



CULTIVATING SUSTAINABLE GROWTH

... CORPORATE SOCIAL RESPONSIBILITY REPORT ...



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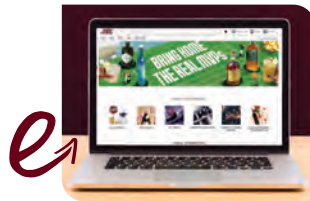
A Message From Our CEO Nick Mehall



Over the course of the past year, we have continued on our journey to be the distributor of choice by building on our rich history, harnessing the power of our collective teams through 1RNDC and cultivating sustainable growth. With a deep-rooted history as a leader in beverage alcohol distribution, we knew it was critical to evolve with the rapidly changing demands of our suppliers, customers, associates and consumers at large. Our commitment to be the best partner to our suppliers and customers has remained the same throughout the years. We have made significant strides this year: we differentiated ourselves with new team structures, expanded partnerships, and realized the benefits of working together across team lines to improve ways of working for our teams and our stakeholders.

RNDC prides itself on a customer-focused mentality, a critical component in our approach, enabling us to ensure we build strong brands in every market. We're prioritizing our account support, education and training. These fundamentals are made more powerful by maintaining pricing discipline to optimize how we best fill a warehouse and manage inventory. We preserve brand value by treating each brand as a quality option for the consumer and the customers we serve. Our keys to success are:

- Recognizing the opportunity to drive stronger execution by positioning our sales leadership closer to customers, reducing the size of our regions to help better position our national strategy across our footprint.



- Investment in our eRNDC eCommerce platform which today generates \$1.3 billion in sales, making the process of B2B commerce seamless.
- Creating more direct alignment of our customer and supplier teams to drive consistency across our markets and improving speed of execution.

- Commitment to developing and attracting top talent through the launch of our RNDC Leadership Standard, establishing the critical foundation to grow our culture and our associates.
- Our ability to leverage data to develop brand-specific growth strategies and the appropriate associates developing accounts and building relationships with our portfolio business.
- Implementing state-of-the-art logistics processes that help our products move more efficiently.

1RNDC

Our 1RNDC transformation work has been significant and as we continue to embed changes, it helps knowing how these changes have set us apart as a distinct industry leader and a true national distributor. I know none of this would have been possible without the strength, resilience and patience of our associates and for that, I am immensely grateful. I'm excited about the year ahead and look forward to cultivating sustainable growth in 2024!

Nick Mehall
RNDC President and CEO

Who We Are

Our Corporate Social Responsibility Statement

At Republic National Distributing Company, corporate social responsibility is in our DNA. From the heart of operations to the communities we impact, we take actions that drive positive business outcomes while promoting peace and prosperity for people and the planet. We are difference-makers with an unwavering commitment to ethics and corporate governance. Here, we raise more than just glasses; we raise the bar for responsible and sustainable business practices in the beverage alcohol industry.

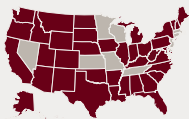
Our Vision Statement

To be the national distributor of choice of beverage alcohol producers who value the three-tier system.

- To build branded products and profitability for all parties involved.
- To serve the needs of our associates, suppliers, customers and community.

RNDC By the Numbers

14K+
associates



40
markets including the
District of Columbia

8
average tenure of
years of service

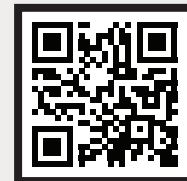
\$3.4M
in scholarships and
charitable donations

54%
of workforce who are
millennials/Gen Z

RNDC Core Values

Family
Service
Accountability
Honesty
Professionalism

RNDC Brand Video



Scan the QR
code to view
the RNDC
Brand Video.





We're experts at our craft with roots as one of the nation's leading wholesale beverage alcohol distributors, but we haven't stopped growing.

Growing Our Business

“

*I'm inspired to make the world a better place,
not only for my family but also for the world.*

Kimberley Babineaux, Customer Care Manager



Living Map of Growth

Growth for the Year

Happy first anniversary with RNDC, New York. This year, we celebrated one year since **Opici Family Distributing** became part of our RNDC family.

RNDC purchased **Natural State Distributing**, opening new doors for our current and future suppliers and customers. We're in closer proximity to Walmart and our extended presence in Arkansas will further strengthen our capabilities with other chain customers.

RNDC and **Riboli Family Wines** announced their national partnership in eight new states.

RNDC and **DAOU Vineyards** announced a contract extension until 2030 across 28 markets (now including Illinois).

