



**2022 GRI CONTENT INDEX**

# **ISSUE BRIEFS & DATA**

Certified



Corporation

# GRI CONTENT INDEX

# INDEX

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
<b>MANAGEMENT</b>		
<b>GRI 102: General Disclosures 2016</b>		
102-1	Name of the organization	<a href="#">2022 Comprehensive GRI Data</a>
102-2	Activities, brands, products and services	<a href="#">2022 Comprehensive GRI Data</a>
102-3	Location of headquarters	<a href="#">2022 Comprehensive GRI Data</a>
102-4	Location of operations	<a href="#">2022 Comprehensive GRI Data</a>
102-5	Ownership and legal form	<a href="#">2022 Comprehensive GRI Data</a>
102-6	Markets served	<a href="#">2022 Comprehensive GRI Data</a>
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 2022 Comprehensive GRI Data.
102-8	Information on employees and other workers	<a href="#">2022 Comprehensive GRI Data</a>
102-9	Supply chain	<a href="#">2022 Comprehensive GRI Data</a>
102-10	Significant changes to the organization and its supply chain	<a href="#">2022 Comprehensive GRI Data</a>
102-11	Precautionary Principle or approach	<a href="#">2022 Comprehensive GRI Data</a>
102-12	External initiatives	<a href="#">2022 Comprehensive GRI Data</a>
102-13	Membership of associations	<a href="#">2022 Comprehensive GRI Data</a>
102-14	Statement from senior decision-maker	<a href="#">2022 Comprehensive GRI Data</a>
102-16	Values, principles, standards and norms of behavior	<a href="#">2022 Comprehensive GRI Data</a>
102-18	Governance structure	<a href="#">2022 Comprehensive GRI Data</a>
102-40	List of stakeholder groups	<a href="#">2022 Comprehensive GRI Data</a>
102-41	Collective bargaining agreements	<a href="#">2022 Comprehensive GRI Data</a>
102-42	Identifying and selecting stakeholders	<a href="#">2022 Comprehensive GRI Data</a>
102-43	Approach to stakeholder engagement	<a href="#">2022 Comprehensive GRI Data</a>
102-44	Key topics and concerns raised	<a href="#">2022 Comprehensive GRI Data</a>
102-45	Entities included in the consolidated financial statements	<a href="#">2022 Comprehensive GRI Data</a>
102-46	Defining report content and topic Boundaries	<a href="#">2022 Comprehensive GRI Data</a>
102-47	List of material topics	<a href="#">2022 Comprehensive GRI Data</a>
102-48	Restatements of information	<a href="#">2022 Comprehensive GRI Data</a>
102-49	Changes in reporting	<a href="#">2022 Comprehensive GRI Data</a>
102-50	Reporting period	<a href="#">2022 Comprehensive GRI Data</a>

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
102-51	Date of most recent report	<a href="#">2022 Comprehensive GRI Data</a>
102-52	Reporting cycle	<a href="#">2022 Comprehensive GRI Data</a>
102-53	Contact point for questions regarding the report	<a href="#">2022 Comprehensive GRI Data</a>
102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">2022 Comprehensive GRI Data</a>
102-55	GRI content index	<a href="#">2022 Comprehensive GRI Data</a>
102-56	External assurance	<a href="#">2022 Comprehensive GRI Data</a>

## ECONOMIC PERFORMANCE

### GRI 201: Economic Performance 2016

103-1	Explanation of the material topic and its Boundary	<a href="#">Economic Performance</a>
103-2	The management approach and its components	<a href="#">Economic Performance</a>
103-3	Evaluation of the management approach	<a href="#">Economic Performance</a>
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	<a href="#">Economic Performance</a>

## HEALTHFUL COWS

### N/A (see Note)

103-1	Explanation of the material topic and its Boundary	<a href="#">Animal Welfare</a>
103-2	The management approach and its components	<a href="#">Animal Welfare</a>
103-3	Evaluation of the management approach	<a href="#">Animal Welfare</a>
TCCA KPI	FARM/Validus Program participation: Percent participation of total milk supply	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Somatic Cell Count: Percent of total milk supply below 200k somatic cell count	<a href="#">Scorecard, pg 21</a>
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	<a href="#">Responsible Sourcing</a>
103-2	The management approach and its components	<a href="#">Responsible Sourcing</a>
103-3	Evaluation of the management approach	<a href="#">Responsible Sourcing</a>
TCCA KPI	Supplier Traceability: Percent participation in Stewardship Supplier Engagement Program covering suppliers, co-manufacturers and milk supplied to Tillamook and Boardman facilities.	<a href="#">Scorecard, pg 21</a>

