




mountain rose herbs
2022 BENEFIT REPORT

WHO WE ARE

Mountain Rose Herbs is a purveyor of organic herbs, essential oils, teas, and exceptional botanical offerings. We put people, plants, and planet before profit with everything we do: from supporting sustainable agriculture, to encouraging employee volunteerism, to becoming the first TRUE Zero Waste-certified business in Oregon.

“Providing high-quality organic products, environmental stewardship, and caring for our community are all core aspects of our mission. It’s about taking responsibility for our impact and creating positive change—and helping to show other companies what that looks like,” said Shawn Donnille, Mountain Rose Herbs’ Benefit Governor under ORS 60.762.

OREGON BENEFIT COMPANY

In 2018, we became an Oregon Benefit Company, a legal corporate status which states that Mountain Rose Herbs provides a “general public benefit”— a material positive impact on society and the environment—through our business decisions and operations. We are a values-based company committed to transparency and accountability.

In compliance with Oregon state law, we amended our bylaws and selected B Lab’s Impact Assessment tool as a third-party standard by which to gauge our impact. To be clear, Benefit Companies are not the same as B Corp businesses. B Corp is a certification managed by B Lab, while Benefit Companies adhere to a certain set of mandates outlined by the state of Oregon and self-assess using a third-party standard (in our case, B Lab’s highly regarded assessment tool).

B LAB IMPACT ASSESSMENT

We would like to share that in 2022, Mountain Rose Herbs received a score of 110 out of 200 available points, a 3.6-point increase from our previous year’s score and a substantial increase from our baseline year. We are proud to have revitalized many employee-focused sustainability initiatives that had been impacted by the Covid-19 pandemic. We publish our annual Benefit Report in conjunction with our annual Sustainability Report, which details how we are creating positive change through ethical business decisions.





GOALS FOR IMPROVEMENT:

- In 2022, our fifth year as an Oregon Benefit Company, we focused on resuming company initiatives that had been impacted by or put on hold due to the Covid-19 pandemic. We reinvigorated our employee volunteer program, which increased participation rates by more than 25%. We also increased medical premium coverage to 90%. In an effort to collect feedback and address the needs of our team, Mountain Rose Herbs also conducted a staff satisfaction survey and utilized this information to improve in the areas that meant the most to our team. From this survey, we learned the importance and need to improve communication and as a result, we instituted monthly interdepartmental meetings where staff are encouraged to voice feedback to their supervisors. We have mandated that our supervisors treat their departments to biannual outings to encourage camaraderie and team building. The accessibility of our Human Resources Department had also been improved by increasing drop-in hours and relocating the department office to a more centralized location.

- Transitioning into 2023, we will accomplish our goal of offering 100% paid medical premiums for all full-time employees. We will be increasing the 401K match to 6% to encourage our staff to invest in their future and security in retirement. We will be offering in depth safety/sustainability training for all new staff while allowing existing staff to take part in this training for improved understanding and participation. We will hold our first ever Benefit Fair to increase staff engagement and awareness of initiatives to improve quality of life. We will reduce the quantity of printed material by producing a single yearly journal, a significant reduction compared to the bi-annual printing up to this point. To further reduce the amount of paper utilized, we will be incorporating our first ERP software system, allowing us to track live inventory while eliminating 800,000 sheets of office paper annually. When this software has been fully integrated into our operations, there is the potential to reduce our paper consumption by an additional 300,000 sheets. We will be launching a conservation initiative focused on increasing awareness of the declining populations of at-risk botanicals. Working with United Plant Savers, we will distribute over 100,000 free packets of seeds to help increase the populations of these at-risk or endangered plants.

- Future goals include 1) Free on-site outdoor gear rental for employees 2) Remodeling our headquarters to include more employee amenities, such as a gym 3) Improving our diversity in hiring 4) Implementing performance-based reviews for all employees. 5) Increasing transparency of our sustainability/impact metrics for our customers. 6) Decreasing our carbon footprint by relocating all production departments to a single campus for increased efficiency and reduction of transportation requirements.

IN GRATITUDE

Thanks to the extraordinary staff at Mountain Rose Herbs, our vendors, and our customers who have helped us make a big impact in our industry. It is their passion and support of organic and sustainable agriculture that makes it all possible. If you would like a copy of our Benefit Report or Sustainability Report emailed to you, please email sustainability@mountainroseherbs.com.