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# Grove<sup>®</sup>

COLLABORATIVE

SUSTAINABILITY REPORT



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## A LETTER FROM OUR CEO

# We're creating a better experience for sustainable shopping.

Since joining Grove Collaborative in August 2023, I've had the privilege to work alongside a talented and passionate team to propel us toward our mission: transform the consumer products industry into a force for human and environmental good.

We seek to be the most trusted brand for conscientious customers who want to make the right choices for their families, their wallets, and the planet.

Grove is already the first plastic-neutral retailer in the world, and while that's an achievement we are proud of, more must be done.

**As we complete our tenth year as a B Corporation, we are committed to being the leader in moving the consumer products industry Beyond Plastic™ and are excited to share our progress with you.**

Moving forward, we're evolving our customer experience and creating incentives for shoppers to build the most wallet-and planet-friendly purchase-

possible. As we innovate and roll out new products, we're grounded in three pillars:

- **CUSTOMERS:** We are in business to be our customers' trusted destination for high-performing, planet-first products. By offering even more value to our customers' lives, we create sustainable and profitable growth.
- **SUSTAINABILITY:** Sustainability is our foundation and our point of differentiation. We will lean into our mission and help customers move to more sustainable habits with better and easier purchasing experiences and more sustainable products.
- **PROFITABILITY:** Profitability needs to remain a core focus. We can't chase a sustainable mission without a sustainable business.

**We're innovating new products online and in retail stores, expanding our product selection across categories, and doubling down on sustainability as our core differentiator.**



We believe in our vision for the future, and it's only becoming more urgent. When you consider only 5%<sup>2</sup> of plastic waste is recycled and 89% of ocean plastic<sup>1</sup> is single-use plastic — our mission is more critical now than ever before. This is just the beginning, as we improve our products and shopping experience to benefit our customers, our shareholders, and our planet.

A handwritten signature in black ink that reads "Jeff Yurcisin". The signature is written in a cursive, flowing style.

**Jeff Yurcisin**  
CEO, GROVE COLLABORATIVE

## PROGRESS OVER PERFECTION

# It's a journey, not a destination

At Grove, we're evolving as we move from setting goals to making gains.

**With sustainability, there is no finish line. As we stepped on the path to become plastic-free, we tried something that hadn't been done before.**

We faced many questions, mainly: Would moving away from plastic be possible? We've made big gains — and we've encountered obstacles along the way. While we've figured out solutions for 80% of plastic packaging (through new materials and product formats), our challenge remains the last 20% (such as closures and dispensing components, as well as lacquers, liners, or coatings) where solutions do not yet exist. In the meantime, the road is filled with imperfect solutions, alternatives, and tradeoffs.

We still don't have all the answers to becoming completely plastic-free, but we're thrilled with the progress we've made so far. We believe that bold action is needed to change our industry. Our call to the consumer products and retail industries remains the same — let's work together to find the solutions

we need to help customers move away from single-use plastics. We've been able to mobilize change at a scale we couldn't have imagined, welcomed by consumers! Meanwhile, some in our industry continue to double down on recycled plastic claims, while it becomes increasingly clear that very low percentages of plastic are recycled. Recycling goals alone don't acknowledge that real systemic change is needed — urgently. As we trudge ahead on this imperfect path, we're guided by the idea of business as a force for good.

**Grove was founded on the principle of sustainability — we keep pushing to reduce our footprint, recover materials, and help our customers reduce their use of resources.**

Our focus this year has been on progress, not perfection. Action is needed — imperfect and messy maybe — but better than waiting for solutions that may never come. Our mantra has been let's find “the best available solution” and keep moving forward. We welcome feedback and we're proud to have incredible peers, companies, and customers on the path beside us — making imperfect, incredible progress together.



# Grove's Sustainability Tenets

Change is challenging but necessary. Our industry cannot rely on convenient goals and easy transitions. Grove's sustainability tenets guide our journey and keep us focused and honest.

## Environmental

### Stewardship

The consumer packaged goods and retail industries are plagued with irresponsible business practices, where profits are linked to single-use plastics, cutting down trees, and increased pollution. Grove was founded on a belief that household products should regenerate, rather than deplete, the environment. We take a holistic approach to sustainability with strong goals on plastic, carbon, and conservation.

## Industry

### Leadership

When there isn't a solution, we are committed to finding one. We believe you're never too small to lead an industry. We challenge companies to make bolder changes towards more urgent action. We lead by example in hope others will follow suit.

## Advocacy

We're committed to using our voice to advance legislation that supports the progress of the most material crises we have identified, including plastics and recycling, climate disclosures, chemical safety, and ingredient transparency.

## Transparency

Grove leads with transparency first, from integrating sustainable principles into business objectives and financial planning to best-in-class reporting on progress. Transparency in our ingredients, disclosures, and reporting is directly tied to customer and industry credibility.

## Ethical & Responsible

### Practices

We maintain high standards for ethics and responsibility. This includes fair labor practices, sustainable sourcing, and transparency in operations. We do this because it's right — for us, it's not optional.

## Diversity & Inclusion

We support underrepresented groups and broaden the reach of sustainable products by making our industry more accessible and equitable. We prioritize working with values-aligned suppliers and brands, such as brands owned by BIPOC people, LGBTQ+, people, women, and veterans, as well as B Corporations.

## Progress Over

### Perfection

We prioritize progress over perfection because the problems we're solving can't wait for perfect solutions. We hold ourselves accountable to real progress towards better solutions.



## Grove's Goals

## Right Now



## Up Next

### Beyond Plastic™

#### 100% plastic neutral

Since 2020, for every ounce of plastic we've shipped to customers, we've recovered the same amount of ocean- and nature-bound plastic pollution.

#### Beyond Plastic™

Beyond Plastic™ is our plan to solve the plastic crisis for home and personal care products. We're working hard to remove single-use plastic from everything we make and sell.

### Forests & Fiber

#### Deforestation-free supply chain

We are committed to protecting our forests by prioritizing FSC Certified paper packaging and alternate materials, such as bamboo, in our products.

#### 2 million acres conserved

Grove is partnering with The Nature Conservancy to support Indigenous-led conservation across 2 million acres by 2030 in the Tongass Rainforest of Southeast Alaska.

### Climate & Carbon

#### Carbon neutral shipping and facilities

Our direct emissions, including customer shipping and facilities, are carbon neutral (with nature-based, community-led offsets). We have committed to setting Science-Based Targets.

#### Decarbonization

We're committed to taking meaningful action on climate by engaging our supply chain to reduce emissions and advocating for policy change that enables decarbonization at scale.

### Healthier Homes

#### Safer/healthier ingredients

We carefully create and vet all products to ensure they meet our ingredient standards. Everything on our shelves is cruelty-free.

#### Safer products everywhere

We hold ourselves accountable to and advocate for legislation requiring ingredient transparency and higher standards around chemical safety within consumer products.

### Justice & Equity

#### Inclusive sourcing and representation

We are committed to making the natural products industry more inclusive, representative, and equitable.

#### 15% shelf space to BIPOC brands

We'll continue to allocate 15%+ (with continual growth) of our shelf space to products from BIPOC-owned partners.



## OUR IMPACT

# Our Customers, Our Heroes

In addition to Grove's company-wide sustainability milestones (below) our customers have made even greater impact through our Environmental Impact Shop (right).

## COMPANY MILESTONES

**15 million pounds of plastic** collected

through our plastic neutrality commitment (2020-23)

**10.8 million pounds of plastic** avoided

from purchases of plastic-reducing products

**1 million trees** planted

with The Arbor Day Foundation through Grove Co. paper purchases (formerly Seedling, 2018-22)

## CUSTOMER MILESTONES

**90,226 customers**

purchased from the [Environmental Impact Shop](#), contributing to high-impact environmental causes with vetted partner organizations, ranging from conservation to reforestation to plastic collection.

### TREES PLANTED

**116,189 Trees**

Arbor Day Foundation

### ACRES CONSERVED

**19,416 Acres**

Rainforest Trust

### PLASTIC COLLECTED

**1,358,209 Lbs**

rePurpose Global

### CARBON OFFSET

**8,476 Tons**

Pachama, Everland,  
Native Energy

| Metrics Aug 2021-Dec 2023.



# Beyond Plastic™

We're leaders in products that reduce single-use plastic waste.





# Changing the Story of Plastic

We're focused on eliminating single-use plastics.

Plastic has been woven into the fabric of our daily lives. Grove exists to offer customers safe products that work without breaking the band — without relying on single-use plastics.

**Single-use plastics are destined to last for centuries in landfill, or worse, become mismanaged waste in our natural ecosystems and oceans.**

## A Linear Consumption Model

The consumer packaged goods industry has conventionally used a “take, make, waste” mentality, flooding our homes and landfills with single-use plastic packaging. This linear consumption model has contributed significantly to today’s global plastic waste problem. We offer a fresh alternative — household essentials that challenge existing single-use products.

## Plastic Recycling Doesn't Work

Rather than rethinking product design and formats, many companies have set empty and unrealistic goals to use recycled plastic content in their products and packaging. Some materials can be effectively recycled and effectively made from recycled content (paper has a recycling rate of 68% in the U.S.<sup>1</sup>) Plastics do not fit this mold — only 5% of plastic is currently recycled in the U.S.<sup>2</sup>

## Plastic Is With Us Forever

The realities of plastic at its end of life cannot coexist with a sustainable future. All plastic that has ever been produced still exists today. It does not fully biodegrade, but rather turns into microplastics, entering our drinking water, blood, and even breastmilk.<sup>3</sup> Its omnipresence poses significant potential human and environmental health threats.

<sup>1</sup> [Environmental Protection Agency](#)

<sup>2</sup> [Greenpeace](#)

<sup>3</sup> [Science Direct](#)



**Our sustainability mission is centered in reimagining household essentials that do not rely on single-use plastics.**

We are proud of the progress we have made in decoupling doing business with single-use plastic. As we continue on this path, we ask ourselves:

- How do we broaden the reach of our mission?
- How can we empower our customers to reduce their plastic footprint at home?
- How can we challenge our industry peers to push for innovative solutions?

# Plastic-Free Revenue Growth

Decoupling our plastic usage from our profits.

## Transparent Progress

The cornerstone of our mission as a company is moving our industry away from its reliance on plastic. As we really honed in on this mission over the years, we considered the best way to transparently illustrate our progress out of plastic. In 2021, we are proud to have published the industry's first plastic intensity metric — a simple ratio of how much plastic we ship (in lbs.) per \$100 of net revenue.

This is the most apples-to-apples way we've found to compare progress out of plastic across brands and industries. Our hope is that other brands and retailers will follow suit.

As we reduce our use of plastic, this number will decrease. We aim to illustrate the decoupling of our revenue from our use of plastic, showing true separation of our revenues from our use of plastic.

## Setting The Standard With Grove Brands

While we continue to make progress in plastic intensity in many product categories, our Grove Co. 100% Recycled Plastic Trash Bags are the primary driver of our Grove Brands plastic intensity, consisting of about 47% of our total Grove Brands plastic footprint. Excluding this product

category, Grove Brands plastic intensity is 0.61 lbs of plastic per \$100 of net revenue in 2023 (vs. 1.11 lbs including trash bags). We continue to explore ways to reduce plastic in this category while also recognizing the realities of current available solutions in the trash category.

## Elevating Our Third Party Assortment

We are proud to have increased the share of plastic-reducing products from our values-aligned third party brand partners. From 2020 to 2023, we decreased our plastic intensity from 1.78 to 1.10 lbs of plastic per \$100 of net revenue, respectively.

<sup>1</sup> Products sold on grove.com from brands not owned by Grove Collaborative. In 2023, we adopted an expanded definition of "plastic" that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners, and resins with aluminum packaging to ensure highest level of inclusivity and transparency in our plastic reporting. We've recalibrated previous years' metrics to account for our expanded definition of plastic.

# Plastic Intensity

lbs. per \$100 revenue in 2023



Grove-owned brands (lbs.)



