclusive, and equitable workforce, our CEO, Colleen Wegman—along with nearly 2,000 other CEOs nationwide—signed the pledge to:

- Cultivate environments that support open dialogue on complex and often difficult conversations around diversity and inclusion.
- Implement and expand unconscious bias education and training.
- Share best-known diversity and inclusion programs and initiatives, as well as those that have been unsuccessful.

Leadership Training

We are committed to providing innovative, practical leadership solutions that produce highly qualified, diverse leaders. We prepare our people to effectively lead others, to support the growth and profitability of the company while living the company values and embracing our culture.

Facilitators review feedback following each training session to help enhance or improve the course. Participants found the training both impactful and enlightening, with many noting that the focus on unconscious bias and micro-aggressions was something they needed to reflect on moving forward. They appreciated the opportunity to participate in difficult conversations and answer challenging questions in a safe environment. Many felt that what they learned would change the way they approach their jobs, and their employees, every day.

Responses from facilitators:

- "I think the content is excellent and I think it's going to really challenge our leaders and facilitators."
- "This is really important content—I want to do a great job teaching it."
- "Having been in on the listening sessions prior to these new trainings, I know that you guys have knocked it out of the park with these offerings!"

Responses from participants:

- "It's important to hear the unique experiences of others in the class. It helps me self-evaluate my own choices."
- "I realized how important our role is, as leaders, to respond correctly and be aware of the current situations—identifying missteps and learning to react properly and in a timely manner."
- "It helped in understanding the multiple facets of how to become a better For All Leader. The discussion around biases, blind spots, and microaggressions was beneficial."



our communities

Wegmans actively celebrates eight National Heritage months through our people, products, partnerships, and suppliers.



Jewish American Heritage Month

Our Dickson City store has supported the Jewish Food Festival in Scranton, Pennsylvania for more than a decade, donating over \$17,000 to the festival. Andrew Berry, Wegmans Dickson City service and merchandising manager, and Rabbi Benny work closely together to make a difference in the neighborhoods they serve. Over the years, they've grown the partnership into one that's beneficial for the Jewish Discovery Center, the local Jewish community, and Wegmans.

“Being a D&I champion means I am the person who can help educate customers and employees about the amazing and beautiful cultures that are everywhere and make up who we are.”

– Jose Diaz, Product Manager – Restaurant Foods, Rochester

employee spotlight

April Purdie, Director of Diversity and Inclusion, is focused on our commitment to making Wegmans a Great Place to Work and Shop for ALL, through execution of our diversity and inclusion initiatives for our people, our customers, and our communities. She reports to, and works closely with, our vice president of diversity and inclusion, Ayana Douglas, who is also the store operations division manager for the Maryland division. Based in Rochester, New York, April provides strategic focus to help identify continuous improvement opportunities for us to strengthen and deeply root our culture of belonging.

April meets with our company-wide diversity and inclusion champion teams monthly to discuss and enhance our diversity and inclusion work in all areas. Our 30+ champions work together to create opportunities focused on making sure our teams reflect the communities we serve and that every employee feels a sense of belonging through our focus on inclusion.



“Our work is about me. As a Black man working for this company, I am proud of our work because it speaks to our most important values—caring and making a difference in the communities we serve.”

– Lavar Brown, Service Area Manager, Amherst Street

Pride Month

In the beginning of 2022, in anticipation of our first Wegmans store opening in Washington, D.C., the store team made a four-year, \$150,000 commitment to Capital Pride Alliance (CPA), an organization dedicated to serving the needs of the Washington, D.C. metro-area LGBTQ+ communities through educational programs, fundraising, outreach, and advocacy.

In addition to supporting CPA in Washington, D.C., our stores sponsor pride events across the company in their local communities. From festivals and parades in Rochester, Buffalo, and Syracuse, New York to picnics, pride proms, and celebrations in Pennsylvania, New Jersey, and Maryland, our employees are actively engaged with local organizations that support the LGBTQ+ communities in their neighborhoods.



“Being able to support this initiative has been wonderful when it comes to seeing our people do whatever they can to celebrate, educate, and build our culture.”

– Michelle Bullock, Divisional Learning and Development Coordinator, Rochester

our operations

We partner with many minority-owned businesses to offer products inclusive and reflective of the communities we serve.

