



2020 Sustainability Report



Finding the Balance

Meeting the needs of the present without compromising future generations.

OUR PEOPLE	OUR PRODUCTS	OUR PLANET
Guided by Our Values..... 3	The Honey Experts..... 10	Water Use14
Measuring Our Impact 4	Labels Matter11	Energy Use15
2020 Highlights 5	Ethical Sourcing.....12	Waste Stream16
Our Team..... 6	Safe Quality Food13	Distribution.....17
Focus on Strengths..... 7		Greenhouse Gas..... 18
Giving Back 8		SAVE the BEE19

Cover photos courtesy of
Dr. Priya Chakrabarti Basu, OSU Honey
Bee Lab; read more on page 19.

Guided by Our Values

Faith • Genuine Relationships • Healthy Living • Stewardship



Mission:

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

Vision:

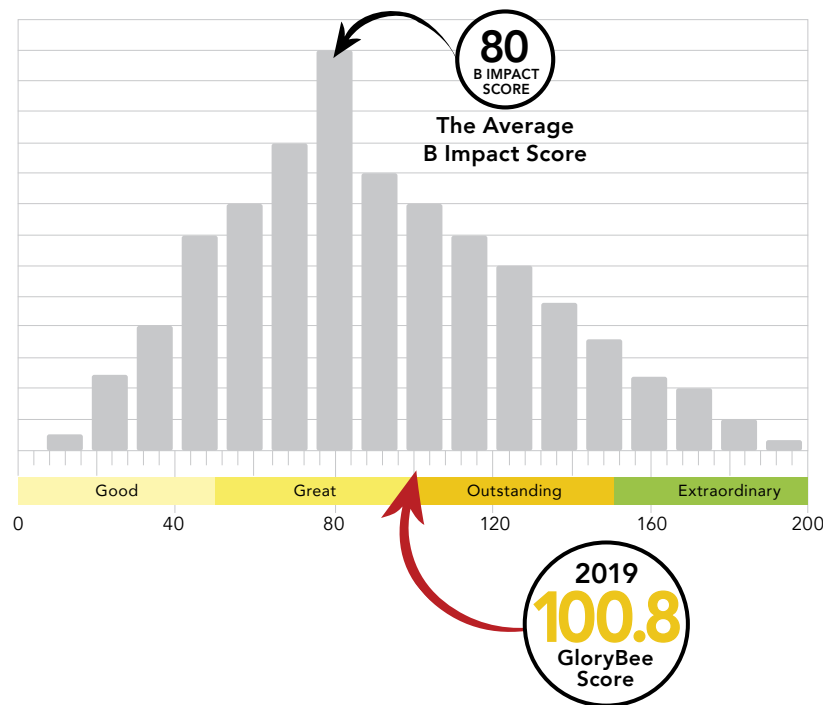
A healthy world where bees and people thrive.

Measuring Our Impact

As a Certified B Corporation, GloryBee is graded by our social and environmental performance, our public transparency and our legal accountability.

Maintaining our B Corp certification challenges us to improve our business practices and decision making to continually consider how we are caring for and inspiring our employees and customers, mitigating our environmental impacts, and being a force for good in our community.

When GloryBee first applied for certification in 2015 we scored 88. **In 2018 we increased our score to 100.8**, crossing from the realm of Great into Outstanding. In 2019, we were recognized as a "Changemaker" in the top 20% of B Corps worldwide. In 2021 we will be reassessed and are looking to earn additional points in supply chain management.



2020 Highlights

- Both of GloryBee's facilities **remained free of COVID-19** in 2020!
- **Our truck fleet never ran empty in 2020.** We had a massive increase in haul-backs, from 200,000 pounds in 2019 to 4.5 million pounds in 2020.
- When we made the tough decision to close our Factory Store, **we donated all of our retail shelving to BRING Recycling for reuse.**
- The pandemic brought unforeseen efficiencies – we held our first ever **"drive-thru" live bee pick-up event** in April. Bee customers never had to get out of their cars!



