



Sustainability and Environmental Responsibility Report 2019

# Revolutionizing the way the world eats.™

Food that supports people and our planet has never been more crucial. With the world's dominant commercial food systems degrading soils, releasing carbon and ultimately failing human health and the environment, *nurturing the vitality* of people and the planet back to health will take a revolution. It's why we've made it our mission at Nutiva to revolutionize the way the world eats.

### **Nurturing Vitality**

At the core of revolutionizing the way the world eats is our unrelenting search for the very best organic, plant-based, nutrient rich foods and self-care products. Products that not only nurture and energize the human body, but also nurture the land and the people that help to create them through sustainable and ethical sourcing.

The following Sustainability and Environmental Responsibility Report outlines our progress on this revolutionary and critical path in 2019.



# Four Core Values That Guide Us



## 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.

# Spotlight on Innovation in 2019

In 2019, Nutiva focused innovation on revolutionizing our packaging to reduce its environmental impact.



Flex packaging has many benefits over glass or rigid plastic containers, including:



**90% less energy to create**



**96% more efficiently shipped**



**84% fewer carbon emissions**

# Spotlight on Innovation in 2019

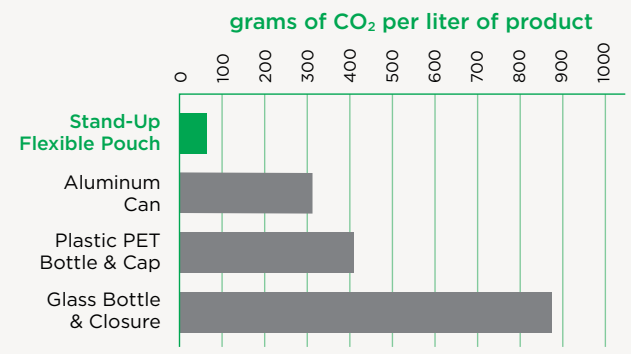
## The Evolution of Packaging

Nutiva's mission is to revolutionize the way the world eats. Core to that mission is minimizing the environmental footprint caused by food packaging and transportation.

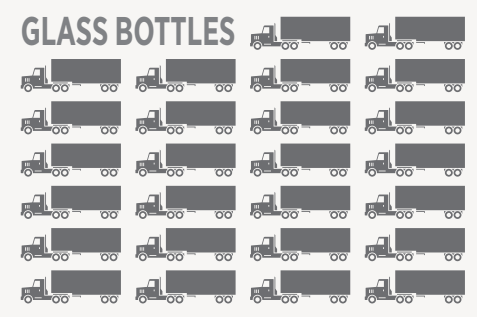
**1 A closer look:**  
Understanding the benefits of our flexible packaging requires a deeper understanding of the impact of packaging's creation and transportation.



**2 Creation:**  
Flexible packaging requires only a fraction of materials and energy required to create the rigid containers.



**3 Transportation:**  
Whether a package is created hundreds or thousands of miles away, flexible packaging reduces carbon footprint to a fraction.



**1 truckload = 26 truckloads**  
of unfilled flexible pouches of unfilled glass bottles

**4 The evolution continues:**  
We continue working towards recyclable and compostable flexible packaging for all Nutiva products and look forward to testing recyclable flexible packages in 2021.





## Our Regenerative Commitment

At Nutiva, we think about regenerative agriculture broadly. At its core, it means upholding a set of agricultural practices that protect biodiversity, sustain and regenerate soil and fight climate change. While driving evolution of food systems, this also connects to a bigger regenerative movement that's as much about agriculture as it is about human culture – and living as sustainably and equitably as we can on planet earth.

Since we were first founded in 1999, these beliefs have motivated Nutiva to contribute 1% of sales revenue to build, grow and support regenerative food systems by expanding sustainable and ethical farming practices, supporting diverse communities and doing everything we can to help people and our planet live better, together.

