

Impact Report

A SUSTAINABILITY REPORT CARD

FISCAL YEAR 2025

HEALTHY FOOD • STRONG COMMUNITIES • RESPONSIBLE OPERATIONS

OUTPOST

CO-OP SINCE 1970

Photo: Patterson Orchards | New Berlin, WI

FY25

at a glance

44%

organic sales

34%

local + regional
products

76%

waste diverted
from landfill

100%

of electricity
matched with
renewable
energy credits

\$176k+

raised for
community
partners

IMPACT REPORT

FISCAL YEAR 2025

Outpost Co-op exists so our owners have a healthy, diverse, and sustainable community. As a community-owned grocery cooperative, sustainability is not a side initiative — it is central to how we source food, operate our stores, and support the local economy.

From organic agriculture and local farmers to renewable energy and waste reduction, our goal is to create positive impact for people, planet, and community.

Fiscal Year 2025 (Oct 2024 – Sept 2025) highlights continued progress in responsible sourcing, environmental stewardship, and community engagement across our four stores and central kitchen.



HEALTHY
FOOD

STRONG
COMMUNITIES

RESPONSIBLE
OPERATIONS

HEALTHY FOOD SYSTEMS

Outpost was founded on the belief that the health of people and the planet are deeply connected. Our product standards prioritize organic agriculture, local sourcing, and transparency so our community can access food produced with care for both people and the environment.

organic sales



Fair Trade products



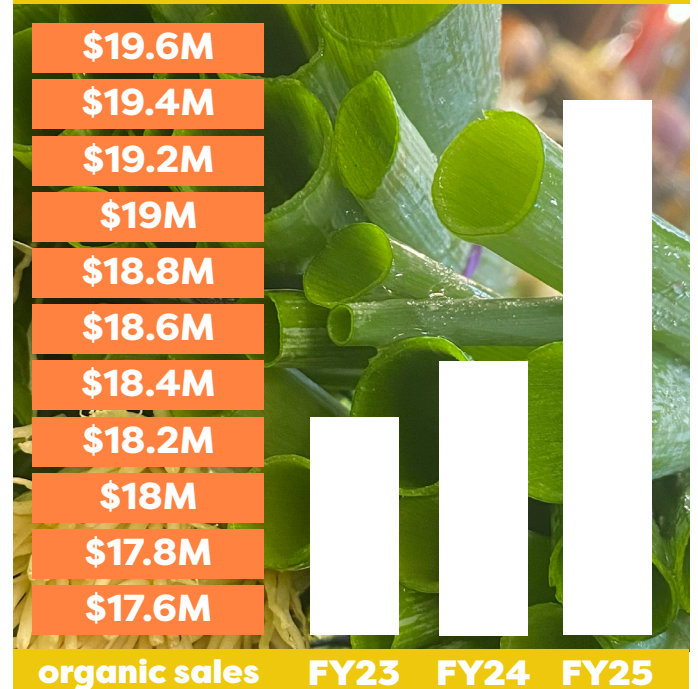
local vendors



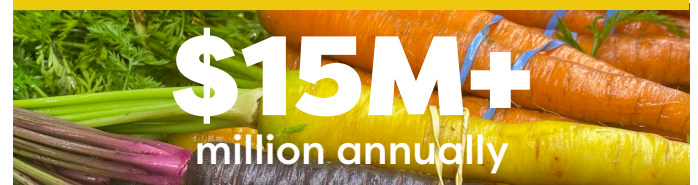
local + regional sales

FY23	\$14,188,720	-
FY24	\$14,209,997	+ 0%
FY25	\$15,126,682	+ 6%

organic sales track record



local + regional sales



local meat + poultry





organic, local + fair trade

Organic farming helps protect soil health, biodiversity, and water quality while reducing reliance on synthetic pesticides and fertilizers while protecting worker & farmer health.

Supporting local producers keeps food dollars circulating within our regional economy and strengthens resilient food systems. We define Local as coming from within the state of Wisconsin, and Regional as our neighboring Upper Midwest states of Minnesota, Iowa, Illinois, Indiana and Michigan.

Fair trade standards work to ensure that people around the world get fair value for their work or products, and include criteria such as equal opportunities, elimination of child labor, and safe working conditions among others.



Equal Exchange Fair Trade tea farmer



organic, local + fair trade logos

inclusive trade

Outpost's Inclusive Trade program highlights products from businesses owned by people from historically underrepresented communities, including those who identify as Global Majority, women, veterans, disabled, and LGBTQIA+.

In FY25, Outpost purchased from 76 vendors owned by people of the global majority, 41% of which were local businesses, helping expand opportunity and build a more inclusive food system.



