



# 2024 Sustainability Report

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**Mike Otterman**  
President & CEO

South Pittsburg, Tennessee is a very special place. Nestled in the foothills of Appalachia, it has been Lodge Cast Iron's hometown for 128 years. At the time the company was founded, it was a perfect spot for a foundry, with access to a riverfront and a central location in East Tennessee. But just as importantly, it is a cradle for biodiversity and some of the country's most beautiful landscapes—though we may be biased.

South Pittsburg is also special in that it has been home to generations of people who care deeply for the health and safety of this region. Since our founding, we've sought to pay forward our good luck in calling South Pittsburg home by treating this same community with care and joining our efforts with theirs.

We hire locally, we invest in our town, and we engage in our region's future—not because it's easy, but because it's right.

We're a family company, led by a team of shareholders who are descendants of our founder, Joseph Lodge. And like all the best family-owned companies, we think generationally.

This inaugural sustainability report is one way we hold ourselves accountable to honoring a proud legacy of stewardship, while also setting ourselves up for more to come.

There's work to be done, and we are energized to take it on. This report will detail some of the steps we've taken over the past 30 plus years to make an even larger positive impact on our community, as well as the opportunities we see for the future.



## ABOUT LODGE CAST IRON

Since 1896, Lodge Cast Iron has been making cookware that can go anywhere and do anything, from dutch ovens designed to be passed down generations to classic cast iron skillet.

We've called South Pittsburg, Tennessee our home since the beginning and are proud to bring high-quality cookware to pros, home-chefs, bakers, and grillers everywhere.

Lodge employs approximately 550 people, the majority of them working in our South Pittsburg Foundry, Enameling Facility, and Administrative Offices. We operate four retail locations: South Pittsburg, TN; Sevierville, TN; Pigeon Forge, TN; and Lynchburg, TN.

These Factory Stores are supported by local teams and help bring our products and culture to communities across Tennessee.

Our direct-to-consumer sales are conducted through these Factory Stores as well as on our own site, [lodgecastiron.com](https://lodgecastiron.com), where we share helpful use and care tips as well as culinary content for our fans.

You can also find Lodge in major retailers like Amazon, Walmart, and Target, as well as in outdoor, hardware, and grocery stores around the country. Our core product lines are seasoned cast iron, enameled cast iron, and seasoned carbon steel.



### SEASONED CAST IRON

A classic in kitchens everywhere for generations. Lodge was the first to pre-season black cast iron in our Foundry, which has now become the industry norm.

Includes: Skillets, Griddles, Grill Pans, Dutch Ovens, Camp Ovens, Grills & Grilling Supplies



### ENAMELED CAST IRON

Featuring cast iron at its core, paired with a porcelain finish. We produce two lines of enameled cast iron, both designed to be kitchen multi-taskers.

Includes: Dutch Ovens, Skillets, Grill Pans



### SEASONED CARBON STEEL

Heats and cools quickly thanks to a thinner steel core, but features the same seasoning as our cast iron for generations of non-stick performance.

Includes: Skillets, Griddles, Grill Baskets



# MEMBERSHIPS & AFFILIATIONS



## Joseph Lodge

Cast Iron Pioneer

After leaving home at age 16, Joseph Lodge traveled the country and the world looking for work and experience. This took him from Pennsylvania and Kansas to Cuba and Peru, eventually making his way to Tennessee.

While in Chattanooga, Joseph went for a walk one afternoon and found himself 25 miles west in the small industrial town of South Pittsburg. He built a house in town—a house that is still occupied by a member of his family.

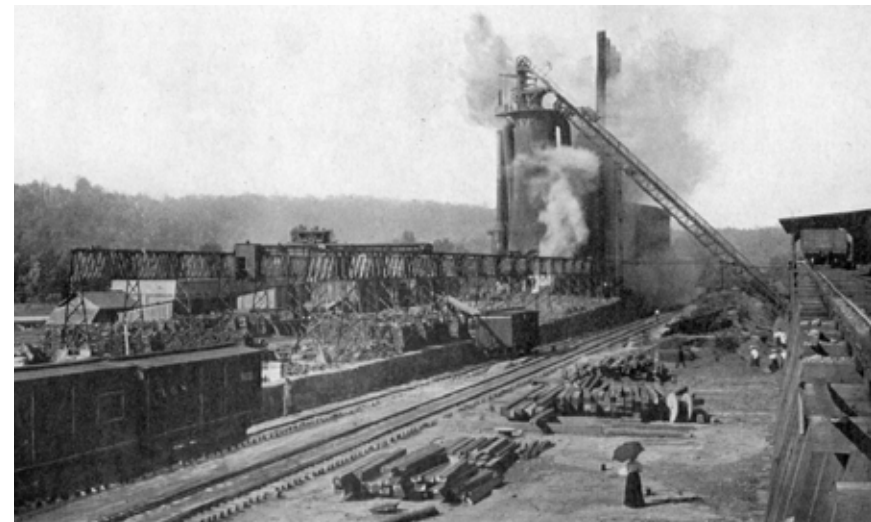
Joseph worked managing blast furnaces and coal mines in the area, then started a foundry to manufacture pipe. In 1896, he established the foundry that is now Lodge Manufacturing.



Originally, he named the foundry Blacklock after his friend and minister Joseph Blacklock. When Blacklock Foundry burnt down in 1910, he rebuilt it a few blocks away and renamed it Lodge Manufacturing Company. Lodge has operated continuously in the same location ever since.

South Pittsburg's growth was one of Joseph's passions: in addition to building the infrastructure for more jobs in town, he helped develop the town's school, housing, and even installed fire hydrants.

The relationship between Lodge and our hometown has remained strong over generations, inspired by the legacy of Joseph.



