



*Glory Bee*

**2019  
Sustainability Report**

# Balancing Purpose & Profit

**Welcome to GloryBee and our sustainability journey.** We are committed to ensuring our business operates with purpose and makes a significant impact in our community and our industry. We take a long-range view and put people and the planet before profit.

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Cover photo courtesy of Lynne Fessenden

# Guided by Our Values

## Vision:

*A healthy world where bees and people thrive.*

## Mission:

*To provide high quality, ethically sourced ingredients that nourish people and the planet.*

### FAITH

GloryBee is built upon a foundation consisting of a belief in God and educating people about healthy living. We trust and believe in our teammates, our leadership, our organization, and our mission.

### GENUINE RELATIONSHIPS

We strive to have the highest ethical and moral standards for ourselves and toward our customers. We build connections through open communication, inclusion and integrity.

### HEALTHY LIVING

We inspire and embrace a lifestyle that nourishes body, mind and spirit. Focusing on our employees' unique strengths, we encourage an organizational ethos of dignity and purpose.

### STEWARDSHIP

We act as a force for good in our local and global communities. Giving back supports our triple bottom line of people, planet and prosperity.

## 2019 Highlights

- **32 Million Pounds of Organic Ingredients**  
We surpassed our goal of making organic products more than 50% of our sales.
- **Responsible Sourcing Code**  
We developed more rigorous supply chain expectations.
- **Excellent SQF Audit Rating**  
We scored 96 out of 100 on our Safe Quality Food Audit.
- **Creative Upcycling**  
We donated 700 plastic barrels for community emergency water caching.
- **72,000 Pounds of Food Donated**  
to local food banks and homeless shelters.
- **Pay Equity Review**  
We updated all pay grades and employee compensation to meet pay equity compliance.



## A Force for Good

GloryBee became a certified B Corporation in 2016 because we believe that business can be a force for good and inspire change for the better. By attaining B Corp status, we have joined a global community of businesses that meet the highest standards of verified social and environmental performance, public transparency and legal accountability to balance profit and purpose. Maintaining our B Corp certification challenges us to improve our business practices and decision making in order to continually consider how we are inspiring our employees, mitigating our environmental impacts, and being a force for good in our community.



GloryBee participated in the first ever B Corp pop-up store in Portland. The B Store was a project of B Local PDX and Grapevine Outdoor and highlighted 34 regional B Corp Certified businesses.

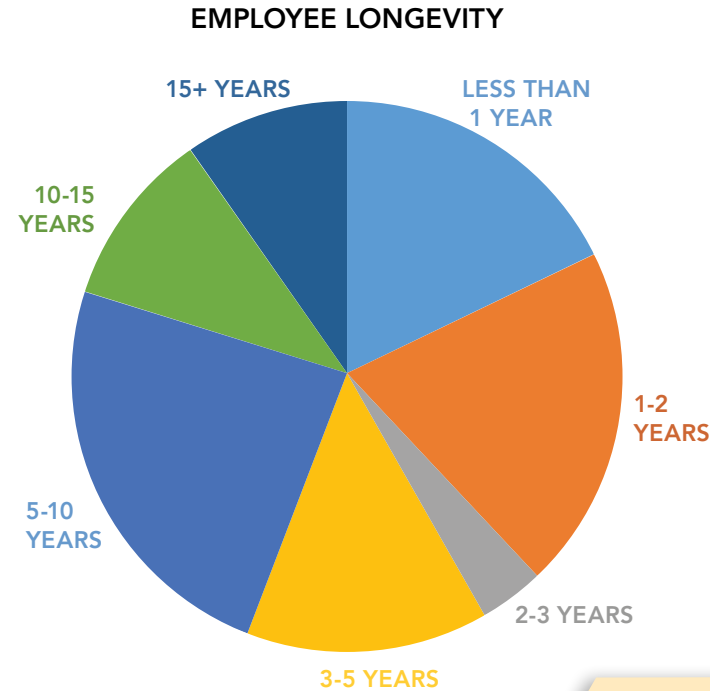
*Read the B Corp Declaration of Interdependence on the back cover.*



# Our Team

We won't sugarcoat it: 2019 was a tough year. GloryBee implemented a workforce reduction for the first time in our 45-year history. Our team stepped up in new ways in order to increase efficiency and get the job done with fewer people.

