

SUPPORT YOUR LOCAL PLANET

BASTARD BURGERS PLANET & PEOPLE REPORT Q4 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!



5901 tonnes

CO₂ emitted during Q4 2022



7.5 kg

CO₂e per serving

Q4 2022 compared to Q3 2022 Q/Q = -6.3%



29 949 SEK

revenue per tonnes of CO₂e

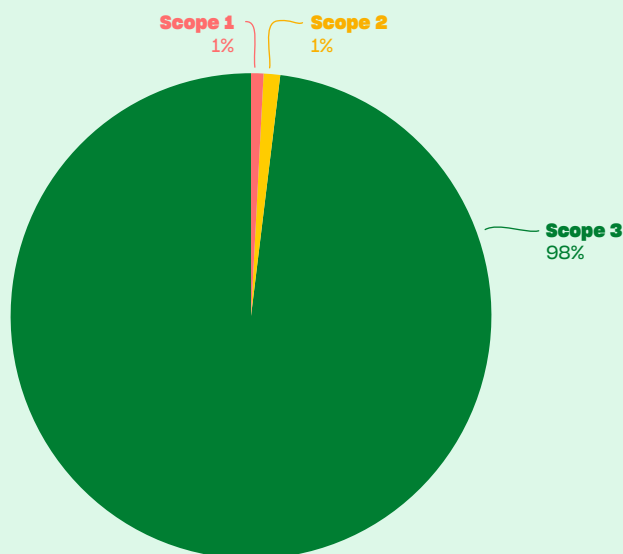
Q4 2022 compared to Q3 2022 Q/Q = +5%



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.

EMISSIONS REDUCTION

In 2019, Bastard Burgers introduced a fully plant-based alternative menu which reduced the average emission per dish sold at Bastard Burgers. Bastard Burgers have also 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.

