



mountain rose herbs  
**2020 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 2020, Mountain Rose Herbs received a score of 109.2 out of 200 available points, a 1.30 point improvement from our 2019 baseline score. 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 DISCUSSION

- In 2020, our third year as an Oregon Benefit Company, we faced the unprecedented challenges of the COVID-19 virus, which required a massive overhaul of our internal structure in order to keep our employees and customers safe. Despite these adjustments we accomplished our first company-wide harassment training. The pandemic brought priorities into sharp relief and led us to pivot our prior goals to concentrate our efforts on employee health and wellness. We were, in fact, successful in raising our starting wage 15% to \$15 per hour which is a full 25% more than Oregon’s already progressive minimum wage.
- In 2021 we plan to bring more focus to employee well-being by offering complete health risk assessments, subsidized gym memberships, and quarterly natural and organic catered meals to all staff. Additionally, we have decided to cover employee medical coverage at 100%. We will phase this in over 3 years and plan to increase our medical and dental coverage to 80% for all employees in 2021. Furthermore we will prioritize the accessibility of our website for all of our customers.
- Future goals include: Starting our first ever internship program, and improving our diversity in hiring.

## 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 [sustainability@mountainroseherbs.com](mailto:sustainability@mountainroseherbs.com).