



**UNITED STATES
COLD STORAGE**

USCS ENVIRONMENT, HEALTH AND SAFETY

ANNUAL REPORT 2020-2021



GRI CONTENT INDEX

GENERAL STANDARD DISCLOSURES

ASPECT	GRI 4 REFERENCE	REPORT LOCATION	PAGE
Strategy & Analysis	G4-1	Foreword from the Chief Executive Office	2
Organization Profile	G4-3, G4-4, G4-5, G4-6, G4-7, G4-8, G4-12, G4-13, G4-14	Mandatory Disclosures and Organizational Overview	5-11
	G4-9	Organization - USCS Network	6
	G4-10	Workforce Information	12-15
	G4-2, G4-11, G4-12	Not Relevant	-
	G4-15	Commitment to Sustainability	4
	G4-16	Not included in this report. However USCS is a member of the following associations: <i>International Association of Refrigerated Warehouses (IARW) / World Food Logistics Organization (WFLO) / International Institute of Ammonia Refrigeration (IIAR) / Refrigeration Engineers Training Association (RETA) / International Refrigerated Transportation Associations (IRTA)</i>	-
Identified Material Aspects & Boundaries	G4-17	Organization - USCS Network	6
	G4-18	Parameters of this Report	5
	G4-19, G4-20, G4-21, G4-22, G4-23	Mandatory Disclosures and Organization Overview	5-11
Stakeholder Engagement	G4-24, G4-25, G4-26, G4-27	Mandatory Disclosures and Organization Overview	5-11
Report Profile	G4-28, G4-29, G4-30	Parameters of this Report	5
	G4-31	End of Report	-
	G4-32	GRI Index Content	-
	G4-33	Legal Form and Governance	10-11
Governance	G4-34	Legal Form and Governance	10-11
Ethics & Integrity	G4-56	Mission and Commitments	8-9

ECONOMIC: SPECIFIC STANDARD DISCLOSURES

ASPECT	GRI 4 REFERENCE	REPORT LOCATION	PAGE
Economic Performance	G4-EN7	Membership of Defined Benefit Pension Plan - Table 7	16

SOCIAL: SPECIFIC STANDARD DISCLOSURES

ASPECT	GRI 4 REFERENCE	REPORT LOCATION	PAGE
Employment	G4-LA1	New Employee Hires and Employee Turnover - Tables 4, 5 and 6	15
Occupation Health & Safety	G4-LA6	Employee Safety - Charts 1 and 2	18-20
Diversity & Equal Opportunity	G4-LA12	Workforce Information - Tables 1, 2 and 3	14

ENVIRONMENT: SPECIFIC STANDARD DISCLOSURES

ASPECT	GRI 4 REFERENCE	REPORT LOCATION	PAGE
Energy	G4-EN3	Energy Consumption - Charts 3 and 4	24-26
	G4-EN5, G4-EN6	Energy Consumption	24-26
Water	G4-EN8	Water Consumption and Discharge - Chart 6	31
Emissions	G4-EN16	Environmental Statistics	24-32
	G4-EN17	Environmental Statistics	24-32
	G4-EN18	Greenhouse Gas Emissions - Chart 4	26
	G4-EN19	Greenhouse Gas Emissions	26-28
Effluents and Waste	G4-EN23	Waste Oil Reduction	32

CONTENTS

01	FOREWORD FROM THE CHIEF EXECUTIVE OFFICER	2
02	COMMITMENT TO SUSTAINABILITY	4
03	PARAMETERS OF THIS REPORT	5
04	ORGANIZATION - USCS NETWORK	6
05	ORGANIZATIONAL STRUCTURE AND MARKETS SERVED	7
06	MISSION AND COMMITMENTS	8
07	LEGAL FORM AND GOVERNANCE - BOARD	10
08	LEGAL FORM AND GOVERNANCE - INTERNAL AUDIT AND COMMITTEES	11
09	HUMAN RESOURCES	12
10	WORKFORCE INFORMATION	14
11	NEW EMPLOYEE HIRES & EMPLOYEE TURNOVER	15
12	ECONOMIC PERFORMANCE COVERAGE OF USCS DEFINED BENEFIT PENSION PLAN	16
13	EMPLOYEE SAFETY	17
14	ENVIRONMENT	21
15	ENERGY CONSUMPTION	24
16	GREENHOUSE GAS EMISSIONS	26
17	RENEWABLE ENERGY	29
18	WATER CONSUMPTION / DISCHARGE	31
19	WASTE OIL REDUCTION	32
20	APPENDIX	33

USCS IS COMMITTED TO THE SAFETY OF OUR EMPLOYEES AND THE SUSTAINABLE DEVELOPMENT OF OUR BUSINESS

FOREWORD FROM THE CHIEF EXECUTIVE OFFICER

The pandemic of 2020 highlighted the importance of the vital role United States Cold Storage plays in connecting our families and friends to the food they love to eat. Our focus throughout the pandemic always has been and always will be to maintain the integrity of the food supply chain and leave our world a better place than we found it. The United States Cold Storage's purpose is clear; we are transforming the cold chain through purposeful partnerships and our passion to feed America. With all the good, the past two years have been a struggle – operationally, financially, and emotionally. The food cold chain has been tested time and time again but through the steadfast resilience of our customers, Cold Crew, and partners, the cold chain has thrived.

As a company, United States Cold Storage proved our flexibility and adaptability as we guided, supported, and developed new ways of working to rapidly address the dynamic cold chain environment.

We met every challenge that 2020 and 2021 presented head-on with our unwavering commitment to the safety of our Cold Crew and our customers' products.

Despite the challenges, the past two years have been a period of growth and solidification of our commitment to the environment. In 2020, USCS completed an expansion in our Syracuse, UT location. In 2021, USCS completed an expansion in our

McClellan, CA location and two automated expansions in our Minooka, IL facility and McDonough, GA facility. In 2020, we hired a dedicated Sustainability Development Manager to oversee the development and execution of our Sustainability Strategy. In 2021, USCS completed our first Materiality Assessment and Environment Impact assessment which will inform the development of our Sustainability Strategy and key targets. To that end, United States Cold Storage has already committed to Net Zero Carbon Emissions by 2050 and 30% of our energy consumption will be from renewable energy by 2030. We also installed three solar arrays which have already increased our renewable energy source consumption by 1.7%.

The progress USCS made in 2020 and 2021 could not happen without the dedication of our Cold Crew. Our priority is to keep our Cold Crew safe, and I'm proud to say that we are industry leaders in recording some of the lowest OSHA accident and injury rates. Our commitment to Safety has permeated the entire organization and we will continue to protect our Cold Crew and our customers' products through the stewardship of our safety culture.



This EHS report highlights the many ways in which United States Cold Storage is living our mission; to serve as a protective steward in the cold chain. That guardianship applies to our customers, their products, our partners in the cold chain, our Cold Crew, and this world.

A handwritten signature in black ink, appearing to read 'Larry Alderfer'. The signature is stylized and fluid.

Larry Alderfer
President and Chief Executive Officer

COMMITMENT TO SUSTAINABILITY

United States Cold Storage Inc. is a subsidiary of UK-based John Swire & Sons Ltd, the parent company of the Swire Group. The Swire Group has interests in Swire Pacific Limited, Swire Properties Limited, and Cathay Pacific Airways Limited, which are all public companies listed in Hong Kong, as well as a significant number of privately owned companies.