## About this report

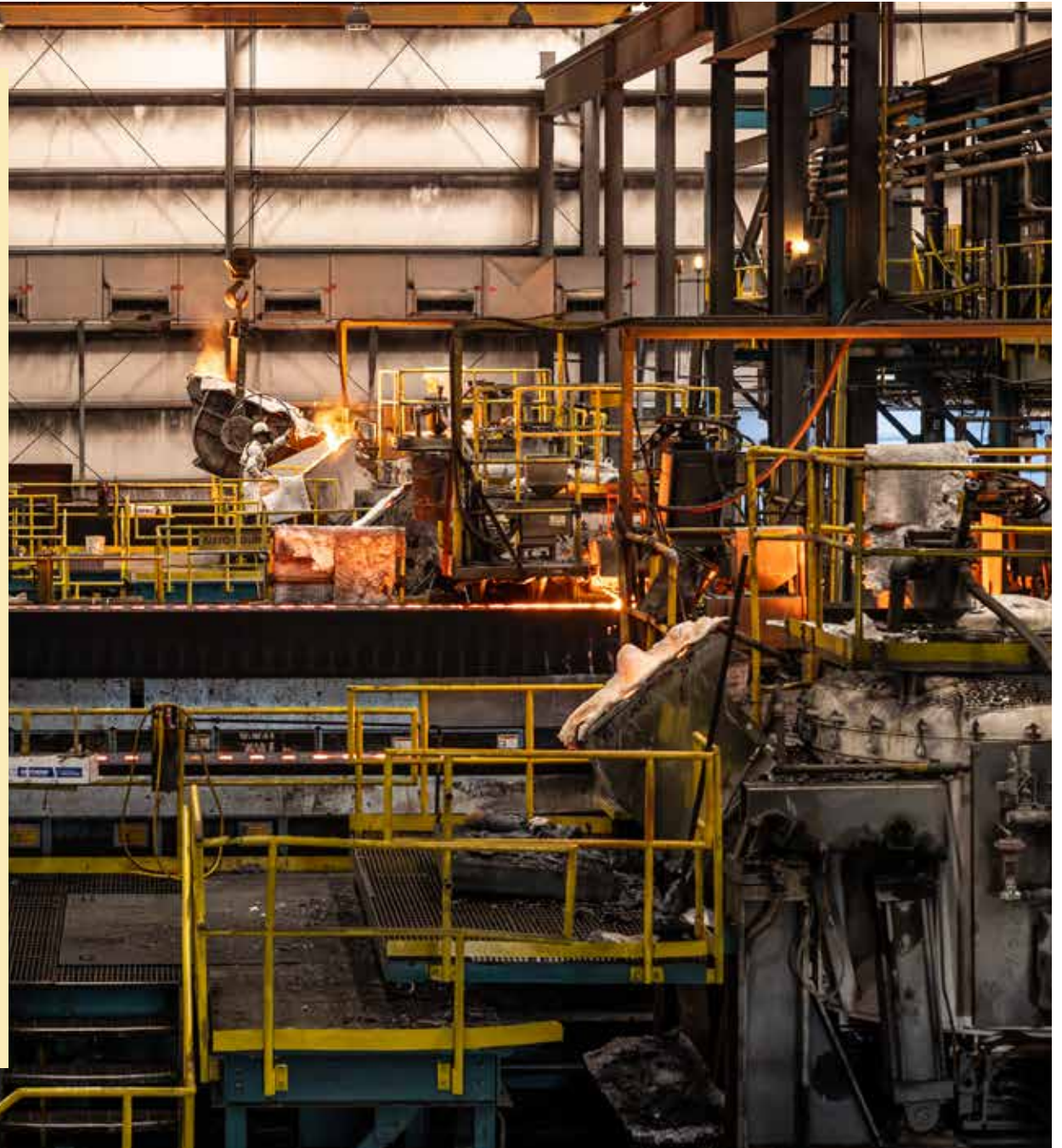
Sustainability is built into the core operational ethos of Lodge Cast Iron, from our products to our community and beyond—enabling us to run the longest operational cast iron cookware foundry in the US.

This inaugural 2024 Sustainability Report is our effort to capture and share Lodge's work over the past 128 years, and in the process of developing the report, allowing us to identify new opportunities to improve.

As you'll see in this report, reuse has been part of how we work since the beginning; in the past three decades, a focus on sustainable manufacturing has entirely changed the way our Foundry operates.

But despite a number of leaps forward to make our campus safer and cleaner, we like to think of this report as a benchmarking tool—an important reminder of how far we've come and how much we still have to do.

The data collected and presented here was gathered leveraging the guidance in the Global Reporting Initiative (GRI) standards, a best-practice in sustainability reporting.



## Identifying our priorities

In creating this report, we conducted a materiality study across Lodge to determine which topics to include in our first-ever report out.

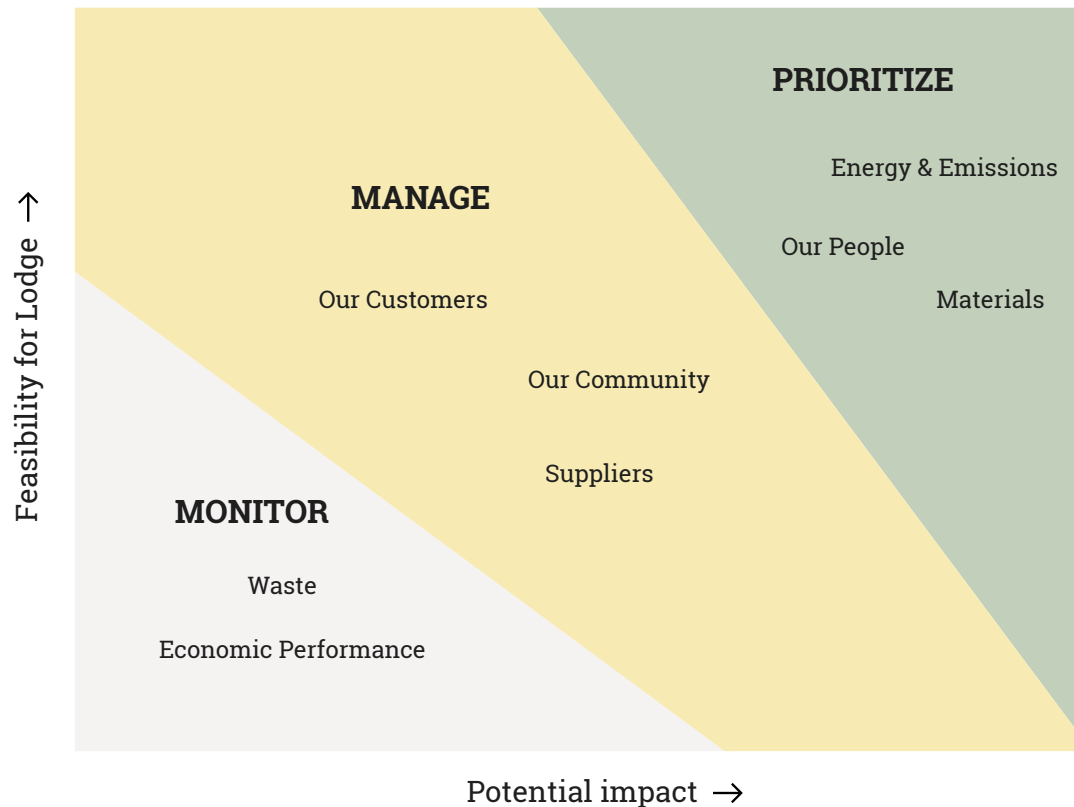
We started by choosing the broadest number of focus areas—everything from product labeling to procurement practices to energy usage— and interviewed stakeholders to identify what was meaningful to our organization, what was simply an issue of maintaining compliance, and what could be de-prioritized or deemed not relevant.

The conversations across our organization took place in 2023. We spoke with Lodge people in leadership roles and then worked to map their perceived priorities alongside the areas that would have the greatest impact—financially for Lodge, but also on the planet.

The resulting eight priorities revolved around Suppliers, Materials, Energy & Emissions, Economic Performance, Our Community, Waste, Our People, and Our Customers.

We then launched a project to gather, develop, and analyze data around these key priority areas that have shaped this report.

While we have not tackled all eight of these areas in this first report, we are conscious that this will be an annual, ongoing process. As we gain more experience, we will expand the scope to include more GRI topics—from among our priorities and beyond.



### Materiality study: Mapping our path forward

This graph maps our top eight focus areas for this and/or following reports. All of these map closely to our organizational values. “Monitor” topics are areas where we feel confident in our current systems and protocols. “Manage” topics are areas where we are confident in our systems but actively investing in continued growth. “Prioritize” topics represent our biggest opportunities—this report will specifically address these.





**Our** Environmental Impact



## MATERIALS

The story of Lodge Cast Iron hinges on being able to turn basic elements into long-lasting, well-loved cookware. In 128 years of making cast iron, we've never lost our focus on using our materials in the most efficient way possible.

