



PUTTING PURPOSE INTO ACTION

2021 STEWARDSHIP REPORT



OUR STEWARDSHIP JOURNEY

At the heart of Tillamook County Creamery Association (TCCA), you'll find Stewardship. It's been a part of our journey since the very beginning. Year after year, we stay true to our values using our six Stewardship Commitments as our guide.

In 2021, we renewed our Materiality Assessment from 2016 by surveying our employees, farmers, customers and community partners. We reaffirmed the topics that were important to our stakeholders and recommitted to focusing on the most critical, including Enduring Ecosystems and Thriving Farms. With this knowledge and our foundational programs in place, we're moving forward with purpose in all of our six commitments.

OUR COMMITMENTS



THRIVING FARMS

Thriving Farms are essential to our future. Not only for our cooperative, but for our TCCA community and the food system. We're helping farmers to be more efficient, economically sound and viable for generations.



ENDURING ECOSYSTEMS

As an agricultural cooperative, we protect the resources that sustain us. We focus on conserving air, land and water, while reducing energy and waste — at the farms, in our facilities and across our truck fleet.



FULFILLED EMPLOYEES

It takes dedicated employees to keep our cooperative going for over 110 years. We're committed to helping them thrive by fostering a culture that is enriching and fulfilling.



HEALTHFUL COWS

From working with herd health experts to adopting new technology that monitors a cow's well-being, we're committed to keeping cows healthful and comfortable.



INSPIRED CONSUMERS

Every bite of our products should represent everything we stand for. When we strive for a higher standard of excellence across our value chain, the result is great-tasting products that consumers are proud to enjoy and inspired to share with others.

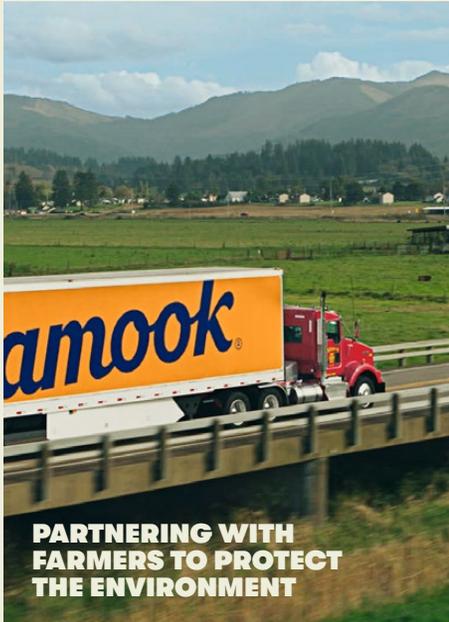


ENRICHED COMMUNITIES

Our work and our people are intricately connected to our communities. We look for ways to strengthen them — focusing on agricultural advocacy, food security and healthful children.

Stewardship is an investment in our future

WHAT'S INSIDE



TCCA continues to deliver on its Stewardship Commitments in bigger and better ways, with projects across our farmer-owned cooperative. And we are making a real difference for farmers, consumers, suppliers, employees, customers and neighbors.

We're addressing the Stewardship topics our stakeholders told us they care about — overcoming systemic and local community challenges, continuing our commitment to cow care, acting sustainably throughout our business, minimizing food waste and addressing food insecurity, supporting farmers and dairy farming, and making sure our employees are treated well.

Everyone at our cooperative has a role to play, and the actions we take will determine the impacts we make on our people, our communities and the world. At TCCA, Stewardship is embedded in our values. It comes out in the ways we care. And it is something we look to do more of every day because being good stewards is part of how we got from our founding in 1909 to an important, national brand in 2022.

And being good stewards will help define and drive our success for the next 113 years. It's an investment today in the TCCA of the future. Our farmers are proud of the good we have done and we remain committed to doing even more.

OREGON STATE UNIVERSITY COMMITMENT

\$1.5M over the next five years to help build a state-of-the-art dairy processing facility to train the next generation of leaders
[LEARN MORE ABOUT OUR COMMUNITY GIVING](#)



TAKING ACTION TO PRESERVE OUR ECOSYSTEMS

From fighting food waste to addressing methane emissions, we work hard every day to confront the issues that impact our world, our business and our farmers.



Together, we can be part of the solution.

We're conscious that dairy contributes to greenhouse gas emissions (GHG). While 2% of the GHG emissions in the U.S. come from the dairy industry, we're inspired by the remarkable progress we've seen over the last century.¹

60+%
REDUCTION OF EMISSIONS PER
GALLON OF MILK SINCE THE 1940s²

We're ready to continue this progress.