- 152** employees
- 99%** full time
- 40%** women
- 13%** minorities
- 6** military veterans
- 50%** leadership positions held by women and minorities
- 100%** paid a living wage
- 100%** receive health benefits
- 24%** received professional development training
- 28** employees promoted



**Average Employee Tenure**  
**6.2 years**



## Food Safety Training

100% of GloryBee employees receive food safety training. As a food production and storage facility, GloryBee has worked to stay ahead of the curve as public health and safety standards have evolved.

## Strengths Training

100% of GloryBee employees have taken the CliftonStrengths assessment. In 2019, we continued company-wide training, helping employees learn how to develop and apply their strengths, as well as to recognize and appreciate their co-workers' strengths.

## Giving Back

45% of GloryBee employees participated in our paid community service program, giving a total of 210 hours.

In 2019, GloryBee donated approximately 72,000 pounds of food to our local food bank and homeless shelters, and contributed \$94,000 to regional non-profits.

GloryBee's Food for Health program continues to support School Garden Project of Lane County, Food Corps, and FamilyWorks Seattle in their efforts to provide children and families with healthy foods and education about healthy eating.



## Ethical Sourcing & Food Safety

GloryBee is committed to ethical and responsible sourcing practices, and to supporting the sustainable development of our supply chain. Through our sustainable sourcing strategy, we aim to have a positive impact on beekeepers and growers all over the world. Complex global supply chains can make it difficult to trace and prevent environmental and human rights violations. By building relationships with our suppliers, we gain awareness of their realities, which in turn allows us to provide fuller transparency to our customers.

In 2019, we developed more rigorous supply chain requirements and revised our Responsible Sourcing Code, which defines the minimum standards that all suppliers are expected to adhere to when conducting business with GloryBee.



### Safe Quality Food

Safe Quality Food certification verifies that food safety and quality controls have been implemented, validated and monitored. Recognized by all facets of the food processing industry, a strong SQF program results in safe products, brand confidence, and reassured customers. GloryBee scored 96% on our 2019 SQF audit.



## GloryBee Honey is True Source Certified

GloryBee believes it is critical to ensure that the honey we import is ethically and legally sourced in a transparent and traceable manner. True Source certification verifies the country of origin on all of our honey. Through microscopic analysis, True Source identifies the pollen stamp of the honey, confirming its origin. An independent 3rd party audit firm tracks the honey from the beekeeper that harvests it to the distributor that exports it, and confirms full compliance with U.S. and international trade laws.

### Did you know?

Each flower species has a unique pollen grain, and all honey contains trace amounts of pollen which can be used to determine its major floral sources and geographical origin.

### 100% Honey

GloryBee tests all of our honey, both domestic and imported, to make sure it has not been adulterated with rice, corn or sugar syrups.





## Non-GMO Honey

GloryBee was one of the first to verify honey with the Non-GMO Project. We worked closely with the Project over four years, and our efforts contributed to the certification standards for honey as they are today. Because we can't control where bees travel, honey is notoriously difficult to verify as Non-GMO.

To ensure honey bees have not been exposed to GMO crops, a four-mile radius must be established from the hive that is free from any possible source of GMO crops.

We are proud of our efforts to develop these standards and to highlight the regions of the world that can meet them!



-  Certified organic honey supplier
-  Non-GMO Verified honey supplier



# Labels Matter

Labels provide transparency about product origins and communicate values to our customers. GloryBee is proud to offer ingredients with the following certifications:



USDA certifies that food is grown, harvested, preserved or processed without pesticides, hormones, antibiotics, radiation or genetically modified organisms (GMOs). In 2019, we surpassed our goal of selling more than 50% organic products.



Non-GMO Project verifies that products have no genetically modified organisms in them (typically used for products that are not certified organic).