The Swire Group has made a commitment to the development of sustainable businesses by providing quality products and services to customers, striving to minimize the environmental impact of our activities and carefully considering the needs of our community, making positive contributions wherever we can. USCS shares the sentiment of our parent company and is committed to increase food security, reduce our carbon footprint, and provide a safe and healthy environment for our Cold Crew and communities. USCS will accomplish these commitments by advancing, innovating and serving food companies seeking the best service, facilities, and logistics in the cold chain.

Our approach to sustainability stewardship is framed in three distinct areas of focus:



People - Our Cold Crew is our most valuable resource and USCS considers our Crew, our communities, and society in our business practices.



Planet - The viability of our world is crucial to the success of USCS operations. We consume natural resources, like energy and water, in our operations so we focus on protecting and preserving the planet through our environmental efforts.



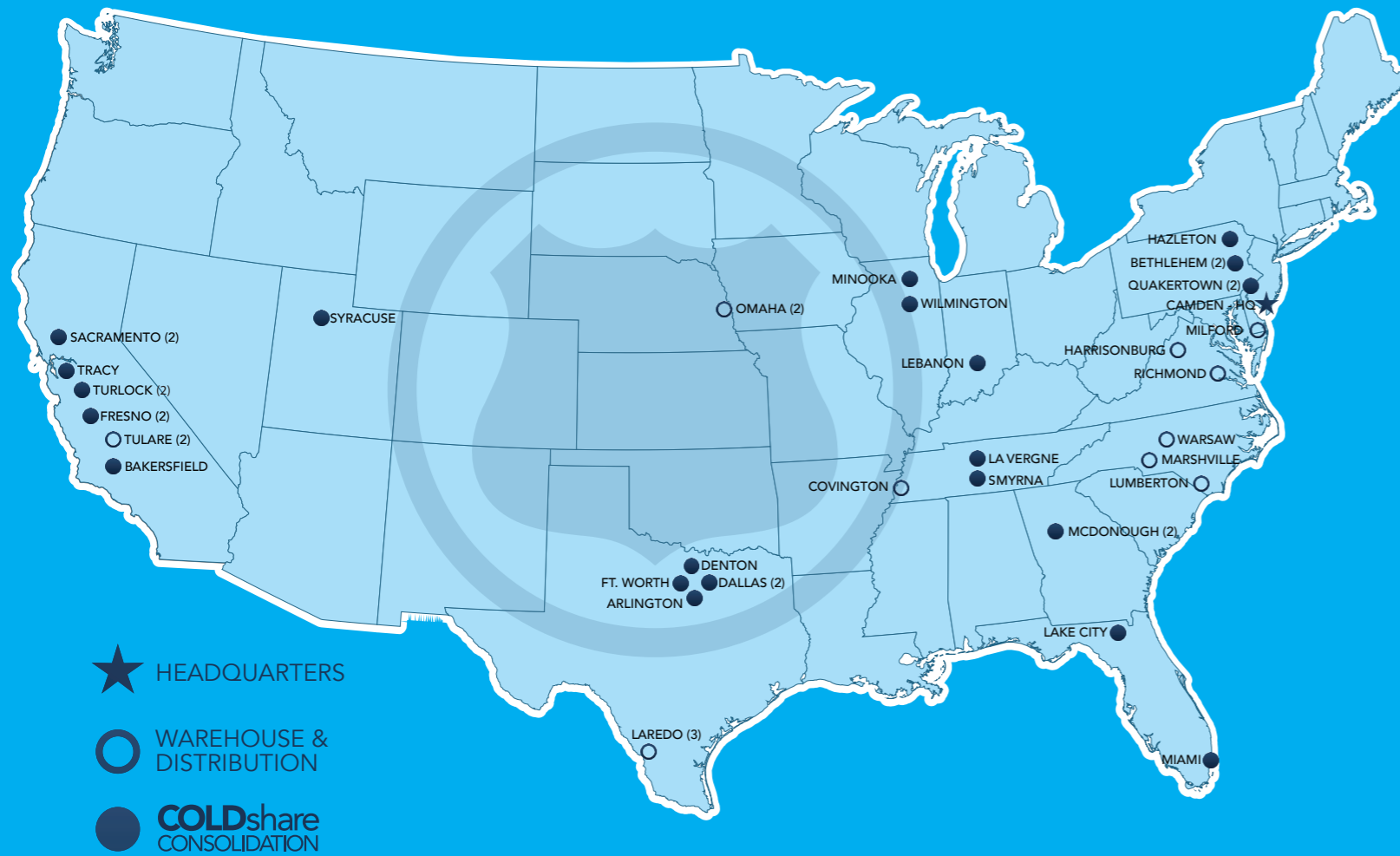
Profit - USCS 'Best in Cold' success adds value to our Crew, our communities, and to society at large. Our financial success enables USCS to continue to invest in our People and our Planet to innovate and progress our operations and business practices.

The information contained in this report will serve as a benchmark for the progress made on these commitments.

PARAMETERS OF THIS REPORT

The 2021 Sustainable Development Report covers the activities of all facilities within United States Cold Storage during the 2020 and 2021 calendar years. The previous report was issued for 2019 calendar year in 2020. This report focuses on the USCS workforce and their protection both financially and on the job, the impact that our operations have on the environment, and how we are planning to improve in the future. This is the seventh iteration of this report to follow the Global Reporting Initiative Standard (GRI4) for sustainability reporting while previous annual reports had been issued to Swire without such a template. As a result, there are portions of some metrics that are not fully reported on due to limited data recording.

ORGANIZATION - USCS NETWORK



43 Locations	3,860 Employees	14 US States
3rd Largest US PRW	14 bil Throughput lbs. of Food	345 Million Cubic Feet

ORGANIZATIONAL STRUCTURE AND MARKETS SERVED

This report covers the operational activities of USCS, together with those of its subsidiary companies, collectively "USCS". USCS operates exclusively in the United States and is managed by geographical region. As of December 31st, 2021, the Company operated 43 locations in 14 states: California, Delaware, Florida, Georgia, Illinois, Indiana, Nebraska, North Carolina, Pennsylvania, Tennessee, Texas, Utah and Virginia. USCS headquarters are in Camden, New Jersey.

The USCS network of facilities services a customer base with requirements ranging from primary storage to fully integrated third-party logistics solutions. Today, USCS offers more than 331 million cubic feet of temperature-controlled warehouse and distribution space and has over 3,800 employees nationwide. Due to its wide range of refrigerated storage and logistics services, USCS customers include many of the top American and International food companies.

For over 120 years, USCS has been providing temperature-controlled distribution services and protecting the brands of our customers and ultimately the food our families love to eat. The consistent growth of our company is a testament to our relentless commitment to be the 'Best in Cold'. For over a decade, USCS has been among the top three largest public refrigerated warehouse ("PRW") companies in the United States of America.

In 2020, USCS completed construction on a conventional expansion of the Syracuse, UT facility. Additionally, in 2021, USCS completed the conventional expansion in McClellan, CA, automated expansion in Minooka, IL as well as an automated and customer-dedicated production facility in McDonough, GA.

MISSION AND COMMITMENTS

" WE'RE A PASSIONATE,

purpose driven enterprise. Our purpose is very clear...to serve as a protective steward in the cold chain. We know that food is not a luxury, it is a necessity. Our sole purpose is to protect the food in the cold chain. It's why our logo is a Shield...we are quite literally protecting food."



