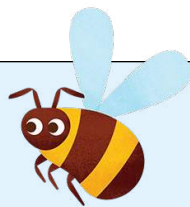




**IMPACT
REPORT
2022**

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Delivering a Healthier, Happier & More Equitable World

Once Upon A Farm was founded in 2015 on the simple premise that babies and kids deserved much better nutrition options than existed at the time. We started with great products in a few stores in San Diego, and from those humble foundations, we've grown rapidly into one of the leading baby and kid nutrition brands in the country. From the beginning, we wanted to build a company that reflects our strong commitment to nutrition, access, and sustainability—rooted in organic agricultural practices. We've defined our company mission to "drive systemic improvements in childhood nutrition for a healthier, happier & more equitable world."

In 2021, we organized as a Public Benefit Corporation, building on our prior B Corp Certification work, to ensure that these values would be forever imprinted on the DNA of our corporate charter. We are realistic. As a small business, you can only do so much. Talk is cheap, action is what matters most. We are committed to action as we grow, and toward continual improvement in our business practices every year on this long journey. We want to build a business and brand that will make a positive impact on the lives of all our customers, employees, and communities. I want to thank each of our amazing and talented employees for their commitment to our mission and this work, and each of you for taking the time and interest to follow our progress along the way.

John Foraker, Co-Founder and CEO, Once Upon a Farm



What Sustainability Means to Us

The United Nations defines sustainability as “meeting the needs of the present without compromising the ability of future generations to meet their own needs.” This is the foundation for our understanding of sustainability, and we aim to go farther; to not only do less harm, but to actively do good. Through our business model we aspire to foster a healthier, happier, more equitable world.

At Once Upon A Farm, the concept of sustainability calls us to look at both our environmental impact and our social impact, to consider the long-term viability of our business and our people. It is a holistic approach that implores us to think in systems and consider all stakeholders. We’ve always been a brand on a mission, and in 2022 we brought on our first sustainability hire, to advance our efforts and intentionality. In order to know where we are headed, we first have to know where we stand today. In 2022, we conducted a few key assessments, revealing our quantitative and qualitative opportunities for impact and prioritization. Namely, a materiality assessment and life cycle analysis. Informed by these assessments, and with the advisory support of [Pure Strategies](#), we formed a strategic framework for advancing sustainability initiatives.

Sustainability Strategic Framework

Drive systemic improvements in childhood nutrition for a healthier, happier, more equitable world by...

- 1

Empowering Healthy Communities

 - Nutrition Access
 - Employee Wellbeing
 - Philanthropy & Social Impact

- 2

Farming For People And Planet

 - Organic Agriculture
 - Nature Regeneration
 - Champion Farmers & Workers

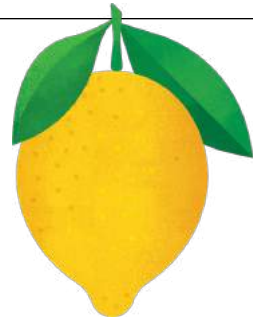
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Reducing Our Impact

 - Product Packaging
 - Greenhouse Gas Emissions



Materiality Assessment



Materiality assessments identify which ESG+H (Environment, Social, Governance + Health) topics are most critical to an organization and provide a guideline for where to focus and prioritize.

The assessment draws on company expertise, stakeholder inputs and competitive analysis to illuminate critical ESG+H opportunities. We undertook this process:

- To inform our sustainability strategy
- To ensure all stakeholder voices and experiences are represented
- To inform potential reporting structures for the future

Our Process

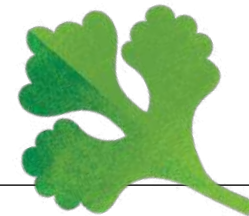
This assessment is not stagnant. As we grow and evolve, we will conduct this assessment every 3 years to monitor changes in priorities among all stakeholders.

We worked with [Green Buoy Consulting](#) to develop our assessments from start to finish.

229

Stakeholders Surveyed

- Employees
- Board Members
- Suppliers
- Supply Chain Vendors
- Retail workers
- Distribution workers
- Consumers
- Investors
- Consultants
- Non-profit/NGO Partners



What We Learned

All ESG+H topics scored highly, in the top right matrix quadrant. This graphic magnifies that cluster to distill further insights:

- There's a very strong correlation between what's important to our business and our stakeholders.
- Both groups largely aligned on values and priorities.
- The top issues are not add-ons but core to our business.
- Many of the tier 2 topics are supportive functions of tier 1 topics.