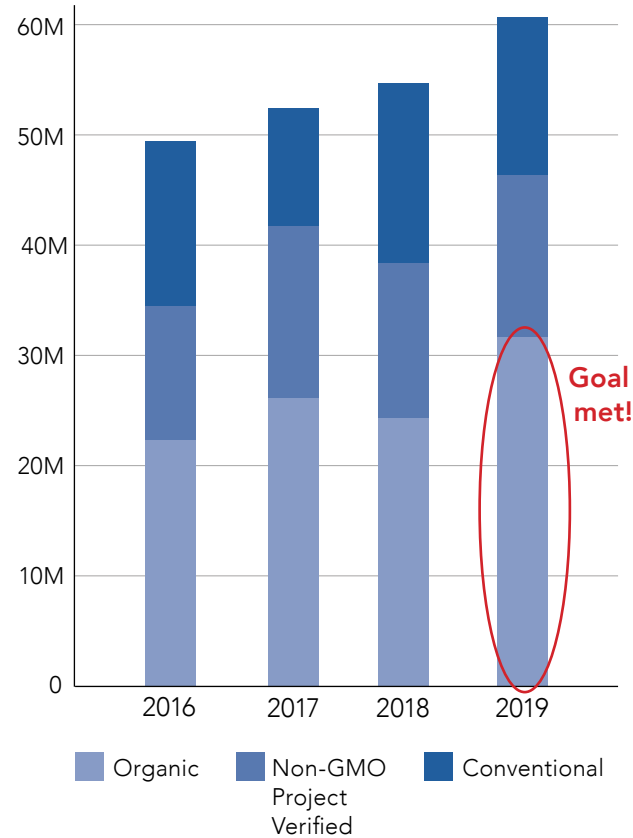


Fair Trade ensures that producer communities receive a fair wage and are employed under fair labor practices. (95% of our Fair Trade products are also organic.)



Palm Done Right certifies 100% organically grown oil palms, deforestation-free, wildlife friendly, with fair and socially responsible employment practices.

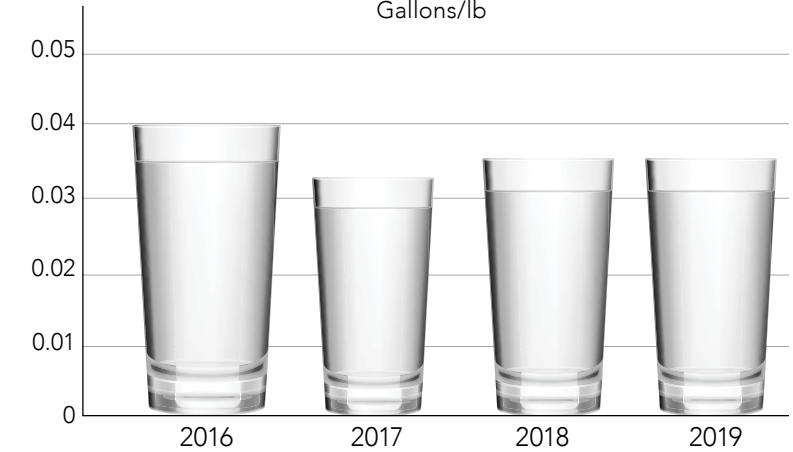
**SALES**  
Millions of lbs sold



# Water Use

In 2015, we set a goal for 2020 of using 0.035 gallons of water per pound of product produced or handled. In 2017, we reached our all-time low of 0.034 gallons per pound. In 2018, that increased slightly, due to new processing equipment and enhanced sanitation standards. In 2019, we expected that water line leaks discovered in both of our facilities would drive our water usage up, but we maintained 0.037 gallons per pound. Without the leaks, we may have seen a slight gain in efficiency.

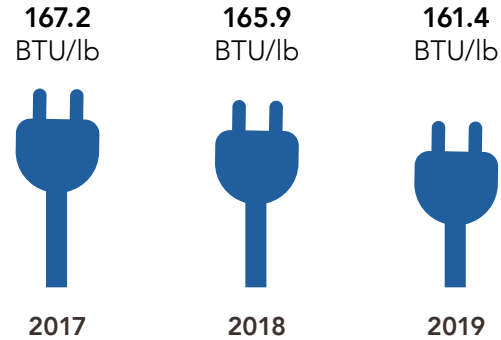
**WATER**  
Gallons/lb



We made significant progress in identifying and mitigating all sources of zinc runoff into the storm water system at our production facility.



## Energy Use



Our complete facility energy mix includes purchased electricity, on-site solar generation, and natural gas. We report our use in BTUs as a common measurement. In order to compare energy use between years as GloryBee has grown and expanded, we have taken to reporting energy use as BTU per pound of product produced or handled.



