

2014/2015 Corporate Social Responsibility Report - Performance Data

G4-10: Total number of employees by type

Hourly Employees	2014		2015	
Male	2,281	76%	2,162	61%
Female	718	24%	1,362	39%

Salaried Employees	2014		2015	
Male	920	53%	1,062	53%
Female	816	47%	954	47%

Hourly + Salaried	2014		2015	
Male	3,201	68%	3,224	58%
Female	1,534	32%	2,316	42%
Total	4,735	--	5,540	--

Full Time Employees	2014		2015	
Male	3,036	70%	3,507	68%
Female	1,318	30%	1,660	32%

Part Time Employees	2014		2015	
Male	22	19%	20	18%
Female	91	81%	92	82%

Note: Not all sites track Full/Part Time similarly, and totals will be differ from Hourly/Salaried figures.

G4-11: Percentage of employees covered by collective bargaining agreements

	2014		2015	
Number of Employees in Collective Bargaining Unit (Union)	693	14.6%	729	13.2%

FP2: Percentage of purchased volume that is verified as being in accordance with recognizable standards

Ingredient Certifications by Percent of Total Spend	2014	2015
Organic	51.84%	52.42%
Certified Sustainable Palm Oil	3.15%	2.84%
UTZ (cocoa)	0.29%	0.26%
Fair for Life (cocoa)	N/A	0.01%
None	44.72%	44.48%

Note: The percentages above do not include products from Wallaby, Earthbound Farm, Alpro or EIEIO. However, all Wallaby and Earthbound Farm products are certified organic and Alpro's portfolio contains significant organic and non-GMO certified ingredients.

EN1: Materials used by weight or volume

Ingredients	2014	2015
Cocoa	0.1%	0.1%
Dairy & Derivatives	74.9%	72.5%
Fruit	0.1%	0.2%
Nuts	1.3%	1.7%
Oils & Fats	2.6%	2.8%
Soybeans	2.1%	1.9%
Sweeteners	18.8%	20.7%

Note: Numbers may not add to 100 percent due to rounding

Packaging Type by Percent of Total Spend

	2014	2015
Bag	0.8%	1.0%
Bottle (recyclable)	12.5%	11.5%
Carton - Gable Top (recyclable)	26.7%	28.0%
Carton Aseptic (recyclable)	10.1%	10.3%
Closures	6.6%	5.9%
Corrugate (recyclable + FSC/SFI)	19.0%	17.9%
Dairy Bags	0.0%	0.1%
Fitment (screw cap piece)	3.1%	2.9%
Folding Carton (recyclable - RPA)	1.5%	1.8%
Industrial Packaging	0.0%	0.1%
Inner Seal	4.0%	4.1%
Label	4.1%	3.3%
Misc Ice Cream Pkg.	0.0%	0.1%
Misc. Pkg Aseptic	0.1%	0.2%
MRO (plastic wrap)	0.0%	0.0%
Paper Cup/Tub/Overcap	0.0%	0.7%
PC cup roll	10.9%	10.8%
Plastic Cup/Tub/Overcap	0.3%	1.1%
Shrink Film	0.2%	0.2%

Note: Numbers may not add to 100% due to rounding

	2014	2015
Recyclable	69.9%	69.5%

Organic Ingredients Used as a Percent of Total Volume

2015

Cocoa

Fair for Life	<1%
Organic	11%
UTZ	68%
None	19%

Dairy

Organic	>80%
None	<20%

Nuts

Organic	16%
None	84%

Oils & Fats

Certified Organic Palm Oil	>99%
Organic	<1%
None	<1%

Soybeans

Organic	>20%
None	<80%

Sweetener

Organic	<1%
None	>99%

EN3: Energy consumption (Scopes 1 & 2)

Scope 1 (GJ)	2012	2013	2014	2015
Total non-renewable fuel consumption				
Heating oil	6,199	0	24,220	0
Natural gas	1,324,505	1,447,999	1,594,714	1,914,577
Propane	415	2,435	2,545	2,500
Refrigerants	3,203	595	13	1,355
Motor diesel	34,180	175,277	190,088	178,924
Motor gasoline	1,686	498	606	595
Total renewable fuel consumption	0	0	0	0
Total Scope 1 Energy Consumption	1,370,188	1,626,804	1,812,186	2,097,951

