

2018

IMPACT REPORT



Our Values

At Grove Collaborative, we envision a world where the products we all use are a positive force for human and environmental health. To create this reality, our goal is to leverage renewable, regenerative, and reusable materials in the products we create and curate. We believe using effective, sustainable products creates healthy habits, and it's these habits that can truly transform a home—and the world.

Our Products

OUR PRODUCTS ARE CENTERED AROUND TWO PILLARS:

1. We offer a curated assortment of products that are free of harmful chemicals and safe for use. This benefits the people using our products and the people producing them.
2. Grove designs and creates our own line of products that helps reduce the consumption of natural resources. Whenever possible, we avoid landfill waste, single-use plastics, and virgin timber. Products made by Grove are designed to help you lighten your environmental footprint.

For example, our cleaning solutions are ultra-concentrated and come packaged in one ounce tubes; you mix the concentrate with water in our glass vessels. This not only reduces the use of plastic, but avoids the weight and emissions of shipping water. All of our concentrate tubes and soap/detergent pouches can be returned to Grove for recycling.



Our Goals

Our values have been part of Grove since day one, but this report marks our first effort in reporting those efforts out and largely outline our plans for the future. Please stay tuned as we increase our disclosures and efforts around impact measurement in the years to come.

We're working to collect data regarding Grove's footprint across energy, emissions, water, and waste as we grow and scale our operations. We plan to publish this data in the near future, hopefully as soon as next year. We're committed to being transparent and reducing our footprint, while working within the limitations of rented space, team capacity, and a fast-growing operation.

ENERGY

As we grow our business, we're committed to reducing our energy intensity. This means that our growth won't necessarily mean a larger footprint. Until we make infrastructure investments, we plan to support the development of new clean energy projects through purchasing decisions and utility choices. In our facilities, we're transitioning to purchasing clean power from our utilities where possible. In 2019, we will purchase Renewable Energy Credits (RECs), which will offset our remaining electricity use to make our scope I emissions carbon neutral.

EMISSIONS

As we grow, we hope to mitigate rather than increase our carbon footprint. In 2019, we plan to purchase carbon offsets totaling the emissions for all packages sent to customers. This will mean that every Grove box is carbon neutral.

LANDFILL

We aim to send zero waste to landfills by 2025.

EMPLOYEES

We are dedicated to providing full medical, vision and dental benefits to full time employees, as well as a living wage.

FUTURE GOALS

We plan to expand our sustainability goals as we refine our understanding of how we can help our customers to reduce their impact. Future goals will be more specific to outcomes related to the use of Grove products, as well as related to our sourcing practices and material choices.



Grove is a B Corp

At Grove, we're creating a world where the products we use are a positive force for human and environmental health.

We're proud to have been a Certified B Corporation since 2014. Certification is a rigorous process that measures a company's social and environmental performance. Being a B Corp goes beyond current practices—B Corps must build transparency and accountability into the structure of their businesses. Sustainable practices are integral to Grove and will continue to shape our future plans and strategy.

In addition to being a B Corp, we're proud to carry products made by fellow B Corporations on our site. We also partner with the B Corp community wherever possible to expand the mission of business as a force for good.

To learn more about our practices and progress, please read our latest [B Corp Report](#).

Giving Back

In 2018, we proudly donated over \$1.5 million in cash and in-kind donations to the following non-profit partners: Arbor Day Foundation, Central Pennsylvania Food Bank, Foodbank of Saint Louis, and Food Bank of Northern Nevada. We plan to increase both our general giving and donations in conjunction with product sales as our assortment grows.



Our Policies

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Grove requires our suppliers and vendors to notify us which product(s) have required warning labels due to exposure levels, as well as the associated chemical(s) requiring the appropriate warning label. For any third-party product Grove sells, these brands are responsible for providing warnings on products. For any Grove-branded products, we require our suppliers to disclose any warnings so Grove can ensure proper warnings are applied. Non-compliant products without proper disclosure are not allowed within Grove's assortment.

CA TRANSPARENCY IN SUPPLY CHAINS ACT

At Grove, honesty, integrity, and respect are embedded in everything we do. We work with suppliers and other partners who prioritize the same philosophy in the operation and management of their businesses. That means we expect all of our partners to comply with all applicable regulations and laws of the United States as well as the countries where goods are manufactured or exported. We will not partner with any business that employs involuntary labor of any kind (zero-tolerance policy). In accordance with the California Transparency in Supply Chains Act of 2010, please follow this link to view our efforts to eradicate human trafficking and slavery from our [direct supply chains](#).



Social Compliance

Grove is committed to a standard of excellence in every aspect of our business, including legal, ethical, and responsible conduct in all manufacturing facilities that are affiliated with Grove branded products. To further this mission, we require all partners who manufacture these products to comply with any initiated labor compliance assessments at the manufacturing facilities associated with Grove products. These audits are conducted on an annual basis.

We have partnered with Amfori, a leading global business association for open and sustainable trade, to monitor and improve social performance in our supply chain. Amfori helps shape a policy environment that enables our supply chain to operate efficiently and sustainably. Amfori's audit standard, Business Social Compliance Initiative (BSCI), follows a holistic approach that includes supply chain mapping and early detection, monitoring, remedy, and capacity building to improve social performance. Grove believes improving working conditions in our supply chain has a real impact on businesses. The Amfori BSCI Code of Conduct sets out values and principles that Grove strives to implement in its supply chain.

Grove operates under a continuous improvement philosophy—continuous improvement means making gradual progress toward compliance through plans that consider operational and economic realities. We recognize there are some regions or countries in which complex or informal supply chains can make it a difficult, complex, and often lengthy process when seeking continuous improvement. Grove values an honest and open approach to any non-compliance instances and a genuine commitment to correct any non-compliances in an appropriate time frame. In instances where the audit finds non-compliances, Grove will work with the supplier to identify corrective actions and timescales. We will not continue business with any suppliers who receive a Zero Tolerance violation during their audit.



Code of Conduct

Grove requires all of our vendors and suppliers to sign our Code of Conduct. This addresses topics such as no animal testing, no harrasment, abuse or discrimination, fair wages and working hours, safe working conditions, environmental sustainability, and transparency. Our Code of Conduct also requires our suppliers to comply with the highest requirement, whether the applicable local law or our requirement, and have a system in place to ensure they are continuously updated with applicable laws and regulations. We do not partner with any supplier who cannot adhere to this standard.

Looking to the Future

We're looking forward to next year when we can share the progress made in 2019. At Grove, commitments to sustainability and community are deeply embedded in our business practices, culture, and customer interactions. If you have questions about Grove's impact report, please contact sustainability@grove.co.



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COLLABORATIVE

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