**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

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

our B Corp score

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Certified Score</th>
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<tbody>
<tr>
<td>2014</td>
<td>80.1</td>
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<tr>
<td>2016</td>
<td>85.2</td>
</tr>
<tr>
<td>2017</td>
<td>88.5</td>
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VERMONT CREAMERY SCORE | MEDIAN COMPANY SCORE
environment | 24 | 7 |
workers | 24 | 18 |
community | 26 | 17 |
governance | 14 | 6 |
overall B score | 89 | 55 |

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

GF: Earn Gluten-Free Certification across full product line

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