### Products that last beyond a lifetime

As a company that's been around since 1896, we believe one of the most meaningful impacts we can have is to create products that never have to see a landfill. Our cast iron is designed to last a lifetime and be passed down for generations.

What's more, our cookware is easy to care for and restore—we even sell products that help extend the life of our pans, including rust erasers and seasoning oil.

But lasting a lifetime isn't just a question of durability, it's also about safety. We're proud to make forever cookware without forever chemicals, per- and polyfluoroalkyl substances or PFAS, a group of toxic chemicals used in the coatings of many nonstick pans. These forever chemicals can pose health problems, and over time, chip off of pans, making the cookware unusable and ultimately sentencing them to

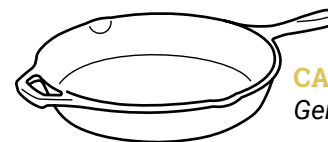
the landfill where the PFAS coating seeps into groundwater.

Instead, Lodge makes cookware that never needs to see a landfill, without harmful forever chemicals. We currently disclose the ingredients in all of our food-contact items at both point-of-sale and online.

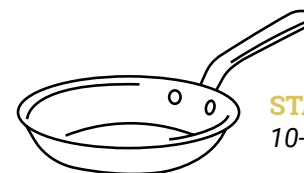
We know that our cookware has been made safely since the very beginning, but we lean on vetted, third-party labs to verify that our cookware is free not only of PFAS, but also dangerous levels of Lead and Cadmium.

Plus, our in-house Quality Assurance team tests all our iron to make sure the chemical formula of our cookware is consistent and safe. The frequency of these tests goes beyond standard category regulations.

### The Lifetime of a Pan



**CAST IRON PAN**  
Generations



**STAINLESS STEEL PAN**  
10-30 years



**COATED NONSTICK PAN**  
5-7 years



**CERAMIC PAN**  
1-3 years

## Shaping quality assurance for generations

Enameling Technician Jessica Kilgore has been part of the Lodge team for 16 years. When she started, she worked in Quality Assurance in our Foundry, an experience that she's brought into her current role.

She's the fourth generation of her family who have made long, impactful careers at Lodge. In fact, she and her father are both currently part of the Enameling Team that produces USA Enamel pieces—the first of their kind made entirely on US soil in full color.

“Every day is different”, she says. “Enameling is fun, but it's not easy.”

Kilgore heads up Quality Assurance, meaning she checks castings before they're sprayed and then she's the last stop before these products are distributed to consumers.

If anything is wrong—at any point during the process—folks over at the Enameling Facility are empowered to pull them from production. This ensures that every piece that leaves our campus meets our high-quality standards.

“You can take pride in being part of the whole process and seeing it through. It's a challenge, and I enjoy challenges.”

Jessica Kilgore **ENAMELING TECHNICIAN**



Manufacturing enamel is new to us at Lodge, so Kilgore has had the challenge of not only making a product, but also to shape the manufacturing process behind it. Getting the team to where they are now has been a culmination of experience, craftsmanship, and creativity from minds across the Lodge campus.

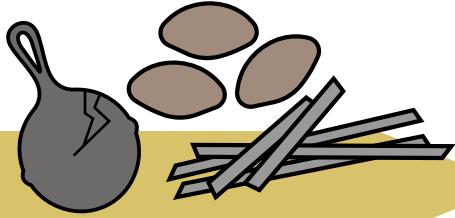
Part of Kilgore's job involves solving root problems when they experience issues during production, which she describes as an important team effort. Because the enameling process is an intricate balance of science and art, small issues can disrupt and delay production easily.

“Throughout the team, people come up with ideas on how to improve the process,” she says. “The whole team has to work as one to create each piece.”

For the folks on the Enameling Team, this kind of thinking is just part of the job, but when people see the beautiful, colorful enameled dutch ovens that leave the facility, the whole process feels like pure magic!

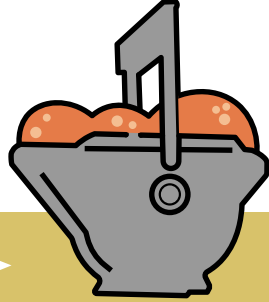


# Inside the Foundry



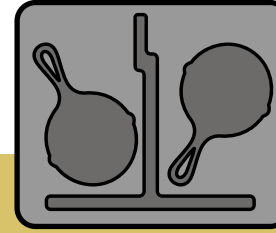
## MELT

A mixture of pig iron, recycled steel, returned iron castings, and alloys are added to the electric induction furnace, then heated to 2000° F.



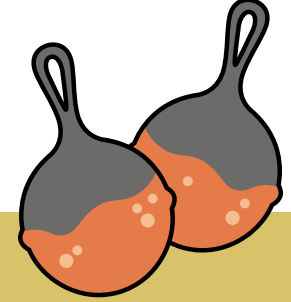
## TRANSFER

Our furnace can hold 10 metric tons of liquid iron, but we transfer it across our foundry in smaller ladles full of iron. While in the ladle, an expert foundry technician removes "slag" from the surface to maintain the quality of our mix.



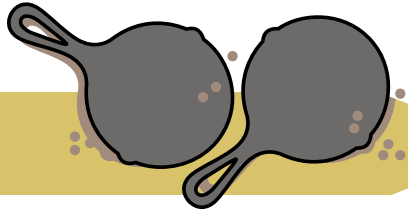
## MOLD

Our molding machines press a mixture of sand, water, and clay against one of our cookware patterns to create a sand mold.



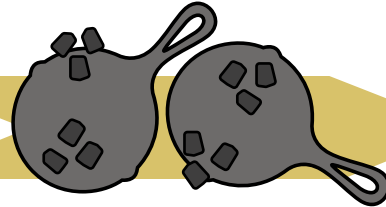
## POUR

Liquid iron is poured into the molds. Since sand melts at a higher temperature than iron, the mold holds its shape.



## SHAKEOUT

Once the iron has cooled and solidified, castings move along a vibrating conveyor to shake off the molding sand, which is returned into the molding system and reused.



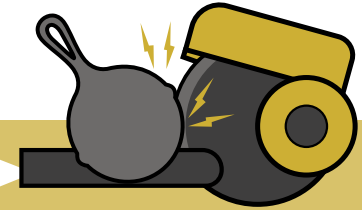
## CLEANING

Our cookware is added to a rotating drum filled with iron media that we cast and recycle on-site; this tumble helps break up sand and scrub the casting surface.



## SHOT BLASTING

Our cookware is cleaned with fine steel shot, then added to a bath of stainless steel media, soap, and water to enhance the finish.



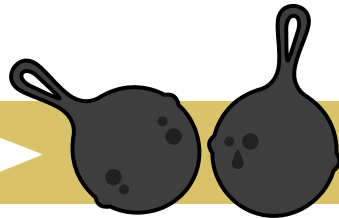
## GRINDING

Once cleaned, each piece of cast iron is inspected by hand. Sharp edges are ground down before moving to the seasoning line.



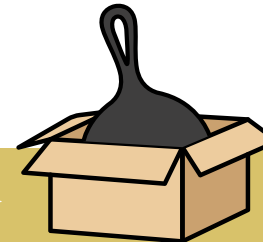
## SEASONING

Cookware is hung on a conveyer for a hot rinse and hot air blow off. Our cookware is then sprayed with vegetable oil and baked at a high temperature, well above the range of a typical household oven.