As part of our commitment to Enduring Ecosystems, we work with our farmers and customers to create a future where our industry can be part of the solution. While we don't have all the answers, we are committing the time and resources to invest in strategies to protect and preserve our ecosystems now and for future generations.

We know that TCCA must take additional actions to reduce environmental impacts from our facilities and farmlands, do our part to limit food waste, and maintain water quality and usage.

That's why we've aligned with the U.S. Dairy Stewardship Commitment 2050 goals to:

- **Achieve greenhouse gas neutrality**
- **Improve water-use efficiency while maximizing recycling**
- **Enhance water quality through innovative use of manure and nutrients**



Partnering with farmers to protect the environment

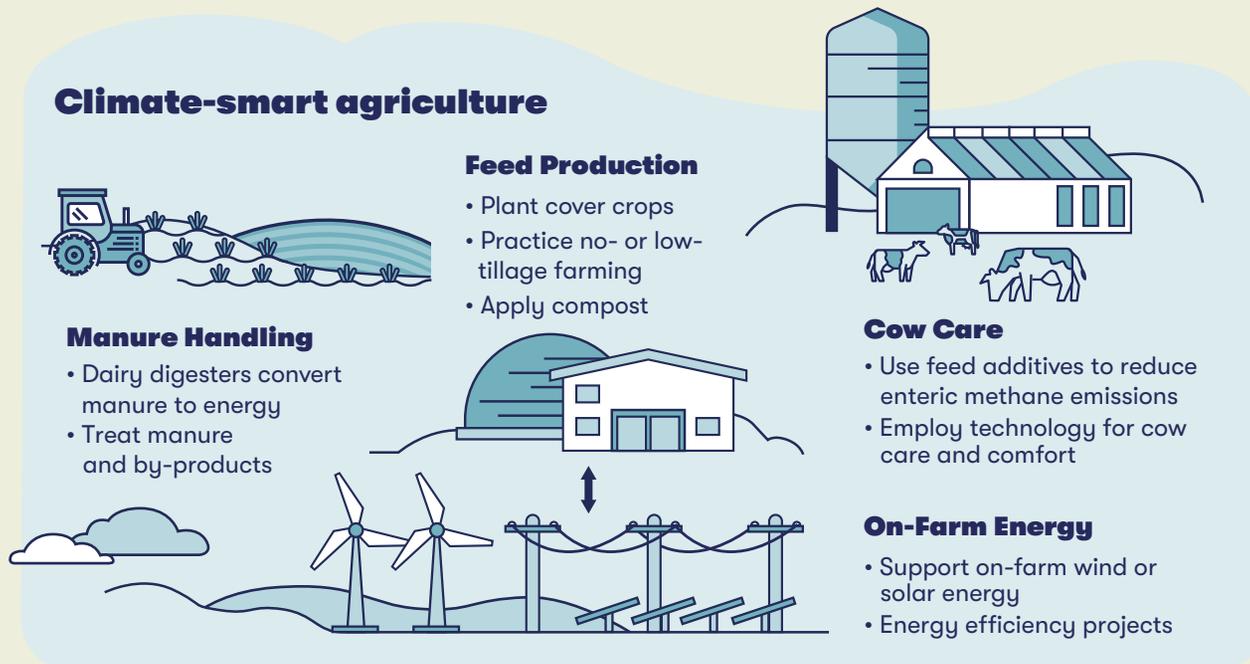
Scientists are recognizing that farmlands produce more than just food. They provide us with critical ecosystem services including pollination, flood control, habitat and carbon sequestration. TCCA supports our farmers by establishing partnerships and offering technical expertise and funding for environmental projects.

Farming strategies for GHG neutrality

One of the ways we're progressing toward our goal of achieving GHG neutrality by 2050 is by working with farmers to enhance carbon sequestration. We do this by implementing conservation practices such as no-till farming, perennial cropping, cover cropping and compost application. Farmers are also finding new ways to advance this transformation, and we're supporting them with resources to make it happen.

Funds for farmers to improve water quality

As a cooperative, we provide our farmer-owners an Environmental Stewardship Fund, which they can access to make improvements on their farms for water, habitat and other environmental benefits. In 2021, one farmer used funds to purchase and install new drainage pipes, gutters and a surface water collection system with improved grading. As a result of this project, the farmer saw immediate water quality improvements in the surface water draining into the Nestucca River.



FORMING THE TILLAMOOK WATERSHEDS CONSERVATION PARTNERSHIP

Protecting watersheds in and around Tillamook County is essential to preserving ecosystems so farmlands can thrive.

