

# Building our Sustainable Future 2021

Corporate Social Responsibility Report



## Who We Are

13,274  
associates

38 states and  
the District of  
Columbia

8.68  
tenure of  
average  
associate

\$2.6M  
in scholarships and  
charitable donations

49.21%  
of workforce who are  
millennials/Gen Z

With roots extending back to prohibition, Republic National Distributing Company (RNDC) is a family-owned business that has evolved into one of the nation's top wine, spirits, and CBD distributors, employing more than 13,000 associates across 38 markets, including the District of Columbia. We offer a vibrant culture for professionals who want challenging and engaging work.

The foundation of our success is grounded in our core values: Family, Service, Honesty, Accountability and Professionalism.

Across our industry, we are continually recognized for our exceptional professional development and career advancement opportunities that deliver excellence in customer service, business results and job satisfaction. Our knowledge in the process and craft of alcoholic beverage production fuels our passion for the art of selling lifestyle products.

With high energy professionals who genuinely enjoy their jobs, we believe that IF IT'S FUN, WE'RE DOING IT RIGHT!

### 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 Core Values

#### Family

Fostering inclusion and a sense of belonging is our strongest passion, because our associates are our greatest strength.

#### Service

We are committed to serving and enabling the positive well-being and success of our many communities and stakeholders.

#### Honesty

We act with the utmost integrity at all times.

#### Accountability

We ensure our commitments are achieved by taking responsibility for our behaviors, choices and results.

#### Professionalism

We build sustainable and long-term trust, relationships and success by practicing ethical business standards.



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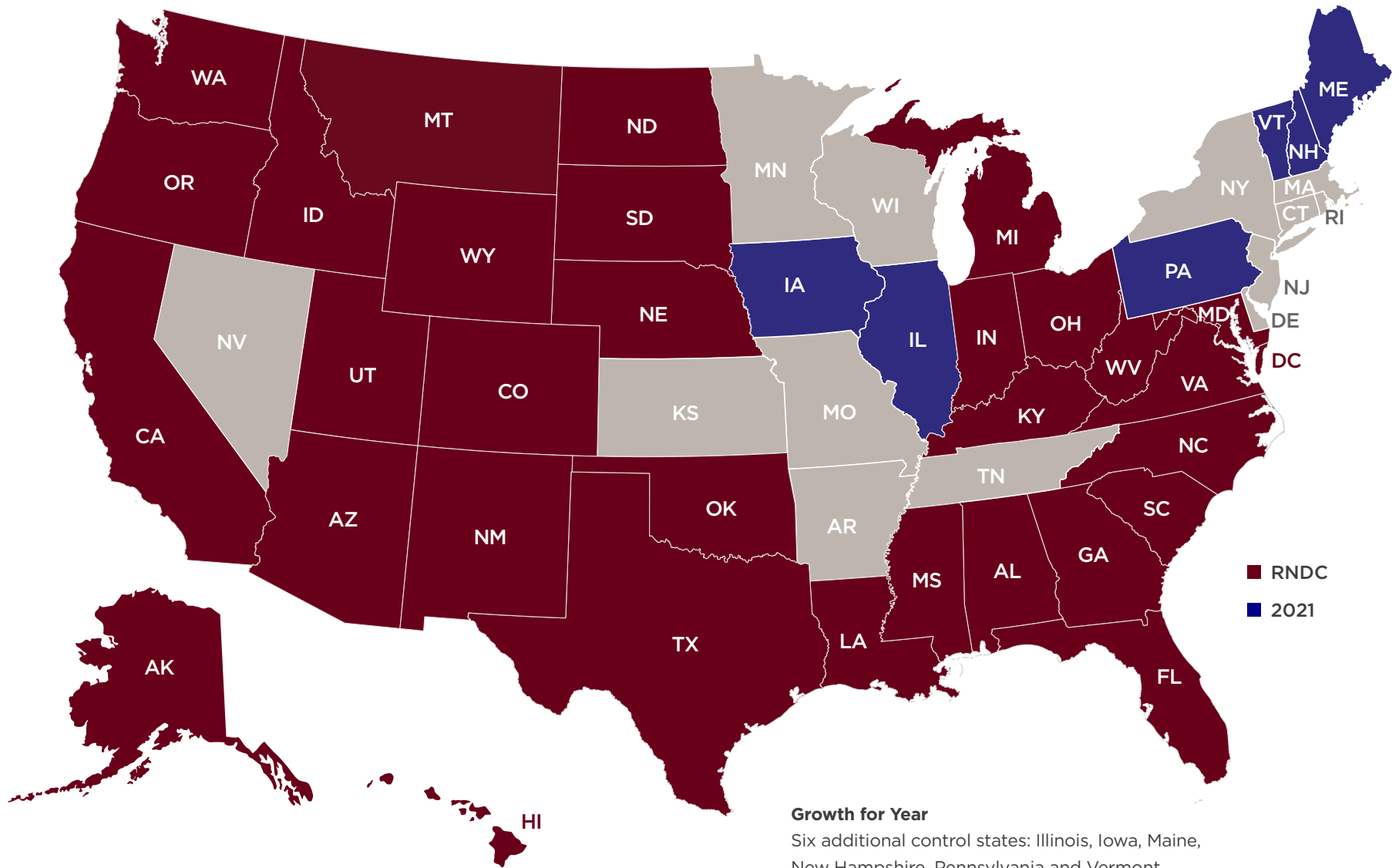
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## RNDC Footprint