We scored 97% on our Safe Quality Food audit!

Our Team

In March of 2020, when pandemic lockdowns began in Oregon, GloryBee sent almost everyone with a desk job to work from home. Half of our employees work in production, shipping and transportation, so working from home was not an option for those team members. We implemented strict sanitation and physical distancing standards, and are proud to report that one year later, **our workplace has remained free of COVID-19!**

148 employees

146 full time

41% women

12% minorities

5 military veterans

55% leadership positions held by women and minorities

99% paid a living wage

99% eligible for benefits

20% received professional development training

33 employees promoted

11.6% lowest wage over minimum wage

88% employee retention

5.9 yrs average employee tenure

45% of our employees have worked at GloryBee more than 5 years; 20% more than 10 years



Focus on Strengths

GloryBee continues to work toward becoming a Strengths-Based organization, where every employee is encouraged to discover and develop his or her unique strengths and to have the opportunity to use their strengths every day at work.

100% of our employees have taken the CliftonStrengths assessment and attended trainings to develop and apply their strengths. In 2020, we began training our managers, using Gallup's latest global study on the future of work, to shift the dynamic from being "bosses" to being "coaches."



Giving Back

Even amidst the pandemic, 19 **GloryBee employees** managed to give **54 hours of volunteer time** as part of our paid community service program.

GloryBee **donated 52,078 pounds of food** to our local food bank (Food for Lane County) and homeless shelter (Eugene Mission). "Food" from GloryBee means dried fruits, nuts, seeds, grains, beans, spices, oils, trail mix, granola, flour, sugar and of course, honey.



Our **Food for Health Program** gave a **total of \$20,000** in support of School Garden Project of Lane County, Food Corps, and FamilyWorks Seattle.



In July we **donated 800 pounds of honey** to Washington State University's Bread Lab. When the pandemic began, they revved up their baking of whole wheat loaves and donated them to local food banks. Our honey went into 10,000 loaves of bread!

Our **SAVE the BEE Initiative** gave **\$120,000**

in 2020, benefitting OSU Honey Bee Lab, WSU Honey Bee and Pollinator Program, Bee Girl Organization, Beyond Toxics, and Northwest Center for Alternatives to Pesticides.



FamilyWorks Seattle's Sunday Supper fundraiser looked a little different in 2020. Normally a sit-down dinner event, they sold dinner kits and Chef Tom Douglas did a cooking class on Zoom! **GloryBee contributed 180 bottles of our Artisan Fermented Honey** to the dinner kits.



Dave the Bee and GloryBee President Alan Turanski greet one of our drivers at our employee drive-thru holiday party.

The Holiday Farm fire impacted us all. Like other local businesses, **GloryBee stepped up to help ... with cash, food and wood pallets.** We also sent one of our trucks to deliver donations from other businesses and contributed HoneyStix to the Holiday Gift Boxes assembled by the McKenzie Community Development Corporation for families displaced by the fire.

The Honey Experts

With over 45 years of experience in the honey industry, GloryBee knows honey!

We are proud of our efforts to assist in the development of the standards for Certified Organic and Non-GMO Project Verified honey, and to support beekeepers in the regions of the world that can meet these standards.

GloryBee is committed to ensuring **the honey we import is ethically and legally sourced** in a transparent and traceable manner. **All of our honey is True Source Certified.** In addition, GloryBee tests both our domestic and imported honey to make sure it has not been adulterated with rice, corn or sugar syrups.