Trout Unlimited is working with farmers and other landowners in Tillamook County to improve fish passage and restore riparian habitat. TCCA is providing a \$500K partner match. Along with other partner matches and grants, the program will bring in a total of more than \$5M for watershed improvements in the area.

We've already completed eight farm reviews to assess the feasibility of projects in Tillamook County and Nestucca Bay watersheds.

Awarded USDA Regional Conservation Partnership Program grant

One of 85 grants given in 2021



Packaging goals for a waste-free future

In 2021, we announced five goals as part of our commitment to Inspired Consumers. From design and materials to sourcing and consumer behavior, we're collaborating with our suppliers and other Consumer Packaged Goods (CPG) companies to work toward achieving them.

LEARN MORE ABOUT OUR PACKAGING HERE

PACKAGING GOALS



Avoid additional and unnecessary packaging while prioritizing the quality of our products and reduction of food waste



Commit 100% of our packaging solutions to being recyclable, reusable or compostable by 2030



Increase recycled content to 20% (on average) in our plastic packaging by 2025 and eliminate use of all virgin plastic by 2035



Source all virgin paper packaging from Forest Stewardship Council (FSC)-certified materials and use 50% or more recycled fiber by 2025



Educate consumers on actionable ways to reduce food waste and properly dispose, recycle or reuse Tillamook® packages

When it comes to packaging our products, quality, freshness and safety have always been priorities. Beyond protecting our food, packaging allows us to look for ways to reduce our environmental impact and decrease food waste. That's why we set ambitious new packaging goals to hold ourselves accountable and ensure our actions now are moving us toward more sustainable packaging in the future.

We started our journey conducting science-based lifecycle assessments on our cheese, yogurt and ice cream packaging to measure and evaluate emissions associated with our sourcing materials, transportation, production and end-of-life processes. The studies helped us see how packaging changes could reduce GHGs and informed our packaging goals.

These changes take time and are constrained by available technology and the greater recycling market. We know we have a lot more work to do. We'll continue to join forces with suppliers, industry partners and government to make progress on our goals.



Upcycling our packaging

One of the ways we're encouraging and informing our consumers about a waste-free future is by educating them on actionable ways to reduce food waste and reuse our packaging.



Gaining ground in our facilities and fleet

We're working on continuous improvement processes to help us use energy more efficiently and are replacing our current energy and fuel sources with cleaner options.

Advancing energy efficiency

In 2021, we implemented energy reduction initiatives that will save an estimated 200,000 kWh and 142 metric tons of CO₂-eq annually. These projects include lighting upgrades, motor controls and an expanded steam boiler system.

Diverting facility waste

In 2021, we improved our overall waste diversion rate by 2%. Much of this progress came from increased cardboard collection and expansion of food waste diversion. Our Tillamook facility alone made significant progress, going from an 80% diversion rate in 2020 to an 87% diversion rate in 2021.

Reforestation our properties

Planting woody vegetation is one nature-based solution that sequesters carbon. In 2019, we planted 35 acres of trees at our Tillamook headquarters with native species of Western red cedar, Western hemlock and Sitka spruce.

Enhancing our fleet

To increase efficiencies in our fleet, we engage our supply chain — including milk haulers and other third-party transporters — through the EPA SmartWay platform.



Forging ahead in the fight against food waste

A striking 30% of the world’s food supply becomes waste, which in turn produces 8% of GHG emissions.³ That’s why we’re actively taking steps to keep food from spoiling and ending up in landfills.

In 2020, we partnered with Kroger to join the global 10x20x30 Food Loss and Waste Initiative, committing to a 50% reduction in food waste in our processing facilities by 2030. In 2021, we conducted our first food waste assessment at our Tillamook and Boardman facilities to identify the sources and types of food loss, and we found that 2% of the total food manufactured in 2020 was wasted. With a baseline understanding of food waste in our operations, we will continue to improve data tracking while also taking measures to reduce food waste.

“

2021 marks the first year we can confidently track and report on food loss in our operations. By better understanding why this loss occurs, we can identify ways to reduce waste, such as diverting cheese scrap at Tillamook production facilities.”



SHIVIRA CHOUDHARY
Environment and Community
Impact Manager, TCCA



Where our food goes



* Includes products that have expired or failed to meet quality standards.
Note: Data doesn’t add up to 100% due to rounding.

