

HARMLESS  
HARVEST®

2022 impact report





# founders' vision

When our founders set out to start this brand, they didn't have coconuts on the brain. They had something bigger in mind – constructive capitalism. These two entrepreneurs were looking for an industry they could disrupt and rewrite with a business model that would prove conscious capitalism doesn't just work, it can be wildly successful. That mission led them to coconuts: an industry with a profound social and ecological impact – not to mention, a healthy and delicious end product – that was ripe for the bettering.

Over the last 13 years, our coconut water gained USDA Organic status (2013) and Fair For Life Certification (2015). Once the ethos of our brand was established, we turned to product innovation, introducing a dairy-free drinkable yogurt, followed by dairy-free yogurt. Our new formats used not just the water, but also the meat from our Nam Hom coconuts. We are well on our way to minimizing food waste and maximizing deliciousness.

Thanks for following the journey!



# Our mission

is to farm, craft and share remarkable coconut products that create a natural demand for sustainable farming, better business practices and community impact.

# WE MAKE THE BEST COCONUT PRODUCTS ON THE MARKET BUT MORE IMPORTANTLY....

we care about  
the planet



& we care  
about people



# Hey friends,

Of all the incredible goals we accomplished in 2022, sourcing 25% of our coconuts from farms utilizing regenerative organic practices rises to the top. We've received incredible support and accolades from our communities and the government in Thailand. Their partnership means more than I could ever express here.

The next milestone is 50% by the end of this year – and so on until our coconuts are 100% certified regenerative organic. That would be a big, big deal. Not just for us, but for the future of business and agriculture. And, you know, the planet.

Speaking of farming, we were able to take our entire US team to Thailand this year to meet and learn about our farming and production. The reason for such a big trip? To make sure our team sees responsible business in action. Harmless Harvest is not just writing checks and slapping certifications on things; we are actively looking for better ways to grow, produce, and manufacture our products.

As we continue to make progress on our mission to do less harm and more good, there have been enough wins to outweigh the setbacks. Still, the progress never feels fast enough.

We're in a race against time: We've got to change our impact on climate quickly and collectively.

Across Harmless Harvest, there is a strong desire to do more, right now. My job is to channel that restlessness into accelerated action. When you're trailblazing the way forward, success never comes fast enough. But when it does happen, it sure is worth it.

Full (zero carbon) steam ahead,  
Ben Mand  
CEO



**HARMLESS HARVEST®**



# '22 Snapshot: big wins

- ★ Sourced 25% of coconuts from farms utilizing regenerative organic practices
- ★ Achieved Upcycled Certified™ status for our dairy-free yogurt alternatives
- ★ Achieved zero coconut waste (to landfill) from our factory at the end of 2022  
Turned our setbacks into learnings for better coconut waste management for the future
- ★ Helped 25,748 people in coconut supplying communities via Fair For Life initiatives
- ★ Brought our US team to Thailand to see responsible business in action
- ★ Continued to reduce unconscious bias in hiring process

# HARMLESS HARVEST IS COMMITTED TO NET ZERO...

**...BUT WE KNOW IT WILL TAKE A CONCERTED EFFORT AND TIME, AND STARTS WITH AN UNDERSTANDING OF WHAT OUR SOURCES OF EMISSIONS ARE.**

