Tillamook®

2019

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, and sour cream—are produced and packaged for TCCA by contract manufacturers.	
102-3	**Location of headquarters**
Our headquarters is 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 & Specialty	
Hospitality and Entertainment	
E-Commerce	
102-7	**Scale of the organization**
Total number of employees: 927	
Total number of operations: We define major operations as Tillamook, Portland and Boardman, Oregon.	
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 (lbs of cheese at Tillamook and Boardman): In 2019, we produced 253,769,441 lbs of cheese at our Tillamook and Boardman facilities.	
102-8	**Information on employees and other workers**
Total number of employees by employment contract (permanent and temporary), by gender:	
Permanent, F: 345	
Permanent, M: 565	
Temporary, F: 9	
Temporary, M: 8	

INDICATOR	INDICATOR DESCRIPTION
Total number of employees by employment contract (permanent and temporary), by region:	
Site: Perm/Temp	
Tillamook: 522/16	
Boardman: 226/0	
Portland: 131/1	
Remote: 31/0	
Total number of employees by employment type (full-time and part-time), by gender:	
Full-time, F: 325	
Full-time, M: 549	
Part-time, F: 29	
Part-time, M: 24	
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. Currently we do not have data on the portion of work performed by workers who are not employees, but we plan to gather this information in future years.	
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**
TCCA is farmer-owned and farmer-led cooperative since 1909 that 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. Nearly two decades ago, we outgrew the milk supply in Tillamook County in serving the customer and consumer demand for our products. We also started reaching production capacity at our flagship cheese and ice cream manufacturing facility in Tillamook. That's when we made the intentional decision to expand our supply chain to source milk from suppliers who share our same values, but operate outside of Tillamook County. That 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 responsibility for purchasing, demand planning, supply planning, warehousing, logistics and shipment management, management of all external or contract manufacturers (including sourcing new contract manufacturers) and performance measurement of existing contract manufacturers. The Environment and Community Impact team works cross-functionally with Supply Chain and other teams to uphold our commitment to product excellence. This includes benchmarking our and our suppliers' environmental, social and ethical (ESE) impacts against world class CPG companies in our quest to be better. 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.	
Throughout our supply chain, milk is our most important raw ingredient and 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 sourcing through TCCA cooperative farmer-owners, direct sourcing through non-owner contract supply agreements and indirect sourcing through our contract manufacturing partnerships. Our Stewardship Supplier Engagement Program will help 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 located in Tillamook, Oregon and Boardman, Oregon, supply relationships with contract manufacturers located in western and mid-western U.S. and suppliers or subcontractors throughout the United States.	
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 2019.	

INDICATOR	INDICATOR DESCRIPTION
102-11	Precautionary Principle or approach

We apply the precautionary principle through our food safety management system: we strive to continuously improve our performance through internal audits, customer audits, regulatory inspections and maintain excellence to an annual globally-recognized audit standard, Safe Quality Foods (SQF) code . This audit is conducted by an auditing body that has been approved by an international certification body.

We are committed to using science-based principles in the production of safe, legal food products to meet or exceed our customers' expectations. These principles are used for identifying biological, chemical, and physical risks and developing controls to prevent them. Hazard Analysis Risk-Based Preventive Controls (HARPC) is a featured principle of U.S.D.A.'s 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. Industry best practices are employed to control identified risks.

And, 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 and air emissions tracking.

102-12	External initiatives

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

- American Society for Quality
- BUILD Dairy
- Center for Dairy Research
- Certified Packaging Professionals Institute
- Dairy Sustainability Framework Global Criteria
- Innovation Center for U.S. Dairy Stewardship Commitment
- Institute of Food Technologists
- National Milk Producers Federation FARM Program
- Northwest Environmental Business Council
- Northwest Food Producers
- Oregon Agricultural Heritage Program
- Oregon Business Plan
- Oregon Dairy Farmers Association
- Oregon Dairy Industries
- Oregon Farm to School Network
- Oregon State University
- Sustainable Packaging Coalition
- Sustainable Purchasing Leadership Council (SPLC)
- Tidegate Partnership
- Tillamook Bay Community College
- Tillamook County Farm and Wetland Pilot Planning Process
- Tillamook High School
- United Nations Sustainable Development Goals

