



  
mountain rose herbs  
**2023 BENEFIT REPORT**

# 01 | THIS IS WHAT WE'RE DOING OREGON BENEFIT COMPANY

In 2018, Mountain Rose Herbs became an Oregon Benefit Company, a legal corporate status which states our company must provide a “general public benefit”— a positive impact on society and the environment through our business decisions and operations. 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 as objectively as possible.

## **B-LAB IMPACT ASSESSMENT**

In 2023, Mountain Rose Herbs earned a score of 113.3 out of 200 points on the B-Lab assessment, a 3.3-point increase from last year’s score and a substantial increase from our baseline year. We publish our annual Benefit Report in conjunction with our Impact Report, which details how we are creating positive change through ethical business decisions.

## **BENEFIT REPORT**

In 2023, we accomplished our goal of offering 100% paid medical premiums for all full-time employees. We offered in depth safety and sustainability trainings for all new staff while allowing existing staff to take part for improved understanding. We also held our first ever Benefit Fair to increase employee engagement and awareness of initiatives to improve quality of life. In an effort to reduce company waste, we incorporated our first ERP software system, allowing us to track live inventory while eliminating over 800,000 sheets of office paper annually. We also reduced the quantity of printed material by producing a single yearly journal, a significant reduction compared to bi-annual printing. To increase awareness of

at-risk botanicals, we launched a conservation initiative with United Plant Savers, distributing over 100,000 free seed packets to regenerate the populations of endangered plants.

Transitioning into 2024, we will increase the transparency of our impact metrics for our customers. The Mountain Rose Green Team will work with our facilities team to create a native plant demonstration garden and meditation area for improved employee wellness at our headquarters. We will partner with a local organic farm to offer employee discounts for Community Supported Agriculture (CSA) shares, increasing access to healthy, organic food. To off-set our carbon footprint, we will organize company-wide events that support local nonprofits and environmental stewardship efforts, such as planting trees, shrubs, and native plants. Additionally we will relocate all production department to a single location for increased efficiency. To reduce the impact of our supply chain, we will shift to more domestic sources, strengthen our relationships with local farmers, support the development of sustainable wildharvesting practices, and transition to regenerative agriculture. In an effort to increase Justice, Equity, Diversity, and Inclusion (JEDI) throughout our company, management team members will participate in trainings, and community events to diversify our corporate giving and engage more deeply with underrecognized communities.

02 | THIS IS WHAT WE'RE DOING  
OREGON BENEFIT COMPANY (CONTINUED)

**FUTURE GOALS INCLUDE**

Improve our diversity in hiring.

Increase employee wages to meet living standards.

Implement performance-based reviews for all employees.

Increase the 401K match to 6% to encourage our staff to invest in their future and security in retirement.

Reduce our company water usage by installing on-site rainwater harvesting systems.

Remodel our headquarters to include more employee amenities, such a gym and free on-site outdoor gear rental.

