
2020 GRI CONTENT INDEX: ISSUE BRIEFS & DATA



GRI CONTENT INDEX

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102-2	Activities, brands, products and services	2020 Comprehensive GRI Data
102-3	Location of headquarters	2020 Comprehensive GRI Data
102-4	Location of operations	2020 Comprehensive GRI Data
102-5	Ownership and legal form	2020 Comprehensive GRI Data
102-6	Markets served	2020 Comprehensive GRI Data
102-7	Scale of the organization	Net sales and total capitalization classify as legal information, confidential to Tillamook County Creamery Association (TCCA), and therefore cannot be disclosed. All remaining information can be found in our 2020 Comprehensive GRI Data .
102-8	Information on employees and other workers	2020 Comprehensive GRI Data
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INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
102-51	Date of most recent report	2020 Comprehensive GRI Data
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ECONOMIC PERFORMANCE

GRI 201: Economic Performance 2016

103-1	Explanation of the material topic and its Boundary	Economic Performance
103-2	The management approach and its components	Economic Performance
103-3	Evaluation of the management approach	Economic Performance
201-1	Direct economic value generated and distributed	As a privately held cooperative, we have chosen to maintain confidentiality and omit the disclosure of any financial goals and performance metrics.
201-2	Financial implications and other risks and opportunities due to climate change	Economic Performance

HEALTHFUL COWS

N/A (see Note)

103-1	Explanation of the material topic and its Boundary	Animal Welfare
103-2	The management approach and its components	Animal Welfare
103-3	Evaluation of the management approach	Animal Welfare
TCCA KPI	Farm/Validus Program Participation: Percent participation of total milk supply	Scorecard, pg 13
TCCA KPI	Somatic Cell Count: Percent of total milk supply below 200k somatic cell count	Scorecard, pg 13
Note	TCCA is not using a GRI Standard to report on this topic. We follow the internationally accepted “Five Freedoms” of good animal welfare, inspired by the World Organization for Animal Health, the Farmers Assuring Responsible Management (FARM) program or equivalent (Validus) and the Dairy Sustainability Framework animal care criteria.	

INSPIRED CONSUMERS

GRI 204: Procurement Practices 2016

103-1	Explanation of the material topic and its Boundary	Responsible Sourcing
103-2	The management approach and its components	Responsible Sourcing
103-3	Evaluation of the management approach	Responsible Sourcing
TCCA KPI	Supplier Traceability: Percent participation in Stewardship Supplier Engagement Program covering suppliers, co-manufacturers and milk supplied to Tillamook and Boardman facilities	Scorecard, pg 13
204-1	Proportion of spending on local suppliers	The Stewardship Supplier Engagement Program is helping us gain traceability and transparency into our supply chain. It is our goal to report on this information in the near future.

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
GRI 416: Customer Health and Safety 2016		
103-1	Explanation of the material topic and its Boundary	Food Safety and Product Quality
103-2	The management approach and its components	Food Safety and Product Quality
103-3	Evaluation of the management approach	Food Safety and Product Quality
416-1	Assessment of the health and safety impacts of product and service categories	Food Safety and Product Quality
Packaging		
N/A	TCCA is not using a GRI Standard to report on this topic currently.	Packaging
ENDURING ECOSYSTEMS		
GRI 302: Energy 2016		
103-1	Explanation of the material topic and its Boundary	Energy, Emissions and Climate Change
103-2	The management approach and its components	Energy, Emissions and Climate Change
103-3	Evaluation of the management approach	Energy, Emissions and Climate Change
TCCA KPI	Energy Use: Percent YoY change in total MMBtu of energy used, normalized by milk pounds received	Scorecard, pg 13
302-1	Energy consumption within the organization	2020 Comprehensive GRI Data
GRI 305: Emissions 2016		
103-1	Explanation of the material topic and its Boundary	Energy, Emissions and Climate Change
103-2	The management approach and its components	Energy, Emissions and Climate Change
103-3	Evaluation of the management approach	Energy, Emissions and Climate Change
TCCA KPI	Scope 1 emissions: Percent YoY change in total metric tons of CO ₂ -eq emitted	Scorecard, pg 13
TCCA KPI	Scope 2 emissions: Percent YoY change in total metric tons of CO ₂ -eq emitted	Scorecard, pg 13
TCCA KPI	Scope 3 emissions: Percent YoY change in total metric tons of CO ₂ -eq emitted	Scorecard, pg 13
TCCA KPI	Air Emissions – Ammonia: Percent of milk pounds entering Tillamook and Boardman facilities between 8-14 mg/dl Milk Urea Nitrogen (MUN)	Scorecard, pg 13
305-1	Direct (Scope 1) GHG emissions	2020 Comprehensive GRI Data
305-2	Energy indirect (Scope 2) GHG emissions	2020 Comprehensive GRI Data
305-3	Other indirect (Scope 3) GHG emissions	2020 Comprehensive GRI Data
GRI 306: Effluents and Waste 2016		
103-1	Explanation of the material topic and its Boundary	Waste
103-2	The management approach and its components	Waste
103-3	Evaluation of the management approach	Waste
TCCA KPI	Waste Diversion: Percent of waste diverted from landfill	Scorecard, pg 13
306-2	Waste by type and disposal method	2020 Comprehensive GRI Data