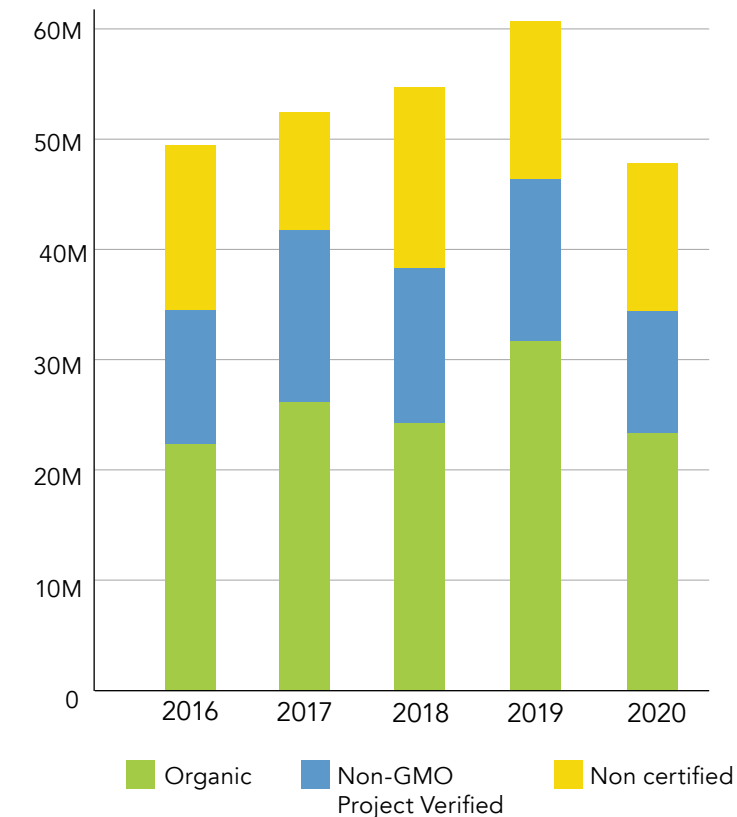
Labels Matter

GloryBee is proud to offer high quality, ethically sourced ingredients with the following certifications:



Although our sales were down across the board in 2020, **we continued to sell a majority of organic and non-GMO ingredients.** (95% of our FairTrade Certified products are also Certified Organic.)

SALES
Millions of pounds sold



Ethical Sourcing

GloryBee is committed to ethical and responsible sourcing practices and to supporting the sustainable development of our supply chain. 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.

In 2020, aside from multiple worldwide events that made supply-chain management extremely challenging, **we have taken a step further by gathering key financial, social and environmental data from our major suppliers.** This information will be used to better understand how to collaborate with our supply partners to affect positive change in the world, while providing more transparency to our customers.



Safe Quality Food

GloryBee scored 97% on our 2020 SQF audit. Our auditors were especially impressed with our knowledgeable staff, our super clean facilities, and our excellent documentation.

Food safety is about assessing the risks and possibilities of what can go wrong, from the supplier all the way through to the customer, and making sure the end product is safe.

Recognized worldwide by all facets of the food processing industry, Safe Quality Food certification verifies that safety and quality controls have been implemented, validated, and monitored. A strong SQF program results in safe products, brand confidence, and reassured customers.