INDICATOR	INDICATOR DESCRIPTION
	Project Gigaton
	SEDEX (Supplier Ethical Data Exchange) Program's SMETA (Sedex Members Ethical Trade Audit) Audit
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 Association of Bovine Practitioners
	American Cheese Society
	American Society for Quality
	American Veterinary Medical Association
	Food Northwest
	Food Roots
	Global Cheese Technology Forum
	Greenbiz Executive Network
	Innovation Center for U.S. Dairy Stewardship Commitment
	International Dairy Foods Association
	Economic Development Council of Tillamook County
	Oregon Agricultural Heritage Trust Leadership Team
	Oregon Business Plan
	Oregon Business Council
	Oregon Cheese Guild
	Oregon Community Foundation
	Oregon Dairy Farmers Association
	Oregon Farm Bureau Livestock Committee
	Oregon Food Bank
	Oregon Veterinary Medical Association Board of Directors
	National Milk Producers Federation
	Newtrient, Inc.
	National Milk Producers Federation FARM Animal Welfare Committee
	National Mastitis Council
	Partners in Diversity
	Port of Portland
	Port of Tillamook Bay

INDICATOR	INDICATOR DESCRIPTION
	Salmonberry Trail Foundation
	Sustainable Purchasing Leadership Council (SPLC)
	Tillamook Bay Community College
	Tillamook Bay Community College Foundation
	Tillamook County Housing Commission
	Tillamook County Wellness Task Force
	Tillamook Forest Heritage Trust
	Tillamook High School Agricultural Committee
	Visit Tillamook Coast

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 non-profit 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 2019 Stewardship Report, Our Leadership

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
- Communities

102-41 Collective bargaining agreements

24.8% 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.

INDICATOR	INDICATOR DESCRIPTION
	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 non-profit 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.
	Our Stewardship framework is centered on commitments to our key stakeholders, which 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/Suppliers
	Employees
	Communities
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 TCCA's 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 quality.
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.

INDICATOR	INDICATOR DESCRIPTION
	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.
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 amateriality 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 2019 Stewardship Report and Issue Briefs:	
	Thriving Farms: Economic Performance
	Healthful Cows: Animal Welfare
	Inspired Consumers: Procurement Practices; Food Safety and Product Quality
	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**
We restated the information reported under 2018 GRI 306: Effluents and Waste 2016, Topic Disclosure 306-2: Waste by type and disposal method and 2018 GRI 302: Energy 2016, Topic Disclosure 302-1: Energy consumption within the organization, due to a misinterpretation of scope and subsequent miscalculations of data. Originally, we included data in non-hazardous waste that should have been omitted; therefore, our 2018 non-hazardous waste pounds decreased in our revised reporting due to a smaller inclusion of material. We also reevaluated the renewable energy portfolios of purchased electricity across all sites; the result was that our revised renewable energy consumption in 2018, reported in kWh, increased. Due to a switch to a new ERP system, our raw data source for some of our environmental footprint data has changed. To be in alignment with the new methodology and new source data for 2019, we have also tracked back and updated our 2018 footprint data (2018 GRI 305: Emissions 2016, Topic Disclosure 305-3: Other indirect (Scope 3) GHG Emissions). The result was a decrease in Scope 3 emissions reported. To increase transparency in our reporting, we are comparing our year-on-year results based on a percent change between absolute GHG emission results versus normalized results per pound of milk received as was done before. We have updated our Report to reflect these changes.	
102-49	Changes in reporting
There have been no significant changes to Material Aspects or Topic Boundaries.	
102-50	**Reporting period**
The reporting period covers our fiscal year 2019, covering the dates between January 1, 2019–December 31, 2019.	
102-51	**Date of most recent report**
Our fiscal year 2018 Sustainability Report was published in July, 2019.	

INDICATOR	INDICATOR DESCRIPTION
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.

102-55	GRI Content Index

Please refer 2019 Stewardship Report, 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), or 100%, 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 2019, we invested a total of 4% of profits into our communities.

