



**nutiva**<sup>®</sup>  
NURTURE VITALITY™

**SOCIAL AND ENVIRONMENTAL  
RESPONSIBILITY REPORT 2018**





Dear Friends,

I am honored to embark on this new endeavor with some big shoes to fill. When I began my relationship with Nutiva in 2002, I committed myself to learn to develop nourishing products with integrity and sustainability, and I intend to continue on that path and expand upon it even further.

One of my biggest goals for Nutiva has always been to build authentic, transparent supply chains based on a deep respect for people and the planet. Central to this is a deep respect for the communities that farm our resources and take the extra effort to utilize natural and cleaner processes.

That's why supporting these communities is so important. It begins with respecting their livelihoods through trading fairly, and it extends much further providing the tools these communities need not only to survive, but to flourish. We recognize that their hard work supports our holistic approach to health, and we believe they deserve our holistic support in return.

At Nutiva, we create powerful superfoods that yield healthful and positive results for people and planet. That includes our 100% commitment to organic ingredients, to regenerative farming, and to investing in communities where we curate our ingredients.

This year we're very honored to be part of an organic sustainable community, OSC2 that recognizes a need to ban together to develop a standard to commit to remove the inequities within our natural industry. Nutiva's commitment as a major sponsor is helping to kickstart our Justice Equity Diversity & Inclusion program that's helping to support the natural products community. JEDI will ensure that our industry is safe and a diverse, and that our commitment to our fellow farmers, our staff and our local communities is solid and unflinching.

I'm excited for this development as we continue pushing for innovative and revolutionary ways to improve the ways we eat and work together to nourish our vitality.

With sincere gratitude,

Steven Naccarato

**nutiva**<sup>®</sup>





## At Nutiva® We Nurture Vitality.™

We produce organic, plant-based food, supplements and body care products. And we protect what's best about them, at every step of their journey to you. That way, the benefits of ingredients like organic coconut and hemp reach you intact, to enhance your diet, care for your body and energize your life.

When you choose Nutiva products, you can feel confident that the food that sustains you also sustains ethical, organic farming communities, and supports regenerative farming techniques.

We're on a mission to build a better future. One where food is sustainably sourced, trade is fair, and good global citizenship is not just a responsibility, but a source of purpose and pride. The care we take with every Nutiva product is vital to that mission. It's the commitment we make to you and the way we work to **revolutionize the way the world eats.**





### Certified Organic

All our products are USDA Certified Organic by Quality Assurance International. 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.



### 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 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.



### Keto Certified

The Keto Certified Standards for products were developed by The Paleo Foundation, requiring that keto products meet specific targets for carbohydrate content, as well as ingredients. That means no artificial colors, flavors, or synthetic ketones. Keto Certification for products is about real, natural food.



### 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.



# Our Four Core Values Guide the Way We Do Business

With our core values of Innovation, Purity, Community and Well-Being, we're revolutionizing the way the world eats. We practice these values and beliefs as deeply held convictions. We put our core values into action as behaviors and practices, intended not as literal rules but to represent our positive intentions — the spirit of our culture.



## 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.





# Investing in Our Community

Social and environmental responsibility is a core part of Nutiva's culture and business. From sourcing organic products, to obtaining fair trade certification, to greening our facilities and operations, to funding tree planting at schools in our local community, we are constantly seeking ways to better protect our environment and ensure a better quality of life for employees, customers, and the communities we serve.

Our tribe of employees matter to us. That's why we take our core values seriously. We strive to positively impact each person at work and at home by offering activities and resources aimed at holistically supporting each and every person that is connected to us. Whether we're offering free product, supplying with back-to-school supplies, building a meditation space, offering catered organic lunches or encouraging our staff to volunteer locally, our people are always top of mind.



PUTTING OUR PEOPLE FIRST



50% of senior management represented by women



100% of employees eligible for monthly wellness reimbursement



75% of workforce represented by ethnic minorities



21 tribe community events, including 8 hours of paid volunteer time



100% of employees eligible for 401K match and bonus plan



100% of employees trained in safety and zero waste procedures



# Organizations We Support

Partnering with like-minded organizations ensures we are continually striving for excellence and holding ourselves accountable to our mission. Naturally Bay Area, Coconut Coalition of the Americas and OSC<sup>2</sup> are just a few organizations that help us nourish people and planet.



## Naturally Bay Area

Naturally Bay Area is a catalyst for Northern California's dynamic natural products community. As a Platinum Sponsor, we support the group's mission is to stimulate growth, entrepreneurship and exceptional leadership in the Northern California food and natural products industry; foster sustainable and responsible best practices in our industry; and facilitate collaboration and mutual support among members.



## Coconut Coalition of the Americas

CCA is a group of companies in the coconut industry working together to maintain high quality standards and preserve the integrity of the wide array of coconut products available in North America. We spearheaded the development of this group and currently have board members serving on CCA. We produce the highest quality organic coconut products and aim to educate consumers on the benefits of this superfood.



## One Step Closer to an Organic Sustainable Community

We are a proud member of OSC<sup>2</sup>, or One Step Closer to an Organic Sustainable Community, a community of sustainable business leaders driving positive impact on our industry and our environment. We continue to invest in two key groups, JEDI Program and Climate Collaborative Group, that align with our company values.