Alesia Miller, Owner of Milwaukee's Soul Brew Kombucha



As a community-owned cooperative, Outpost reinvests in the communities it serves. Through shopper donation programs, community partnerships, and cooperative development efforts, we support organizations working to address food insecurity, advance sustainable agriculture, and strengthen our local food system.

\$176,956

donated by Outpost shoppers through Outpost programs such as Buy-A-Bag, benefiting Hunger Task Force, and community events like NourishMKE Empty Bowls

\$6,066

to Marbledseed, supporting Midwest farmer education

\$2,500

to Gerald L. Ignace Indian Health Center

\$1,000

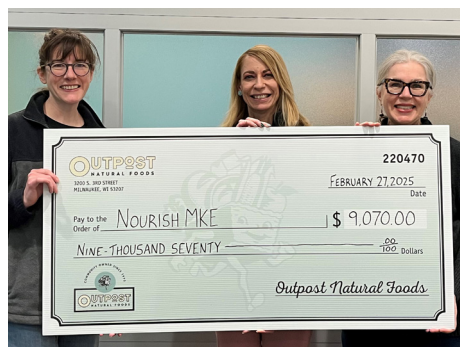
to the NAACP

\$1,500

to the Food Co-op Initiative



\$20,670.17 for Hunger Task Force



\$9,070 for Nourish MKE

\$2,500

in matching donations for hurricane relief

+ 6.2%

increase in contributions to the Twin Pines Cooperative Foundation. They support the development of cooperative businesses nationwide. The Outpost Twin Pines Fund reached \$198,217 in FY25, a 6.2% increase from the previous year



RESPONSIBLE OPERATIONS



ELECTRIC VEHICLE CHARGING STATIONS

Outpost has Chargepoint EV charging stations at 3 stores, resulting in 1,410 charging sessions in FY25, a significant increase from 727 in FY24.

ENERGY + CLIMATE: LOCATION-BASED

Outpost offsets 100% of store electricity use through renewable energy credits that support domestic wind energy projects. Reflects emissions from the regional electricity grid. Solar panels installed at the Mequon store generate renewable electricity each year while reducing our reliance on fossil fuels. In FY25 they produced 37,087 kilowatt hours (kWh) of electricity, or the equivalent of powering 4 households for a year.



Emissions Source	Location-Based (MTCO _{2e})	Market-Based (MTCO _{2e})
Scope 1: Vehicle Fuel	637	637
Scope 2: Natural Gas	75	75
Scope 3: Electricity	2288	0

ENERGY + CLIMATE: MARKET-BASED

Reflects renewable electricity purchases through RECs. Outpost purchased 3,430 MWh of Green-e® certified wind RECs (Renewable Energy Credits), exceeding our total electricity consumption of 3,339 MWh, allowing us to report 100% renewable electricity under the market-based method of the Greenhouse Gas Protocol.



PACKAGING + RESPONSIBLE MATERIALS

Reducing packaging waste remains one of the most complex sustainability challenges in grocery retail. Our Packaging Committee was restarted in FY25 with the goal of improving the impact the co-op's packaging has on the environment.

Outpost continues to explore alternatives to single-use plastics while balancing food safety, product shelf life, and customer convenience.

Key initiatives include:

- encouraging reusable bags and containers
- offering paper and compostable produce bags
- sourcing packaging made with renewable materials when feasible

While fully compostable systems for product packaging remain limited in our region, Outpost continues advocating for expanded recycling and composting infrastructure.



WASTE REDUCTION

Outpost diverted 76% of operational waste from landfill in FY25 – placing the co-op among the higher-performing grocery retailers in the U.S. when it comes to waste reduction. That includes 418,310 pounds of food scraps composted, or roughly the equivalent of 17 garbage trucks full of food waste kept out of landfills, helping turn food scraps into healthy soil rather than landfill emissions.

Outpost-owned vehicles consumed a combined 8,215 gallons of fuel in FY25, resulting in Direct Scope 1 Greenhouse Gas Emissions of 637 metric tons of CO2 equivalent.

VEHICLES



WATER STEWARDSHIP

Our stores utilize native landscaping and zero-runoff designs where possible, helping protect local watersheds and reduce stormwater impacts. At our Mequon store, the Reverse Osmosis water filtration system uses wastewater to flush the toilets. Overall water usage at the co-op in FY25 was almost 3.5M gallons.

PEOPLE + WORKPLACE

PEOPLE & WORKPLACE



At Outpost, sustainability includes creating a workplace where employees are supported, respected, and able to grow. We are proud to say that a majority of Outpost employees are members of UFCW Local #1473 union, with a partnership that dates back to 1979. This long-standing relationship reflects our commitment to fair labor practices and collaborative problem solving.