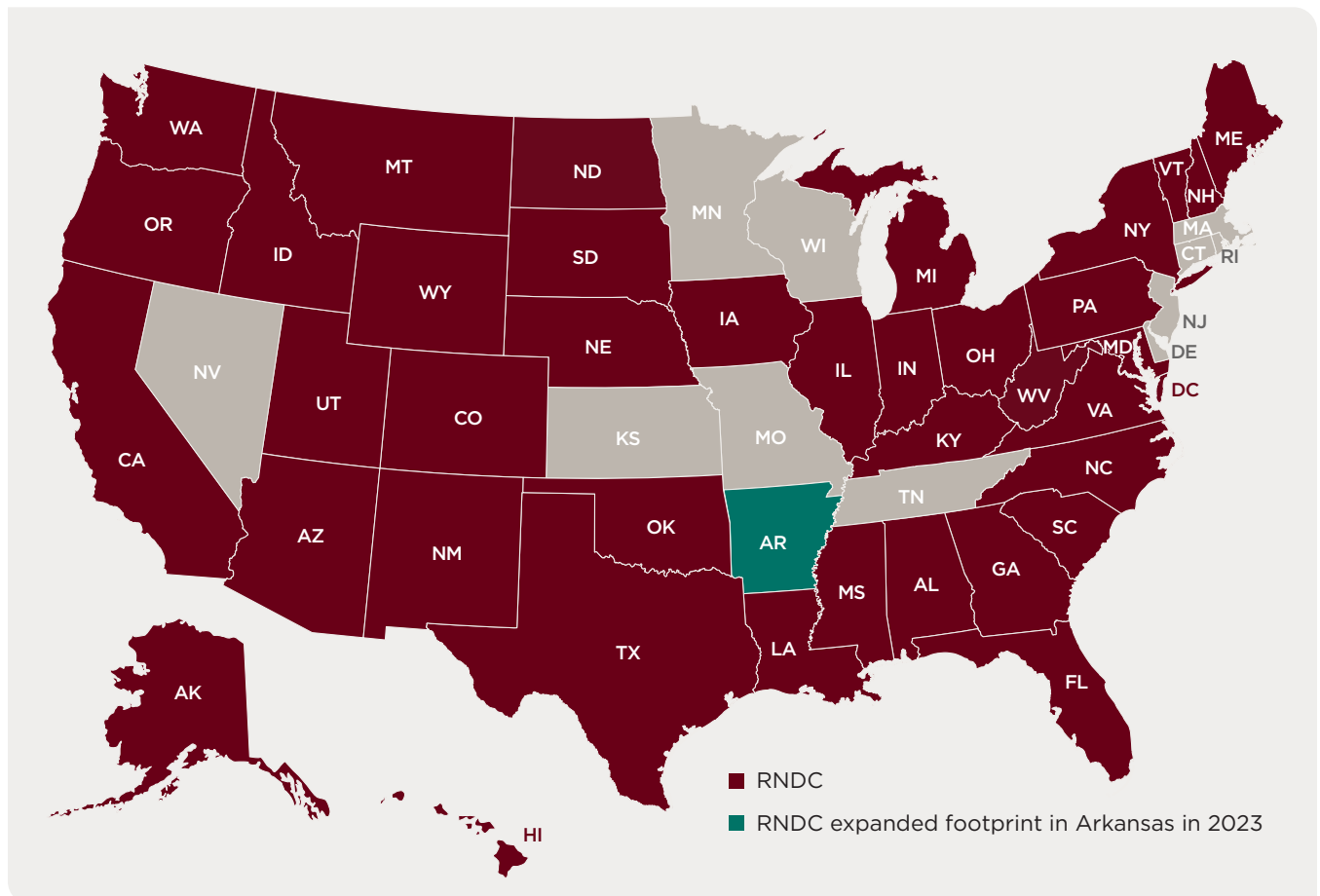
RNDC and **Flaviar** announced a strategic partnership and investment with Wine-Searcher to accelerate the pace of digital transformation.

In 2023, RNDC was named on the **Forbes list of America's Best Large Employers**. This prestigious award is presented by Forbes and Statista Inc., the leading statistics portal and industry ranking provider. We couldn't have achieved this without our associates who set us apart in the industry.

**AMERICA'S
BEST LARGE
EMPLOYERS**

**Forbes
2023**

POWERED BY STATISTA



1RNDC Leadership

RNDC Welcomes this Year's New Leadership Team Appointments



Gary Archuleta
Midwest Region
President



Bryan Boeck
West Region
President



Randy Hecklinski
Southeast Region
President



Scott Lammert
Central Region
President



Melissa Linehan
Northeast Region
President

Dave Lane's Supplier Excellence and Growth Team Business Units



All reporting directly to Dave Lane, Chief Supplier Excellence and Growth Officer. As part of this new team, Carina Sarbaugh, VP, Supplier Excellence leads Commercial Strategy, Supplier Transitions, RFPs, Supplier Governance, and Analytics. Tammy Curtis was promoted to the role of SVP, Commercial Finance, leading the Commercial

Finance team that covers both the Commercial Finance and Net Revenue functions. Brian Humphreys was promoted to the role of VP, Supplier Transformation.

RNDC created a new Supplier Growth structure with five nationally standardized business units. The Business Unit leaders also report directly to Dave.

- **Paramount:** Co-led by SVP, Managing Director, Kevin Williams and VP, Supplier Excellence and Growth, RB Wedel
- **Century:** Led by SVP, Managing Director, Kevin Williams
- **Olympic:** Led by SVP, Managing Director, Michael Thomas
- **Heritage:** Led by SVP, Managing Director, Troy Mollohan
- **The Estates Group:** Led by SVP, Managing Director, Gabe Abdo



We're excited to expand leadership in this region. Our strength has always been our execution. As we develop our business in New York and across eastern states, we see an opportunity to drive stronger execution by positioning our leaders closer to the market. This ensures more dedicated senior leadership concentrating on our businesses in these states.