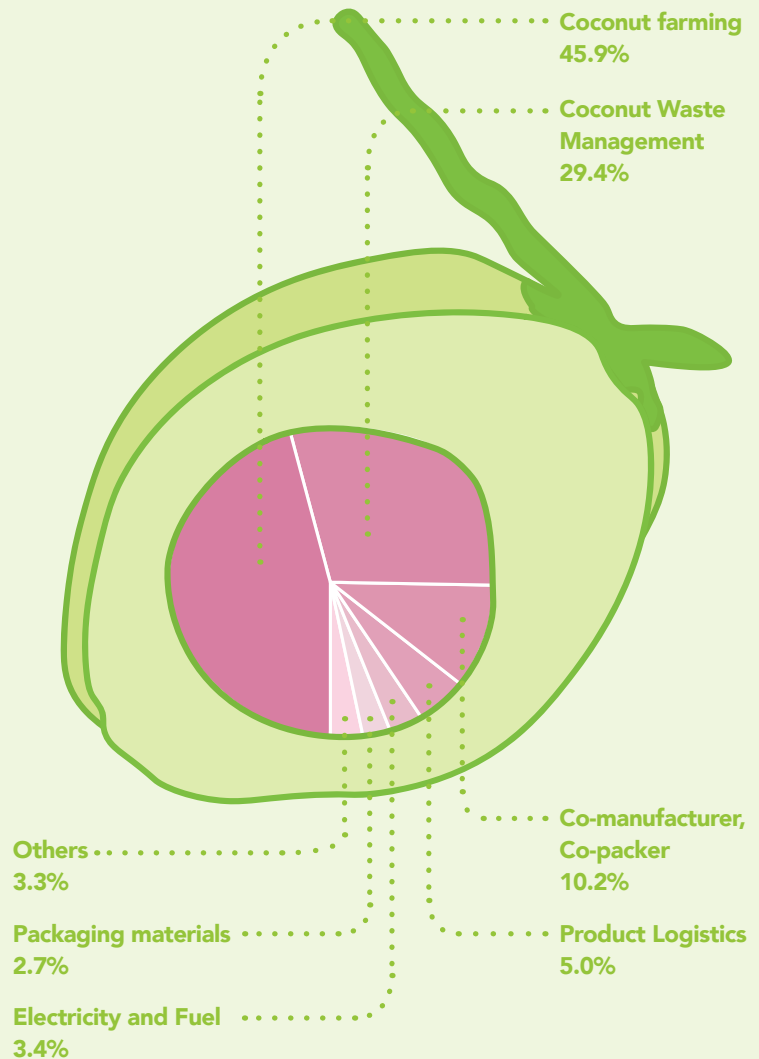
From 2020 to 2021 our greenhouse gas emissions almost doubled. While we knew higher sales would result in increased emissions (due to increased production volumes), we didn't expect the key factor for that increase to be our management of coconut husk waste. In 2021, we sent 42% of our coconut husks to landfill.

This coconut waste management, in addition to our coconut farming, made up more than three quarters of our 2021 greenhouse gas emissions.

**These findings make it clear that there are two key areas we must focus on to reduce our climate impact:**

- 1. Continued implementation of regenerative farming to help sequester carbon (and reduce farming impact)**
- 2. Better management of coconut waste (namely, the husks)**

## 2021 Harmless Harvest Carbon Emissions Sources



# CLIMATE IMPACT: OUR APPROACH TO NET ZERO.

## **Regenerative Coconut Farming**

100% of coconuts sourced from farms utilizing regenerative organic practices by 2030.

## **Zero Coconut Waste**

Maintain zero coconut waste by utilizing the whole 'nut; achieve circularity on farms by utilizing coconut husks for biofuel & compost and upcycle coconut meat in new products .

## **Sustainable Packaging**

Evolve packaging materials to meet best in class environmental standards (including reusable, recyclable and compostable).

## **Green Manufacturing**

Achieve 100% renewable energy in all owned operations.





# COCONUT FARMING IS THE BIGGEST CONTRIBUTOR TO OUR GREENHOUSE GAS EMISSIONS.

## REGENERATIVE AGRICULTURE 101

Regenerative organic agriculture is a climate-friendly approach to food production that can help reduce emissions and sequester more carbon into the soil. This includes farming practices that prioritize regeneration and improvement of soil health and enhanced biodiversity to support an overall healthier farm ecosystem. In other words, we're helping nature take care of itself.

Regenerative practices include a range of techniques like cover cropping, integration of animals, introduction of pollinators, mixed crops usage, and the inclusion of farm residue (in our case, damaged coconuts, coconut leaves and animal poo) to make nutrient-rich compost.



**When these practices are implemented simultaneously, the farm ecosystem becomes more balanced and resilient to the challenges of climate change.**

# REGENERATIVE AGRICULTURE CAN REDUCE CLIMATE IMPACT IN TWO CRUCIAL WAYS.

## REDUCING EMISSIONS

Our key sources of coconut farming emissions are:

- Farm residue
- On-farm fuel and electricity use
- Use of off-farm compost

We can help reduce emissions from these sources by:

- Turning farm residue (fallen leaves and coconuts, for example) into compost. Using this residue to create compost reduces methane production (from decomposition) and provides a local source of compost.
- Cover cropping helps improve soil texture and its water retention capacity. Less watering means less fuel and electricity consumption.