Golden Cup Coffee

Golden Cup Coffee got its start as a wholesale coffee supplier and roastery with a small café in Buffalo, New York. Co-owner Larry Stitts said they were finding a lot of success in the wholesale business and wanted to find new ways to expand their customer base. The best way to do that was to sell their coffee in retail stores, but he had no idea where to begin. That is until one of his wholesale clients encouraged him to join the Buffalo Purchasing Initiative.

The mission of the Buffalo Purchasing Initiative (BPI) is to build the capacity of large employers, like Wegmans, to increase their spending with small, local, Black-owned businesses. BPI connects the small businesses with large companies for loans, grants, and mentorship.

In the spring of 2020, through BPI, Wegmans and Golden Cup Coffee formed a partnership to help Larry pursue his business' retail arm. The first step for our team was to help him create UPC and ingredient labels for his retail bags, as well as secure the proper insurance needed to begin selling his beans in a retail setting. After some trial and error with the UPC bar code development, Golden Cup was ready for the retail market in October of 2020.

“Being a small business and not exposed to the retail market, a larger company can make or break you,” said Larry. “It’s the people in the industry that make you better at what you do, and Wegmans has been that for us. It’s been a wonderful experience.”

The coffee is now on the shelves at all 10 Buffalo-area stores, and Larry says they are looking to expand to other Wegmans stores across New York State.





our people

Wegmans begins with WE. We believe that one of the things that sets us apart is our people. We prioritize education and growth within the company and provide multiple training opportunities for employees, regardless of their roles.

management training

The Management Trainee Program is one of several accelerated development programs and is designed to prepare employees to become a department manager, sous chef or assistant asset protection manager within one to two years. The many benefits of this program include guidance from a mentor, development events, exposure to leadership, and structured learning opportunities.

“ I have a unique work ethic based on my life experience. I’m highly ambitious and I have a passion for what I do. Where I came from, every child has to learn how to cook, so I’ve been cooking since I was a little child. The CMT program was tough, but I liked it. I learned a lot. ”

– Jean Pierre, Store Chef, Eastway



team leader training

This structured development program is designed to provide the knowledge, skills, and experiences to help employees become a successful team leader in our stores within six months. As a team leader trainee, employees are assigned a mentor and trainer to help guide them through training, identify developmental goals, and celebrate progress. Upon successful program completion, employees will be placed into a team leader position within their division.

management intern

Each year, Wegmans offers summer internships to employees attending college, allowing them to explore different areas of the company. The Management Intern (MI) program allows these students to work 40 hours a week each summer, rotating through different store departments. This program connects interns to mentors and allows them to experience a wide range of career paths prior to graduation. During the summer 2022 program, 281 interns represented store operations, culinary, merchandising, asset protection, supply chain, and pharmacy.



“ My parents have been with the company for a very long time, so I grew up with Wegmans. As I got older, I realized how awesome the company was. I wanted to get a job when I was 15 to prepare for college, and to save some money, so I applied to Wegmans. I’ve loved my managers and everyone I’ve worked with. With all the development I’ve received from my internship, I see a future here. I want to keep working and growing at Wegmans. ”

– Miguel Angel Torres Hurtado, Part-Time Employee and Management Intern, Chestnut Hill

mentoring

We believe in development for all at Wegmans. In 2022, we prioritized our mentoring opportunities through the creation of a playbook for mentors that offers a simple framework to help begin a mentoring relationship. Our interns and management trainees are given a mentor during the duration of their program, and for many, it creates bonds that last long after the program ends.

Whether through a formal talent development program or informal arrangement to help an employee achieve a short-term goal, we celebrate these meaningful, one-to-one connections that are rooted in trust and that help everyone to be their best.

“ I’m grateful that Wegmans has this mentorship program, allowing its employees to take time away from their day job to support and guide one another. ”

– Clarence Edwards, Deli Manager, Hunt Valley



employee scholarships

This year, Wegmans awarded over 1,900 new scholarships, and more than \$6 million in tuition assistance was provided to both new and returning scholarship recipients. This is the highest amount ever awarded for the program, following a decision in January 2022 to increase our employee scholarship awards. Part-time employees can now receive up to \$8,000, and Wegmans Management Interns and full-time employees can receive up to \$16,000 over four years. Since 1984, more than 44,000 Wegmans employees have been awarded scholarships totaling over \$135 million.



