



**ASHLAND
FOOD CO+OP**

— EST. 1972 —

SUSTAIN ABILITY REPORT

2017



our Sustainability Vision

By 2030, Ashland Food Co-op will be a living model of cooperation with the Laws of Nature.



Zero Waste

As a zero-waste facility, we will minimize waste intake and maximize beneficial reuse and diversion from landfill.



Carbon Neutrality

We will be carbon neutral, conserve energy, and 100% powered by renewable energy.



Eliminate Toxic Chemicals

We will use no persistent chemicals.



Sustainable Relations

We will model sustainability, justice, and equity in all of our relationships with employees, vendors, community, and other co-ops.

Our goals are ambitious, but we are working diligently to make our sustainability vision a reality. We have a clear idea of where we want to be and have plotted a course to get there by 2030. There are still some big puzzles ahead of us, but there is much we can do now to lessen our impact on the environment.

A Great Place to Work

We support our staff with competitive wages, excellent benefits, steady raises, a generous employee discount, and many other perks.

We love to work at the Ashland Food Co-op for so many reasons! Happiness and well-being at work are possible when people are clear about and honor their values, vision, and mission.

Employee and customer loyalty, creativity, innovation, teamwork, and ultimately positive business results follow employee happiness and engagement. Many of our employees have been here for 20 plus years as it is a great place to build a career and be part of the fabric of our community.

Staff Benefits

- 15% Employee Discount
- Competitive Pay
- Healthcare Coverage including Dental & Vision
- Health and Dependent Care Flexible Spending Accounts
- Life Insurance
- Long & Short Term Disability Insurance
- Paid Vacation, Parental Leave, Jury Duty, and Bereavement
- Matching 401(k) Retirement Plan
- Productivity Bonus Opportunity
- Annual Profit Sharing Bonus Opportunity
- Employee Assistance Program
- Leave of Absence
- Flexible Schedules
- Wellness Programs (ie. Discounted Yoga classes and gym membership)

our benefits support my family & keep us fed with delicious food. My kids want to work here when they grow up!

— Phil Johnson, 12 years



of full-time staff
(27+ hours/week)

~161

of part-time staff
(<27 hours/week)

~10

total staff **171**

99.4%
OF STAFF

earn livable wages

93%
OF STAFF

eligible for healthcare



our Homegrown Values

With passion, purpose, and a whole lot of love, we're more than just a grocery store.

From our humble beginnings in 1971 as a food-buying club to our current status as Southern Oregon's first and only Certified Organic Retailer, over 11,000 members strong, the Ashland Food Co-op has been connecting our community to healthy, local food for decades.

Our cooperative business model is at the core of all we do. Quite simply, we place people, principles, and the planet before profit—always. Our exceptionally high standards give customers confidence, knowing that we prioritize our relationships with local farmers and food producers first and fill our store with healthy products you can trust.



Members joined in 2017

567

Total Members

11,647

We would love to extend a thank you to more than 8,482 owners who shopped with us last year.



75%
of sales come
from owners

25%
of sales come from
other shoppers

total
patronage
earned

\$408,347

average
patronage
earned by
owner

\$25.61

Sharing Knowledge, Building Community

At the Co-op, we are all about community. We provide healthy, organic food to the Rogue Valley. From cooking classes to community grants to our Free Monday Night Lecture series, we work hard to serve our community.

In 2017:

- Over 1,500 people attended cooking classes and special community events.
- Donated \$29,970 to area non-profits through our Community Grants Program.
- Collaborated with Rogue Valley Farm to School for three kids summer camps.
- Offered 50 FREE Monday Night Lectures on a variety of health and well-being topics.



>1,500

people participated in

75

**Co-op classes &
events in 2017**





Charitable
Giving

> **\$30,000**

Taxes Paid*

\$585,600

Wages Paid

\$5.7 M

*State and local taxes

sales from local products total

\$4.978 M

16%
of total sales

Supporting our Local Economy

Shopping at the
Co-op helps local
businesses and keeps
more resources in our
local economy.

We offer many great
local products, and by
purchasing these you help
support local businesses.
The Co-op offers
employees great benefits
and a living wage. Rather
than rewarding outside
investors with its profits,
we return surplus revenue
to our owners.

WHEN WE SAY LOCAL WE MEAN LOCAL

We source our
local goods
from within
200 miles
of the store.



Minimizing Environmental Impact

We work hard at the Co-op to do business in the most ecologically friendly way. Our society's food system needs a lot of improvement, but we are always searching for small ways to improve on "business as usual" and move the Co-op down the sustainability path.

