

FRONTIER™

NATURAL PRODUCTS CO-OP

Quality Products for Natural Living

Sustainability Planning & Measuring Performance

Kathy Larson
VP Sustainability



Sustainability Definition

Sustainability is Frontier's commitment to assess and measure our environmental, social and financial impact to society & make specific commitments to improve our performance over time.

Environmental Goals



1. 100% sustainably produced botanicals
2. 100% renewable energy
3. Zero greenhouse gas emissions
4. Zero land-filled waste
5. Sustainable packaging

Social Goals



1. Stakeholder engagement
2. Employee health & well-being
3. Positive community impact
4. Product responsibility
5. Social spending

Energy & Emissions

□ Reductions

- Lighting retrofit – 150,000 kwh & 90 tons ghg so far
- Conducting motor efficiency study

□ Offsets

- 100% all fuels carbon offsets (651 tons carbon)
- Also offset wholesale & retail shipping (441 tons)
- 22 acres tallgrass prairie Norway, next planting at Aura Cacia location

Waste & Resource Efficiency

- ❑ 14% paper reduction so far
- ❑ Reduced waste to land fill from 44% to 25%
- ❑ From 25.8% to 68% of printed materials use 100% PCW
- ❑ Reusing warehouse space to create new labs, café and office space
- ❑ 35% water reduction
- ❑ Recycling rates up - 68% Urbana, 70% Norway

Packaging & Packing

- ❑ Converting corrugated to 100% PCW -35% conversion reduces emissions 538 tons
- ❑ Switched to biodegradable packing material
- ❑ Changes in 3 spice lines yielded savings of 137 million BTU's energy, 14.73 tons of GHG emissions and 65,905 gallons of water
- ❑ Aura Cacia 4 oz bottle conversion to 25% PCW reduces emission 6.67 tons

Sustainable Sourcing

Use only 100% sustainably produced and organic botanicals in our products

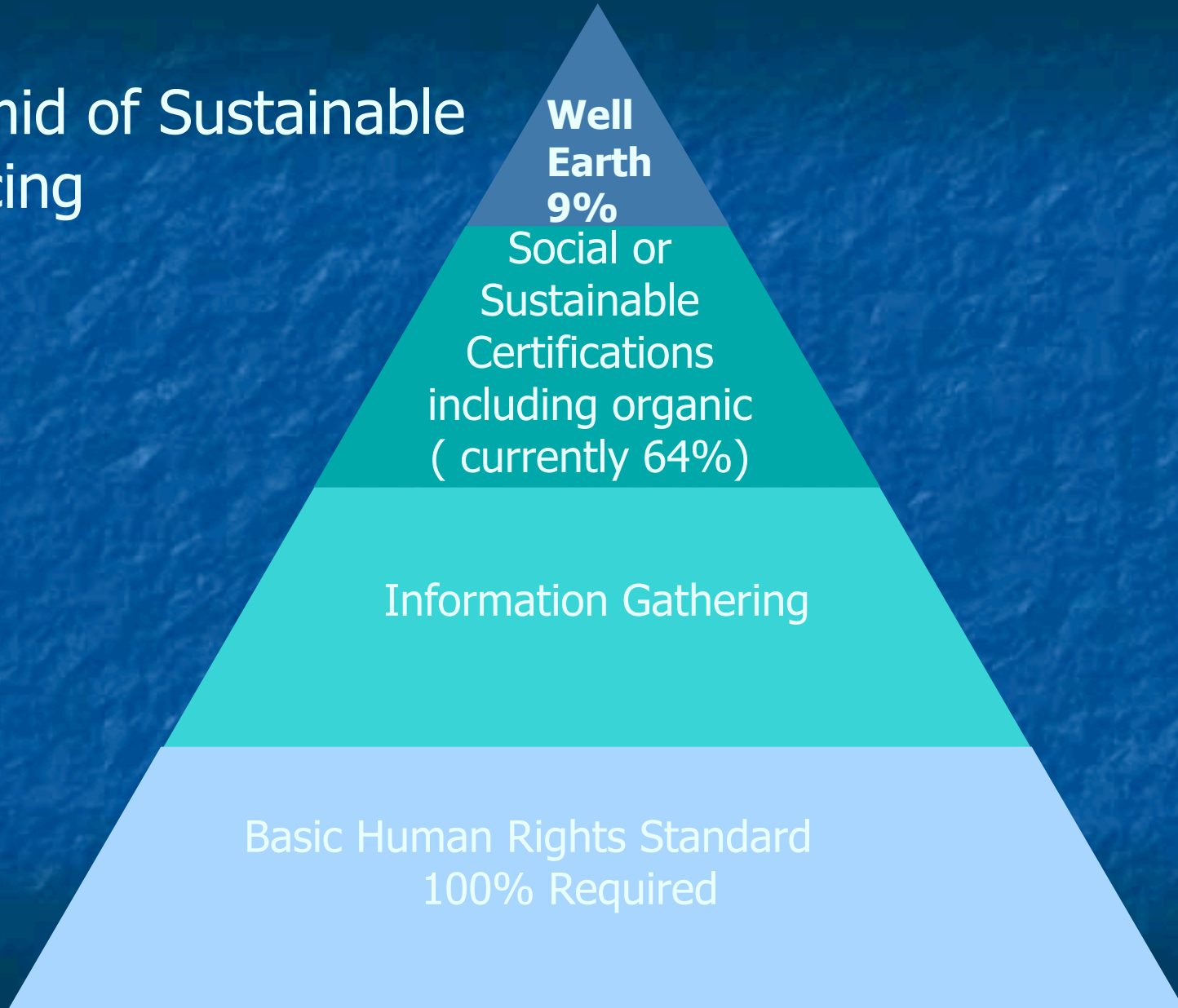
To do that we:

Engage in long term partnerships with the best “triple bottom line” source for each botanical



Cinnamon in Sri Lanka

Pyramid of Sustainable Sourcing





**Well
Earth**

WE CAN DO IT TOGETHER

**Worker
Safety & Fair
Treatment**

**Product
Safety &
Quality**

**Environmental
Impact**

**Sustainable
Production
Practices**

**Social &
Community
Impact**



● Well Earth Certified Projects ● Projects in Process

Social Spending



Frontier Path

- ❑ Gather knowledge
- ❑ Global Reporting Initiative as guide
- ❑ First set of metrics & initiatives
- ❑ First sustainability report
- ❑ Revamp metrics
- ❑ Focus on 5 key environmental and 5 key social goals
- ❑ Incorporate company wide actions supporting key goals in functional and business plans

Measure What Matters

- ❑ No universal measures
- ❑ Metrics should be used as tools that drive decision-making
- ❑ Create actionable items
- ❑ Measure over time to identify trends
- ❑ Benchmark where possible
- ❑ Systematize data collection & validation

Setting Goals

- Use data to integrate sustainability into business planning & operations
- How aggressive should they be?
 - Safe goals are achievable
 - Stretch goals help change the way you think
 - 100% & zero goals
 - 3 to 5 years or more
- Permission to fail

- ❑ Don't be overwhelmed
- ❑ Focus on what is most important
- ❑ Cater to strengths, identify & improve on weaknesses
- ❑ Identify low hanging fruit
- ❑ Green through replacement
- ❑ Take advantage of "free" services
- ❑ Network, research and network some more (FTSLA)
- ❑ Identify allies at your company
- ❑ Be accurate but don't worry about being perfect, focus on getting better!

Sustainability reporting is “a balanced and reasonable representation of the sustainability performance of a reporting organization — including both positive and negative contributions.”

Global Reporting Initiative 3.0 (GRI)

Value of Reporting

- Demonstrates true commitment – a public scorecard
- Provides accountability to internal and external stakeholders
- Serves as a tool to rally the company around becoming more sustainable
- Identify & feel good about things you are already doing

For More Information:

Sustainability Report:

frontiercoop.com/sustainabilityreport/

Well Earth Program

frontiercoop.com/wellearth/