



**2021
Sustainability
Report**



From GloryBee's President

Driven by a Greater Purpose

When GloryBee started in the mid-'70s, sustainability was a means to an end – it's how we saved money and created efficiencies. Today, sustainability has **significant impacts for our communities, and our planet** and I'm proud to say, we remain committed to ensuring our business operates with intention.

GloryBee takes a long-range view in our decision-making with keen focus on our three pillars of sustainability: **Our people**, **Our Products**, and **Our Planet**. Investing in our people ensures that we build a culture where people want to work and feel fulfilled. Our product teams ensure the items we source, especially honey, are certified and pure and we are diligent about developing a sustainable supply chain and transparent procurement streams that benefit the planet.

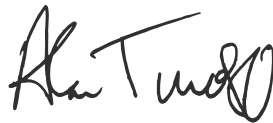
GloryBee kicked off our commitment to sustainability in 2005 when our first green team was developed and we launched initiatives using solar power, reclaimed bio diesel, and diverted as much waste as possible from the landfill. In 2012, we founded SAVE the BEE, a social initiative devoted to addressing declining honey bee populations and educating the public on the importance of pollinators.



In 2016, we became a Certified B Corporation. To us, this is much more than just a stamp of approval; it means that we meet the rigorous global standards of social and environmental performance, public transparency, and legal accountability. B Corp Certification challenges us to improve our business practices and decision making to continually evaluate how we are stewarding our resources. Our commitment to these standards also demonstrates a greater transparency to our customers, and we think that's good business.

These efforts all contribute to a trend of change, of resilience, and of adaptation. Without these skills, we'd be lost. In this report, you will find data earmarking our progress and struggles in 2021, as well as a preview into where we think sustainability efforts are headed in years to come. As always, we appreciate our customers, our partners, our farmers, and our people. Let's continue the good work toward creating a **healthy world where bees and people thrive.**

From all of us at GloryBee, thank you!



Certified



Corporation

This company meets the highest standards of social and environmental impact



Finding the Balance

Meeting the needs of the present without compromising future generations.

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Guided by Our Values

Faith • Genuine Relationships • Healthy Living • Stewardship



Our Vision: A healthy world where *BEES* and *PEOPLE* THRIVE.

2021 Highlights

- In 2021, GloryBee's **first hybrid work model** was approved. Remote work options bolstered recruiting and retention, reduced commuting hours, and helped employees save money.
- For two months in a row, **we broke our own production goals** and processed 2,205 drums of honey, topping the previous record by 96!
- **SAVE the BEE added 7 new Brand Partnerships:** Believe Honey Water, Eagle Beverage, Hopworks Urban Brewery, Joe Chocolate, Mary's Gone Crackers, Thinking Tree Spirits, and Verve Coffee.
- GloryBee generated **21,194.46 kWh of renewable energy** from our solar panels.



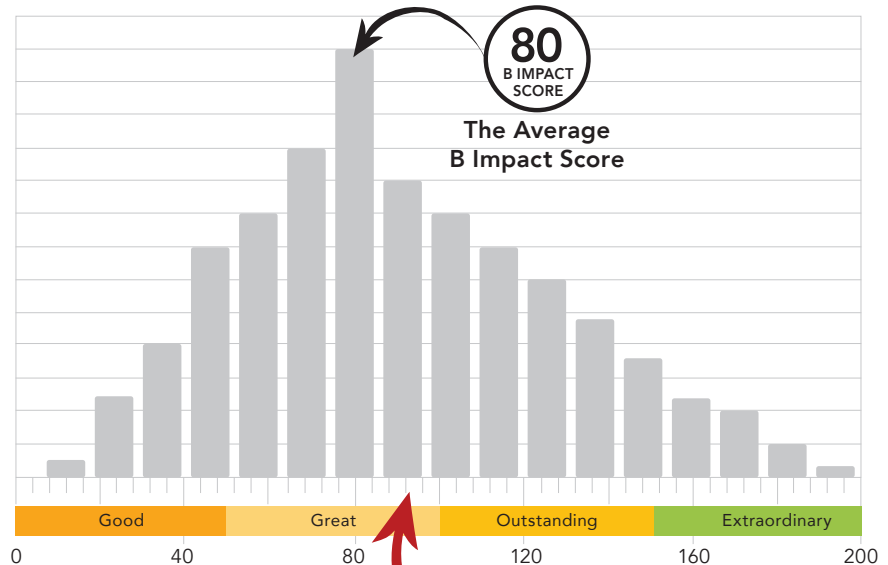
Measuring Our Impact

As a Certified B Corporation, GloryBee is measured or evaluated by our social and environmental performance, our public transparency, and our legal accountability.

