




mountain rose herbs
2021 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 2021, Mountain Rose Herbs received a score of 106.4 out of 200 available points, a 2.8 point drop from our 2020 baseline score. We recognize that our score went down since 2020. We decided to pivot away from corporate carbon offsetting programs in 2021 and invest in finding another method of carbon offsetting that is more locally based and impactful. We were also forced to halt our employee volunteer program due to the pandemic; we look forward to revitalizing this program in the new year. 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 FOR IMPROVEMENT:

- In 2021, our fourth year as an Oregon Benefit Company, we continued to face the unprecedented challenges of the COVID-19 virus. Despite these issues, we maintained our goal of focusing on employee satisfaction and well-being throughout the year. We instituted monthly catered lunches for all staff, as well as a free monthly employee raffle. We held a health fair which included health risk assessments for interested staff. We also issued a wellness bonus to all staff in conjunction with our annual company-wide Earth Day gifts. In 2021, we increased our starting wage to \$16 an hour and issued a 10% wage increase to all hourly employees. We also increased company health insurance coverage to 80%, with our sights set on a goal of 100% coverage. We improved the accessibility of our website by adding an ADA icon and menu to our homepage. Finally, we conducted an anonymous company-wide employee survey to help us gauge the needs and wants of our staff.
- In 2022, we plan to continue focusing on employee well-being and satisfaction. In alignment with our ultimate goal of 100% coverage, we plan on increasing company health care coverage to 90% this year. In response to requests made on employee surveys, we will emphasize improving communication in 2022 by instituting monthly interdepartmental meetings in which staff are encouraged to voice feedback to their supervisors. We will also be mandating that our supervisors treat their departments to biannual outings to encourage camaraderie and team building. We will improve the accessibility of our HR Department by increasing drop-in hours and relocating the HR office to a more centralized location. We will provide ongoing training regarding our mission and code of ethics to managers and general staff. We will also lessen our environmental impact by engaging in carbon offsetting practices and programs. To achieve this we hope to take a hands-on approach by implementing these practices with the help of local nonprofit organizations and internal direction. In the new year, we plan on continuing the practice of conducting anonymous employee surveys to help gauge employee satisfaction by percentage which ties in with goals of lowering employee attrition rates to 20-11% annually. We will also be revitalizing our employee volunteer program in 2022. We aim to raise the percentage of employees that take advantage of paid volunteer time to 25-74%.
- 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 tenured employees.

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.