## A Message from Nick Mehall, President and CEO

### RNDC Stakeholders:

When I joined RNDC in 2017, one of the things I was impressed by was RNDC's commitment to the communities we serve. This commitment extends to our associates, our suppliers and our customers.

As I settle into my role as President and CEO, I understand the need to invest in a sustainable future, not just for today, but for future generations. Even during a pandemic that went on much longer than expected, RNDC made a positive impact with our communities, our associates and our business partners.

### Our Communities

Although in-person opportunities were limited, RNDC associates continued to give and volunteer. Through generous donations from the RNDC Foundation, our business partners and our associates, we were able to help organizations like the Red Cross, American Heart Association, the National Urban League and more. Local offices engaged in food, clothes and toy drives to help their community charities serve those in need.

### Our Associates

In 2021, RNDC combined our RNDC Relief Fund with a similar one created by Young's Market Company, putting all RNDC under one umbrella. When an associate needs help following a natural disaster, our associates can reach out for financial assistance so they can focus on putting the pieces of their lives back together.

Our foundation funded \$1.7 million in scholarships for our associates' children. We continued to provide opportunities for development through training and programs that allow our associates to take the next steps in their career. These include the launch of our six Associate Resource Groups where any associate can participate, lead and grow.

In the midst of the pandemic, RNDC also continued to provide education and information around the ever-changing COVID-19 science. We provided support to associates affected by COVID, weekly communications, as well as preventive measures such as on-site vaccination clinics. As a company whose values include Family and Responsibility, we made it a priority to ensure our associates got the most up-to-date information and did our best to make vaccines accessible.

### Our Business Partners

2021 also marked a year of growth to help our suppliers and customers reach even more consumers. From the addition of new states including Illinois as well as the expansion of our Control States to include Iowa, Maine, New Hampshire, Pennsylvania and Vermont, RNDC is on track toward a full national footprint. Additionally, we added CBD products to our portfolio in states where CBD products are legal.

RNDC's plans for 2022 include taking more steps toward building our sustainable future. It will be a year of growth through new partnerships and the addition of more states to our map. We will continue support of our local and national charities, with the hope we can volunteer in person. We are implementing new technology and equipment, such as electric trucks in California to help minimize fossil fuel use, and environmentally friendly LED lighting in our new Kentucky facility. Plans also include continued collaboration with our Associate Resource Groups to increase involvement and connect our associates with different cultures, ideas and concerns to help us create a better world for each other.