Scope 2 (GJ)	2012	2013	2014	2015
Electricity consumption	594,054	790,482	833,951	944,672
Heating Consumption	78,534	78,534	0	0
Cooling Consumption	0	0	0	0
Steam Consumption			13,416	3,776
Total Scope 2 Energy Consumption	672,588	869,016	847,367	948,448
Total energy consumption (Scopes 1 + 2)	2,042,776	2,495,820	2,659,553	3,046,399

Note: 2012-2013 numbers have been restated

EN4: Energy consumption (Scope 3)

Scope 3- Energy Consumed Outside of the Organization	2012	2013	2014	2015
Transportation of Finished Products (GJ)	1,588,644	1,672,367	1,932,059	3,369,424
Business Air Travel (MT)	3,507	4,731	3,732	3,465

EN5: Energy intensity

	2014	2015
Plant energy used – Electricity and natural Gas (MWh)	644,501	779,813
Production (lbs)	3,360,845,304	3,582,630,039
Plant energy intensity ratio – Electricity and natural gas (MWh/thousand lbs of product)	0.201	0.222

EN8: Water withdrawals by source

Water withdrawals by source (megaliters/year)	2012	2013	2014	2015
Surface water, including water from wetlands, rivers, lakes and oceans	0	0	0	11,104
Groundwater	0	9,722	7,729	11,967
Rainwater collected directly and stored by the organization	0	0	0	0
Waste water from another organization	0	0	0	0
Municipal water supplies or other water utilities	2,814	5,188	5,945	5,477
Total	2,814	16,155	13,693	28,549

Note: 2012-2014 numbers have been restated. This year we began tracking fresh surface water use, all of which occurs on our farms. This is all from Earthbound Farm, which, in 2014, reported that all its inbound water comes from groundwater. Inventory sources now disclose fresh surface and groundwater percentages.

EN15: GHG emissions (Scope 1)
EN16: GHG Emissions (Scope 2)
EN17: GHG Emissions (Scope 3)
EN18: GHG emissions intensity

GHG Emissions (CO ₂ e)	2012	2013	2014	2015
Scope 1	74,183	91,540	103,720	125,591
Scope 2 (without offsets or credits)	77,621	95,889	103,464	114,353
Scope 3 (without offsets or credits)	114,361	121,427	130,689	223,671
Total (Scopes 1 + 2)	151,804	187,429	207,184	239,944
Intensity ratio – Scopes 1 + 2 (CO ₂ e/lb product)	0.18	0.14	0.13	0.15

Note: 2012-2013 numbers have been restated. In order to calculate location-based Scope 2 emissions, we contacted our eight purchased energy suppliers in deregulated markets in the U.S., only one of which was able to provide a verifiable emissions factor for our use. We also used the EU residual factors for our European operations.

Source – Scope 1 emissions (MT CO ₂ e)	2015
Farms	22,653
Offices	3,944
Plants	98,994

Source – Scope 2 emissions (MT CO ₂ e)	2015
Farms	1,967
Offices	3,859
Plants	108,527

EN20: Ozone-depleting substances (ODS)

	2012	2013	2014	2015
Production, imports, and exports of ODS in MT of CFC-11 equivalent	0.119898214	0.019035026	0.000374214	0.001871071

EN22: Water discharge

	2012	2013	2014	2015
Total water discharge (gallons)	504,938,066	1,962,005,444	1,783,433,477	1,771,009,088
Volume of planned and unplanned water discharges (megaliters)	N/A	7,427	6,751	6,704

EN23: Waste by type and disposal method
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Weight of non-hazardous waste (lbs)	2012	2013	2014	2015
Reuse (land-applied sludge and okara)	103,975,069	148,544,753	129,360,386	148,458,546
Recycling	8,934,402	21,287,779	15,129,430	29,082,932
Composting	N/A	N/A	N/A	249,576
Recovery (including energy recovery)	N/A	N/A	N/A	N/A
Incineration (mass burn)	N/A	N/A	N/A	11,320,155
Deep well injection	N/A	N/A	N/A	N/A
Landfill	10,855,092	38,864,129	35,978,213	24,007,066
Total	123,764,563	208,696,661	180,468,029	213,118,275

Note: 2012–2013 numbers have been restated. Most reuse could also be listed as a form of composting.