Bob Hendrickson
Chief Operations Officer

1RNDC Leadership Organization Updates

Jenn Engel's Commercial Team



We've driven clearer ownership, centralizing commercial resources that were previously reporting locally. As our business has continued to evolve, we're excited to share that we're bringing both retail and on premise under a single leader completing the key changes to our National and Strategic Accounts (NASA) structure including:

- Megan Hooff has been appointed to SVP of NASA.
- We introduced a new "VP Channel" responsible for driving standardization and a national approach by segments such as on premise and retail.

National and Strategic Accounts (NASA) Team

- Chris Little, NASA VP, Retail, Grocery Channel
- Brian Berner, NASA VP, Retail, Specialty Channel
- Lizzie Fischer, NASA VP, Retail, Mass Merch Channel
- Catherine Nurmi, NASA VP, On Premise, National and Strategic Accounts
- Shiloh Haley, NASA VP, On Premise, Recreation and Lodging

Tracy Aldworth's 1RNDC: The Story of Our Next Stage of Growth



Over the last decade, RNDC has grown to operate with a national footprint across 40 markets. We are strategic partners to leading suppliers and customers in the industry. The core of our success has always been our industry-leading track record of execution and growth. As we look ahead, our industry is changing and so are the needs of suppliers, customers, and associates. We recognize that we need to take our approach to the next level and operate as a true national distributor, while still maintaining our expertise and agility in local markets. 1RNDC is the story of our next stage of growth.

Sean Halligan's Operations Leadership Team



- Andrew Holbrook, VP, Inventory Planning
- Gregg Lipp, VP, Facilities and Engineering
- John Friel, VP, Logistics
- Steve Platte, VP, Distribution Services
- Wes Jackson, VP, Strategy, Planning and Performance Management
- Gabe Ibanez, VP, Field Operations

The Inventory Planning team is excited to announce the appointments of Inventory Planning Directors who will be responsible for overseeing the inventory planning activities within the new Supplier Business Units.

- Gloria Gonzales, Inventory Planning Director, Century Business Unit
- Thomas Sponseller, Director of Inventory Planning, Olympic Business Unit
- Jaime Castro, Director of Inventory Planning, Heritage Business Unit
- Jeff Johnson, Director of Inventory Planning, The Estates Group (TEG)
- Clayton Lemmer, Inventory Planning Director, Paramount Business Unit



At RNDC, we understand that our success and growth as an industry leader is driven by the outstanding contributions of our talented associates and embodying a people-first culture.

Growing Our Talent and Culture

“

*I'm honored to work for such a caring company.
RNDC makes me proud to be a part of this team.*

Darren Nuccio, Category Consultant



Our People Drive Our Strategic Advantage

RNDC's goal is to be the number one developer of talent in the industry by transforming through our people, culture, organization, and leaders. As such, we value a people-first approach and believe that supporting our associates leads to growth for all.

“

Creating the next generation of leaders starts with a commitment to growth - growing ourselves, growing our teams, and growing RNDC. This growth mindset applies to associates of all levels, whether you lead teams or not. We all have the ability to develop ourselves, positively impact others and make a difference.



Jessica Schilling
Chief Human Resources Officer
and EVP



Our Leadership Standard

As part of 1RNDC, **Creating a Generation of Leaders**, we believe all associates are leaders - regardless of title or role. Our Leadership Standard provides a clear and consistent definition of how leadership should be demonstrated across RNDC, setting specific expectations and defining the behaviors that matter most as you grow your career at RNDC. The Leadership Standard is brought to life in practical ways by embedding it into all aspects of our talent life cycle.



Introducing myHR - A new, one-stop, accessible HR platform

Meeting our associates' HR needs by making it easy for them to learn, grow and broaden their capabilities when they need it, as they need it.

“

RNDC has made great strides in 2023, providing our associates with more resources and better systems, creating more opportunities to invest in them, and empowering our associates for success.



JLee Galan
Manager,
Talent Engagement
and Employer Brand



Attracting, Engaging and Supporting Future Leaders

RNDC offers opportunities to those who are interested in pursuing career pathways at all levels across all functions. Our engagements often feature RNDC associates who speak candidly to students and share success stories to help them prepare for the world of work and discover their own career paths.

Overall, RNDC has participated in several recruiting events and year over year has significantly increased our strategic partnerships with universities in 2023. Highlights include:

Florida State University Career Fair

We participated in recruiting events, career fairs, diversity and inclusion summits, and classroom guest speaking opportunities.



California Polytechnic

RNDC supported the Cal Poly career fairs through classroom visits where we presented to the students about the beverage alcohol industry and career opportunities.



Terry College of Business at the University of Georgia

RNDC was a gold-level sponsor this year and the team had the privilege of acting as a “buyer” and “sales rep.”



University of Texas at Austin

RNDC initiated a partnership with the University of Texas at Austin which has unlocked several growth opportunities spanning from:

- Guest lecture for the McCombs Sales and Business Professional students
- Participation in career fairs
- Practicum project
- Judge for sales competition and many more

Texas Tech

We participated in the Rawls College of Business Career Fair with over 1,000+ students in attendance.



Morehouse College

Through a new partnership with Morehouse, a top-tier HBCU, our Soul ARG Atlanta Chapter leveraged members of our Talent Management, Talent Acquisition and DEI teams for a panel discussion. The chapter featured associates in a speaking panel about RNDC.



Thurgood Marshall Scholarship Fund

In year two of our three-year partnership with Brown-Forman, we provided five students with \$10K scholarships to support their educational journey.



