



# 2019 IMPACT REPORT

*A letter from Marcus Benedetti*

CLOVER SONOMA CEO & THIRD GENERATION OWNER

## *Greetings from Sonoma County!*

**In 2019, we made some exciting strides at Clover Sonoma and we're pleased to share the results of our hard work in this Impact Report.**

We made a pledge to you many years ago, through our Promise of Excellence, that our quality standards would far exceed industry regulations, and we remain committed to that promise. We do not take your trust in us lightly. Your belief keeps us dedicated to social responsibility and constantly striving for a better future for our community, environment, and employees. Our commitment remains true as we continue to find ways to innovate, improve, and better measure our impact.

We are extremely proud of the B Corp Certification we achieved in 2016. Our goal last year was to “inject more B Corp” into our company culture, and we have made great progress in doing so cross-functionally and collaboratively, ensuring each decision is made with our core values in mind. In fact, we are now a Certified Benefit Corporation, meaning that in addition to meeting the standards required by B Lab,

our legal business structure is now empowered to pursue positive stakeholder impact alongside profit.

Our effort to embed the B Corp values into our company culture led to a very exciting milestone: re-certifying and earning an increased score of 100.5. There are many companies working towards the certification and every year it gets harder to obtain, so this makes us extremely proud and more determined than ever to continue with this momentum. Our goal now is to continue to follow the B Corp directive to use “business as a force for good” and positively elicit change in our environment, community, and company.

In the Impact Report that follows, you'll learn all about the actions we took in 2019, and the results we achieved. We look forward to continuing this journey in the years to come!



# DOING BUSINESS THE B CORP WAY

Since 2016, we've been a part of something bigger.

As part of the B Corp community of businesses (that includes 3,285 global companies!), we're proud to be balancing purpose with profit.

B Corp businesses are legally required to consider the impact of their decisions on their workers, customers, suppliers, community, and the environment. B Corp scores are based on the sum of five rated categories:

**Community, Environment, Workers, Governance and Customers.**



Certified



®

Corporation

## WE GOT RECERTIFIED!

Every 3 years, we go through an audit in order to get recertified as a B Corp business for good!

Better can always get better and we're proud to  
**INCREASE OUR SCORE BY 3 POINTS!**

### 2020 GOALS

Continue to use the B Corp certification framework to identify and prioritize implementation goals. For more information, please see below.

Through the B Corp framework, we've implemented new initiatives, and more importantly, seen significant results!

**Take a look!**



### COMMUNITY

31.6

Diversity, Equity & Inclusion	1.3
Economic Impact	3.7
Civic Engagement & Giving	4.2
Supply Chain Management	9
Local Economic Development	9.8

### ENVIRONMENT

26.3

Environmental Management	3.6
Air & Climate	5.1
Water	1.8
Land & Life	4.5
Land/Wildlife Conservation	4.1
Toxin Reduction/Remediation	6.1

### WORKERS

24.6

Financial Security	10.1
Health, Wellness & Safety	8.9
Career Development	2.1
Engagement & Satisfaction	3.4

### GOVERNANCE

7.6

Mission & Engagement	1.1
Corporate Accountability	0.5
Ethics	1.1
Transparency	2.3
Mission Locked	2.5

### CUSTOMERS

3.5

Customer Stewardship	3.5
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**TOTAL 100.5\***

QUALIFYING B CORP SCORE: 80

\*Scores may not add up to 100.5 due to rounding of categories.

# CLOVER AND THE COMMUNITY

Our founder Gene Benedetti's personal ethos was "doing to others as you would have them do unto you."

We based our community support strategy around his ethos and created the Clover Cares Giveback Program. Through this program we have committed to donating a minimum of 5% of annual profits to organizations serving one or more of our three Clover Cares Pillars:

**ELEVATING DAIRY**

**EMPOWERING FUTURE GENERATIONS**

**CLOMMUNITY SUPPORT**

[CLICK HERE TO LEARN MORE ABOUT OUR CLOVER CARES PILLARS](#)



## WHAT WE ACCOMPLISHED IN 2019

We donated a total of



Total Monetary Support:

**\$380,000**

Total Product Donations:

**\$395,000**

Clover Cares Pillars

Elevating Dairy:

**19%**

Empowering Future Generations:

**25%**

Clommunity Support:

**56%**

We increased the number of employee volunteer days from 4 to 5 (thanks to our Employee Volunteering Committee!).

