



ROGUE
CREAMERY®

2018 | PUBLIC BENEFIT COMPANY
IMPACT REPORT



OUR MISSION

ROGUE CREAMERY: PEOPLE DEDICATED TO SUSTAINABILITY, SERVICE, AND THE ART AND TRADITION OF CREATING THE WORLD'S FINEST HANDMADE CHEESE.

Founded in 1933, Rogue Creamery has been a leader in the world of handcrafted cheese for decades. Our award-winning, organic blue and cheddar cheeses embrace the wild spirit of Southern Oregon's Rogue River Valley, striking a balance between old world traditions and the flavors of the Pacific Northwest.

Rogue Creamery believes that business – and in our case, cheese – can be used as a force for good. That's why we became Oregon's first public benefit company, or "B Corporation." With a commitment to quality, sustainability, and service, Rogue Creamery aims to spread good will and delicious cheese all over the world.

QUALITY

From the management team, to the cheesemakers, to our relationships with our customers, vendors, neighbors, and fans, we seek the highest standards in who we are and the products we make.

SUSTAINABILITY

Our goal is to promote lasting health in our community and environment. With initiatives aimed at improving social, economic, and environmental well-being, we help make the world a better place.

SERVICE

By helping those who are in need, increasing opportunities for public education, and supporting a diverse and inclusive community, we build a culture of service that will have positive impacts for generations to come.

Our Values

SAFE
HEALTHY
POSITIVE
OTHER-CENTERED

These values underpin how Rogue Creamery does business every day. From team members, to vendors, to guests, to consumers, each individual we interact with plays an important role in our story. By creating a safe, healthy, positive, and other-centered environment, we promote well-being and build a better future for our families and our community.



QUALITY

CERTIFIED ORGANIC BY OREGON TILTH

Rogue Creamery's Dairy Farm, Cheesemaking Facilities, and Packaging Facility are now Certified Organic by Oregon Tilth – a transition that was driven by our commitment to produce the world's finest handmade cheese.

Benefits of Going Organic:

- Reduces exposure to pesticides, unnecessary hormones, and antibiotics
- Promotes biodiversity
- Boosts the nutritional quality of the cheese
- Delivers more intense flavors
- Offers the best protection against GMOs.
- Promotes animal health and welfare



AWARDS & ACCOLADES

Rogue Creamery cheeses have received many awards over the years, including the following honors in 2018:

- American Cheese Society Competition:
 - 2nd Place: Organic Caveman Blue
 - 3rd Place: Echo Mountain Blue
 - 3rd Place: Organic Smokey Blue
- Specialty Food Association Soft Awards: Gold, Cow's Milk Cheese – Organic Rogue River Blue
- World Cheese Awards: Silver – Organic Tolman Blue
- World Cheese Championships: 2nd Place – Organic Rogue River Blue

Spotlight on Quality Improvement Initiatives: **AUTOMATIC MILKING SYSTEM**

The Rogue Creamery Dairy Farm uses an Automatic Milking System, with two “smart” robots that operate around-the-clock. This builds herd health and happiness by allowing cows to decide when they are ready to be milked. Plus, by testing each cow's milk, the robots track quality statistics and immediately divert any milk that falls below our rigorous standards.



SUSTAINABILITY

BUILDING A BRIGHTER FUTURE

Rogue Creamery is deeply committed to the long-term health of our community and planet. Some of our ongoing sustainability initiatives include:

- Intensive rotational grazing practices at the Dairy build soil health
- Robotic milkers maintain herd health, alerting farmers at the first sign of illness
- Innovative Dairy waste water recycling system
- Drought-resistant landscaping and limited irrigation to conserve water resources
- Repurposing programs for whey, equipment, vehicles, fencing, and other supplies
- Electric vehicle and charging stations



Celebrating our 9th straight year on the Oregon Business "100 Best Green Workplaces in Oregon" List!



NELLIE GREEN PEDAL POWER PROGRAM

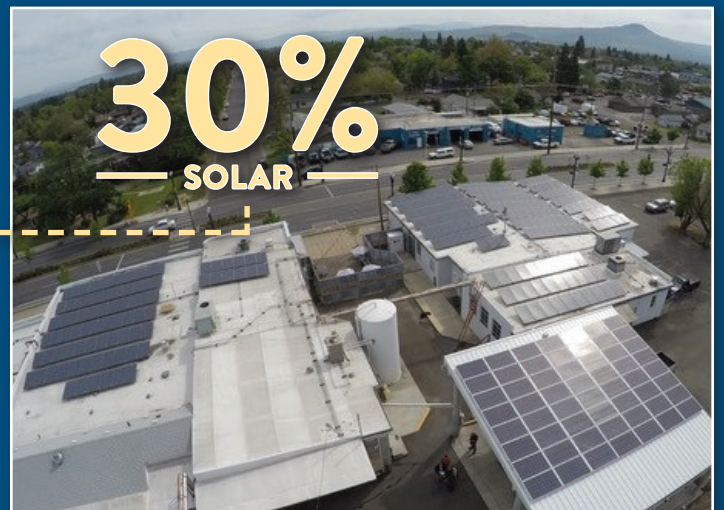
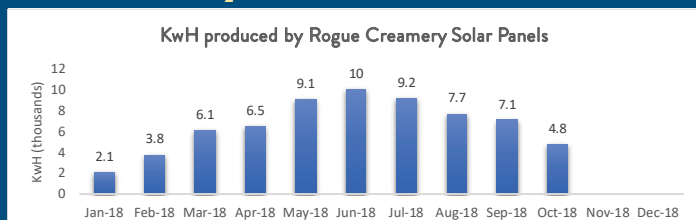
We encourage Rogue Creamery team members to reduce their carbon footprint by biking to work, carpooling, or taking the bus.

