

nutiva<sup>®</sup>  
Coconut  
Secret<sup>™</sup>

2022

**Social & Environmental  
Responsibility Report**



# Hungry for Better

## Better Food

Delicious & healthy culinary products

## From A Better Place

Organic ingredients  
sourced with care

## For A Better Future

Innovative foods that give back to the  
people & ecosystems that grow it

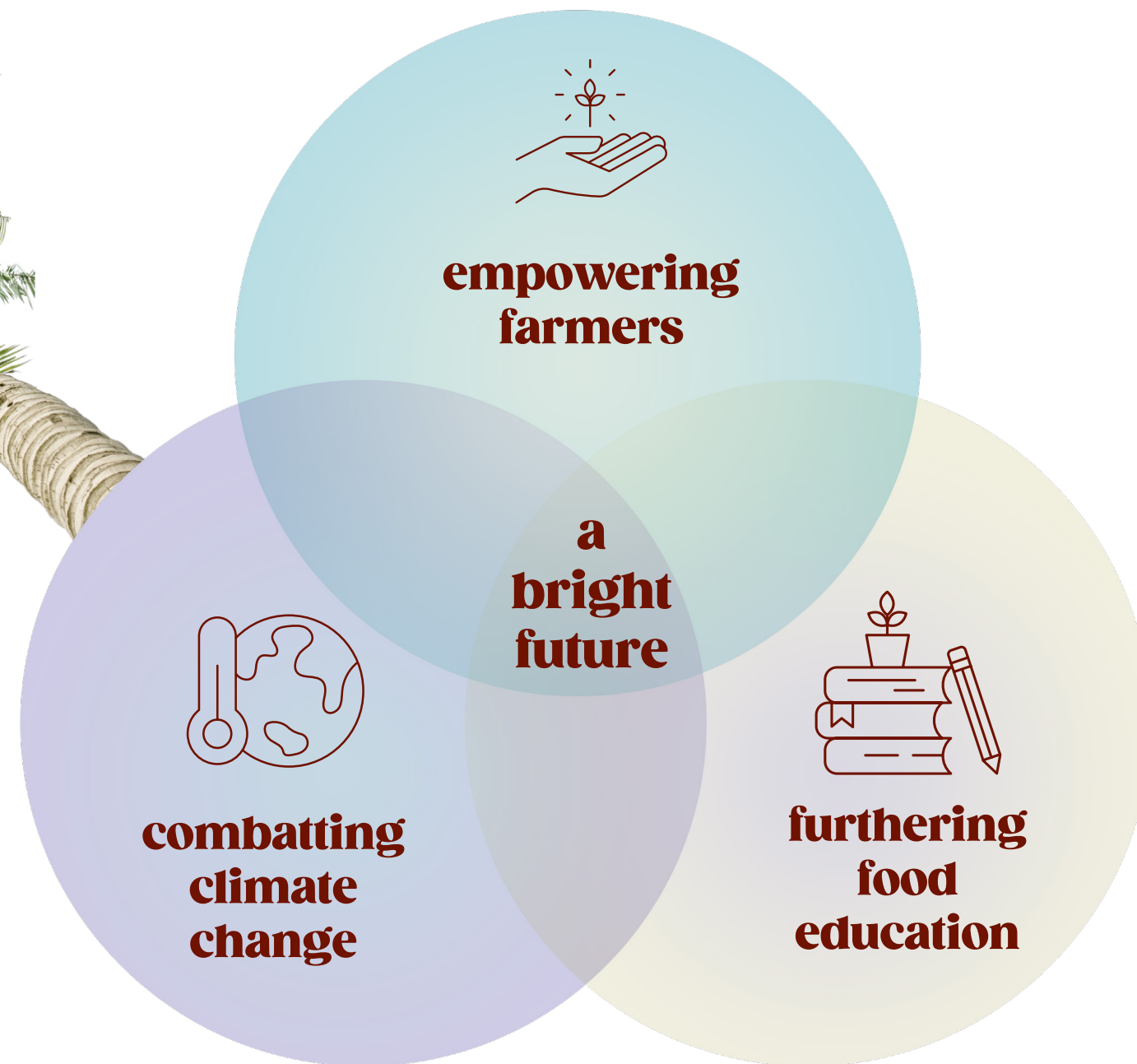
**We'll Always Be  
Hungry for Better**



# Pillars of Change

We believe that a bright future for all is rooted in healthy food. To bring this bright future to life, every Nutiva product purchased nourishes the people and ecosystems that grew it. By choosing Nutiva, you support organizations, co-ops and groups within and beyond our international supply networks along these three pillars of change:

- Empowering Farmers
- Combatting Climate Change
- Furthering Food Education



## Empowering Farmers

We couldn't thoughtfully cultivate our plant-based organic foods without nurturing strong relationships with farmers. By bringing these nutritious foods to life, farmers offer us life and they deserve our support at every step.