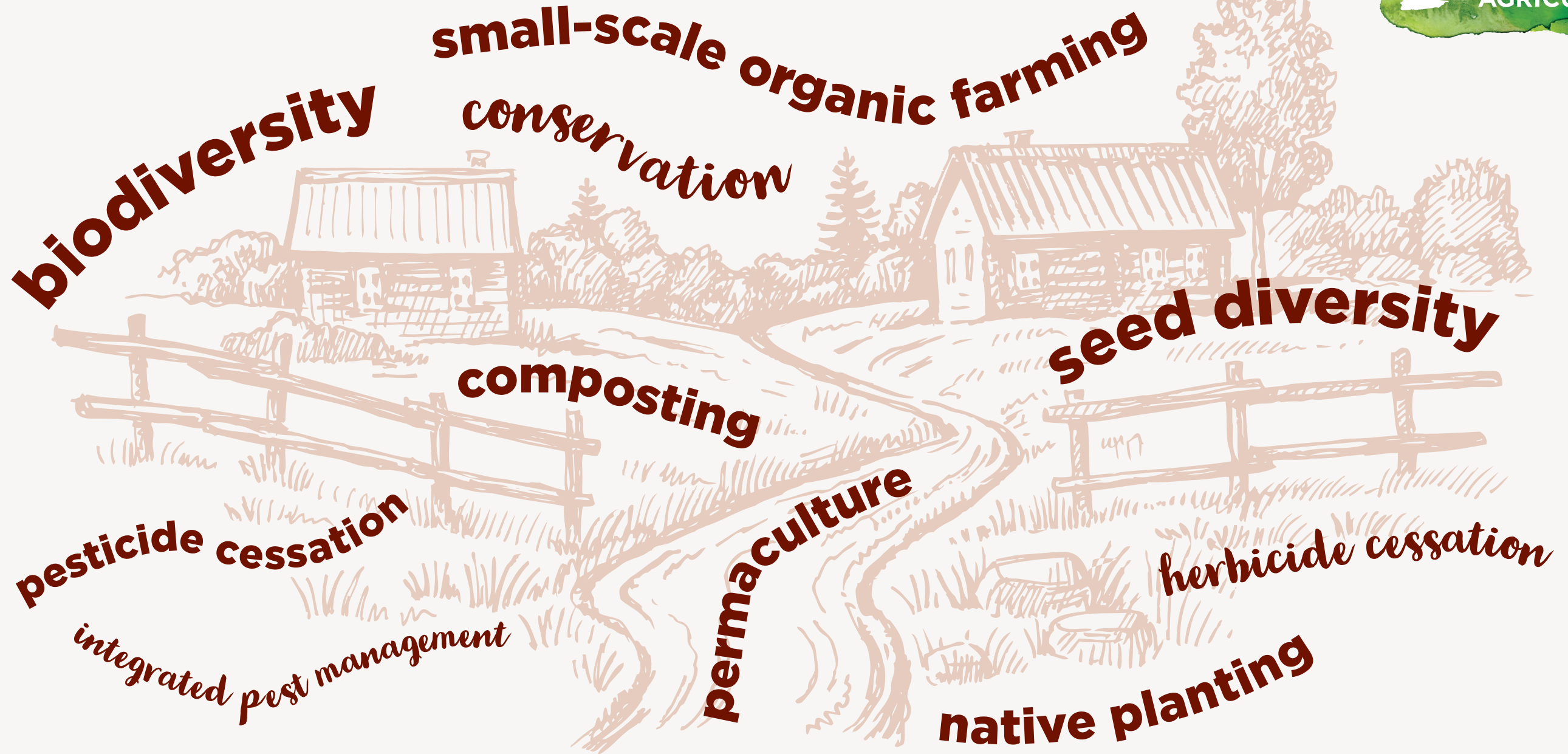
## \$5.5 Million Invested to Date

With over \$5.5 million invested, every Nutiva product sold over 20 years has helped to build, grow and support regenerative food systems through expanding sustainable and ethical farming practices and supporting diverse communities. The following section outlines the contributions we've made with our 1% program in 2019.



