



nutiva[®]
NURTURE VITALITY™

**SOCIAL AND ENVIRONMENTAL
RESPONSIBILITY REPORT 2017**



Dear Friends,

Nutiva has long supported hemp foods and cultivation. This year, we were particularly focused on how the legalization of hemp farming in the United States can transform and enhance regenerative agriculture systems.

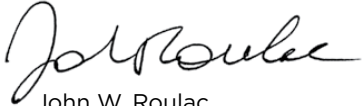
On January 1, 2017, the California Industrial Hemp Farming Act was signed into law and became effective in our home state. The California Department of Food and Agriculture (CDFA) established an Industrial Hemp Advisory Board (IHAB) to assist the CDFA in developing critical details for the commercial production of hemp. I joined this board as a representative of a business that sells hemp products, as well as to advocate for organic, and regenerative practices.

Partnering with Hemp History Week and the Rodale Institute, we participated in Hemp Day in Kentucky this past June. There, we advocated for domestic hemp farming to organic farmers nationwide, encouraging them to take advantage of all the environmental and economic opportunities that this historic American crop has to offer.

I continue my work by speaking globally on the issues most vital to our world - regenerative agriculture, organic & non-GMO foods, and healthy oceans and soil. I am especially excited to be co-producer of the Kiss the Ground movie, a documentary on soil health to restore and regenerate our agricultural systems. It is scheduled for a late 2018 release!

I am grateful for the continued support of our values and mission from our team, suppliers and customers. Here's a look back at what we've accomplished this year.

In Health,



John W. Roulac
Founder & CEO
nutiva[®]



MESSAGE FROM OUR FOUNDER & CEO



Certified Organic

We source only the finest certified organic ingredients, grown without the use of pesticides and fertilizers, GMOs or ionizing radiation — safer for you and for the planet. The organic process is environmentally conscious and promotes biodiversity and greater soil fertility. All of our products are USDA Certified Organic by Quality Assurance International.



Non-GMO Verified

We are concerned about the impact genetically modified organisms (GMOs) have on the health of people and planet. We have always had a non-GMO policy and all of our products are verified non-GMO by the Non-GMO Project. The Non-GMO Project is a non-profit organization committed to preserving and building the non-GMO food supply, educating consumers, and providing verified non-GMO choices.



Fair Trade Certified

Fair Trade USA work closely on the ground with producers and certify transactions between companies and their suppliers to ensure that the people making Fair Trade Certified™ goods work in safe conditions, protect the environment, build sustainable livelihoods, and earn additional money to empower and uplift their communities. Two of our Organic Virgin Coconut Oils are Fair Trade Certified™.



Fair For Life

Our red palm products are certified fair-trade by Fair for Life. Fair Trade Certification assures that human rights are safeguarded at all stages of production, that workers enjoy good and fair working conditions and that smallholder farmers receive a fair share. Fair trade improves the livelihood of smallholder farmers and workers by providing the means for social community projects.



Kosher

Many of our products are certified kosher by Orthodox Union (Union of Orthodox Jewish Congregations of America). Please refer to product packaging for details.



Vegan

All of our products are naturally vegan and many of our products are Certified Vegan. Vegan Action works to eliminate animal suffering, reduce environmental impacts, and improve human health through a vegan diet.



Gluten Free

The Gluten-Free Certification Organization certifies companies and manufacturers worldwide using the strictest standards for certification at 10 ppm or less. Our organic Coconut Flour, Coconut Sugar and Chia Seed are certified gluten-free, while all of our products are naturally gluten-free.



Palm Done Right

The Palm Done Right mission is to ensure animal habitats and rain forests are preserved, farmers are empowered, communities thrive and the environment is nurtured. Nutiva is a Brand Partner of the Palm Done Right organization.

We support organizations aligned with our mission to revolutionize the way the world eats



Hemp Industries Association

We are a proud member of the Hemp Industries Association, a membership-based non-profit trade group on a mission to advance the hemp economy and educate the market for the benefit of our members, the public and the planet. As a member of the HIA, we support ethical business practices, including accuracy in labeling, use of environmentally friendly technologies, sustainable and organic agriculture, high quality products and concern for human rights.



OSC²

OSC² is a community of sustainably focused natural products industry CEOs and business leaders focused on addressing the toughest sustainability problems facing our industry and our planet by building new regenerative business models and agricultural systems. We are a leader in The Climate Collaborative, a group committed to leveraging the power of the natural products industry to reverse climate change.



California Green Business

We obtained California Green Business certification in October 2013. This certification distinguishes businesses that protect, preserve and sustain the environment and verifies that we conserve energy and water, minimize waste, prevent pollution, and are working to reduce our carbon footprint.



Zero Waste Facility

Our warehouse and headquarters in Richmond, California is certified zero waste by the U.S. Zero Waste Business Council. This certification distinguishes Nutiva as a business that meets rigorous standards for its waste management. As part of this certification, we must measure and track all material waste generated onsite, and divert at least 90%.