Larry Alderfer
President & CEO

MISSION



" United States Cold Storage's mission is driven to advance, innovate and serve companies seeking the best service, facilities, and logistics in the cold chain."

COMMITMENTS

CONNECT

- We connect the links throughout the entire cold chain industry.
- We cultivate interpersonal, diverse connections among our customers, employees, partners, stakeholders, and community.
- We sustain our connections for long-term growth and success.

PROTECT

- We protect our people and focus on safety. We protect our customers and their products.
- We protect food for those who grow it, make it, and eat it.
- We protect the environment by reducing our footprint and focusing on sustainability.

RESPECT

- We respect each and every member of our crew and care for each other.
- We respect each role, responsibility, and contribution of every member of our crew.
- We respect our customers and the food they entrust to us.

AFFECT

- We positively affect the cold chain industry by being our best and doing our best.
- We affect growth by driving innovation instead of chasing it.
- We affect our company's success by building a future for generations to come.

PROGRESS

- With dedication and determination, we strive on perfecting all aspects of the cold chain.
- We continually learn, with a focus on improving every day.
- We train and train again in everything that can make us a better business and better people.



LEGAL FORM AND GOVERNANCE - BOARD

The Board, which is tasked with organizational oversight and setting strategy, comprises two Executive Directors responsible for various aspects of the business, Non-Executive Directors representing the shareholder, John Swire & Sons Limited, and five Independent Non-Executive Directors.

Furthermore, the President and Chief Executive Officer and the Chief Financial Officer attend the Audit Committee meetings together with members of the Internal Audit function and a representative of our external auditors.

J. B. Rae-Smith

Non-Executive Chairman

J. Larry Alderfer

Executive Director – President & CEO

Mark Windmill

Executive Director – Vice President, Finance & CFO

Martin Cubbon

Non-Executive Director

William R. Dalton

Independent Non-executive Director

Dorlisa K. Flur

Independent Non-executive Director

David Harlan

Independent Non-executive Director

Craig Owens

Independent Non-executive Director

Jack Pelo

Independent Non-executive Director

LEGAL FORM AND GOVERNANCE - INTERNAL AUDIT AND COMMITTEES

Internal audit

USCS has an in-house Internal Audit function that is monitored by the Audit Committee and is overseen by the John Swire & Sons Limited internal audit department. The Internal Audit function carries out audits at all the Company's facilities across the United States and at Head Office

Audit Committee

The Audit Committee is chaired by an Independent Non-Executive director. The other member of the Audit Committee is a representative of John Swire & Sons Limited.

The Audit Committee's remit, as set out in its Terms of Reference, involves:

- Evaluating the adequacy of the mechanisms for the assessment and management of risk.
- Reviewing risk management processes including policies around health and safety, the code of conduct and competition compliance.
- Reviewing the external auditors' proposed audit scope as well as the cooperation between internal and external audit.
- Monitoring the timeliness of management's response to recommendations made by the internal and external auditors.
- Reviewing planned internal audit activities and considering their adequacy as a basis for an independent and objective opinion on risk management, control and governance.
- Reviewing the effectiveness of the USCS systems for monitoring, addressing and reporting on compliance with laws and regulations.
- Reviewing the financial statements and judgmental areas contained therein.

Other Committees

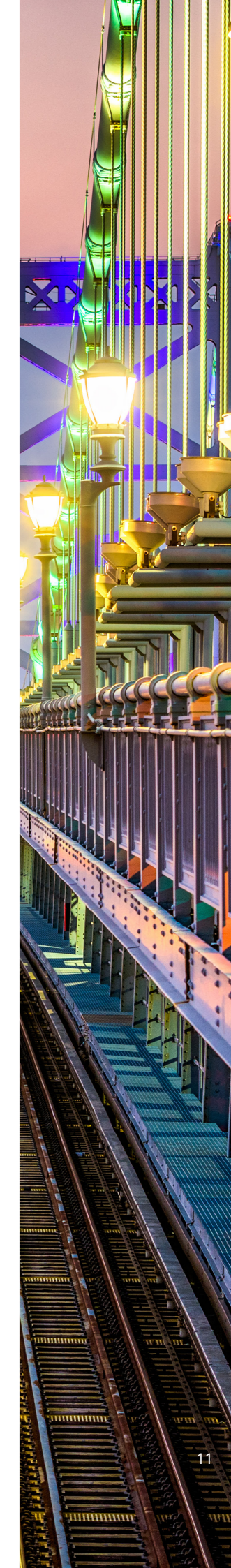
Several committees are in place at the Head Office which cover a range of issues including, but not limited to, Remuneration, Strategy, Risk Management, Pensions, and IT. Each facility has a Health & Safety Committee, which oversees the safety performance and initiatives in each location.

Policies and Procedures

A Corporate Code of Conduct has been developed with the aim of making all employees fully aware of their responsibility for ensuring that USCS conducts its business in accordance with applicable laws and regulations. All new employees are given a copy of the Code of Conduct as part of their induction process.

Employee Communication

USCS encourages dialogue between employees and Head Office management. This is achieved through regular visits by Head Office management to the local facilities, in-house training programs, employee surveys, an internal communication platform, magazines and newsletters.



HUMAN RESOURCES

USCS investment in our Cold Crew reflects our commitment to provide a positive and rewarding employee value proposition founded in the belief that our employees are our greatest asset and are an integral part of the success of USCS.

We are committed to provide our employees a great work environment with equal opportunity for learning and personal growth. USCS offers a wide range of employment opportunities across the country. USCS is committed to the safety and well-being of its entire workforce, providing extensive benefit plans for full-time employees.

The majority of USCS Cold Crew are employed in our facilities as warehouse forklift operators. Creativity and innovation are encouraged to help improve the effectiveness and quality of service we provide our customers. Above all, employees are provided the same concern, respect and caring attitude within the organization that they are expected to share externally with our customers, partners, stakeholders, and community. We will continue to facilitate the bond shared among all our facilities, to be sure we are always one company, one family, one Crew.

BEST IN PEOPLE



“My long-term vision most definitely is to maintain our family culture. Our Cold Crew family is so unique for our industry. We are a 120-year-old company with an incredibly strong family. We must also continue to develop our Cold Crew members as we move into the future to make sure that everyone is equipped and prepared for automation and the technology that is rapidly changing the way we do business.”

Michelle Grimes
SVP HUMAN RESOURCES

8.4%

The Cold Crew grew from 2019 to 2021

20%

Female participation in our Cold Crew for 2021

155

of Home Office employees

3,860

of Employees at USCS

3,705

of Regional Employees

10

WORKFORCE INFORMATION

Table 1. The year end total workforce broken down by employees, supervised workers, and gender

Total Workforce

Type	Male	Female	Total
Supervised Workers	3,130	712	3,842
Executives	14	4	18
Total Employees	3,144	716	3,860

USCS continues to encourage more women to join our Company by creating a culture where women can feel safe and supported. In addition to our policies we are embedding positive diversity, equality, and employee experience into all of our operations to ensure that our Crew works daily in a welcoming, healthy, and inclusive work environment.