Life Cycle Assessment

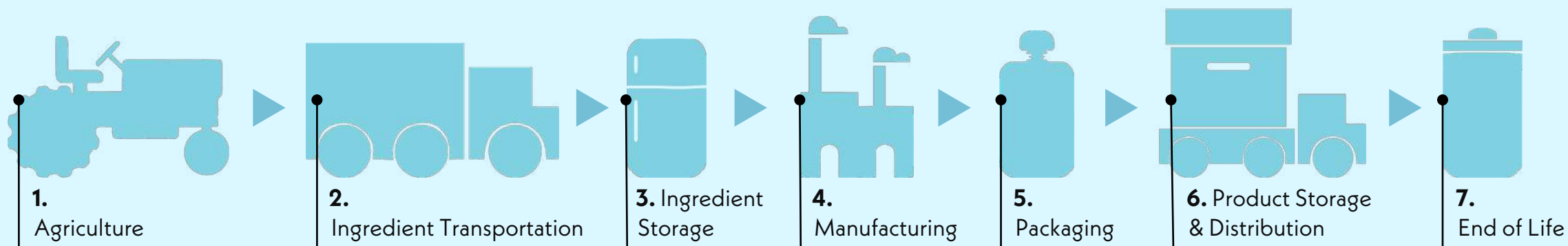
To understand the environmental impacts of our products, we conducted an ISO compliant Life Cycle Assessment (LCA). This exercise enabled us to:

- Identify hot spots
- Set quantitative benchmarks
- Analyze impacts beyond carbon

Life Stages Assessed

From Farm to Fridge

The LCA measured the impacts of our most representative products across key life cycle phases and was conducted by [EarthShift Global](#).



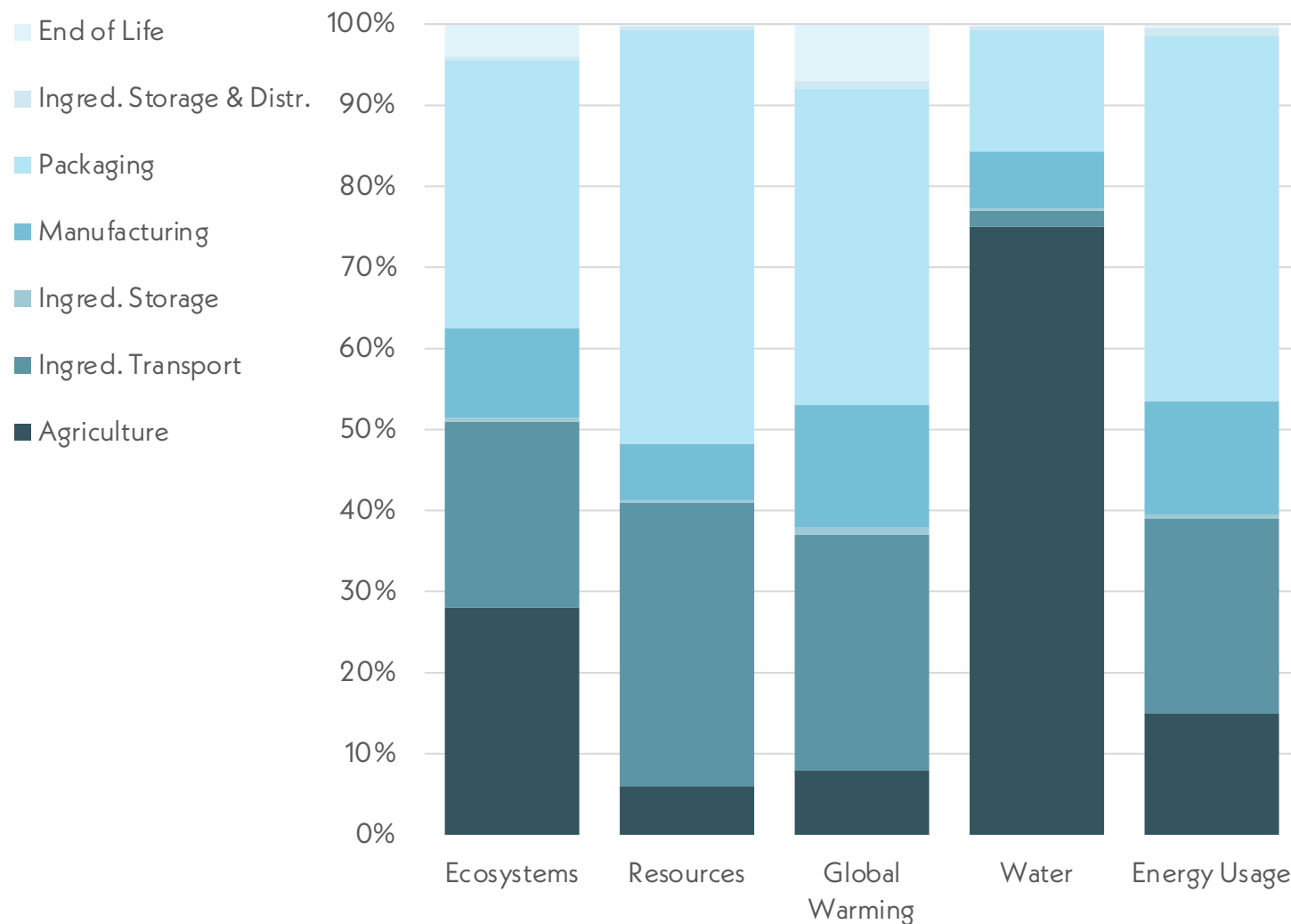
Impact Categories

The assessment considered multiple environmental impact categories, beyond carbon alone.

