



  
mountain rose herbs  
**2018 BENEFIT REPORT**

## WHO WE ARE

Mountain Rose Herbs is a purveyor of organic herbs, essential oils, teas, and botanical goodies. We put people, plants, and planet before profit with everything we do: from supporting sustainable agriculture, to encouraging employee volunteerism, to becoming the first zero-waste-certified business in Oregon.

“Providing high-quality organic products, environmental stewardship, and caring for our community are all core aspects of our mission. It’s about taking responsibility for our impact and creating positive change. We are proud to become an Oregon Benefit Company to help show other companies what that looks like,” said Shawn Donnille, Mountain Rose Herbs’ Benefit Governor under ORS 60.762.

## OREGON BENEFIT COMPANY

In 2018, we became an Oregon Benefit Company, a legal corporate status which states that Mountain Rose Herbs provides a general public benefit, defined as a material positive impact on society and the environment through our business decisions and operations. We are a values-based company committed to transparency and accountability.

In compliance with Oregon state law, we amended our bylaws and selected B Lab’s Impact Assessment tool as a third-party standard by which to gauge our impact. We chose to work with B Lab because of their stellar reputation. To be clear, Benefit Companies are not the same as B Corp businesses. B Corp is a certification managed by B Lab while Benefit Companies adhere to a certain set of mandates outlined by Oregon state.

## B LAB IMPACT ASSESSMENT

Mountain Rose Herbs used B Lab’s tool to self-assess its business operations. In 2018, we received a score of 84.8 out of 200 available points. For reference, according to B Lab, the average score of 510 conventional businesses that have 50-249 employees was 53.6. This will serve as our baseline year that we will use to measure against future assessments. We publish our annual Benefit Report in conjunction with our annual Sustainability Report which details how we are creating positive change in the world through ethical business decisions.

## GOALS FOR IMPROVEMENT:

- In 2019, we will complete a pay equity audit and create a tracking system to monitor ongoing compliance; we will roll out diversity and sexual harassment training for all managers; we will conduct an impact assessment for a potential grey water or rain water harvesting system; we will research and evaluate a vendor code of conduct and vendor survey; we will renew our Salmon-Safe certification and continue to make improvements to our landscaping to lessen the impact of our activities on our immediate environment.
- In 2020, we will hold regular diversity and sexual harassment trainings for all employees; we will formalize our mission statement and make sure it includes the positive social and environmental impacts of our business operations; we will complete a packaging audit of both product and shipping packaging materials.

## IN GRATITUDE

Thanks to the extraordinary staff at Mountain Rose Herbs, our vendors, and our customers who have helped make us an herbs, health, and harmony company since 1987. If you would like a copy of our Benefit Report or Sustainability Report emailed to you, please contact Alyssa Bascue, Director of Sustainability, [sustainability@mountainroseherbs.com](mailto:sustainability@mountainroseherbs.com).