All brands on grove.com + retail (lbs.)



Third-party brands<sup>1</sup> (lbs.)

## THE GROVE STANDARD

# Beyond Plastic™ Badges

Beyond Plastic™ is our effort to spur our industry toward long-term, scalable solutions that do not rely on single-use plastics. Some plastic in products and packaging is currently unavoidable given the absence of feasible alternatives. Plastic-free solutions either don't yet exist, aren't cost competitive, or aren't available at scale. Aluminum bottles, for example, require a very thin plastic inner coating to keep the liquid from interacting with the aluminum. Given these realities, Beyond Plastic™ is our commitment to celebrate progress and push ourselves and our broader industry forward.

**In 2023, we integrated our Beyond Plastic™ badges into the Grove.com experience.**

The new digital badging system enables customers to make informed, educated purchasing decisions to reduce their consumption of single-use plastic.

**Products with our Beyond Plastic™ badges signify the best available solution that significantly reduces or eliminates single-use plastic waste.**

Customers can look for three badges on our site: 100% Plastic-free, 95%+ Plastic-free, and No Single-use Plastic. These badges make it easier to shop products that reduce single-use plastic, or are refillable or reusable. For example, using Grove Co.'s Cleaner Concentrate System enables

customers to avoid the use of single-use plastic bottles and transition into a refill system. This significantly reduces single-use plastic and saves water and carbon emissions from the shipping process by shipping small, one ounce glass concentrates (vs. 16oz. of liquid in single-use plastic). The Grove Co. Refillable Glass Spray Bottle contains a plastic trigger sprayer, but it is intended to last 3+ years and will remain until a feasible and scalable plastic-free alternative emerges.

Charting this course alone would mean reducing our product offerings, rather than giving customers one place for the best available solutions. On the following page, we've outlined the Beyond Plastic™ standard and how it applies to products.



We define our Beyond Plastic™ standard as follows:



**100%**  
PLASTIC-FREE



**No**  
SINGLE-USE PLASTIC  
(EPA DEFINES DURABLES AS LASTING 3+ YEARS)



**95%+**  
PLASTIC-FREE BY WEIGHT

# Moving Grove Co. Products Beyond Plastic™

We lead our industry in radical transparency — products that meet our Beyond Plastic™ standard continue to increase across our net revenue and assortment.<sup>1</sup>

## BEYOND PLASTIC™ TOTALS: NET REVENUE



## BEYOND PLASTIC™ TOTALS: SKUS SOLD



**100%  
Plastic  
Free**

Does not include any PVA or plastic lacquers, liners, or coatings.  
Examples: Swedish dishcloths, wool dryer balls and bar soaps.



**No  
Single-Use  
Plastic**

Contains durable, reusable plastic, defined by the [EPA](#) as lasting 3 years or more. Contains no single-use plastic, such as polybags. Examples: Reusable hand and dish soap dispensers and glass spray bottles.



**95%+  
Plastic Free  
By Weight**

Contains no more than 5% plastic by total weight. Includes aluminum-packaged products coated with a minimal amount of plastic that does not affect recyclability. Examples: Hand and dish soaps, cleaner concentrates, and laundry detergent pods.

## No Claim

The product contains virgin, recycled, or compostable plastic and is not widely recyclable. Products are still required to meet a best-in-class standard and are better-than-conventional alternatives. Examples: 100% recycled plastic trash bags, compostable bags, sponges, and wipes.

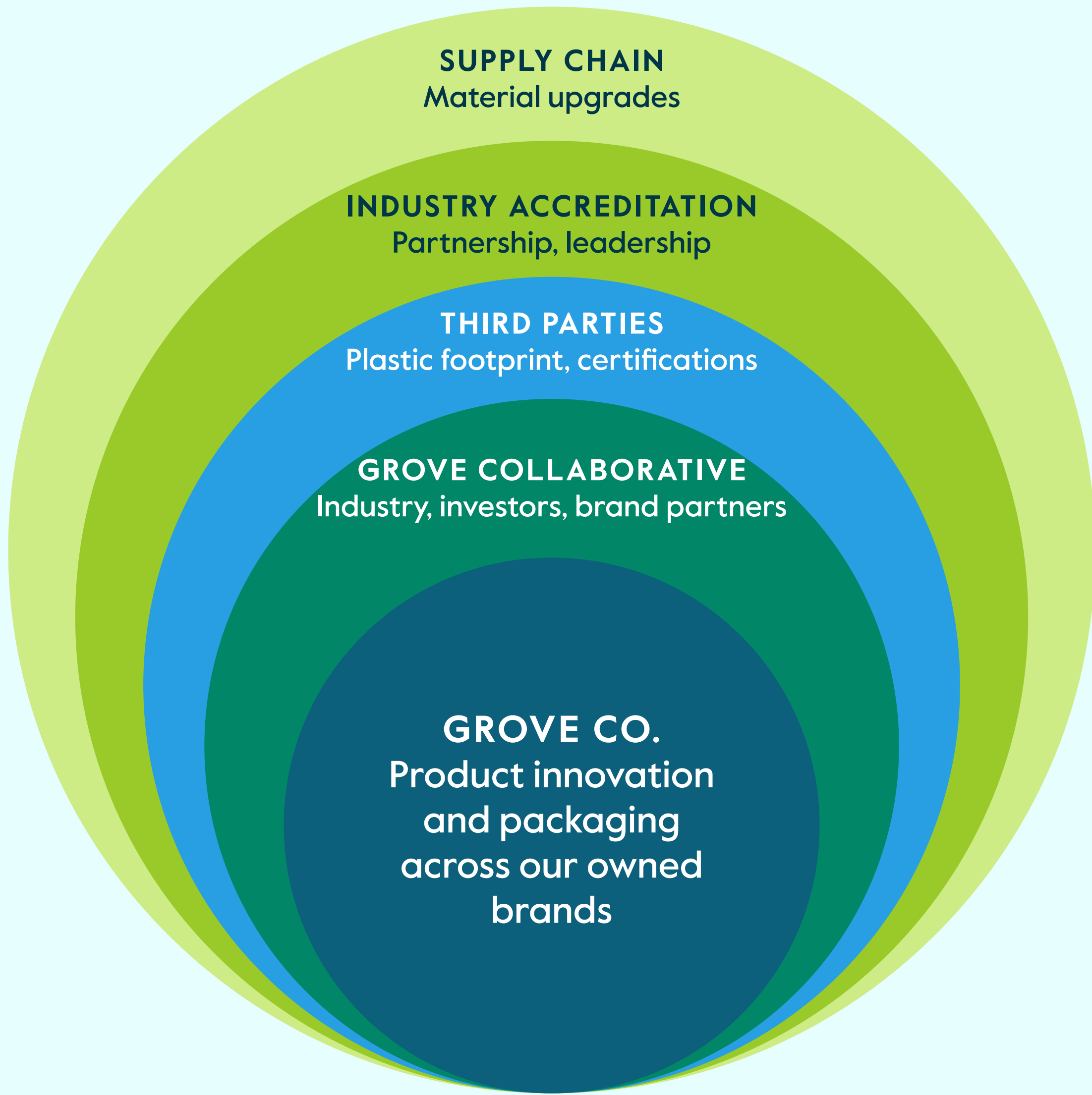
### PERCENT NET REVENUE



### PERCENT SKUS SOLD



<sup>1</sup>As a percent of Grove Co. total SKU count and net revenue. In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure the highest level of inclusivity and transparency in our plastic reporting. We’ve recalibrated 2022 metrics to account for our expanded definition of plastic.



## BEYOND PLASTIC™

# Our Spheres Of Influence

Beyond Plastic™ is the heart of our mission at Grove and beyond.

Our industry has the power to change the world by removing plastic from the products we all use at home. But we can't do it alone.

Our spheres of influence ripple out, from our owned Grove Co. brand, to our website and digital channels, to brand partners, third-party certifications and industry accreditation. Eventually, we hope to transform our industry's supply chain, expanding our influence far beyond our direct ecosystem.



## THIRD-PARTY BRANDS

# Products & Packaging

Our third-party brands are innovating new plastic-reducing, low-waste products that meet our Beyond Plastic™ standard.



### Food Huggers

Save the freshness of your fruits and veg while ditching the single-use plastic.



### Huppy

Natural, zero waste toothpaste in beautifully designed containers that are meant to be reused and refilled.



### Enviroscent

Air care that is safer for people, pets, and the planet. Designed to be refilled and reused.



### Supra Endura

Reusable, soft, and absorbent cloths for cleaning up everyday messes.



### Everist

Concentrated, plant-based hair care, packaged in 100% recycled and recyclable aluminum tubes.



### Sunwink

Organic superfood powders to support the gut mind connection packaged in recyclable aluminum tins.



From Q1 2022 to Q4 2023, our plastic intensity for our third-party products sold at Grove.com decreased from

**1.43 to 1.06 lbs**

of plastic sold per \$100 of net revenue, respectively.



## OUR PROGRESS

# Plastic Site-Wide and In Retail

We lead with transparency first. In 2020, we published our first Plastic Scorecard — the first of its kind to publicly report on our total plastic footprint. In 2021, we published the industry’s first plastic intensity metric. Our goal is to decouple business growth from our plastic footprint. We’re using these disclosures to challenge our industry to track and publish their progress towards reducing their own plastic use.

As we continue to reduce plastic within our assortment, these are the baseline totals for plastic used site-wide across grove.com, including all the brands we sell, as well as our sales through retail partners. Metrics compare 2023 to 2022.

## Plastic Footprint

Year over year we work to reduce our total plastic footprint by introducing more plastic-free or plastic-reducing products into our assortment.



lbs. total plastic footprint (target on track)

## Plastic Intensity

We aim to decouple our revenue from our use of plastic.



lbs. plastic sold per \$100 of revenue (target on track)

## Plastic Shipment

We hope to reduce this number through educating and engaging our community to adopt sustainable habits, like choosing our Beyond Plastic™ products.



lbs. plastic per customer shipment (target on track)<sup>1</sup>

## Recycled Content

When no plastic-free alternatives exist, we aim to increase this metric by maximizing post-consumer recycled plastic whenever possible.



percentage post-consumer recycled content (target on track)

## Refillable/Reusable

We seek to increase reusable or refillable products and packaging while reducing single-use plastic.



percentage refillable or reusable products (target lagging)

**We’re moving in the right direction on most of our plastic metrics for 2023. Another demonstration of progress is through our Beyond Plastic™ metrics (page 12).**

<sup>1</sup>In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure highest level of inclusivity and transparency in our plastic reporting. We’ve recalibrated 2022 metrics to account for our expanded definition of plastic. | [Grove.co](https://www.grove.co)

# Our Plastic Conscious Partners

It takes pre-competitive collaboration and industry expertise across sectors to influence change. Success means changing our industry, working with values-aligned partners — from nonprofits to our suppliers and third party brands — to address the plastic pollution crisis.



## Supporting Science, Advocacy & Education

Since 2019, we have donated over \$100,000 to 5 Gyres to empower action against the global health crisis of plastic pollution through science, community engagement, and advocacy.



## Fighting Plastic Pollution

Our partnership has created global impact through low-value plastic collection. Since 2021, we have recovered 9.4 million lbs, the equivalent of 230 million plastic bottles.



## Innovating beyond single-use plastic

We work with leading, values-aligned suppliers to create Grove Co. products that utilize innovative circular materials over single-use plastic.



## Working Group Sharing Industry Ideas

In 2020, we launched Grove's Plastic Working Group — consisting of over 120 brand partners — to facilitate collaboration and learning around plastic reduction in product innovation.



## PARTNERSHIPS

# Solving The Plastic Waste Crisis With rePurpose Global

Grove is plastic neutral. For every ounce of plastic we sell, we recover an equal amount of ocean-bound plastic in partnership with rePurpose Global.

### OUR PARTNER

rePurpose Global is a plastic crediting platform dedicated to reducing waste, reviving lives, and restoring nature's balance.