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
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.
<b>GRI 416: Customer Health and Safety 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Food Safety and Product Quality</a>
103-2	The management approach and its components	<a href="#">Food Safety and Product Quality</a>
103-3	Evaluation of the management approach	<a href="#">Food Safety and Product Quality</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Food Safety and Product Quality</a>
<b>Packaging</b>		
N/A	TCCA is not using a GRI Standard to report on this topic currently.	<a href="#">Packaging</a>
<b>ENDURING ECOSYSTEMS</b>		
<b>GRI 302: Energy 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Energy, Emissions and Climate Change</a>
103-2	The management approach and its components	<a href="#">Energy, Emissions and Climate Change</a>
103-3	Evaluation of the management approach	<a href="#">Energy, Emissions and Climate Change</a>
TCCA KPI	Energy Use: Percent YoY change in total MMBtu of energy used, normalized by milk pounds received	<a href="#">Scorecard, pg 21</a>
302-1	Energy consumption within the organization	<a href="#">2022 Comprehensive GRI Data</a>
<b>GRI 305: Emissions 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Energy, Emissions and Climate Change</a>
103-2	The management approach and its components	<a href="#">Energy, Emissions and Climate Change</a>
103-3	Evaluation of the management approach	<a href="#">Energy, Emissions and Climate Change</a>
TCCA KPI	Scope 1 & 2 emissions: absolute kMT CO <sub>2</sub> -eq emitted vs. current year target (MT CO <sub>2</sub> -eq emitted)	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Scope 3 emissions: absolute kMT CO <sub>2</sub> -eq emitted vs. current year target (kMT CO <sub>2</sub> -eq emitted)	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Air Emissions – Ammonia: Percent of milk pounds entering Tillamook and Boardman facilities between 8-14 mg/dl Milk Urea Nitrogen (MUN)	<a href="#">Scorecard, pg 21</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">2022 Comprehensive GRI Data</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2022 Comprehensive GRI Data</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2022 Comprehensive GRI Data</a>

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
<b>GRI 306: Effluents and Waste 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Waste</a>
103-2	The management approach and its components	<a href="#">Waste</a>
103-3	Evaluation of the management approach	<a href="#">Waste</a>
TCCA KPI	Waste Diversion: Percent of waste diverted from landfill	<a href="#">Scorecard, pg 21</a>
306-2	Waste by type and disposal method	<a href="#">2022 Comprehensive GRI Data</a>
<b>GRI 307: Environmental Compliance 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Waste</a>
103-2	The management approach and its components	<a href="#">Waste</a>
103-3	Evaluation of the management approach	<a href="#">Waste</a>
307-1	Non-compliance with environmental laws and regulations	<a href="#">Waste</a>
<b>GRI 303: Water and Effluents 2018</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Water and Effluents</a>
103-2	The management approach and its components	<a href="#">Water and Effluents</a>
103-3	Evaluation of the management approach	<a href="#">Water and Effluents</a>
TCCA KPI	Water Consumption: Percent YoY change in total gallons of water consumed, normalized by milk pounds received	<a href="#">Scorecard, pg 21</a>
303-1	Interactions with water as a shared resource	<a href="#">Water and Effluents</a>
303-2	Management of water discharge-related impacts	<a href="#">Water and Effluents</a>
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.
<b>GRI 307: Environmental Compliance 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Water and Effluents</a>
103-2	The management approach and its components	<a href="#">Water and Effluents</a>
103-3	Evaluation of the management approach	<a href="#">Water and Effluents</a>
307-1	Non-compliance with environmental laws and regulations	<a href="#">Water and Effluents</a>

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
<b>FULFILLED EMPLOYEES</b>		
<b>GRI 401: Employment 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Our Culture</a>
103-2	The management approach and its components	<a href="#">Our Culture</a>
103-3	Evaluation of the management approach	<a href="#">Our Culture</a>
TCCA KPI	Employee Benefits: Percent of employees utilizing benefits	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Employee Benefits: Percent of full-time employees participating in 401(k) plan with safe harbor match	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Employee Benefits: Percent of full-time employees participating in 401(k) plan with safe harbor match (under age 35)	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Employee Opportunities: Percent of employees internally promoted	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Employee Retention: Percent employee retention	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Gender Balance: Percent female/male at Manager level and above	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Living Wage: Percent of full-time employees who are paid a living wage	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Overall Employee Engagement: Overall employee engagement score, based on results of annual survey	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Workforce Diversity: Percent of employees of color, racially or ethnically diverse	<a href="#">Scorecard, pg 21</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Our Culture</a>
<b>GRI 403: Occupational Health and Safety 2018</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Occupational Health and Safety</a>
103-2	The management approach and its components	<a href="#">Occupational Health and Safety</a>
103-3	Evaluation of the management approach	<a href="#">Occupational Health and Safety</a>
403-1	Occupational health and safety management system	<a href="#">Occupational Health and Safety</a>
403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Occupational Health and Safety</a>
403-3	Occupational health services	<a href="#">Occupational Health and Safety</a>
403-4	Worker participation, consultation and communication on occupational health and safety	<a href="#">Occupational Health and Safety</a>
403-5	Worker training on occupational health and safety	<a href="#">Occupational Health and Safety</a>
403-6	Promotion of worker health	<a href="#">Occupational Health and Safety</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Occupational Health and Safety</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Occupational Health and Safety</a>