INNOVATIVE IDEAS FOR REDUCING CHEESE WASTE

When warehouse manager Colby Gallinger and his team noticed that the plastic packaging on 40-lb. blocks of cheese would occasionally tear or leak, they came up with a solution to keep thousands of pounds of cheese from going to waste. While the blocks didn’t meet Tillamook brand standards, our Quality team deemed the product safe to eat.

Instead of creating food waste, we sell it to customers who either melt down the quality cheese or cut off the unusable portion and convert it to cheese powder for use in crackers, cheese sauces, and macaroni and cheese.

437,605 LBS.
of cheese diverted from landfill at our Boardman and Tillamook facilities



MINDFUL INVESTMENT FOR STRONGER COMMUNITIES

When it comes to Enriched Communities, we strive to make the biggest impact with every dollar we spend or invest, focusing on causes that serve agricultural advocacy, food security and healthful children. Because we have our roots in Tillamook County, with a second home in Morrow County, we're focused on supporting Oregon's communities — especially where many of our employees and farmer-owners work and live.



Top right photo: We made a \$25,000 donation to the Oregon FFA Foundation to support their programs — working with 160 agriculture teachers in 111 chapters across the state of Oregon, including district and statewide events focused on career development, leadership and training.

Bottom right photo: We made a \$15,000 donation to support Friends of the Children-Portland, whose mission is to impact generational change by empowering youth who are facing the greatest obstacles through relationships with professional mentors.

SOCIETAL CHANGE TAKES ALL OF US



Supporting digital equity in rural communities

People living in Oregon's rural communities have unreliable access to high-speed broadband services, excluding them from economic and educational opportunities available to those who live in more connected cities. We partnered with the American Connection Corps (ACC) and successfully advocated for a \$120 million grant fund to invest in broadband in Oregon.

As part of ACC's national effort to provide more than 50 fellows across the country, TCCA is sponsoring two fellows—one in Tillamook County and one in Morrow County—who are working to increase broadband access and digital literacy by building infrastructure and increasing fiber-to-home connectivity. As a result, people in rural communities will have better access to information, community support, school, work and improved technology on farms.



“

People think of the internet as something magical, something that's just there. There are so many resources to make people informed enough to start making a difference in the way they access the internet. For example, did you know you can negotiate your price with your internet provider?”



SAMANTHA GOODWIN
Broadband Coordinator for
Tillamook County Board of Commissioners

BUILDING A BETTER OREGON

As a major business and employer in the small rural community of Tillamook County, we have a responsibility to help shape a vibrant local economy. We're supporting the development of a healthy small business ecosystem and working with valued partners to offer social support that equitably benefits residents.

Our own leaders serve as board members for organizations that have already begun important work like this in Tillamook County and beyond, including:



COMING TOGETHER FOR THE COMMON GOOD

From grants to giving, by partnering with organizations of all sizes, we strive to make a positive difference in our communities. In 2021, we:

Donated 7.8% of our net income back to our community.

Distributed 130+ grants with the average grant totaling \$12,716.

Our inclusive approach to giving

On a local level, we're adopting more inclusive practices to ensure we're addressing racial, economic and geographic disparities through our community giving. We're proactively reaching out to organizations that serve low-income populations and communities of color, and funding causes related to food insecurity, healthful children and agricultural advocacy.

Supported Girls Inc.

An organization that encourages all girls to be "Strong, Smart, and Bold" through direct service and advocacy.



of the Pacific Northwest

Donated to Equitable Giving Circle

A Portland nonprofit founded by black women that purchases food grown from local BIPOC farmers and delivers it to locals who are food insecure.



In 2021, we also supported:



Small grants = big difference

If the pandemic has taught us one thing, it's that we have to show up for our hometowns, because smaller organizations are often a lifeline for their communities.

Bootleg Fire support donations

\$30,000

to Wildland Firefighter Foundation, Klamath-Lake Counties Food Bank and Red Cross Southwest Oregon Chapter to help fight the state's third-largest wildfire since 1900.

TCCA Employee Support

\$27,316

donated in 2021 through employee donations and TCCA matching.

Oregon Food Bank partnership

\$160,000

donated, including \$15,000 to fund Oregon Food Bank's new Community Growers Pilot, which supports BIPOC growers by purchasing their food and delivering it to communities disproportionately impacted by hunger.

OREGON FOOD BANK CORPORATE DONOR OF THE MONTH

October 2021.



We made a \$6,500 donation to support the field trip scholarship program — providing up to eight classes (200 elementary school children) with a full day of exploring and learning on a working farm at Sauvie Island Center.