### PLASTIC NEUTRALITY

We see plastic neutrality as a meaningful and realistic way to mitigate our plastic footprint as we continue to reduce single-use plastic in our product assortment. While plastic recovery is not a silver bullet or a license to pollute without real progress in reducing our plastic footprint, it is a meaningful part of addressing the world's plastic pollution crisis.

Our plastic neutrality partnership with rePurpose Global has three goals, shown at the right.

## Our Plastic Neutrality Partnership Goals

1. Recover low-value, ocean-bound plastic waste.

### Plastic recovery

focuses on collection of hard-to-recycle, low-value plastics (like chip bags or candy wrappers). In light of concerns around the effectiveness of some carbon crediting programs, a fundamental aspect of ours is ensuring additionality — plastic collection would not have otherwise occurred without our efforts.

2. Scale local plastic waste management value chains.

### Waste management

is neglected in many communities due to a lack of infrastructure, leading to dumping or incineration. We help finance critical recycling infrastructure that prevents plastic waste from flowing into the ocean. Investing capital infrastructure enables the collection of greater volumes of plastic pollution over time.

3. Empower marginalized waste worker communities.

### Working conditions

in the informal waste sector are notoriously unsafe, and workers almost invariably lack access to good healthcare and education. People are profoundly impacted by plastic pollution, and we champion safety, dignity, and equality across the waste value chain to combat the unsafe, exploitative practices of this sector.





## PARTNERSHIPS

# Ensuring Transparency & Traceability Of Our Impact

Our plastic neutrality partner, rePurpose Global, requires a robust monitoring and evaluation system across our value chain to provide transparency and traceability of our impact.

### KEY PERFORMANCE INDICATORS

Minimum KPIs include tons of plastic waste recovered, full time equivalent of jobs created, increased income stream per waste worker per project.

### PERFORMANCE MONITORING

rePurpose Global requires impact partners to create a monitoring plan for recording project progress and

performance on intended impact outcomes on a regular basis.

### TRACEABILITY

All impact projects have an information management system to ensure end to end traceability of materials and establishing a chain of custody.

### VERIFICATION

Impact projects are subject to verification, including documentation collection, site visits, and third-party audits. In addition to a robust monitoring and evaluation system, we are proud that Project Hara Kal — the largest project Grove has supported since 2021 — has been listed on the [Verra registry](#).

Project Ekonomia ya Bluu

MOMBASA, KENYA

Photo: rePurpose Global



# Through our 2023 partnership, we recovered 2,378,237 lbs of ocean-bound plastic.

**15M lbs of plastic** recovered since 2020

Since 2020, Grove has recovered 15M lbs of nature- and ocean-bound plastic waste.



## 2023 Impact: Hara Kal KERALA, INDIA

Plastic Recovered	<b>1,882,197 lbs</b> Of Plastic Recovered
Households Impacted	<b>85,887 homes</b> Provided Waste Management Services
Workers Impacted	<b>820 workers</b> Employed by Project Hara Kal

## 2023 Impact: Ekonomia ya Bluu MOMBASA, KENYA

Plastic Recovered	<b>496,040 lbs</b> Of Plastic Recovered
People Impacted	<b>504 people</b> Positively Impacted (Avg. Family of 3)
Workers Impacted	<b>168 workers</b> Employed by Project Ekonomia

Only 5% of plastic is recycled in the U.S.<sup>1</sup> and over

**20% of plastic**

is mismanaged<sup>2</sup>, and ends up as pollution.



## CIRCULARITY

# Moving Toward Circular Solutions

Single-use plastic is untenable, and its end-of-life realities are uncomfortable. Plastics recycling is a failed concept — only about 5%<sup>1</sup> of plastic is recycled in the U.S., no matter how much we put in our bins. Over 20%<sup>2</sup> of plastic is mismanaged<sup>3</sup> and ends up as pollution while production continues at a breakneck pace — further flooding our oceans and suffocating our environments.

Our industry is pushing plastic pollution past planetary boundaries. Most major CPG brands have set goals to transition to recycled content or increase the recyclability of their packaging, but doubling down on a “better” single-use system that is already broken won’t solve the problem.

<sup>1</sup> [Greenpeace](#) <sup>2</sup> [Norden.org](#) <sup>3</sup> [Mismanaged plastic waste](#) is waste that is not recycled, incinerated, or kept in sealed landfills. It includes materials burned in open pits, dumped into seas or open waters, or disposed of in unsanitary landfills and dumpsites.

**Refill, reuse and recovery are more practical, impactful alternatives to recycling.**

Linear consumption will not sustain our planet. Our goal is to design for circularity: make more plastic reducing, plastic-free, refillable, and reusable products.

Most flexible, multi-layer plastics are too complex for the majority of recycling facilities to process, which is why they cannot go in curbside recycling bins.

**Since 2021, our Recyclops packaging takeback program allows our customers to send us back hard-to-recycle items, such as plastic pouches, tubes, and silicone.**

While we know this is not a perfect solution, it helps these materials, otherwise destined for landfill or our oceans, to be properly managed at end of life. Looking ahead, our focus will remain on partnerships, legislation, and networks that we can participate in to scale circular solutions.



## OUR PROGRESS

# Sustainable Swaps

At Grove, we seek to challenge existing product formats that have plagued our industry with single-use plastic.

For decades, clean homes meant single-use bottles full of liquid. Circular product design challenges existing formats that still primarily exist today. Our Grove owned brands, including Grove Co., focus on single-use plastic reduction through refillable, reusable, concentrated, and waterless formats. Here are some key metrics we focus on:

### 1. SINGLE-USE PLASTIC AVOIDED

We measure the amount of single-use plastic our products avoid compared to products primarily packaged in plastic.

### 2. WATER AVOIDED FROM SHIPPING

Some conventional, mass market products contain 90%+ water. Shipping products mostly made of water contributes to higher greenhouse gas emissions than shipping of Grove Co.'s concentrated and waterless product formats.

### 3. SINGLE-USE PLASTIC BOTTLES AVOIDED

The number of single-use plastic bottles avoided by our customers purchasing sustainable swaps.



Conventional Cleaning Bottles & Sprayers



Grove Co. Cleaner Concentrates

Our cleaner concentrates are made of infinitely recyclable glass and shipped in FSC® certified, 100% recycled paper packaging. Designed for use with our refillable, reusable spray bottle, they help avoid plastic use and carbon emissions from shipping.

1 All plastic avoided metrics are since the launch of the product sold both on Grove.com and in retail.  
2 Single use plastic bottles avoided are equivalent to the single-use plastic packaging equivalent. For example, Grove Co. cleaner concentrates are compared to a standard 16oz household cleaner in single-use plastic.

**10,822,169 lbs**

of plastic avoided by Grove site and retail customers buying sustainable swaps that reduce single-use plastic

Grove Co. Cleaner Concentrates HAVE AVOIDED

**2,745,817 lbs**

Of Single-Use Plastic

**23,052,786 bottles**

Made from Single-Use Plastic

**2,701,498 gallons**

Of Water from Shipping

## SUSTAINABLE SWAPS (CONTINUED)



Conventional Room Sprays



Grove Co. Room Spray Concentrates

Our concentrated room sprays are designed to pair with our reusable room spray bottle — just add water!

Grove Co. Room Sprays  
HAVE AVOIDED

**433,314 lbs**  
Of Single-Use Plastic

**609,637 bottles**  
Made from Single-Use Plastic

**71,034 gallons**  
Of Water from Shipping



Conventional Hand Soaps & Dish Soaps



Grove Co. Hand & Dish Soaps

Our hand and dish soap refills pair with Grove Co. soap dispensers or reusable pumps to help eliminate plastic waste.

Grove Co. Hand & Dish Soaps  
HAVE AVOIDED

**1,122,092 lbs**  
Of Single-Use Plastic

**12,353,243 bottles**  
Made from Single-Use Plastic



Conventional Laundry Soaps & Detergents



Grove Co. Laundry Care

Innovative laundry care in concentrated or waterless formats focus on reducing plastic waste and carbon during shipment.

Grove Co. Laundry Care  
HAS AVOIDED

**580,112 lbs**  
Of Single-Use Plastic

**2,818,180 bottles**  
Made from Single-Use Plastic

1 All plastic avoided metrics are since the launch of the product sold both on Grove.com and in retail.  
2 Single use plastic bottles avoided are equivalent to the single-use plastic packaging equivalent. For example, Grove Co. cleaner concentrates are compared to a standard 16oz household cleaner in single-use plastic.



## OUR VISION FOR SUSTAINABLE INNOVATION

# Meeting Customers Where They Are

Sustainability can be a journey of great leaps and large industry shifts, but it's also one of small steps and incremental change.

Grove Collaborative has long attracted a conscientious consumer, open to more advanced sustainable behaviors, such as concentrated formulas, refill and reuse systems, and waterless formats. But we also believe there is a valuable opportunity to capture consumers who may be earlier on their sustainability journey.

Grove Co. is on a mission to cultivate the sustainable consumer and scale their sustainable behaviors to maximize our positive impact.

That's why we're launching new ready-to-use collections packaged in aluminum with a reusable pump.

Purchasing a durable dispenser may not be an option for all consumers due to cost or access. With our ready-to-use formats, customers can purchase our hand and dish soaps without a dispenser or the industry standard single-use plastic.

To reduce plastic and scale alternatives, Grove Co. is launching **ready-to-use products in aluminum packaging** at accessible prices.

### PRODUCT SPOTLIGHT:

## Ready-to-Use, Refillable HAND & DISH SOAP



Customers can choose from either a dispenser and refill system or a ready-to-use format in aluminum packaging

### New Products Include

## Laundry

Ultra-concentrated detergent in aluminum packaging with an industry-first aluminum dosing cap

## Hand Soap & Dish Soap

In refillable aluminum packaging with a reusable pump made of post-consumer recycled content



# Building the Future of Sustainable Product Innovation

Here's how Grove Co. is working to reduce plastic in our products and supply chain while balancing a great consumer experience, affordability and the overall environmental impact of our products.

## REFILL MODELS BEYOND PLASTIC

We're doubling down on our investment on aluminum as the most sustainable alternative to plastic bottles and tubs.

## STARTER + REFILL ALTERNATIVES TO POUCHES

We're testing curbside recyclable lined paper pouches.

## PLASTIC-FREE ENGINEERING

We're lightweighting all plastic components and incorporating post-consumer recycled (PCR) plastic as much as possible.

## MOVING BEYOND:

### PLASTIC AS PROTECTION

polybags • flow wrap  
bubblewrap • banding • tape

### PLASTIC AS PACKAGING

bottles • pouches  
sprayers • pumps • tubs

### PLASTIC AS PRODUCT

garbage bags • tools  
PVA pods + sheets  
cleaning wipes

## WAREHOUSE EFFORTS

We're replacing all plastic bubble wrap with paper stuffing, replacing tape with non-plastic paper tape, and replacing plastic banding.

## COMPOSTABLE PACKAGING

We're exploring certified compostable bioplastic alternatives to plastic flow wrap for products with high moisture content.

## PLANT-BASED PLASTIC ALTERNATIVES

We're exploring reduced plastic, plant-based plastics and plastic alternatives for film used in pods, pouches and wipes.







# Forests & Fiber

We make it simple to shop tree-free.

## OUR COMMITMENT TO CONSERVATION

# Protecting Our Forests

Grove Co. paper products are free of wood pulp.

Current demands for resources outweigh what the Earth can sustain. Scientific consensus is rallying around a 30 by 30 conservation goal, acknowledging the urgent need to protect 30% of the world's natural habitat by 2030 to avoid critically interconnected biodiversity and climate losses. Preserving our existing ecosystems and forests is one of the most effective strategies for stabilizing our climate and safeguarding biodiversity.