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
GRI 307: Environmental Compliance 2016		
103-1	Explanation of the material topic and its Boundary	Waste
103-2	The management approach and its components	Waste
103-3	Evaluation of the management approach	Waste
307-1	Non-compliance with environmental laws and regulations	Waste
GRI 303: Water and Effluents 2018		
103-1	Explanation of the material topic and its Boundary	Water and Effluents
103-2	The management approach and its components	Water and Effluents
103-3	Evaluation of the management approach	Water and Effluents
TCCA KPI	Water Consumption: Percent YoY change in total gallons of water consumed, normalized by milk pounds received	Scorecard, pg 13
303-1	Interactions with water as a shared resource	Water and Effluents
303-2	Management of water discharge-related impacts	Water and Effluents
303-3	Water withdrawal	According to the World Resources Institute Aqueduct Water Risk Atlas, both our Tillamook and Boardman, Oregon, manufacturing facilities are in areas of low water risk. We continue to monitor water availability and will address it should the topic become material.
GRI 307: Environmental Compliance 2016		
103-1	Explanation of the material topic and its Boundary	Water and Effluents
103-2	The management approach and its components	Water and Effluents
103-3	Evaluation of the management approach	Water and Effluents
307-1	Non-compliance with environmental laws and regulations	Water and Effluents
FULFILLED EMPLOYEES		
GRI 401: Employment 2016		
103-1	Explanation of the material topic and its Boundary	Our Culture
103-2	The management approach and its components	Our Culture
103-3	Evaluation of the management approach	Our Culture
TCCA KPI	Employee Benefits: Percent of employees utilizing benefits	Scorecard, pg 13
TCCA KPI	Employee Benefits: Percent of employees participating in 401(k) plan with safe harbor match	Scorecard, pg 13
TCCA KPI	Employee Benefits: Percent of employees participating in 401(k) plan with safe harbor match (under age 35)	Scorecard, pg 13
TCCA KPI	Employee Opportunities: Percent of employees internally promoted	Scorecard, pg 13
TCCA KPI	Employee Retention: Percent employee retention	Scorecard, pg 13
TCCA KPI	Gender Balance: Percent female/male at Manager level and above	Scorecard, pg 13

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
TCCA KPI	Living Wage: Percent of employees who are paid a living wage	Scorecard, pg 13
TCCA KPI	Overall Employee Engagement: Overall employee engagement score, based on results of annual survey	Scorecard, pg 13
TCCA KPI	Workforce Diversity: Percent of employees of color, racially or ethnically diverse	Scorecard, pg 13
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Culture
GRI 403: Occupational Health and Safety 2018		
103-1	Explanation of the material topic and its Boundary	Occupational Health and Safety
103-2	The management approach and its components	Occupational Health and Safety
103-3	Evaluation of the management approach	Occupational Health and Safety
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
ENRICHED COMMUNITIES		
GRI 413: Local Communities 2016		
103-1	Explanation of the material topic and its Boundary	Community Enrichment
103-2	The management approach and its components	Community Enrichment
103-3	Evaluation of the management approach	Community Enrichment
TCCA KPI	Community Investment: Percent of our earnings invested in our communities	Scorecard, pg 13
TCCA KPI	Employee Volunteer Hours: Number of hours volunteered in our communities	Scorecard, pg 13
413-1	Operations with local community engagement, impact assessments and development programs	2020 Comprehensive GRI Data
Our 2020 Stewardship Report has been prepared in accordance with the GRI Standards: Core option.		

COMPREHENSIVE GRI DATA

INDICATOR/INDICATOR DESCRIPTION

MANAGEMENT

GRI 102: General Disclosures 2016

102-1 Name of the organization

Tillamook County Creamery Association (TCCA)

102-2 Activities, brands, products, and services

TCCA is a farmer-owned cooperative producing dairy products including cheese, ice cream, lactose and whey in two facilities located in Tillamook and Boardman, Oregon. Other dairy products – including ice cream, yogurt, butter, cream cheese and sour cream – are produced and packaged for TCCA by contract manufacturers.

102-3 Location of headquarters

Our headquarters are in Tillamook, Oregon.

102-4 Location of operations

TCCA’s operations are in the United States.

102-5 Ownership and legal form

We are a farmer-owned cooperative.

102-6 Markets served

The majority of our customers are in the United States. We reach our customers through the following channels:

Retail: Grocery, Mass, Club and Natural Retailers

Food Service: Airlines, Restaurants, Deli and Specialty

Hospitality and Entertainment

E-Commerce

102-7 Scale of the organization

Total number of employees: 953

Total number of operations: We define major operations as Tillamook, Portland and Boardman.