ENDURING ECOSYSTEMS

GRI 302: Energy 2016

302-1	Energy consumption within the organization

Total fuel consumption within the organization from non-renewable sources: 127,744,022 kWh

Total fuel consumption within the organization from renewable sources: 85,519,923 kWh

Total electricity consumption: 100,499,169 kWh

Total heating consumption: 0 kWh

Total cooling consumption: 0 kWh

Total steam consumption: 206,482,453 MJ

Total electricity sold: 0 kWh

Total heating sold: 0 kWh

Total cooling sold: 0 kWh

Total steam sold: 0 kWh

Total energy consumption: 213,263,945 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, the National Institute of Standards and Technology.

INDICATOR	INDICATOR DESCRIPTION
Source of the conversion factors used: GREET Transportation Fuel Cycle Analysis Model, GREET 1.8b, developed by Argonne National Laboratory, Argonne, IL, released May 8, 2008. http://www.transportation.anl.gov/software/GREET/index.html.	
GRI 305: Emissions 2016	
305-1	**Direct (Scope 1) GHG emissions**
Gross direct (scope 1) GHG emissions in metric tons of CO_2-eq: 23,000 MT CO_2-eq	
Gases included in the calculation: Carbon dioxide (CO_2), Methane (CH_4), Nitrous oxide (N_2O)	
Biogenic CO_2-eq emissions: 0 metric tons CO_2-eq	
Base year for the calculation: 2019	
Source of emission factors: Greenhouse Gas (GHG) Protocol. Emission Factors from Cross-Sector Tools. Version April 2014. Table 10. CO_2 Emission Factors by Fuel, http://www.ghgprotocol.org/calculation-tools/alltools, IPCC (2007) Intergovernmental Panel on Climate Change's Fourth Assessment Report. http://www.ipcc.ch/publications_and_data/ar4/wg1/en/ch2s2-10-2.html, 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 World Resources Institute (WRI) and World Business Council on Sustainable Development (WBCSD) https://ghgprotocol.org/. 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 direct (scope 2) GHG emissions in metric tons of CO_2-eq: 29,000 MT CO_2-eq	
Gases included in the calculation: Carbon dioxide (CO_2), Methane (CH_4), Nitrous oxide (N_2O)	
Biogenic CO_2-eq emissions: 0 metric tons CO_2-eq	
Base year for the calculation: 2019	
Source of emission factors: Bonneville Power Association (2013) Measuring the Carbon Content of BPA's Power Supply. https://www.bpa.gov/news/pubs/FactSheets/fs-201303-Measuring-the-carbon-ontent.pdf, Center for Resource Solutions (2017) 2017 Green-e Residual Mix Factors. https://www.green-e.org/docs/energy/Residual%20Mix%202017.pdf, State of Oregon Department of Environment Quality (2012-2016). Calculating the Carbon Intensity of Electricity used in the CFP. https://www.oregon.gov/deq/FilterDocs/cfp-electrutil.pdf, US EPA (2014) eGRID 9th edition. Version 1.0. State file. (Year 2010 data). "State annual CO_2 equivalent total output emission rate (lb/MWh)". http://www.epa.gov/cleanenergy/energy-resources/egrid/	
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 World Resources Institute (WRI) and World Business Council on Sustainable Development (WBCSD) https://ghgprotocol.org/. 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 direct (scope 3) GHG emissions in metric tons of CO_2-eq: 1,494,000 MT CO_2-eq	
Gases included in the calculation: Carbon dioxide (CO_2), Methane (CH_4), Nitrous oxide (N_2O)	
Biogenic CO_2-eq emissions: 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: 2019	

INDICATOR	INDICATOR DESCRIPTION
Source of emission factors: Ben and Jerry's (2014) A Life Cycle Analysis Study of Some of Our Flavors. http://www.benjerry.com/values/issues-we-care-about/climate-justice/life-cycle-analysis, Innovation Center for U.S. Dairy (2012) U.S. Dairy's Environmental Footprint, A summary of findings, 2008-2012. http://www.usdairy.com/sustainability/environmental-research, Quantis internal database. US Input Output Database v2002. System Expansion. As provided in SimaPro v 8.03. http://www.eiolca.net/	
Consolidation approach for emissions: Operational Control	
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 World Resources Institute (WRI) and World Business Council on Sustainable Development (WBCSD) https://ghgprotocol.org/. 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: 62 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): 62 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: 928 lbs	
Non-Hazardous waste, reuse: 0 lbs	
Non-hazardous waste, recycling: 352 lbs	
Non-hazardous waste, composting: 0 lbs	
Non-hazardous waste: recovery, including energy recovery: 576 lbs	
Non-hazardous waste, incineration (mass burn): 0 lbs	
Non-hazardous waste, deep well injection: 0 lbs	
Non-hazardous waste, landfill: 0 lbs	
Non-hazardous waste, on-site storage: 0 lbs	
Non-hazardous waste, other: 0 lbs	
We directly confirm our disposal of hazardous and non-hazardous waste with our contractor, Veolia North America.	