Developing Emerging Talent



Industry Education Program

For the second year, RNDC in North Texas was selected as the distributor partner for the STEPUP program. We hosted two interns for an eight-week immersive experience across sales, operations, and corporate functions. These interns spent time with two distillers, rounding out this unique year-long program which opens career pathways to underrepresented talent.

Internship Program

We had **30 interns** across the United States for ten weeks from May through August 2023. They had a well-rounded experience that involved market work, engaging with our category teams, interacting with mixologists, participating in brand kick-offs, attending a wine dinner, and presenting their capstone project. They also spent time with Operations including Warehouse, Transportation, Purchasing and Receiving.



My internship with RNDC was nothing short of amazing... From start to finish, I was welcomed by all and mentored by many different people. Each day held a new task, and it was very inspiring to see those around me working with a great sense of purpose and passion.

RNDC Intern

Talent Acceleration Programs

In our second year, RNDC has partnered with two of our valued suppliers, Jackson Family Wines and Brown-Forman, to offer comprehensive sales training and wine or spirits education through structured onboarding, personal and professional skills development, performance management, and mentoring. This collaboration aims to grow and support talent from groups currently underrepresented in the Beverage Alcohol industry.



This program has given me the tools to develop my career. The ability to meet people throughout all levels of each company... The conversations and unique experiences this program provides motivate me to continue my journey in the wine industry.

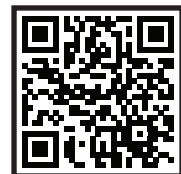
Accelerate Associate

ACCELERATE



Everyone has been very helpful and welcoming. I'm very grateful for the opportunity to be a part of an excellent program that offers unlimited growth potential within RNDC and Brown-Forman.

Elevate Associate





Specialized Training and Development



Senior Executive Leadership Forum

Since 2017, the Senior Executive Leadership Forum (SELF) has developed associates across RNDC. The two-year program is designed to stretch and accelerate the growth and impact of these leaders with a high success rate of promotions among the group. This year, one of SELF's events included a highly engaging trust-based leadership-themed session in Phoenix, Arizona.



Women's Leadership Forum

Through our long-standing development program, Women's Leadership Forum (WLF), we proudly showcase our commitment to women by providing exceptional professional development and networking opportunities that support their career advancement. Some events this year included involvement with peers from other industries at the Women's Foodservice Forum (WFF) and the Neuro Leadership Institute (NLI) Virtual Summit.

Industry Certifications



Wine and Spirit Education Trust

For more than 16 years, RNDC has partnered with the Wine and Spirit Education Trust (WSET) to provide certification education in Wine and Spirit for our associates.



RNDC Graduate Level Associates

This is the highest-level wine and spirits training RNDC has to offer, for associates who want to pursue education credentials and show great passion for Fine Wine.



Virtual reality (VR) has enabled us to provide the best process training to every associate, in a consistent and cool way, bringing them to proficiency quicker and safer than our old training methods.



John Friel
VP, Logistics



Innovative Frontline Associate Training Using Virtual Reality

In a training created by the VR company Strivr for RNDC, an associate is tasked with properly stocking boxes as they are brought in by a conveyor belt into the back of a truck. The associate uses the full 360-degree space around them to complete the task — just as they would on the job. The trainee gets important feedback when they do something wrong or when they do something right. Virtual reality works by incorporating a moving field of view to mimic the panorama of human vision. Instead of one frame, VR offers dozens of them, requiring the user to rotate their head to see it all.



Elevating Our Culture Through DEI



Diversity, Equity and Inclusion is woven into our business strategy which makes it easier for everyone to understand their value and actively participate in our mission to grow understanding, inclusive behaviors, representation, partnerships, and accountability. As we further embed DEI into our talent practices, I am confident that our people and our company will thrive. And that is exciting!



Erika Hopkins
Vice President, Culture,
Social Responsibility and DEI

RNDC continues to prioritize an inclusive culture, one that creates a sense of belonging, so our associates feel valued and comfortable being their best selves. This not only helps us to retain great talent but attract new talent that is looking for a great place to grow their careers and contribute to an organization's success.

Black History Month

During Black History Month, RNDC shared stories showcasing pioneers in our industry through the voices of our valued RNDC Operations leaders.

Scan the QR code to learn more about the industry pioneers.



RNDC Associate Resource Groups (ARGs)

RNDC truly values the unique perspectives, experiences, and contributions of our diverse associates, communities, and business partners. Our ARG network has dedicated groups focused on women, LGBTQ+, parents and caregivers, military, disabilities, Black, Hispanic and Asian American and Pacific Islanders.

Scan the QR code to find out more about RNDC's ARGs.



Our ARGs follow the guiding principles of the 4Cs:

1. **Career** – Providing development content and opportunities to our associates.
2. **Commerce** – Helping with specific business needs like recruitment, market research and growing better partnerships with our suppliers.
3. **Community** – Building deep and impactful relationships in the communities in which we live and work.
4. **Culture** – Creating a sense of belonging and inclusive workplace experience and environment that helps attract and retain talent.





ARG Activations Making an Impact

ARG Impact

In addition to regular member meetings and member-only activations, our National ARG network delivered **23 unique enterprise wide activations** to help foster diversity and belonging.

Pacific ARG

In celebration of AAPI Month, Christian ‘Suzu’ Suzuki, a master of creating innovative cocktails and a contestant on the Netflix show, “Drink Masters” spoke on his heritage with a cocktail demo.