Table 2. The year end total number of employees broken down by type of employment contract and gender

Contract Type

Type	Male	Female	Total
Full - Time	3,126	715	3,841
Part - Time	18	1	19
Total Employees	3,144	716	3,860

Table 3. The year-end total workforce broken down by region and gender

Regional Location

Type	Male	Female	Total
Corporate	97	58	155
Western	609	163	772
Central	894	173	1,067
Northeast	642	137	779
Southern	902	185	1,087
Total	3,144	716	3,860

11

NEW EMPLOYEE HIRES & EMPLOYEE TURNOVER

Table 4. Turnover of employment during this reporting period broken down by employee type

Entering Employment

Type	Male	Female	Total
Full - Time	2,790	534	3,324
Part - Time	11	1	12
Total	2,801	535	3,336

Leaving Employment

Type	Male	Female	Total
Full - Time	2,671	423	3,094
Part - Time	6	2	8
Total	2,677	425	3,102

Table 5. Total number of employees entering and leaving employment during the reporting period broken down by age group

Entering Employment

Age Group	Male	Female	Total
Under 20	152	21	173
20 - 24	782	145	927
25 - 29	559	119	678
30 - 34	450	91	541
35 - 39	290	46	336
40 - 44	199	35	234
45 - 49	160	26	186
50 - 54	111	25	136
55 - 59	62	20	82
60 - 64	34	4	38
65 +	2	3	5
Total	2,801	535	3,336

Leaving Employment

Age Group	Male	Female	Total
Under 20	87	9	96
20 - 24	644	96	740
25 - 29	546	94	640
30 - 34	445	90	535
35 - 39	320	42	362
40 - 44	212	27	239
45 - 49	158	18	176
50 - 54	122	13	135
55 - 59	67	22	89
60 - 64	45	6	51
65 +	31	8	39
Total	2,677	425	3,102

Table 6. Total number of employees entering and leaving employment during the reporting period by region

Entering Employment

Type	Male	Female	Total
Corporate	40	22	62
Western	308	74	382
Central	1,174	168	1,342
Northeast	503	107	610
Southern	776	164	940
Total	2,801	535	3,336

Leaving Employment

Type	Male	Female	Total
Corporate	32	20	52
Western	228	49	277
Central	1,202	154	1,356
Northeast	485	81	566
Southern	730	121	851
Total	2,677	425	3,102

ECONOMIC PERFORMANCE COVERAGE OF USCS DEFINED BENEFIT PENSION PLAN

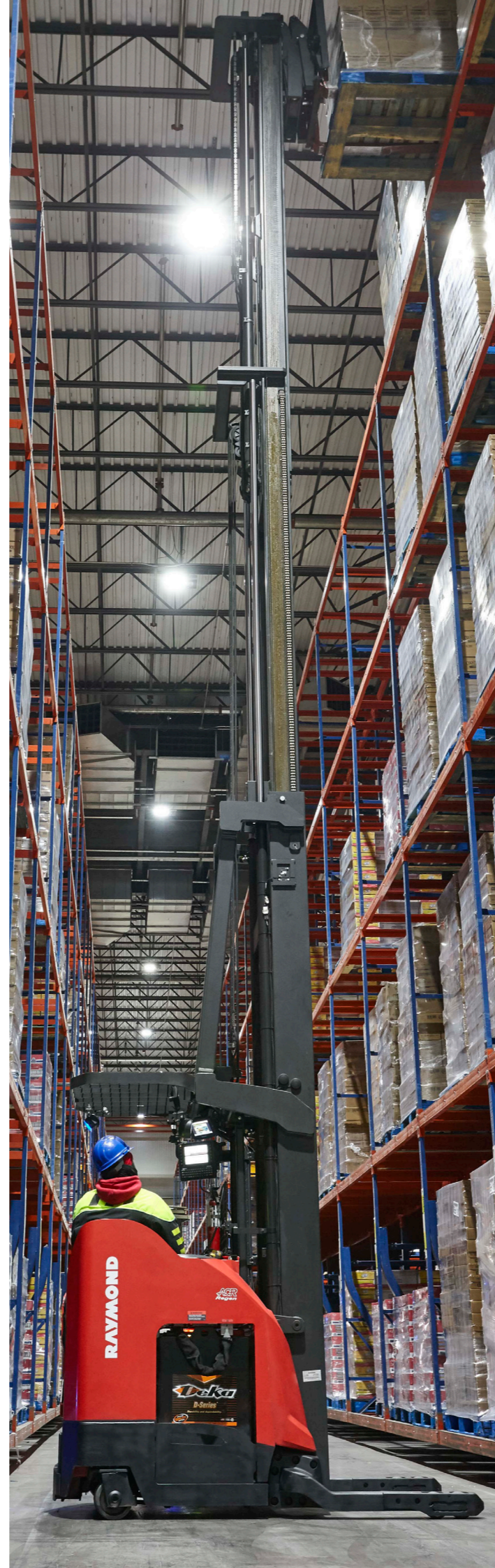
As of December 31, 2021, 73% of USCS employees were members of the defined benefit plan.

Table 7. Breakdown of Pension Plan memberships

Benefit Plan

Members of USCS Defined Benefit Plan as of:		
12/31/21	2,598	73.00%
Ineligible (employed less than 1 year)	931	26.10%
Ineligible (not yet 21 years of age)	25	0.70%
Ineligible (Part-time / Casual)	7	0.20%

USCS funds the defined benefit pension plan and no contributions are made by employees. As at December 31, 2021, the pension plan indicated a net funding deficit of \$21.9 million, based on certain assumptions made by the Company's independent actuaries.



EMPLOYEE SAFETY

Safety is at the core of everything we do. USCS's culture and safety valued environment empowers our Cold Crew members to be proactive in the elimination and management of hazards to protect themselves, those around them, customers, and communities. At United States Cold Storage, our most important measure of success has always been and always will be the safety of our employees, contractors and partners. Success in safety is a team effort.

The success of United States Cold Storage is largely the result of the consistent hard work and professionalism of our Cold Crew. The quality of our service and our fervent safety focus is recognized by our customers and partners; it is this reputation for safety, quality and service that makes us the 'Best in Cold'.

USCS Management continues to support our 'Best in Safety' culture through behavior-based safety programs, Crisis management drills, pre-shift stretching programs, and piloting innovation in wearable technology to reduce ergonomic injuries. As a result of our Safety culture, the USCS Total Recordable Injury Rate (TRIR), Days Away and Restricted Time Rate (DART), and Lost Time Injury Rate (LTIR) were well below industry average.

BEST IN SAFETY



"We provide the highest level of safety for our employees at United States Cold Storage. We offer extensive, in depth training regimens for every employee we hire. Our existing employees also go through rigorous, reoccurring training to re-refresh and remind them of the importance of safety and the importance of following procedures and to continue that effort around safety at the warehouse level."

Lisa Battino
VP OF COMPLIANCE & SAFETY

2020 SAFETY HIGHLIGHTS

481 — Number of Safety Committee Meetings held

31 — Number of BRC certified facilities

40% — TRIR below industry average

34% — DART below industry average

65% — LTIR below industry average

- Implemented a Pro-active Safety Incentive Program - Innovators Grand Prix, The Race to Safety
- Created Contractor Orientation video

2021 SAFETY HIGHLIGHTS

489 — Number of Safety Committee Meetings held

31 — Number of BRC certified facilities

32% — TRIR below industry average

21% — DART below industry average

72% — LTIR below industry average

6,645 — Zero Degree of Harm Observations completed

- Implemented Contractor screening software
- Created Visitor Safety Video
- Standardization of First Aid supplies
- Updated BRCGS Procedures to Meet requirements of Storage and Distribution - Issue 4

ZERO°
OF HARM

PRINCIPLES OF A SAFE
WORK ENVIRONMENT

ZERO° OF HARM is our home grown, behavior based, safety program designed to improve powered industrial truck operational safety and ergonomics.