Maintaining our B Corp certification challenges us to **improve our business practices and decision making** to continually consider:

- how we are caring for and inspiring our employees and customers
- how we mitigate our environmental impacts
- how we can be a force for good in our community.

Despite the impacts of COVID-19 affecting operations and supply chains, and a stricter revision across the board in the B Corp assessment methodology, our **overall score in 2021 of 92.3** reflects our ongoing commitment to the respective areas of Governance, Workers, Community, Customers, and the Environment. In 2025, GloryBee will place further emphasis on creating efficiencies in our supply chain.



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Our People

Our people are our greatest asset and we are proud to retain key staff and invest in their development.



Key Numbers

116 employees

114 full time

41% women

7.8% minorities

5 military veterans

44% leadership positions held by women and minorities

99% paid a living wage

99% eligible for benefits

24 employees promoted

26% received professional development training

140 average hours spent on employee training

71% employee retention

4.8 yrs of average employee tenure

45% of our employees have worked at GloryBee more than 5 years; 20% more than 10 years

Focus on Strengths

At GloryBee, we know keeping and investing in our people is good business. To maximize our inherent talents and leverage strengths to improve teamwork, engage team members, and promote a fulfilled professional experience, GloryBee leverages the CliftonStrengths Assessment.

100% of our employees have taken the CliftonStrengths Assessment and attended training to develop and apply their strengths to maximize their potential.

By helping employees lean into their natural talents and using Strengths as a common language, we believe our leadership team can be effective “coaches” rather than “bosses.”

In 2021, “Achiever” was our top Strength with 66 out of 116 people having it in their top 5. “Responsibility” was a close second with 64 out of 116 people having it in their top 5!



The Business Case for Strengths Development

GALLUP'S META-ANALYSIS OF 1.2 MILLION INDIVIDUALS AND 49,495 WORK UNITS IN 45 COUNTRIES SPECIFICALLY SHOWS HOW STRENGTHS AFFECT OUTCOMES.

19%	29%	59%	72%
INCREASED SALES	INCREASED PROFITS	FEWER SAFETY INCIDENTS	LOWER TURNOVER
			IN HIGH-TURNOVER ORGANIZATIONS

Giving Back

Even amidst the ongoing pandemic, **15 GloryBee employees** managed to give **49.5 hours of volunteer time** as part of our paid community service program.

GloryBee **donated 44,982 pounds of food** to our local food bank (Food for Lane County), homeless shelter (Eugene Mission), and arts and environmental conservation center (Materials Exchange Center for Community Arts), collectively. "Food" from GloryBee means dried fruits, nuts, seeds, grains, beans, spices, oils, trail mix, granola, flour, sugar, and of course, honey.



Our **Food for Health Program** gave a total of **\$21,000** in support of the School Garden Project of Lane County, Food Corps, and FamilyWorks Seattle.



- **Educated more than 1500 people** on honey bee preservation for a healthy environment and secure food systems.
- **Funded training for 60 growers** in the Pacific Northwest on how to install and maintain pollinator habitat on their farms.
- In Latin America, **105 small-scale coffee farmers were cross-trained in beekeeping** to address seasonal hunger and poverty. These beekeepers managed 2600 hives, which yielded 114,000 pounds of honey for consumption and sale.
- **Funded a mobile honey bee research and education lab** used to train ranchers in Oregon to build regenerative bee pastures. Regenerative bee pastures techniques include not tilling the soil, letting flowers bloom before cattle graze, and training livestock to eat a diversity of plants.



FamilyWorks Seattle's Sunday Supper fundraiser looked a little different in 2021. Normally a sit-down dinner event, they sold dinner kits and Chef Tom Douglas did a cooking class on Zoom!

GloryBee contributed \$1,000 for food supplies to be used in the dinner kits.



GloryBee proudly donated a total of **34,450 pounds of food in 2021** to Food for Lane County which will assist in helping a diverse population of people living on limited incomes including children, families, seniors, and single adults.



Unlike traditional homeless shelters, the Eugene Mission helps people identify, address, and overcome the issues and barriers that brought them to their doors. When their guests get well, the entire community benefits. At the Eugene Mission, people experience kindness and compassion through working together.