Primary hotspots for environmental impacts were packaging, manufacturing, transportation, and agriculture.

Packaging surfaced as a predominant contributor in several categories. With this insight, our packaging initiatives will focus on using less materials, incorporating post-consumer materials, and working towards circularity.

Agriculture showed modest impact across most categories, given that majority of our ingredients derive from organic perennial plants. However, there is still opportunity to address agriculture’s impacts on water and ecosystems which will be a focus in nature regeneration efforts via ingredient selection and production practices.



The Ecological Benefits of Perennial Crops



Photo: Stemilt Growers

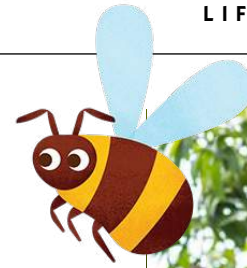
Perennials are plants that live more than 2 years (in some cases 60 years or more!)

Promoting Soil Health & Sequestering Carbon

Our Life Cycle Assessment showed that agriculture was a small contributor to our product's GHG emissions.

We primarily source organic perennial fruit, which means there are living roots in the soil year-round. This can reverse erosion and minimize tillage needs.

According to [Project Drawdown](#), "perennial staple crops also sequester impressive carbon in soils and above-ground biomass. Their sequestration rates are much higher than any annual cropping system."





EMPOWERING HEALTHY COMMUNITIES



Nutrition Access

We are passionate about ALL children deserving high quality, delicious nutrition.

Nutrition access disparities are a systemic problem upheld by economic pressures, commodity structures, and historical societal inequities. A big problem like this requires many solutions, and we are committed to doing our part towards bringing about the healthier, happier, more equitable world we envision.

As a Public Benefit Corporation, Once Upon a Farm is committed to driving systemic improvements in childhood nutrition by creating a portfolio of products and an innovation pipeline that leads in its approach to nutritional access and product excellence. We're changing the fresh snacking marketplace to be available to all. We work to increase nutrition access through three central approaches:

- The products we create and sell
- Policy advocacy
- Philanthropic donations

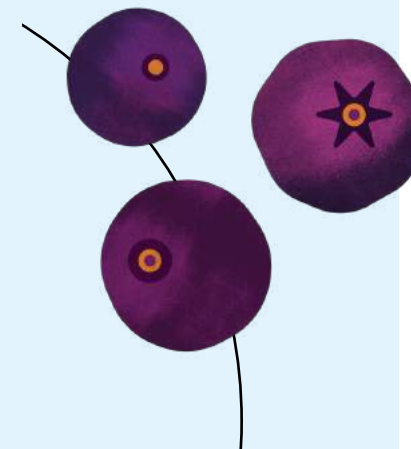


Philanthropy

- Meals distributed
- Money donated
- Volunteering

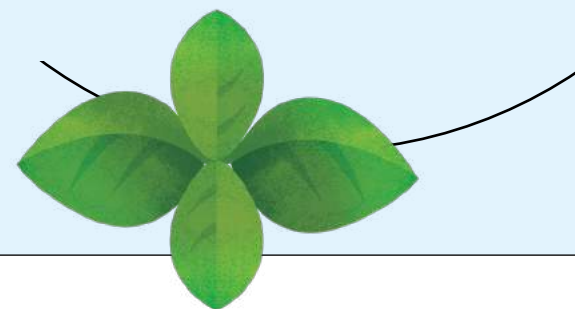
Products

- Accessible prices
- Convenient formats
- Expanded distribution

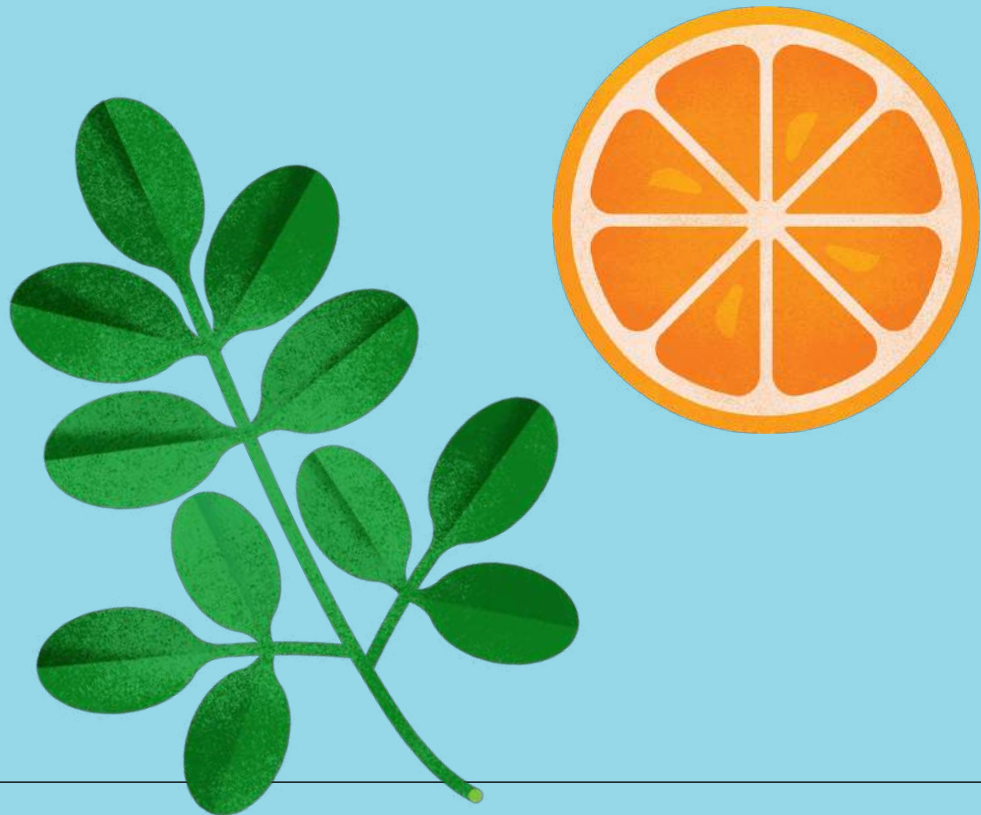


Policy

- Legislative advocacy (WIC, Farm Bill)
- Collaborative counsel (All Things Baby)



Nutrition Access Goals



20%

Lower Opening Price Point

We will work over the next 3 years to create product options with an opening price point of at least 20% lower than we have today.

1 Million

Nutritious Meals Through 2024

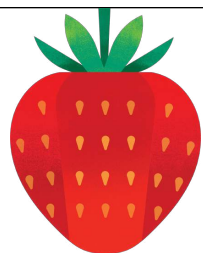
We've pledged to distribute 1,000,000 nutritious meals to children in food insecure communities in the U.S. by 2024, through our [A Million Meals](#) program in proud partnership with non-profit Save the Children. We remain committed to providing a better start from a baby's first bite to children's school snacks.

3 New States

In The Next 2 Years

We are actively petitioning for The Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) evolution to better service kids and families in terms of nutrition while also committing to expand access to O'Farm WIC approved products by an additional 3 states over the next 2 years.

We were the first fresh baby food brand to receive WIC approval and have already expanded our distribution in 5 priority states including NY, TX, and FL to date.



Employee Wellbeing



At Once Upon A Farm, we actively advocate for a nourishing, inclusive, inspiring, and supportive space. We want our team to grow, take creative risks, and play (yes, play), and we hope that our people feel safe bringing their whole selves to work.

Our Benefits

We offer a range of benefits and perks, including fully-remote opportunities, wellness programs, and professional development. All full-time employees are eligible for equity options, annual bonuses, unlimited paid time off, and up to 16 hours of paid volunteer time per year. Employees also receive paid time

off to fulfill civic responsibilities, including jury duty and voting in local, state, and national elections.

Parental Leave

Once Upon A Farm offers a generous parental leave program to full-time employees of up to 18 weeks, with an additional four weeks of baby-steps-back-to-work, a baby gift, paid Milk Stork milk shipping for traveling nursing parents, and a three-month supply of farm-to-fridge baby food. The company covers 100% of medical insurance for employees and offers additional buy-up plan options at a reduced cost, as well as vision and dental insurance.

Equitable & Inclusive Hiring

Once Upon a Farm is committed to remaining fully remote, enabling us to hire the best talent from all over the US. We've refreshed our recruiting process to ensure more equitable and inclusive hiring. Some of the steps we've taken in 2022 include recruiting training for hiring managers, unconscious bias discussions, compliance with pay transparency laws, and updated language on job description templates.



Spotlight On Employee Engagement

When our new Senior Director of People and Culture joined Once Upon a Farm in 2022, the first thing she did was meet with every employee to check in. Those conversations informed 2023 priorities, goals, and processes. Informed by the results of our employee engagement survey, feedback from our people continues to guide our progress and illuminate opportunities to better support and scale our business.

There's much to celebrate and even more to accomplish. Our culture is a testament to our commitment to parents and kids, as we help launch a lifetime of healthy eating by delivering clean, nutritious foods that kids will choose again and again.



94%
Survey Participation Rate

94% of people participated in our annual employee engagement survey.