Net sales: This information classifies as legal information, confidential to TCCA, and therefore cannot be disclosed.

Total capitalization: This information classifies as legal information, confidential to TCCA, and therefore cannot be disclosed.

Quantity of products or services provided: This information classifies as legal information, confidential to TCCA, and therefore cannot be disclosed.

INDICATOR/INDICATOR DESCRIPTION

102-8 Information on employees and other workers

Total number of employees by employment contract (permanent and temporary), by gender:

Permanent, F: 352

Permanent, M: 586

Temporary, F: 8

Temporary, M: 7

Total number of employees by employment contract (permanent and temporary), by region (Site: Perm/Temp):

Tillamook: 522/13

Boardman: 232/0

Portland: 145/2

Remote: 39/0

Total number of employees by employment type (full-time and part-time), by gender:

Full-time, F: 338

Full-time, M: 569

Part-time, F: 17

Part-time, M: 14

Whether a significant portion of the organization’s activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees: As an agricultural cooperative and CPG company, we rely on agricultural workers to produce ingredients used in our products.

Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b and 102-8-c (such as seasonal variations in the tourism or agricultural industries): N/A

An explanation of how the data have been compiled, including any assumptions made:

Temporary is defined by the following employment types: Seasonal, Intern, Temporary

Part-Time is defined by the following employment types: Part-Time, Part-Time Union, Seasonal, Intern, Temporary

102-9 Supply Chain

As a farmer-owned and farmer-led cooperative since 1909, TCCA includes approximately 80 farming families in Tillamook County. These dairy farmers provide high-quality milk and benefit directly from the cooperative’s growth and success. Over the years, as demand for Tillamook products has grown, we have added production capacity with respected co-manufacturing partners to meet the needs of our customers beyond the Pacific Northwest. Our growth supports more than 900 TCCA employees, our farmer-owners, other dairy farmers across the country and has also enabled us to invest millions of dollars back into our communities to help them thrive. So, while we are growing beyond Tillamook County’s geographic borders, we are doing so in a way that enables us to bring more high-quality dairy products to more people responsibly.

Our Supply Chain Team has a broad range of responsibilities to deliver our products, on time and in full, to the correct location to meet customer demand. To accomplish this, the Supply Chain Team covers the strategic sourcing of materials and ingredients, and management of supplier and external manufacturer relationships. It also calls for demand planning, supply planning, warehousing, logistics, shipment management, as well as supplier relationship and performance management. The Environment and Community Impact Team works cross-functionally with our Supply Chain Team and other teams to uphold our commitment to product excellence. In our quest to be better, we benchmark our and our suppliers’ environmental, social and ethical (ESE) impacts against world-class consumer packaged goods companies. As part of this work, the Stewardship Team researches best practices in sustainable procurement; measures and tracks supplier sustainability scorecards; responds to frequently asked customer questions on supply chain transparency; and tracks related KPIs on a regular cadence. And, as part of our supplier selection process, suppliers are asked to demonstrate their own programs regarding community impact and involvement, responsible sourcing or stewardship and may be compared to other potential suppliers in these areas to ensure we select suppliers as close to our own values as possible.

INDICATOR/INDICATOR DESCRIPTION

Throughout our supply chain, milk is our most important raw ingredient. While most of our cost of goods and our revenue is dependent on milk, all other ingredients and products are also sourced with the same attention and focus as our largest volume raw ingredient. With regard to milk, it is currently sourced through a combination of direct and indirect sourcing through TCCA cooperative farmer-owners, non-owner contract milk suppliers and through our contract manufacturing alliances. Where milk is not specifically sourced from Tillamook, our Supplier Code of Conduct, quality requirements and milk traceability processes maintain transparency through our milk supply. Our Stewardship Supplier Engagement Program is helping us gain traceability and transparency into our supply chain.

Our other ingredients, materials and services are produced through a combination of internal manufacturing activities at our two manufacturing facilities in Tillamook and Boardman; supply relationships with contract manufacturers located primarily in the western half of the U.S.; and a majority of other U.S.-based suppliers.

102-10 Significant changes to the organization and its supply chain

We did not make any significant changes to our organization’s size, structure, ownership or supply chain in 2020.

102-11 Precautionary Principle or approach

We apply the proactive principles through our food safety management system. We continuously strive to improve our performance through internal audits and customer audits. We conduct regulatory inspections and maintain excellence to an annual, globally recognized audit standard — the Safe Quality Foods (SQF) code. This audit is conducted by an auditing body approved by an international certification body.