In 2021, GloryBee donated 3,208 pounds of food that was utilized to make a meaningful impact.

The Honey Experts

With over 45 years of experience in the honey industry, GloryBee knows honey!

We are proud to have provided input into the development of the standards for Non-GMO Project Verified honey. **GloryBee is committed to ensuring that all our honey is ethically and legally sourced** in a transparent and traceable manner, and we volunteer our honey for third party certification via True Source.



We take great care to test every lot of honey for authenticity and purity, which comprises of pollen analysis to confirm the geographical or botanical origin and highly sophisticated analytical techniques to ensure our honey has not been adulterated. Based on our testing and handling processes, we can back our claims for purity and origin source while maintaining the natural attributes of honey and supporting the overall quality.



Labels Matter

GloryBee is proud to offer high-quality, ethically sourced ingredients. To us, labels matter and we are proud to represent the following certifications:



USDA certifies that food is grown, harvested, preserved, or processed without pesticides, hormones, antibiotics, radiation, or genetically modified organisms (GMOs).



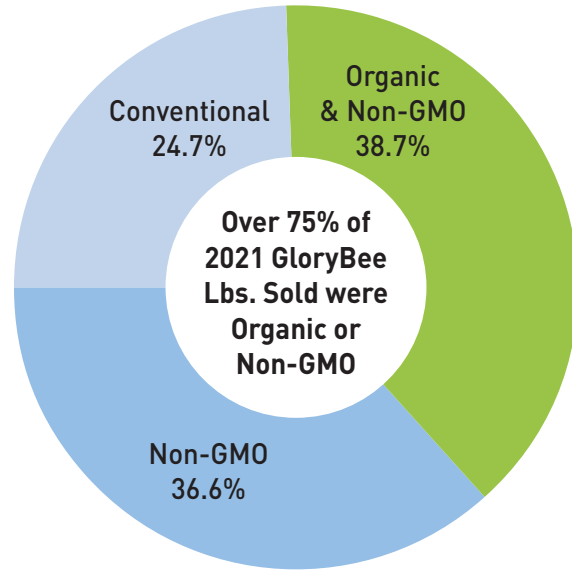
Non-GMO Project verifies that products have no genetically modified organisms in them (typically used for products that are not certified organic).



Fair Trade ensures that producer communities receive a fair wage and are employed under fair labor practices. (95% of our Fair Trade products are also organic.)



Palm Done Right certifies 100% organically grown oil palms, deforestation-free, wildlife friendly, with fair and socially responsible employment practices.



Although 2021 brought forth a 40% increase in the price of honey, we were able to increase our domestically sourced products by 2.2% YOY. This reflects our commitment to local partnerships and our resiliency during unprecedented circumstances of the COVID-19 pandemic.

Ethical Sourcing

GloryBee is committed to ethical and responsible sourcing practices and to supporting the sustainable development of our supply chain.

In 2019, we developed more rigorous supply chain requirements and revised our “Responsible Sourcing Code,” which defines the minimum standards that all suppliers are expected to adhere to when conducting business with GloryBee. Key focus areas include:

- 1) Business Integrity
- 2) Labor Practices & Human Rights
- 3) Health, Safety & Environmental Sustainability
- 4) Reporting Potential Violations
- 5) Regulatory Compliance & Product Responsibility.

Despite the on-going world-wide impacts brought forth by the pandemic, **in 2021 we took additional steps by adapting a “best-value” approach to supplier selection** – we do not simply approve new company suppliers based on cost, but consider their overall fit with our company, including their environmental and social practices. In doing so, we desire to better understand how to collaborate with our supply partners to **affect positive change in the world, while providing more transparency to our customers.**



Safe Quality Food

GloryBee is proud to have the full support and a leadership commitment to ensuring a strong food safety culture. Recognized worldwide by all facets of the food processing industry, Safe Quality Food Certification verifies that safety and quality controls have been successfully implemented, validated, and monitored. A strong SQF program results in safe products, brand confidence, and reassured customers.

Not only do 100% of GloryBee employees receive food safety training in their first week on the job, as well as quarterly and annual refreshers, but our audits regularly reflect ongoing high scores and recognition for industry best practices.