86%
Median Survey Score

Our survey yielded a median score of 86%, indicating employee satisfaction on a scale of 0-100.

5%
Cost of Living Adjustment

Employees who did not receive a promotion exceeding 5% base comp in 2023 received a 5% COLA.

\$500
Employee Donation Match

During the holiday season, we matched employee donations (up to \$500 each) to a non-profit of their choice.

\$30k
Budget for E3
(Employee Engagement & Empowerment)
Culture Committee

We refreshed our E3 Culture Committee, including a dedicated \$30k annual budget to spend on annual learning, development, bonding, and volunteer initiatives.

Philanthropy and Social Impact

We're more than just a kids' nutrition brand. We put our mission to work by partnering with organizations to expand our impact.



Once Upon a Farm works closely with philanthropic partnerships through volunteering and donations to help better our industry and provide the nourishment and resources families need to build a healthy foundation for a promising tomorrow.

Entrepreneur Ally Program

In the wake of the tragic killing of George Floyd in Minneapolis in 2020, we (like many others in our industry) asked ourselves what we could do with the talent in our organization and our resources as a company to make a positive difference.

As part of our continued commitment to drive meaningful change to end social injustice and inequality, we created our Entrepreneur Ally Program (EAP). Through this program, we assist BIPOC entrepreneurs in the food and beverage space, removing some of the typical burdens many new business

owners encounter so that they can focus on the creativity and innovation of their core business.

Since the inception of this program, we've been working closely with [A Dozen Cousins](#) and [Partake](#) to help them tackle growth challenges, share successes, and fuel the best practices needed to hit key company milestones. Beginning in 2023, we are excited to be working with a third company, [Diaspora](#), to help them achieve their entrepreneurial goals as well.

Save the Children

In 2021, we partnered with [Save the Children](#), a non-profit organization whose mission is to help kids grow healthy, educated, and safe. We built a multi-year program focused on helping the estimated 13 million kids struggling with hunger in the U.S. Together, we launched Once Upon a Farm's A Million Meals initiative, pledging to help deliver nutritious meals and snacks to kids in food insecure communities in rural America.

ONCE UPON A FARM + Save the Children.
A Million Meals



200,000

Nutritious Meals

Delivered to families in need since the start of our partnership

\$175,000+

Invested In Education

To support Save the Children’s early food and education programs

115,000

Cold-Pressed Blends Donated

To Save the Children sites in Houston, TX and Fresno, CA

1 Million+

Items Distributed, Including Backpacks and School Supplies

Employees have given 100+ hours to Save the Children’s volunteer opportunities, including the Summer’s Better with Books program, which traveled 14,250 miles across America, reaching 43,000 kids and parents at 25 live events, distributing more than 25,000 backpacks and 1 million items—like books, school supplies, healthy snacks and more.

25¢

Donated for Each Overnight Oats Pouch Purchased

For every pouch that’s purchased of our Overnight Oats, \$0.25 goes directly to help Save the Children deliver nutritious meals to kids in need.

The background features several stylized illustrations of farm produce. On the left, there is a bunch of leafy greens with dark green leaves and a red rubber band at the base. Below it is a single green leaf with a light green stem. On the right, there is a yellow pear with a brown stem and a red beet with green leaves and a red stem. The central text is overlaid on these illustrations.

FARMING FOR PEOPLE & PLANET

Jen's Family Farm

Located in Locust Grove, Oklahoma, this land has been in co-founder Jennifer Garner's family since 1936.

Jen's Uncle Robert (who grew up here) and his wife Janet have since moved back to this land where they pour their heart and soul into growing beautiful, delicious, organic crops. The farm implements regenerative practices that minimize soil disruption, multiply species diversity, and build soil health. As Uncle Robert says, "Mother Nature is the boss" and they strive to support a biological system that is resilient in the face of a changing climate. Compost is made on site, along with sowing cover crops and preserving wild habitat.

The goal is to steward a self-regulating farm which requires looking at the whole ecosystem. The focus of the 2022 season was to trial a wide variety of crops to observe what thrives in Oklahoma's climate. Rhubarb, peppers, kale, blackberries and more were all in the year's rotation! Jen's family farm continues to be a vital asset to Once Upon A Farm, teaching us about the challenges and opportunities with growing nutrient-dense organic fruits and vegetables.



"I grew up eating what we grew on this farm. We were an organic farm by accident; we couldn't afford chemicals. Organic farming is a natural fit for me. It was a good start to a healthy life."