**Nutiva Supports Organic  
Regenerative Farming**

**1%** OF SALES GO TO  
REGENERATIVE  
AGRICULTURE





# Regenerative Agriculture in 2019



We've been working with our partners at Natural Habitats [founders of Palm Done Right] since 2009 to ensure that no deforestation or habitat destruction results from growing or harvesting our organic red palm oil.

In 2019 we were proud to support soil health in our red palm supply chain through the continued refinement of natural organic fertilization programs and transitioning family farmers to regenerative systems.



Nutiva is a proud contributing member of OSC<sup>2</sup>, addressing the toughest sustainability problems facing our industry and our planet by building new regenerative business models in our food system.



As part of the Climate Collaborative, we're working with natural products industry partners to reverse climate change by increasing energy efficiency, reducing food waste, protecting forests, improving packaging, reducing emissions, and more.

# 2019 Organic Regenerative Farming Spotlight

## Regenerative and Climate Smart Agricultural Production in Ethiopia

Working with our partners in Ethiopia in 2019, we continued developing climate-resilient, transparent supply chains for organic avocado oil.

Unlike destructive monocropping and resource intensive avocado plantation systems, our organic, regenerative avocado supply chain nurtures people and the planet.

Harvesting avocados is enabling over 35,000 independent organic farmers to improve yields and increase food security while also reducing farming risks by adjusting to changing climatic circumstances.



# Nutiva Supports Healthy Communities



*healthful school lunches* *healthful community initiatives* *nutritional awareness* *tree planting in school & community gardens* *community restoration* *youth outreach* *farmers markets* *local organic* *community agriculture programs* *food programs*