TRANSPARENCY FROM FARM TO TABLE

From the cows that supply our milk to the ingredients we source, we're committed to transparent practices and excellent animal welfare across farms and suppliers. And we're dedicated to holding ourselves accountable. Whether working with farms that care for 200 cows or 20,000, we only choose milk suppliers who align with our values and industry-leading cow care standards.



As a Certified B Corporation® (B Corp™) we meet the highest verified standards of social and environmental performance, transparency and accountability.

Certified



Corporation

HIGH-QUALITY MILK STARTS WITH EXCEPTIONAL CARE

Our farmers' commitment to supporting Healthful Cows runs deep. That means supporting our farmer-owners and milk suppliers in everything they do — from keeping their herds healthy to staying accountable to cow care standards. It's an ongoing process and takes a dedicated team, on-call at all hours, to make it happen.

We continue to work with farmer-owners and milk suppliers on calf care, including developing a customized feeding plan for the first 60 days of a calf's life. Colostrum feeding in the first 24 hours is vital to a newborn calf's survival.

High volumes of milk, group feeding systems (robotic and low tech) and new housing technologies also help farmers raise exceptional calves and can reduce labor, antibiotics and illness.

New approaches for healthier calves

Here's how some farmer-owners are using innovative housing, feeding technologies and programs to keep their herds strong in the first years of their life.

ROBOTIC GROUP FEEDING

Automatic feeders help farmers increase efficiency while providing an individualized approach to feeding. Milk is mixed and fed through a robot and calves are monitored individually with RFID tags to see the volume of milk they drink. The amount can be increased to a maximum of three to four gallons as calves grow, depending on breed, and then decreased over time for weaning.

GROUP FEEDERS

Many farms use group feeders and mob feeders, which have been shown to increase average daily weight gain at a lower cost. Mob feeders are a container of milk with multiple nipples, allowing calves to all drink at the same time. These farms also put calves on pasture before weaning when weather conditions are good. Many farms put calves on pasture after they're weaned.

CUSTOM CALF GROWERS

Some farms choose to send their calves to custom calf growers where they receive specialized care. These ranches monitor total proteins for colostrum absorption, weigh calves and deliver specialized feeding and vaccine programs for each age of calf. Many of these ranches have the latest calf pen styles, with comfort for calves and easy cleaning for people.



100% SUPPLIER ADHERENCE TO FARM ANIMAL WELFARE PROGRAM

100% of the milk in our products comes from suppliers that align with [Farmers Assuring Responsible Management \(FARM\)](#) industry-leading animal care standards.



ADVANCING SUSTAINABLE INGREDIENTS

We're committed to responsibly sourcing every ingredient we use in each of our products. We require our suppliers to meet, or exceed, our strict quality requirements in our Supplier and Contract Manufacturer Food Safety and Quality Expectations Manual.

While milk is our most commonly used ingredient, we're also making progress in sourcing other ingredients responsibly. There's more to be done, and we're continuously working toward sustainable ingredient sourcing.

SOURCING OUR INGREDIENTS WITH CARE



Eggs

As of January 2022, all Tillamook products except our ice cream sandwiches have cage-free eggs.



Palm oil

All Tillamook products except our ice cream sandwiches and select family-sized ice cream flavors come from suppliers with RSPO Mass Balance certificates, which means that the palm oil used is sustainably sourced.

We're working with our suppliers to achieve 100% RSPO Mass Balance across all products.

LEARN MORE ABOUT OUR INGREDIENTS [HERE](#)



Stewardship Supplier Engagement Program

Through our Stewardship Supplier Engagement Program, we monitor and evaluate the social, environmental and ethical performance of our supply chain. In 2021, we set a goal to engage 80% of our supplier spend in the program by 2022. While we're still working to reach our goal, we've made good progress for our work in establishing a sustainable procurement framework.

Increased supplier engagement

46% → **64%**
in 2020 in 2021

Supplier Diversity Program

We rely on our suppliers for the materials needed to bring our products to our consumers, including ingredients and packaging. Diverse supply relationships are critical to drive value, bring innovation and deliver security of supply while also aligning with our values. We're committed to supplier diversity because a diverse supply base results in a sustainable future. We've put processes in place to better understand where our supplier spend goes and find ways to better activate, support and reach out to minority communities.

In 2022, we'll establish a baseline of diversity spend across our supply base and implement focused strategies. We're also developing a robust plan to continue to drive improvement over the next three to five years and beyond.