### Causes We Supported

#### Fair Trade

Fair trade improves the livelihood of smallholder farmers and safeguards human rights at all stages of production. We work closely with these fair trade organizations to empower farming communities by ensuring safe working conditions, fair pay and additional resources to empower and uplift these communities. In 2022, we paid \$22,000 in Fair Trade Premiums to our coconut farming communities.

#### Sunvado Avocado Program

Through fair and transparent pricing and farmer education, we are helping a large and growing number of independent farmers reduce barriers to equity while contributing positively to the health of the planet through organic and regenerative farming practice. In 2022, we donated \$6,000 to support our avocado farmers in Ethiopia. This donation extended farmers organic and regenerative avocado farming training and helped female farmers start their own avocado nursery.



## Combatting Climate Change

With exclusively organic and low intervention foods, Nutiva has been fighting climate change since we formed in 1999. Our certified organic farms are pulling carbon out of the atmosphere and into the soil naturally. It's part of a set of emerging practices called regenerative agriculture – with the goal of not just sustaining our food systems, but also improving the health of the planet.

### Causes We Supported

#### OSC2

Nutiva is a proud contributing member of OSC2, addressing the toughest sustainability problems facing our industry and our planet by building new regenerative business models in our food system.

## Furthering Food Education

Reforming destructive food systems starts with understanding the impact that our choices and voices can have in advocating for change. We're proud to support all students on their journey to greater well-being through food and are committed to educating our youth, our local and global communities and ourselves on the positive power of food.

### Causes We Supported

#### Planting Justice

Planting Justice is a Bay Area organization fighting for food sovereignty, food justice and community healing through agriculture.

#### Urban Tilth

Urban Tilth inspires, hires, and trains local residents to cultivate agriculture, feed our community, and restore relationships to land to build a more sustainable food system, within a just and healthier community.

**Together,  
Let's revolutionize  
the way the world  
eats!**

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Empowering Farmers

Combating Climate Change

Furthering Food Education

**Pillars of Change**

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*Just as Earth's systems move through cycles of change,*

*so too are we moved to grow & adapt over time.*

**Support Your Community this Holiday Season!**

**A peek inside our partnership with Christmas with the Currys.**

**J.E.D.I**  
COLLABORATIVE™

justice . equity . diversity . inclusion

**Over the past ten years, Christmas with the Currys has been a highlight of the year for the Curry family as they get together with the Oakland community to shower them with holiday cheer.**

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**Celebrating International Women's Day**  
Tuesday, March 8, 2022

**Happy National Coconut Day**

*Coconuts mean a whole lot to us!*

*Follow along to see how we're celebrating!*

**Our Values**

**innovation**  
We courageously challenge the status quo with fresh thinking and innovative products.

**well-being**  
We promote healthy lifestyles and support a community of inclusion.

**tenacity**  
We have the grit and dogged determination it takes to revolutionize the way the world eats.

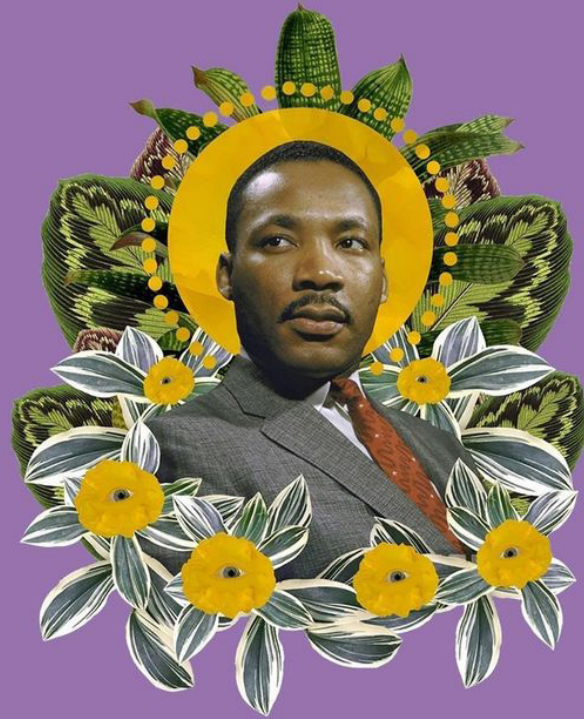
**community**  
We respect and honor everyone – our people, our consumers, our local and global partners and our planet.