SAFETY OVERVIEW

Chart 1. USCS Total Recordable Injury Rate

USCS Total Recordable Injury Rate (TRIR)

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
4.77	5.09	7.49	6	5.48	4.2	3.74	4.39	3.39	3.11	3.39	3.27	3.73

Chart 2. USCS lost time injury rate

USCS Lost time Injury Rate (LTIR)

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
1.19	1.69	1.21	1.13	1.27	0.94	1.01	0.86	0.85	0.63	0.79	0.60	0.58

Table 8. Five-year collection of USCS and BLS safety statistics

Safety Statistics

	2017	2018	2019	2020	2021
TRIR	3.39	3.11	3.39	3.27	3.73
DART	3	2.76	2.96	2.95	3.25
LTIR	0.85	0.63	0.79	0.60	0.58
BLS* TRIR	4.6	4.9	5.50	5.5	**
BLS* DART	3.5	3.7	4.50	4.1	**
BLS* LTIR	1.5	2	1.70	2.1	**

BLS = Bureau of Labor Statistics
 TRIR = Total Recordable Injury Rate
 DART = Days Away, Restricted, or Transferred
 LTIR = Lost Time Injury Rate

* Represents industry rates for the refrigerated warehouse & storage sector (493120) provided by the US Bureau of Labor and Statistics.

** Data will be available Nov 2022

ENVIRONMENT

“USCS continues to focus on sustainability best practices within our Company and within each of our facilities. In 2020, USCS hired a Sustainable Development Manger to champion our Sustainable Development Strategy and initiatives. In 2021 USCS completed its first Materiality Assessment and Environmental Impact Assessment which will ultimately lead to the development of Science Based Targets and goals.”



Mike Lynch
 VP OF SUSTAINABLE
 ENGINEERING

United States Cold Storage acknowledges the importance of sustainable business practices to protect the prospects and nourishment of future generations. USCS strives to reduce the impact of our operations on the planet and our communities by optimizing cold supply chain controls and developing innovative solutions for our energy needs.

We help the world grow more prosperous by providing transportation and distribution solutions that facilitate trade and support food security. This activity requires the use of substantial amounts of energy, primarily in the form of electricity to support our cold storage facilities, and water and lubricating oil for facility refrigeration systems.

USCS is committed to sustainable practices and we continuously explore ways to increase efficiencies in our energy and water consumption while eliminating waste across our organization.

ENVIRONMENT

Our optimized national distribution network, combined with our Sustainable Development Strategy, helps improve our efficiency and reduce our environmental impacts.

This strategy includes:

- Integrating sustainability in the USCS corporate strategy and setting the standard for Swire operating companies.
- Designating a Sustainability leader in the organization to steward the process and progress of green efforts across our national network of facilities.
- Implementing energy efficient solutions including micro-grid, fuel cells, and solar panels.
- Increasing the use of power generated through renewable sources.
- Reducing electricity consumption within our facilities.
- Reducing water consumption at our facilities.
- Converting facilities and corporate offices to identify zero landfill opportunity sites

We measure our Sustainable Development Strategy performance relative to the indicators below:

- Energy Consumption
- Green House Gas Emissions
- Water Consumption
- Sewage Generation
- Waste Oil Generation
- Renewable Energy Generation (Solar)

The environmental performance indicators utilized were based on yearly statistics compiled from all USCS warehouses. A full breakdown of these statistics is provided in the Appendix.

We engage our entire organization to practice sustainability stewardship from the origination of green initiatives to the implementation and management of sustainable operations.

2.3%

Reduction in power consumption per cubic foot from 2020-2021

30% Renewable Energy

Committed Goal for 2030

3 Solar Arrays

1.7% Percent of total USCS electrical consumption produced by renewable sources

11.4%

Reduction in CO2 Emissions per cubic foot from 2019-2021

Net Zero Carbon Emissions

Committed Goal for 2050

ENERGY CONSUMPTION

"Refrigeration accounts for approximately 60% of a warehouses electricity utilization. Battery charging and lighting account for an additional 30% of a warehouses electricity utilization. The remaining 10% is accounted for in 120V services throughout the warehouse." In 2021, USCS consumed 325,659,000 kWh (1,172,372 GJ) of power across all facilities, representing an 1.9% increase over last year's total of 319,537,000 kWh (1,150,333 GJ). The average cubic capacity of the Company increased by 4.3% from 331,027,000 cubic feet (1,150,333 cubic meters) in 2020 to 345,190,000 cubic feet (9,774,693 cubic meters) in 2021. Power consumption per cubic foot is a KPI that USCS reports internally to measure warehouse energy efficiency and utilization. USCS targets to reduce power consumption 1.5% per cubic foot year-on-year. In 2021, USCS reduced power consumption by 2.3% per cubic foot.

USCS continues to employ energy management technology to reduce power consumption including utility control management practices, power conservation applications including LED lighting and variable frequency drives. Sustainability stewardship includes our commitment to renewable energy sources including photovoltaic solar panels and multi-grid solar technology.

