



**ROGUE
CREAMERY**

2020 | PUBLIC BENEFIT COMPANY
IMPACT REPORT



OUR MISSION

ROGUE CREAMERY: PEOPLE DEDICATED TO SUSTAINABILITY, SERVICE, AND THE ART AND TRADITION OF CREATING THE WORLD'S FINEST HANDMADE CHEESE.

Founded in 1933, Rogue Creamery has been a leader in the world of handcrafted cheese for decades. Our award-winning organic blue and cheddar cheeses embrace the wild spirit of Southern Oregon's Rogue River Valley, striking a balance between old world traditions and the flavors of the Pacific Northwest.

Rogue Creamery believes that business – and in our case, cheese – can be used as a force for good. That's why we became Oregon's first public benefit company, or "B Corporation." With a commitment to quality, sustainability, and service, Rogue Creamery aims to spread good will and delicious cheese all over the world.

QUALITY

From the management team, to the cheesemakers, to our relationships with our customers, vendors, neighbors, and fans, we seek the highest standards in who we are and the products we make.

SUSTAINABILITY

Our goal is to promote lasting health in our community and environment. With initiatives aimed at improving social, economic, and environmental well-being, we help make the world a better place.

SERVICE

By helping those who are in need, increasing opportunities for public education, and supporting a diverse and inclusive community, we build a culture of service that will have positive impacts for generations to come.

Our Values

SAFE
HEALTHY
POSITIVE
OTHER-CENTERED

These values underpin how Rogue Creamery does business every day. From team members, to vendors, to guests, to consumers, each individual we interact with plays an important role in our story. By creating a safe, healthy, positive, and other-centered environment, we promote well-being and build a better future for our families and our community.



QUALITY

LEADING THE WAY: CHEESEMAKING IN A TIME OF PANDEMIC

Throughout the Covid-19 crisis, Rogue Creamery led its workplace and community contributions with a focus on its values: a commitment to safety, health, positivity, and other-centered practices.

“In these challenging times, it’s more important than ever that we live our mission to use cheese as a force for good.” —President David Gremmels

As soon as it became evident that Covid-19 was spreading on the West Coast, Rogue Creamery jumped into action to ensure it could continue to provide vital sustenance and keep its team employed throughout the pandemic. A cross-department Covid-19 Response Team met daily for the first five months of the pandemic, assessing the developing scientific understanding and the CDC response to the virus. **The Response Team implemented safety measures designed to keep workers and community members healthy, including:**

- Employees were separated into autonomous teams that could operate independently, in the event that one team needed to go into quarantine
- Increased sanitation procedures
- Masks required on all premises at all times
- Work travel ban and mandatory 2-week quarantine for all employees choosing to travel on their leisure time
- Ban on visitors to the plant
- Dairy closed to the public to protect essential farm workers



Organic Practices

Rogue Creamery’s Dairy Farm, Cheesemaking Facilities, and Packaging Building are Certified Organic by Oregon Tilth – a decision driven by our commitment to produce the world’s finest handmade cheese. Quality benefits of Organic Certification include:

- Reduces exposure to pesticides, hormones, and antibiotics
- Boosts the nutritional quality of the cheese
- Offers the best protection against GMOs
- Promotes biodiversity as well as animal health and welfare





SUSTAINABILITY

BUILDING A BRIGHTER FUTURE

To promote health in its community and environment, Rogue Creamery has implemented initiatives aimed at improving social, economic, and environmental well-being.

- Intensive rotational grazing at the Dairy builds topsoil, improves soil health, and sequesters carbon
- Robotic milking system produces a happier, healthier herd, and alerts farmers at the first sign of illness
- Innovative Dairy waste water recycling system
- Drought-resistant landscaping and limited irrigation to conserve water resources
- Repurposing programs for whey, equipment, vehicles, fencing, and other supplies
- Electric company vehicle and charging stations
- In 2020, an internal packaging audit identified ways to reduce non-recyclable waste, resulting in the development of more environmentally-friendly packaging options to be introduced in 2021



NELLIE GREEN PEDAL POWER PROGRAM

We encourage Rogue Creamery team members to reduce their carbon footprint by biking to work, carpooling, or taking the bus. **Even though hundreds of employee hours in 2020 were spent working from home, Rogue Creamery team members still managed to log 7,071 miles commuting with alternative forms of transportation this year. That equates to an estimated 5,820 lbs of CO₂ saved.**

RENEWABLE ENERGY

Rogue Creamery offsets electrical usage with solar panel systems at our Factory and Dairy. **Arrays at our cheesemaking building (pictured at right) provided for 41% of the facility's energy needs in 2020, offsetting nearly 137,884 pounds of CO₂.**

Since the first panels were installed, we have saved an estimated 1.2 million pounds of CO₂.