We are committed to using science-based principles in the production of safe, legal food products to exceed our customers’ expectations. These principles are used for identifying biological, chemical and physical risks and for developing controls to prevent them. Hazard Analysis and Risk-Based Preventive Controls (HARPC) is a featured principle of Food Safety Modernization Act (FSMA), and it builds from Hazard Analysis Critical Control Points (HACCP), which are a foundation of TCCA’s Food Safety Plans. We also use Failure Modes and Effects Analysis (FMEA) to support New Product Development by identifying risks to quality from ingredients or processes, much like HACCP does for Food Safety. Industry best practices are employed to control identified risks.

Our Stewardship Charter ensures that we maximize our net-positive impact throughout the entire value chain — beyond just our own farmer-owners and facilities. We identify and reduce our negative environmental impacts, where feasible. This includes, but is not limited to, soil conservation and regeneration, water conservation and quality, waste minimization and landfill diversion, energy sourcing and consumption, and greenhouse gas and air emissions tracking.

102-12 External initiatives

As of the date of this report, external initiatives include:

- American Dairy Science Association
- BUILD Dairy
- Center for Dairy Research
- Chefs Cycle
- Dairy Sustainability Framework Global Criteria
- Food Northwest
- Innovation Center for U.S. Dairy Stewardship Commitment
- Institute of Food Technologists (Oregon Section)
- Institute of Packaging Professionals
- International Dairy Foods Association
- International Institute of Ammonia Refrigeration (IIAR)
- Morrow County Local Emergency Planning Commission (LEPC)
- National Milk Producers Federation FARM Program
- Northwest Environmental Business Council

INDICATOR/INDICATOR DESCRIPTION

Oregon Agricultural Heritage Program
Oregon Association of Water Utilities (OAWU)
Oregon Business Plan
Oregon Dairy Farmers Association
Oregon Dairy Industries
Oregon Entrepreneurs Network
Oregon Farm to School Network
Oregon State University
Oregon Tide Gate Partnership
Refrigerating Engineers & Technicians Association (RETA)
Sustainable Packaging Coalition
Sustainable Purchasing Leadership Council (SPLC)
Tillamook Bay Community College Manufacturing & Industrial Technology (MIT) Program
Tillamook Bay Community College Electrician apprenticeships
Tillamook County Farm and Wetland Pilot Planning Process
Tillamook County Local Emergency Planning Commission (LEPC)
Tillamook County Solid Waste Advisory Committee (SWAC)
Tillamook High School Future Natural Resource Leaders (FNRL)
Tillamook High School STEM Program Support
Tillamook High School Scholarship Committee
Tillamook Working Lands & Waters Cooperative

United Nations Sustainable Development Goals

102-13 Membership of associations

As of the date of this report, we are a member of the following industry associations:

Advancing Women in Leadership
Adventist Health Tillamook
American Cheese Society
American Society for Quality
American Veterinary Medical Association Animal Agriculture Liaison Committee
Food Northwest
Food Roots
Global Cheese Technology Forum

INDICATOR/INDICATOR DESCRIPTION

Greenbiz Executive Network
Innovation Center for U.S. Dairy (Waste, Packaging, GHG processor working groups, Biodiversity metrics committee)
International Dairy Foods Association
Economic Development Council of Tillamook County
Oregon Agricultural Heritage Trust Leadership Team
Oregon Business Industry
Oregon Business Council
Oregon Cheese Guild
Oregon Community Foundation
Oregon Dairy Farmers Association
Oregon Food Bank
National Milk Producers Federation
Newtrient, LLC
National Milk Producers Federation FARM Animal Welfare Committee
National Mastitis Council
Partners in Diversity
Port of Portland
Port of Tillamook Bay
Portland Business Alliance
Sales Enablement Society
Salmonberry Trail Foundation
Sustainable Purchasing Leadership Council (SPLC)
Tillamook Bay Community College
Tillamook Bay Community College Foundation
Tillamook County Housing Commission
Tillamook County Wellness (TCW) Access to Physical Activity Committee
Tillamook County Wellness (TCW) Advisory Committee
Tillamook County Wellness (TCW) Health Promotion Committee
Tillamook County Wellness (TCW) Task Force and Advisory Committee
Tillamook County Wellness (TCW) Committee
Tillamook High School FFA and Agricultural Advisory Committee
Visit Tillamook Coast



INDICATOR/INDICATOR DESCRIPTION

Additionally, we are committed to providing leadership and working collaboratively to solve complex social issues within our communities. We work directly with over 100 local government and nonprofit partners to understand community need, anticipate and address potential barriers to progress, and – working together – we strive to adopt meaningful solutions. Where possible, we provide industry leadership and expertise for our partners. This includes advocating for issues material to our business at a local, regional and state level.

102-14 Statement from senior decision-maker

Please refer to [2020 Stewardship Report](#), “A Year That Tried Us and United Us.”

102-16 Values, principles, standards and norms of behavior

Please refer to [TCCA’s Stewardship Charter](#) and Code of Ethics and Employee Handbook.