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# Justice, Equity, Diversity & Inclusion

We continue to deepen our dedication to the principles of justice, equity, diversity and inclusion. As a mission-driven company which holds community and progress at our core, we have long had the foundation upon which these principles rest. So when OSC2 launched its JEDI Collaborative initiative in 2019 to more deeply embed justice, equity, diversity and inclusion into the natural products industry, Nutiva stepped up to the plate

as a key sponsor and dove headfirst into evaluating our own JEDI practices. We continue to build upon our initial \$100,000 commitment to the JEDI Collaborative through our internal JEDI Task Force that meets regularly to coordinate company-wide initiatives to engage our team members with programming and education. The next few pages outline our JEDI related activities that took place throughout the year.



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## Celebrating Martin Luther King Jr.

National Day of Service

Monday, Jan 17, 2022

Artwork by Ruben Marquez

## Celebrating Justice, Equity, Diversity and Inclusion at Nutiva

### **Martin Luther King Jr. Day**

To honor the life and legacy of civil rights leader Martin Luther King Jr., employees were given the day off to participate in community service.

### **Lunar New Year**

Popular Asian snacks offered to employees at our headquarters.

### **International Women's Day**

Donated to The Global Fund for Women, a non-profit foundation funding women's human rights initiatives and making grants to women-led organizations that promote the economic security, health, safety, education and leadership of women and girls.

### **Holi. Festival of Colors**

Samosas served to team at our headquarters.

## **Earth Day**

Made a donation to Planting Justice, a nonprofit that empowers people impacted by mass incarceration and other social inequities with the skills and resources to cultivate food sovereignty, economic justice, and community healing. Our local employees spent the day volunteering at Planting Justice.

Published and shared our 2021 Social & Environmental Sustainability Report.

## **Ramadan**

The team had the opportunity to participate in a one day fast to better understand the experience of Ramadan and build empathy and support for our Muslim friends and coworkers.

## **Asian American & Pacific Islander Heritage Month**

Provided employees with a list of local museums, restaurants, and shops that celebrate Asian American & Pacific Islander cultures.

Hosted an Asian-inspired recipe cookoff! Employees encouraged to create an Asian inspired dish using our Coconut Secret products.

## **Mental Health Awareness Month**

Published and shared an employee-authored blog post that provided daily mental health tips.

## **Pride Month**

Made a \$1,000 donation to Queen Farmer Network, a community of queer farmers who interrupt racist, capitalist, and heteropatriarchal legacies in Agriculture and strive to create a stronger web of support for and address the isolation of queer farmers in both rural and urban spaces across the USA.

Social media recipe collaboration with Jessie YuChen, a Taiwanese chef and co-founder at This Queer Kitchen, a platform that brings the queer community and its allies together through food-related content and events in NYC.

## **Juneteenth**

Hosted a speaker series with Black business owner and Executive Chef for Plant'ish & Co., Nina Curtis. Nina spoke to our team about connecting food culture to the Juneteenth holiday.

Partnered with a local Black business to host a BBQ celebration for employees at our headquarters.

## **Women's Equality Day**

Our female executives reflected on their professional success and provided advice for women in the workplace.

## **Hispanic Heritage Month**

Celebrated our Hispanic employees by featuring their personal stories and culture in our company newsletter.



### **Palm Done Right Month**

Palm Done Right is a sustainability initiative that promotes responsible and ethical palm oil production. It represents a commitment to producing palm oil in a way that respects the environment, wildlife, and local communities. It advocates for sustainable practices that prioritize social responsibility and environmental conservation. Our Red Palm Oil, Coconut Spreads, and Hazelnut Spreads all utilize “palm done right” organic and fair trade palm oil ethically sourced from small family farms in South America. During Palm Done Right Month we educated consumers on the importance of choosing conflict-free palm oil.

### **Global Diversity Awareness Month**

Encouraged employees to celebrate their heritage by sharing their ancestry to create a “Diversity Flag” to embrace our multicultural Community and appreciate cultural differences.