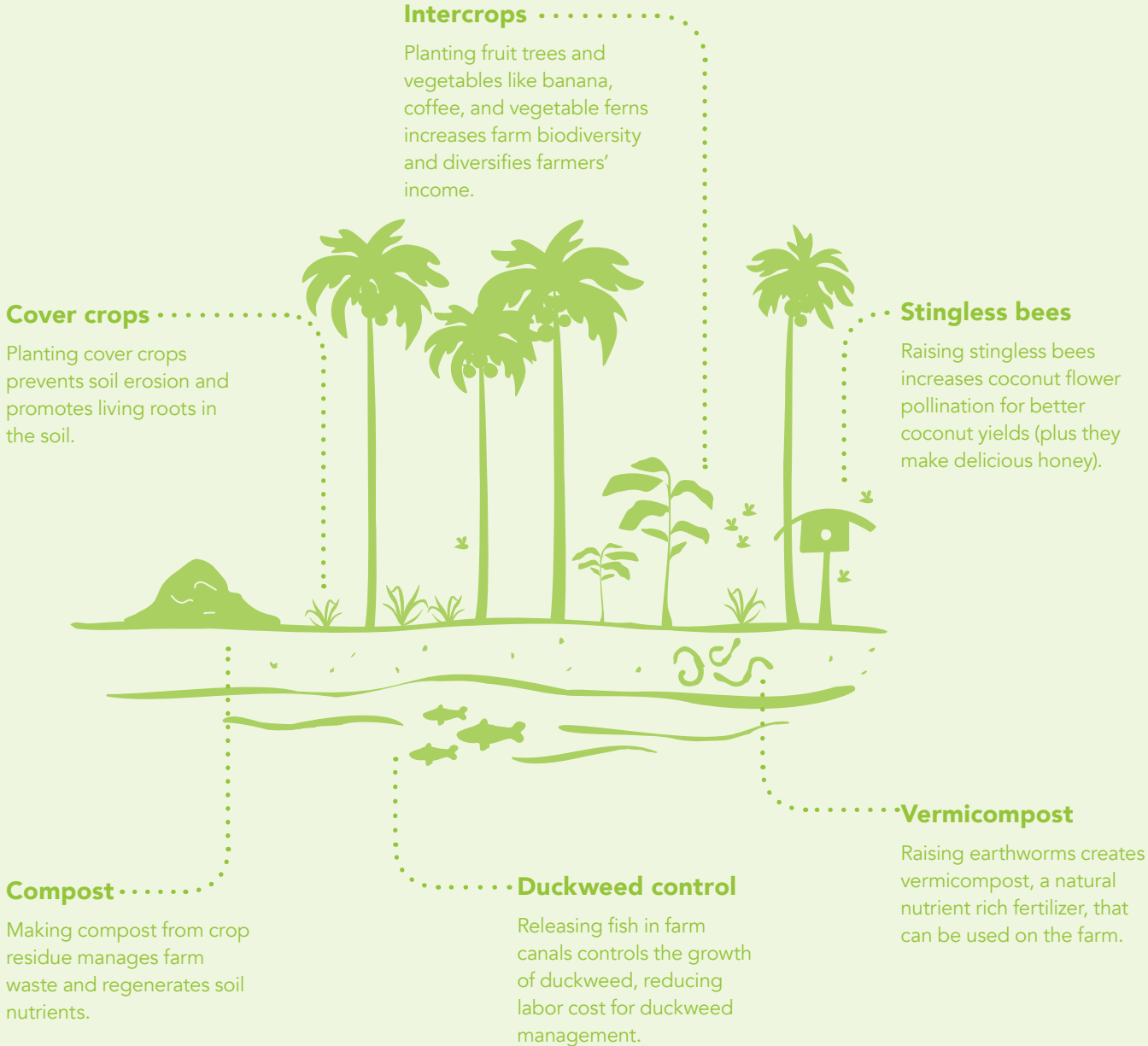
## REMOVING CARBON FROM THE ATMOSPHERE

Good news! Carbon in our atmosphere can be trapped in soil with the help of a few regenerative farming practices like:

- Cover cropping and intercropping methods to increase living roots that will draw carbon into the soil while interacting with soil microorganisms.
- Application of compost which is high in organic matter, feeding the soil microorganisms and enhancing soil carbon sequestration.