102-18 Governance structure

TCCA is a farmer-owned, farmer-led cooperative. Our board of directors is responsible for directing the affairs of TCCA, including the drafting of necessary policies, rules and regulations that direct the management and operation of TCCA. The board elects a Chairman and Vice Chairman, as well as the CEO. Under the direction and discretion of the board, the CEO has the general charge of the business operations of TCCA, including implementation of our Stewardship Charter commitments. Management is responsible for implementing the direction, policies, rules and regulations adopted by the board.

102-40 List of stakeholder groups

TCCA’s stakeholder groups include:

Farmer-owners

Employees

Consumers

Customers

Suppliers

Local communities and neighbors

102-41 Collective bargaining agreements

24.7% of employees are covered by collective bargaining agreements.

102-42 Identifying and selecting stakeholders

Stewardship at TCCA means maximizing our net-positive impact and helping our entire value chain do the same. We take a systems approach with a triple-bottom-line discipline to run our business, where financial capital, human capital and natural capital are given balanced consideration, and a comprehensive and long-term outlook guides our actions.

In 2016, we conducted a three-pronged materiality assessment led by consultants at Quantis. The assessment involved stakeholder interviews, stakeholder surveys and quantitative environmental analysis. We worked with Quantis to select partners, or interviewees, who were considered stakeholders. These were people and organizations impacted by our business decisions: academics, board members, community members, competitors, consumers, industry leaders and nonprofit partners.

Quantis then conducted 34 internal and external stakeholder interviews to discuss issues of most importance to TCCA and to its external stakeholders. The interviews were followed by stakeholder surveys, during which time interviewees rated the importance of sustainability issues material to TCCA and our stakeholders. The third segment of the materiality assessment involved quantitative analysis of TCCA’s environmental impact to understand where most impacts were occurring in TCCA’s value chain.

The materiality assessment provided insights about TCCA’s impact and areas of focus. Applying the materiality assessment results and findings, in 2017, we established a board-approved, third-party reviewed Stewardship Charter that defines our vision and our overall Stewardship framework.

INDICATOR/INDICATOR DESCRIPTION

Our Stewardship framework is centered on commitments to our six key stakeholders that encompass the issues most important to our business. These six commitments are:

Thriving Farms

Healthful Cows

Inspired Consumers

Enduring Ecosystems

Fulfilled Employees

Enriched Communities

Together, they represent the values that we share and our ongoing work to support key stakeholder groups:

Farmer-owners

Consumers, customers and suppliers

Employees

Local communities and neighbors

102-43 Approach to stakeholder engagement

As described in GRI 102-42, our materiality assessment involved stakeholder interviews, stakeholder surveys and a quantitative analysis to identify issues material to TCCA. This process resulted in formalization of our Stewardship Charter.

We use our Stewardship Charter as the anchor of our Stewardship Management System; that is, we have policies, procedures, documentation and measurement that cascade from the Stewardship Charter and guide our decision-making. Adopting a management system like this is intentional as it ensures that we embed our Stewardship commitments across all business functions and not just within our Stewardship Team. It also holds us accountable at every decision and step, to our stakeholders – farmers, cows, consumers, customers, suppliers, natural resources, employees, and neighbors.

On an ongoing basis, we engage our stakeholders to drive Stewardship progress across our value chain (see External Initiatives and Association Memberships, above) on issues such as greenhouse gas and air.

102-44 Key topics and concerns raised

TCCA’s material issues have been organized into commitments to our six key stakeholders and are summarized in our Stewardship Charter. These are topics that we hear from each of the six stakeholder groups:

Thriving Farms is our commitment to farmers. The most common topics raised by this stakeholder group are long-term economic viability, succession planning, political advocacy and good agricultural practices.

Healthful Cows is our commitment to animals. The most common topics raised on behalf of this stakeholder are antibiotic stewardship and animal welfare, including food and water, comfort and shelter, proper handling and stable environment, disease and injury prevention, and fear, pain, stress and suffering minimization.

Inspired Consumers is our commitment to consumers. The most common topics raised by this stakeholder group are quality and safety, wholesomeness, responsible sourcing, trust and transparency.

Enduring Ecosystems is our commitment to the environment. The most common topics raised on behalf of this stakeholder are climate change, water quality, food waste, soil health, nutrient management, air emissions, and conservation and regenerative agriculture.

Fulfilled Employees is our commitment to our workforce. The most common topics raised by this stakeholder group are safety, culture, attraction and retention of talent, and inclusion, diversity and equity.

Enriched Communities is our commitment to the communities where we operate. The most common topics raised by this stakeholder group are community health and identity, rural resilience, food security, workforce housing, healthful children, thought leadership and collaboration.

INDICATOR/INDICATOR DESCRIPTION**102-45 Entities included in the consolidated financial statements**

This information classifies as legal information, confidential to TCCA, and therefore cannot be disclosed.