We created a local purchasing policy to support our local economy first and foremost, when making purchasing decisions.



During the 2019 wildfires we helped our community in the following ways:

- Loaned refrigerated trucks to evacuation centers to refrigerate donated perishables.
- Donated hundreds of pounds of product to evacuation centers.
- Provided milk crates to our retail partners who needed to move their perishable products off their shelves.

## WHAT WE HAVE PLANNED FOR 2020

Continue to balance our giving between our three Clover Cares Pillars.



# CLOVER AND THE ENVIRONMENT



## Clover has always been a leader in sustainability.

Our longstanding support of family nutrition, renewable packaging, sustainable family farms and thriving communities has helped set the high standard for the dairy industry. It's a responsibility we take very seriously. And it not only impacts how we produce our dairy, it drives us to find innovations in packaging and to share our passion by educating the communities we love.

## WHAT WE ACCOMPLISHED IN 2019



We performed a **waste audit** at our Processing Plant.

**WE WENT FROM 3 DUMPSTERS TO 1**

and eliminated one day of trash pick-up.



We implemented a **composting program** at our Processing Plant.

**WE COMPOSTED APPROX. 1,500 LBS OF WASTE**

that would have otherwise gone into the landfill.



We invested in a **plastic baler** to reduce plastic waste at our Processing Plant.

**WE RECYCLED AN EXTRA 20,000 LBS OF PLASTIC**

that would have otherwise gone into the landfill.

We said **no to plastic caps** on our paper milk cartons. We saved **over 227,000 lbs of plastic** from ending up in a landfill.

We strengthened our **cardboard recycling program** at our warehouse.

Allied Box (who picks up our cardboard) recycles 100% of it domestically.

We gave back **1% to the Planet**. We gave back **over \$6,600 to Plastic Pollution Coalition** through our commitment to 1% for the Planet; a non-profit fighting to eliminate plastic waste.

We developed a **corporate travel policy** to reduce our environmental impact when employees travel.

We developed an **environmental purchasing policy** to take environmental impact into consideration when making purchasing decisions.

We created **baseline measures** for our energy and water use to develop an understanding of where we can optimize our resource usage.

## WHAT WE HAVE PLANNED FOR 2020

We're launching the first renewable milk carton in the U.S.

Launch a compost program at our business office facility.

Develop reduction targets for energy and water use.

Conduct a GHG reduction emissions inventory.

Purchase a plastic baler for our warehouse facility.



# CLOVER AND OUR WORKERS

## At Clover, our employees are family.

Our employee job satisfaction and happiness is an integral part of our success. That's why this year we've worked to elevate their voice within the company as well as provide opportunities for them to give back to their own community.



## WHAT WE ACCOMPLISHED IN 2019

Completed our **second annual employee satisfaction survey.**

**PARTICIPATION INCREASED BY 21%**

We found that employees are proud to work for Clover Sonoma, and are aware of our Clover Cares program.

Recorded

**365 EMPLOYEE POWER HOURS**

and

**AWARDED 14, \$250 POWER HOUR GRANTS**

on behalf of employee volunteerism.

**Awarded 8 employees with the CLOVER ACHIEVER AWARD**

An award that recognizes Clover employees who embody our values.

- Overwhelming **positive** attitude
- **Value** and listen to others
- Creative **problem solving** and critical thinking
- **Courage** to do the right thing even when difficult or unpopular

Created a **designated space for breastfeeding mothers.**

Increased **training and development for employees. We hosted lunch & learns—** one that was focused on recycling and compost.

Added **chiropractic benefits to all health care plans.**



## WHAT WE HAVE PLANNED FOR 2020

Increase training and development for employees.

Launch a Peer-to-Peer recognition program.

Launch an employee referral program.

Launch a buddy program.

Updating our employee handbook to be more inclusive and welcoming.

Increase the effectiveness of our internal communications.