

# 2017 MISSION REPORT



This was a big year for Vermont Creamery. It was a year marked by transition and fueled by hopeful anticipation of a bright future ahead. In March, we joined the Land O'Lakes family; the farmer-owned cooperative will steward us into the future while staying true to the core

values established by our co-founders, Bob Reese and Allison Hooper. Our ownership has changed, but our passion for making great cheese remains the same.

We are looking forward to a year spent planning for our future growth, while building a greener Creamery that aligns with our founding mission. We make cheese that tastes better because it's made better and will continue to do so in 2018 and beyond.

## 2017 Was a Banner Year for Vermont Creamery:

- › We recertified as a **B Corp**, increasing our score by 3 points.
- › We made the "**Best Places to Work in Vermont**" list for the first time, provided over 3,000 hours of training and created 13 new positions while raising our starting wage to \$15.
- › 2018 will be a year of **conscious growth** for Vermont Creamery. As we prepare to expand the Creamery, we will dedicate equal resources to reducing our environmental impact. We will increase our **renewable energy use**, pursue **LEED Certification** for our expanded Creamery and explore the feasibility of an on-site **biodigester**.
- › We are excited to launch our **new brand design** and transition to more **sustainable packaging**. Our new look will better reflect our commitment to sustainability and our Vermont heritage.

Cheese, butter and love,

*Adeline*

President, Vermont Creamery



## progress report

- › **Increase Employee Training by 25% (2,500 hrs):** 3,454 hours
- › **Minimize waste by 3%:** Reduced by 2.7%
- › **Create volunteer partnership with Vermont Foodbank:** Held three volunteer sessions at Vermont Foodbank, monthly sessions planned for 2018
- › **Increase goat milk supply by 20%:** Increased by 15.57% in alignment with demand for cheese
- › **Increase starting wage by \$1:** Increased by \$2 over the year







## highlights of 2017

- › We held a 12-week-long company food drive to support the local food shelf, collected 2,320 pounds of food and we engaged groups of employees to volunteer with the Vermont Foodbank.
- › We received 35 awards for our business and products, including a Super Gold at the World Cheese Awards for our Cremont.
- › We increased our starting wage for employees to \$15 because we believe in a fair living wage.



# measuring progress:

holding our company accountable to key sustainability indicators

	METRIC	2015	2016	2017
	number of employees	72	95	103
	employee training hours	<i>not tracked</i>	1,875	3,454
	kWh energy used per pound of product	.45	.44	.40
	gallons of water used per pound of product	1.20	1.29	1.33
	dollars donated to local organizations	\$22,000	\$45,995	\$36,000
	lbs. of cheese donated to local organizations	821	1,163	1,283

## our B Corp score

B Corp Certification means that we meet rigorous standards of social & environmental performance, accountability, and transparency.



2014	80.1
2016	85.2
2017	88.5

## 2018 goals

- › **COMMUNITY:** Achieve 300 volunteer hours through team activities
- › **TRAINING:** Provide 2,500 hours of employee training
- › **B IMPACT:** Work with 5 major vendors to complete the B Impact Assessment
- › **CONSERVATION:** Implement additional conservation methods in production to reduce water and energy use by 2%
- › **BIODIGESTER:** Complete biodigester feasibility study
- › **GF:** Earn Gluten-Free Certification across full product line
- › **LEED:** Pursue LEED Design standards for our expanded creamery

	VERMONT CREAMERY SCORE	MEDIAN COMPANY SCORE
environment	24	7
workers	24	18
community	26	17
governance	14	6
overall B score	89	55