We have not yet reached our Zero Waste goal, but we are proud of what we have achieved so far. As of 2017 more than 82% of our waste is kept out of the landfill and used for a more beneficial purpose. We have a well established in-store recycling infrastructure. Owners can help prevent paper waste by signing up for electronic receipts.

Did you know?
Co-op employees separate
waste into more than
25 categories.



82%

**of discards are recycled and di-
verted from our landfills. That's**

704 tons!



Renewable Energy

In 2017, we made some big
and "bright" strides towards an
efficient, climate-friendly future.

We added a 12 kW solar array to our historic barn. Including our 39 kW array on the store roof, this brings our total solar generation to 51 kW. Our solar array provides about 12% of our total energy use.

For the rest of our energy, we purchase 100% renewable electricity (RECs), offset all of our business travel carbon emissions, and use Water

Restoration Certificates to lessen the impact on critically dewatered rivers in our region.

Our purchases of RECs, sourced from local wind power, reduced 440,924 lbs of carbon from being emitted into the atmosphere. This is the equivalent of driving over 530,000 miles. Our Water Restoration Certificates restored 1,675,000 gallons of clean water to Sevenmile Creek in the Klamath River Basin.

The City of Ashland's Climate and Energy Action Plan was adopted by City Council in 2017, and we look forward to continuing to support our shared goals with the City.



Food Recovery Program

Food waste is a big deal to us. Up to 40% of the food in the United States goes to waste.

According to Paul Hawkin's Drawdown, reducing food waste is #3 on the list of best ways to reduce carbon dioxide emissions. We follow the EPA's Food Recovery Hierarchy as a guide to bettering our own practices.

Imperfect produce can be used for vegetable stock, hot bar meals, or the salad bar. Staff sort and reuse peaches, bananas, and more for baked goods, smoothies, and cold bar desserts. After resourcing usable food, staff are welcome to glean the excess.

Every evening, the Ashland Food Angels pick-up the rest of the edible, healthy food to donate to the Ashland Emergency Food Bank. The Food Bank provides emergency food supplies, without charge, to individuals and families in the Ashland/Talent area.

Pre-consumer food scraps are donated to a local farmer for fodder for his sheep. Deli and Produce staff collect these food scraps, making sure there are no rubber bands, paper wrapping, or metal twist ties. Throughout 2017, over 50,000 gallons of food scraps were diverted from landfill to feed animals.

>28,000 lbs

of healthy, edible food diverted from landfill and given to those in need



50,000 gallons

food waste diverted to sheep fodder



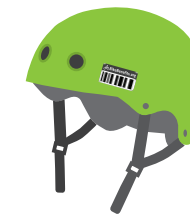
Customer Incentives

Durable Container Discount

We offer a 15¢ discount for using personal cups for drinks, or choosing our durable containers for meals. This incentive for customers and staff not only saves money, but reduces single-use disposable containers.

In 2017, our customers diverted 63,505 single-use containers from the landfill, and saved over \$9,525.

Bicycle Benefits

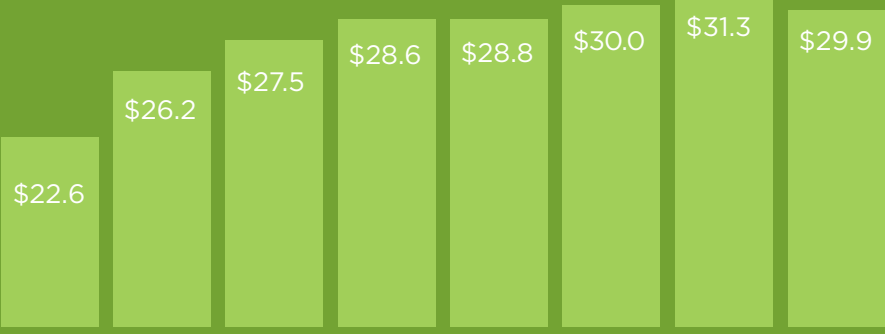


We participate in the nationwide Bicycle Benefits Program. Customers purchase a sticker for a one-time \$5 fee. Put the sticker on their helmet, bike to the Co-op, and save 5% on each shop, which can be combined with any other discount. In 2017, 269 of our customers chose to reduce their carbon footprint and enjoy Bicycle Benefits.

Growing the Co-op Economy

For the last decade, the Ashland Food Co-op's growth has been approaching a plateau. Time and again we have risen to the challenge of using our space in the most efficient ways possible. We are proud to be a part of a strong cooperative movement in the Rogue Valley, and we are grateful for all of our Co-op Owners and shoppers.

Annual Sales
in millions



Including more than:

\$14M
of organic products





**ASHLAND
FOOD CO+OP**

EST. 1972

To our owners, board, staff and partners –
thank you for making it a great year.
We are indeed stronger together!

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