I'm excited to see what we can accomplish in 2022.



Nick Mehall  
RNDC President & CEO

## A Message from Lorraine Luke, Corporate Executive Vice President – Human Resources



*Lorraine Luke*

**Lorraine Luke**

Executive Vice President, HR

**Dear RNDC Associates and Community Partners,**

Republic National Distributing Company extends our sincere appreciation to all of you for your resilience in overcoming the business disruption caused by the global pandemic that stretched into 2021.

Over the last two years, our core values were ever-present in every aspect of our business. **Professionalism** was modeled by every associate and ensured RNDC sustained a successful presence in the trade and our communities. Your commitment to our core values of **accountability** and **service** has resulted in the continuation of strong and positive relationships with our customers and suppliers. The positive contributions each of you have made amplified our core value of **family**, which has sustained our genuine commitment to support our many communities and social responsibility programs.

Lastly, in the spirit of our core value of **honesty**, we are deeply grateful to every associate who worked through the challenges we faced in 2021. You showed up every day and, in every way, to sustain our vision of being the best distributor in the industry.

Our sixth annual **RNDC Corporate Social Responsibility Report** is dedicated to all our associates who supported our 2021 focus—establishing long-term sustainable programs, practices and purpose.

We are excited to feature the many **stories of purpose** that happened last year. Having a purpose is fundamental to sustainability whether it's with your family, your community or your career. This notion is an imperative for all of us and best articulated by Rev. Dr. Martin Luther King, Jr. who said, "Life's most persistent and urgent question is, 'What are you doing for others?'" In other words, what you do for others is reflective of your purpose. We believe our purpose is clear and demonstrated in the actions showcased in our annual corporate social responsibility report.

As we move into 2022, our focus will continue to be on the progressive and positive sustainability of our communities, our associates and our business partners – who are all essential to the success of RNDC. Sustainability is driven and achieved with a defined purpose and answers the question of how and why we help others through social responsibility actions and programs. We are eager to share your great stories of purpose this year as we continue to successfully recover from this public health emergency and emerge more resilient and purposeful than ever.

# RESPONSIBILITY TO OUR ASSOCIATES

RNDC's hallmark — IF IT'S FUN, WE'RE DOING IT RIGHT! — is felt across the organization. We encourage, recognize and invest in our associates to help them achieve their personal best.





## Our Commitment to Inclusion and Diversity

At RNDC, we recognize the importance of an inclusive work environment where every associate feels a sense of belonging. We know that when we behave inclusively, diversity is a natural outcome. As we harness and celebrate the individual differences reflected in the diversity of our workforce, we deliver value to our customers, communities and ourselves. RNDC is a proud Equal Opportunity Employer.

### Unconscious Bias Training

RNDC is certified by the Cultural Intelligence Center to deliver its best-in-class program, ***Managing Unconscious Bias***. This highly interactive workshop is designed to help associates explore their individual biases as well as the systemic bias present in common organizational practices, processes and policies. Research-based practices are embedded throughout. Associates leave the workshop with culturally intelligent strategies for disrupting bias in their individual lives and with their workplace environment. These workshops have been offered since 2018 with the goal of every associate attending for their career well-being.

### Just Drinks Excellence Awards

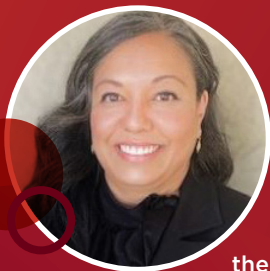
Congratulations to our Inclusion and Diversity team, led by Erika Hopkins, VP of Culture and Corporate Social Responsibility, as well as the entire HR Team who supports inclusion and diversity. RNDC was recognized as a shortlist nominee for the Just Drinks Excellence Awards in the Diversity Category for our Inclusion & Diversity activations. Just Drinks Excellence Awards looks at achievements in core areas of the global beverage industry and range from “COVID-19” response to “Social Impact”. RNDC’s submission in the Diversity category showcased our Root Out Racism plan and all the impactful elements designed to help us be more inclusive.