“Wegmans was the first supermarket I visited in the states, and I was amazed by the customer service I received. During my senior year of high school, I applied to work in the distribution center. After graduation, I was working full-time and going to school full-time, paying out of pocket, so the scholarship made a huge difference.”

– Moe Kabba, Distribution Operations
Team Leader, Rochester

by the numbers

Since 1984, we have awarded over **\$135 million** to more than **44,000 employees** through the Scholarship Program



feel your best

We believe that feeling your best starts with what and how you eat. Optimal health is about physical and emotional wellness, and what you eat affects how well you sleep, manage stress and health conditions, and move through life. By providing balanced meal and nutrition support, offering tips and products that support special diets, helping create healthy habits, and providing in-store pharmacies at many locations, we are helping people live healthier, better lives through exceptional food.

In 2022, our nutritionists shared their philosophy for eating healthy:

“We believe healthy eating is about nourishing your body and mind with foods that support health, fuel movement, honor your cultures and traditions, and make you happy. While healthy eating looks different for each of us and often changes over time, we think it can be fun, flexible, and full of flavor!”

“Using the Feel Your Best habits every day has helped me maintain my weight, manage my stress, and given me more energy.”

– Matt Fitzpatrick, Receiving Team Leader, Wilmington



employee spotlight



Miss Daisy has worked in the cheese shop at our Woodmore, Maryland store for 12 years. In 2019, she participated in our Feel Your Best employee wellness program, a multi-week program that teaches people healthy habits to help them live a healthier, better life through food.

One habit Miss Daisy considers to be a key “lifelong lesson” is to **shop your kitchen** before going grocery shopping. Check your fridge, freezer, countertop, and pantry for items you have on hand. Then, plan meals around the items you already have. She found this habit has helped her to save time and money, plus it cuts down on food waste.

Miss Daisy also practices the habit of **stock for success** to make sure she has the foods and ingredients she needs to make healthy and delicious meals for her family. During the Feel Your Best program, she received a pantry bag full of food, along with digital coupons, which gave her opportunities to explore new foods and cooking techniques.

“It’s a game changer for me. It’s been at least three years since I’ve done the program. It’s still impacting me in a positive way.”

supporting the health of our people and our customers

The team is committed to supporting our employees and customers with tips, resources, and education to help them discover an eating approach that empowers them to feel their best.

“For me, the habits help me focus on filling my plate with foods that are good for me and make me feel good too.”

– Kris Bragg, Third Party Pharmacy
Accounting Representative, Rochester



connecting with customers

In 2022, our nutritionists helped create our new Feel Your Best online resource to help customers:

- Create balanced meals
- Develop healthy eating habits
- Simplify meal planning and shopping to help get nutritious dinners on the table
- Learn about the connections between diet, physical activity, restorative sleep, and stress management that support whole body health and a strong immune system
- Find flavorful and affordable options for individuals who have special diet needs, such as gluten-free, lactose-free and vegan, plus shopping tips for those with food allergies and diabetes



“Having the information about ways to Feel Your Best all in one place makes it easy to stay on track.”

– Alex Schmanke,
Frozen Customer Service, Irondequoit

building healthier, better communities through sports partnerships

For decades, sports teams at all levels have been bringing communities together. From recreation leagues to professional teams, sporting events generate excitement and create a social bond among strangers. They also promote physical activity and healthy habits, which is why we've partnered with so many youth sports and minor league organizations for so long.

We recently expanded our sports partnership program by adding professional and college teams that share our same goal: to build healthier, better communities.

Through partnerships with the Buffalo Bills, Rochester Amerks, NC State, and Syracuse University, we're making a difference in our communities by addressing food insecurity and promoting health and well-being.

Our nutritionists worked with professional sports dietitians to create our Eat Like a Pro resources that offer tips for creating pre- and post-game meals, staying fueled and hydrated during games, and ideas for grab-and-go snacks.



food safety and quality assurance

At Wegmans, a strong food safety culture and commitment to quality is embedded in everything we do. For more than 25 years, the Wegman family has taken a leadership role in advancing food safety within our company and across the industry. Along the way, they've inspired employees throughout our stores, manufacturing operations, and corporate offices to always keep our customers' best interests top of mind, and build on the quality, trust, and transparency they've come to expect from us.