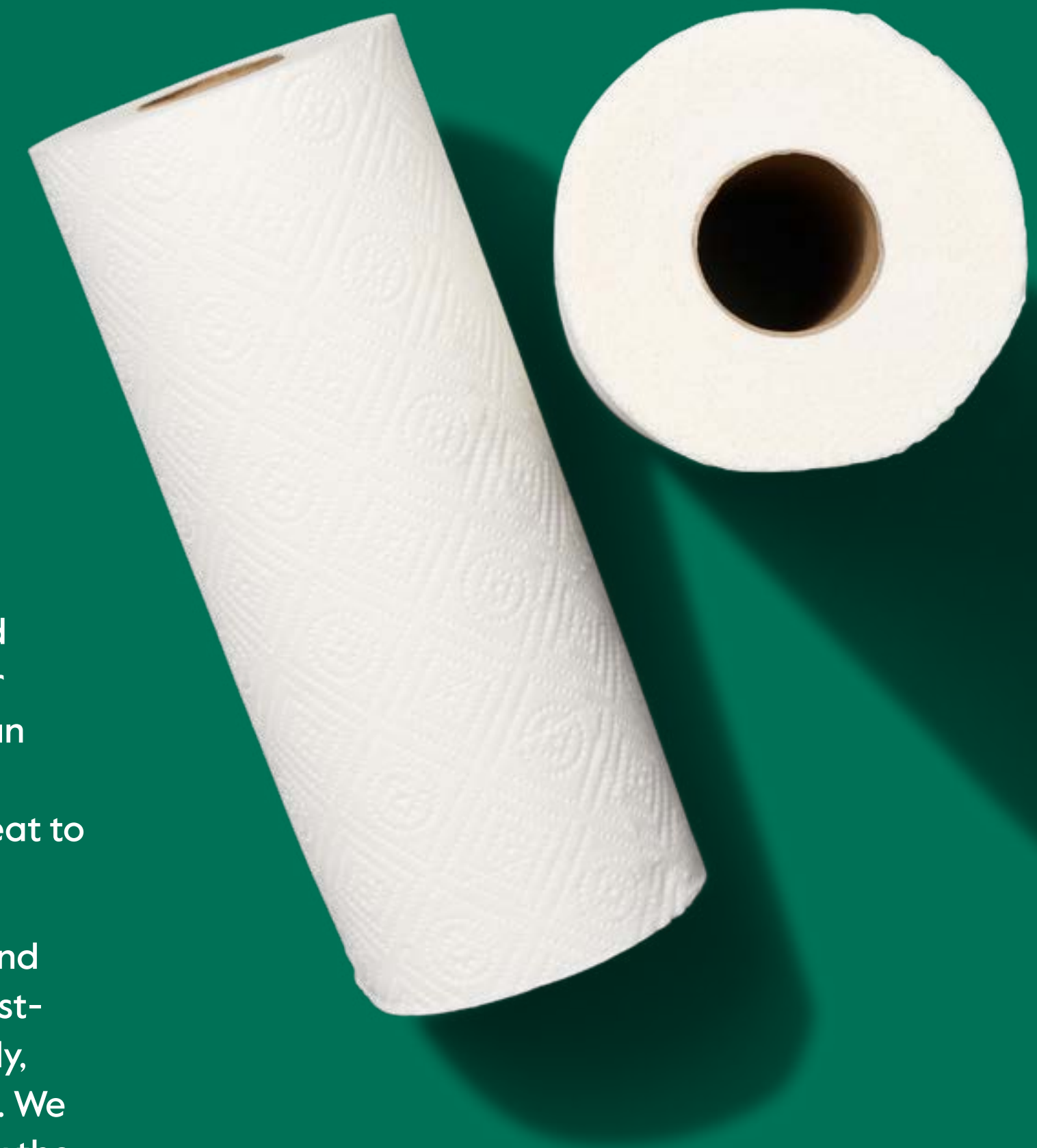
The disconcerting reality is that many well-known brands consider forests as raw material for their products. Forests continue to face increasing demands for packaging, paper, and fashion fabrics — putting the climate at odds with global consumption. At Grove, we are steadfast in our commitment to safeguard our forests and create products with recycled, certified, or alternative materials that are sustainable, highly vetted, and have a lower impact on our ecosystems.

### TAKE THE PAPER. SAVE THE TREES.

Hundreds of thousands of tons of wood pulp is used every year to make unsustainable household paper products. Predominantly sourced from the Canadian boreal forest, the world's largest intact forest<sup>1</sup>, the demand for these materials poses a significant threat to natural ecosystems.

We are proving that environmental responsibility and consumer satisfaction can go hand in hand. Our best-selling Grove Co. paper products are soft and sturdy, all while reducing the strain on our precious forests. We use sustainably sourced bamboo that is certified by the Forest Stewardship Council (FSC). Bamboo is recognized as the world's fastest-growing plant and its cultivation requires less land.

Despite championing innovative, tree-free paper products, we know we are a relatively small player in the consumer products industry.



**With this in mind, we know we can have the greatest impact by supporting community partnerships in active protection and conservation.**

See the following page for details.

<sup>1</sup> [The Issue With Tissue](#)

## STEWARDING THE LAND FOR PEOPLE AND PLANET

# Our Partnership with The Nature Conservancy

Two million acres closer to a sustainable future.

**Grove is partnering with The Nature Conservancy to support Indigenous-led conservation across two million acres in the Tongass National Forest within the Emerald Edge of Southeast Alaska.**

The Emerald Edge is the world's largest remaining coastal temperate rainforest, spanning from Alaska, British Columbia, Washington state, and Oregon. With over 100 million acres of lush forest, rivers, islands, and mountain streams in The Emerald Edge, it stores up to 300 million metric tons of carbon a year — equivalent to the annual energy use of nearly 58 million homes. Recognized as a high-conservation value ecosystem, the forest is home to bears, birds, and fish species.

### INDIGENOUS-LED CONSERVATION

There is a strong intersectionality among conservation and equity, rights, and inclusion. At the invitation of the Indigenous Peoples and local communities,

**Lands stewarded by Indigenous Peoples hold 17% of the world's remaining forest carbon and 80% of its biodiversity**

The Nature Conservancy's Emerald Edge program is supporting Indigenous leadership and capacity, creating alternative and sustainable economic opportunities and upholding Indigenous rights and authority. By working together to collectively define conservation and community outcomes, The Nature Conservancy and community partners are working to safeguard the region's climate mitigation capacity, rich biodiversity, and the social and economic well-being of local communities. The Emerald Edge represents an unparalleled opportunity to support an initiative with significant momentum that is showing the world what is possible when Indigenous peoples exercise their authority and capacity to care for their land and waters.

Between January 1, 2023 and December 31, 2030, Grove Collaborative will contribute \$1,500,000 to The Nature Conservancy's Emerald Edge Conservation Program. The purchase of Grove Collaborative products will not result in an additional contribution to TNC. The mission of The Nature Conservancy is to conserve the lands and waters on which all life depends. More information about TNC is available by mail at 4245 N Fairfax Dr, Ste 100, Arlington, VA 22203, USA, by phone at 1-800-628-6860 or at nature.org.

Photo: Clayoquat Sound, © Bryan Evans

# Climate & Carbon

We're decarbonizing across our value chain.



# Meaningful Climate Action

Like many other companies of our size that make and sell consumer products, the majority of our carbon emissions stem not from our immediate operations, but rather from both upstream and downstream sources. Given our limited ownership of the supply chain, our direct ability to significantly reduce emissions ourselves is limited. We're committed to

taking meaningful action on climate wherever possible, including supporting nature-based solutions and conservation projects, advocating for policy change that enables decarbonization at scale, and collaborating with our suppliers to identify and pursue opportunities for emissions reduction.

**98%**

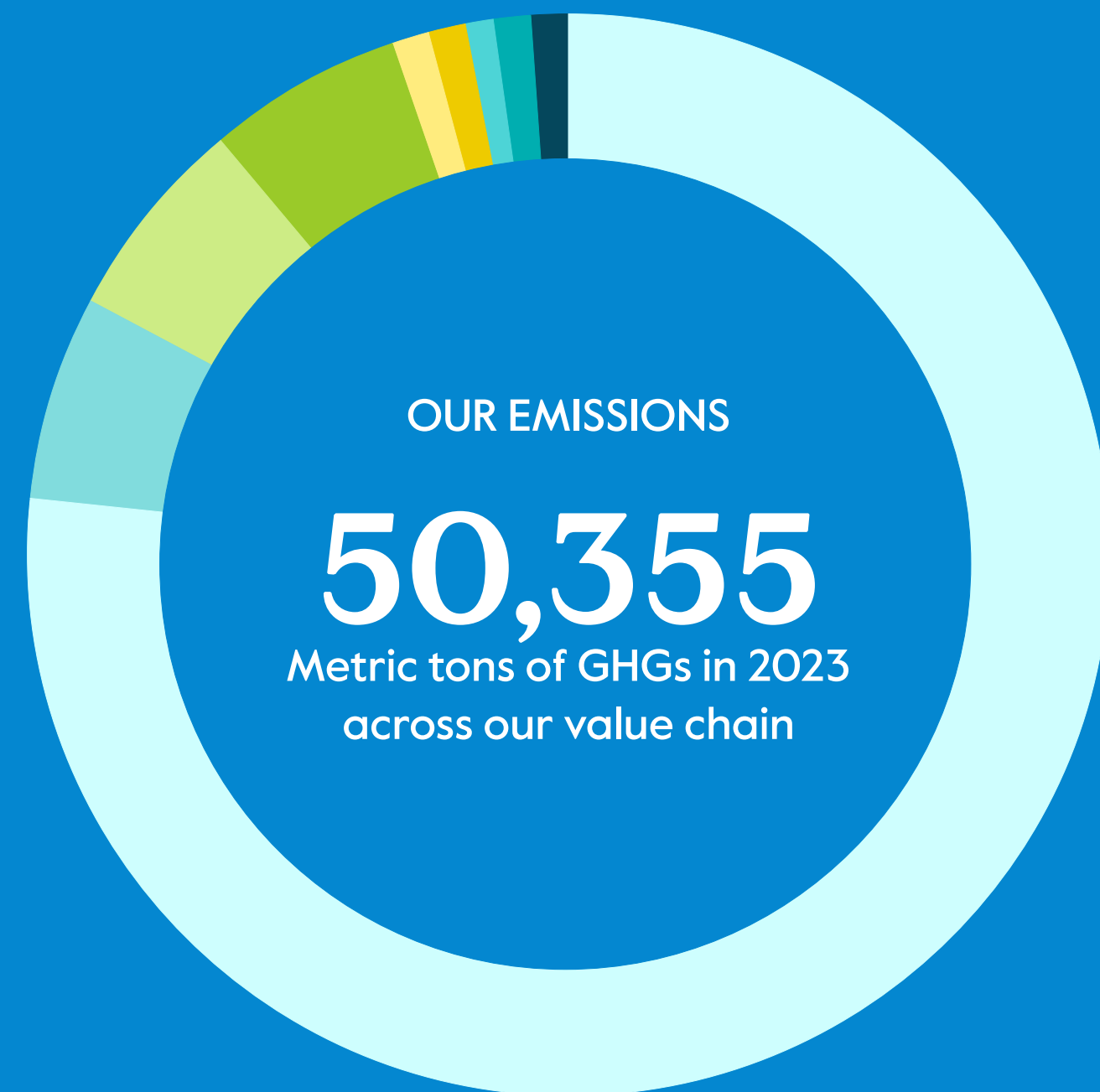
Of emissions came from Scope 3 in 2023

**1%**

Of emissions came from Scope 2 in 2023

**1%**

Of emissions came from Scope 1 in 2023



76%	Purchased goods/services (materials and production)	38,393 MT
6%	Upstream transportation (from suppliers)	3,250 MT
6%	Product end-of-life (reuse, recycling, landfill, etc.)	3,201 MT
6%	Downstream transportation (to customers)	2,913 MT
1%	Stationary combustion (in our facilities)	580 MT
1%	Employee commuting (to/from work) and remote work	564 MT
1%	Electricity (in our facilities)	536 MT
1%	Fuel and energy emissions (not included in Scope 1/2)	397 MT
1%	Business travel (air, car, hotel)	319 MT
0%	Waste from operations (waste treatment and disposal)	202 MT

**METHODOLOGY:** An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Capital Goods emissions are mostly included in Purchased Goods and Services due to internal data visibility. Use-phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities. Scope 2 emissions are offset through the purchase of Renewable Energy Credits (RECs).