GRI 2019 and 2018 Comprehensive Data Comparison

INDICATOR/INDICATOR DESCRIPTION	2019 DATA	2018 DATA
GRI 102: General Disclosures 2016		
102-7		
Scale of the organization	Total number of employees: 927	Total number of employees: 917
Information on employees and other workers	Permanent, F: 345	Permanent, F: 332
	Permanent, M: 565	Permanent, M: 565
	Temporary, F: 9	Temporary, F: 11
	Temporary, M: 8	Temporary, M: 9
	Total number of employees by employment contract (permanent and temporary), by region:	Total number of employees by employment contract (permanent and temporary), by region:
	(*Site: Perm/Temp*)	(*Site: Perm/Temp*)
	Tillamook: 522/16	Tillamook: 543/20
	Boardman: 226/0	Boardman: 228/0
	Portland: 131/1	Portland: 106/0
	Remote: 31/0	Remote: 20/0
	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: 325	Full-time, F: 305
	Full-time, M: 549	Full-time, M: 542
	Part-time, F: 29	Part-time, F: 38
	Part-time, M: 24	Part-time, M: 32
102-41		
Collective bargaining agreements	24.8% of employees are covered by collective bargaining agreements.	24.75 % of employees who are covered by collective bargaining agreements

INDICATOR/INDICATOR DESCRIPTION	2019 DATA	2018 DATA
GRI 302: Energy 2016		
302-1		
Energy consumption within the organization	Total fuel consumption within the organization from non-renewable sources: 127,744,022 kWh	Total fuel consumption within the organization from non-renewable sources: 134,011,607 kWh
	Total fuel consumption within the organization from renewable sources: 85,519,923 kWh	Total fuel consumption within the organization from renewable sources: 81,739,387 kWh
	Total electricity consumption: 100,499,169 kWh	Total electricity consumption: 97,069,117 kWh
	Total heating consumption: 0 kWh	Total heating consumption: 0 kWh
	Total cooling consumption: 0 kWh	Total cooling consumption: 0 kWh
	Total steam consumption: 206,482,453 MJ	Total steam consumption: 205,067,957 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: 213,263,945 kWh	Total energy consumption: 215,750,994 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: 23,000 MT CO_2-eq	Gross direct (scope 1) GHG emissions in metric tons of CO_2-eq: 24,000 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 direct (scope 2) GHG emissions in metric tons of CO_2-eq: 29,000 MT CO_2-eq	Gross direct (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 direct (scope 3) GHG emissions in metric tons of CO_2-eq: 1,494,000 MT CO_2-eq	Gross direct (scope 3) GHG emissions in metric tons of CO_2-eq: 1,537,000 MT CO_2-eq
	Biogenic CO_2-eq emissions: 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 emissions: 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.

INDICATOR/INDICATOR DESCRIPTION	2019 DATA	2018 DATA
GRI 306: Effluents and Waste 2016		
306-2		
Waste by type and disposal method	Total weight of hazardous waste: 62 lbs	Total weight of hazardous waste: 183 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): 62 lbs	Hazardous waste, incineration (mass burn): 183 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
	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: 928 lbs	Total weight of non-hazardous waste: 4,397 lbs
	Non-Hazardous waste, reuse: 0 lbs	Non-Hazardous waste, reuse: 0 lbs
	Non-hazardous waste, recycling: 352 lbs	Non-hazardous waste, recycling: 3,452 lbs
	Non-hazardous waste, composting: 0 lbs	Non-hazardous waste, composting: 0 lbs
	Non-hazardous waste: recovery, including energy recovery: 576 lbs	Non-hazardous waste: recovery, including energy recovery: 945 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: 0 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