\$2M+
amount of increased diversity spend in 2019

IMPLEMENTED NEW ENTERPRISE RESOURCE PLANNING SYSTEM IN 2019-2020
for improved reporting capabilities and more visibility into diversity spend

COMMITTED TO THE FUTURE OF FARMING

As a farmer-owned cooperative, we're aware of the many challenges farmers face every day, including economic uncertainty, loss of farmland and constant change. From paying generous milk prices to providing 24/7 support for our farmer-owners, we're committed to giving farmers the help and resources they need to thrive.



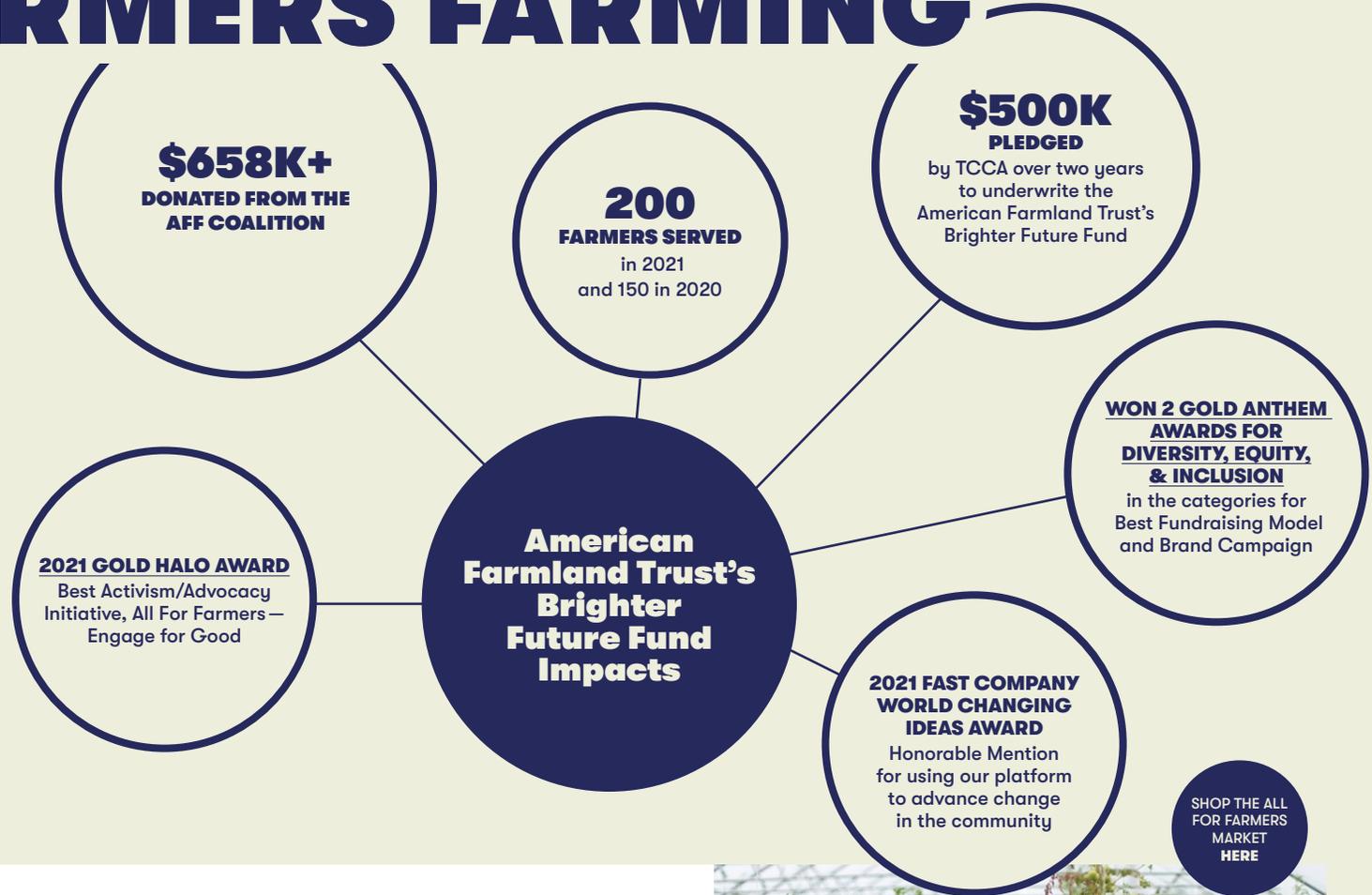
Our Farm Services Team, led by Dr. Kate Lott (pictured on the right), is dedicated to helping farmers address their most pressing issues, whether they need advice on animal welfare or recommendations on equipment issues. With deep expertise in farming practices, we take a unique approach to working with our farmer-owners and milk suppliers. By providing personalized guidance, we help farmers produce higher quality milk and ensure it's transported to our production facilities safely.