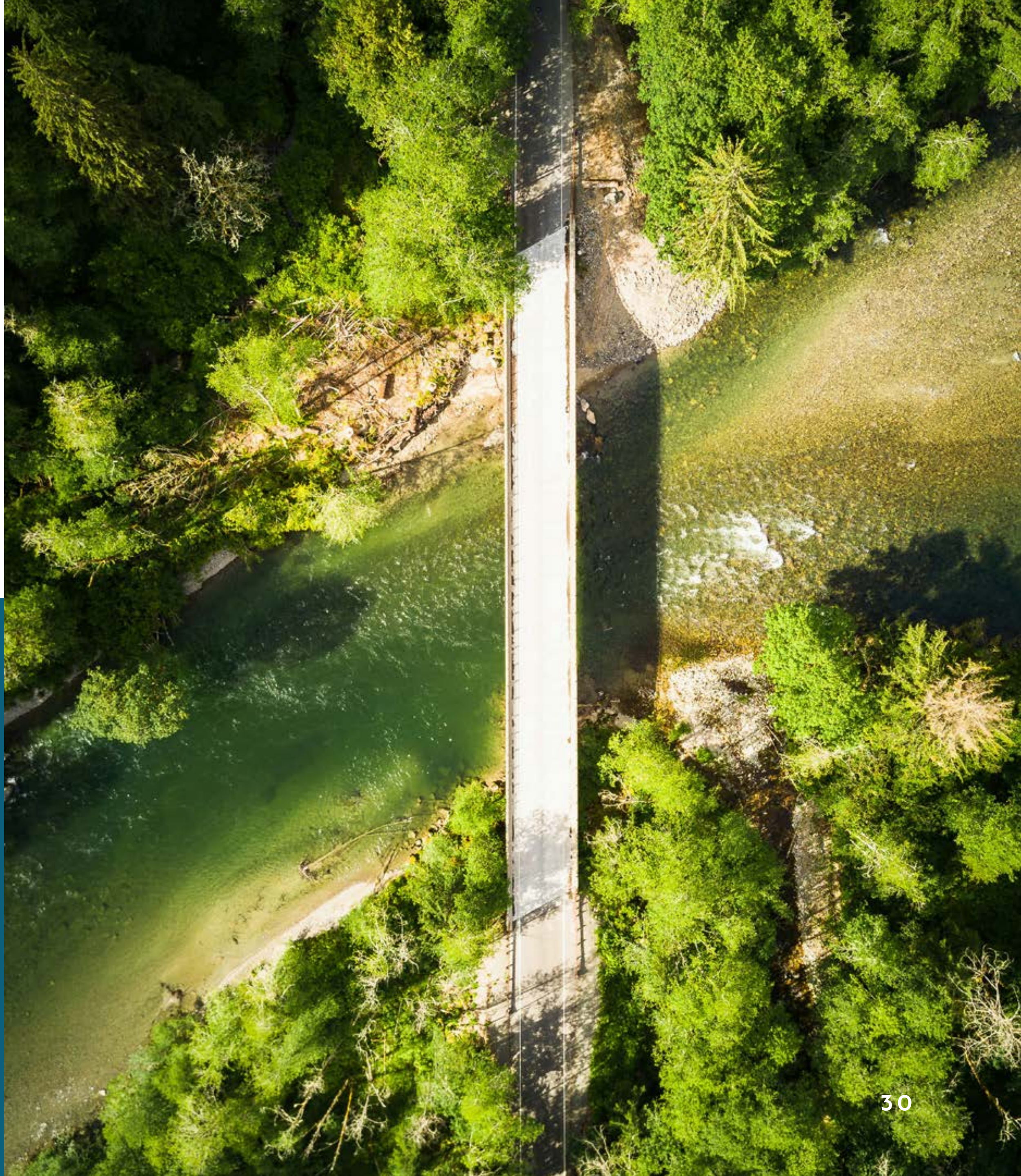
# Science-Based Targets

**This year we began a new partnership with Gravity Climate to better understand our carbon footprint. We are establishing a comprehensive path towards decarbonization wherever possible.**

On the following pages, emissions data may look different in comparison to previous years as we continue to determine our path to emissions reduction for 2024 and beyond. We've outlined our baseline data and initial strategies on the following pages, using these as a foundation for lowering our emissions in line with climate science.

**We have committed to the Science Based Targets initiative (SBTi) and will submit our SBTi targets for approval in Q3 2024. We have pledged to reduce emissions in alignment with SBTi 1.5 degree scenario (1.5DS). A 1.5-degree pathway results in**

**Net Zero absolute emissions by 2050.**



# Bending The Curve

Meeting our targets requires shared decarbonization with our suppliers.



A significant portion of our environmental footprint is within our broader supply chain, and we are committed to collaborative efforts with our suppliers.

The pace at which we can decarbonize largely depends on progress made by our suppliers. In 2022, we surveyed all our small and large suppliers to understand their emissions (if measured), climate goals, and decarbonization efforts. We are committed to supporting our suppliers at every stage of their climate journeys.

## Reduction Strategy

We're focused on our largest emitting categories: goods and services, transport from suppliers and to customers, and a product's end-of-life.

### PURCHASED GOODS & SERVICES

- Certified, recycled, or low-emissions materials
- Renewable energy
- Reforestation
- Supplier engagement

### UPSTREAM TRANSPORT (FROM SUPPLIERS)

- Supplier engagement

### DOWNSTREAM TRANSPORT (TO CUSTOMERS)

- Low impact shipping methods

### END OF LIFE TREATMENT (REUSE, RECYCLE, ETC.)

- Materials with higher recycling rates
- Product takeback
- Circular programs

## CARBON OFFSETS

# High-quality carbon offsets offer a way to address our impact in the short-term.

We know verifiable carbon credits do not shift the moral responsibility of reducing our emissions to others, nor should they exist as a standalone strategy to meet climate goals. As a comparatively smaller player in our industry without substantial means for direct decarbonization, like owned manufacturing or delivery fleets, carbon credits offer us a viable opportunity to contribute to short-term impact while we pursue long-term mitigation strategies. Since 2020, we are proud to have carbon neutral customer shipping, facilities, waste in operations, employee commute and remote work, and business travel.

### > Renewable Energy Credits

**PROXIMITY** Invest within same state or country

**TRANSPARENCY** Invest in projects accounted for via public registry to avoid double counting

#### **ADDITIONALITY**

- Add new renewable energy to the grid to maximize impact
- Move toward bundled RECs versus unbundled (REIOO Buyer's Principles)
- Purchase from new generators within high-fossil-fuel grids
- Align purchases with broader SDGs and social impact

### > Offsets

**VERIFIABILITY** Move toward third-party or global standard

**METHODOLOGY** Invest in projects with established, public methodologies

**TRANSPARENCY** Invest in projects with established, public methodologies

**COMMUNITY LED** Projects should be led by and directly benefit indigenous or local communities

**NATURE BASED** Prioritize nature-based projects that protect wild places

These checklists show the methodology we use to source offsets and renewable energy credits (RECs), led by our objectives to protect wild places and indigenous territories.

## 2023 GHG Emissions: mtCO<sub>2</sub>e

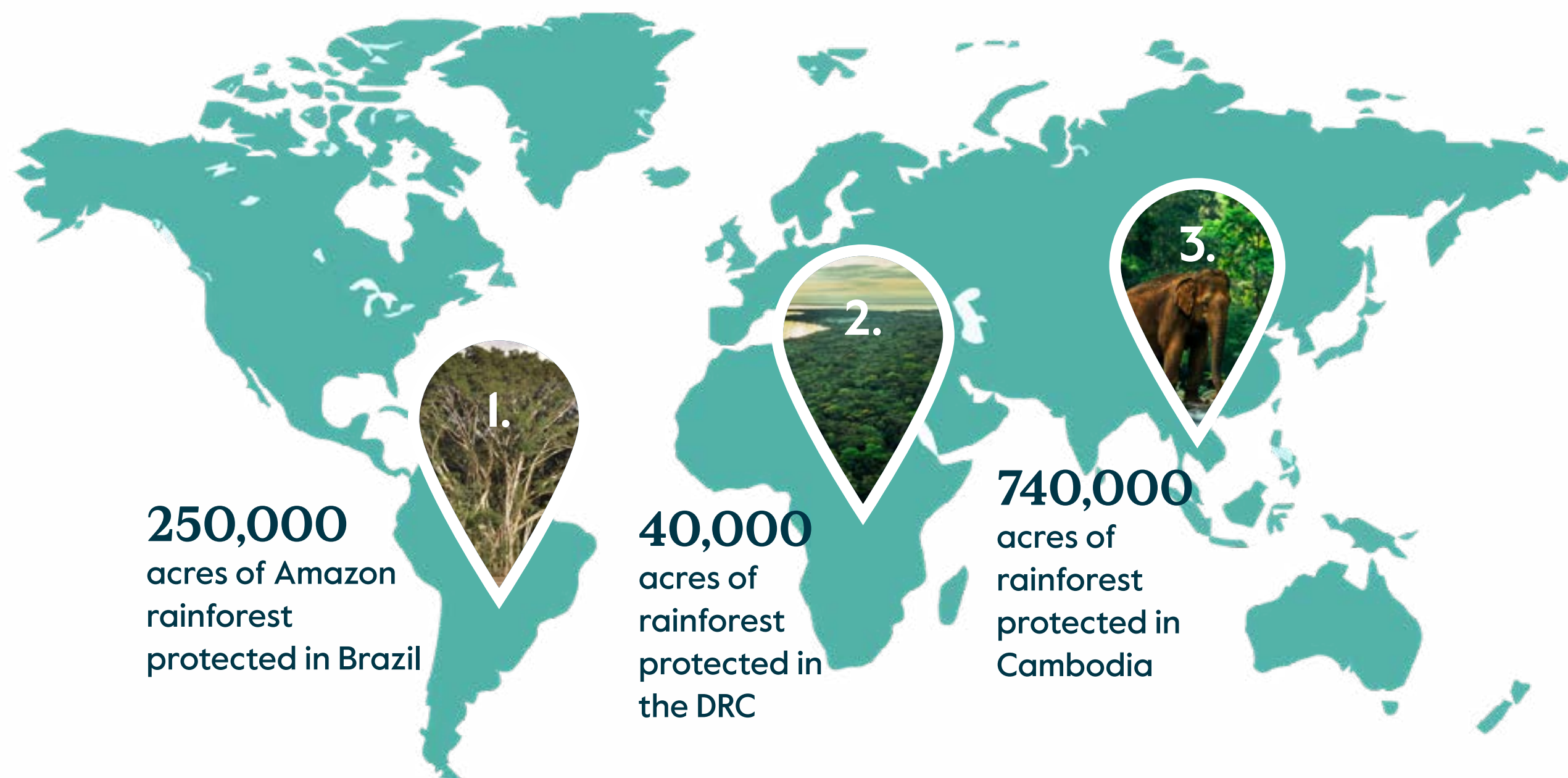
EMISSIONS CATEGORY	NO OFFSETS	WITH OFFSETS
Scope 1	580	0
Scope 2	536	0
Scope 3: Purchased Goods & Services	38,393	38,393
Scope 3: Fuel & Energy Related Activities	397	397
Scope 3: Upstream Transport/Distribution	3,250	3,250
Scope 3: Waste Generated in Operations	202	0
Scope 3: Business Travel	319	0
Scope 3: Employee Commute	564	0
Scope 3: Downstream Transport/Distribution	2,913	0
Scope 3: End of Life Treatment	3,201	3,201
<b>TOTAL SCOPE 1, 2 &amp; 3 EMISSIONS</b>	<b>50,355</b>	<b>45,241</b>

**METHODOLOGY:** An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Capital Goods emissions are mostly included in Purchased Goods and Services due to internal data visibility. Use-phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities. Emissions from Scope 2 based on location-based calculations. We participate in renewable energy programs with our utility providers whenever possible, and the remainder of emissions are offset through the purchase of Renewable Energy Credits (RECs).