Chart 3. Five-Year Average USCS kWh per Cubic Foot

USCS kWh per Cubic Feet

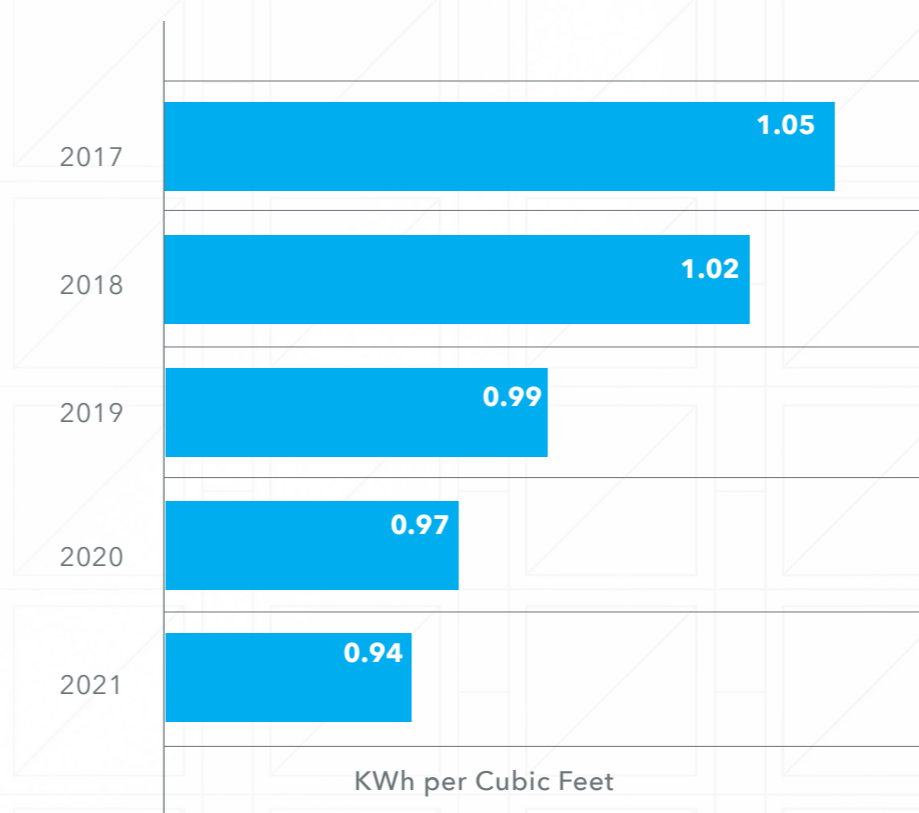


Table 9. Five-Year USCS Energy Usage

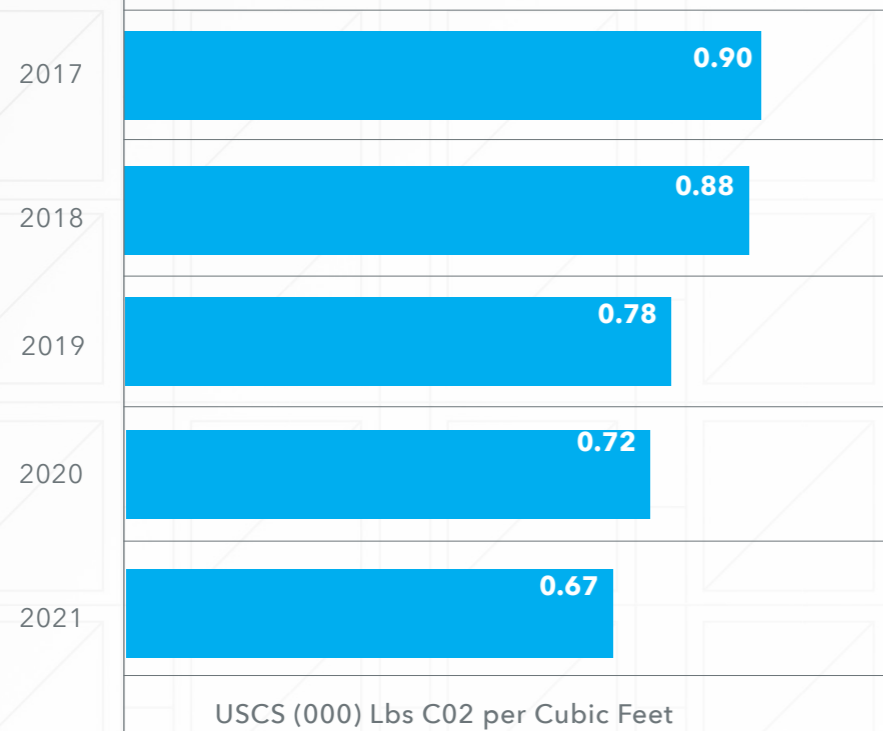
5-Year Energy Usage

	Total Cubic Capacity (000)		Total Electricity Utilization			GHG Emissions		
	Cu. Ft. (000)	Chg	MWh	kWh/ Cu. Ft.	Chg	CO2 Lb/ cubic feet	CO2 lbs (000)	Chg
2017	273,738	7.0%	286,550	1.05	-5.7%	0.90	247,697	-11.6%
2018	296,632	8.4%	302,945	1.02	-2.4%	0.88	260,923	5.3%
2019	327,699	10.5%	324,860	0.99	-2.9%	0.78	256,498	-1.7%
2020	331,027	1.0%	319,537	0.97	-2.6%	0.72	238,172	-7.1%
2021	345,190	4.3%	325,659	0.94	-2.3%	0.67	230,138	-3.5%

GREENHOUSE GAS EMISSIONS

Chart 4. Five-Year Greenhouse Gas Emissions

USCS (000) Lbs CO2 per Cubic Feet



GREENHOUSE GAS EMISSIONS

USCS' business success and our sustainability stewardship both depend on the efficiency of our national distribution network. Our USCS Sustainable Development Strategy is to optimize the processes that consume non-renewable resources within this network. Our goal is to reduce power consumption with a focus on decarbonization. We also recognize that as partners in the cold chain we play an important role in helping our customers and retailers operate in more environmentally sustainable ways. Our decarbonization strategy contributes to the reduction of greenhouse gas emissions through facility design, optimizing maintenance and operational practices, investing in renewable energy sources, and retrofitting facilities to minimize our environmental footprint.

Through our focused effort on reducing our negative impact on the environment, USCS has attained reductions in both electricity and GHG emissions per cubic foot from 2020 to 2021, despite a 4.3% increase in our physical footprint in the United States.

Scope 2 emissions (electricity purchases) is USCS' largest single source of emissions making up approximately 51% of greenhouse gas emissions for USCS in 2020. Scope 1 accounted for approximately 1% while Scope 3 accounted for approximately 48% percent of green house gas emissions. Starting in 2022, USCS will be further evaluating its Scope 3 emission categories and sources

GREENHOUSE GAS EMISSIONS

Materiality Assessment

Environmental	Health & Safety	Workforce	Governance	Community
<ul style="list-style-type: none"> • Climate Change & GHG Emissions • Energy and Fuel Consumption • Air Emissions • Water • Spill Prevention & Control • Waste Management • Land Use & Biodiversity • Environmental Compliance 	<ul style="list-style-type: none"> • Occupational Health & Safety • Emergency Preparedness & Response • Food Safety • Workplace Security • Data & Cybersecurity 	<ul style="list-style-type: none"> • Labor Practices & Management • Employee Wellbeing, Training, Attraction & Retention • Diversity, Equity & Inclusion • Human Rights • Technology & Automation 	<ul style="list-style-type: none"> • Government Relations & Contributions • Business Ethics & Integrity • Enterprise Risk Management • Stakeholder Engagement • Grievance Mechanisms 	<ul style="list-style-type: none"> • Community Investments & Relations • Supply Chain Management

In 2021 USCS conducted its first Environmental Impact Assessment to provide quantifiable data that is used in the analysis and benchmarking process, as well as, identifying areas for improvement in the data stream process. This assessment, in conjunction with the Materiality Assessment (also performed in 2021), are being used collectively to continuously evolve the strategic vision and concentrate the company's sustainability focus on sustainable development and decision making, employee training and awareness, and the allocation of resources in ways that maximizes our sustainable impact on the environment.

RENEWABLE ENERGY

USCS is continually evaluating sources of renewable and clean energy to reduce GHG emissions, reduce pollution, and lower operating costs. Our success with solar arrays in Lumberton, NC and Tulare, CA compel USCS to continue to advance our endeavor into renewable energy sources. USCS operated solar arrays generated (20,152 GJ) kWh of renewable energy in 2021, representing 1.72% of USCS's total annual electricity requirement. Our overall ratio of renewable energy to energy consumption increased in 2021 by 1.0% notwithstanding the 4.3% growth in cubic capacity. USCS echoes Swire's commitment to sustainable operations by increasing the use of renewable energy and has set a target of 30% renewable energy consumption by 2030. To that effect, USCS will continue investing in solar array and microgrid technologies, and commit to the construction of LEED certified facilities.