# WHAT DOES REGENERATIVE AGRICULTURE LOOK LIKE ON A HARMLESS HARVEST COCONUT FARM?



# IN 2020, WE KICKED OFF A REGENERATIVE AGRICULTURE PROJECT "ReCAP".

## Project Timeline

June 2020 – August 2023

## Project Partners

Danone Ecosystem  
GIZ

## Project Region

Central Thailand

## Objectives

To promote regenerative farming practices among Nam Hom coconut farmers to ensure sustainable coconut production, soil health restoration, and better farmer livelihoods.

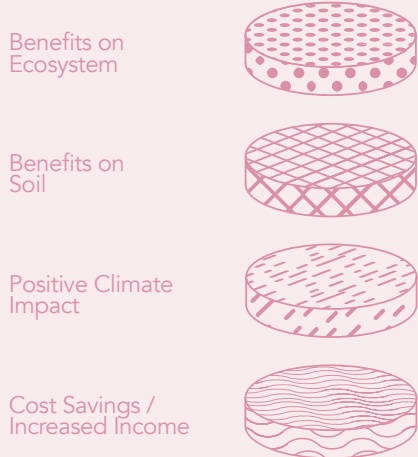


## 2022 achievements:

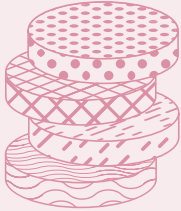
- ★ Finalized training materials on regenerative coconut farming and shared with the local government.
- ★ Trained 30 master trainers including project partners and allies.
- ★ Led comprehensive training sessions attended by more than 350 farmers and distributed regenerative coconut farming starter kits.
- ★ Registered more than 100 farmers to borrow tools and machinery for on-farm compost making.
- ★ Developed 3 compost formulas that use on-farm residue.
- ★ Supported 4 pilot farmers to become local compost producers.
- ★ Conducted a study on farm labor situation and human rights.
- ★ Conducted stakeholder interviews to gather information to provide continued support for the project.

# WHAT HAVE WE LEARNED SO FAR?

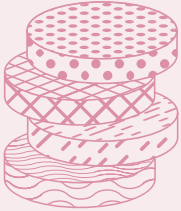
Harmless Harvest farms that have installed regenerative organic practices are showing signs of a positive environmental shift, including better soil health and better coconut yields. We're excited to continue our regenerative practices to increase biodiversity & soil health on our farms.



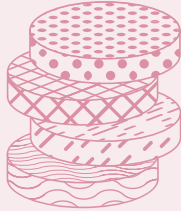
## BREAKDOWN OF BENEFITS:



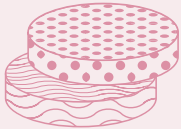
**Turning farm residue into compost**



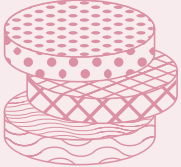
**Cover cropping**



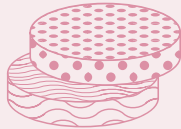
**Intercropping**



**Incorporating fish for duckweed control**



**Vermicompost**



**Stingless Bees**

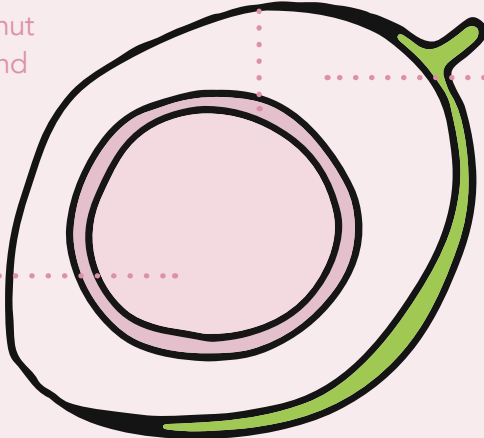
# THE ROAD TO ZERO COCONUT WASTE.