INDICATOR	INDICATOR DESCRIPTION	LOCATION OF ISSUE BRIEFS AND DATA
<b>ENRICHED COMMUNITIES</b>		
<b>GRI 413: Local Communities 2016</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Community Enrichment</a>
103-2	The management approach and its components	<a href="#">Community Enrichment</a>
103-3	Evaluation of the management approach	<a href="#">Community Enrichment</a>
TCCA KPI	Community Investment: Percent of our earnings invested in our communities	<a href="#">Scorecard, pg 21</a>
TCCA KPI	Employee Volunteer Hours: Number of hours volunteered in our communities	<a href="#">Scorecard, pg 21</a>
413-1	Operations with local community engagement, impact assessments and development programs	<a href="#">2022 Comprehensive GRI Data</a>

Our 2022 Stewardship Report has been prepared with reference to the **GRI 2016 Standards**.



# 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, delis and specialty

Hospitality and entertainment

E-commerce

**102-7 Scale of the organization**

Total number of employees: 993

Total number of operations: We define major operations as Tillamook, Portland, and Boardman, Oregon; Cincinnati, Ohio; and Chilton, Wisconsin.

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 (female/male):

Permanent: 376/613

Temporary: 2/2

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

Tillamook: 535/3

Boardman: 228/0

Portland: 166/1

Cincinnati: 7/0

Chilton: 2/0

Remote: 54/0

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

Full-time: 357/592

Part-time: 19/21

Whether a significant portion of the organization’s activities is 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 consumer packaged goods (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 57 farming families in Tillamook County, Oregon. 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 contract manufacturing partners to meet the needs of our customers beyond the Pacific Northwest. Our growth supports more than 900 TCCA employees, our farmer-owners, and 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 CPG 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 regularly. 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 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 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 2022.

**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) are a featured principle of the Food Safety Modernization Act (FSMA) that build 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 Society for Quality

BUILD Dairy

CARE Capital Campaign

Center for Dairy Research

Certified Packaging Professionals Institute

Chefs Cycle for No Kid Hungry

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

**INDICATOR/INDICATOR DESCRIPTION**

Oregon Dairy Farmers Association
Oregon Dairy Industries
Oregon Farm to School Network
Oregon Food Bank Tillamook County
Oregon State University
Sustainable Packaging Coalition
Sustainable Purchasing Leadership Council (SPLC)
Tide Gate Partnership
Tillamook Bay Community College
Tillamook County Farm and Wetland Pilot Planning Process
Tillamook High School
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 Association of Bovine Practitioners
American Cheese Society
American Society for Quality
American Veterinary Medical Association
Economic Development Council of Tillamook County
Food Northwest
Food Roots
Global Cheese Technology Forum
Greenbiz Executive Network
Innovation Center for U.S. Dairy
International Dairy Foods Association
National Mastitis Council
National Milk Producers Federation
National Milk Producers Federation FARM Animal Welfare Committee

**INDICATOR/INDICATOR DESCRIPTION**

Newtrient, LLC
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
Partners in Diversity
Port of Portland
Port of Tillamook Bay
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 Advisory 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 nonprofit partners to understand community needs, anticipate and address potential barriers to progress, and – working together – 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 [TCCA Stewardship Report](#).

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

Please refer to TCCA’s Stewardship Charter, Code of Ethics and Employee Handbook.

**INDICATOR/INDICATOR DESCRIPTION**

**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**

23% 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 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 defined our vision and our overall Stewardship framework.

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

**INDICATOR/INDICATOR DESCRIPTION**

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 formalizing 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 emissions 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.

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, 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 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.



**INDICATOR/INDICATOR DESCRIPTION**

**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 2022 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 2022, covering the dates between January 1, 2022 and December 31, 2022.