## Women Representing RNDC

### Women of the Vine and Spirits

RNDC is a corporate member of Women of the Vine & Spirits, a non-profit organization dedicated to collaborating, supporting and advancing women in the alcohol beverage industry. RNDC's involvement with the organization helps us 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 committees.



**Blanca Loya-Garcia**, HR Manager and VIDA ARG National Co-Leader, was a 2021 WOTVS panelist, discussing the impact and value of resource groups and the unique perspective and experiences of the Hispanic/Latinx community in the beverage alcohol industry.

*Women*  
OF THE  
VINE & SPIRITS™

### RNDC Women's Leadership Forum (WLF)

RNDC offers a vibrant culture for women who desire a career that makes them feel accomplished, challenged and engaged. Through our talent program Women's Leadership Forum (WLF), we are proud to showcase our long-standing diversity commitment to women by providing exceptional professional development and networking opportunities to support their continued career advancement.

The WLF program was developed and sponsored by Lorraine Luke, Executive Vice President, Human Resources. She states,

“

**When we launched this accelerated professional development program in 2012, we were the first in our industry to provide a dedicated learning experience for diversity with female leaders. Our WLF program has been used as a model for similar industry programs launched by WSWA, WOTVS and competitors. With over 400 women involved at the state and national level, we remain committed to the success of women in the beverage alcohol industry.**

”

**Lorraine Luke**

Executive Vice President, HR



**WOMEN'S  
LEADERSHIP  
FORUM**

Pioneering New Paths for  
the Women in the Beverage  
Alcohol Industry



## Career Development Experiences at RNDC

At RNDC, we understand that our success as an industry leader is driven by the outstanding contributions of our talented associates. We are proud to spotlight the members of our numerous leadership forums to recognize the great work being done by these leaders in their respective markets and functional areas.



### RNDC University

RNDC University is an intuitive professional development platform that makes it easy for associates to learn, grow and build successful careers at RNDC.



### RNDC Senior Executive Leadership Forum (SELF)

The Senior Executive Leadership Forum recognizes the great work being done by RNDC leaders in their respective markets and functional areas.

### Talent Reviews and Individual Development Plans

We provide our associates with a specialized Associate Success Roadmap, which provides guidance on how to successfully manage your career and workplace experience to encourage our associates to perform at their personal best, so they can achieve an enriching and progressive career at RNDC.

### INDUSTRY CERTIFICATIONS



### Wine and Spirit Education Trust (WSET)

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



### Graduate Level Associates

Passing Graduate Level training is no easy task. This is the highest-level wine and spirits training RNDC has to offer, and the final exam requires a score of 80 percent or above to pass.



**BLACK LEADERSHIP  
ADVISORY COUNCIL**

### Black Leadership Advisory Council (BLAC)

BLAC, in concert with the Inclusion & Diversity team, is geared to moving the needle toward an anti-racist world. The council also works to recruit top Black talent while engaging, developing and retaining our current associates. Their mission is to Root Out Racism and invite associates to do their part to help build a sustainable company culture that values inclusion and honors diversity.



### Thurgood Marshall College Fund

RNDC engaged in a strategic partnership with Thurgood Marshall College Fund to tap into their vast network of current students and alumni. Through their Talent Sourcing program, we connected with qualified and vetted students about our career opportunities at RNDC.