LA6: Rates of injury, occupational disease, lost days, absenteeism and work-related fatalities

	2012	2013	2014	2015
Employee Hours	3,806,282	4,363,196	4,203,564	5,116,861
Total Number of Recordable Injuries	33	54	51	51
Total Recordable Incident Rate (TRIR)	1.73	2.48	2.43	1.99
Total Number of Days Away/Restricted or Transfer Rate (DART) Injuries	20	25	25	27
DART Rate	1.05	1.15	1.19	1.06
Total Days Away	351	354	828	485
Lost Day Rate	18.44	16.23	39.40	18.96
Total Days with Restrictions	470	895	959	922
Restriction Day Rate	24.70	41.02	45.63	36.04
Total Fatalities	0	0	0	1
Fatality Rate	0.00	0.00	0.00	0.04
Total Recordable (Male)	26	42	38	37
Total Recordable (Female)	7	12	13	14
Total DART (Male)	17	18	17	19
Total DART (Female)	3	7	8	8

Note: Figures above refer only to operations in North America, excluding Earthbound Farm. The data for 2014 does not include Wallaby, Vega or EIEIO, but 2015 figures do include these brands along with newly constructed plants.

LA12: Composition of governance bodies and employees

Hourly Employees	2014		2015	
Male	2,281	76%	2,162	61%
Female	718	24%	1,362	39%

Salaried Employees	2014		2015	
Male	920	53%	1,062	53%
Female	816	47%	954	47%

Full Time Employees	2014		2015	
Male	3,036	70%	3,507	68%
Female	1,318	30%	1,660	32%

Part Time Employees	2014		2015	
Male	22	19%	20	18%
Female	91	81%	92	82%

Board of Directors	2014		2015	
Male	3	50%	3	50%
Female	3	50%	3	50%
Non-White	0	0%	0	0%
<30	0	0%	0	0%
30-50	0	0%	0	0%
>50	6	100%	6	100%

Senior Executives (grades 16+)	2014		2015	
Male	113	69%	127	68%
Female	50	31%	60	32%
White	130	87%	148	85%
Non White	20	13%	26	15%

LA12: Composition of governance bodies and employees (continued)

Managers (grades 13-15)	2014		2015	
Male	314	58%	385	57%
Female	224	42%	293	43%
White	390	78%	446	78%
Non White	108	22%	129	22%

Mid-Level (grades 10-12)	2014		2015	
Male	329	55%	425	51%
Female	274	45%	406	49%
White	240	58%	305	59%
Non White	174	42%	214	41%

Entry Level (Non Exempt)	2014		2015	
Male	2,366	74%	2,702	71%
Female	846	26%	1,098	29%
White	726	29%	849	29%
Non White	1,795	71%	2,091	71%

Note: Alpro and Vega do not track ethnicity. Additionally, not all facilities report by gender, thus totals do not match the Salaried + Hourly Employee figures.

FP9: Percentage and total of animals raised and/or processed, by species and breed type

Horizon Organic Maryland Farm	2013	2014	2015
Milking cows	490	505	476
Calves	65	65	46
Heifers	360	360	348
Dry and maternity cows	120	105	72
Total	1,035	1,035	942

Breed Type	2013	2014	2015
Jersey Cows	N/A	3	3
Holstein	N/A	824	824
J/H/Swedish Red Cross Breed	N/A	155	155

Non-owned supply chain – conventional, co-ops, organic	2013	2014	2015
Milking	N/A	47%	47%
Calves	N/A	46%	46%
Dry and Maternity	N/A	7%	7%

Note: Percentages are estimates based on milk volume

FP11: Percentage and total number of animals raised or processed, by species and breed type, per housing type

By Housing Type	2014	2015
Free stalls	70%	70%
Tie stalls	22%	22%
Padded pack	8%	8%