Zero Waste Businesses save money, are more efficient, manage risk, reduce litter and pollution, cut greenhouse gases, reinvest resources locally, and create jobs and more value for their business and the community.

We are committed to nourishing people and our planet



100% renewable energy for 5 years



\$1.07MM donated to non-GMO advocacy since 1999



2,160 tons of material reused, recycled or composted



680MT CO²e avoided through recycling and reuse



90% waste diversion 2016-2017



\$540K donated to Fair Trade premiums since 2014



\$1.05MM donated to hemp advocacy since 1999



428 tons of byproduct diverted from landfill and reused for animal feed, biofuel and compost since 2015



Our four core values guide the way we do business



innovation

Nutiva challenges the status quo and creates an eco-positive impact



purity

Nutiva nourishes people and planet



community

Nutiva is dedicated to a vital and sustainable world



well-being

Nutiva believes that health is our greatest wealth



45% of senior management represented by women



100% of employees eligible for retirement planning and 401K match



75% of workforce represented by ethnic minorities



19 employee events: community service + speaker series



100% of employees eligible for bonus plan



8 hours of paid volunteer time offered to each employee



100% of employees eligible for wellness reimbursement



100% of employees trained in safety and zero waste procedures



\$4.22MM *donated to date*

We believe deeply in social responsibility and corporate giving. Our 1% Program donates one percent of sales each year to programs that support healthy communities and regenerative agriculture. We are steadfast in our commitment to our entire supply chain: from our supply base, communities, business partners and manufacturers, to our marketers and customers. We are constantly seeking ways to better protect our environment and ensure a better quality of life for our employees and the communities we serve.



regenerative farming

We support biodiversity, permaculture, seed diversity, composting, native planting, integrated pest management, conservation, small-scale organic farming, and the cessation of pesticide and herbicide use.



environmental activism

We support GMO labeling and awareness, industrial hemp farming, fair trade, food justice, food sovereignty, reduction of food waste, and environmental leadership.



trees & gardens

We support tree planting initiatives, school and community gardens, horticulture education, farmers' markets, and community supported agriculture programs (CSAs).



healthy communities

We support wellness, healthful school lunches, nutritional awareness, community restoration, youth outreach, local organic food programs, and healthful community initiatives.



Nutiva is a proud sponsor of Soil Not Oil Coalition, a group of scientists, environmental organizations and citizens who share concerns over the decline in soil health, which is the result of the use of fossil fuels and synthetic products during the last 60 years. The Soil Not Oil Coalition believe that restructuring land management practices is key to combating climate change, restoring water cycles, reducing global environmental pollution, stopping ocean acidification, re-establishing biodiversity, improving food production and revitalizing local economies across the planet.



Kiss The Ground was founded with one goal: share with the world that building healthy soil can be a solution to the climate crisis. Now, Kiss The Ground's work spans 5 programs all working toward the mission to inspire participation in global soil regeneration: to draw carbon from the atmosphere and ensure abundant food, water and biodiversity. Nutiva founder John Roulac serves as an advisor, and is a co-producer to the upcoming documentary, *Kiss The Ground*.



Investing in our local community: School Orchard Initiative



For 6 years, we've partnered with Common Vision to bring an orchard to every public school in our backyard of Richmond, California. This School Orchard Initiative is an unprecedented, city-wide achievement that has brought fresh, healthy, school-grown fruit to 28 schools, impacting over 13,000 students — 79.5% of whom rely on free and reduced lunch. We launched this program because we believe every young person deserves fresh food, hands-on education, and the opportunity to create change for their own communities.

The nearly 600 trees planted by students and Common Vision volunteers come together to create over an acre of fruiting forest canopy including apples, apricots, persimmons, and plums. These sweet snacks are a healthy alternative to sugary treats that are often a go-to from vending machines or corner stores. Students not only learn about healthy food, but about teamwork, tree science, and how to care for the world around them.



13,000 students



28 public schools



550 fruit trees planted



1.25 acres of fruiting forest canopy



50,000 pounds of fruit annually



REAL FOOD MANIFESTO

FOR ALL EATERS, GROWERS, PRODUCERS & MARKETERS

1 EAT REAL FOOD
not unhealthy processed food

POWER TO THE PEOPLE 2
through collective will, purchasing power & social media

3 GMOs BEGONE
label our food because we have a right to know

4 HAIL TO THE LOCALVORE
say yes to local and organic

5 LESS CORN & SOY
Half of US diets come from corn and soy. There are 10,000 other crops – try a few.

END INDUSTRIAL FOOD SUBSIDIES 6
to give organic farms a chance

CARBON FARMERS UNITE 7
to heal our oceans & climate

LESS TOXINS 8
and cheap industrial foods. More organics!

9 STOP CORRUPTION
by Wall Street & Big Ag in regulations and courts

10 TOGETHER, LET'S REVOLUTIONIZE THE WAY THE WORLD EATS