RENEWABLE ENERGY

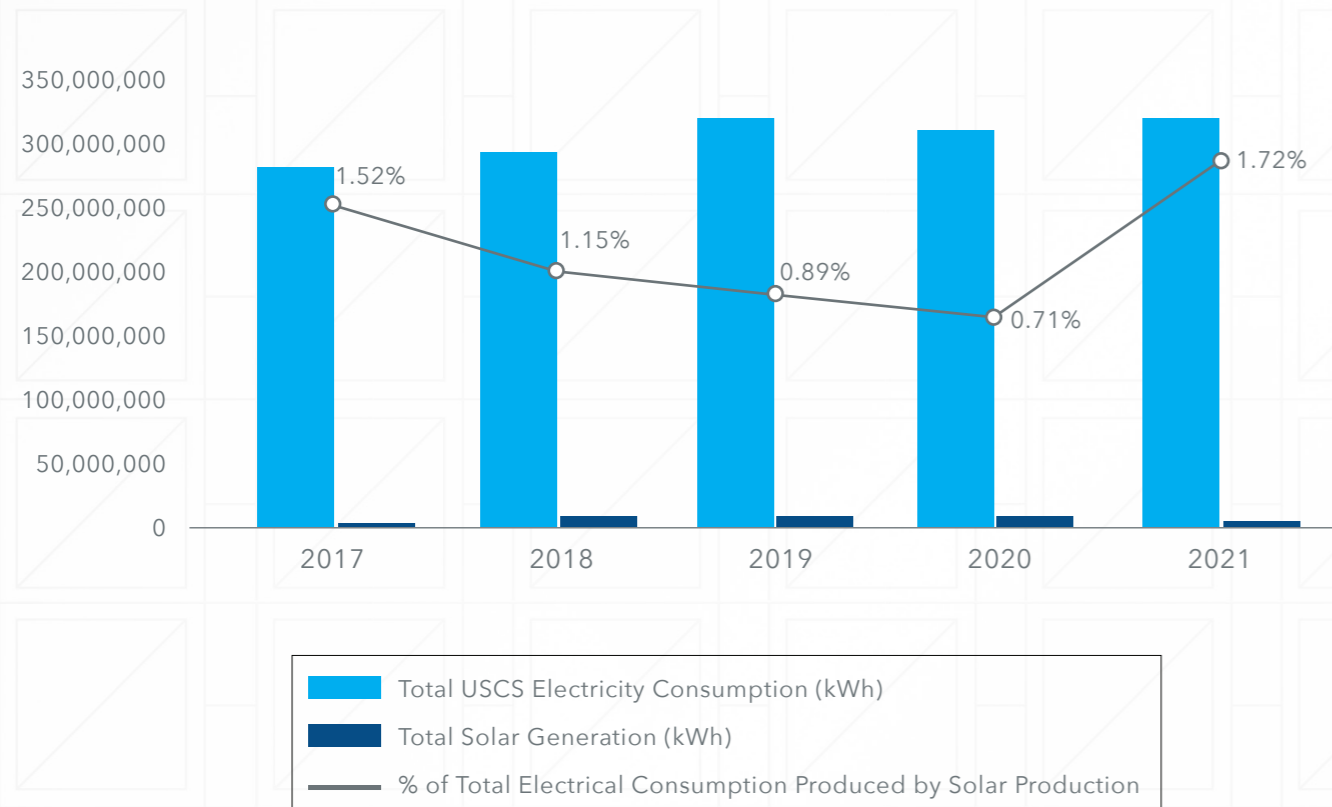
Chart 5. Five-Year USCS Solar Generation

Solar Generation

	Total USCS Electricity Purchased (kWh)	Total Solar Generation (kWh)	Total USCS Electricity Consumption (kWh)	% of Total Electrical Consumption Produced by Solar Production
2017	282,203,000	4,346,512	286,549,512	1.52%
2018	299,459,000	3,486,161	302,945,161	1.15%
2019	321,954,000	2,905,658	324,859,658	0.89%
2020	317,255,000	2,282,029	319,537,029	0.71%
2021	320,061,000	5,597,877	325,658,877	1.72%

Chart 6. Solar kWh Production Comparison Cubic Foot

USCS Solar Generation Statistics 2017-2021



18

WATER CONSUMPTION / DISCHARGE

Water is an essential natural resource used in all warehouse location for refrigeration, personnel hygiene, sanitation, and landscape irrigation. USCS promotes sustainable water practices to protect our natural resources and waterways.

Table 10. Five-Year USCS Water Utilization

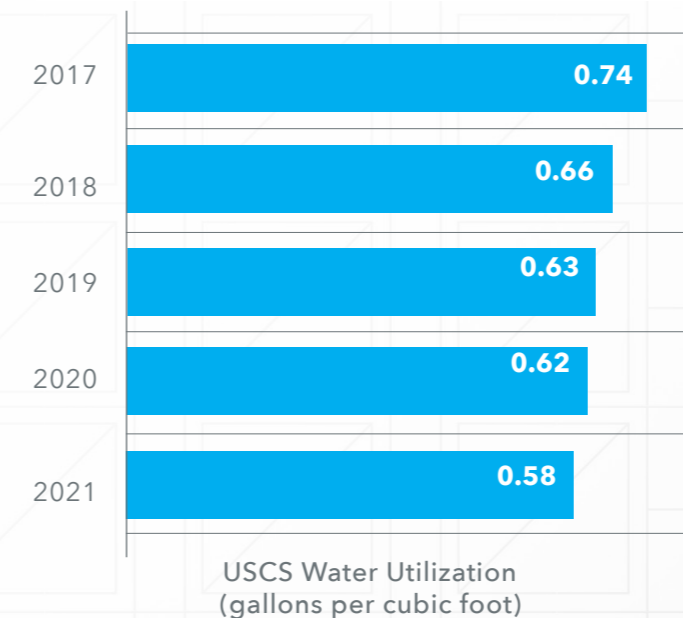
Water Utilization

	Avg Cubic Feet	Gallons of Water	Gallons Water Per Cubic Foot	Gallons % Change
2017	273,738,000	201,360,767	0.74	6.9%
2018	296,632,000	194,355,463	0.66	-3.6%
2019	327,699,000	205,240,655	0.63	5.3%
2020	331,027,000	206,659,311	0.62	0.7%
2021	345,190,000	201,927,103	0.58	-2.3%

Call Out: USCS is continuing to reduce water consumption through innovation and conservation which resulted in a 6.3% decrease in water consumption per ft³ from 2020 to 2021.

Chart 7. Five-Year USCS Water Utilization

USCS Water Utilization (gallons per cubic foot)



In 2021, USCS utilized 201,927,103 gallons (764,377,234 liters) of water from municipal sources. The total gallons of water increased by 0.7% but USCS' water utilization per cubic foot decreased from 0.62 gallons per cube in 2020 to 0.58 in 2021. This was primarily the result of improved water efficiencies company wide.

WASTE OIL REDUCTION

USCS continues the practice of converting mineral-based refrigeration oil with synthetic refrigeration oil when new stocks of oil are purchased. Synthetic oil provides a longer cycle between oil changes due to its higher thermal viscosity. USCS has undertaken the journey to track and measure other forms of waste arising from our facilities, such as stretch wrap, corrugate, and damaged pallets.

Taking care of our Planet means USCS will pursue initiatives for Zero Landfill with all waste either recycled or reused

The Company recycled approximately 6,978 gallons (26,415 liters) of waste oil in 2021. Oil consumption increased 33.7% in 2020 resulting in an increase of 49% per cubic foot. Despite this spike, oil consumption is still lower than the 2017 peak even with the 26% increase in our physical footprint over the same duration. 2021 represents a decrease of 4.8% in the gallons of waste oil per cubic feet.