### **Indigenous Peoples’ Day**

Partnered with Chef Denise Vallejo, an indigenous chef with an extensive background in the occult sciences and Curanderismo (Mexican folk medicine). “Chef Denise’s passion shines through the reverence she holds for indigenous ingredients & the mystical concepts she applies to her edible creations. Her journey of self-knowledge & creative expression through the culinary arts has impacted her in powerful ways, inspiring her to share the rediscovered & catalyzing ancestral foodways she celebrates through her culinary project Alchemy Organica.” - Tastemade  
Chef Denise created an educational video for our community which detailed her own personal ancestry, experience, and roots while celebrating the origins of Nutiva superfoods through a custom recipe.

### **Diwali**

Indian treats provided to our employees to celebrate Diwali, a Hindu festival of lights.

### **Native American Heritage Month**

Native American Heritage Month is a time to celebrate the rich heritage and diverse cultures, traditions, languages and histories of Native American, Alaska Native, Native Hawaiian, and Island communities. To recognize the important contributions of Native people, we shared information with employees about the natives of the land where Nutiva is headquartered. The Oakland Bay Area is the homeland of the Chochoeny speaking Ohlone people. They are Native American people located in the Northern California Coast, 50 separate tribes with related languages which inhabited areas from the coast of San Francisco through Monterey Bay. The Ohlone have been living in the Bay Area for 10,000 years, and although The Ohlone lost the vast majority of their population between 1780 and 1850 with European immigration into California, there are still small segments of the Ohlone people that live in the Bay Area and continue to fight to keep their culture alive.

### **Adopt-a-Family**

For the 7th year in a row, Nutiva employees raised money to support three Bay Areas families experiencing hardship due to income loss. Donations provided the families with Holiday groceries, clothing, children’s gifts, and more.



# Partners

## Enabling Justice, Equity, Diversity & Inclusion

As a founding member of J.E.D.I., Nutiva has made clear and actionable commitments to integrate and uphold principles of justice, equity, diversity, and inclusion throughout Nutiva and with everyone that our company and our products connect with.

## Advocating for the Environment

Nutiva works collaboratively with industry partners to take bold action to reverse climate change through advocacy, education, and commitments.

## Supporting Sustainable Agriculture

We were proud to support of the 30th Annual (and 1st Virtual) Pasa Sustainable Agriculture Conference in 2020 with over 1,300 attendees including farmers, food system professionals, and supporters of sustainable agriculture.

## Maintaining Waste Free Facilities

Our headquarters are certified by the U.S. Zero Waste Business Council meeting rigorous standards for waste management and diverting at least 90% of all material waste generated onsite from landfill.

## Evolving the Coconut Industry

Nutiva is a founding member of CCA and working to challenge misinformation about plant-based saturated fats, misclassification of coconut as an allergen and to stand against the use of animal labor in harvesting coconuts.





# Certifications

Every Nutiva product is **USDA Certified Organic**. The organic process not only ensures that all ingredients are grown without the use of pesticides, fertilizers, GMOs or ionizing radiation. It also promotes greater soil fertility, biodiversity.

Nutiva was founded with a non-GMO policy and every product we sell is verified. We continue to strongly support **The Non-GMO Project** in preserving and growing the world's non-GMO food supply and educating consumers.

**Fair trade** improves the livelihood of smallholder farmers and safeguards human rights at all stages of production. We work closely with fair trade organizations to empower farming communities by ensuring safe working conditions, fair pay and needed resources.

Preserving animal habitats and rain forests is a big part of our commitment to biodiversity. We partner with **Palm Done Right** to ensure that farmers are empowered, communities thrive and the environment and its inhabitants aren't threatened by our food production.

We also support **Vegan Action's** efforts to eliminate animal suffering, reduce environmental impacts, and improve human health through a vegan diet.

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





# Our Values



## innovation

We courageously challenge the status quo with fresh thinking and innovative products



## well-being

We promote healthy lifestyles and support a community of inclusion



## impact

We strive to make a positive impact in consumers' lives, in our supply networks and in the world



## community

We respect and honor everyone—our people, our consumers, our local and global partners and our planet



## tenacity

We have the grit and dogged determination it takes to revolutionize the way the world eats



## Together We Can Build a Bright Future

Our vision of a bright future shines brilliantly and guides our actions today towards a better tomorrow. Nutiva honors the responsibility of caring for the ecosystems and communities connected to our corner of the food system as an opportunity to build a legacy of positive impact.

We have a lot of work ahead of us, but by rooting our hope in the regenerative power of

healthy food we can approach it with fervor rather than overwhelm. Through ecological stewardship and social justice, we're creating positive feedback loops of reciprocally regenerative systems: the more we take care of the planet and people, the more they take care of us.

Thank you for joining us on this journey of building a bright future together.



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