## Greenhouse Gas Emissions

Climate change affects us all. By measuring GloryBee's energy and fuel consumption and converting to carbon dioxide equivalents, we can track our Greenhouse Gas Emissions and establish reduction targets.

**All emissions are reported in metric tons of CO<sub>2</sub> equivalents (MTCO<sub>2</sub>e)**

In 2019, the emissions we were able to track generated 1,746 metric tons of CO<sub>2</sub>, the equivalent of the annual energy use of 201 homes. It would take 2,280 acres of US forests a year to sequester that carbon!

Scope 3 represents emissions from sources we do not control, and ideally would include all of the energy associated with the products we sell (agricultural inputs, water use, waste disposal, and shipping). Those numbers are a challenge to track. Shown here are our emissions from employee commuting and business travel.

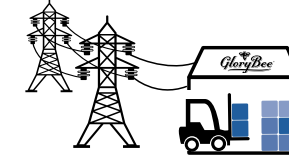
### SCOPE 1 – Direct



	2017	2018	2019
Direct emissions	1,258	1,201	1,208

*Direct emissions from onsite fuel combustion and fuel consumption by GloryBee's fleet.*

### SCOPE 2 – Indirect



	2017	2018	2019
Indirect emissions	177	190	189

*Indirect emissions from the generation of the electricity purchased by GloryBee.*

### SCOPE 3 – Indirect



	2017	2018	2019
Indirect emissions	459	385	349

*Emissions from sources not owned by GloryBee, like employee commuting and business travel.*



## Distribution

GloryBee's fleet has 17 trucks, 15 of which run on 20% biodiesel. Two trucks run on Compressed Natural Gas, which emits 40% less CO<sub>2</sub>. All GloryBee trucks do haul-backs, which means they are rarely empty.

In 2019, we consolidated routes and drove 52,782 fewer miles, but hauled 6 million more pounds. While our fleet mileage decreased, our pounds per gallon reached an all time high.

	2018	2019
miles/gal	6.98	6.55
pounds/gal	315	395



The average tenure for our drivers is 10 years.

In 2019, our drivers had only one preventable safety incident.

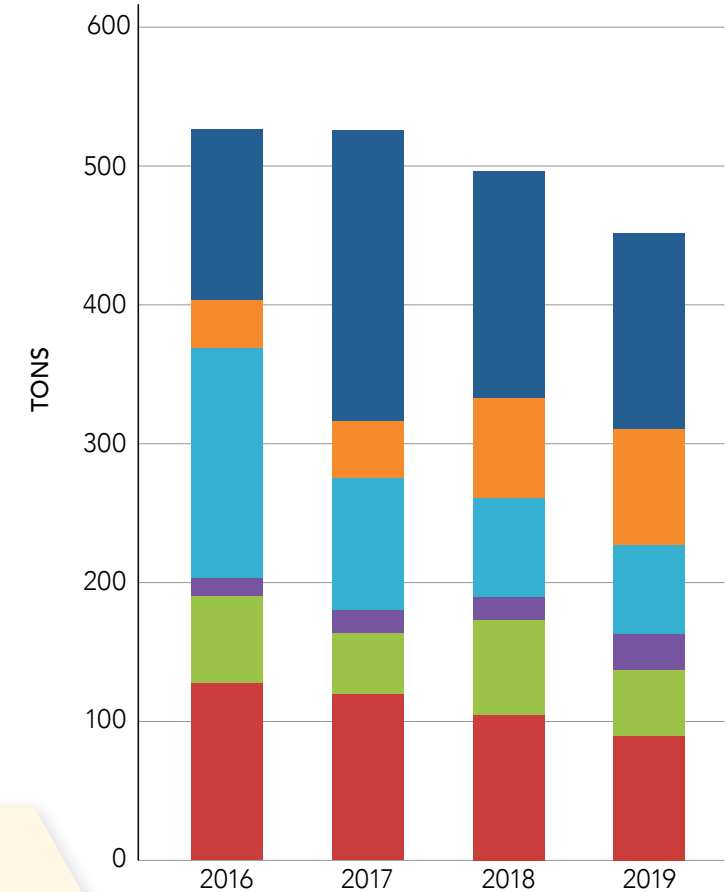
## Waste Reduction

We diverted 79% of our total waste from the landfill in 2019, and our goal is to get as close to 90% diversion as possible. We will implement refreshed company-wide waste management training in 2020.