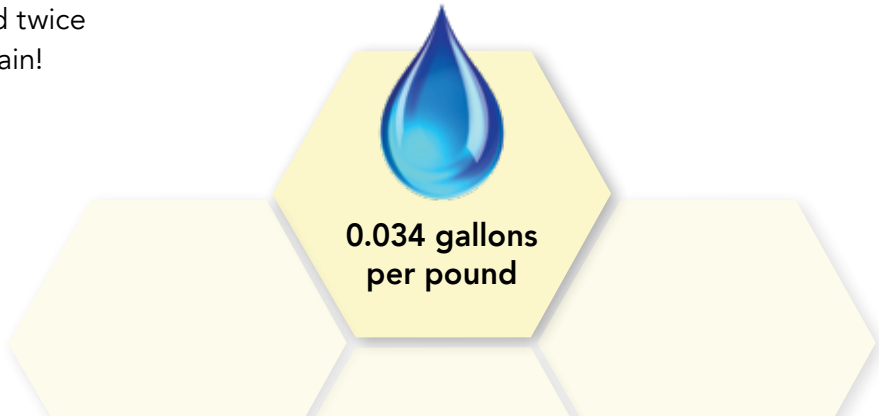
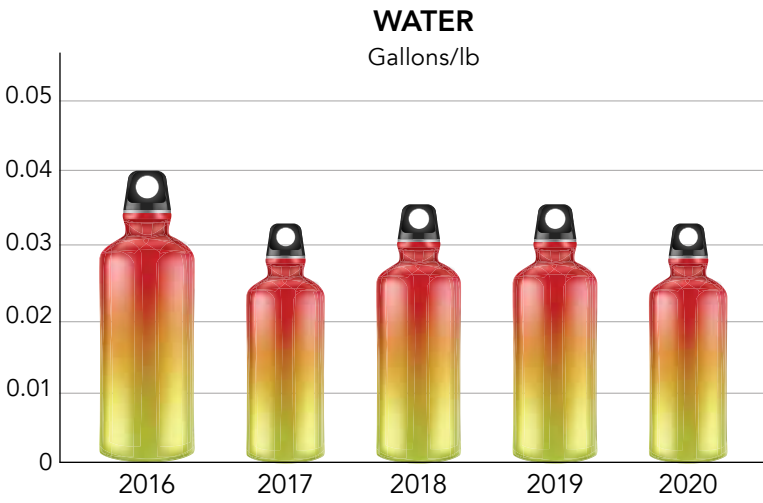
100% of GloryBee employees receive food safety training in their first week on the job, as well as quarterly and annual refreshers.



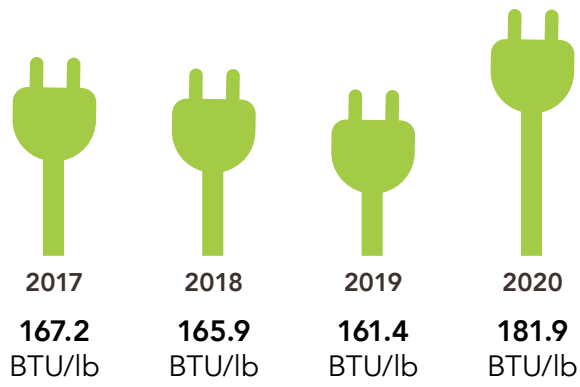
Water Use

Our water use of **0.034 gallons per pound of product** surpassed the goal we had set for 2020 (0.035 gallons per pound). We are not sure to what extent having many of our employees working from home during the pandemic contributed to the reduction.

GloryBee reuses our honey totes, which means a lot of washing. To wash our totes, we capture the water used in our honey cooling system, and run it through a solar water heating panel to warm it up. That means approximately 400 kgal per year get used twice before going down the drain!



Energy Use

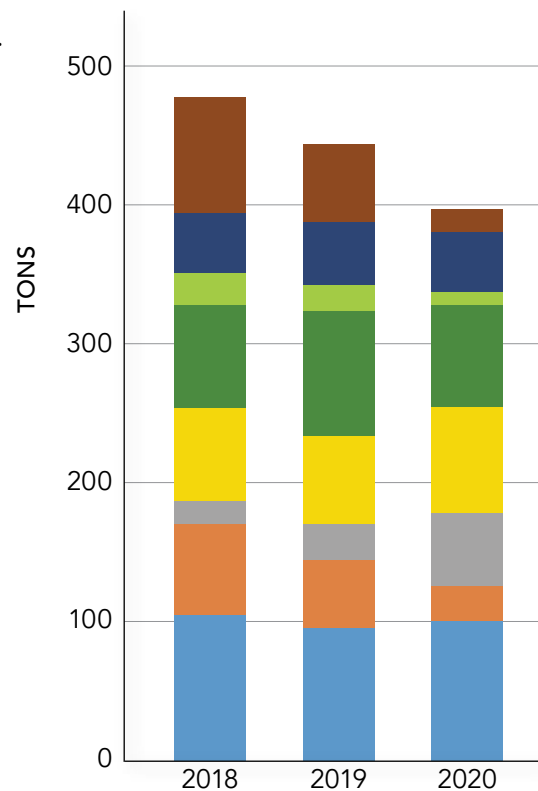
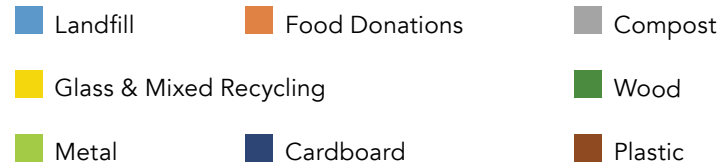