## Workplace Experience

				<p>“Great culture and healthy work environment”</p> <p><b>glassdoor</b></p>
				
<p>“Terrific sense of community among employees”</p> <p><b>glassdoor</b></p>				



## Celebrating Our Heritage



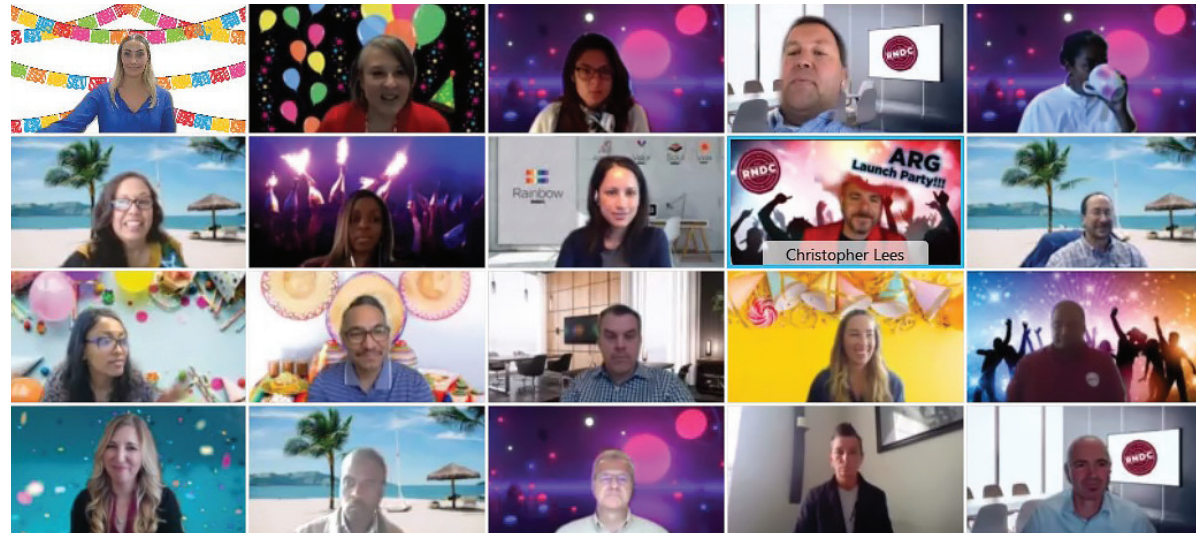


## Our Associate Resource Groups

RNDC truly values the unique perspectives, experiences and contributions of our diverse associates, communities and business partners. This year, RNDC launched six Associate Resource Groups (ARGs), kicked off with a virtual party hosted by Erika Hopkins, VP of Culture and Corporate Social Responsibility, and the Inclusion and Diversity team. With over 250 associates in attendance, each ARG executive sponsor presented and provided insight into their vision for their respective group and why they were committed to help foster the program.

Currently more than 1,370 associates have joined an ARG, as they are open to all associates. Our six 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, etc.
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.







**Erika Hopkins**  
VP, Culture, Social Responsibility,  
& DEI

“Our ARGs are an integral piece of our DEI strategy. Each group focuses on the 4Cs - career, commerce, culture and community.”

## RNDC ARG's Mission Statements:



**Athena** - Empowering and advancing women. While focusing on areas of coaching, educating and networking.



**Pacific** - Fostering an inclusive and diverse workplace through the understanding of Asian American Pacific Islander (AAPI) community and its diverse members. Pacific also strives to better our work environment by sharing the wisdom and the values of AAPI communities that emphasize harmony, humility, peace and respect.



**Rainbow** - Cultivating a safe and equitable environment that supports every person's unique and diverse sexual orientation, gender identity and gender expression. Our allies partner with us in support of inclusive policies and practices that benefit associates, families and communities. We form and nurture alliances that create and grow business opportunities within the LGBTQ+ community.



**Soul** - Providing a safe space for all RNDC associates to educate, advance and share experiences in order to improve emotional and cultural intelligence regarding the Black community.



**Valor** - Creating an atmosphere of teamwork, adaptability and success as it relates to supporting veterans and their families. Valor's objectives are celebrating, advocating and honoring our service members with thoughtful and impactful activations.



**Vida** - Providing Hispanic/Latinx a sense of network by investing in opportunities that will promote professional development for all associates, driving economic growth for RNDC. Our programs align with the diversity and inclusion initiatives of our company and strive for cultural awareness that benefits our organization and the communities where we live and work.

