

PILLAR AREA	CATEGORY	ITEM	2020	2021	2022	2023	%Δ*	NOTES
environment	B IMPACT ASSESSMENT SCORE – ENVIRONMENT		N/A	14.3	28.4	26.4	-7%	Out of 135 possible points
	PRODUCTS	Products Sold – Certified Organic (%)	96.52%	96.36%	96%	95.39%	-1%	OGC sourcing fluctuates based on supply chain availability and customer ordering and always prioritizes organic.
		Products Purchased – Fair Trade (%)	3.54%	3.86%	2.37%	3.39%	43%	
		Product Purchased – from NW (%)	24%	21.64%	19.46%	19.43%	0%	
	WASTE	Waste Produced (Tons)	745.94	954.56	819	926	13%	We improved our metrics tracking which made our numbers more accurate.
		Waste Diverted (%)	88%	89%	90%	93%	3%	
	CLIMATE	Electricity Consumption (kWh)	2,130,830	2,105,552	2,035,430	2,138,420	5%	We had a small increase in our electricity use in 2023.
		Fuel Purchased (Gallons)	407,163	412,320	401,739	387,554	-4%	Fuel used fluctuates year to year.
		Total Energy Consumed (BTUs)	62,399,789,303	63,218,014,620	61,349,757,995	62,113,296,556	1%	Energy consumption fluctuates and, this year, likely increased because we installed a new Potato Onion Bagging line (which has been great for customers and farmers).
		Scope 1 & 2 Emissions Location Based (CO2e Metric Tons)	N/A	5,413.54	5,331.02	4,895.45	-8%	This was our total emissions, without any of our renewable energy programs. We credit the decrease to improved tracking systems. Scope 1 emissions are direct GHG emissions that occur from sources that are controlled or owned by OGC. Scope 2 emissions are indirect emissions associated with the purchase of electricity, steam, heat or cooling. 2023 numbers have been verified by a 3rd party consultant.
		Scope 1 & 2 Emissions Market Based (CO2e Metric Tons)	N/A	4,842	4,778	4,330.49	-9%	This is our emissions after our renewable energy programs, it's our true impact on the planet.
		Scope 3 Emissions (CO2e Metric Tons)	N/A	N/A	N/A	N/A	N/A	We're continuing to assess the feasibility of calculating Scope 3 across our large supply chain.
		Scope 1 & 2 Emissions Sourced as Renewable	N/A	34%	35%	36%	3%	We purchase renewable energy certificates from PGE and EWEB to counteract our electricity usage.
coworkers	B IMPACT ASSESSMENT SCORE – COWORKERS		N/A	20.5	22.2	21.5	-3%	Out of 40 possible points
	WORKPLACE DIVERSITY	BIPOC in Leadership & Board (%)	4%	17.39%	24%	20%	-17%	Reflects the percentage of Board of Governors, Mission Team, Directors, Managers and Supervisors who identify as Black, Indigenous or People of Color.
		Women in Leadership & Board (%)	48%	57%	27.90%	31.40%	13%	Reflects the percentage of Board of Governors, Mission Team, Directors, Managers and Supervisors who identify as female.
		BIPOC Coworkers (%)	47%	28%	37%	38%	3%	Focused hiring efforts to source diverse candidates.
	LIVING WAGE	Coworkers at or Above the Living Wage	N/A	78%	75%	74%	-1%	We continuously review our total compensation package. Inflation and the rising costs of health care have impacted our living wage goals.
	RETENTION & ENGAGEMENT	Average Tenure (Years)	6	7	6.6	6.5	-2%	Average national tenure is 4.1 years.
		Coworker Engagement	N/A	N/A	77%	74%	-4%	We use Culture Amp to assess coworker engagement.
Internal Promotion (%)		N/A	14.40%	50%	41%	-18%	This percentage decreased because we filled fewer positions in 2023 than we did in 2022.	
community	B IMPACT ASSESSMENT SCORE – CUSTOMERS		N/A	1.7	3.7	3.7	0%	Out of 5 possible points
	B IMPACT ASSESSMENT SCORE – COMMUNITY		N/A	47.2	24.9	22.2	-11%	Out of 70 possible points
	PARTNERS	Alternative Ownership Advisors (Engagements)	8	15	11	4	-64%	The number of clients supported by AOA in their journey to explore, design or implement trust ownership. After four years of incubating the consultancy, OGC decided to focus all our energy on our core organic produce business and the AOA team moved on to roles as independent consultants. OGC is proud to have supported so many companies, including customers and suppliers, on their journey to alternative ownership.
		Farming Partners (#)	353	353	345	343	-1%	We continue to source produce at its peak from a diverse scale of farms that all prioritize organic practices.
	STAKEHOLDER GIVING	Produce Donated to Community (Pounds)	692,000	784,060	638,730	613,229	-4%	We give produce away to the community through in-kind donations and gleaning. Gleaning is a way to share produce not sold to customers with those in need – reducing food waste and addressing hunger in our community
		Prior Year's Net Profit Distributed to Growers, Customers & Nonprofit Partners (%)	18%	9%	8%	27%	224%	This is based on the prior year's profitability and the percentage fluctuates each year based on our business.
	B IMPACT ASSESSMENT SCORE – GOVERNANCE		N/A	15.8	15.1	16.6	10%	Out of 20 possible points
governance	GOVERNANCE ENGAGEMENT	SFAPPT Qualified Stakeholders	144	150	153	142	-7%	We encouraged our community to become Qualified Stakeholders throughout the year.
	MISSION & OVERSIGHT	Upside Stakeholder Dividends (Dollars)	\$625,325	\$694,651	\$697,000	\$1,177,000	69%	Upside stakeholder dividends are funds remaining after operating costs, capital expenditures, profit sharing and base dividend are allocated and/or distributed. They were distributed in the form of Mission Fund grants, coworker wellness stipends, funds to support key stakeholder priorities and upside dividends to investors. The amount we can invest each year will vary based on our prior year performance, planned future investments and loan commitments.
B IMPACT ASSESSMENT SCORE			N/A	100.2	94.5	90.7	-4%	We are proud to be well above the median score of 50.9 for ordinary businesses who complete the assessment. The minimum score for B Corp certification is 80 points. We attribute our decreased YOY score to improved tracking processes.