IT TAKES A VILLAGE TO KEEP FARMERS FARMING

In 2021, we continued to deliver on our commitment to Thriving Farms by underwriting the American Farmland Trust's Brighter Future Fund for two additional years, extending a partnership that began in 2020 to support farmers across the nation in need. We expanded our All For Farmers (AFF) program into a coalition, inviting brands and individual supporters to come together to make a positive impact for the future of farming.

Whether donating to the cause directly or making a purchase at our AFF market on Food52, 100% of raised funds go directly to help farmers nationwide.



FARMERS COMMITTED TO URBAN GARDENING

Rise & Root Farm in Chester, New York, was founded by four women dedicated to reducing food insecurity and making healthy produce more accessible to everyone. In 2020, the farm won a major contract to grow seedlings for NYC Parks GreenThumb, which serves community gardeners in the city.

With the help of a \$5,000 Brighter Future Microgrant, Rise & Root was able to upgrade their high tunnel to a greenhouse with water, electricity and heat. In 2021, they doubled their production to grow 43,000 seedlings to distribute throughout the city. When the farmland was flooded by Hurricane Ida in late August, we donated an additional \$5,000 to help them recover lost crops and equipment.



DOUBLING DOWN ON EMPLOYEE WELL-BEING

Our people enable our success and help us fulfill our purpose. In good times and in crisis, including during the pandemic, our employees come through. That's why we're working especially hard on our commitment to Fulfilled Employees, ensuring that we continue to offer the resources and assistance needed to prioritize and support the health and well-being of our employees and their families.

When we focus on the whole individual and help take care of their mental, emotional, social and financial health, they can bring their best selves to work.



**Awarded 2022 Best Place to
Work for LGBTQ+ Equality**

*Human Rights Campaign Corporate
Equality Index*



Twenty years ago, we opened our second manufacturing facility in Boardman, Oregon, with just 14 employees. Today, more than **200 employees work in Boardman**, staying true to our heritage and commitment to quality.

ELEVATING EMPLOYEE WELL-BEING

To prevent and reduce pandemic-related fatigue and burnout, we invested in employees by launching a well-being framework, along with new benefits and education resources.

Together, these pillars support the overall health and well-being of our employees.

Be Well

We help employees and their family members take care of their physical well-being by encouraging them to make healthy choices and providing programs to help them achieve their wellness goals.

UP TO \$420

yearly reimbursement for fitness equipment and other related services that support employee wellness.

Live Well

We support employees' lives away from work through flexible work options and paid volunteer and donation match programs to give back to the community, paid new parent leave, college savings plans and pet health insurance.

6 WEEKS

paid parental leave for parents welcoming a new child.

Feel Well

To safeguard emotional well-being and mental health, we offer generous paid time off programs, domestic partner coverage, employee assistance programs, and a fulfilling culture grounded in shared values.

\$0 COPAYS

for telehealth visits and mental health appointments.

Grow Well

To promote financial well-being and provide financial security, we offer generous retirement and profit-sharing plans, as well as education programs, tuition reimbursement and financial support in the case of injury or illness to put minds at ease.

UP TO \$10,500

in annual tuition reimbursements for all employees continuing their education.

COVID VACCINE CLINICS

We strive to ensure the work we do benefits our employees and other members of the community. This year, we hosted community and employee vaccine clinics to help drive up vaccination numbers in hard-hit Tillamook and Morrow counties.