Uncle Robert



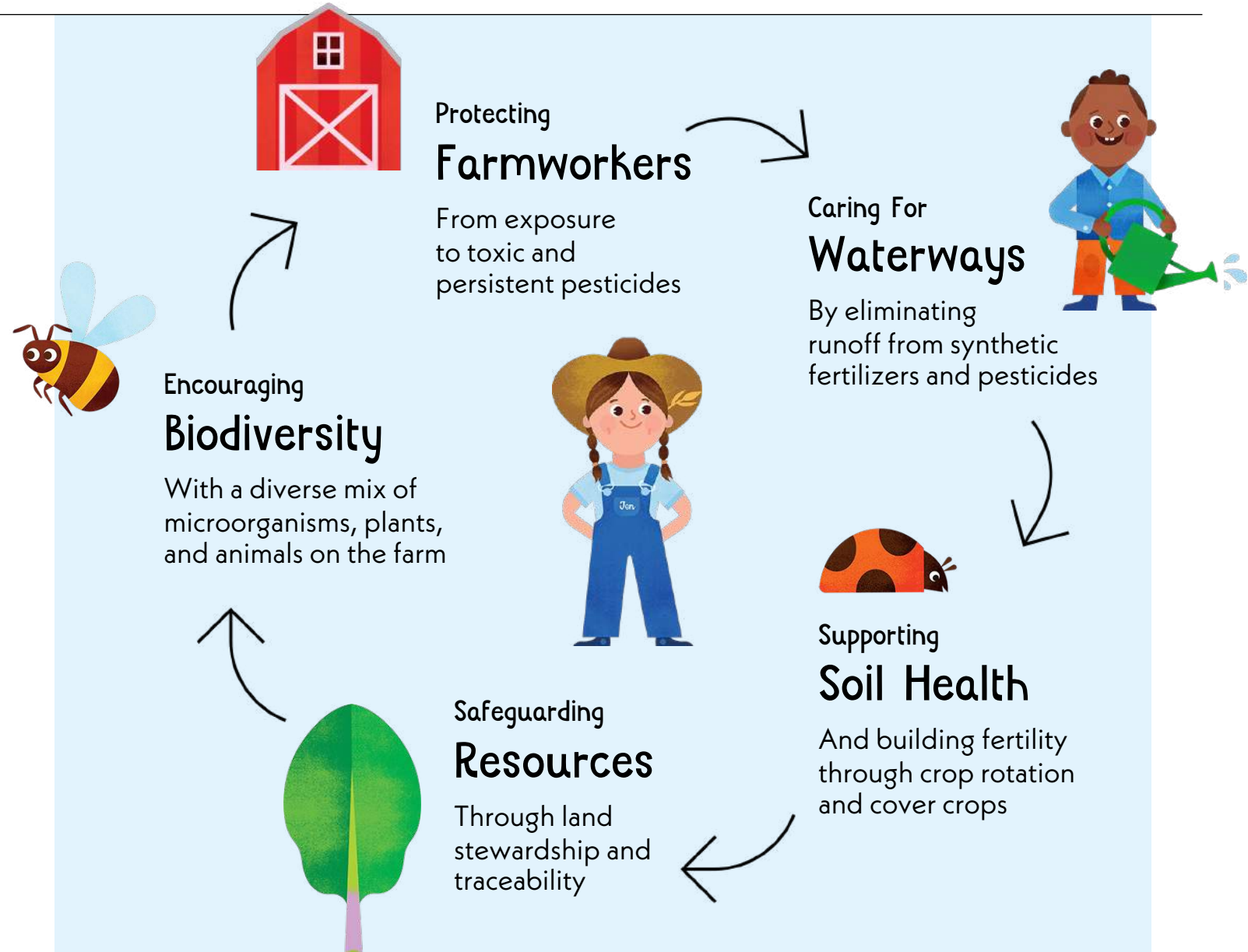
"One of my favorite highlights of the 2022 growing season was sharing the successful trial crops with our local food bank."

Aunt Janet

Organic Agriculture

We are proud to be a brand that sources organic ingredients. Organic agriculture is not only good for people but also good for the planet; it's a key foundation for climate action.

Organic practices build soil health and protect waterways and farmworkers from exposure to toxic and persistent pesticides. The standards require that farmers protect natural resources when stewarding their land, rotate crops and utilize cover crops to protect the soil and build fertility. The USDA organic label is federally defined, regulated, and enforced providing traceability from the farm to the consumer. We are active members of the Organic Trade Association and the Sustainability Council where we collaborate with industry peers to promote and grow organic through advocacy and research.



Sourcing With Purpose

We carefully source a wide variety of 75+ organic ingredients. Ingredient diversity is important not only for a child's growth and development, but also for promoting biodiversity on agricultural lands.

As a food company, the ingredients we source are highly material to our business and sustainability strategy. Our suppliers, the growers, farmworkers, and processing staff are integral to the integrity of our products.

In 2022, we worked closely with suppliers for the key ingredients assessed in our Life Cycle Analysis. Through this process we were able to learn about the agriculture practices happening on the ground — from inputs, to mechanical tillage, and irrigation methods in the context of each unique location.

