

# SWEET STREET EST. 1979

THE POWER OF GOOD FOOD SHARED.

## SOCIAL IMPACT STATEMENT

Desserts open doors, hearts and conversation.

— Sandy Solomon, Founder/CEO of Sweet Street Desserts



Although the reach of our company is global, we believe the greatest **POSITIVE IMPACT** we can make as a corporate citizen is local. We ascribe to the philosophy of the multiplier effect of **INDIVIDUAL RESPONSIBILITY**. By doing our part to **IMPROVE OUR LOCAL COMMUNITY AND ENVIRONMENT**, we hope to **INSPIRE OTHERS** to join in our shared effort to **MAKE OUR WORLD A BETTER PLACE**.





Since 1979, The Power of Good Food Shared™ has inspired everyone at Sweet Street to innovate and create the most luscious, indulgent foods served globally. But there is more to us than our decadent desserts. There is a heartfelt commitment to cultivating an environment where our employees, neighbors and partners can thrive, achieve and succeed.





# women's business enterprise

As a certified Woman-Owned Business, we ensure opportunities are available for all who strive to grow. In the state of Pennsylvania, owner Sandy Solmon has been named one of the 50 Best Women in Business, citing contributions to the state's economy and communities.



*diversity +  
inclusion*

At Sweet Street, we learn from different experiences and embrace each other's strengths. We foster a collaborative environment of cultural vibrancy and inclusion, reflective of our beloved city; 40% of our production supervisors are Hispanic and have been promoted from entry level positions. Sandy has been recognized by PA Senator Judith Schwank and the City of Reading, for her dedication to diverse ethnicity employment and exemplary community service. Partnerships with Centro Hispano and Greater Reading Chamber Alliance programs, Berks County Workforce Development Board, Berks Latino Workforce Development Corporation, Women2Women and De Mujer A Mujer, build upon our strategic alliances to foster personal growth and career advancement for all.

EQUAL OPPORTUNITY  
*employer*

ACCESS TO EVENTS  
*+ programs*

LEADERSHIP DIVERSITY +  
*inclusion training*

VOCATIONAL  
OPPORTUNITIES FOR  
*adults with  
disabilities*



# our partnerships

Through deep relationships with these partners, collective achievements propagate significant and positive change.

## EDUCATION

- The Schmidt Center at RACC
- Greater Reading Chamber Alliance
- Manufacturer's Resource Center
- Advanced Manufacturing Industry Partnership
- The Berks County Community Foundation
- Literacy Council of Reading-Berks



400,000+  
Servings of  
Food Donated  
annually.

## HELPING neighbors

- Prospectus Berco
- Opportunity House
- Olivet Boys & Girls Club
- Helping Harvest
- Centro Hispano





appreciation  
luncheons

employee of  
the month  
incentives



gift card  
raffles

dessert  
giveaways

free passes to  
local attractions

employee  
assistance  
program

Transformational opportunities to help our employees grow and develop and to help their families stay healthy and secure.

employee & family  
activities & events

## CAREER progression

Empowering our employees to grow personally and professionally, their success becomes reciprocal.



- On the job training and rewards
- Technical vocation certificates
- Supervisory and leadership training
- Tuition reimbursement plans

Policies that promote healthy behaviors and access to a variety of support and programs; tobacco cessation, regular health screenings and nutrition education.

## HEALTH + wellbeing



- Comprehensive, affordable benefits
- On-site nurse visits
- Wellness coaching
- Health risk assessments
- Monthly wellness activities
- Annual Health Fair



Helping employees take more control over their money in an effort to reduce stress and plan for their future and propagate opportunities for the next generation.

## FINANCIAL *wellness*

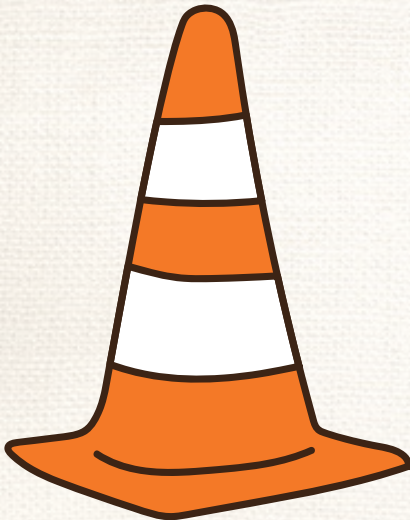
- 401K
- Profit sharing
- Scholarship fund for employees' children
- On-site financial workshops



**In 1991**  
Sandy established a Scholarship Fund through the Berks County Community Foundation to provide secondary education & vocational training opportunities for our employees' children.

## SAFETY

Extra measures to ensure a safe workplace environment and training to instill this mindset amongst all employees.



- Certified Safety Committee
- Emergency Response Team trained in first aid and CPR
- Safety Bingo program rewarding employee safety
- Comprehensive incident investigation completed on a timely basis (within 24 hours)
- Employee safety and hazardous communication training





Investments in programs and organizations providing access to nutrition, arts and education, while helping our neighbors, expanding access to and beautifying our city of Reading, PA.

Giving back to where we all live and work, we champion the entrepreneurial spirit of like-minded organizations, actively seeking out change and envisioning innovative approaches to fight food insecurity, expand economic development and access to the arts and education.

## the ARTS

Each year, Sweet Street donates, financially and in-kind, to hundreds of non-profit organizations, local sports teams, art and educational programs, as well as community projects, with the focus of improving the quality of life for children, families and our community.