In FY25, the number of full-time employees increased from 197 to 216, strengthening the stability of our workforce and providing more employees with access to benefits. Outpost also continues to support employee well-being by covering 67-75% of employee health insurance premiums.

Workforce Diversity & Leadership

Outpost is committed to building a workplace that reflects the diversity of the communities we serve.

While these numbers fluctuate year to year, they reflect our ongoing efforts to create opportunities for leadership and advancement within our workforce.

EMPLOYEES OF GLOBAL MAJORITY

31%
in FY24

26%
in FY25

MANAGERS OF GLOBAL MAJORITY

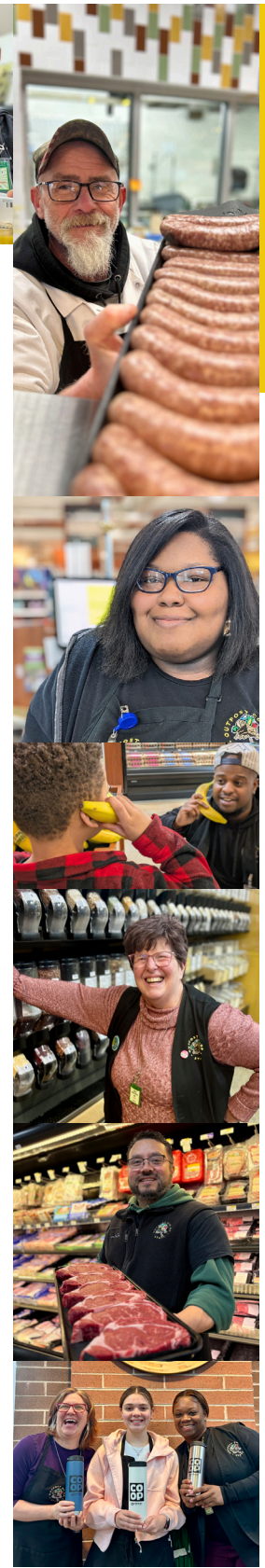
13%
in FY24

17%
in FY25

WOMEN IN MANAGEMENT

50%
in FY24

47%
in FY25



DIVERSITY EQUITY INCLUSION BELONGING

At Outpost everyone will be treated with dignity and respect, without fear of discrimination for being who they are.

As leaders we will create policies and practices that eliminate racism, sexism, homophobia, transphobia, ableism, ageism, division, and injustice.

We will create an inclusive, cooperative culture to ensure everyone is welcome and respected.

These actions and intentions are part of a solution towards an equitable and inclusive future for everyone.

CLIMATE CHANGE STATEMENT

We acknowledge that climate change is a real and an imminent threat to our cooperative, our community, and the farmers and producers we rely upon to feed us. With more than 97% of climate scientists confirming that our climate, and therefore our world, has been severely impacted by greenhouse gases, we believe that it is wrong to pollute our earth and to willfully ignore the implications for all of humanity.

Therefore, we are committed to lead impactful change through education, effective partnerships, and sustainable solutions in our operations.



GOVERNANCE

Outpost is owned by its community and governed by a board of elected owner-directors, with 33% identifying as those from the Global Majority and 56% female.

In FY25, the co-op had 23,410 active owners, with about 64% of sales made to owners, reflecting strong engagement in the cooperative model.



Duncan ShROUT
Board President

Becca Guralnick
Board Vice President

Eno Meier
Board Treasurer



Tay Fatke
Board Secretary

Caroline Carter

Rick Daggett



Ashley Fisher

David Lee

Cassandra Papesh

Outpost Board 2025





LOOKING AHEAD

CONTINUING THE JOURNEY

This report marks Outpost's 14th annual Sustainability Impact Report, reflecting more than a decade of measuring and sharing the ways our cooperative works to support healthy food systems, responsible operations, and a thriving community.

Over that time, sustainability reporting practices and expectations have evolved. As we look ahead, Outpost is taking this opportunity to strengthen how we track, measure, and communicate our impact.

FY25 represents a transition year as we improve our data systems and engage owners, employees, and board members in a stakeholder process to help guide the next phase of our sustainability work. Through this process, we will identify the sustainability priorities most important to our community and develop SMART goals (Specific, Measurable, Achievable, Relevant, and Time-bound) beginning in FY26.

While our reporting methods continue to evolve, our commitment remains constant: to support healthy food systems, operate responsibly, and strengthen our community for generations to come.



**VISIT OUR FOUR
NEIGHBORHOOD LOCATIONS:**

MILWAUKEE | BAY VIEW | WAUWATOSA | MEQUON

LET'S OWN A GROCERY STORE TOGETHER

WWW.OUTPOST.COOP