In 2023, we will be conducting a supply chain assessment to better understand the challenges our suppliers and growers face, and opportunities to work together towards advancing a regenerative food system rooted in organic practices. We are continuing to build these relationships and seek to set goals in partnership, centering the voices and experiences of farmers and farmworkers.



A Closer Look At Our Key Ingredients

These 6 ingredients comprise the majority of all ingredients we source, by volume. That’s why we took a closer look these specific crops through the Life Cycle Analysis (LCA).



Mangos

Mexico & Peru

The mangos grown in Peru are intercropped with avocados. This practice is not only good for biodiversity, but also for diversifying farmer income streams.



Photo: Stemilt Growers

Apples Washington, USA



Blueberries

Washington, USA

Strawberries

Chile & California

Our Chilean strawberries are grown in rotation with legumes, which fix nitrogen in the soil for added fertility, while also decreasing pest and disease pressure.

Pineapple Veracruz, Mexico

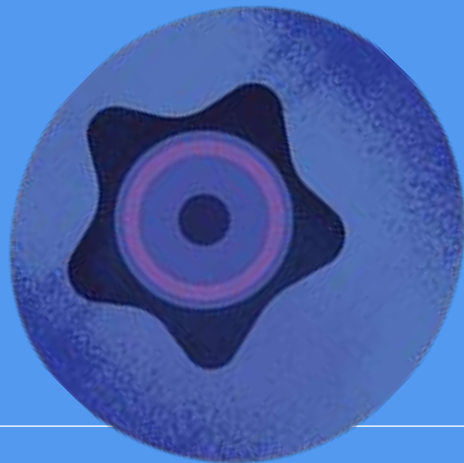
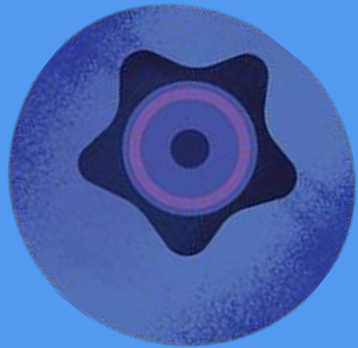
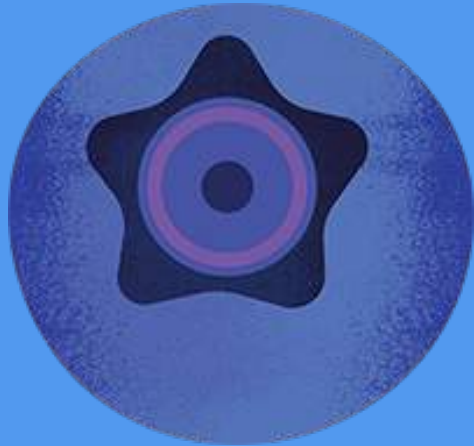


After harvesting, pineapple crowns & rinds are turned into compost and the banana peels are used to feed cattle.



Bananas Colima, Mexico

REDUCING OUR IMPACT





Product Packaging

While our pouches do an excellent job of bringing fresh, nutritious snacks from farm to fridge, we know we have work to do on improving their sustainability.

How2Recycle

Making sure materials end up in the correct waste streams is an integral step toward circularity. That's why O'Farm participates in How2Recycle's voluntary labeling program. We submit every packaging spec to H2R for critical review and are actively rolling out this label on all recyclable materials as new packaging orders are placed.

Where We're Headed

In 2023 we will be conducting an inventory of all consumer unit packaging, and plan to set portfolio-wide goals to hold ourselves accountable to continuous improvement.

Our Partnership with Recyclops

Like many flexible plastics, our multi-layer pouches are too complex for most recycling facilities to process, which is why they can't go in curbside bins. So, we've developed a partnership with Recyclops to help us keep used pouches out of landfills.

Developed in 2022, and launching in 2023, this program encourages passionate O'Farm consumers to mail-back used pouches instead of throwing them away. Once launched, we'll be tracking participation metrics to monitor impact.

This consumer take-back program is one element of our overall packaging strategy. We are dedicated to making packaging improvements and advocating for better waste management infrastructure. In the interim, our partnership with Recyclops can support a burgeoning outlet right here in the U.S. by keeping used pouches out of landfills.



Recyclops' mission is to "provide sustainable solutions to all, regardless of where people live, by leveraging community and technology."



Renewable Energy

Our 2022 REC purchases were the second year in a three-year commitment we made to a portfolio of renewable energy projects through Native Energy.

This portfolio supported the creation of three community solar projects that also grew pollinator habitat and forage for sheep in the alleys of the solar panels. Through our purchase of Green-e certified RECs, we are supporting the [creation of new renewable energy sources](#) and maintaining demand for existing sources. We purchase RECs in accordance with the total amount of electricity use our business is responsible for across our manufacturing plants, warehouse storage, and office building.

GHG Emissions

Our 2022 life cycle analysis provided important insight on carbon emissions at the product level. In 2023, we will be conducting our first GHG inventory to give us insight on hotspots across all business operations. This first inventory will also help us build out more robust data collection for future baselining.



