

SUPPORT YOUR LOCAL PLANET

BASTARD BURGERS PLANET & PEOPLE REPORT Q1 2022

If you have any questions regarding the report or how the numbers have been calculated, feel free to contact Klimato at hello@klimato.se.





INTRODUCTION

Bastard Burger's aim is not only to make good burgers, but also to have a good impact on the communities and the environment where they operate. Klimato and Bastard Burgers have collaborated during the last 3 years to do monthly climate reporting. This report is an initiative to capture the full picture of Bastard Burgers work within social and environmental sustainability.

In accordance with the World Economic Forums' principles for sustainability

metrics, this report assesses Bastard Burgers based on their impact on People & Planet. The metrics are derived from the Global Reporting Initiative and the Global Greenhouse Gas Protocol. The climate emissions in the report are calculated based on data related to Bastard Burgers operations and activities with significant environmental impact. For activities contributing substantially to the carbon footprint but where there was no sufficient data, relevant assumptions were made.

PLANET



The total carbon footprint emissions are calculated in accordance with the Global Greenhouse Gas Protocol. This means that upstream and downstream scope 1, 2 and 3 emissions have been accounted for. Scope 1 includes all direct emissions which are under Bastard Burgers control, for example for refrigerants and vehicles. Scope 2 includes all indirect emissions, for example emissions from the electricity used in kitchens, as well as heating and cooling. Scope 3 includes all other indirect emissions from activities and sources that are not under Bastard Burgers direct control. This includes for example emissions from purchased food and consumables for restaurants and offices, amount and handling of waste from restaurants & offices and employee and restaurant guest travels. 98% of Bastard Burger's total carbon footprint stems from Scope 3 emissions, where purchased food products and ingredients account for 70%. The main contributing factor

to Bastard Burger's food-related emissions is beef. Even though Bastard Burgers offers a broad selection of vegan alternatives and promotes their vegan menu, beef burgers are still the most common customer choice.

Since the carbon footprint from beef is high, Bastard Burgers have carefully selected suppliers with the aim to limit their environmental impact. Since launching their first restaurant, they have focused on locally sourced ingredients selling only Swedish beef. Bastard Burger's meat suppliers use natural or ecological pasture and no (or certified) soy as feed for their animals, and ensure that antibiotics are only used when prescribed by a veterinarian. These commitments contribute positively to biodiversity, even though the carbon footprint of the sold meat remains high.



YOU CAN'T MANAGE WHAT YOU DON'T MEASURE!



5158 tonnes
CO₂ emitted during Q1 2022



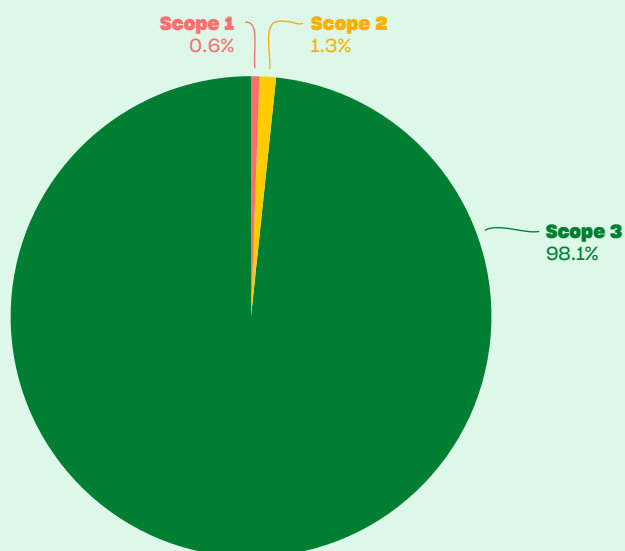
8.3 kg
CO₂e per serving
Q1 2022 compared to Q4 2021 Q/Q = +10.7%



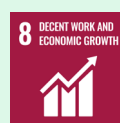
26686 SEK
revenue per tonnes of CO₂e
Q1 2022 compared to Q4 2021 Q/Q = -11%



95-100%
renewable energy at all
restaurant associations



Ensure access to affordable, reliable, sustainable and modern energy.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Take urgent action to combat climate change and its impacts.