Athena ARG

Athena successfully piloted RNDC’s Mentoring Circle program. The six-month program showcased one keynote speaker each month. RNDC plans to expand the program in 2024.

Aware ARG

Aware hosted a virtual session with a guest speaker on the topic of navigating family, work, and parenting a child with special needs.

Valor ARG

In honor of Veterans Day, Jason Angell, a former USMC Captain, discussed overcoming difficulty during times of change and shared unique stories about his experience in the military and as a veteran.



Vida ARG

Hosted Mentorship Mayo (Minute Mentor) a fast-paced session – similar to speed dating – for accomplished and rising talent.

Rainbow ARG

We celebrated Pride Month with our annual Sip in Solidarity event where community members and allies shared the importance of Pride.



Vida / Athena / Pacific

Professional Development Workshops were facilitated by Leadership and Career Coach, Dani Tan, a first-generation Asian-Latina leader with a passion for empowering women.

Soul ARG

In honor of Juneteenth and the launch of the Atlanta Chapter, Soul hosted a virtual session with Victoria Eady Butler, Master Blender of Uncle Nearest Premium Whiskey and great-great-granddaughter of Nearest Green, the first known African-American master distiller.



Parents+ / Athena / Aware

All three ARGs hosted a call on Autism Awareness with our Executive Sponsors Jenn Engel, Tracy Aldworth, and Taylor Sommer. Each shared personal stories of recognizing and navigating neurodiversity and its challenges.



Accelerating the Next Generation of Women Leaders

We're committed to growing our next generation of women leaders. One way we do so is by leveraging our strategic partnerships with Women of the Vine and Spirits (WOTVS) and Wine and Spirits Wholesalers of America (WSWA).

Women of the Vine and Spirits

RNDC is a corporate member of WOTVS, a nonprofit organization dedicated to supporting and advancing women in the beverage alcohol industry. RNDC's involvement with the organization helps foster an environment that promotes the advancement of women leaders in our industry. Several of our senior women leaders sit on the executive and diversity councils. Erika Hopkins and Zulma Hernandez presented on a WOTVS C-Suite Insights event on "Breaking Through the Invisible Boundaries of Business." Jessica Schilling also presented during a WOTVS live panel on her journey and how she found her career path.



The Women in Leadership (WIL) Executive Education Program

Select RNDC women leaders participated in this unique development experience, designed to enhance their skills for leading people, teams, and organizations.



WSWA's Women's Leadership Council Conference

The WSWA and the WLC Advisory Board developed the industry-known leadership development conference with a focus on building a personal brand and elevating women across the wholesale tier. Several RNDC women leaders were sponsored to maximize networking opportunities and advance their leadership skills and business acumen including Zulma Hernandez, VP, Talent and Org Development, and Stacy Gabel, VP, Control States as WLC board members who were part of shaping the event.

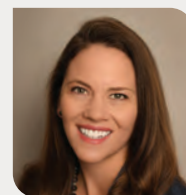
Check Out Some of This Year's Rising Stars:



Tammy Curtis
SVP, Commercial Finance



Amanda Davidson
State EVP



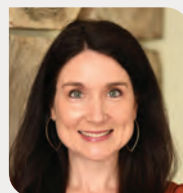
Kristin Frei
State EVP



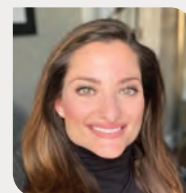
Megan Hooff
SVP, NASA



Melissa Linehan
Northeast Region President



Erin Michael
Corporate Controller



Carina Sarbaugh
VP, Supplier Excellence



Emily Xu
SVP, eCommerce

Amplifying Our Brands to Elevate DEI

Legacy in the Bottle Benefits the United Negro College Fund (UNCF)

We featured our annual Legacy in the Bottle campaign during Black History Month, highlighting fantastic Black-Owned brands. Participating brands and RNDC donated to the United Negro College Fund which provides financial support for students since 1944.



Powered by Women Initiative Supports WOTVS Foundation

During Women’s History Month in March, we introduced “Powered by Women - A Toast to Women-Led Brands,” a campaign that celebrated the history and brand education for innovative and pioneering women in the wine and spirits industry. We proudly donated to the Women of the Vine and Spirits (WOTVS) Foundation to support rising females in the beverage alcohol industry.



iCelebremos Juntos! Benefits the Association of Latino Professionals for America (ALPFA)

Hispanic Heritage Month celebrates and uplifts Hispanic voices. This year, donations went toward funding collegiate scholarships through the Association of Latino Professionals for America (ALPFA), a foundation focused on professional development and career resources for its members.



Our Culture of Appreciation and Recognition

Celebrating Our Valued Associates

Every year we recognize Customer Service, Warehouse and Driver Appreciation Weeks. We're grateful for these dedicated associates and their efforts to ensure our customers receive the products they need and have their questions answered in a timely manner.



