

Goals Performance

The Kroger team recognizes our unique role in the future of food. We are helping build a more resilient and equitable food system that preserves access and affordability—today and in the future—by advancing more responsible and sustainable production methods for the food and consumer goods on which we all depend.

Goal	2019	2020	2021	Baseline	Target Year	Status
Zero Hunger Zero Waste						
Total Meals: Increase cumulative total of meals directed to our communities (food and funds)						
1 billion meals (2017–2019); 3 billion meals (2017–2025)	1.1B	1.8B	2.3B	2017	2020–2025	On track
Surplus Food: Improve management of surplus food company-wide						
Optimize recovery of surplus food for donation through Kroger’s Zero Hunger Zero Waste Food Rescue program	101M pounds	90M pounds*	94M pounds*	2017	2025	On track
Strive for 100% of retail stores to participate in food rescue every year	98%	93%*	93%*	2017	2025	On track
Increase retail donations of fresh Produce, Deli and Dairy items to be 45% of total food rescue	29%	37%	42%	2017	2025	On track
Philanthropy: Strategically optimize giving to hunger relief organizations as share of total company-wide charitable giving (total of food and funds)						
Increase The Kroger Co. Foundation grant-making to advance Zero Hunger Zero Waste, racial equity and other focus areas	\$10.5M	\$16.4M	\$13M	2017	2025	On track
Establish The Kroger Co. Zero Hunger Zero Waste Foundation and Innovation Fund; increase national and local grants to accelerate positive impact	\$10M	\$16.5M	\$18.1M	2018	2025	On track
Wages and Benefits: Provide solid wages and good quality, affordable healthcare and retirement benefits						
Invest \$500 million in cumulative associate compensation and benefits through Restock Kroger	\$508M	\$798M	\$1.2B	2017	2020	Achieved
Increase average retail hourly wages and benefits over time	\$15/hour; \$20/hour including benefits	\$15.50/hour; over \$20/hour including benefits	over \$17/hour; over \$22/hour including benefits	2017	-	Achieved

* Reflects pandemic-related disruptions in surplus food recovery



People

Goal	2019	2020	2021	Baseline	Target Year	Status
Just & Inclusive Economy						
Framework for Action: Diversity, Equity & Inclusion (DEI): Achieve commitments to create a more inclusive culture						
Create DEI Advisory Council to advance our long-term DEI commitments	-	Completed	-	-	2020	✓
100% of leaders participate in Unconscious Bias training	-	96%	-	-	2020	✓
100% of associates encouraged to participate in Inclusion training in 2021	-	-	494,000 associates trained	-	2021	→ ✓ →
Increase annual spend with inclusive suppliers to \$10 billion	\$3.4B	\$4.1B	\$4B	-	2030	→ ✓ →
Deploy funds to advance social justice through The Kroger Co. Foundation's Racial Equity Fund (cumulative)	-	\$3M	\$5.1M	-	2025	→ ✓ →

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Food Waste¹						
Reduce total food waste generated in our retail supermarkets by 50% cumulatively from our 2017 baseline (cumulative reduction; annual tons generated)	13% 288,966 tons	19.3% 268,248 tons	19.7% 269,382 tons	2017	2025	🔍
Achieve 95% retail food waste diversion	44.7%	48.3%	48.8%	2017	2025	🔍
Strive for 95% or more of retail stores participating in food waste recycling programs	76% (2,120 stores)	87% (2,407 stores)	92% (2,539 stores)	2017	2025	→ ✓ →
Operational Waste¹						
Phase out single-use plastic shopping bags. Phaseout commitment is in addition to any existing and future legislation for plastic bags	QFC division phaseout complete	Developing roadmap	Developing roadmap	2018	2025	🔍
Company-wide, meet and exceed the zero waste threshold of 90% diversion from landfill	80%	81%	79%	2016	2025	🔍

1. Progress reflects calendar year data

○ Did not achieve
 🔍 Area of focus
 → ✓ → On track
 ✓ Significant progress
 ✓ Achieved
 ✓ Achieved ahead of schedule

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Goal	2019	2020	2021	Baseline	Target Year	Status
Our Brands Product Packaging Sustainability						
Complete a baseline product packaging footprint to fully understand current packaging impacts ²	-	-	Completed	2020	2030	
Seek to achieve 100% recyclable, compostable and/or reusable packaging ²	-	-	40%	2020	2030	
Increase recycled content in packaging so <i>Our Brands</i> portfolio collectively contains at least 10% recycled content ²	-	-	14%	2020	2030	
Reduce unnecessary packaging	-	-	See Packaging section	2020	2030	
Increase awareness among Kroger customers about how to properly manage product packaging at end of life	-	-	See Packaging section	2020	2030	