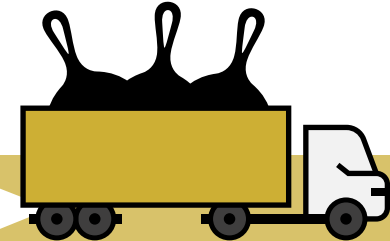
## BURN OFF

Our cookware is inspected once again and excess oil drips or spots are burnt off by our skilled foundry technicians.



## PACKING

Our packing department is responsible for inspecting every piece before it is labeled, packed, and palletized.



## SHIP

Every piece of Lodge Cast Iron made on campus is shipped out from our Distribution Center in South Pittsburg, Tennessee.

## We lean into the circularity of iron casting

Making cast iron cookware is a naturally circular process: everything that gets poured into a mold or sent down the line can be returned to the furnace, thanks in equal measure to our simple formula and our strict quality and storage protocols.

Every piece of Lodge cookware starts with a short list of ingredients, sourced often from domestic suppliers. Our iron is a mix of pig iron, recycled iron, recycled steel, and alloys that are added to the mix to help improve everything from the way the iron pours to its strength.

Naturally, iron is one of the main ingredients in our cast iron cookware, and we use both pig iron and recycled castings from the production line to get enough volume for each charge of molten iron.

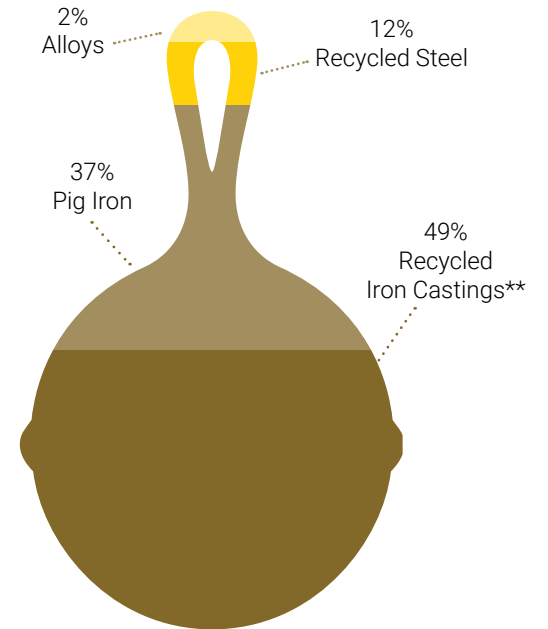
Slitter steel is a reclaimed byproduct of furniture and automobile manufacturing that we purchase within 300 miles of our Foundry and add to the melt, along with alloys.

On average, each ladle of iron that goes into our sand molds is composed of over 60% recycled materials; the rest is made of mined pig iron and other alloys.

Another way we strive to minimize our material footprint is by casting our own tumbling media. These small iron pieces help clean our cookware as it moves through our industrial tumbler.

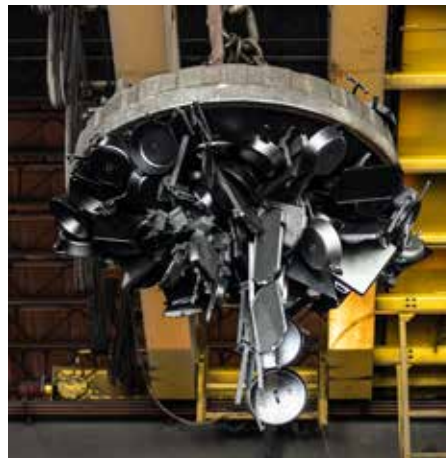
Fun fact: we call their unusual shape “truncated pentagonal pyramids” and this unique shape helps remove all the sand leftover from molding without damaging cookware.

## What’s in Lodge cast iron?



\*\*Pre-Consumer

MATERIALS IN REVIEW (Usage by Weight / US Tons)		
Materials	2022	2023
Returned Iron Gating	22,293	20,753
Pig Iron	11,368	18,838
Post-Consumer Steel	7,782	6,183
Returned Iron Castings	3,435	3,147
Alloys	700	952



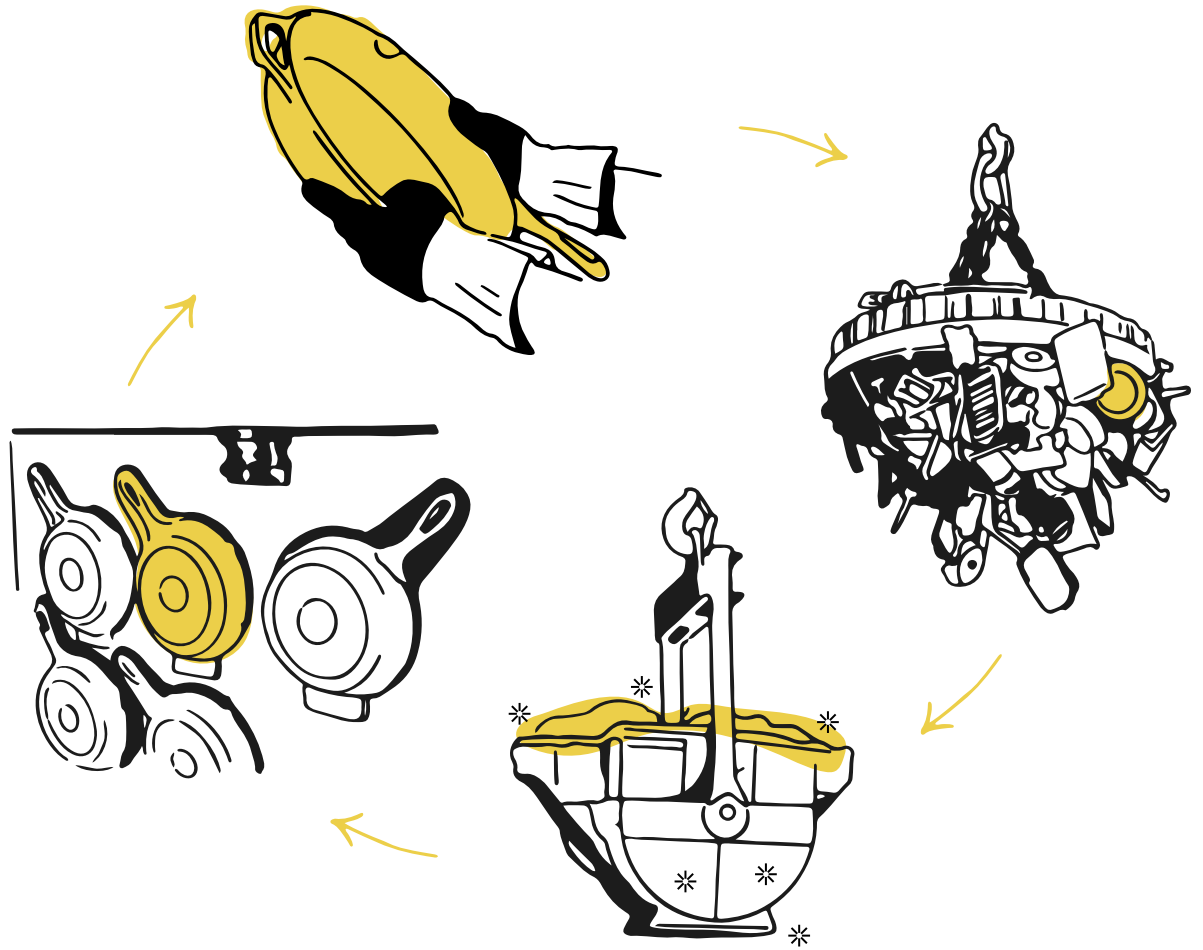
## The circular foundry: from Ladle to Ladle

As cookware moves through our Foundry from sand molds to shake-out to seasoning, pieces that don't meet our high quality standards can be taken off the line at any point, by any employee.