Our complete facility energy mix includes **electricity, propane, natural gas, and on-site solar generation**. We report our energy use in BTUs as a common measurement, and as BTU per pound of product produced or handled. **Total BTUs were down slightly in 2020, but BTU per pound jumped significantly as we moved 10 million fewer pounds of food.**



Monitoring Our Waste Stream

GloryBee's total waste continues to decline, but our rate of diversion from the landfill dropped from 79% to 75% in 2020. Plastic recycling options have become severely limited in Oregon. Although reuse is our priority, we found a new local service to recycle our plastic drums and totes when they become too worn for use.



Distribution

- Our continued efforts to consolidate our Pacific Northwest trucking routes have eliminated 101,242 miles over the past three years.
- Fourteen of GloryBee's trucks run on 20% biodiesel, and two run on Compressed Natural Gas. CNG emits 40% less CO₂.
- We massively increased our haul-backs from 200,000 pounds in 2019, to 4.2 million pounds in 2020.
- GloryBee has been modernizing our fleet over the last four years. In 2020, we placed our newer trucks on our longer routes, which shows in our improved mileage.

	2018	2019	2020
miles/gallon	6.98	6.55	7.26
pounds/gallon	315	395	393



Greenhouse Gas Emissions

Climate change is upon us. By tracking GloryBee's energy and fuel consumption we strive to get a better handle on our carbon footprint, which then allows us to consider the ways we might shrink it.

Like many businesses, GloryBee's greenhouse gas emissions were down across the board in 2020.

Still, our "trackable" emissions generated 1,346 metric tons of CO₂, the equivalent of the annual energy use of 162 homes for one year. It would take 1,649 acres of US forests a year to sequester that carbon!

What we have not captured in our Scope 3, in addition to all the energy associated with the ingredients we sell, are the hidden costs of remote work. Researchers have found that an hour of high-definition video streaming can create a pound of CO₂ emissions.

All emissions are reported in metric tons of CO₂ equivalents (MTCO₂e).

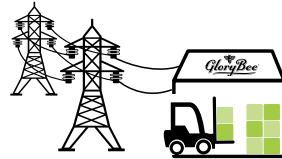
SCOPE 1 – Direct



2018	2019	2020
1,201	1,208	1,052

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

SCOPE 2 – Indirect



2018	2019	2020
190	189	166

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

SCOPE 3 – Indirect



2018	2019	2020
385	349	128

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

SAVE the BEE

Inspiring positive change to ensure the future of honey bees.

In 2020, GloryBee's SAVE the BEE Initiative crossed the half million mark in contributions to Oregon State University's Honey Bee Lab!

Dr. Priya Chakrabarti Basu spent the spring and summer of 2020 in fields of flowering bee forage, documenting bee visitations on various seed mixes and testing the nutritional composition of plant pollens. Her research explores the importance of micronutrients to honey bee health, and the impacts of pesticides on bee physiology and colony health.

Find out more about Dr. Chakrabarti's research at honeybeelab.oregonstate.edu.

Read more about GloryBee's SAVE the BEE Initiative at savethebee.org.



Dr. Priya Chakrabarti Basu, OSU Honey Bee Lab



GloryBee is proud to be a Certified B Corporation since 2016!
For the past five years, we have continued to grow our sustainability practices, raise the bar with our suppliers, and improve the ways we do business to ensure we are changemakers in our community and our industry.

GloryBee.com | 120 N. Seneca Rd | Eugene, Oregon | (800) 456-7923

Certified



Corporation