Our food safety and quality assurance team works closely with a variety of private and non-profit organizations and government agencies to ensure we stay at the forefront of food and non-food safety issues, research, and legislation, while also helping to raise the bar across the industry. From our internal manufacturing operations to our Wegmans Brand suppliers and growers, to our health and wellness offerings, and everything in between, our food safety and quality assurance team is committed to doing what's right for consumers.

industry partnerships

Through industry partnerships, we take an active role in advancing food and non-food safety at Wegmans and across the industry.

Global Food Safety Initiative and Wegmans Manufacturing

With a lack of stringent and consistent food safety legislation and oversight across the globe, in 2000, the Global Food Safety Initiative (GFSI) was launched, bringing together retailers, manufacturers, food safety experts, academia, and government officials from around the world to synchronize food safety standards.

Wegmans recognized GFSI as a best practice early on and in 2008, started requiring Wegmans Brand suppliers to be certified against one of GFSI's recognized standards. Understanding the need to hold ourselves accountable to that same standard, we started down the path of getting our internal manufacturing facilities Safe Quality Food (SQF) certified, a GFSI-recognized program.



The SQF certification is a rigorous, credible food safety and quality program that's recognized by retailers, brand owners, and food-service providers worldwide, and is designed to meet industry, customer, and regulatory requirements for all sectors of the food supply chain. The SQF certification requires companies to put a comprehensive food safety management system into place that includes preventative and corrective actions, internal audits, equipment and facility requirements, document control, allergen programs and training, and Good Manufacturing Practices (GMPs). Once a facility is SQF certified, annual audits are conducted in each facility to maintain the certification.

Wegmans' Culinary Innovation Center, Bakeshop, and Cheese Caves have all achieved Safe Quality Food certification. Each facility is also staffed by a team of quality assurance specialists trained in Good Manufacturing Practices (GMPs), Hazard Analysis Critical Control Points (HACCP), and Food Allergen Controls.

"Our involvement with GFSI over the years has helped us strengthen our food safety management systems, reduce risks, and stay ahead of new regulations and ensure compliance," said Heidi Ingersoll, Wegmans manufacturing and supply chain quality assurance director. "Food safety has become ingrained in our culture, and our manufacturing operations team does an incredible job managing all the moving pieces within the manufacturing process and the additional requirements of the SQF certification. They fully believe in the certification and what it does for our products and our customers."

Center for Produce Safety

The Center for Produce Safety (CPS), a 501(c)(3) nonprofit, is a collaborative partnership that leverages the combined expertise of industry, government, and the scientific and academic communities to focus on providing research needed to continually enhance food safety. Through this level of collaboration, CPS fills the knowledge gaps on produce food safety and addresses both research priorities and immediate industry needs.



Since CPS got its start in 2007, Wegmans has actively volunteered with and financially supported the organization. As a substantial source of produce-specific research and a repository of knowledge, CPS plays a significant role in helping us understand the most pressing produce safety issues throughout the industry.

"As a member of the CPS technical committee, Wegmans has a seat at the table, so if there's something we feel strongly about, we can suggest the topic for a study or research," said Steve Strub, Wegmans produce food safety manager. "We also have the opportunity to review incoming requests for research, which allows us to share concerns, weigh in on what should or shouldn't be a priority, and help guide what we'd like to see.

With so many representatives from around the industry participating on this committee and in CPS, there's an incredible breadth of knowledge and experience that we benefit from."

“Our mission is to help our customers live healthier, better lives through exceptional food, and food safety is key to making that happen.”

– Steve Strub, Wegmans Produce Food Safety Manager, Rochester

Over time, CPS has increased its focus on generating more actionable research outcomes that industry companies can benefit from quickly. Wegmans has not only benefited from such research projects, but also actively participated in them.

“Our researchers’ work is more meaningful when they can get access to critical areas across the produce supply chain, be it fields or harvest machinery, production lines, packinghouses, all the way to our stores,” explained Steve. “There’s a lot of food safety knowledge to be gained at each step along the way. The world of fresh produce is constantly changing; the produce safety issues we face, and the related need for research, will only increase over time. CPS helps guide us and find solutions.”

STOP Foodborne Illness

As the voice of people affected by foodborne illness, STOP Foodborne Illness, a 501(c)(3) nonprofit, collaborates with partners in academia, the food industry, and government to prevent foodborne illness. They advocate for effective food safety policy and facilitate culture change to increase food safety.