Chart 7. Five-year Waste Oil

USCS Waste Oil
(gallons per 1000 cubic foot)

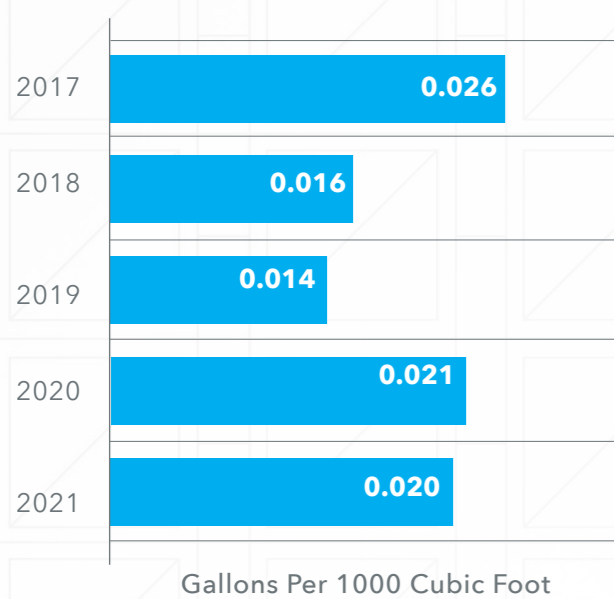


Table 11. Recycled Oil

Waste Oil Generation

	Gallons of Oil	Oil Gallons Per 000 Cubic ft.	Gallons % Change
2017	7,095	0.026	38.4%
2018	4,671	0.016	-51.9%
2019	4,657	0.014	-0.3%
2020	7,027	0.021	33.7%
2021	6,978	0.020	-0.7%

APPENDIX

USCS continues the practice of replacing mineral-based refrigeration oil with synthetic refrigeration oil when new stocks of oil is purchased. Synthetic oil provides a longer cycle between oil changes due to its higher thermal viscosity. The Company intends to measure other forms of waste arising from our facilities, such as stretch wrap, corrugate, and wood pallets.



APPENDIX

United States Cold Storage		Report	Quantity for the year					Quantity per unit of output						
Environmental statistics		reference	Unit	2021	2020	2019	2018	2017	Unit	2021	2020	2019	2018	2017
Business Volume Indicators														
Revenue			US\$m	-	-	-	-	-	-	-	-	-	-	-
Average amount of cold storage space for the year	page 5, 8		m ³	9,774,693	9,373,642	9,279,403	8,399,684	7,751,398	-	-	-	-	-	-
Average headcount			No.	3,860	3,618	3,561	3,307	2,935	-	-	-	-	-	-
Energy and Fuel Use														
Electricity consumed	page 14-16		GJ	1,172,372	1,150,333	1,169,495	1,090,603	1,031,578	GJ/m ³	0.12	0.12	0.13	0.13	0.13
Less electricity generated			GJ	20,152	8,215	10,460	12,550	15,647	GJ/m ³	0.002	0.001	0.001	0.001	0.002
Electricity purchased			GJ	1,152,220	1,142,118	1,159,034	1,078,052	1,015,931	GJ/m ³	0.12	0.12	0.12	0.13	0.13
Greenhouse Gas (GHG)														
CO2 equivalent emissions by type														
SCOPE 1: Direct GHG Emissions	page 14-16		tonne	1,227	337	476	603	615	e000 m ³	0.13	0.04	0.05	0.07	0.08
SCOPE 2: Indirect GHG Emission-Purchased Electricity				104,388	108,161	117,880	117,748	111,738		10.68	11.54	12.70	14.02	14.42
Total				105,615	108,498	118,356	118,352	112,353		10.80	11.57	12.75	14.09	14.49
Water and Waste														
Water consumed														
Potable	page 16		litres	764,377,234	782,290,590	776,920,393	735,715,459	762,233,419	l/m ³	78.20	83.46	83.73	87.59	98.33
Process Wastewater Disposed														
	NA		litres	433,053,004	447,102,590	392,034,763	367,031,471	345,455,888	l/m ³	44.30	47.70	42.25	43.70	44.57
Waste Produced														
Waste oil	page 17		litres	26,415	26,600	17,629	17,682	26,857	l/ 1000 m ³	2.70	2.84	1.90	2.11	3.46
Health and Safety statistics														
Lost Time Injury Rate (LTIR)	page 12		#/200000 hrs	0.58	0.60	0.79	0.63	0.85	-	-	-	-	-	-
Total Recordable Injury Rate (TRIR)	page 12		#/200000 hrs	3.73	3.27	3.39	3.11	3.39	-	-	-	-	-	-

Environmental Statistics (US)



APPENDIX



United States Cold Storage		Report	Quantity for the year					Quantity per unit of output						
Environmental statistics		reference	Unit	2021	2020	2019	2018	2017	Unit	2021	2020	2019	2018	2017
Business Volume Indicators														
Revenue			US\$m				-	-	-	-	-	-	-	-
Average amount of cold storage space for the year	page 5, 8		cu ft	345,190,000	331,027,000	327,699,000	296,632,000	273,738,000	-	-	-	-	-	-
Average headcount			No.	3,860	3,618	3,561	3,307	2,935	-	-	-	-	-	-
Electricity														
Electricity consumed (Actual)			kWh	325,658,877	319,537,029	324,859,658	302,945,161	286,549,512	kWh/Cu ft	0.94	0.97	0.99	1.02	1.05
Less electricity generated	page 14-16		kWh	5,597,877	2,282,029	2,905,658	3,486,161	4,346,512	kWh/Cu ft	0.02	0.01	0.01	0.01	0.02
Electricity purchased			kWh	320,061,000	317,255,000	321,954,000	299,459,000	282,203,000	kWh/Cu ft	0.93	0.96	0.98	1.01	1.03
Greenhouse Gas (GHG)														
CO2 equivalent emissions by type														
SCOPE 1: Direct GHG Emissions				2,705,232	742,766	1,048,493	1,330,056	1,356,311		0.008	0.002	0.003	0.004	0.005
SCOPE 2: Indirect GHG Emission-Purchased Electricity	page 14-16		lb	230,138,000	238,456,392	259,883,000	259,592,000	246,340,349	lb/Cu ft	0.67	0.72	0.79	0.88	0.90
Total				232,843,232	239,199,158	260,931,493	260,923,073	247,696,660		0.67	0.72	0.80	0.88	0.90
Water and Waste														
Water consumed														
Potable	page 16		gal	201,927,103	206,659,311	205,240,655	194,355,463	201,360,767	gal/Cu ft	0.58	0.62	0.63	0.66	0.74
Process Wastewater Disposed														
	NA		gal	114,400,501	118,112,009	103,564,628	96,959,457	91,259,791	gal/Cu ft	0.33	0.36	0.32	0.33	0.33
Waste Produced														
Waste oil	page 17		gal	6,978	7,027	4,657	4,671	7,095	gal/000 Cu ft	0.02	0.02	0.01	0.02	0.03
Health and Safety statistics														
Lost Time Injury Rate (LTIR)	page 12		#/200000 hrs	0.58	0.60	0.79	0.63	0.85	-	-	-	-	-	-
Total Recordable Injury Rate (TRIR)	page 12		#/200000 hrs	3.73	3.27	3.39	3.11	3.39	-	-	-	-	-	-

Environmental Statistics (US)

UNITED STATES COLD STORAGE

Ferry Terminal Building
2 Aquarium Drive, Suite 400
Camden, NJ 08103

Telephone
(856) 354-8181

E-Mail
info@uscold.com

Website
uscold.com

**SUSTAINABLE DEVELOPMENT
REPORT**

2020 - 2021