But rather than discard these pieces or the gating that helps iron flow into the sand molds, everything that doesn't get turned into cookware is sent back to the furnace, essentially giving it a shot at a "re-pour."

We extend this same circularity to product returns. For items that can't be resold or donated, we melt them down again and turn the unused material into a piece of cookware that will last a lifetime.

In 2023 alone, over 20 tons of iron were remelted and returned into cookware. We call this product lifecycle "ladle to ladle" and it's a big part of what makes our Foundry a naturally circular system.



## Sourcing locally, using less

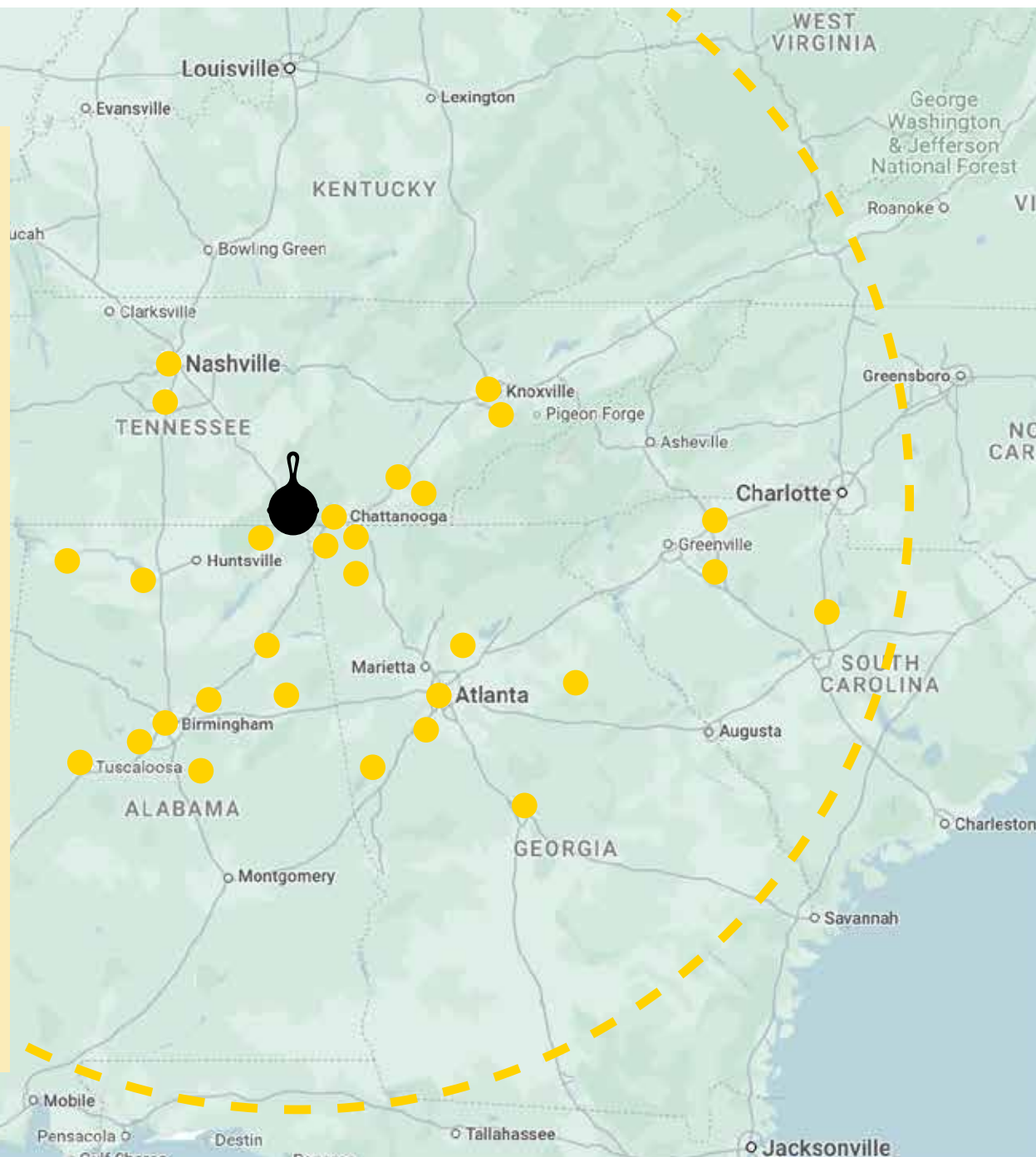
In addition to leaning into cast iron's naturally circular production model, we source often from nearby suppliers and use less material where we can, keeping our operational footprint compact so we can help make a positive impact on both our communities and our planet.

In 2022, we transitioned all our labels to a lower-profile version that uses 50% less paper. Today, our larger pieces of cookware—camp ovens, dutch ovens, grills, and cast iron sets—are sold in 100% recyclable craft cardboard cartons.

Our skillets, grill pans, griddles, and bakeware are sold with recyclable hangtags or a label attached to the cooking surface.

When we ship cookware to our customers or to large retailers, we may also include honeycomb paper or craft paper to protect items in shipping. All are 100% recyclable and sourced locally from within 300 miles of our Foundry.

In 2023, we used 2.6 million pounds of packaging to ship, store, and sell our cast iron cookware; of that, 25% came from recycled sources.



# RECYCLING

In addition to the Foundry, the Lodge campus also includes a Distribution Center, Enameling Facility, and a number of administrative offices. Combined with our Foundry, these locations produce everything from cardboard to compost. That's why we've created campus-wide programs to help find creative uses for essential materials.

## Giving spent materials a second life

In 2023, we continued to find second uses for the materials that go into creating, selling, and promoting our cookware.

For example, we give leftover seasoning oil from our line to a company that processes it for reuse. Our spent steel shot, which helps clean iron as it travels down the line, is also recycled through a regional partner, and we donate our pallet wood to Marion County businesses and residents.

Since the construction of our Culinary Studio in 2022, where we test products and create recipes and recipe content, we have also been working with a local partner to establish a food waste composting program.

**6138.5 TONS**

recycled steel purchased as raw material in our melt

**34.9 TONS**

of steel shot recycled

**336.85 TONS**

of scrap metal recycled

**133.4 TONS**

of corrugated cardboard recycled

**12.2 TONS**

of shrink wrap recycled

**1075 GALLONS**

of motor oil recycled

**3350 GALLONS**

of seasoning oil recycled



## On campus recycling

In 2023, we overhauled our on-campus recycling collection to make bins more visible and accessible to employees. And within the first six months of this overhaul, the number one question organizers received from employees was whether they could bring recycling from home.

We're proud to hire from across urban, suburban, and rural communities and aware that our employees live in areas with varying access to municipal or private recycling programs. So we're happy to provide this service to our employees, who aren't just willing but excited to participate.