**Coconut meat**

A delicious (but often wasted) element of the coconut. We hand scoop this byproduct of coconut water (effectively upcycling) and blend it into our yogurts & smoothies

**Coconut water**

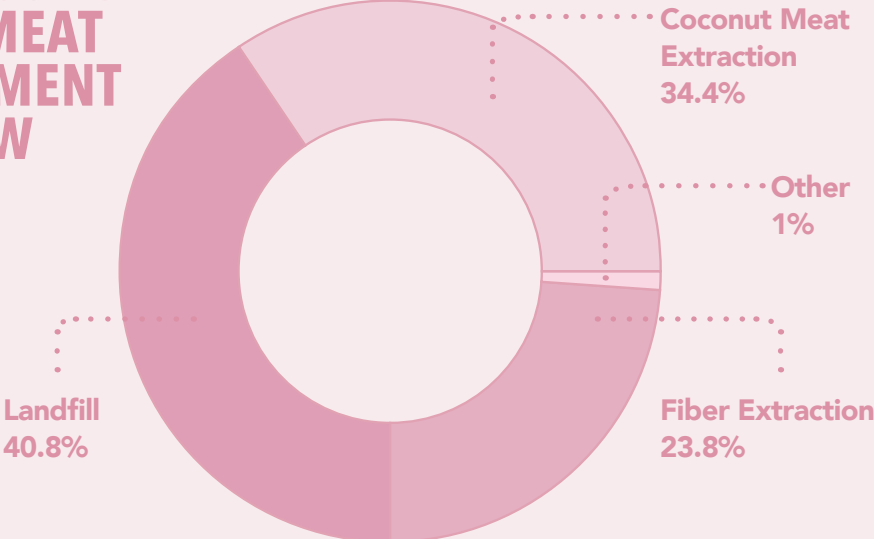
Used in our beverage products that you know & love; the primary use of our 'nuts



**Coconut husk**

The outer layer of the coconut that often gets sent to landfill. This piece of the coconut contributed to 29% of our greenhouse gas emissions in 2021, and we're working to transition it into compost, green energy and other goods.

