

**2020 IMPACT REPORT**



## *Greetings from Sonoma County!*

**2020 was an impactful year in so many ways, and we have all worked hard to navigate a pandemic together as a community and on a global scale. We took this unprecedented time to do what we could to support our community, staff, and planet. We're humbled to be in a position to offer that support and are pleased to share the results in this Impact Report.**

Throughout last year, we remained true to our Clover Promise of Excellence and our B Corp pledge, elevated our commitment to creating dairy with integrity, and expanded our focus as a force for good. We addressed immediate needs in our community by giving back to first responders and our local hometown hospital during the pandemic. By donating \$100,000 to Petaluma Valley Hospital, they were able to purchase ventilators needed to help save lives at a crucial time in the pandemic. In addition, we rallied the community to match donations and raised an additional \$105,000 for the hospital through corporate and personal donations outside of Clover. For our own essential workers, we implemented changes to our work spaces and schedules, provided PPE, and adjusted to working from home for employees that could, all in efforts to keep our staff safe.

During #BLM we made donations to causes that support food insecure families in underprivileged communities, while asking ourselves tough questions about inclusivity and diversity. As part of this process, we became an early adopter of the OSC J.E.D.I Collaborative, a group made up of industry peers and experts in the natural products industry to frame the business case for embedding justice, equity, diversity and inclusion into our entire food ecosystem.

Also in 2020, we launched the first-ever fully renewable milk carton in the United States. The sugar cane-based liner replaces a fossil fuel-based polyethylene liner and uses Forest Stewardship Council (FSC) Certified paperboard that certifies forests all over the world to ensure they meet the highest environmental and social standards. The carton is also recyclable — a step in the right direction when it comes to packaging, waste, and making strides to reduce our carbon footprint. We intend to transition all of our cartons to the fully renewable carton by 2025.

In the Impact Report that follows, you'll learn all about the actions we took in 2020, and what we were able to achieve in an unprecedented year. We are looking forward to brighter days and are ready to continue "the good" to help our community rebuild post-pandemic.



*A letter from*  
**Marcus Benedetti**  
CLOVER SONOMA CEO &  
THIRD GENERATION OWNER



# DOING BUSINESS THE B CORP WAY

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

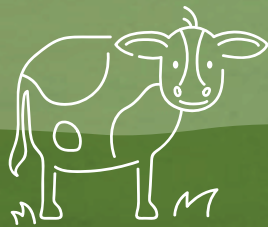
As part of the B Corp community of businesses (that includes 3,285 global companies!), we're proud to be balancing purpose with profit.

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



## Take a look!

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

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



### COMMUNITY

31.6

Diversity, Equity & Inclusion	4.7
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

14.2

Mission & Engagement	1.4
Ethics & Transparency	2.8
Mission Locked	10

### CUSTOMERS

3.5

Customer Stewardship	3.5
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**TOTAL 100.5\***

QUALIFYING B CORP SCORE: 80



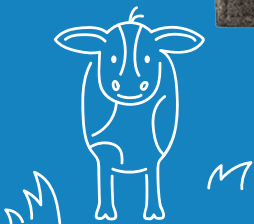


# Community

DOING GOOD THROUGH GREAT DAIRY



Clover  Cares



# CLOVER *and the* COMMUNITY

## WHAT WE ACCOMPLISHED — IN 2020 —

We donated a total of



Total Monetary Giving:

**\$425,579**

Total Product Donations:

**\$362,712**

### Clover Cares Pillars

Elevating Dairy: **10%**

Empowering  
Future Generations: **25%**

Clommunity Support: **65%**

## WHAT WE HAVE PLANNED — FOR 2021 —

1

Continue to balance our giving within our three Clover Cares pillars.

2

Incorporate more causes that support environmental efforts and agriculture.

3

Incorporate more causes that support Justice. Equity. Diversity. Inclusion.



# 2020 COMMUNITY SUPPORT

## IN A DIFFICULT VOLUNTEERING YEAR, WE DID...

Raised  
over  
**\$205K**  
in support of  
our local  
hospital

Donated \$100K to Petaluma Valley Hospital for the purchase of three much needed, brand new ventilators and other supplies, in efforts to help combat COVID-19.

- The community matched and raised \$105k+ for a total of \$205k+
- Hundreds of masks made locally and delivered when there was a shortage
- 150+ lunches donated to hospital staff



### OUR PARTNERS

RICKY DAVIS  
LEGACY FOUNDATION  
HELPING OTHERS HELP THEMSELVES

FEED  
YOUR  
CITY  
CHALLENGE



49ERS  
FOUNDATION



REDWOOD EMPIRE  
FOOD BANK



Created campaigns to support our local hospital, first responders and local businesses.

- Supported PVH with donation and the **"MAKE A CLOVESTMENT"** campaign to get the word out
- Partnered with other local businesses and created **#CHEERSTOHEROES** holiday campaign to raise awareness and support first responders

Donated hundreds of pounds of product to the food insecure and causes that support underprivileged communities.

- **6,000** gallons of milk to the Ricky Davis Foundation's **#FEEDYOURCITYCHALLENGE** helping underprivileged people in Los Angeles struggling to get food during COVID-19
- **50LBS** of butter and monetary donation to Pies For Justice in support of Black Lives Matter
- **630+** cartons of milk donated to Second Harvest Foodbank in partnership with the 49ers Foundation
- **2,000** cartons of eggnog & milk to the Eat. Learn. Play. Foundation, and **1,000** deserving families in Oakland
- Over **\$225K+** in product value was donated to feed our own backyard through the Redwood Empire Foodbank



## Launched the **FIRST RENEWABLE MILK CARTON** in the U.S.

With a 100% plant based liner, this carton has a 16% smaller carbon footprint vs. traditional cartons. Furthermore, we are planning to convert all of our retail cartons to the renewable carton by 2025.