Climate Impact						
Achieve a 30% cumulative reduction in GHG emissions (percentage reduction from baseline; annual total Scope 1 and 2 GHG emissions; MTCO ₂ e*)	3.4% ↑ 5,967,865 MTCO ₂ e	8.6% ↓ 5,275,845 MTCO ₂ e	9.1% ↓ 5,251,448 MTCO ₂ e	2018	2030	

Seafood Sustainability¹						
Source 95% of wild-caught seafood from fisheries that are Marine Stewardship Council (MSC) certified, in MSC full assessment, in comprehensive fishery improvement projects or certified by other Global Sustainable Seafood Initiative—recognized programs	88%	86%	94%	2020	2023	
Preferentially source MSC-certified wild-caught seafood and source at least 85% of volume from fisheries that are MSC certified	71%	72%	77%	2020	2023	
Source 100% of farm-raised seafood from farms that are Best Aquaculture Practices 2-Star or greater certified, Aquaculture Stewardship Council certified or GLOBALG.A.P. certified	96%	98%	98%	2020	2023	
Source 100% of shelf-stable tuna from companies aligned with the International Seafood Sustainability Foundation ³	100%	100%	97%	2020	2025	
Source 20% of <i>Our Brands</i> shelf-stable tuna from fisheries that are MSC certified	-	-	2.7%	2020	2025	

* MTCO₂e = metric tons of carbon dioxide equivalent

2. Initial packaging baseline for *Our Brands* products excluded General Merchandise products. We will add these to the packaging dataset in the future. Progress numbers shared here reflect the initial baseline.
 3. This is an enduring commitment that we continue to maintain.



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Goal	2019	2020	2021	Baseline	Target Year	Status
No-Deforestation Commitments¹						
Source palm oil, palm kernel oil and palm oil derivatives in <i>Our Brands</i> products from sources certified to the Roundtable on Sustainable Palm Oil supply chain standard (percentage of ingredient volume that is from certified sources)	-	80%	88%	N/A	Ongoing	
Used post-consumer recycled content fiber and/or virgin fiber certified to FSC,⁴ SFI⁵ or PEFC⁶ standard						
Kroger plants (percentage of packaging procured, by weight, that is certified)	-	-	97%	N/A	2025	
All <i>Our Brands</i> household paper products and packaging (percentage of material, by weight, from certified sources)	-	-	Tissue: 95% Packaging: to be determined	N/A	2030	
Use deforestation-free soy-based ingredients in <i>Our Brands</i> products						
Kroger plants (percentage, by weight, from no-/low-risk countries)	-	-	100%	N/A	2025	
All <i>Our Brands</i> products	-	-	Launching KLP assessment	N/A	2030	
Use deforestation-free beef-based ingredients in <i>Our Brands</i> products and fresh beef						
Fresh beef and Kroger plants (percentage, by weight, from no-/low-risk countries)	-	-	99.9%	N/A	2025	
All <i>Our Brands</i> products	-	-	Launching KLP assessment	N/A	2030	
Responsible Sourcing: Animal Welfare						
Laying Hen Housing						
Revenue: Increase sales of shell eggs from laying hens in cage-free or better housing systems as a percentage of total egg revenue ⁷	39.4%	41.9%	45.9%	-	-	
Volume: Increase shell eggs sourced from laying hens in cage-free housing systems or better (units: dozens) as percentage of totals ⁷	23.1%	24.9%	27%	-	2030	
Sow Housing						
Volume: By 2025, Kroger will source 100% of fresh pork from sows in group housing systems ⁸	-	-	-	-	2025	

KMP = Kroger Manufactured Products (made in Kroger's plants) KLP = Kroger Labeled Products (made by third-party vendors according to Kroger's specifications)

4. Forest Stewardship Council
 5. Sustainable Forestry Initiative
 6. Programme for the Endorsement of Forest Certification
 7. Restated progress to align shell egg units to dozens for all years
 8. Given the lack of industry alignment on standards and definitions for sow housing, we are unable to determine accurate year-over-year progress for prior years. Please see this supplemental [Animal Welfare Update](#) for an estimated roadmap to achieve our goal. Future reporting will align to SASB guidelines for revenue share of total category.



Systems