## 2022 COCONUT HUSK & MEAT MANAGEMENT OVERVIEW

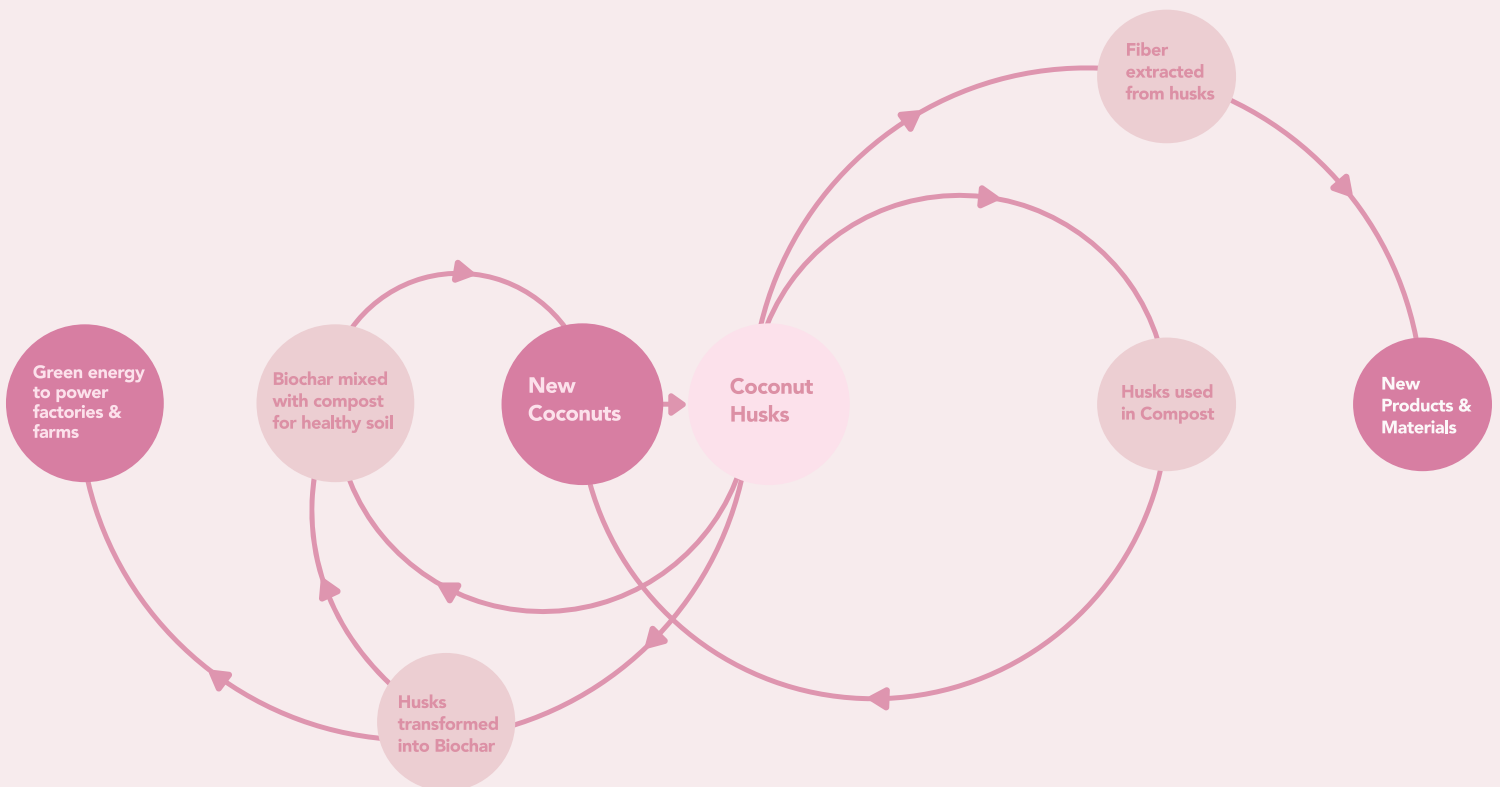


# COCONUT HUSK WASTE MANAGEMENT PLAN: BUILD A CIRCULAR MODEL.

We saw the impact of a big increase in emissions from sending coconut husks to landfill in 2022 vs. 2021. This sent us to the drawing board to sketch up some ideas. How can we reduce our coconut husk waste and also reduce greenhouse gas emissions? Borrowing from the circular

economy concept, we created a new roadmap for our zero coconut waste goal.

By the end of 2022, we managed to divert coconut husks for fiber extraction. **December 2022 was the first month we achieved zero coconut waste to landfill.**

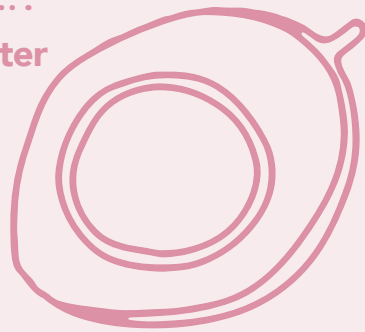


\*Biochar - Charcoal-like material from heat treating husks

# COCONUT MEAT WASTE MANAGEMENT PLAN: UPCYCLE INTO DELICIOUS, LOVED (& NEW) HARMLESS HARVEST PRODUCTS.

In 2022, our dairy-free yogurt alternatives received approval for the **UPCYCLED CERTIFIED** seal as the result of upcycling coconut meat (often sent to landfill) by hand scooping and blending into our tasty products.

—————  
**Coconut Meat**  
.....  
**Coconut Water**





# SUSTAINABLE PACKAGING INITIATIVES.



Switching our coconut water bottles to 100% rPET has been one of our biggest achievements in packaging sustainability.

We started in 2020 with 30% rPET and eventually switched to 100% RPET by the end of 2021. In 2022 alone, we avoided 832 tons of virgin PET and saved 755 tons CO<sub>2</sub>e emissions.

755 tons CO<sub>2</sub>e  
avoided in 2022  
from using  
100% rPET

## New areas we are exploring:

We're always looking for what's next in our pursuit to do less harm and more good. A few of our key focus areas when it comes to packaging sustainability:

- **Bioplastic bottle caps**
- **Non-plastic packaging**
- **Paper cups for our dairy-free yogurt alternatives**

# CONTINUED EXCELLENCE IN GREEN MANUFACTURING.



## GREEN INDUSTRY CERTIFICATION

Our factory in Samut Sakhon, Thailand, received the Certification of Green Industry (Level 2) from the Ministry of Industry. This means we have shown strong environmental commitments and have taken solid action to reduce environmental impact from our processing facility.