102-46 Defining report content and topic Boundaries

We follow GRI's Materiality principle: "aspects that reflect an organization's significant economic, environmental and social impacts, or substantively influence the assessments and decisions of stakeholders." We define our topic Boundaries as commitments material to TCCA in context of our business model, sustainability impacts and stakeholder relationships.

102-47 List of material topics

TCCA's material topics covered in our Stewardship strategy and reporting are listed below, classified under respective Stewardship commitments. They are also elaborated upon in our 2020 Stewardship Report and Issue Briefs:

Thriving Farms: Economic Performance

Healthful Cows: Animal Welfare

Inspired Consumers: Responsible Sourcing; Food Safety and Product Quality; Packaging

Enduring Ecosystems: Energy, Emissions and Climate Change; Water and Effluents; Waste

Fulfilled Employees: Our Culture; Occupational Health and Safety

Enriched Communities: Community Enrichment

102-48 Restatements of information

N/A

102-49 Changes in reporting

There have been no significant changes to material topics or topic Boundaries.

102-50 Reporting period

The reporting period covers our fiscal year 2020, covering the dates between January 1, 2020-December 31, 2020.

102-51 Date of most recent report

Our fiscal year 2019 Stewardship Report was published in July 2020.

102-52 Reporting cycle

We intend to publish a Stewardship Report each year.

102-53 Contact point for questions regarding the report

Please direct questions to <https://www.tillamook.com/contact-us.html>.

102-54 Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Core option.

INDICATOR/INDICATOR DESCRIPTION

102-55 GRI content index

Please refer to [GRI Content Index](#).

102-56 External assurance

We do not currently seek external assurance for this report.

ENRICHED COMMUNITIES

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments and development programs

All TCCA sites (Tillamook, Portland, Boardman) support a mission of community resilience, with a focus on agricultural advocacy, food security and healthful children. Each site is designated a percentage of budget to invest in the community. In 2020, we invested 13% of our net income into our communities. Note that this KPI represents total giving in 2020 to nonprofit organizations (501(c)3, 501(c)6 or 501(c)7) and is comparable to previous years' KPIs. It does not include additional donations we gave in 2020 to for-profit small businesses, chef and restaurant support or additional employee benefits included in our COVID-19 Response Plan.

ENDURING ECOSYSTEMS

GRI 302: Energy 2016

302-1 Energy consumption within the organization

Total fuel consumption within the organization from non-renewable sources: 122,811,747 kWh

Total fuel consumption within the organization from renewable sources: 85,807,651 kWh

Total electricity consumption: 100,786,040 kWh

Total heating consumption: 0 kWh

Total cooling consumption: 0 kWh

Total steam consumption: 188,591,522 MJ

Total electricity sold: 0 kWh

Total heating sold: 0 kWh

Total cooling sold: 0 kWh

Total steam sold: 0 kWh

Total energy consumption: 208,619,398 kWh

Standards, methodologies, assumptions and/or calculation tools used: We use billing information to calculate fuel consumption. We use a third-party developed, custom calculation tool to measure energy use.

Source of the conversion factors used: GREET Transportation Fuel Cycle Analysis Model, GREET 1.8b, developed by Argonne National Laboratory, Argonne, Illinois, released May 8, 2008. <https://greet.es.anl.gov/>.

INDICATOR/INDICATOR DESCRIPTION

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

Gross direct (scope 1) GHG emissions in metric tons of CO₂-eq: 24,000 MT CO₂-eq

Gases included in the calculation: Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O)

Biogenic CO₂-eq: 0 metric tons CO₂-eq

Base year for the calculation: 2020

Source of emission factors: Greenhouse Gas (GHG) Protocol. Emission Factors from Cross-Sector Tools. Version April 2014. Table 10; CO₂ Emission Factors by Fuel, IPCC (2007) Intergovernmental Panel on Climate Change's Fourth Assessment Report., and IMPACT 2002+ EI v3.3 (IPCC 2013, 100a).

Consolidation approach for emissions: Operational Control

Standards, methodologies, assumptions and/or calculation tools used: Our Scope 1 GHG emissions have been computed in accordance with the Greenhouse Gas (GHG) Protocol, developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). As per the GHG Protocol, the Intergovernmental Panel on Climate Change's (IPCC 2013) recommendations for Greenhouse Gas global warming potentials (GWP) are applied to compute the Climate Change impact.

305-2 Energy indirect (Scope 2) GHG emissions

Gross indirect (scope 2) GHG emissions in metric tons of CO₂-eq: 28,000 MT CO₂-eq

Gases included in the calculation: Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O)

Biogenic CO₂-eq: 0 metric tons CO₂-eq

Base year for the calculation: 2020

Source of emission factors: Bonneville Power Association. (2013). Measuring the Carbon Content of BPA's Power Supply; Center for Resource Solutions. (2017). 2017 Green-e Energy Residual Mix Emissions Rates; State of Oregon Department of Environment Quality (2012-2016) Calculating the Carbon Intensity of Electricity used in the CFP; US EPA (2014) eGRID 9th edition. Version 1.0. State file. (Year 2010 data).

