

*SUPPORT YOUR LOCAL PLANET*

# BASTARD BURGERS PLANET & PEOPLE REPORT Q4 2021

If you have any questions regarding the report or how the numbers have been calculated, feel free to contact Klimato at [hello@klimato.se](mailto: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, and for 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%. Scope 1 and 2 emissions account for less than 2% of total emissions. Electricity

usage in the restaurants is the main contributor within these categories. 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!



**4995 tonnes**  
CO<sub>2</sub> emitted during Q4 2021



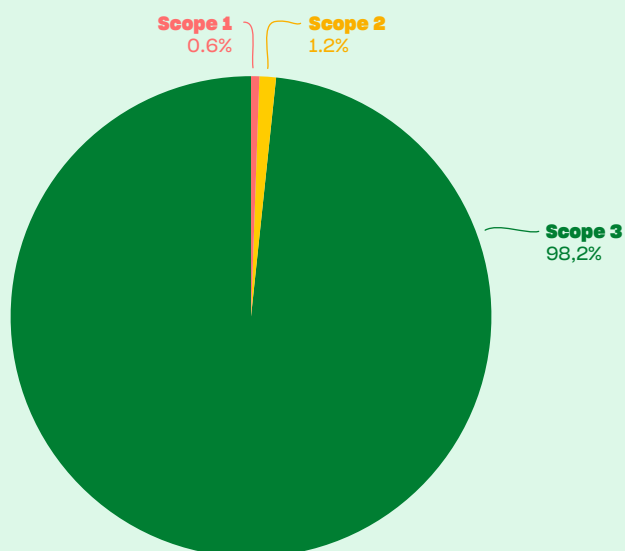
**7.5 kg**  
CO<sub>2</sub>e per serving  
Q3 compared to Q4 2021 Q/Q = - 6.6 %



**30031 SEK**  
revenue per tonnes of CO<sub>2</sub>e  
Q3 compared to Q4 2021 Q/Q = + 6%



**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%. In Q4 of 2021, 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. As a measure for green energy transition Bastard Burgers have, in Q4, initiated a project together with Energikontoret Norr to assess ways for optimizing and reducing their electricity consumption. The company is currently sourcing 95-100% of their electricity for restaurants from renewable energy sources. During Q4 2021 Bastard Burgers switched out the vehicle fleet to hybrid cars emitting some 30% less than previous vehicles. An effect of this is that emissions per SEK revenue increased by 6% while emissions per served dish decreased by 6.6%.



# CARBON OFFSETTING

Bastard Burgers is offsetting 100% of their emissions through projects under the UN Climate Change's Clean Development Mechanism (CDM). The investments are made in projects within renewable energy and substitutes the usage of electricity generated from fossil fuel. As such Bastard Burgers is contributing to emission avoidance as the projects prevent greenhouse gas emissions from being released into the atmosphere while exporting clean electricity to the grid. The projects also lead to the creation of local employment, both during construction and operating phases. Apart from contributing to SDG 13 on climate action, the projects also contribute to SDG 7 on affordable and clean energy.

# 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 & EMPLOYEE SATISFACTION

As of the 31st of December 2021, Bastard Burgers had 797 employees out of which 45% identified as female and 55% male. The average salary for men was SEK 152 per hour, and SEK 144 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 Q4 2021, Bastard Burgers further introduced tampon dispensers for free in all their facilities. Bastard Burgers further compensate the parental benefit to ensure 100% remuneration. The aim is to create increased gender equality and to retain more women in the company. On a scale from 0 to 10, the employee engagement score was 7.9.



**88** /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.

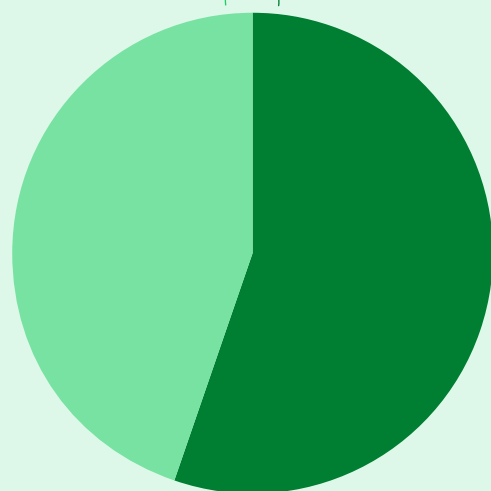


**3.98** /5

### AreTheyHappy Average score

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

Female employees 44.9%      Male employees 55.1%







# 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. During Q4 2021, Bastard Burgers presented a new collaboration with BRIS. As a leading children's rights organization, BRIS has been a safe haven for children and young people for over 50 years. During the collaboration, Bastard Burgers 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.

