



Mountain Rose Herbs is a mission -based company whose motto is people, plants, and planet before profit. Founded in 1987, we are a certified organic, retail purveyor of herbs and spices, loose-leaf teas, essential oils, body care products, culinary delights, and DIY supplies. Our catalog and website feature over 1500 organic products and we ship over 1000 packages daily direct to customers. In 2017, we operated in seven buildings with a total of 137,350 sq. ft. in Eugene, Oregon. We are committed to sustainable business practices, organic agriculture, and equality.

Our success depends on our ability to attract and retain a high quality workforce

Mountain Rose Herbs employs over 200 people. We offer highly competitive wages, an excellent benefit and retirement package, personal finance and herbal education opportunities, supplemental insurance, an alternative commuting program, and 24 hours of annual paid time for community involvement. Employee led service programs such as the Mountain Rose River Project allow for personal interaction with ownership while working together to enhance our community. In 2017, Mountain Rose Herbs employees volunteered 815 hours, donated 668 pounds of canned food and spices to Food for Lane County and gave 514 pounds of clothing to Occupy Medical and St. Vincent de Paul.

Our values of prioritizing people, plants and planet lie at the core of every business decision we make

From product quality and sustainable packaging to fair trade and watershed conservation, we promise our customers that we will do business right. Our business model is reliant upon the success of sustainable agricultural practices and organic farming. Our entire line of plant-based products is certified organic whenever possible or wildharvested in landscapes free from synthetic fertilizers and pesticides. At our in-house Quality Control Laboratory, we rigorously test products to ensure their safety and authenticity for our customers.

Tours of our facilities are available to community and business leaders who are interested in learning more about our environmental programs and sustainable business action plans. We are proud to have converted to 100% renewable energy by investing in solar power and offsetting our remaining electrical usage through development projects with NativeEnergy and our local utility's Greenpower Program. In 2017, our in-house solar array generated 34 MWh of power for our facility, and we offset 876 metric tons of carbon emissions. The same year, our overall electrical use decreased by 15,023 kWh even though we added two buildings.

Our campus includes a biolswale, rain garden, native landscaping, and a 'Rewilding Project' that earned Salmon-Safe certification in 2013. After our water consumption increased in 2015, we instituted water conservation practices resulting in the conservation of over 150,000 gallons of water in 2016 and 37,500 gallons in 2017.

Mountain Rose Herbs became the first company in Oregon to receive TRUE Zero Waste Facility Certification from GBCI and we qualified at the highest level—Platinum. Extensive waste and recycling efforts have us on track to do even better in 2018, with internal audits revealing more than 97% of our waste is being diverted from the landfill.

Thank you for your interest and we hope you will visit www.mountainroseherbs.com or see the annual Mountain Rose Herbs Sustainability Report for additional information.

YOUR PURCHASE MAKES A DIFFERENCE!

Since 1987, Mountain Rose Herbs has been driven by a desire to leave a lighter footprint on this earth. It isn't easy, but it's the only way we want to do business. From scouring the globe for the highest-quality organic botanicals, to using the most sustainable packaging we can find, to operating a zero-waste facility in Oregon's beautiful Willamette Valley, to reinvesting our profits in our employees, community, and the environment, we work hard every day to put people, plants, and planet before profit.

In 2017 we contributed nearly \$1.8 MILLION to causes we hold dear. Here's how we spent it:

\$262,623

ENVIRONMENT

Contributions to environmental nonprofits, carbon emission offset, Organic certification, Non-GMO Project Verified, Salmon-Safe certification, etc.

\$989,800

EMPLOYEE WELLBEING

Health and dental insurance, entry level pay 22% above minimum wage, staff development, company 401k match, ergonomic investment, etc.

\$287,906

HERBAL EDUCATION & OUTREACH

Contributions to herbal nonprofits, 20% discount to herbal schools, Free Herbalism Project, on-site herb class for employees, etc.

\$211,368

COMMUNITY & CIVIC ENGAGEMENT

Contributions to community and social justice nonprofits, fair trade certification and premiums, alternative transportation incentive, employees paid for volunteering, etc.

For additional information, please see MRH Sustainability Report or Product Catalogue, or contact Jonathan Manton, MRH Chief Policy Consultant, at jmanton2008@gmail.com.