In 2018, Rogue Creamery employees saved 7,602 miles (and counting!) using alternative forms of transportation. That equates to an estimated 6,658 lbs of CO₂ saved.

RENEWABLE ENERGY

Rogue Creamery offsets electrical usage with two separate photovoltaic solar panel systems, located at our cheesemaking facilities and Dairy Farm.

In 2018, 30% of Rogue Creamery's electrical needs will be provided by our solar panels, resulting in over 1.1 million lbs of CO₂ saved.





SERVICE

Rogue Creamery is deeply invested in our local community. By participating in all-team volunteer days, giving campaigns, sponsorships, and food drives, we aim to be a force for good – improving the well-being of the families, neighbors, and friends living in our rural area.

OUR SERVICE VISION:

- Alleviate Hunger
- Support the Underprivileged
- Increase Public Education Opportunities
- Encourage Sustainability Measures
- Promote Diversity and Inclusion
- Sponsor the Arts



By participating in annual giving programs like the United Way's Day of Caring, our team helps support those in our community who are in need.

ROGUE TEAM GIVING INITIATIVE

Rogue Creamery recently introduced a new giving initiative that gives team members the opportunity to help determine the causes and charities that Rogue Creamery will sponsor over the next fiscal year.

At the end of 2017, Rogue Creamery employees voted to select the ten organizations that would receive financial support in 2018. Those are:



2018 SERVICE STATS:

227
— POUNDS —
Of cheese trims donated to local school lunches

4070
— DOLLARS —
Of cheese donated to non-profits

923
— HOURS —
Volunteered by the Rogue Creamery Team



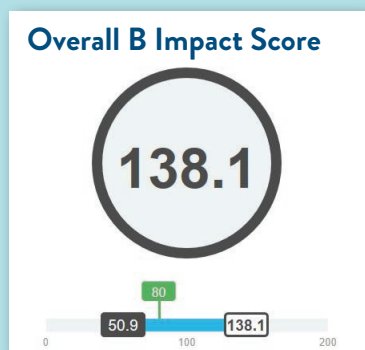
“B” THE CHANGE

Rogue Creamery became Oregon’s very first Public Benefit Company, or B Corporation, in 2016. This means that we’re using business as a force for good. We balance purpose with profit, and we are legally required to consider the impact of our decisions on our workers, customers, suppliers, community, and the environment.

The impact of being a B Corp is evident on many levels: from the benefits we provide our team members, to the vendors with whom we choose to partner, to the initiatives we undertake.

MEASURING OUR PROGRESS

Since 2015, Rogue Creamery has worked with the non-profit organization B Lab to evaluate our performance.



The B Impact Scores are being compared against all businesses that have completed the B Impact Assessment. The minimum score a business must achieve to be eligible to become a Certified B Corporation is 80 points. The maximum score is 200.

Impact Area Scores

	Governance	17.3
	Workers	24.0
	Community	44.3
	Environment	52.5

Certified **Best For**

Corporation **2018** Overall & Environment

Rogue Creamery is proud to announce that, for the 2nd year in a row, we have been honored as “Best For the World!”

This means we rank among the top 10% of B Corps worldwide for our positive impact on community and environment. We were honored on both the “Overall” and “Environment” categories.

ROGUE CREAMERY “B” INITIATIVES SPOTLIGHT: EMPLOYEE BENEFITS

Our mission statement begins with “People,” and that’s because, at our heart, Rogue Creamery is all about empowering the people in our community. And that starts right here on the Rogue Creamery Team.

Benefits of Being a Rogue Creamery Team Member:

- Always paid above living wage
- Healthcare: company pays 90% of individual premiums and 60% of family premiums
- 401k match up to 3.5%
- Paid time off to volunteer
- Regular staff parties and luncheons
- Bonus contribution awards
- Financial rewards for using sustainable forms of transportation (Nellie Green Program)
- Cheesemaker Apprentice Training Program
- Additional PTO provided in times of need
- Employees choose the charities we support



LOOKING TO THE FUTURE

Rogue Creamery has rapid plans for growth in 2019 and beyond, thanks to our valued customers and in part to our new partnership with Savencia Fromage & Dairy. This means we're making more cheese, hiring new employees, and providing additional training to longtime team members to help them advance their careers. We have big plans for the future of our business – and as our production grows, so too will our positive impact on our community and environment.

ROGUE CREAMERY GOALS

- Optimize our e-commerce experience to allow more customers to purchase our cheese online
- Improve the sustainability of our product packaging and shipping materials
- Expand our photovoltaic systems to produce 100% of our energy needs by 2023
- Become zero-waste by 2023
- Expansion of existing composting program for cow bedding and soil enhancement
- Develop a system to recycle our organic whey into usable products
- Sustainable wage improvements
- Improving food safety protocols to consistently exceed increasing regulatory demands
- Invest in our employees and customers with ongoing educational opportunities



ROGUE CREAMERY CELEBRATES ITS 85TH ANNIVERSARY THIS YEAR.

Rogue Creamery opened our doors back in 1933, creating jobs and supporting local dairy farmers in the height of the Great Depression. Today, we continue to play a vibrant role in our community. We aim to “B” the change we want to see in the world: to lead by example, and to use our business to benefit our local environment, society, and economy.

We are proud of how far we have come over the decades, and are excited to face the challenges and opportunities that the future will bring. Above all, we look forward to sharing the years to come with you.

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Service, and the Art and Tradition of Creating the World's
Finest Handmade Cheese.**