**102-51 Date of most recent report**

Our fiscal year 2021 Stewardship Report was published in March 2022. Our 2022 Stewardship Report will be published in March 2023.

**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 with reference to the **GRI 2016 Standards**, except where noted otherwise.

**102-55 GRI content index**

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

**102-56 External assurance**

We do not currently seek external assurance for this report.

INDICATOR/INDICATOR DESCRIPTION

**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 2022, we invested 4.8% of our net income 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: 63,172,035 kWh

Total fuel consumption within the organization from renewable sources: 2,049,146 kWh

Total electricity consumption: 95,732,386 kWh

Total heating consumption: 0 kWh

Total cooling consumption: 0 kWh

Total steam consumption: 80,225,812 kWh

Total electricity sold: 0 kWh

Total heating sold: 0 kWh

Total cooling sold: 0 kWh

Total steam sold: 0 kWh

Total energy consumption: 241,179,378 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® Greenhouse gases, Regulated Emissions, and Energy use in Technologies Model, GREET 1.8b, developed by Argonne National Laboratory, Argonne, Illinois, released May 8, 2008. <https://greet.es.anl.gov/>.

**GRI 305: Emissions 2016**

**305-1 Direct (Scope 1) GHG emissions**

Gross direct (Scope 1) GHG emissions in metric tons (MT) of CO<sub>2</sub>-eq: 14,750 MT CO<sub>2</sub>-eq

Gases included in the calculation: Carbon dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>), Nitrous oxide (N<sub>2</sub>O)

Biogenic CO<sub>2</sub>-eq: 0 MT CO<sub>2</sub>-eq

Base year for the calculation: 2022

**INDICATOR/INDICATOR DESCRIPTION**

Source of emission factors: Greenhouse Gas (GHG) Protocol. Emission Factors from Cross-Sector Tools. Version April 2014, Table 10; CO<sub>2</sub> 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 (MT) of CO<sub>2</sub>-eq: 25,020 MT CO<sub>2</sub>-eq

Gases included in the calculation: Carbon dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>), Nitrous oxide (N<sub>2</sub>O)

Biogenic CO<sub>2</sub>-eq: 0 MT CO<sub>2</sub>-eq

Base year for the calculation: 2022

Source of emission factors: Bonneville Power Association. (2013). Fact Sheet “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; U.S. 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 (MT) of CO<sub>2</sub>-eq: 1,474,220 MT CO<sub>2</sub>-eq

Gases included in the calculation: Carbon dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>), Nitrous oxide (N<sub>2</sub>O)

Biogenic CO<sub>2</sub>-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: 2022

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), U.S. 2002 (428 sectors), Producer model [Accessed 24 Mar, 2022].

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 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.

INDICATOR/INDICATOR DESCRIPTION

**GRI 306: Effluents and Waste 2016**

**306-2 Waste by type and disposal method**

Total weight of hazardous waste: 9,139 lbs

Hazardous waste, reuse: 0 lbs

Hazardous waste, recycling: 9,139 lbs

Hazardous waste, composting: 0 lbs

Hazardous waste: recovery, including energy recovery: 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: 13,590,820 lbs

Non-hazardous waste, reuse: 0 lbs

Non-hazardous waste, recycling: 2,231,742 lbs

Non-hazardous waste, composting: 2,196 lbs

Non-hazardous waste: recovery, including energy recovery and animal feed: 5,628,446 lbs