## CARBON OFFSETS

# We support urgently needed nature-based, community-led conservation projects<sup>1</sup>.



<sup>1</sup> Metrics reflect projects' total intended impact, not Grove's support. Grove works with its partners to support carbon avoidance and removal projects; however, we are not the sole supporter of these projects.

<sup>2</sup> Keo Seima Wildlife Sanctuary carbon credits were purchased by customers in 2023 through our Environmental Impact Shop.

## Our 2023 Offset Partnership Projects

### 1. Amazon Rainforest Protection In Brazil

#### Acre Amazon REDD+ Project, Brazil NATURE-BASED CARBON AVOIDANCE

90% of Brazil's Acre State is forested, but current rates of destruction predict 65% by 2030. By granting land tenure and training to family farmers, [this project](#) helps to prevent deforestation of 250,000+ acres.

### 2. Rainforest Protection In the DRC

#### Mai Ndombe REDD+ Project NATURE-BASED CARBON AVOIDANCE

[This project](#) is charting a new pathway for community prosperity through comprehensive investments, including 40,000 acres of critical bonobo and forest elephant habitat protected within the Congo Basin.

### 3. Wildlife & Rainforest Protection In Cambodia

#### Keo Seima Wildlife Sanctuary REDD+ Project NATURE-BASED CARBON AVOIDANCE

Keo Seima Wildlife Sanctuary spans 740,000 acres threatened by illegal land clearance. [This project](#) is home to the world's largest populations of primates, 85 globally threatened species, and the Indigenous Bunong people.

# Healthier Homes

Our products set the standard for health and wellness.



# Chemical Transparency

Customers deserve to know what's in the products they buy. Ingredient transparency is a hallmark of conscious consumerism and one that Grove is proud to advocate for.

While the consumer products industry has made gradual progress in ingredient labeling requirements and chemical regulations, the current state of these policies in the United States falls short.

Legal loopholes impact both the chemicals permitted on the market and the information about these chemicals disclosed (or not disclosed) to consumers. The regulatory landscape underscores the

need for more comprehensive measures to ensure transparency and safety in the products we use every day.

Grove seeks to be the change we want to see in the industry. Since 2021, we've made Safety Data Sheets and ingredient disclosures for all Grove Co. home care products publicly available on our site, in compliance with the California Right To Know Act.

Grove participates in the Chemical Footprint Project to disclose our management, practices, and chemical policies. We also advocate for stronger chemical regulation and transparency requirements on a state and federal level, whenever possible. Recent legislative efforts included advocacy around the banning of "Forever Chemicals" or PFAS.



## Fragrance Transparency

Fragrance disclosures are often opaque, but not at Grove. 100% of our owned brand products fully detail all fragrance ingredients on our site, giving consumers full insight into what goes into our products.

# 100%

TRANSPARENT FRAGRANCES FOR GROVE-OWNED BRANDS PRODUCTS

# 60,176

LBS. SYNTHETIC FRAGRANCES AVOIDED IN 2023<sup>1</sup>

<sup>1</sup> Calculations based on 2023 sales. Includes Grove Co. liquid laundry, powder laundry, cleaning concentrates, hand soap, dish soap, and air care products. We've adjusted this statistic to solely reflect our use of 100% natural fragrances instead of synthetic, which we believe truly differentiates our products. Fragrance free and limited edition products are included in this calculation.

# A Higher Standard

We hold the brands we develop in-house to the highest efficacy, sustainability and safety standards.

Our in-house Research & Development team has extensive industry experience, prioritizing product performance without making concessions on ingredients that may be harmful to human and environmental health. Our prioritization of high standards and product performance is to enable consumer adoption of more sustainable products.



## Plant-Based Ingredients

We lead with organic and plant-based ingredients whenever they are available.



## 100% Cruelty-Free

We work with Leaping Bunny certified manufacturers to ensure everything we offer is 100% cruelty-free.



## Sustainable Materials

We constantly seek ways to minimize plastic in our products and packaging.



## Ingredient Transparency

We fully disclose all ingredients in our products, including fragrances.



## Ethical Supply Chains

We review supplier factories for safety and well-being according to the International Business Social Compliance Initiative.

Our prioritization of high standards and product performance is to enable consumer adoption of more sustainable products.

All products meet our

**rigorous**

**standards**

and omit chemicals found on our anti-ingredient list.

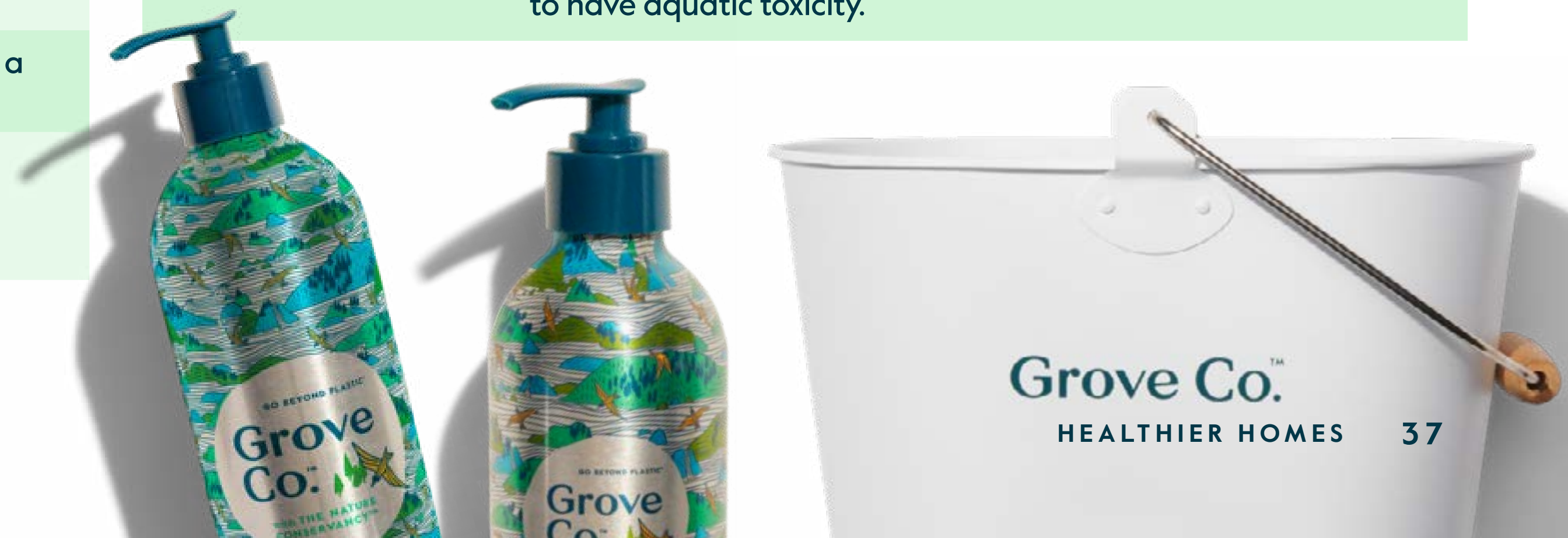


# Our Anti-Ingredients

A collection of components<sup>1</sup> you won't find in Grove developed products.

AMMONIA	A polishing agent found in glass cleaner, ammonia can cause irritation in skin and eyes as well asthma.
BHA/BHT	A preservative found in anti-aging skin care products known to be a carcinogen, skin irritant, and cause known aquatic toxicity.
CHLORINE	A disinfectant found in household cleaners known to be a respiratory irritant and suspected to be a thyroid disruptor, forming carcinogenic byproducts.
CYCLOMETHICONES (D4/D5/D6)	A non-biodegradable emollient found in lotions, creams, and shampoos known to cause reproductive harm.
ETHANOLAMINES (MEA/DEA/TEA)	A buffer and emulsifier found in detergents, soap, shampoos, and household cleaners suspected to be a contaminant with carcinogenic components and cause asthma.
FORMALDEHYDE	A preservative found in personal care products known to be a carcinogen.
OCTINOXATE, OXYBENZONE, SULISOBENZONE	A UV blocker found in chemical sunscreens that is a possible allergen and known to be toxic to coral reefs.

OPTICAL BRIGHTENERS	Chemicals used in laundry detergents to change how light is reflected from clothes to appear whiter. They do not biodegrade, may cause skin irritation, and may impact human reproduction.
PARABENS	A preservative found in fragrances and personal care products known to mimic estrogen, possibly an endocrine disruptor.
PHOSPHATES	A builder found in detergents and stain removal products known to be a skin irritant and to cause excessive algae growth in water, killing other organisms.
PHthalates	A group of chemicals found in personal care products known to be hormone disruptors and irritants.
POLYFLUOROALKYL SUBSTANCES (PFAS)	Synthetic chemicals that break down slowly and can be found in the environment and within the human bloodstream. They may impact human reproduction, increase cancer risk, and other impacts to immunity.
QUATERNIUM-15, DMDM HYDANTOIN	A preservative found in personal care products (such as shampoos, face cleansers, and body wash) which releases formaldehyde, a known carcinogen.
TRICLOSAN	An antibacterial found in dish soaps, countertop cleaners, and hand sanitizers suspected to be a hormone disruptor and known to have aquatic toxicity.



<sup>1</sup> Please see our comprehensive list of [Grove's No Way Ingredients](#).

# Company & Product Certifications

Sustainability certifications for our Grove Co. products validate our high standards and foster trust with consumers. As we reduce resource use and convert to sustainably sourced supplies, we depend on these partners and certification bodies.



## B Corp

Since 2014, Grove has been a certified B Corporation<sup>1</sup>— a rigorous standard incorporating all stakeholders: the environment, workers and communities.



## USDA Bio-Preferred

100% of our core cleaning products are formulated from plants and other renewable materials with the USDA Bio-Preferred Program.<sup>3</sup>



## GOTS

The highest standard for organic cotton and safety, GOTS<sup>6</sup> certifies the entire production process, from farm to finished product.



## How2Recycle

Grove implements this voluntary labeling system to provide consumers with clear instructions on how to recycle our packaging and reduce waste.



## Leaping Bunny

100% of Grove Owned Brands and active Third Party Brands<sup>2</sup> are certified cruelty free by Leaping Bunny.<sup>2</sup>



## USDA Organic & OTCO<sup>4</sup>

Ingredients are grown without pesticides and fertilizers, benefiting waterways, workers, and the planet.<sup>5</sup>



## FSC®

Our fiber packaging and 100% of Grove Co. paper products are FSC<sup>®</sup> certified<sup>7</sup>— the gold standard of responsible forest management.



## Biodegradable Products Institute

Products are tested via a third-party lab to meet ASTM standards for compostable products.<sup>8</sup>

<sup>1</sup> As a certified B Corporation, we acknowledge principles that seek to maximize business objectives beyond the sole objective of maximizing shareholder returns. <sup>2</sup> 100% of active Third Party Brands (for relevant categories) are certified cruelty free. 100% of our Third Party Brand partners have signed our Code of Conduct, stating they do not test on animals. In 2024, we discontinued business with brands that were not able obtain a cruelty free certification. <sup>3</sup> Products are formulated without conventional petroleum-derived sources. We voluntarily partner with the USDA to test our products' high bio-based content. Where possible, we work with suppliers to meet stability, performance, and plant-based requirements. For example, our fabric softener includes plant-derived solvent and softening active, plus food-grade preservative. <sup>4</sup> Oregon Tilth Certified Organic (OTCO) <sup>5</sup> Our Grove Co. Hydrating Hand Soaps and Grove Co. Essential Oils are certified organic. <sup>6</sup> Global Organic Textile Standard (GOTS) 100% of Grove Co. textiles are GOTS certified. <sup>7</sup> Forest Stewardship Council (FSC) Our FSC<sup>®</sup> certified packaging includes cartons, filler, and boxes, and 100% of Grove Co. (previously Seedling) paper products are FSC<sup>®</sup> certified. <sup>8</sup> ASTM standards for compostable products mean they break down naturally. Grove Co. Wipes are certified by the Biodegradable Products Institute (BPI).