8 VACCINE CLINICS

hosted in Portland, Tillamook and Boardman

NUMBER OF PEOPLE VACCINATED ON-SITE

335
EMPLOYEES

158
COMMUNITY MEMBERS



SCORECARD

● 90-100% of target ● 50-89% of target ● 0-49% of target

METRIC	EXPLANATION	2020 PERFORMANCE	2021 PERFORMANCE	TARGET	RESULTS
HEALTHFUL COWS					
FARM/Validus Program Participation	Percent participation among TCCA farmer-owners	100%	100%	100%	●
Somatic Cell Count	Percent of total milk supply below 200k somatic cell count	75%	83%	100%	●
INSPIRED CONSUMERS					
Supplier Traceability	Percent participation in Stewardship Supplier Engagement Program covering suppliers, contract manufacturers and milk supplied to Tillamook and Boardman facilities ⁴	46%	64%	80%	●
ENDURING ECOSYSTEMS					
Air Emissions – Ammonia	Percent of milk pounds entering Tillamook and Boardman facilities between 8-14 mg/dl Milk Urea Nitrogen (MUN)	98%	91%	100%	●
GHG Emissions ⁵	Scope 1 emissions: Percent YoY change in total metric tons of CO ₂ -eq emitted	4.3%	-3.4%	-4.1%	●
	Scope 2 emissions: Percent YoY change in total metric tons of CO ₂ -eq emitted	-3.4%	-23%	-4.1%	●
	Scope 3 emissions: Percent YoY change in total metric tons of CO ₂ -eq emitted	8.2%	-16.9%	-4.1%	●
Energy Use	Percent YoY change in total MMBtu of energy used, normalized by milk pounds received	-8%	1.2%	-1%	●
Waste Diversion	Percent of waste diverted from landfill ⁶	63%	65.2%	90%	●
Water Consumption	Percent YoY change in total gallons of water consumed, normalized by milk pounds received	-12%	3.3%	-1%	●
FULFILLED EMPLOYEES					
Employee Benefits	Percent of employees utilizing benefits	88%	89%	80%	●
	Percent of employees participating in 401(k) plan with safe harbor match	94%	96%	90%	●
	Percent of employees participating in 401(k) plan with safe harbor match (under age 35)	91%	94%	90%	●
Employee Opportunities	Percent of employees internally promoted	14%	13%	13%	●
Employee Retention	Percent employee retention	82%	78%	75%-85%	●
Gender Balance	Percent female/male at Manager level and above	44%/56%	43%/57%	50%/50%	●
Living Wage	Percent of employees who are paid a living wage ⁷	100%	100%	100%	●
Overall Employee Engagement	Overall employee engagement score, based on results of annual survey	93%	88%	75%	●
Workforce Diversity	Percent of employees of color, racially or ethnically diverse	26%	28%	30%	●
ENRICHED COMMUNITIES					
Community Investment	Percent of our earnings invested in our communities	13%	8%	4%	●
Employee Volunteer Hours	Number of hours volunteered in our communities	8,516	1,576	3,000	●

For more information, see our [2021 GRI Content Index: Issue Briefs & Data](#).

TCCA is committed to large-scale sustainability initiatives at the regional, national and global levels. Our Key Performance Indicators (KPIs) are aligned with and inspired by the UN Sustainable Development Goals (SDGs), the Dairy Sustainability Framework Global Criteria, the Innovation Center for U.S. Dairy Stewardship Commitment and the National Milk Producers Federation FARM program.



GRI Issue Briefs

For a more detailed approach to what matters most to us, see our GRI Issue Briefs:

- [Animal Welfare](#)
- [Community Enrichment](#)
- [Economic Performance](#)
- [Energy, Emissions and Climate Change](#)
- [Food Safety and Product Quality](#)
- [Occupational Health and Safety](#)
- [Our Culture](#)
- [Packaging](#)
- [Responsible Sourcing](#)
- [Waste](#)
- [Water and Effluents](#)

GRI content index & comprehensive data

[A detailed look at our GRI alignment and comprehensive data.](#)

Certified



Corporation

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Endnotes

1. Thoma, G., et al. (2013). Greenhouse gas emissions from milk production and consumption in the United States: A cradle-to-grave life cycle assessment circa 2008. *International Dairy Journal*, 31(1).
2. Capper J.L., Cady R.A., Bauman D.E. (2009). The environmental impact of dairy production: 1944 compared with 2007. *Journal of Animal Science*. 87(6):2160-7.
3. Technical Platform on the Measurement and Reduction of Food Loss and Waste. Food and Agriculture Organization of the United Nations.
4. Our Traceability program includes suppliers we evaluate through EcoVadis and SEDEX, and milk providers that abide by the environmental protection, and worker health and safety programs outlined in our TCCA Cooperative Member Handbook and Contract Milk Suppliers Handbook. It also includes our joint venture in Boardman that is covered within the scope of our environmental footprint assessment.
5. The reduction in our 2021 GHG footprint results from improved emission factors specific to our suppliers, including updated regional utility consumption values, and milk suppliers. For milk supply, we replaced the 2012 national average emission factor and are now collecting farm-specific data with the Farmers Assuring Responsible Management – Environmental Stewardship (FARM ES) platform to get a more accurate calculation of our GHG impact based on location and management practices. See more information in our Energy, Emissions and Climate Change GRI issue brief.
6. Our waste diversion performance accounts for solid and non-hazardous materials generated across our operations.
7. Individual Living Wage as calculated by work location using the MIT Living Wage Calculator. <https://livingwage.mit.edu/>.

Tillamook 2021 Stewardship Report published in May 2022.