## ISO14001 CERTIFICATION

We started to prepare for ISO14001 standard certification in 2021. So far, all required teams in Thailand have been trained on the standard and we have created a committee to put these environmental management efforts into action. This ensures we will make continuous improvement in our sustainability initiatives.

# OUR FOCUS REMAINS TO BRING DEVELOPMENT TO COCONUT COMMUNITIES.

In 2022, **25,748** people in Thailand benefitted from our programs.

To date, **63,000+** people have been impacted by our Fair For Life programs.

## IN 2022, WE CONTRIBUTED OVER \$300,000 USD TO THE FAIR FOR LIFE FUND.

It supported things like education, health, safety & regenerative agriculture initiatives including:



Medical check ups and health advice programs to over 4,000 people.



Computers to 143 students affected by fire impacted schools.



Water filtration maintenance in 14 schools (continued support since 2019).



Regenerative agriculture supplies including: Stingless beehives to 96 farms, cover crop seeding to 129 farms and compost to 46 farms.



Learning tools and media to 45 schools.



Medical equipment to 7 local hospitals in need.

## WHAT'S NEXT?

We will continue to support high demand initiatives like medical screenings, water filtration maintenance, education support and regenerative agriculture

practices while promoting the development of needed skills for local youth to successfully adapt to future economic, social and environmental challenges.

# GETTING TOGETHER, IRL

After years of working together across continents, our U.S. and Thailand teams had the opportunity to connect in person at our farms and factories in Thailand. All of us were able to

see the entire process of how our coconut water is made, from farm to bottling. It was an amazing experience that brought our teams closer as we observed responsible business in action.



# INCLUSIVE TO OUR CORE

In June, we hosted our first employee Drag competition to raise money for LGBTQIA+ charities. Drag has deep roots in the LGBTQIA+ community as a means of self-expression and pushing the boundaries of what is accepted. As a brand that has been pushing boundaries since day one, we thought there was no

better way to show our support, have a good time, and remind ourselves what really matters.

Not only was the event a community success, it also allowed us to raise over \$5,000 for LGBTQIA+ youth (specifically, to the JASMYN foundation) – an amount Harmless Harvest

matched for a total of \$10,210. To us, the Drag show was an opportunity to start an important conversation around inclusivity by celebrating diversity, challenging gender norms and stereotypes, empowering individuals, increasing visibility and representation, and fostering allyship and education.



# HARMLESS HARVEST 2030 SUSTAINABILITY GOALS

Refining our mission and values in 2022 has helped us clearly define our vision for the future. Our ambition is to reach Net Zero (as soon as we can) while doing right by our communities. As we work to determine an ambitious but achievable target date for Net Zero, we know our commitment to these 2030 goals will move us swiftly in that direction.

## **People: Nurture thriving communities**

- Impact lives and livelihoods in the local Thai communities in which we operate and increase investments annually in proportion with sales growth
- Support organizations in the Oakland, California, area to bring education and awareness of better farming practices while supporting local food deserts
- Match (close the gap to) our workforce diversity to that of the communities in which we operate by continuing to reduce unconscious bias in hiring decisions while growing our talent pipeline of diverse candidates

## **Planet: Use resources responsibly**

- Reach carbon neutrality by 2030
- Achieve and maintain 100% coconuts sourced from farms that utilize regenerative organic practices as our business & volumes grow (*Achieve 50% by 2023*)
- Achieve circularity on farms inclusive of zero coconut waste to landfill (*Achieve zero coconut waste to landfill by 2025*)
- Evolve packaging materials to meet best in class climate standards (including reusable, recyclable or compostable)
- 100% renewable energy in owned operations

# YOU DIDN'T READ THIS WHOLE THING?

That's cool. We get it. The most important takeaway is that we, the multinational Harmless Harvest team, are more committed than ever to hitting our goal of running a zero waste, carbon neutral, better-for-all-of-us business. We're also renewing our commitment to unbiased hiring practices and investment in local communities.

The ultimate goal?  
Evolve our ethos from "less harm,  
more good" to

**no harm, all good.**

Has a nice ring to it, yeah?

Thank you so much for being a  
part of this journey.  
- All of us at Harmless Harvest