



**ROGUE  
CREAMERY®**

**2019**

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

## ROGUE CREAMERY: HOME OF THE WORLDS BEST CHEESE

In October, the whole world was turned on its rind! 3,800 cheeses from 42 countries on 6 continents were judged in Bergamo, Italy by 260 experts from around the globe. From among them all, Rogue Creamery's organic Rogue River Blue was chosen as the World Champion Cheese – a first in the competition's 32-year history for an American cheese.

Other Awards from 2019:

- Mondial du Fromage: Silver – Caveman Blue
- SFA Sofi Awards: 2<sup>nd</sup> Place Silver – Oregon Blue
- SFA Sofi Awards: 3<sup>rd</sup> Place Bronze – Caveman Blue
- International Cheese & Dairy Awards: 2<sup>nd</sup> Place – Crater Lake Blue
- International Cheese & Dairy Awards: 3<sup>rd</sup> Place – Jefferson Cheddar
- American Cheese Society: 2<sup>nd</sup> Place – Mt. Mazama Cheddar, Rogue's Mary Cheddar, and Smokey Blue



## CERTIFIED ORGANIC BY OREGON TILTH

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

Benefits of Being 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



### *Spotlight on Quality Improvement Initiatives*

## ORGANOLEPTIC TASTING

Each batch of cheese we make receives rigorous quality assurance checks before it is released for sale, and this includes a detailed Organoleptic Tasting by our experienced team. We pull a sample from each lot and review the flavor, texture, and appearance of the cheese on a customized, 30-point matrix before determining whether it is ready to be sold. This ensures that every product we release consistently reflects the high standard we set for each cheese.





# 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 and reduce our carbon footprint
- Robotic milkers lead to a happier, healthier herd, and alert 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



## NELLIE GREEN PEDAL POWER PROGRAM

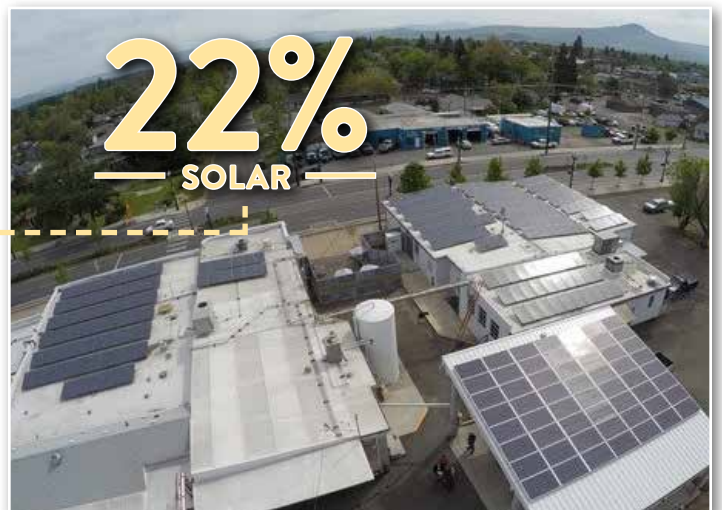
We encourage Rogue Creamery team members to reduce their carbon footprint by biking to work, carpooling, or taking the bus.

In 2018, Rogue Creamery employees saved 11,838 miles (and counting!) using alternative forms of transportation – an 8% increase from 2017. That equates to an estimated 9,352 lbs of CO<sub>2</sub> saved.

## RENEWABLE ENERGY

Rogue Creamery offsets electrical usage with two solar panel systems at our cheesemaking building and Dairy.

In 2019, 22% of Rogue Creamery's electrical needs will be provided by our solar panels, resulting in nearly 1.1 million lbs of CO<sub>2</sub> 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 2018, Rogue Creamery employees voted to select the ten organizations that would receive financial support in 2019. Those are:



## 2019 SERVICE STATS:

**119**

— POUNDS —

Of cheese trims donated to local school lunches

**6744**

— DOLLARS —

Of cheese donated to non-profits

**898**

— HOURS —

Volunteered by the Rogue Creamery Team



# “B” THE CHANGE

Rogue Creamery became Oregon’s very first Public Benefit Company, or B Corporation, in 2014. 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 2013, 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.



For the 3<sup>rd</sup> year in a row, Rogue Creamery has 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 in three categories: “Overall,” “Governance, and “Environment.”

## 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 2020 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 10 YEARS ON THE OREGON BUSINESS “100 BEST GREEN” LIST

Rogue Creamery aims to “B” the change we want to see in the world: to lead by example, and to use our business to benefit our environment, society, and economy.

We are honored to have earned a place in Oregon Business’s Hall of Fame, awarded in recognition of our being ranked on their 100 Best Oregon Green Businesses List for 10 years running. We are proud of the positive impact we have had over the course of this decade, and are excited to face the challenges and opportunities that the future will bring.

**Rogue Creamery: People Dedicated to Sustainability, Service, and the Art and Tradition of Creating the World’s Finest Handmade Cheese.**