- Packaging (Totes, Drums & Plastics)
- Wood
- Glass & Mixed Recycling
- Compost
- Food Donations
- Landfill

GloryBee held a garage sale and cleared 76 pallet spaces in our warehouse!

WASTE STREAM



# Creative Reuse

GloryBee partnered with Lane County Emergency Preparedness in giving away over 700 plastic barrels for emergency water caching.

During our Community Barrel Pick-Up, individuals redeemed barrel coupons they had been given at the county's Emergency Preparedness Fair.



**Disinfect this container & fill with tap water**  
 — USE THIS CONTAINER TO STORE 55 GALLONS OF EMERGENCY WATER SUPPLY FOR YOUR FAMILY AND PETS. —

**How much water do I need?**  
 Following a disaster, clean drinking water may not be available. Experts recommend that residents of the Pacific Northwest store 14 gallons of water per person in your household (enough for two weeks).

You may need to store even more water if your family includes people with special needs (e.g. pregnant women or infants) or if you have pets.

**How do I store water?**  
 Ideally, water should be stored in a cool, dark spot. If that is not possible, store it wherever you can.

Water that has been stored for longer periods of time may not taste great, but unlike food, water does not go bad. The general rule is to replace water in your own containers every six months.

**Be sure to disinfect this container before use.** See instructions to the right.

Keep a bottle of unscented liquid household chlorine bleach (label should say it contains between 5-6% and 8.25% of sodium hypochlorite) to disinfect more water as necessary.

**For more information:**  
[www.cdc.gov/healthywater/emergency](http://www.cdc.gov/healthywater/emergency)

**How to disinfect this container:**

- 1. Bleach** – mix 1 teaspoon of unscented liquid household chlorine bleach with one quart of water.
- 2. Cover** – cover the container and agitate the liquid so it touches all inside surfaces.
- 3. Wait** – wait at least 30 seconds and then pour the mixture out of the container.
- 4. Air dry** – let the empty disinfected container air dry. Refill with water in case of emergency.

**How to disinfect water:**  
 If the water you are storing comes from a well or another water source, such as tap water, that is not treated with chlorine, add 1/8 teaspoon of unscented liquid household chlorine bleach per 1 gallon of water (label should say it contains between 5-6% and 8.25% of sodium hypochlorite).

Label and date your container and replace the water every six months.

**Learn more about emergency preparedness:**

Eugene Water and Electric Board: [www.eweb.org/prepare-and-safety-preparing-for-emergencies](http://www.eweb.org/prepare-and-safety-preparing-for-emergencies)  
 Lane County Emergency Management: [lanecounty.org/prepare](http://lanecounty.org/prepare)  
 Eugene, Oregon, Emergency Management: [www.eugene-or.gov/255/Emergency-Management](http://www.eugene-or.gov/255/Emergency-Management)  
 Springfield, Oregon, Emergency Management: [www.springfield-or.gov/city-development-public-works/emergency-management](http://www.springfield-or.gov/city-development-public-works/emergency-management)  
 Oregon Office of Emergency Management: [www.oregon.gov/oeem/hazardprep/Pages/Individual-Preparedness.aspx](http://www.oregon.gov/oeem/hazardprep/Pages/Individual-Preparedness.aspx)  
 Federal Emergency Management Agency: [www.ready.gov/build-a-kit](http://www.ready.gov/build-a-kit)

Many thanks to these community partners for cultivating a culture of preparedness

GloryBee, SAVE the BEE, EPA, Oregon Dept of Health Services, Oregon Dept of Agriculture



## Inspiring positive change to ensure the future of honey bees.

We are a company founded by beekeepers, and we believe it is our responsibility to raise awareness of the plight of honey bees and the important role they play in our food supply.

GloryBee's SAVE the BEE initiative has raised and contributed **over half a million dollars** to:

- Fund scientific research
- Increase awareness
- Provide "best practices" education
- Support pesticide reform

Partnership opportunities abound. Find out more at [savethebee.org](http://savethebee.org).





**WE BELIEVE:**

That we must be the change we seek in the world,

That all business ought to be conducted as if people and place mattered,

That, through their products, practices, and profits, businesses should aspire to do no harm and benefit all,

That to do so requires that we act with the understanding that we are each dependent upon another and thus responsible for each other and future generations.

**Certified**



**Corporation**