Non-hazardous waste: recovery, other: 1,377,340 lbs

Non-hazardous waste, landfill: 4,351,096 lbs

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

Non-hazardous waste, other: 0 lbs

# GRI COMPREHENSIVE DATA COMPARISON (2020-2022)

INDICATOR/INDICATOR DESCRIPTION	2020 DATA	2021 DATA	2022 DATA
<b>GRI 102: General Disclosures 2016</b>			
<b>102-7 Scale of the organization</b>			
Information on employees and other workers (female/male)			
	Total number of employees: 953	Total number of employees: 994	Total number of employees: 993
	Permanent: 352/586	Permanent: 372/594	Permanent: 376/613
	Temporary: 8/7	Temporary: 14/14	Temporary: 2/2
Total number of employees by employment contract (permanent and temporary), by region (Site: perm/temp):			
	Tillamook: 522/13	Tillamook: 524/25	Tillamook: 533/2
	Boardman: 232/0	Boardman: 229/0	Boardman: 228/0
	Portland: 145/2	Portland: 155/3	Portland: 165/2
	—	Cincinnati: 6/0	Cincinnati: 7/0
	—	Chilton: 2/0	Chilton: 2/0
	Remote: 39/0	Remote: 50	Remote: 54/0
Total number of employees by employment type (full-time and part-time), by gender (female/male):			
	Full-time: 338/569	Full-time: 363/581	Full-time: 357/592
	Part-time: 17/14	Part-time: 9/13	Part-time: 19/21
<b>102-41 Percentage of employees covered by collective bargaining agreements</b>			
	25%	22%	23%
<b>GRI 302: Energy 2016</b>			
<b>302-1 Energy consumption within the organization</b>			
Total fuel consumption within the organization from non-renewable sources (kWh)	56,638,520	55,042,803	63,172,035
Total fuel consumption within the organization from renewable sources (kWh)	0	0	2,049,146
Total electricity consumption (kWh)	100,786,040	102,512,628	95,732,386
Total heating consumption (kWh)	0	0	0
Total cooling consumption (kWh)	0	0	0
Total steam consumption (kWh)	82,981,318	83,526,303	80,225,812
Total electricity sold (kWh)	0	0	0

INDICATOR/INDICATOR DESCRIPTION	2020 DATA	2021 DATA	2022 DATA
Total heating sold (kWh)	0	0	0
Total cooling sold (kWh)	0	0	0
Total steam sold (kWh)	0	0	0
Total energy consumption (kWh)	240,405,878	241,081,734	241,179,378

**GRI 305: Emissions 2016**

**305-1 Direct (Scope 1) GHG emissions**

Gross direct (Scope 1) GHG emissions in metric tons (MT) of CO <sub>2</sub> -eq	13,254	12,796	14,742
Biogenic CO <sub>2</sub> -eq emissions	0	0	0

**305-2 Energy indirect (Scope 2) GHG emissions**

Gross indirect (Scope 2) GHG emissions in metric tons (MT) of CO <sub>2</sub> -eq	33,641	25,887	25,025
Biogenic CO <sub>2</sub> -eq emissions	0	0	0

**305-3**

Gross indirect (Scope 3) GHG emissions in metric tons (MT) of CO <sub>2</sub> -eq	1,609,931	1,337,339	1,474,223
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Biogenic CO <sub>2</sub> -eq	Biogenic CO <sub>2</sub> -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 <sub>2</sub> -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 <sub>2</sub> -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.
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**GRI 306: Effluents and Waste 2016**

**306-2 Waste by type and disposal method**

Total weight of hazardous waste (lbs)	7,356	4,826	9,139
Hazardous waste, reuse (lbs)	0	0	0
Hazardous waste, recycling (lbs)	7,356	4,826	9,139
Hazardous waste, composting (lbs)	0	0	0
Hazardous waste: recovery, including energy recovery (lbs)	0	0	0
Hazardous waste, landfill (lbs)	0	0	0
Hazardous waste, on-site storage (lbs)	0	0	0
Hazardous waste, other (lbs)	0	0	0

INDICATOR/INDICATOR DESCRIPTION	2020 DATA	2021 DATA	2022 DATA
Total weight of non-hazardous waste (lbs)	12,062,452	14,508,666	13,590,820
Non-hazardous waste, reuse (lbs)	0	0	0
Total Recycling (diversion lbs)	7,425,779	9,388,548	9,239,724
Non-hazardous waste: recycling (lbs)	4,549,362	2,138,373	2,231,742
Non-hazardous waste: composting (lbs)	1,017	2,196	2,196
Non-hazardous waste: recovery, including energy recovery and animal feed (lbs)	2,875,400	7,247,979	5,628,446
Non-hazardous waste: recovery, other	0	0	1,377,340
Non-hazardous waste, landfill (lbs)	4,636,673	5,120,117	4,351,096
Non-hazardous waste, on-site storage (lbs)	0	0	0
Non-hazardous waste, other (lbs)	0	0	0

In 2022, TCCA improved our data tracking systems to calculate the different quantities of our total waste sent to landfill, recycling and other destinations. Above are updated and more accurate numbers representing 2020-2022. For hazardous waste, TCCA uses similar definitions as state and federal agencies; our typical hazardous wastes include batteries, bulbs, electronic waste and used motor oil that we recycle. The diversion rates shown in the Stewardship Scorecard represent all solid and non-hazardous wastes, following TRUE Zero Waste protocols, which offer a limited view of our full impact. The table above includes the liquid waste sent to anaerobic digestion and the “non-hazardous waste recovery, other” refers to a one-time land application of whey plant food waste in 2022. Neither of these are included for the calculation on our Scorecard. If they were included, our diversion rates would be 62%, 65% and 68% for 2020, 2021 and 2022 respectively.