## Our Commitment to Well-Being

As part of RNDC's corporate social responsibility, we are committed to the overall well-being of our associates, their families and our communities at large. We focus on five key pillars of well-being: physical, mental and emotional, financial, spiritual, and environmental. This focus enables a healthy culture aimed at living happier and healthier lives.



### 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.



### Employee Assistance Program

RNDC provides an Employee Assistance Program (EAP) that is available to all associates and their eligible dependents. The EAP connects them with counseling and referral services to fit the diverse needs of our workforce. With just one phone call, associates can reach a compassionate ear and connect to helpful resources 24/7.



### Financing The Future

RNDC strives to be an employer of choice for current and future associates. We offer a robust 401(k) plan that contributes to the financial well-being of our workforce. Some highlights include:

- 95% participation rate
- Matching \$.50/\$1 up to 8% of contributions
- Auto enrolling new hires at 9%
- Professional investment advice and webinars
- Wide array of investment options





## Associate Support Programs



**\$964,750**

granted in charitable  
donations from  
the RNDC Foundation



**\$411,325**

in relief given to  
associates in need



**RNDC  
Scholarship  
Program**

**\$1.7  
million**

in scholarships  
granted to  
associates' children



**800**  
scholarships  
awarded across  
**65**  
locations





# RESPONSIBILITY TO OUR COMMUNITIES



We participate in philanthropic and advocacy efforts that strengthen the health and safety of our communities.



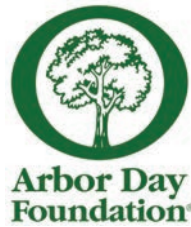
## Volunteerism & Community Service



**FEEDING  
AMERICA**







**\$2.7 million**

in scholarships & charitable donations



**National  
Urban League**



## DoBlue Fundraiser

“ For the past four years, RNDC has supported the National Prostate Foundation in their efforts to find a cure for this disease. This year our goal was \$400,000 and we raised over \$680,000 dollars. We couldn't have done this without the help of our marketing team, the generous support of our suppliers on a per case basis, and the efforts of our associates who help to make this year's campaign a success. ”



**Scott Lammert**  
Executive Vice President,  
Supplier Business  
Development - Spirits



[Watch the video here!](#)



**GOAL!**

**\$680k+**

\$0 \$100k \$200k \$300k \$400k \$500k \$600k

## Season of Giving







# RESPONSIBILITY TO OUR PARTNERS

In partnership with our associates, suppliers and customers, we operate with integrity to promote responsible consumption throughout our extensive network. We also work jointly with many supplier partners to support meaningful causes that impact our communities.



## Operation Ride Home



RNDC is proud to support Operation Ride Home, a program that assists junior-enlisted service members and those with families to travel home for the holidays and throughout the year.

To date Jack Daniel's and the Armed Services YMCA have assisted 8,583 servicemen and women from the Army, Marine Corps, Navy, Air Force and Coast Guard. For seven years this program has been supported both at a corporate level via the RNDC Foundation and associate support in individual markets. In 2021 the RNDC Foundation donated over \$10,000 to Operation Ride Home.

## Recipe for Responsibility

In 2021 we officially launched our campaign. We rolled out required training, provided monthly messaging and important information to encourage our associates to consume responsibly. We even piloted Please Enjoy Responsibly truck wraps in some of our markets.



Recipe for  
**RESPONSIBILITY**

program logo



FROM OUR FAMILY TO YOURS,  
**PLEASE DRINK RESPONSIBLY**

truck decal

## FSU Dedman School Hospitality

RNDC recently announced a partnership with Florida State University Dedman College of Hospitality to establish the RNDC Certificate in Beverage Management program.

The RNDC Certificate in Beverage Management is designed for individuals interested in pursuing careers involving beverage management, with a primary emphasis on sales and service within the hospitality and tourism industries.