Did you know? On Average:

4K Calls

The number of calls our Customer Service Reps answer per month

11K Cases

The number of cases loaded per minute across all our facilities each night

19 Seconds

The speed of answering calls by our Customer Service Reps beating the goal of 30 seconds

44M+ Bottles

The number of bottles packed by Operations; enough to wrap around the world four times

400K+ Cases

The number of cases our drivers deliver per day

200K+ Miles

The number of miles our fleet drives per day

IT and Digital Enablement

Cross-functional teams collaborated on a variety of projects, including the following launches:

- **myHR**: A new system for all human resources transactions
- **Pinata**: Centralized promotion and event management platform
- **WiseCommerce**: Digital tool for sales leads
- **a360**: Field Sales execution management system
- **Informatica**: Enterprise Data Governance team supplier portal
- **Salesforce.com**: Customer Relationship Management system
- **Manhattan Active WMS**: Warehouse Management tool
- **9ci**: Invoicing and payment tool

eRNDC Spotlight

RNDC's eCommerce platform announced a few key performance results:

- Emily Xu, SVP, eCommerce was selected as a winner of the 2023 Stevie Awards
- eRNDC's newly redesigned website exceeded 55,000 active customers, a 77% increase over 2022
- eRNDC's first customer direct online payment system went live in 10 states

RNDConnect Spotlight

RNDConnect is a key component of our sales strategy:

- Recruited 190 new sales lead associates: each calling 350 accounts
- Transferred 45K accounts to the current strategy
- Expanded to 5 centralized RNDConnect centers
- Grew business by 5.16%, to support our sales growth targets



RNDC is committed to serving as an excellent corporate citizen by making a positive impact on the community, environment, governance and business.

Growing Our Social Impact

“

It's our responsibility to ensure we sustain the environment for ourselves and future generations.

Kristal Southern, Total Rewards Administrator



Enabling Good Health and Well-Being

We continue to deliver on our commitment to the overall well-being of our associates, their families, and our communities at large. This includes physical, mental, financial, and environmental well-being. Our dedicated focus enables a healthy culture that results in living happier, balanced lives.

Breast Cancer Awareness Month | Associate Story Spotlight



It all started in 2005 when my sister and I thought we should try the Susan G. Komen three-day which is a 60-mile walk and we were hooked. We have completed 30+ walks in five different cities with 22 different team members. Collectively, our team has raised over \$200,000.

Julie Townsend, Director Sales Coaching



WELL-BEING UNCORKED!

Well-Being Uncorked!

Well-Being Uncorked! exemplifies our commitment to the health and wellness of our associates. The program helps associates set realistic health improvement goals and provides tools and resources to attain their goals. E-coaching, trackers, health articles, and more can be accessed 24/7 via a robust online platform and app.

Financing The Future

Our robust 401K plan has a 94% participation rate and includes:

- Matching \$.50/\$1 up to 8% of contributions
- Auto enrolling new hires at 9%
- Professional investment advice and webinars
- Wide array of investment options

Employee Assistance Program

RNDC's Employee Assistance Program (EAP) is available 24/7 to all associates and their eligible dependents. Associates or family members can reach a compassionate ear or connect to counseling and referral services that fit their specific needs.



Savings, Incentives & Perks

SiP | Savings, Incentives & Perks

This year, we launched the RNDC perks and discount program. Through an easy-to-use website or app, associates have access to thousands of amazing discounts and deals on travel, restaurants, shopping, family care, gym memberships, car rentals, and much more.



PCF Campaign | #DoBlue Fundraiser

The annual #DoBlue campaign to benefit the Prostate Cancer Foundation (PCF) has become a hallmark event. Thanks to the generosity of our supplier partners, and the dedication of our sales teams, this program has been a five-year consecutive program. This contribution continues to help the PCF find new ways to detect and treat prostate cancer.





Charitable Giving and Volunteerism

Investing in Our Associates and Communities



\$551,966

donated to **112** nonprofits
from the RNDC Foundation



\$158,801

donated to the
RNDC Relief Fund



879

scholarships awarded to
associates' children

Volunteerism Program: The Power of One

We believe in the power of giving back and encourage our associates to use the company-provided eight hours of paid time each year to volunteer for nonprofit organizations that are meaningful to them.



Leading the Charge for Zero Hunger

For years, our associates have been dedicated to the battle against hunger, spearheading initiatives under the banner of RNDC Team Feed. Together, we've raised awareness about food insecurity, organized office food drives, and volunteered at local food banks.



Season of Giving: Spreading Joy and Making a Difference

In November and December, we teamed up with three remarkable organizations addressing the most pressing needs during the holiday season: Feeding America, Toys for Tots, and Wreaths Across America.

RNDC's Andy Quarm, EVP of Colorado, was interviewed on the Wreaths Across America Radio.



April Ignites Action in National Volunteer Month

April wasn't just another month at RNDC—it was a celebration of our incredible volunteers. From impactful actions to genuine expressions of empathy, our associates showcased their deep concern for the world. All month long, RNDC left its mark by creating stronger communities where happiness, health, and connections thrive.

Recipe for Responsibility

Make Every Moment Memorable

Our Recipe for Responsibility is a spirited call to action. We stir up awareness and education that empowers everyone to advocate for responsible consumption and savor our brands mindfully. Cheers to a recipe that makes every moment memorable!