**JEDI Program:** We kick-started this program as a pilot company for 2019. JEDI Program's vision is to create a diverse natural products industry that centers at its core: **J**ustice, **E**quity, **D**iversity and **I**nclusion. Our commitment to these principles positively impacts our planet, people and community and ensures the needs of every tribe member in our community, from our staff to our farmers, are addressed so each stakeholder will thrive.

**Climate Collaborative Group:** As a Climate Collaborative Leader, we're addressing the toughest sustainability problems facing our planet in 9 key areas: agriculture, energy efficiency, food-waste, forests, packaging, policy, renewable energy, short lived climate pollutants & transportation. We are constantly seeking ways to improve the environmental impact of our packaging, and we've finalized the development of a squeezable pouch for our organic coconut oils and manna that result in less materials used and 50% less CO<sub>2</sub> emissions.



Less materials used



50% less CO<sub>2</sub> emission



NON BPA



# Our Fight Against Climate Change



Nutiva believes that building healthy soil can be a solution to the climate crisis. Our partnership with Soil Not Oil help inspire participation in global soil regeneration. The purpose of the Soil Not Oil Coalition is to advocate for sustainable and regenerative management of soils while reducing dependency on fossil fuels. The Soil Not Oil Coalition works to promote respect for soils worldwide, to highlight how shifting agricultural practices is the key to combating climate change and calls for integrated action on sustainable agriculture and clean energy to ensure a safe and healthy planet for generations to come.



## donations

Through our 1% Program, we've contributed nearly \$80,000 in food and monetary donations over the last four years to the Soil Not Oil Coalition in support of the annual conference as well as regenerative agriculture leadership.



## volunteerism

To further support Soil Not Oil, we get our entire organization involved. Over the course of our four year partnership, our team has volunteered over 400 service hours to attend and support the annual conference.



## thought leadership

John Roulac, Founder and Chief Visionary Officer of Nutiva, shares his deep understanding and passion for regenerative agriculture, especially as it relates to hemp cultivation, with the Soil Not Oil team as a presenter and advisory board member.







# \$4.4 Million Donated to Date



Since 1999, we've invested one percent of our sales revenues in programs that spark change in the food industry by supporting regenerative farming practices to create healthier communities. With every product sold, we're helping make the world a little better with meaningful changes to the way food is farmed, and support for the people who farm it. That's over \$4 million to date.

Regenerative farming is responsible farming that reduces toxic carbon by sequestering it in the soil. From permaculture to seed diversity and small-scale organic farming, we support regenerative agriculture. These practices and principles go beyond sustainability to create healthy farming ecosystems and bring us food that is nourishing for both people and planet.



## 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

Nutiva stands behind GMO labeling and awareness, industrial hemp farming, fair trade, food justice, food sovereignty, reduction of food waste, and environmental leadership.



## trees & gardens

Tree planting, school & community gardens, farmers markets and community supported agriculture programs (CSAs) are funded by our 1% Program.



## healthy communities

Keeping the communities around us healthy is one of our goals. Nutiva supports healthful school lunches, nutritional awareness, community restoration, youth outreach, local organic food program and healthful community initiatives.



# Palm Done Right

Palm oil is everywhere. Half of the consumer goods in an average American household contain it as an ingredient, and the demand is still growing. Most palm oil comes from Southeast Asia and contributes to deforestation, habitat destruction, and human rights offenses. This conventional palm oil is bad news. Nutiva Organic Red Palm Oil is not like other palm oils. The region in Ecuador where our red palm is grown has numerous small organic family farms, averaging 10 hectares (about 25 acres), interspersed throughout the regional forests. These subsistence farms were planted many years ago and are now being worked by second and third generation farming families.

We support Natural Habitats Group's movement, Palm Done Right, which brings together manufacturers, retailers and consumers to increase awareness around the environmental and social benefits of palm grown organically, with fair-trade practices, working with small farmers around the world. It is the highest possible standard for palm oil, and goes above and beyond any other certification program.







## Hemp Advocates Since 1999

Since the beginning, hemp has been at the heart of what we do. We're innovators in the production of healthy, organic, hemp-based foods, and long term advocates for hemp farming.

Our first product was America's first hempfood bar, released in 1999. Since then, we've worked with U.S. and Canadian farmers to create a trusted supply chain of organic hemp. Compared to conventional farming methods, meeting organic standards with hemp can be challenging. Knowing this, we've consistently invested in programs that nurture organic hemp production.

As our hemp product line has grown, so has our ability to lead the industry. We work closely with Colorado Cultivars, the national leaders in hemp farming, to establish conscious and sustainable standards and practices for the US hemp industry. Together, we advocate for regenerative agriculture programs, which support biodiversity, and positively impact atmospheric carbon levels.

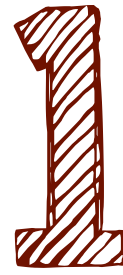
Why do we put so much energy into making hemp more accessible? Because we believe that nutritionally-dense organic hemp has a vital role to play in revolutionizing the way the world eats.





# REAL FOOD MANIFESTO

FOR ALL EATERS, GROWERS, PRODUCERS & MARKETERS



## EAT REAL FOOD

not unhealthy processed food

### POWER TO THE PEOPLE



through collective will, purchasing power & social media



### GMOs BEGONE

label our food because we have a right to know



### HAIL TO THE LOCALVORE

say yes to local and organic



### 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



to give organic farms a chance

### CARBON FARMERS UNITE

to heal our oceans & climate



### LESS TOXINS



and cheap industrial foods. More organics!



### STOP CORRUPTION

by Wall Street & Big Ag in regulations and courts



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