RNDC's gift will create an endowment to maintain comprehensive, high-level programming with an emphasis on lagers, ales, wines, distilled spirits and coffees and teas. Additionally, it will provide much-needed support to the recruitment and retention of excellent faculty, international education opportunities (including study abroad programs), internships focused on the beverage sector and additional scholarly activities such as guest lecture series, conference travel and much more.

“RNDC is proud to support Florida State University Dedman College of Hospitality. RNDC employs many FSU alumni who now support a myriad of suppliers and customers. We believe this donation will help more individuals become aware of the opportunities in the wine and spirits industry.”

Bob Hendrickson  
RNDC Chief Operating Officer



Dedman College  
of Hospitality





# RESPONSIBILITY TO OUR GOVERNANCE

RNDC requires the highest standard of professional and ethical conduct from our associates. These standards drive RNDC's success and position as an industry leader. We do the right things the right way.



# SUSTAINABLE DEVELOPMENT GOALS

When we use the phrase RNDC Cares, we mean it. Our genuine concern for people and the planet guides our social responsibility strategy and activations. We are dedicated to meaningful sustainability initiatives that help drive positive outcomes for our business, the economy, the environment and society at large. Simply stated, the greater good matters. And our strategic actions position RNDC for sustainable success for generations to come.

To this end, RNDC proudly adopted 11 of the United Nations 17 Sustainable Development Goals (SDGs). These goals are a blueprint for achieving a happier and healthier world by the year 2030, and we vow to do our part. Our ongoing commitment to driving traction for each of the identified SDGs provides associates opportunities to get involved in areas that are important to them.





## Sustainable Development Goals RNDC Adopted



### SDG #1 No Poverty

We do our part to help end poverty and enable individuals to attain financial freedom by offering competitive wages and benefits.



### SDG #2 Zero Hunger

We are committed to reducing hunger in our communities by making financial contributions donating food and volunteering to help support local food banks.



### SDG #3 Good Health and Well-being

We provide resources and experiences to improve and enhance the physical, emotional, mental, financial, spiritual and environmental well-being of our associates and communities.



### SDG #4 Quality Education

We support a scholarship program that help associates eliminate some of the financial burden of a college education for dependents and provide access to equitable education opportunities in underserved communities.



### SDG #5 Gender Equality

We understand the challenge surrounding gender equity, so we empower and advance women through professional development opportunities.



### SDG #7 Affordable Clean Energy

We identify ways to improve energy efficiencies and reduce waste through prevention, reduction, recycling and reuse measures.



### SDG #8 Decent Work & Economic Growth

We create sustainable economic growth and provide equal employment opportunities for all job seekers.



### SDG #10 Reduced Inequalities

We provide a culture of intentional inclusion for all associates with extra attention paid to the underrepresented individuals and communities.



### SDG #13 Climate Action

We raise awareness and educate our associates about the effects of climate change and ways we can mitigate its effects.



### SDG #15 Life on Land

We advocate for the preservation and care of forests, vineyards, parks and more, while highlighting ways that small personal actions can help our natural environment.



### SDG #16 Peace, Justice and Strong Institutions

We support organizations whose mission enforce accountability and transparency by promoting non-discriminatory laws and policies for all.

## Pandemic Management

We entered 2021 with high hopes of putting the pandemic behind us—but with different variants spreading across the country, the pandemic extended past another year. As an essential business, RNDC continued our pandemic response procedures and planned strategies to keep our business running while helping keep all our associates, especially our warehouse workers and drivers, safe.

Here are the steps we continued to employ to ensure our warehouses remained open and our associates were safe, engaged and employed:



### Tracking

RNDC tracked cases at our facilities across all states and the District of Columbia. We tracked active cases and COVID-related absences. We also implemented a contact-tracing process to ensure we were able to notify associates who interacted with anyone diagnosed with COVID.

### Flexible Working Schedules

RNDC allowed associates in offices to work from home. The technology team deployed new software to help ensure data integrity and security while still allowing associates to access the information they needed to do their jobs. Laptops were issued to associates who formerly had desktops, allowing them flexibility to work from home as needed.