## Composting in the culinary studio

The Culinary Studio is the heart of content creation for our brand, where Chefs Kris Stubblefield and Shannon Van Dusen whip up recipes, test products, and prep food for events and photo shoots. The result? A lot of food scraps!

The team has always been mindful about recycling and reusing materials as much as possible, but the food scraps were piling up. In 2023, Chef Kris worked with NewTerra, a Chattanooga-based composting company, to start a program at Lodge. Throughout the year, he's learned a lot about how food waste affects our landfills.

"I didn't realize the impact of composting, but this process has opened my eyes to how important it is to live responsibly and understand where your waste is going," he says.

In 2023 alone, we were able to compost an estimated 500 pounds of waste. According to NewTerra, uneaten food takes up 25% of our nation's landfills, so we're excited about the impact that this small change in our kitchen will have over the years.



# ENERGY

As a large user of electricity to heat our melt furnaces, Lodge works with our electricity provider, Sequachee Valley Electric Cooperative (SVEC), to identify opportunities that can reduce peak demand on the supply system. We are currently in a five-year agreement with SVEC that enables stable power generation through a commitment to sustain jobs and investment in the facilities. Exploratory work has been completed on a PowerFlex program to investigate demand-reduction actions that can help maintain system reliability and contribute to lower energy costs in the seven-state valley region.

## Electrifying an ancient craft

In 1991, after nearly 100 years of using coal-powered furnaces, we replaced the traditional cupola furnace in our Foundry—a technology that dates back millennia but relies on fossil fuels. In response, Lodge received the 1994 Governor’s Award for Excellence in Hazardous Waste Reduction. For more information on our hazardous waste record, see emissions on page 19.

Today, our electromagnetic induction melt furnace uses electricity to heat iron; generally,

this switch has helped foundries like ours use 25% less energy and 50% less labor to produce iron, plus the induction melting system makes it easier to manage product quality.

While it is still very energy intensive, this electrification significantly reduces the carbon intensity of our Foundry and unlocks ongoing emissions reductions as the utility grid continues to reduce emissions intensity. This move has also created an opportunity for us to explore direct use of renewables in the future.

## Tennessee Green Star member

The Tennessee Green Star Partnership (TGSP) is a voluntary environmental leadership program facilitated by the Tennessee Department of Environment and Conservation. Lodge is proud to be a part of this partnership, which recognizes Tennessee manufacturers committed to sustainability throughout their operations. The partnership is funded through the EPA to assist in the implementation of technology and training that reduces pollution.

### ENERGY AT A GLANCE

	2022	2023
Energy consumption	76,467 MWh	81,718 MWh
Energy intensity	3.81 MWh/mt produced 0.4486 MWh/\$k sales	3.76 MWh/mt produced 0.4525 MWh/\$k sales

# EMISSIONS

The collection of emissions data is a new undertaking for Lodge, but managing our emissions is not. The biggest testament to this fact is in the center of our Foundry, where, in 1994, we reduced the proportion of our power generated by fossil fuels.

## Scope 1

Our Scope 1 direct emissions are from natural gas and vehicle fuel and represent a small percentage of our emissions. Our operations rely on a limited amount of natural gas, mostly to bake our enamel cookware and heat sand in our Foundry. We own a few vehicles to perform standard tasks across our South Pittsburg campus, which contribute about 2% of our emissions. Other potential Scope 1 emissions including captive emissions from refrigerants were determined to be de minimis.

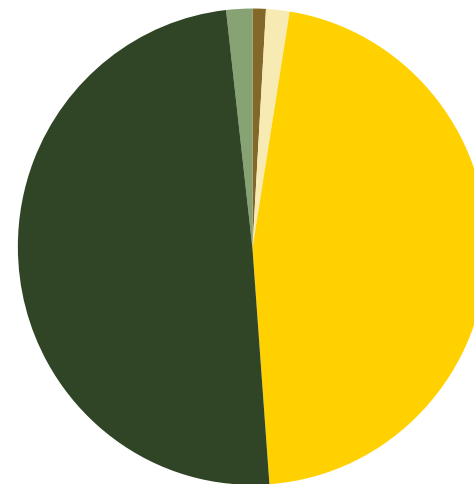
## Scope 2

A large percentage of our emissions are the result of Scope 2 electricity consumption in our furnaces and Foundry lines. As previously cited, we've worked hard over three decades to move these operations away from fossil fuels and towards electrification. This de-carbonization effort has created new opportunities for us to continue reducing emissions in the future.

## Scope 3

Purchased goods and services make up a large percentage of our emissions as well, and encompass freight for our products, raw materials to create our cookware, and maintenance equipment to keep our Foundry running. In this report, we only calculated Scope 3 emissions for three categories, Purchased Goods and Services, which includes capital goods and both upstream and downstream transportation categories; Waste, and Water/Wastewater. Other categories evaluated included Business Travel and Employee Commuting, but were determined to be non-material.

EMISSIONS AT A GLANCE (mtCO2e)		
Category	2022	2023
<b>Scope 1</b>	1,568	1,620
Natural Gas	555	607
Vehicle Combustion	1,013	1,013
<b>Scope 2</b>	28,178	30,009
Electricity	28,178	30,009
<b>Scope 3</b>	41,971	33,187
Purchased Goods & Services	40,667	29,037
Emissions from Waste	1,242	1,096
Emissions from Water / Wastewater	62	54



## 2023 Detailed Emissions Breakdown

### Scope 1

- Stationary Combustion: Natural Gas 1%
- Vehicle Combustion 2%

### Scope 2

- Electricity 46%

### Scope 3

- Purchased Goods & Services: 49%
- Waste 2%

\*Water/Wastewater: 0%



## Our Community



## TEAM WELLBEING

Our health and safety programs go beyond regulatory compliance and injury reduction to make employee wellbeing a part of Lodge culture, from supporting our employees at home and at work, to bringing essential care to their families and community. We are currently developing programs that extend our foundation of occupational health and safety into more places and moments, including helping our people get what they need to stay safe and healthy at home.

### Prioritizing our community health

We're very proud of our South Pittsburg Wellness Center, which gives employees and their families access to a dedicated medical team for their health needs, from preventative wellness exams to a selection of prescriptions and pre-screenings. The Wellness Center is accessible in-person five days a week or 24/7 via telehealth and text care apps.

The Wellness Center provides all required workplace testing without time lost, at no cost to employees, including hazardous material exposure tests. The team also provides pre-employment screenings, audiograms, and DOT physicals to ensure that potential employees can safely perform job tasks. The clinic is also available for employees for any work-related injuries if they choose to go there for care.

To incentivize employees coming into the Center to meet the team, we offer a reduction in insurance costs to any employee who gets their annual wellness exam at the Center, as well as the possibility to earn additional PTO



#### 24/7 TELEHEALTH

via apps and text care



#### 44% OF EMPLOYEES

receive annual exams



#### AVAILABLE TO

500+ families

days or small giveaways. In 2023, 44% of our employees conducted their annual physicals on campus to take advantage of this incentive.

As an anchor employer in a rural area, we recognize the importance of providing these wellness services. Our three surrounding counties—Marion, Sequatchie, and Grundy—are home to only one hospital. Making health services available to over 500 families has been a point of pride since we opened our clinic in 2018.

Each year we partner with the Wellness Center for quarterly, onsite Lunch & Learns, which provide employees with direct access to our health coach or medical team. All employees are invited to a meal provided by Lodge to learn about a specific health topic, from diabetes, to high blood pressure, to heart health, and more.