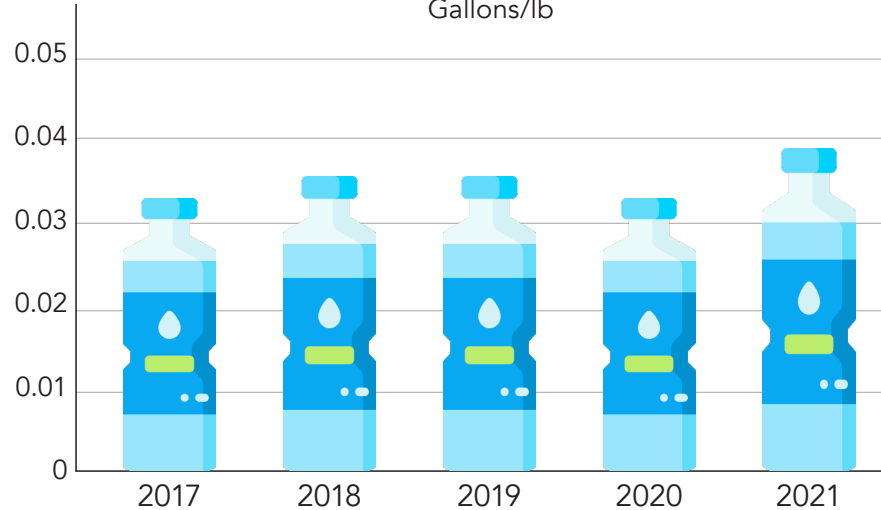
Water Use

Since reaching our 2020 goal of using 0.035 gallons of water per pound of product produced or handled, we experienced a slight increase of **0.5% in 2021 at 0.039**. Reasons for this are largely due to a change in our sales product mix where honey had a 21.8% increase.

Despite the substantial increase in production volume, we are proud that our strong water conservation practices of capturing the water used in our honey cooling system and running that through a solar water heating panel to warm it resulted in approximately **400 kgal per year** getting used at least twice.

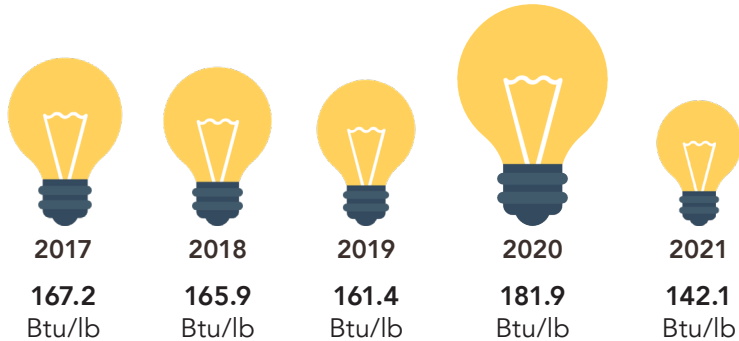
2021 was a year of big change for us and we are in the process of formulating new water stewardship goals that will give us greater guidance moving forward.

WATER
Gallons/lb



**0.039 gallons
per pound**

Energy Use



Our complete facility energy mix includes **electricity, propane, natural gas, and on-site solar generation**. We report our energy use in Btu as a common measurement, and as Btu per pound of product produced or handled.