## BRAND PARTNERS & PRODUCTS

# We are proud to partner with over 210 handpicked, carefully vetted brands across 50 categories on Grove.com

Every brand we sell is meticulously evaluated to ensure alignment with our standards — from ingredients to packaging goals to ethical sourcing.

Each brand partner is required to complete a comprehensive Sustainability Questionnaire, enabling us to assess their sustainable business practices and confirm their alignment with our values. Once selected as a partner, each brand signs our Code of Conduct, committing to the highest

levels of integrity and honesty throughout all aspects of business.

We hold an unwavering commitment to ethical practices, which is why we mandate that 100% of our brand partners (from applicable product categories) are certified cruelty-free. For us and our customers, we support brands that share this ethos. While this standard has led us to part ways with some brands in the past, we remain steadfast in upholding it as a non-negotiable aspect of our commitment to responsible business practices.

In 2023 we launched Grove Wellness™ to meet the ever-evolving health and wellness needs of our customers. With over 400 products (and growing!), all ingredients and products have been approved by Grove Wellness™ Advisors.

## Grove Wellness

### WE NEVER ALLOW:

- ⊗ Artificial flavors
- ⊗ Artificial dyes
- ⊗ Artificial sweeteners
- ⊗ High fructose corn syrup
- ⊗ Unnecessary fillers
- ⊗ Hydrogenated oils
- ⊗ Petroleum by-products

### WHENEVER POSSIBLE, WE CHOOSE:

- ✓ USDA Organic
- ✓ Non-GMO certified
- ✓ Gluten free
- ✓ Ethically Sourced Certified
- ✓ Fair Trade Ingredient Certified
- ✓ Plant-based





# Justice & Equity

A sustainable future is an inclusive one.



## JUSTICE & EQUITY

# Championing Diverse Suppliers & Brand Partners

As a Certified B Corporation, we believe business should be conducted with the wellbeing of people and planet first.

Partnering with product suppliers for our Grove owned brands as well as diverse third party brand partners is crucial for fostering a truly inclusive and equitable consumer products industry. By partnering with suppliers of all backgrounds, we not only enrich our product offerings but also contribute to a more inclusive industry.

Grove is proud to work with diverse suppliers and brand partners, including women, BIPOC, veteran, and LGBTQ-owned or led businesses.



## 2023 Partners

# 48%

OF VENDORS ARE WOMEN-LED

# 14%

OF OUR VIRTUAL SHELF SPACE IS DEDICATED TO BIPOC-OWNED BRANDS

# 21%

OF VENDORS ARE CERTIFIED B CORPORATIONS

# Supporting Vendor Leadership & Ownership

Our baseline numbers are shown at right by percent of vendors, based on voluntary disclosure of ownership and leadership. Grove requires at least 51% ownership and control of the business in order to be considered BIPOC, women, veteran, or LGBTQ-owned. We recognize that as businesses grow their ownership structure may change. We want to continue to recognize partners in which leadership identifies as women, BIPOC, veteran, or LGBTQ.

**We define leadership as the individual having long-term control and management of the business, equity stake, and an active role in both strategic and day-to-day decision-making.**

	BIPOC OWNED	WOMEN OWNED	VETERAN OWNED	LGBTQ+ OWNED	B CORPS
GROVE BRAND PARTNERS	20%	36%	2%	2%	23%
GROVE-OWNED BRAND SUPPLIERS	28%	12%	0%	0%	12%
TOTAL	21%	32%	2%	2%	21%

	BIPOC LED	WOMEN LED	VETERAN LED	LGBTQ+ LED	
GROVE BRAND PARTNERS	23%	52%	4%	4%	
GROVE-OWNED BRAND SUPPLIERS	36%	22%	2%	0%	
TOTAL	24%	48%	2%	3%	



## HEALTH & BENEFITS

# We provide our people with the resources they need to succeed.

Employee benefits are a cornerstone of our commitment to our people and reflect our dedication to their well-being and satisfaction.

**Our benefits signify the acknowledgment of the invaluable contributions made by our employees and underscores their importance to our success.**

Here are some of the benefits and opportunities we provide to people who join our teams, either at our corporate offices, remote staff, or our three fulfillment centers in Missouri, Nevada, and Pennsylvania.



EMPLOYEE BENEFITS	CORPORATE OFFICE	FULFILLMENT CENTER	PART TIME
HEALTH, DENTAL & VISION INSURANCE	✓	✓	
WELLNESS PROGRAM & TELEHEALTH	✓	✓	
HEALTH & DEPENDENT CARE TAX-FREE SPENDING ACCOUNTS	✓	✓	
PAID LIFE & DISABILITY INSURANCE	✓	✓	
ACCESS TO (IN)FERTILITY RESOURCES	✓	✓	
PAID PARENTAL LEAVE	✓	✓	
TAX-FREE COMMUTER BENEFITS	✓	✓	
401(K) PLAN	✓	✓	✓
PAID VACATIONS, HOLIDAYS AND OTHER TIME-OFF PROGRAMS	✓	✓	✓

## SOCIAL COMPLIANCE

# Equitable, Healthy, & Safe Working Conditions

An ethical supply chain is paramount to fostering a business environment built on integrity and responsibility. At Grove, we are committed to upholding fair labor standards and prioritizing workplace safety with Grove Owned Brand product suppliers.

We have suppliers around the world — in the U.S., Canada, China, India, and beyond. We require all our direct finished producers in a non-low-risk country (according to Amorfi) to be audited according to Amorfi's BSCI Standard. We conduct regular audits for social compliance to ensure the well-being of individuals connected to our broader supply chain.

Optimizing for equitable, healthy, and safe working conditions is both a moral responsibility and imperative for sustained business success.

At Grove, we choose the path of continuous improvement, working collaboratively with our suppliers to enhance conditions, elevate standards, and champion a supply chain that reflects our unwavering commitment to ethical business practices. We monitor for social compliance and continuous improvement in accordance with Amorfi's BSCI Code of Conduct. We evaluate our producers on:

1. Social management system and cascade effect
2. Worker involvement and protection
3. The rights of freedom of association and collective bargaining
4. No discrimination, violence or harassment
5. Fair remuneration
6. Decent working hours
7. Occupational health and safety
8. No child labor (zero tolerance)
9. Special protection for young workers
10. No precarious employment
11. No bonded, forced labor or human trafficking (zero tolerance)
12. Protection of the environment
13. Ethical business behavior

## Our Audit Process

- 1. Code of Conduct**  
We conduct a Workers' Sentiment Survey and have our producers sign Grove's Code of Conduct.
- 2. Audit**  
We request a semi-announced BSCI audit with a leading business risk and sustainability solutions provider. We provide the producer with a 4-week time frame in which the audit could take place, but no specific date or time.
- 3. Corrective Action Plan**  
Once the audit takes place and the report is reviewed, we share details and develop a Corrective Action Plan.
- 4. Check-In**  
We check in to ensure any trainings, corrective, and preventative actions are completed.
- 5. Follow-Up**  
If required, we conduct follow-up audits in an appropriate time frame.

# Giving & Volunteering

As a small company, we hope to make the greatest possible impact through employee volunteering, as well as philanthropic and product donations.

**We use Grove's values as a guide in supporting people and planet, and we donate where we feel we can make the most meaningful positive impact.**

Our philanthropic pillars support our sustainability work and the communities in which we operate.

## Charitable Giving Policy

The causes we champion are intended to support healthy forests, oceans, and ecologies, as well as social justice and Grove's direct communities. Annually, Grove Collaborative donates cash and in-kind donations to select non-profit and community partners. As a mission-driven organization, we hope to enrich the lives of those within the communities around us.

**Donations are employee directed, as much as possible.**

We disclose our donations annually, with further details included in the appendix of this report.

## Employee Volunteering

We offer Grove Community Time to our employees. Community time supports a strong, long-lasting company culture. Eligible hourly employees have the opportunity to be involved with initiatives they're passionate about.

It increases interaction between Grove teams and senior leaders, providing people with key skills and experiences they can apply to future roles and career paths.

## 2023 Giving At A Glance

**\$28,132**  
TOTAL CASH DONATIONS

**\$12,000**  
TOTAL SITE CREDIT

**\$841,260**  
TOTAL IN-KIND DONATIONS

**\$881,392**  
TOTAL 2023 DONATIONS



Grove is a B Corp and Public Benefit Company.

# Our Public Benefit

The development, promotion, and distribution of consumer products as a positive force for human and environmental health.

# Disclosures

The following pages disclose our ESG metrics as well as annual reporting to SASB, TCFD, and U.N. Sustainable Development Goals.



# rePurpose Plastic Recovery Impact 2023

PROJECT	LOCATION	PLASTIC COLLECTED <sup>1</sup>	WORKERS IMPACTED	HOUSEHOLDS or PEOPLE IMPACTED	SOCIO-ECONOMIC BENEFITS
Hara Kal	Kerala, India	1,882,197 lbs.	820 workers	85,887 households provided with waste management services	<ul style="list-style-type: none"> <li>• Improved capacity of operations</li> <li>• Improved working conditions for workers (through the installation of conveyor belts, baling machines, cranes and forklift trucks for easier and more efficient handling of waste)</li> <li>• Improved safety at the MRF — by installing fire and safety equipment, alarms, etc.</li> <li>• First aid and fire safety training provided at some village MCFs</li> <li>• Distribution of new caps and PPE kits to some collection workers</li> <li>• Distribution of sorting equipment for 1 village</li> <li>• Provision of drinking water dispensers in 3 village MCFs that previously did not have access to drinking water at the premises</li> <li>• Insurance purchased for collection workers of 6 villages</li> </ul>
Ekonomia ya Bluu	Mombasa, Kenya	496,040 lbs.	168 workers	504 people positively impacted (considering average family size of 3 in Mombasa and Nairobi)	<ul style="list-style-type: none"> <li>• New job creation</li> <li>• Distribution of PPE kits</li> <li>• Social safeguards, such as extensive verification to avoid child labor</li> </ul>
Totals		2,378,237 lbs.	988 Workers		

<sup>1</sup> Plastic waste collected and co-processed, totaling 3,306,935 lbs (1,510,000 kgs) in 2021.

<sup>2</sup> Waste workers and people/households impacted and socio-economic benefits are a result of collective efforts across the two projects. To ensure full transparency, we propose adding the following statement: “...through the projects that Grove supports.” This addition will distinctly outline the broader impact of Grove-supported initiatives versus projects funded solely by Grove, such as the exclusive initiatives in the Hara Kal villages during 2022.



# ESG Metrics: Plastic

## PLASTIC INTENSITY

LBS OF PLASTIC PER \$100 NET REVENUE	2023	2022	2023 Δ VS. 2022
Grove.com + Retail	1.10	1.17	-6%
Grove Owned Brands	1.11	1.04	-6%
Grove Third Party Brands	1.10	1.28	-14%

## PLASTIC METRICS

GROVE.COM + RETAIL	2023	2022	2023 Δ VS. 2022
Plastic Footprint (lbs)	2,572,606	3,550,978	-28%
Average Plastic per Customer Shipment (lbs) <sup>1</sup>	0.60	0.62	-3%
% Refillable or Reusable <sup>2</sup>	15%	16%	-6%
% PCR Content by Weight	15%	18%	-17%

BEYOND PLASTIC™	% OF SKUS		% NET REVENUE	
	2023	2022	2023	2022
100% PLASTIC-FREE	17%	25%	23%	21%
95%+ PLASTIC-FREE	46%	32%	34%	30%
NO BADGE	20%	34%	29%	36%
NO SINGLE USE PLASTIC	16%	9%	14%	13%
TOTAL	100%	100%	100%	100%

PLASTIC METHODOLOGY: 1 Grove.com only; 2 Percent of total product count that is refillable or reusable  
 In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure highest level of inclusivity and transparency in our plastic reporting. We’ve recalibrated 2022 metrics to account for our expanded definition of plastic.