These events typically fill up entirely. Starting in 2023, we also began offering access to personal health coaching services at no cost to employees.

## Meet Wendy Alder, MA

Medical Assistant & Practice Coordinator

When you walk into the Lodge Wellness Center, Wendy Alder is often one of the first people you'll see. Her welcoming smile and laugh are famous around Lodge. She's been here since 2018, helping employees to take charge of their health and live happier lives.

"My passion has always been to take care of people," she beams. "I get up every morning and look forward to going to work. I'm on my way to the next adventure of who I'm going to help next."

Having a place right on campus that's free to use makes healthcare more accessible, especially in a location where there aren't very many walk-in clinics or primary care providers. It makes it possible to check in with a medical provider on your lunch break—without taking time off.



"We can help show people how they can take better care of themselves so they have good quality of life," Wendy says.

She finds that the more people know about what's going on with their body, the easier it is to make small, informed changes that have a big impact on how they feel. That's why the Wellness Clinic offers on-going support to patients, whether that's through follow-up appointments, meetings with the on-site nutritionist, or referrals to other great doctors. Plus, the clinic offers vital services like X-rays at no cost to employees.

Consistency is huge, according to Wendy. "It's important that patients get to come back and see the same provider. With a lot of clinics, you just don't get that anymore. We care about having an on-going relationship with our patients here."



to one  
one  
HEALTH

## Safety is at our core

We believe the only way to build a strong safety culture is to engage our employees in the building of that culture. Every quarter, our employees participate in at least one safety enhancement activity, which can range from making a suggestion to a co-worker to address their safety behaviors or participating in a safety improvement project.

We track participation in incident investigations, area inspections, safety suggestions, safety projects, correcting safety hazards, and promoting safety with co-workers. In 2023, we tracked more than 2000 of these safety activities.

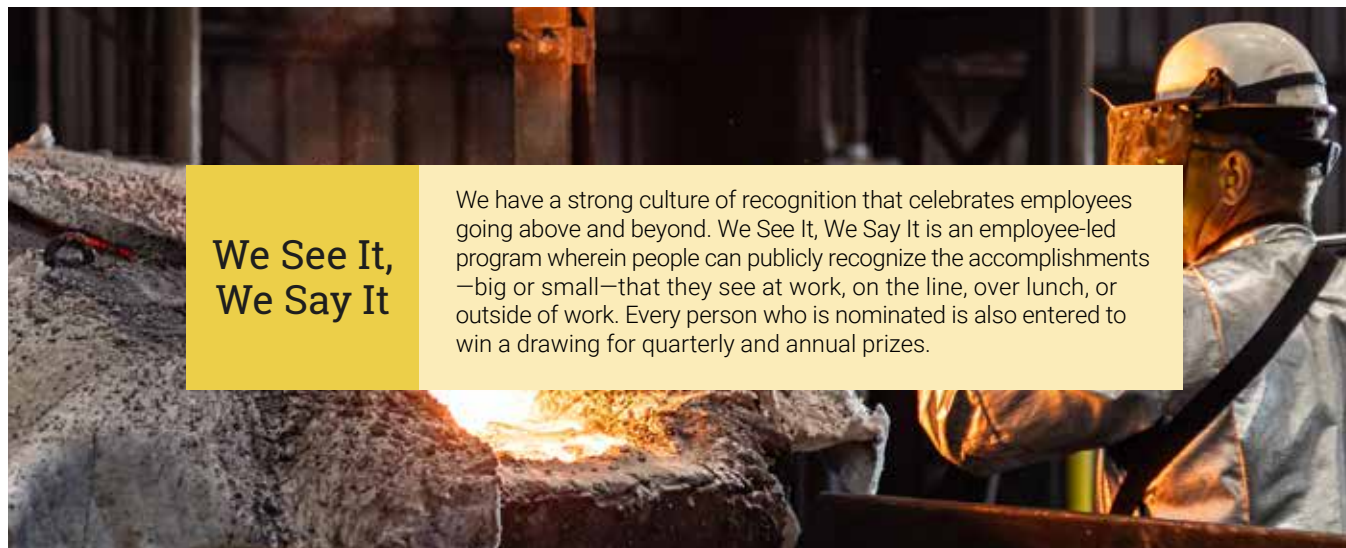
Our Safety Committee is made up of people from across our organization at all levels of seniority and tenure.



We also have focused sub-teams within the committee that work to improve safety practices in either a department or process, including our Finishing Focus Group, Packing Focus Group, First Responder Team, and Crane Safety Team. Each team meets at least bi-monthly—some meet monthly and some even meet weekly.

Our Safety Thanks program is built to recognize those who go above and beyond for safety.

A member of our management team or safety committee can recognize an employee for their safety behaviors and reward them with a card for Lodge gear. In 2023, 599 safety moments were recognized through this program.



### We See It, We Say It

We have a strong culture of recognition that celebrates employees going above and beyond. We See It, We Say It is an employee-led program wherein people can publicly recognize the accomplishments—big or small—that they see at work, on the line, over lunch, or outside of work. Every person who is nominated is also entered to win a drawing for quarterly and annual prizes.



### BEST OF THE BEST

In 2021, Lodge was voted the best industrial employer in the Chattanooga area in the “Best of the Best” awards sponsored by the *Chattanooga Times Free Press*.

## We celebrate the wins

As an organization, creating a safe work environment is an ongoing goal. In 2024, we proudly passed several important safety milestones: one year and more than 1,000,000 collective hours without a lost-time incident.

In recognition of these milestones, we have been honored with a 2024 Millionaires Award from the American Foundry Society Metalcasting, as well as a 2024 Safe Year Award for achieving 365 consecutive days without incurring lost-time.

Achieving one year without a lost-time injury is a big achievement for any organization, but especially for a working foundry where incidents can unfortunately be more common than other categories. Plus, being a company of only about 550 employees, it took about 13 months to accumulate a million hours worked, including time worked by employees in our retail locations and offices.

Achieving this milestone was a particular wish for our leadership and the Lodge family, who recognize that employee welfare has always made our company special.

Both of these achievements are a credit to our team and the ways they prioritize the safety of those around them, every day.

**1,000,000  
HOURS**  
**WITHOUT A LOST  
TIME INCIDENT**  
*— May 2024 —*

### A safety milestone to celebrate

To honor 1,000,000 hours of safety, we shut down production for 4 hours to allow everyone on campus to gather and celebrate. The event featured giveaways and prizes, a shaved ice vendor, a cornhole tournament (a company favorite!), and even a dunk tank.





# LOCAL COMMUNITY

We've been operating in East Tennessee for generations, and we're proud to be a strong and supportive neighbor to the businesses, residents, local government, and nonprofits that make the wellbeing of this region their priority.

## Philanthropy and giving

Philanthropy is important to our operations, with a Board directive that we donate a portion of our revenue to charities each year—in 2023, that amount totaled in excess of \$200,000.

We are constantly evaluating the best ways to make an impact in this community, and lean on a committee of passionate individuals as well as our leadership to help guide that impact in a strategic way. In recent years, we surveyed employees to determine three areas of focus for our philanthropy and volunteerism: fighting hunger, taking care of our elderly neighbors, and investing in youth learning and development.