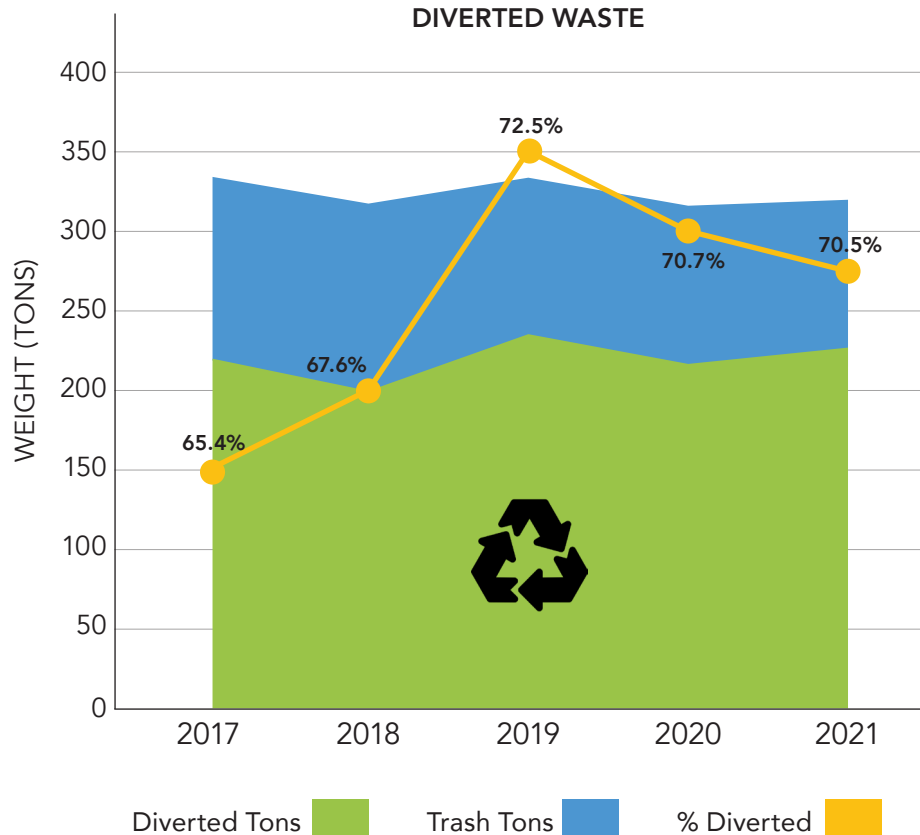
During 2021, we added additional heating measures that enables us to preemptively store and keep our product warm prior to initial processing, which not only enhances the quality of the product but allows us to move product more efficiently through the production process. Although GloryBee's total Btu increased during 2021 by 1.1% as a result of increased production demand, our total Btu per pound **decreased by 21.8%** due to a significant increase in the movement of product.



Monitoring Our Waste Stream

Many communities across the country and around the world are working towards zero waste; at GloryBee, we share in this desire.

- Our total diverted waste **decreased in 2021 by 0.2%** from the prior year.
- Our annual waste diversion percentage has **improved 5.1%** in the past five years.
- We **reduced trash output by an average of 4 tons per year** over the last five years (19.9 fewer tons of trash).
- We have **increased diverted waste** by an average of 2 tons during that same period of time (10.16 more tons diverted).



Distribution

- Our continued efforts to consolidate our Pacific Northwest trucking routes have **eliminated 104,511 miles over the past four years.**
- Twelve of GloryBee’s trucks run on 20% **biodiesel**, and two run on **Compressed Natural Gas**. CNG emits 40% less CO₂.
- In 2021, we increased our pounds per gallon hauled by 28.7% despite seeing a slight decrease in our average miles per gallon. This can be explained as a result of continuing to restructure our fleet routes and by utilizing our more fuel-efficient CNG trucks where possible.

	2018	2019	2020	2021
miles/gallon	6.98	6.55	7.26	7.14
pounds/gallon	315	395	393	600



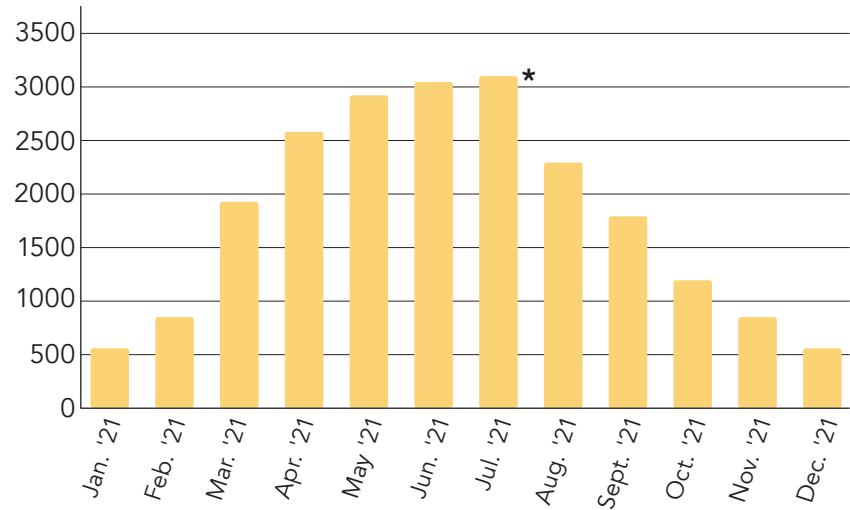
Solar Generation

Since 2013, GloryBee has been off-setting our energy use with solar generation. **In 2021**, we yielded a total of **21,194.46 kWh** or **72,318,499.4 Btu**. We also avoided creating **4.9t of CO₂** because of our solar use.