Wegmans has been a member of STOP for a number of years, and most recently, increased our involvement as a member of the Alliance to Stop Foodborne Illness. As a member, we join other retailers, consumer goods brands, and industry associations to focus on awareness and improvements that industry partners can work together to achieve, develop tools and research, and ensure relationships are being built with regulators.

In addition to our membership in the Alliance, Wegmans Food Scientist and Regulatory Affairs Director Kathleen O’Donnell-Cahill participates in the recall modernization group, which is focused on improving the recall process in the United States with goals of becoming faster to react to information, eliminating roadblocks, and raising the overall awareness of the necessity for a food safety culture.

“Food safety culture is natural at Wegmans,” explained Kathleen. “Danny Wegman has led the charge, chairing the food safety committee for FMI, the Food Industry Association, and looking at things like irradiation and cold-pressure pasteurization. He’s taken a true interest and leadership in food safety, as have Colleen and Nicole. They understand the need for it to be a continued focus, and for us to be part of the conversation, knowing there are things we can do to make a difference, at Wegmans and across the industry. That commitment and passion has trickled down throughout our entire organization.”

Global Retailer and Manufacturer Alliance

In 2018, Wegmans became a founding architect of the Global Retailer and Manufacturer Alliance (GRMA), a non-profit organization developed in collaboration with other retailers, manufacturers, certification bodies, and associations in the health and wellness category to create a good manufacturing process that everyone would accept.

“The founding GRMA members recognized the need for organizational structure within the health and wellness product categories and set out to create a standard that parallels what we see in the food industry,” said Betsy Crater, Wegmans non-food quality assurance manager, and a founding and current member of the GRMA board.

In that first year, GRMA and NSF, an independent, global public health and safety organization, put together consensus standards for Good Manufacturing Practices (GMP) using the newly updated NSF/ANSI 455-2 and 455-3 for dietary supplements and cosmetics/personal care products, respectively.

Fast forward to 2020, and the GRMA GMP certification became the foundation of our Verified with Confidence program, which requires all brands doing business with Wegmans in the dietary supplements, non-food CBD, herbals, and probiotics space to be certified for GMPs and have their products tested to verify that what is on the label is what’s actually in the bottle.

“We are extremely proud that today, every product on our shelves—Wegmans and national brands—in these categories has gone through and passed the rigorous standards of our Verified with Confidence program,” said Betsy. “Getting to this point has been a long but rewarding road. By requiring our suppliers to go through this process, and use the GRMA’s GMPs, our customers can be confident that the products on our shelves contain the ingredients stated on the label and are manufactured in facilities that meet the highest quality and safety standards.”

Wegmans is committed to growing the Verified with Confidence program, with active and adult nutrition products currently going through the certification process.



supplier quality assurance program

We partner with Wegmans Brand suppliers we trust and who share similar values. Before we do business with a grower or supplier, whenever possible, we visit their fields or facilities to verify the steps taken to assure food safety and quality.

Fresh Produce

Wegmans requires all fresh produce suppliers (large and small) to have implemented Good Agricultural Practices (GAPs) in their operations and to provide certification showing they have been audited to verify that those practices are being used.

GAPs are practices designed to minimize the potential for fresh produce to become contaminated with pathogens. These practices cover things like water quality, worker health and hygiene, animal intrusion, and harvesting practices and were first developed by the FDA in 1998. Since 2017, we have worked with our local produce suppliers to help them comply with the standards required by the FDA in the Food Safety Modernization Act (FSMA) Final Rule on Produce Safety; they are continually being updated to incorporate new learnings and the best science.

Since 2005, Wegmans has partnered with experts at Cornell, Rutgers, Penn State, Virginia Tech, University of Maryland, North Carolina State, University of Massachusetts, the USDA GAPs program, and states' Departments of Agriculture and Markets to provide GAPs training to local growers in areas where we have stores.

Wegmans Brand Products

All Wegmans Brand food suppliers must be certified by a Global Food Safety Initiative (GFSI) recognized certification program (or Harmonized GAP Plus+, produce only).

In addition to GFSI certification, Wegmans merchandising and supplier quality assurance teams may collaboratively decide to visit a Wegmans Brand supplier for an on-site assessment (driven by a shift in GFSI score, product complaints, new supplier sites, etc.). First shipments of new Wegmans Brand products are checked by our QA team against product specifications and food safety requirements. Sampling or testing is then done periodically, sometimes prompted by customer or employee feedback.





Wegmans

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