mountain rose herbs

2019 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 are pleased to announce that in 2019, Mountain Rose Herbs received a score of 107.9 out of 200 available points, a 23.10 point improvement from our 2018 baseline score. We publish our annual Benefit Report in conjunction with our annual Sustainability Report, which details how we are creating positive change in through ethical business decisions.

Goals Discussion:
- Our first year of benefit company benchmarking was a period of modest progress and robust learning. We enthusiastically set many goals with ambitious timelines, and while we made inroads on each, we ultimately fell short of achieving the desired results in the time allotted. Our stacked agenda of improvements included pay equity tracking, company-wide diversity and sexual harassment training, grey water reclamation improvement, a vendor code of conduct, and even more sustainable landscaping.
- In 2020, we are facing unprecedented challenges with the advent of COVID-19 and the adjustments required to keep our employees and customers safe. We are focused on continuing to provide high-quality organic herbal offerings to our loyal customers amidst constantly changing conditions, and this is proving to be quite an endeavor. For this year, we will work to take on the challenges we set for ourselves in 2019 as we are able.
- In 2021, given the level of uncertainty before us, we will aim to resolve our original list of 2019 goals as well as forging ahead with these future ones: 1) Formalize our Mission Statement to use as a guiding light in our operations, and 2) Further develop and deploy trainings that support our Diversity Policy to create a work environment that aligns with our core principles.

In Gratitude
Thanks to the extraordinary staff at Mountain Rose Herbs, our vendors, and our customers who have helped make us an herbs, health, and harmony company since 1987. If you would like a copy of our Benefit Report or Sustainability Report emailed to you, please email **marketing@mountainroseherbs.com.**