# CLOVER *and the* ENVIRONMENT

## WHAT WE HAVE ACCOMPLISHED IN 2020



### We gave back **1% TO THE PLANET**

Through our partnership with 1% for the Planet, we gave back over \$7,360 to the Plastic Pollution Coalition; a non-profit fighting to eliminate plastic waste through sales of our Omega-3 Milk.



### We say *no* to **PLASTIC LIDS** on our **PAPER MILK CARTONS**

As a result, we saved over 11,000 lbs. of plastic from ending up in the landfills in 2020.



### Implemented a **COMPOSTING PROGRAM** at our **PROCESSING PLANT**

Implemented composting program at the Business Office and Distribution Center. Due to the pandemic and many workers being remote, the impact is unclear, however, we continue to utilize and monitor all progress.



### Milk Carton *Recycling* **EDUCATION**

Created a Sustainability section for our website that provides education and a video made with local waste hauler Recology, explaining how to recycle our milk cartons.



### Conducted a **GHG EMISSIONS INVENTORY** and **ANALYSIS**

We recently completed an emissions inventory of our entire company, and are working on setting goals for emissions reductions.



### Invested in a plastic baler to **REDUCE OUR PLASTIC WASTE** at our Processing Plant

Clover's balers recycled 850lbs a week of plastic, resulting in 91,754 recycled pieces of plastic in 2020.



### **ANIMAL WELFARE** Standards

Continued education and awareness around what it means to be American Humane Certified and why it matters.



# CLOVER *and the* ENVIRONMENT

## WHAT WE HAVE PLANNED FOR 2021

### TRANSITION

ALL OF OUR  
*cartons*

to the fully renewable  
carton by 2025

### ENGAGE

WITH OUR  
*family farms*

to identify ways to reduce  
emissions and recapture  
carbon in the soil

### EXPLORE

*alternative/other*  
SUSTAINABLE  
PACKAGING  
SOLUTIONS

such as using post-consumer  
recycled (PCR) content in  
our plastic jugs

### REDUCE

**WASTE**  
*across all*  
AREAS

shared results of our  
emissions inventory and  
identify areas where  
we hope to reduce our  
greenhouse gas footprint



# CLOVER and our WORKERS

## WHAT WE ACCOMPLISHED — IN 2020 —

### Clover became a member of the J.E.D.I program

Realizing diversity and inclusion is imperative to any company culture, we became an early adopter of this program.

### Launched a new "CloFam" family planning program

Supports employees and spouses who have had challenges with traditional family planning, now offering up to \$3,000 in reimbursement to cover things like: infertility treatments, IVF, egg freezing, adoption and surrogacy.

### Now offering "CloFit" to support active lifestyles

Supports active lifestyle by reimbursing employees up to \$400, eligible expenses like gym memberships, CrossFit, pilates, yoga and other fitness related expenses, including subscriptions to mobile apps.

### Celebration of our EMPLOYEES/ESSENTIAL WORKERS

Developed a "Clover Pride" essential worker hoodie and created gifts to enjoy at home in place of annual summer picnic and holiday party.

### Increased TRAINING & DEVELOPMENT

As a step in this direction, offered a two-day workshop manager communication training.

### For our Essential employees who NEEDED to come in

Provided daily lunch with outside lunch areas, installed plexi-glass around all of our office cubes, and ensured proper PPE.

### Shifted to a flexible WORK FROM HOME ENVIRONMENT for employees



### Recorded 100 EMPLOYEE POWER HOURS

Although this was a decrease year-over-year due to the pandemic, it still shows employee commitment to the community. We awarded four \$250 Power Hours Grants on behalf of employee volunteerism.

### Launched the EMPLOYEE REFERRAL PROGRAM

If an employee refers someone who gets hired (after 120 days) they get \$250.

# WHAT WE HAVE PLANNED — FOR 2021 —

## *Conduct a* **MATERIALITY ASSESSMENT**

A materiality assessment is engagement with external stakeholders to ensure Clover Sonoma prioritize issues that have the most impact on the economy, society and the environment and those issues that most impact the decision making of our stakeholders.

## *Incorporate J.E.D.I* **COLLABORATIVE CONCEPTS into CLOVER CULTURE**

Create an inclusive safe place in the midst of all this turmoil in our society.

## *Refresh* the **EDUCATION** and importance of being a **B CORP**

Communicate regularly about what Clover is doing to use business as a force for good.

## *Launch* more of the **PEER-TO-PEER RECOGNITION PROGRAM**

In addition to our Clover Achiever Awards, create smaller, more attainable peer recognition programs to celebrate jobs well done.



## *Encourage volunteering* & **REFRESH POWER HOURS PROGRAM**

As more progress is made in the fight against COVID-19, we hope to get employees together again out in the community.



## **INCREASE EMPLOYEE ENGAGEMENT**

- Launch lunch & learns
- Farm tours for employees
- Increase training for employees specifically in diversity and inclusion
- Launch employee survey alongside materiality assessment





*We can't wait for all the*  
**GOOD THINGS**  
**TO COME IN 2021**