- The GoggleWorks
- Reading CollegeTowne
- Reading Symphony Orchestra
- Boscov's Berks Jazz Fest
- Genesius Theater
- Reading Public Museum

Sandy has been recognized for her many accomplishments leading fundraising efforts for a host of organizations. In our hometown, the City of Reading City Council named Sandy an exemplary community service leader and she has received the Champion of Youth Award from our local Olivet Boys & Girls Club, all for her individual efforts to support local organizations raise much needed funds to advance their mission and make an impact on the lives of the residents. As a candidate for the Olivet Boys & Girls Club "Kiss a Pig for a Kid" campaign, Sandy and the Sweet Street team shattered the all-time fundraising record in the history of the event.





# our environment

**Adhering to socially responsible purchasing, ensuring our world can flourish for future generations.**

## LANDFILL FREE by 2025

In 2022, Sweet Street announced the Landfill Free by 2025 initiative. By partnering with sustainable energy plants, the bakery's waste stream will be converted to biodiesel fuel and all remaining materials will be recycled or used as fuel to generate electricity.

Biodiesel is a renewable, biodegradable fuel manufactured domestically from vegetable oils, animal fats, or recycled restaurant grease. Biodiesel meets both the biomass-based diesel and overall advanced biofuel requirement of the Renewable Fuel Standard. Renewable diesel, also called "green diesel," is distinct from biodiesel.\*



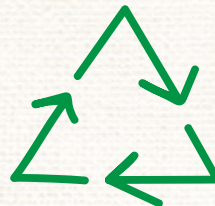
## GREENER packaging

We produce frozen desserts shipped around the world and we must deliver these in the finest condition with zero food safety issues. In addition to meeting food grade standards, over 95% of our plastic packaging is recyclable number 1 or 6. We have reduced the size of our packaging, and our mailing carton is made from recycled material. In fact, 46% of the fiber used to make all of our corrugated packaging is recovered/recycled. Our corrugated packaging suppliers are certified by the Sustainable Forestry Initiative.



## RECYCLING AND WASTE reduction

We recycle cardboard, aluminum, metal, plastics and all paper. Rather than sending waste to a landfill, we either recycle or use it as fuel to generate electricity at a nearby power plant. It also lowers our number of hauls, which conserves gas and reduces emissions. By doing so, we reduced our waste hauling by nearly 1000 tons over 2 years. We are aggressively working toward our goal, being completely landfill free by 2025.



## ENERGY conservation

Our bakery operates with an energy conservation mindset. We are constantly looking at ways to reduce our environmental footprint. Recent projects have included installing variable frequency drives to reduce fan speeds where possible (electricity reduction), automating cooling tower operation to better control water usage (water reduction) and utilizing heat dissipated by our product cooling system to heat our plant water year round.

\*<https://afdc.energy.gov>



# our manifesto

As our commitment to being relentless advocates for our customers strengthens, we are proud to be an agent of change in making our food supply wholesome and transparent. We have stayed the course, using our stature as innovators, to educate, convince and sometimes cajole some of the largest ingredient suppliers in

the country to change their path. Among many milestones, we have eliminated virtually all GMO's from our products, use only hormone-free dairies and creams and removed artificial flavorings while developing house-made, natural alternatives.



## NON GMO



The terms “NON-GMO” and “GMO Free” mean that the ingredients do not contain genetically modified organisms created through bioengineering and are free of genetically modified or engineered DNA. Food in its purest, unadulterated form. While there is currently no mandated tolerance level for gmo's in the US, we hold ourselves to the highest standard available via lab testing. All of our Manifesto™ desserts have been sent to a 3rd party laboratory for analysis and all test negative for GMO components to .01%.

We choose to use ingredients that are not genetically modified. If a crop is at “high risk” of being genetically modified, such as corn, soy and sugar beet, we source the non-genetically modified version and obtain statements and documentation from our Suppliers. We regularly conduct voluntary testing to ensure, to the best of our knowledge, that our products and ingredients do not contain any genetically modified materials. All current analysis documents can be found on our website.



Our Palm Oil is organic and certified sustainable by the RSPO (Roundtable on Sustainable Palm Oil). The RSPO certification ensures our palm oil products meet the standards of sustainable production.

**PALM OIL:** *organic + certified sustainable*



100% PURE CANE  
SUGAR. *non gmo*

Our supplier's cane sugar refining process is well documented and none of their process aids are derived from genetically-modified organisms.

All of our liquid milk and cream is rBST free. Our local dairy provider has implemented a policy prohibiting the use of synthetic hormones (rBST) by its farmers and only accepts milk from producers that can provide an affidavit stating their raw milk is rBST free. In addition, the vitamins used in their production are certified GMO free.

RBST FREE *dairy*



CAGE-FREE EGGS!

\* used in manifesto desserts

SUSTAINABLE  
*chocolates*

WE USE **35** SUSTAINABLE  
NON GMO  
CHOCOLATES  
IN OUR BAKERY.

We use over 35 sustainable chocolates throughout our bakery. While these chocolates are not “certified sustainable” our suppliers do provide these same, but certified, chocolates at a premium price. Our suppliers abide by sustainable practices, essential to the success of continued global cocoa bean sourcing and vital to improving the livelihoods of farmers and their communities.

These programs include:

- Crop protection and productivity – Supporting long-term stability and success through improved efficiency, cultivating higher quality seedlings and generating sustainable increased yields for farmers
- Advancement of Women – partnering on projects to help overcome barriers for women cocoa farmers
- Addressing Child labor – working towards a supply chain where no children are submitted to dangerous or forced work on cocoa farms
- Financing & Loans – empowering families in impoverished communities to earn a living wage via cocoa-growing

CHEFS+KIDS



THE POWER  
OF GOOD FOOD  
SHARED<sup>TM</sup>



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