Pour

responsible consumption
into RNDC's culture



Combine

responsible consumption
practices and partnerships to
increase industry impact



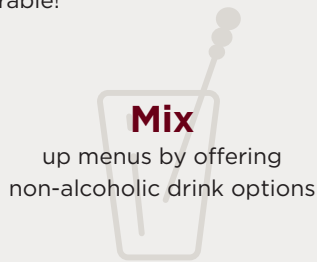
Strain

the social impact
through awareness,
education and action



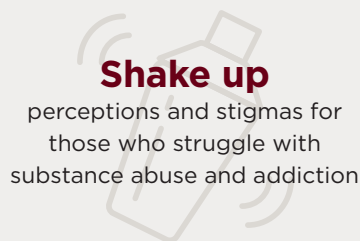
Serve

our associates, suppliers, customers
and communities by ensuring our
brands are enjoyed responsibly



Mix

up menus by offering
non-alcoholic drink options



Shake up

perceptions and stigmas for
those who struggle with
substance abuse and addiction



Garnish

by empowering every
RNDC associate to advocate
for responsible use



Recipe for
RESPONSIBILITY

Partnering with Responsibility.org

We proudly stand with Responsibility.org, championing a crucial mission to end impaired driving, wipe out underage drinking, and promote a culture of responsible consumption. Through our dynamic partnership, we share information and tools to help adults make informed and responsible choices about alcohol.



RESPONSIBILITY.ORG

Toast to Responsibility!

As a valued distributor of wine and spirits, we are called to enjoy our products responsibly. We walk the walk, not just talk the talk. Check out our short video from RB Wedel, VP, Supplier Business Development, to discover the power of accountability and the steps you can take to champion responsible consumption.





RNDC Green Team

Driving Environmental Sustainability Practices

The RNDC Green Team is a cross-functional group of over 250 passionate associates on a mission to turn awareness into action. Through education, hands-on volunteering, and embracing sustainability in their personal and professional lives, they weave green practices into the fabric of RNDC's culture.



RNDC Associates Unite for Earth Day

To help protect and restore our planet, our associates led an eco-revolution to free the environment of waste and plastic pollution in tangible ways – participating in the Great Global Cleanup, recycling electronic devices and contributing to reforestation by planting trees.



Beating Plastic Pollution on World Environment Day

This June, we joined a plastic-busting revolution. Our associates took a stand against plastic waste by pledging to banish single-use plastics from their lives. It wasn't just a pledge but a bid to amplify awareness, shrink plastic waste, and champion a circular economy.



RNDC Superheroes Unleash Their Recycling Powers

On Global Recycling Day, our recycling heroes showed what happens when passion meets recycling. Each competitor showcases the ultimate art of repurposing – from transforming whiskey barrels into flower planters, to creating dazzling light fixtures from wine bottles, to crafting tabletops out of wine corks. Impressive!



Planting the Seeds of Change on Arbor Day

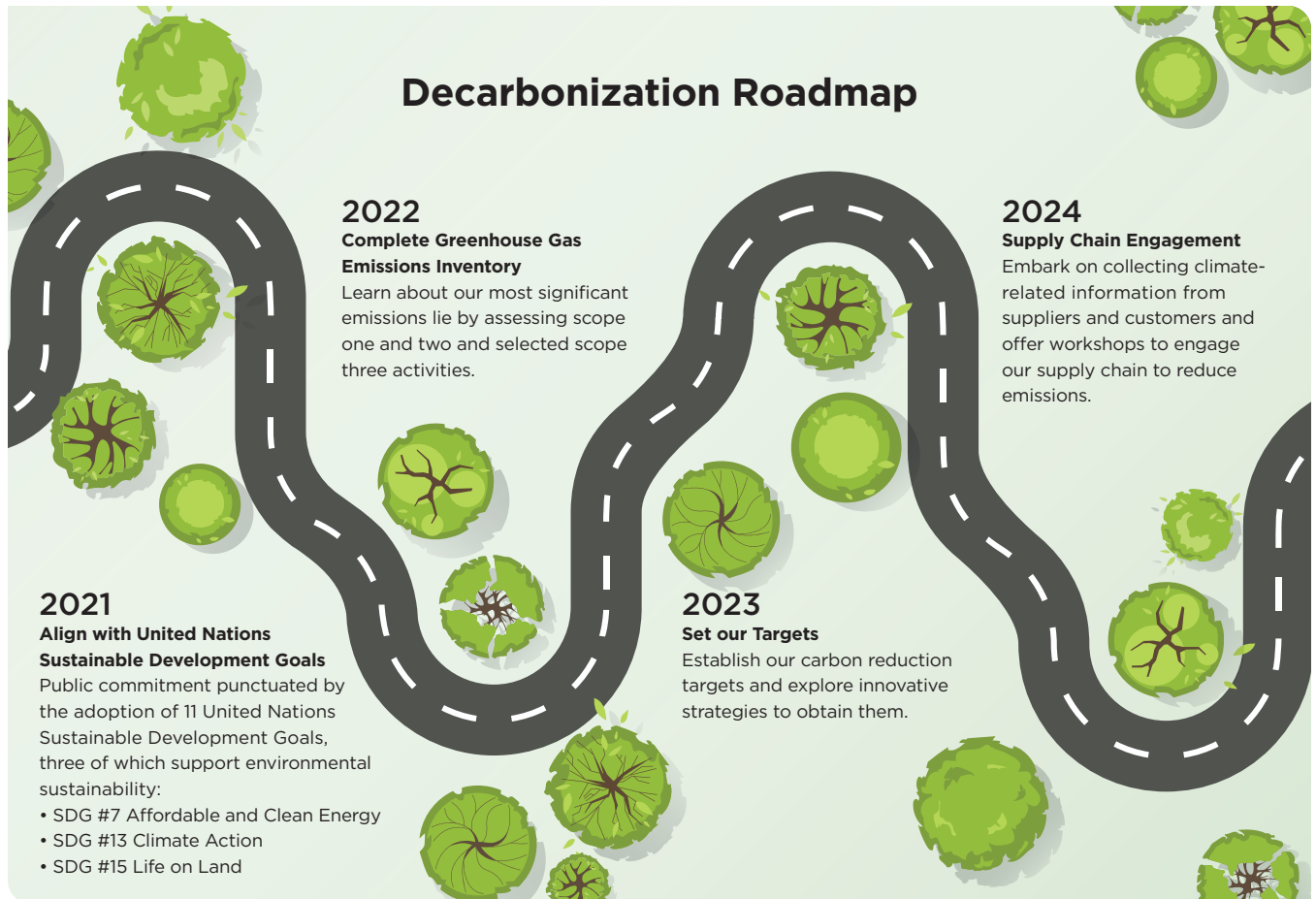
We're not just in the business of today; we're sowing the seeds for a brighter tomorrow. Our savvy associates understand trees' pivotal role in our industry and our environment's well-being. Nationwide, we rolled up our sleeves and grabbed our shovels for tree-planting ceremonies that aren't only about saplings in the ground, but about cultivating a vision for a better future.