### Pandemic Preparedness Task Force

The task force, consisting of company leadership and led by the Chief Human Resources officer, continued to meet and discuss the evolving changes due to COVID-19. They reviewed CDC recommendations, state health department recommendations, and tracked each state's requirements to ensure every facility was in compliance. They addressed the many issues and challenges faced in business continuity and workplace safety. This group created SOPs and made recommendations and the Operating Committee quickly acted on their suggestions. They also developed the ongoing strategy for return to the office.





# Green Team

**RNDC**



In 2021, RNDC launched the Green Team, a company-wide group of passionate associate volunteers focused on driving environment sustainability across our national footprint. Officially kicking off via a virtual launch party, each person in attendance shared their reason for joining the team. This groundbreaking team is focused on sustainability education, volunteer engagement and associate empowerment. The goal is to help associates take action in both

their personal and professional lives by embedding sustainable principles and practices into our company culture. As this team continues to grow and evolve our strategy, RNDC will promote new ideas to protect and honor our planet for generations to come.



## Environmental Sustainability

### National Environmental Education Foundation (NEEF)

Through RNDC's strategic partnership with the National Environmental Education Foundation (NEEF), RNDC will raise awareness and educate associates on ways to take small personal actions that can have major collective impact, to protect the planet today and for future generations.

NEEF's mission is to make the environment more accessible, relatable, relevant and connected to the daily lives of all Americans. RNDC is excited to join forces for the greater good.


### Opportunities to Take Action include:


- Saving Energy at Home
- Reducing Food Waste
- Increasing Fuel Economy
- Reducing, Reusing, Recycling
- Learning about Environmental Justice

If all 13,000+ RNDC associates take the five sustainability actions in this campaign, we will save over \$6.1 million, 1.6 million kWh of electricity, 2.8 million gallons of gasoline, and 11.6 million pounds of waste annually. And, we'll reduce greenhouse gas emissions equivalent to 5,600 passenger vehicles driven for one year.

### RNDC Associate Savings at a Glance

  
**\$6.1**  
million dollars  
in savings

  
**1.6**  
kWh of  
electricity

  
**2.8**  
million gallons  
of gasoline

  
**11.6**  
million pounds  
of waste

### NorthStar Recycling

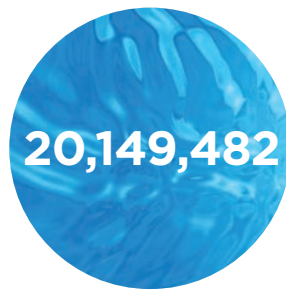
RNDC partners with NorthStar Recycling to recycle cardboard, shrink wrap and wood pallets used by our operations teams and to properly dispose of large quantities of unusable wine or spirits.



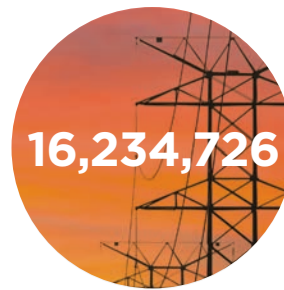
barrels of oil



trees



gallons of water



kilowatt hours



tons of CO2



feet of landfill



## Building and Construction

RNDC building designs either follow or meet recommendations of organizations such as ASHRAE, IES, USBG, ANSI and IDA, as well as the International Building Codes series that affects the designs of all buildings.

A new Kentucky office and warehouse building will include 288,880 sq. ft of warehouse space and 38,025 sq ft. of office space, offering an upgraded conveyor system and a dedicated line to feed a palletizing machine. The building will include the latest in environmentally friendly designs including highly efficient LED lighting.



## Equipment and Initiatives

- National recycling program
- LED lighting in warehouses
- Electric vehicles in California fleet
- Natural gas vehicles in Texas fleet
- Paperless delivery
- Electric forklifts









# THANK YOU





Printed on recycled paper



This CSR book was produced by the  
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Townsend.