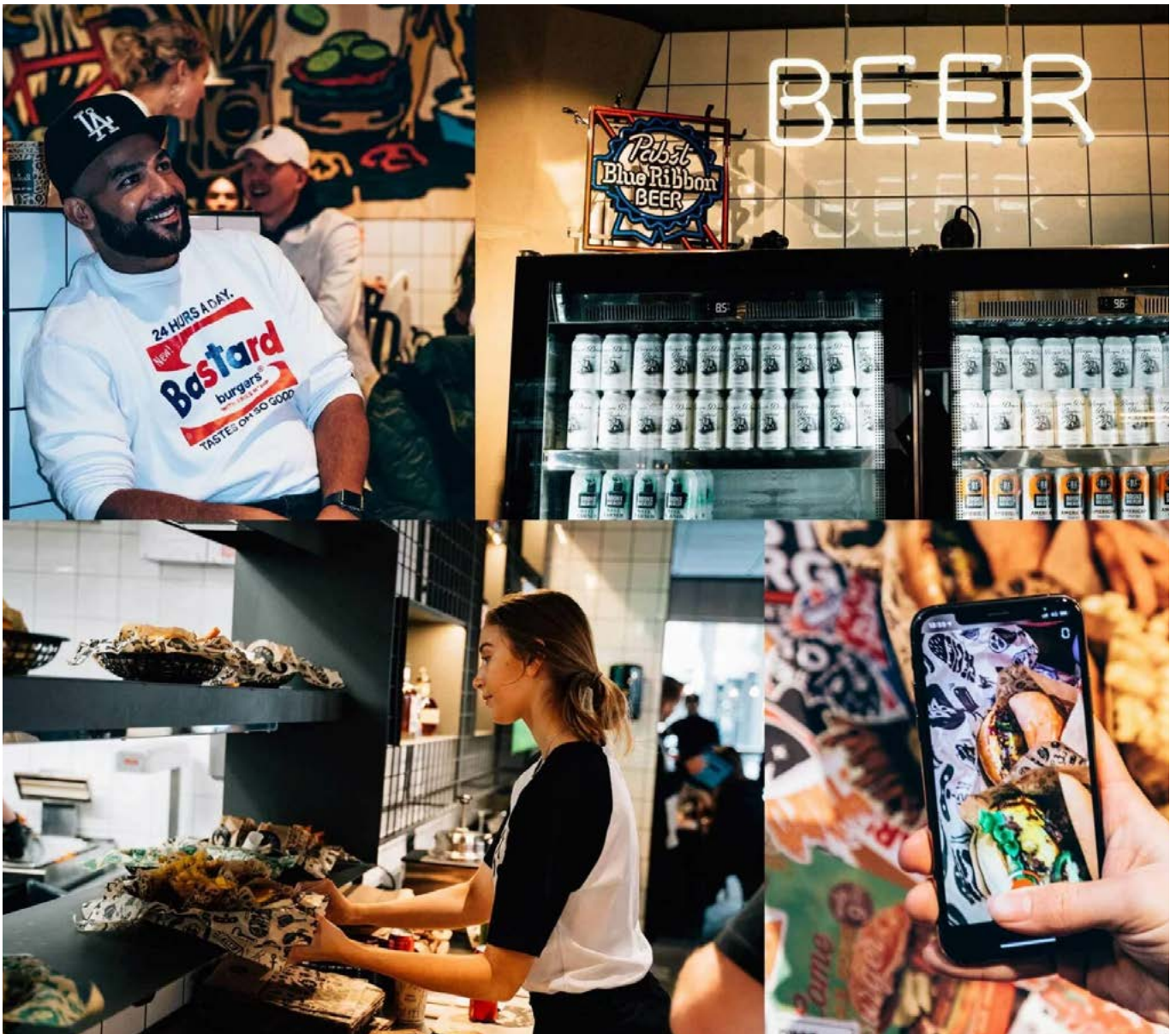


PEOPLE



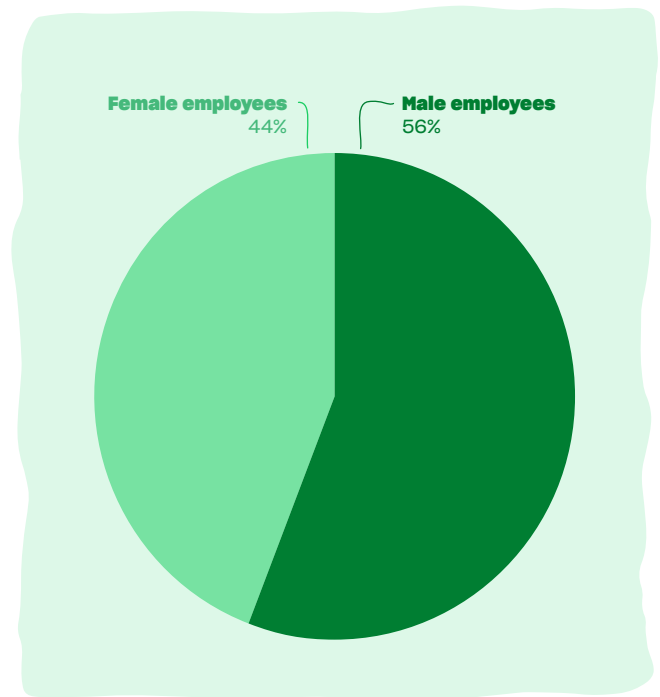
Bastard Burgers is an inclusive employer and does not discriminate against anyone on the basis of ethnicity, color, gender, religion or sexual orientation. Through initiatives such as “Future Leadership Program” Bastard Burgers are looking to foster development

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 30th of September 2022, Bastard Burgers had 970 employees out of which 44% identified as female and 56% male. The average salary for men was SEK 140 per hour, and SEK 136 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 to increase gender equality. On a scale from 0 to 10, the employee engagement score was 8.



CUSTOMER SATISFACTION



94 /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.



4.0 /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.

COMMUNITY INVOLVEMENT

Bastard Burgers hosted a digital event in November 2022 together with Ajabajacancer, a non-profit charity that helps and supports families whose children have been affected by cancer. During cancer treatment, food can become a complicated subject as several children completely lose their appetite. Hamburgers are popular among children and all families who signed up for the live event received a food bag with ingredients sent home from the ICA Foundation. During the event, Jonas "Gabbe" Ylinenjärvi guided the families step-by-step in how to cook really good smash burgers at home. The families had a moment together, cooking the children's favorite dish and thinking about food in a light-hearted way.

In December, Bastard Burgers organized competitions and an auction for the benefit of Musikhjälpen 2022. In one competition, everyone who donated money in the Bastard moneybox was entered into the raffle to win a Bastard prize. Also, Bastard Burgers auctioned the opportunity to create a signature burger to the highest bidder. Throughout the week, the artist Marc UÅ painted an artwork based on requests by those who donated money in the Marc-the-painter moneybox, and the painting was won by a lucky participant at the end of the week. In total, Bastard Burgers collected over SEK 60,000 and all the money went directly to Musikhjälpen's theme "a safer childhood on the run from war".