Energizing Savings: Empowering Change for Energy Awareness Month

Throughout October and beyond, RNDC associates champion energy conservation. We raise awareness about cutting down on energy waste and pursuing strategies to trim costs through facility optimization.



Journey to an Environmentally Sustainable World



Supporting Seed to Sip Sustainability

At RNC, we've built a roadmap to reshape our future. Rooted in our greenhouse emissions inventory and steered by a materiality assessment, our strategic plan revolves around four crucial pillars of decarbonization.

1. Sustainable Fleet and Electrification

Identifying opportunities to strategically transition to a more sustainable fleet and innovative solutions for cleaner fuel.

2. Renewable Energy and Facilities

Exploring solutions to reduce energy demand and diversify the energy supply to clean sources of energy that have a lower environmental impact.

3. Circular Economy and Waste

Committing to sustainable waste management and protection of natural resources by reducing, recycling, and reusing. Our genuine concern for people and the planet guides our social responsibility strategy and activations.

4. Supply Chain Engagement

Partnering with suppliers and customers to understand indirect emissions better and identify ways to reduce supply chain emissions.



Carbon Footprint and Fleet Sustainability



RNDC’s Commitment to Operational Growth and Execution

An Interview with RNDC’s Chief Supply Chain Officer, Executive Vice President, **Sean Halligan**.

Question: Can you speak to the recent changes that have occurred in operations, the new structure? How will that impact the way we do business?

Answer: First, we have aligned our leadership team to functional capabilities that will provide clearer lines of responsibility and deepen our organization’s focus on supply chain operations. This alignment will help RNDC strengthen our core business and our core operations. Secondly, we will continue to modernize our operational footprint via the technologies and systems we use in our operations. Lastly, supply chain will always be a people business. We are working to build the best team and culture that exemplify our company values. I believe aligning our leadership structure, modernizing and digitizing our supply chain, and investing in our teams and culture is a winning combination for RNDC, our supplier partners and our customers.

Question: How is RNDC continuing to grow its operations?

Answer: It is an exciting time at RNDC for operations. We are ramping up operations in multiple growth states and our team is working to scale the warehouse and delivery operations quickly. Additionally, we are investing in our supply chain technologies from first and final mile logistics, inventory planning, to warehouse technologies. We have always been known for our operational execution. Our team is focused to deliver even greater results now while we work to build our operations for the future!





Growing Our Sustainable Footprint

RNDC's Move to Transforming Distribution Center Lighting

We're transforming to state-of-the-art LED systems through this multiphase energy efficiency project. In 2023, we lit up five distribution centers across California, Colorado, Florida, Georgia, and South Carolina, achieving an astounding 2,917.5 tons of carbon removed and a 71.3% average annual kilowatt-hours savings.



RNDC's Sustainable Pallet Solution

We deliver brands and transform the supply chain with our circular share-and-reuse pallet program. Across various markets and strategic partnerships with our valued customers, we've created a closed-loop system that not only enhances sustainability but also slashes emissions by an impressive 2,324,106 pounds.



Amplifying Bourbon Brands to Raise Awareness for Regeneration

During Bourbon Heritage Month, RNDC introduced the Beyond the Bourbon program highlighting several exceptional bourbon brands from our portfolio. Through storytelling, education, and advocacy, our charity partner Kiss the Ground is a leading voice for regenerative agriculture, a viable solution to combat the climate, water, and health crisis.



Creating a Culture of Recycling

Our distribution center recycling program is a powerhouse, transforming cardboard, shrink wrap, wood pallets, and even unused wine and spirits into ethanol. This dynamic approach supports the vision that none of these recyclable materials find a way to landfills, proudly making a significant reduction in RNDC's environmental footprint. Our environmental impact conserved:



1,852
Barrels of Oil



2,827
Tons of CO2



48,067
Trees



19,792,255
Gallons of Water



956,545
Feet of Landfill



15,946,903
Kilowatt Hours



Workplace Culture



This CSR Report was produced by:
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