Consolidation approach for emissions: Operational Control

Standards, methodologies, assumptions, and/or calculation tools used: Our Scope 2 GHG emissions have been computed in accordance with the Greenhouse Gas (GHG) Protocol, developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). As per the GHG Protocol, the Intergovernmental Panel on Climate Change's (IPCC 2013) recommendations for Greenhouse Gas global warming potentials (GWP) are applied to compute the Climate Change impact.

305-3 Other indirect (Scope 3) GHG emissions

Gross indirect (scope 3) GHG emissions in metric tons of CO₂-eq: 1,617,000 MT CO₂-eq

Gases included in the calculation: Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O)

Biogenic CO₂-eq: We have not yet been able to separate biogenic emissions data from fossil emissions data due to a lack of resolution in the emission factors used. We are working to address this in coming years.

Base year for the calculation: 2020

Source of emission factors: Ben and Jerry's (2014) A Life Cycle Analysis Study of Some of Our Flavors; Innovation Center for U.S. Dairy (2012) U.S. Dairy's Environmental Footprint, A summary of findings, 2008-2012; Quantis Internal Database; Carnegie Mellon University Green Design Institute. (2021) Economic Input-Output Life Cycle Assessment (EIO-LCA) US 2002 (428 sectors) Producer model [Internet], Available from: <<http://www.eiolca.net/>> [Accessed 24 Mar, 2021]. <http://www.eiolca.net/>.

Consolidation approach for emissions: Operational Control

INDICATOR/INDICATOR DESCRIPTION

Standards, methodologies, assumptions, and/or calculation tools used: Our Scope 3 GHG emissions have been computed in accordance with the Greenhouse Gas (GHG) Protocol, developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). As per the GHG Protocol, the Intergovernmental Panel on Climate Change's (IPCC 2013) recommendations for Greenhouse Gas global warming potentials (GWP) are applied to compute the Climate Change impact.

GRI 306: Effluents and Waste 2016

306-2 Waste by type and disposal method

Total weight of hazardous waste: 583 lbs

Hazardous waste, reuse: 0 lbs

Hazardous waste, recycling: 0 lbs

Hazardous waste, composting: 0 lbs

Hazardous waste: recovery, including energy recovery: 0 lbs

Hazardous waste, incineration (mass burn): 583 lbs

Hazardous waste, deep well injection: 0 lbs

Hazardous waste, landfill: 0 lbs

Hazardous waste, on-site storage: 0 lbs

Hazardous waste, other: 0 lbs

Total weight of non-hazardous waste: 2,338 lbs

Non-Hazardous waste, reuse: 0 lbs

Non-hazardous waste, recycling: 1,818 lbs

Non-hazardous waste, composting: 0 lbs

Non-hazardous waste: recovery, including energy recovery: 169 lbs

Non-hazardous waste, incineration (mass burn): 0 lbs

Non-hazardous waste, deep well injection: 0 lbs

Non-hazardous waste, landfill: 351 lbs

Non-hazardous waste, on-site storage: 0 lbs

Non-hazardous waste, other: 0 lbs

GRI 2020 & 2019 COMPREHENSIVE DATA COMPARISON

INDICATOR/INDICATOR DESCRIPTION	2020 DATA	2019 DATA
GRI 102: General Disclosures 2016		
102-7 Scale of the organization		
Information on employees and other workers	Total number of employees: 953	Total number of employees: 927
	Permanent, F: 352	Permanent, F: 345
	Permanent, M: 586	Permanent, M: 565
	Temporary, F: 8	Temporary, F: 9
	Temporary, M: 7	Temporary, M: 8
	Total number of employees by employment contract (permanent and temporary), by region (Site: Perm/Temp):	Total number of employees by employment contract (permanent and temporary), by region (Site: Perm/Temp):
	Tillamook: 522/13	Tillamook: 522/16
	Boardman: 232/0	Boardman: 226/0
	Portland: 145/2	Portland: 131/1
	Remote: 39/0	Remote: 31/0
	Total number of employees by employment type (full-time and part-time), by gender:	Total number of employees by employment type (full-time and part-time), by gender:
	Full-time, F: 338	Full-time, F: 325
	Full-time, M: 569	Full-time, M: 549
	Part-time, F: 17	Part-time, F: 29
	Part-time, M: 14	Part-time, M: 24
102-41 Collective bargaining agreements		
	24.7% of employees are covered by collective bargaining agreements.	24.8% of employees are covered by collective bargaining agreements.
GRI 302: Energy 2016		
302-1 Energy consumption within the organization		
	Total fuel consumption within the organization from non-renewable sources: 122,811,747 kWh	Total fuel consumption within the organization from non-renewable sources: 127,744,022 kWh
	Total fuel consumption within the organization from renewable sources: 85,807,651 kWh	Total fuel consumption within the organization from renewable sources: 85,519,923 kWh
	Total electricity consumption: 100,786,040 kWh	Total electricity consumption: 100,499,169 kWh
	Total heating consumption: 0 kWh	Total heating consumption: 0 kWh