As a renewable source of power, solar energy not only reduces our electricity use but also plays an important role in reducing greenhouse gas emissions and mitigating climate change; both of which are critical to protecting not only humans and wildlife, but ecosystems.

Additionally, solar energy can improve air quality and reduce water use from energy production.

SOLAR GENERATION 2021



* April through August are typically the sunniest months in Oregon, where our solar is generated.

Greenhouse Gas Emissions

The effects of climate change can be seen all around us. By tracking GloryBee's energy and fuel consumption we strive to get a better handle on our carbon footprint, which then allows us to consider the ways we might reduce and reflect our commitment to environmental stewardship.

Like many businesses, GloryBee's greenhouse gas emissions were still down across the board in 2021 as the impacts of COVID-19 continued to affect business operations across Scope 1, 2, and 3 emissions.

Still, our "trackable" emissions generated **1,157 metric tons of CO₂**, the equivalent of the annual energy use of **146 homes for one year**. It would take **1,369 acres of US forests a year to sequester that carbon!** It is also the equivalent to **400 tons** of waste recycled instead of going to the landfill.

What we have not captured in our Scope 3, in addition to all the energy associated with the ingredients we sell, are the hidden costs of remote work. Researchers have found that an hour of high-definition video streaming can create a pound of CO₂ emissions. We remain encouraged by helping to reduce negative impacts on the environment through better business practices. All emissions are reported in metric tons of CO₂ equivalents (MTCO₂e).

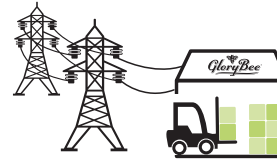
SCOPE 1 – Direct



2019	2020	2021
1,156	1,052	905

Direct emissions from onsite fuel combustion and fuel consumption by GloryBee's fleet.

SCOPE 2 – Indirect



2019	2020	2021
189	166	103

Indirect emissions from the generation of the electricity purchased by GloryBee.

SCOPE 3 – Indirect



2019	2020	2021
349	128	148

Emissions from sources not owned by GloryBee, like remote work, employee commuting, and business travel.

SAVE the BEE

Inspiring positive change to ensure the future of honey bees.

In 2021, GloryBee's SAVE the BEE Initiative continued its contributions to Oregon State University's Honey Bee Lab.

The Honey Bee Research and Extension program at OSU plays a pivotal role in using applied research on honey bee health and nutrition while providing commercial and hobbyist beekeepers with best management practices and diagnostic services.

We were excited to support the OSU Honey Bee Lab's undertaking to create a database for bee nutrition by testing the nutritional composition of pollens from various crops, native plants, and ornamentals.

Read more about GloryBee's SAVE the BEE Initiative at savethebee.org.



What you can do to help bees

- Avoid using harmful pesticides on your lawn or in your garden.
- Support regenerative agriculture; buy from organic farms and nurseries.
- Donate to SAVE the BEE. All funds raised go directly to helping these pollinators.
- Plant pollinator friendly flowers, native flowering shrubs and trees that bloom year round.



Anise Hyssop



Echinacea



Sunflowers

SAVE the BEE Partners – Growing Awareness Together

GloryBee knows that it will take all of us working together to address the plight of our favorite pollinators. A big thanks goes out to our business partners and event sponsors who have stepped up to support the cause!

Brand Partners

Our Brand Partners place the SAVE the BEE logo on their products to help spread the word, as well as donate a percentage of sales to support SAVE the BEE programs and services: Alden’s Organic, Franz Bakery, Little Northern Bakehouse, Pacific Resources International, Three Sisters, and Wild Friends Foods. In 2021, we added the following **new Brand Partners: Joe’s Chocolate, Mary’s Gone Crackers, and Thinking Tree Spirits.**

Our SAVE the BEE partners



Although the global pandemic has brought forth immeasurable challenges and operational changes to the world of business, GloryBee is proud of the many accomplishments we pursued as an organization in 2021.

For the past five years, we have continued to grow our sustainability practices, raise the bar with our suppliers, and improve the ways we do business to ensure we are changemakers in our community and our industry.

Not only are we held accountable through our B Corp certification, but we take pride creating measurable and tangible changes to reducing our social, physical, and environmental impacts.

We continue striving for excellence while becoming better stewards of our vital resources and are encouraged by what 2022 will bring.

GloryBee.com | (800) 456-7923