EMISSION REDUCTION

In 2019, Bastard Burgers introduced a fully plant-based alternative menu which reduced the average emission per dish sold at Bastard Burgers by 29%. Bastard Burgers decided to switch out all chicken based burgers for vegan alternatives as a measure to promote plant based alternatives, reduce their climate impact and support animal welfare. Furthermore, the company is

currently sourcing 95-100% of their electricity for restaurants from renewable energy sources. During Q4 2021 Bastard Burgers started to switch out their vehicle fleet to hybrid cars emitting around 30% less than previous vehicles. The effect of this switch showed during Q1 2022 as more kilometers were driven using hybrid vehicles compared to diesel cars.



PEOPLE



Bastard Burgers is an inclusive employer and does not discriminate against anyone on the basis of ethnicity, color, gender, religion or sexual orientation. Through initiatives such as “Future Leadership Program” Bastard Burgers are looking to foster development among employees and offer continuous training to give employees the conditions to grow both professionally and personally. Programs such as “Feel good like a bastard” and mental coaching sessions have been introduced to ensure well-being in the workplace.

DIVERSITY AND EMPLOYEE SATISFACTION

As of the 31st of March 2022, Bastard Burgers had 903 employees out of which 45% identified as female and 55% male. The average salary for men was SEK 141 per hour, and SEK 134 for women. Through the “Taking Care work” program, all employees are ensured to get the right collective agreement but also the opportunity for fully paid parental leave and extra pregnancy allowance. During Q1 2022, Bastard Burgers continued their work on introducing tampon dispensers, sanitary pads and panty liners for free in all their facilities. The aim is to create increased gender equality, to retain more women in the company and to inspire other companies to follow in their footsteps. On a scale from 0 to 10, the employee engagement score remained at 7.9.



90 /100

Mystery shopper quality score

Bastard Burgers use mystery shoppers at all our restaurant sites to measure customer satisfaction in terms of cleanliness, service, sales & expertise, and quality. The final average quality score is measured between 0 and 100.

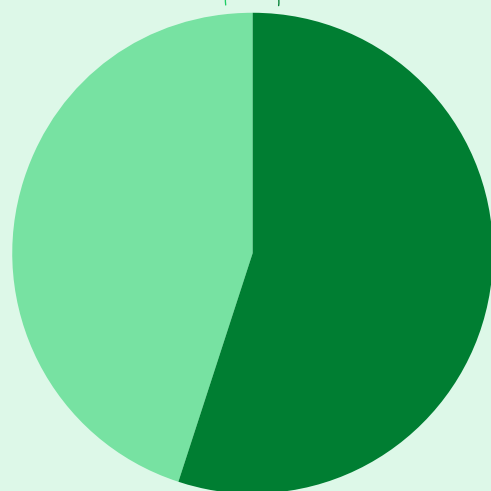


4.00 /5

AreTheyHappy Average score

Bastard Burgers use AreTheyHappy to analyse customer satisfaction. The score is based on customer reviews online and the score interval is between 0 and 5.

Female employees 45% Male employees 55%





COMMUNITY INVOLVEMENT

Bastard Burgers is working hard to have a positive impact on local communities. Sports and well-being is a big focus area, having previously sponsored Luleå Basket, Clemensnäs Hockey, Northpaw fighting gym, Karlstad Skateboard and Chioma Nnamaka skills camp among others.

In November 2021, Bastard Burgers presented a new long term collaboration with BRIS where they will donate SEK 5 of each children's menu to BRIS. The goal is to reach more children and young people and give BRIS the resources needed to always be there for those who need help and support.