SERVICE

Through team volunteer days, giving campaigns, sponsorships and food drives, Rogue Creamery aims to be a force for good – improving the well-being of the families, neighbors, and friends living in our rural area. Our Service Vision focuses on alleviating hunger, supporting the underprivileged, building awareness of sustainable agriculture, promoting diversity and inclusion, and sponsorship of the independent arts.



A COMMUNITY IN NEED

On September 8, 2020, the Almeda Fire raged through neighborhoods in the Rogue Valley. Thousands of families lost their homes, including four Rogue Creamery team members. In the weeks following, Rogue Creamery donated over a thousand pounds of cheese to support local shelters and food banks. However, over time it became apparent that this was not sustainable for business in the long-term – but at the same time, the need was not going away.

In November 2020, Rogue Creamery began to develop its self-sustaining Cheese Is Love campaign, wherein every cheese purchased equates to the same amount donated. Visit our website or stay tuned for our 2021 Impact Report to learn more about Cheese Is Love!



ROGUE TEAM GIVING INITIATIVE

Every winter, Rogue Creamery team members come together to vote on the causes and charities that Rogue Creamery will sponsor over the next fiscal year. At the end of 2019, Rogue employees selected the following ten local, regional, and national organizations to receive financial support in 2020:





“B” THE CHANGE

Rogue Creamery became Oregon’s very first Public Benefit Company, or B Corporation, in 2014. This rigorous third-party assessment of a company’s governance policies and its impact on environment, workers, and community is only awarded to businesses that exhibit the highest commitment to service and sustainability.

We aim to be a force for good: balancing purpose with profit and considering the impact of every business decision on our employees, neighbors, customers, suppliers, and planet.

MEASURING OUR PROGRESS

Since 2013, Rogue Creamery has worked with the non-profit organization B Lab to evaluate our impact.

B Impact Scores are compared against all businesses that have completed the B Impact Assessment. The minimum score a business must achieve to become a Certified B Corporation is 80 points.



ROGUE CREAMERY “B” INITIATIVES SPOTLIGHT: VENDOR SCORECARD

To ensure that Rogue Creamery’s dedication to sustainability and service stretches across the supply chain, we have developed a Vendor Scorecard to evaluate potential vendors. This allows us to prioritize partnerships with businesses that demonstrate a commitment to our shared values.

Vendor Scorecard Criteria:

- Proximity to our Factory (to evaluate the carbon footprint of transporting goods)
- Demonstrated commitments to diversity, equity, and inclusion
- Community service and volunteerism
- Diverse ownership
- Commitment to sustainable consumption/production within supply chain
- Demonstrated energy and waste reduction plans
- Commitment to no human or child trafficking

LOOKING TO THE FUTURE

As we grow our business, our team at Rogue Creamery is carefully considering our impact and honing our focus: evaluating ways in which we can do better for our workers, community, industry, and environment. In an effort to benefit our people and planet, we've introduced an Advisory Board that will guide us into the future.

The members of our Advisory Board hail from an array of diverse industries and backgrounds, each bringing unique expertise and experience. In a series of meetings over the course of the next year, they will help Rogue Creamery management develop social, economic, and environmental Sustainability Goals for the next decade and beyond - and with them, strategies and tactics to ensure that we can turn our dreams into actionable results.

ROGUE CREAMERY ADVISORY BOARD AREAS OF FOCUS:

- Evaluate cutting edge and more sustainable alternatives to existing packaging solutions to reduce our carbon footprint and reliance on plastics.
- Define what Carbon Neutral means for Rogue Creamery and identify ways to achieve this goal.
- Develop metrics for gauging success in waste reduction, energy efficiency, and environmental impact.
- Research options that will allow us to transform our organic whey into usable products.
- Refine and revise Rogue Creamery's existing Vendor Scorecard to hone our vendor selection process and support businesses who value people and planet just as they do the bottom line.
- Perform an internal audit of our waste management practices and build a roadmap that will allow Rogue Creamery to become zero waste within the next ten years.