LEADING BY EXAMPLE

Once Upon A Farm has been a certified
B corporation since 2017 and a Public
Benefit Corporation since 2021.



Public Benefit Corporation

In 2021, we transformed from an LLC to a PBC (Public Benefit Corporation). As a PBC, a commitment to specific public benefits is baked into our corporate charter, including:

- ✓ To drive improvements in childhood nutrition for a healthier and happier planet
- ✓ To commit to a portfolio of products and an innovation pipeline that leads in how it approaches access, nutrient excellence, and changing the fresh snacking marketplace
- ✓ To work across industry on recyclability initiatives and invest in renewable energy sources while continuing to implement improved sustainability measure across its organization
- ✓ To support and champion farmers, organic foods, sustainable agriculture and community engagement

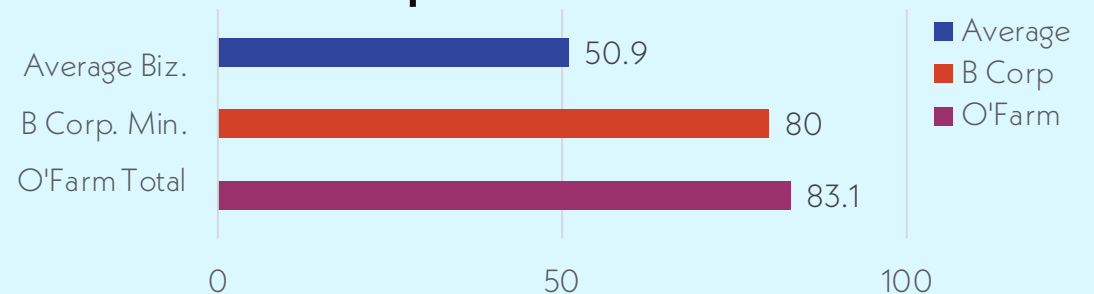


Certified B Corporation

We completed recertification in 2022, earning a score of 83.1 on the B Impact Assessment, 2.9 points up from our initial score of 80.2.

Once Upon A Farm has been a certified B Corporation since 2017. B Lab assesses companies on more than 200 sustainability related questions, awarding those who meet highest standards for social, environmental, governance, transparency and accountability. A key element underpinning all of this is a required commitment to continuous improvement over time. Which means you will continue to hear and see more from us on these topics.

Our Overall Impact Score



Our Standards

The Clean Label Project is a nonprofit third-party expert that tests for over 400 environmental and industrial toxins, including heavy metals.

Once Upon a Farm is proud to have received the Clean Label Project's Purity Award, Pesticide-Free Certification, and our Advanced Nutrition Blends were the first products to receive their First 1,000 Day Promise certification.



High-Pressure Pasteurization

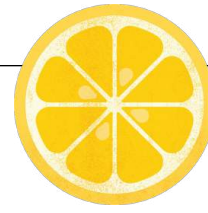
Our products are cold from start to finish. Using High Pressure Pasteurization (HPP), we lock in the nutrients, taste, and texture of farm-fresh ingredients.

The HPP process and absence of high-temperature pasteurization allows us to maintain key phytonutrients that provide diversity to a child's diet, support growth, and are important for palate development and food preferences later in life.



Sharing The Love

Who better to tell our story than our customers? Here, we're sharing a few of their love notes from the past year.

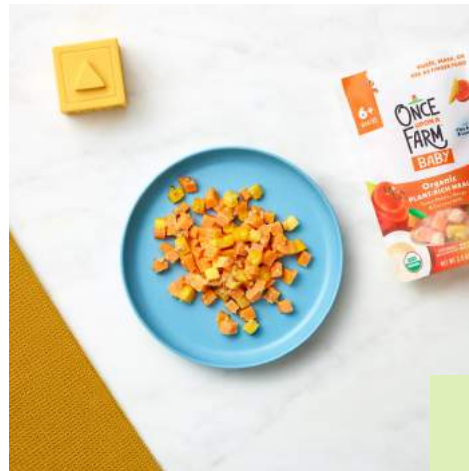
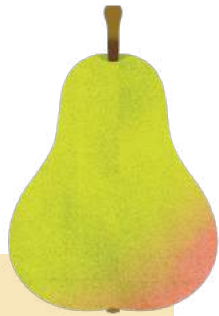


My grandson has a severe dairy allergy and I appreciate that I can get your products for him without worrying about dairy. Thank you from a grateful grandma!

Danette

Our daughter loves it and I want to thank you for creating such a curated, clean option for growing babies!

MaeLauren



My little babe loves your pouches! They helped her as she was first starting out with solids and now they are her favorite snack!

Erin



It's wonderful that I can introduce my little one to so many flavors.

Anja



My daughter LOVES the various pouches and I love the clean ingredients.

Cristy