# 2019 Community Spotlight



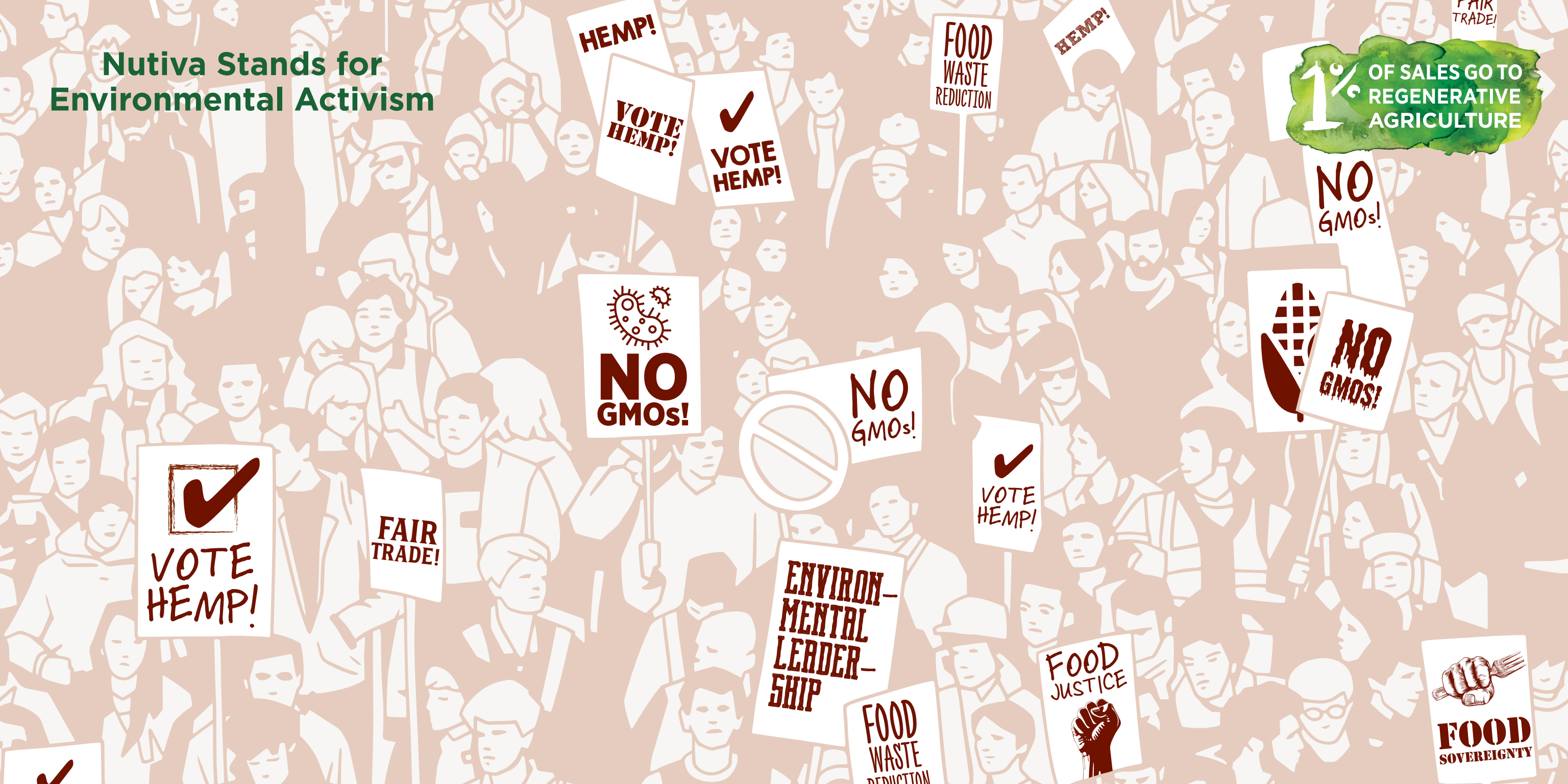
At Nutiva, we believe that the need for sustainability is not only about how we treat the earth, but also in how we treat each other.

In 2019, we partnered as a founding donor and one of the first JEDI Collaborative pilot companies. Together, we're working to consciously integrate and uphold principles of justice, equity, diversity and inclusion within the natural products industry. At Nutiva, we've made several specific commitments to embrace diversity and create a more positive impact across our company, the communities we interact with, and beyond. We look forward to sharing further progress in 2020.



1% OF SALES GO TO REGENERATIVE AGRICULTURE

# Nutiva Stands for Environmental Activism



**1%** OF SALES GO TO REGENERATIVE AGRICULTURE

**NO GMOs!**

**NO GMOs!**

**NO GMOs!**

**NO GMOs!**

**VOTE HEMP!**

**FAIR TRADE!**

**ENVIRONMENTAL LEADERSHIP**

**FOOD WASTE REDUCTION**

**FOOD JUSTICE**

**FOOD SOVEREIGNTY**

# Environmental Activism in 2019



Promoted social and environmental justice through support of Soil Not Oil program.



Helped to improve livelihoods and protect the rights of smallholder farmers with \$45,404 paid in Fair Trade premiums.



Supported hemp education effort to raise awareness about the environmental sustainability, health benefits and regenerative agriculture potential of industrial hemp.



Hosted National Coconut Day to showcase high standards of the coconut industry and remove coconut from the tree allergen category.



## Other 2019 Support

Ocean Film • UC Berkeley Student • Whole Foods Market — Texas  
Fresh Thyme Giving Tree Foundation



# Signs of Respect

## Respecting the people and the planet.



The organic process is environmentally conscious and promotes biodiversity and greater soil fertility. It ensures that that all ingredients are grown without the use of pesticides, fertilizers, GMOs, ionizing radiation or detrimental herbicides like glyphosate. It's why all Nutiva products are USDA Certified Organic and glyphosate free.