INDICATOR/INDICATOR DESCRIPTION	2020 DATA	2019 DATA
	Total cooling consumption: 0 kWh	Total cooling consumption: 0 kWh
	Total steam consumption: 188,591,522 MJ	Total steam consumption: 206,482,453 MJ
	Total electricity sold: 0 kWh	Total electricity sold: 0 kWh
	Total heating sold: 0 kWh	Total heating sold: 0 kWh
	Total cooling sold: 0 kWh	Total cooling sold: 0 kWh
	Total steam sold: 0 kWh	Total steam sold: 0 kWh
	Total energy consumption: 208,619,398 kWh	Total energy consumption: 213,263,945 kWh
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions		
	Gross direct (scope 1) GHG emissions in metric tons of CO ₂ -eq: 24,000 MT CO ₂ -eq	Gross direct (scope 1) GHG emissions in metric tons of CO ₂ -eq: 23,000 MT CO ₂ -eq
	Biogenic CO ₂ -eq emissions: 0 metric tons CO ₂ -eq	Biogenic CO ₂ -eq emissions: 0 metric tons CO ₂ -eq
305-2 Energy indirect (Scope 2) GHG emissions		
	Gross indirect (scope 2) GHG emissions in metric tons of CO ₂ -eq: 28,000 MT CO ₂ -eq	Gross indirect (scope 2) GHG emissions in metric tons of CO ₂ -eq: 29,000 MT CO ₂ -eq
	Biogenic CO ₂ -eq emissions: 0 metric tons CO ₂ -eq	Biogenic CO ₂ -eq emissions: 0 metric tons CO ₂ -eq
305-3 Other indirect (Scope 3) GHG emissions		
	Gross indirect (scope 3) GHG emissions in metric tons of CO ₂ -eq: 1,617,000 MT CO ₂ -eq	Gross indirect (scope 3) GHG emissions in metric tons of CO ₂ -eq: 1,494,000 MT CO ₂ -eq
	Biogenic CO ₂ -eq: We have not yet been able to separate biogenic emissions data from fossil emissions data due to a lack of resolution in the emission factors used. We are working to address this in coming years.	Biogenic CO ₂ -eq: We have not yet been able to separate biogenic emissions data from fossil emissions data due to a lack of resolution in the emission factors used. We are working to address this in coming years.
GRI 306: Effluents and Waste 2016		
306-2 Waste by type and disposal method		
	Total weight of hazardous waste: 583 lbs	Total weight of hazardous waste: 62 lbs
	Hazardous waste, reuse: 0 lbs	Hazardous waste, reuse: 0 lbs
	Hazardous waste, recycling: 0 lbs	Hazardous waste, recycling: 0 lbs
	Hazardous waste, composting: 0 lbs	Hazardous waste, composting: 0 lbs
	Hazardous waste: recovery, including energy recovery: 0 lbs	Hazardous waste: recovery, including energy recovery: 0 lbs
	Hazardous waste, incineration (mass burn): 583 lbs	Hazardous waste, incineration (mass burn): 62 lbs
	Hazardous waste, deep well injection: 0 lbs	Hazardous waste, deep well injection: 0 lbs
	Hazardous waste, landfill: 0 lbs	Hazardous waste, landfill: 0 lbs

INDICATOR/INDICATOR DESCRIPTION	2020 DATA	2019 DATA
	Hazardous waste, on-site storage: 0 lbs	Hazardous waste, on-site storage: 0 lbs
	Hazardous waste, other: 0 lbs	Hazardous waste, other: 0 lbs
	Total weight of non-hazardous waste: 2,338 lbs	Total weight of non-hazardous waste: 928 lbs
	Non-Hazardous waste, reuse: 0 lbs	Non-Hazardous waste, reuse: 0 lbs
	Non-hazardous waste, recycling: 1,818 lbs	Non-hazardous waste, recycling: 352 lbs
	Non-hazardous waste, composting: 0 lbs	Non-hazardous waste, composting: 0 lbs
	Non-hazardous waste: recovery, including energy recovery: 169 lbs	Non-hazardous waste: recovery, including energy recovery: 576 lbs
	Non-hazardous waste, incineration (mass burn): 0 lbs	Non-hazardous waste, incineration (mass burn): 0 lbs
	Non-hazardous waste, deep well injection: 0 lbs	Non-hazardous waste, deep well injection: 0 lbs
	Non-hazardous waste, landfill: 351 lbs	Non-hazardous waste, landfill: 0 lbs
	Non-hazardous waste, on-site storage: 0 lbs	Non-hazardous waste, on-site storage: 0 lbs
	Non-hazardous waste, other: 0 lbs	Non-hazardous waste, other: 0 lbs

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