### New in 2024: Charitable Matching

We believe in supporting charitable initiatives and encouraging employees to contribute to causes they are passionate about. To further amplify their impact, we established a Charitable Donation and Service Matching Program this year, where the company will match eligible employee donations and community service hours with monetary contributions to qualifying charitable organizations.



“A true community is defined by how they treat those most in need. As fortunate as I have been, it is the least I can do to try and help others who can use it. I also think it is important to be seen doing so, so that others may be inspired to do the same. Many people are eager to help out and all they need is someone to kickstart the momentum. And having Lodge commit time, energy, and money towards these efforts just amplifies everything.

Walker Henley  
BRAND DEVELOPMENT MANAGER

## We fight hunger close to home

As a cookware company, hunger and its impacts are always on our minds. Our employees and community face food insecurity in many forms, and our Community Engagement Committee has taken this on as one of three priority areas for volunteerism and service.

### Fighting the good (food) fight

During the fall of 2023, we teamed up with the Chattanooga Area Food Bank and challenged four area high schools and their fan bases to donate food and money throughout the week leading up to a football game. In all, we raised the equivalent of 3,110 meals! South Pittsburg High School took home the gold and received a celebratory pizza party on Halloween.



## We connect with our elderly neighbors

We give back to the elderly by working with assisted living facilities, hosting social events, and planning donation drives. By doing so, we hope to connect with the people who have come before us to shape our community.

### Giving time and resources to our community

In 2023 and 2024, we hosted holiday socials, created a special traveling Cornbread Festival, and collected supplies for two area assisted living facilities. We also collected donations around major holidays, including for gifts, clothes, and personal care items.

## We support future generations

We seek to develop programs that make a difference in the lives of kids in Marion County and surrounding areas. This takes many forms, like providing Lodge Museum passes to students, beautification projects at local schools, and supporting events for families in the area.

### The Pencil Pantry

In 2023, we teamed up with local businesses to sponsor school supply cabinets at four local middle schools. Jordon Hampton, an employee in our finance team, was moved to work on a long-term solution to ensure the kids in our community have everything they need to succeed at school, and The Pencil Pantry was born. Jordon shares, “I’m hopeful that this project will provide children with the peace of mind of knowing that they won’t have to do without the things they need.”

### Foundry in a box

We care about getting young people in our region excited about our industry. That’s why we love visiting classrooms and STEM programs in our region. With Foundry in a Box, students meet a metallurgist and learn about careers in the foundry industry. Then, they participate in a hands-on mini foundry experience where they make and pour molds, just like we do on a larger scale. Since 2014, we’ve had over 2,000 kids go through the program, and it’s always rewarding to see them discover the science and craftsmanship behind our cookware while learning about a new career path.



### Scholarships and tuition support

Charles Richard “Dick” Kellermann Jr., William Leslie Kellermann, and Francis Kellermann represent the third generation of Lodge family leadership and took the helm from their uncle in 1949. Known as “the Kellermann brothers”, these three made huge advancements toward automation, reconstructed the wooden foundry, and expanded the sales of Lodge products. In their honor, we have established the Kellermann Brothers Educational Scholarship—now in its 35th year—to benefit a company employee or an employee’s child or grandchild. Two applicants are selected to win a \$2,500 scholarship for their outstanding achievements to put toward continuing their education. Additionally, we encourage our employees to pursue higher education with a robust tuition reimbursement program for qualifying degrees.

## We invest in the place we call home

Our hometown of South Pittsburg, Tennessee is a city of 3000, nestled in the foothills of Appalachia. We like to call it “Cast Iron’s Hometown”, but just as importantly, it’s also a hub for economic and cultural activity that makes our region better.

Employees at Lodge have invested their time and talents in organizations that range from Arts in the Burg, a local arts nonprofit, to green|spaces, a regional planning group that focuses on sustainable business and design. We’re proud to create meaningful employment for 500 of the 45,000 people who call our county home, making us not just the largest employer in South Pittsburg, but one of the most beloved in our region.

In 2023, we opened the Lodge Museum of Cast Iron and Big Bad Breakfast restaurant, creating a new roadtrip stop to travelers in the region. Between our much-loved Factory Store, Museum, and restaurant, we bring over 150,000 people to South Pittsburg annually.

“What an excellent experience! The world’s largest cast iron [skillet] is a sight to see, and you can learn all about how they made it. There’s a surprisingly large number of interactive exhibits as well. Highly recommend!”

Lodge Museum of Cast Iron  
**RATED 4.8 OUT OF 5 STARS ON GOOGLE REVIEWS**





## Supporting the National Cornbread Festival

The National Cornbread Festival started in 1997 to attract visitors to South Pittsburg, but the event has come to be the nation’s largest cornbread festival, attracting thousands of cornbread enthusiasts every year, with recent attendance totalling 25,000. The event is hosted by a local non-profit, and as an anchor employer in town, we help to ensure the entire weekend goes off without a hitch, working with local leaders and businesses to transform South Pittsburg’s downtown into a bustling festival ground.



Over in the Lodge Corner, folks can watch the annual Cornbread Cook-Off, tour our Foundry, and sample cast iron-made dishes. Employees from across our company come together to make it happen—and we couldn’t do it without them. The proceeds from the weekend are directed right back into the community. Over the years, this support has helped restore historic buildings, funded local non-profits, and invested in schools, athletic facilities, theaters, and libraries.



GRI Topic	Disclosure	Reference
2: General Disclosures	2-1: Organizational details	Lodge Cast Iron, Lodge Manufacturing Co. Family-owned by Shareholders Headquartered in South Pittsburg, Tennessee, USA
	2-2: Entities included in the organization's sustainability reporting	This report includes Lodge's entire operations, including our South Pittsburg, TN campus and retail locations.
	2-3: Reporting period, frequency, and contact point	Section: Introduction; Sub-section: About this report
	2-7: Employees	Section: Introduction; Sub-section: About Lodge Cast Iron
	2-8: Membership associations	Section: Introduction; Sub-section: Memberships & Affiliations
3: Material Topics	3-1: Process to determine material topics	Section: Introduction; Sub-section: Identifying our priorities
	3-2: List of material topics	Section: Introduction; Sub-section: Identifying our priorities
301: Materials	301-1: Materials used by weight or volume	Section: Environment; Sub-section: Materials; See "Materials In Review" table
	301-2: Recycled input materials used	Section: Environment; Sub-section: Materials
	301-3: Reclaimed products and their packaging materials	Section: Environment; Sub-section: Materials
302: Energy	302-1: Energy consumption within the organization	Section: Environment; Sub-section: Energy. See "Energy At A Glance" table
305: Emissions	305-1: Direct (Scope 1) GHG emissions	Section: Environment; Sub-section: Emissions
	305-2: Energy indirect (Scope 2) GHG emissions	Section: Environment; Sub-section: Emissions
	305-3: Other indirect (Scope 3) GHG emissions	Section: Environment; Sub-section: Emissions
403: Occupational Health & Safety	403-3: Occupational Health Services	Section: Our Community; Sub-section: Team Wellbeing
	403-4: Worker participation, consultation, and communication on occupational health and safety	Section: Our Community; Sub-section: Team Wellbeing
	403-5: Worker training on occupational health and safety	Section: Our Community; Sub-section: Team Wellbeing
	403-6: Promotion of worker health	Section: Our Community; Sub-section: Team Wellbeing
413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	Section: Our Community; Sub-section: Local Communities