## Respecting Nature



Concerns about the negative impact genetically modified organisms (GMOs) on the health of people and planet are core to the Nutiva brand.

Nutiva was founded with a non-GMO policy and continues to support The Non-GMO Project: a non-profit organization committed to preserving and building the non-GMO food supply, educating consumers, and providing verified non-GMO choices.

## Respecting Farmers



Fair trade improves the livelihood of smallholder farmers and workers by safeguarding human rights at all stages of production.

Nutiva works with fair trade organizations to ensure safe working conditions and fair pay for smallholder farmers providing the means to build sustainable livelihoods and earn additional money to empower and uplift their communities.

## Respecting Animals and their Habitats



As part of our commitment to the planet, we're working with the Palm Done Right organization to ensure animal habitats and rain forests are preserved, and the environment is nurtured.

Our skin care products are also cruelty-free approved by the eight national animal protection groups that form the Coalition for Consumer Information on Cosmetics (CCIC).

## Respecting Beliefs



Many of our products are certified kosher by Orthodox Union (Union of Orthodox Jewish Congregations of America).

Our products are also vegan friendly, and we support Vegan Action's efforts to eliminate animal suffering, reduce environmental impacts, and improve human health through a vegan diet.

# Investing in Our People

We care deeply about our people and strive to embody our core values in all of our day to day interactions. We actively work to achieve a positive impact on our team both at work and at home. This includes providing wellness meals and snacks, enrichment programs, training, access to inspirational speakers and more.

## Our Tribe Steps Up with Service

In 2019, Nutiva hosted seven company-wide volunteer days that included service to their local community, volunteering at local community gardens, adopting families in need and providing nourishing food. In addition, every Nutiva employee receives paid time off to volunteer for a cause that's meaningful to them.

## Nutiva Nourishes Minds/Bodies/Spirits

Nutiva nourishes employee minds, bodies and spirits with monthly film & speaker series and catered organic lunches.

In 2019, employees heard from young activists championing revolutionary causes like Mackenzie Feldman, founder of Herbicide-Free Campus. Mackenzie inspired our team by sharing her work to end herbicide use by the University of California campus system.

## nutiva<sup>®</sup> BY THE NUMBERS



50%

of senior management represented by women



80%

of workforce represented by ethnic minorities



100%

of employees eligible for bonus plan, retirement planning and 401K match



100%

of employees eligible for wellness reimbursement



8 hours

of paid volunteer time offered to each employee

zero  
waste

100%

of employees trained in safety and zero waste procedures



\$45k +

paid in Fair Trade premiums in 2019



Dear friends,

In closing, I'm very proud to share the progress we've achieved in 2019 as we continue our mission to revolutionize the way the world eats with products that nurture the vitality of people and the planet.

Regenerative farming is core to our revolutionary mission and a powerful tool to reduce atmospheric carbon in our atmosphere and protect biodiversity. In 2019, we were not only actively engaged in regenerative farming practices in our supply chain, but also in teaching and training regenerative practices to farming communities around the world through our 1% program.

We've also invested in drastically reducing our carbon footprint with our new CO<sub>2</sub> Conscious packaging: a bold first step on our path towards carbon neutral packaging that's already cutting emissions by 84%.

Closer to home, I'm very proud of our efforts to maintain an inclusive culture at Nutiva that reflects the communities we work with and the ones we serve. We're now working closely with One Step Closer (OSC<sup>2</sup>) and their new key industry initiative Justice Equity Diversity and Inclusion (J.E.D.I.) to ensure broader perspectives are represented at Nutiva every day.

In our quest to nurture vitality of people and the planet, building sustainable and ethical supply chains as authentically and transparently as possible has always been a priority. Thank you for this opportunity to share the progress we've made 2019.



In good health,

Steven Naccarato

**nutiva**<sup>®</sup>

# 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

NURTURE VITALITY™

**nutiva**<sup>®</sup>

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