# ESG Metrics: Scope 1-3 Carbon Emissions

## EMISSIONS BY SCOPE AND YEAR

GHG EMISSIONS (mtCO2e)	2023	2022	2021	2020	2019
Scope 1	580	545	486	445	370
Scope 2 <sup>1</sup>	379 <sup>2</sup>	826	1,076	895	790

## RENEWABLE ENERGY CREDITS (RECS)

PURCHASE AMOUNT	2023	2022	2021	2020	2019
7,854 RECs	864 RECs	1,410 RECs	1,885 RECs	1,844 RECs	1,851 RECs

## SCOPE 3 2023 GHG EMISSIONS<sup>3</sup>

EMISSIONS CATEGORY AND NUMBER	NOTES	2023 GHG EMISSIONS (mtCO2e)	
		TOTAL EMISSIONS	NET EMISSIONS W/ OFFSETS
1: Purchased Goods & Services	Production and sale of products, i.e. suppliers, including capital goods.	38,393	38,393
3: Fuel & Energy Related Activities	Extraction, production, transportation of fuels and energy not accounted for in Scope 1, 2.	397	397
4: Upstream Transportation & Distribution	To/from supply chain and operation, and facilities.	3,250	3,250
5: Waste Generated in Operations	Disposal and treatment of waste from Grove facilities.	202	0
6: Business Travel	Employee transportation for business. Includes air, car, rail & hotel.	319	0
7: Employee Commute and Remote Work	Employee transportation between homes & workspaces. Remote work.	564	0
9: Downstream Transportation & Distribution	To/from Grove facilities to end consumer.	2,913	0
12: End of Life Treatment	Product waste disposal (e.g., landfilling, incineration, and recycling).	3,201	3,201
Total Scope 3 Emissions <sup>3</sup> (mtCO2e):		49,239	45,241

<sup>1</sup> Emissions from Scope 2 based on market-based calculations. Scope 2 emissions are offset through the purchase of renewable energy credits (RECs).

<sup>2</sup> 2023 Scope 2 emissions, based on market-based calculations, primarily decreased from previous years due to Grove's increased participation in available renewable energy programs available through utility providers, including PG&E and NV Energy.

<sup>3</sup> An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Capital Goods emissions are mostly included in Purchased Goods and Services due to internal data visibility. Use-phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities.



# ESG Metrics: Energy and Waste

ENERGY USE					
Fulfillment Centers and Offices	2023	2022	2021	2020	2019
Electricity <sup>1</sup> (kWh)	1,474,000	1,669,284	2,179,838	2,128,601	1,844,625
Natural Gas (kWh)	3,236,445	3,009,178	2,681,946	2,451,240	1,836,401
Total (kWh)	4,710,445	4,678,462	4,861,784	4,579,851	4,960,578
GHG (mtCO <sub>2</sub> e)	1,116	1,304	1,611	1,400	1,122

E-WASTE		
Computers Repurposed	2023	2022
E-Waste Recycled (lbs)	96	464
Gal. per sq. ft.	2,240	2,459
Estimated E-waste (lbs) Prevented	288	459

WASTE DIVERSION					
Fulfillment Centers and Offices	2023	2022	2021	2020	2019
Compost (sh. tn.)	4.39	0.09	2.31	5.48	2.14
Recycling (sh. tn.)	1004.80	951.35	1,883.35	2,002.23	1,546.16
Landfill (sh. tn.)	678.25	771.23	945.98 <sup>1</sup>	2,438.28	2,985.6
Diversion Rate	60%	55%	67%	45%	34%

WATER USE					
Fulfillment Centers and Offices	2023	2022	2021	2020	2019
Water Use (gal.)	not measured	645,719	564,587	710,364	1,276,013
Gal. per sq. ft.	not measured	1.17	1.00	1.27	2.29
Sq. footage	not measured	551,828	565,090	557,289	557,289

<sup>1</sup> Emissions from electricity based on location-based calculations.

# ESG Metrics: Vendor Diversity & Inclusion

BIPOC-OWNED	2023	2022	2021	2020	% PT. Δ (2023 VS. 2022)
Grove Brand Partners	20%	17%	16%	12%	+3%
Grove-Owned Brand Suppliers	28%	28%	21%	26%	-
<b>TOTAL</b>	<b>21%</b>	<b>20%</b>	<b>18%</b>	<b>16%</b>	<b>+1%</b>

WOMEN-OWNED	2023	2022	2021	2020	% PT. Δ (2023 VS. 2022)
Grove Brand Partners	36%	36%	34%	35%	-
Grove-Owned Brand Suppliers	12%	15%	2%	2%	-3%
<b>TOTAL</b>	<b>32%</b>	<b>32%</b>	<b>29%</b>	<b>16%</b>	<b>-</b>

VETERAN-OWNED	2023	2022	2021	2020	% PT. Δ (2023 VS. 2022)
Grove Brand Partners	2%	2%	2%	3%	0%
Grove-Owned Brand Suppliers	0%	0%	0%	3%	0%
<b>TOTAL</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>3%</b>	<b>0%</b>

LGBTQ-OWNED	2023	2022	2021	2020	% PT. Δ (2023 VS. 2022)
Grove Brand Partners	2%	2%	Not previously tracked		
Grove-Owned Brand Suppliers	0%	0%	Not previously tracked		
<b>TOTAL</b>	<b>2%</b>	<b>2%</b>	<b>-Not previously tracked</b>		

B CORPORATIONS	2023	2022	2021	2020	% PT. Δ (2023 VS. 2022)
Grove Brand Partners	23%	24%	19%	16%	+5%
Grove-Owned Brand Suppliers	12%	13%	16%	14%	-3%
<b>TOTAL</b>	<b>21%</b>	<b>3%</b>	<b>18%</b>	<b>15%</b>	<b>-1%</b>

		GROVE BRAND PARTNERS	GROVE-OWNED BRAND SUPPLIERS	TOTAL
<b>BIPOC-LED</b>	<b>2023</b>	23%	36%	24%
	<b>2022</b>	20%	33%	23%
<b>WOMEN-LED</b>	<b>2023</b>	52%	22%	48%
	<b>2022</b>	54%	26%	48%
<b>VETERAN-LED</b>	<b>2023</b>	4%	2%	3%
	<b>2022</b>	4%	2%	3%
<b>LGBTQ-LED</b>	<b>2023</b>	4%	0%	3%
	<b>2022</b>	4%	0%	3%

Metrics are based on voluntary disclosure. Grove requires at least 51% ownership and control of the business in order to be considered BIPOC, women, veteran, or LGBTQ-owned.

# ESG Disclosures: Giving & Donations

## GROVE CO. CORPORATE GIVING 2023

Grove corporate giving fell into the following categories:

- **Annual Donations:** Corporate non-profit partners, including 5 Gyres
- **Social Impact:** Donations to Color of Change (ActBlue) and Active Minds as part of our annual holiday donations and selected by Grove employees
- **Environmental Impact:** Donations made to Cool Earth Action (USA) as part of our annual holiday donations and selected by Grove employees

## IN-KIND DONATIONS 2023

Donations of Grove products to the following recipients:

\$837,380	Product donated to community organizations near our fulfillment centers: primarily the Central Pennsylvania Food Bank, St. Louis Food Bank and Reno City Mission.
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Other Recipients	Environmental Working Group, 5 Gyres, Carquinez Garden School, Girl STEM Stars
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## OFFICE DONATIONS 2023

Both cash and in-kind donations made by individual offices to local organizations:

- Wings Homeless Advocacy
- Compass Family Services
- Community Thrift Store

## SITE CREDIT DONATIONS 2023: \$12,000

Each month extend site credits valued at \$500, given to fulfill charitable requests on behalf of registered non-profit organizations. Organizations include, but not limited to, Urban Roots, Grassroots Projects, Echoes of Hope, The Healthy Earth Organization, and Maine Needs.

# SASB Reporting 2023: Multiline Retail

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Energy Management in Retail & Distribution	1. Total energy consumed, 2. percentage grid electricity 3. percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	Sustainability Team	1. 5,306 GJ 2. 100% 3. We purchase renewable energy through our utility providers at all locations available, which currently accounts for approximately 41% of our energy use. For the remainder of our energy use, we purchase Renewable Energy Credits (RECs) to result in carbon neutral facilities.	See Pgs. 29-33 for further reporting.
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	Technology Team	Grove has data security policies & procedures in place that provide guidance around cybersecurity and risk management requirements. The policies align with industry standards and regulatory requirements such as PCI-DSS, NIST CSF and applicable data privacy regulations.  <b>Technology Data Security Risk:</b>  <ul style="list-style-type: none"> <li>• <b>Vulnerability Identification:</b> Grove identifies vulnerabilities using vulnerability management tools and penetration tests.</li> <li>• <b>Protective and Detective Measures:</b> Grove has deployed cybersecurity controls and technologies to protect data and systems appropriately. Examples include Web Application Firewall, Logging, Network Monitoring, Encryption and Threat Detection.</li> <li>• <b>Information Risk Management:</b> Grove has an Information Risk Management Policy, and a Risk Register that provides the inherent risks native to Grove's business. The IT/Security team identifies risks through various methods including third-party engagements, project reviews, compliance assessments and audits.</li> </ul>	See <a href="#">Grove Privacy Policy</a> for further reporting.



## SASB Reporting 2023: Multiline Retail (continued)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Data Security (continued)	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	Technology team	<ul style="list-style-type: none"> <li>Third-Party Risk Management: Grove has Third-Party Risk Management policies and procedures which are aligned against industry standards and regulations. The IT/Security team reviews third-party vendors when they are onboarded, upon contract renewal, when scope of work changes, or when the vendor is due for review in accordance with its tier, as defined by internal policies and procedures.</li> <li>Cybersecurity Awareness: Grove has recently established a cybersecurity awareness program and is in the process of operationalizing it. This program provides employees with an understanding of the foundations of cybersecurity. The program includes an annual training and policies acknowledgment to ensure that employees understand their roles and responsibilities in protecting Grove data and systems appropriately.</li> <li>If a data security risk is realized, and an incident occurs, Grove has an Incident Response Plan, and a Business Continuity &amp; Disaster Recovery Policy that include all the appropriate measures that the various Grove stakeholders have to take to be able to respond and recover from such incidents appropriately.</li> </ul>	See <a href="#">Grove Privacy Policy</a> for further reporting.
	1) Number of data breaches, 2) percentage involving personally identifiable information (PII), 3) number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2 <sup>1</sup>	Technology team	1. 0 2. 0 3. 0	

<sup>1</sup> Disclosure shall include a description of corrective actions implemented in response to data breaches.

## SASB Reporting 2023: Multiline Retail (continued)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Labor Practices	1) Average hourly wage 2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	People team	We're proud to offer competitive wages and benefits for employees across our Corporate, Customer Care, Store and Fulfillment Center teams. Our Avg FC Hourly Rate is \$18.41. Our Avg CH Hourly Rate is \$17.87. All of our hourly employees are paid above the Federal and State minimum wages.	See Pgs. 43-44 for partial reporting.
	1 Voluntary and 2 involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	People team	1. Fulfillment Center annual turnover rate: 143.4% 2. Customer Happiness annual turnover rate: 54%	
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting Currency	CG-MR-310a.3 <sup>2</sup>	Legal team	Nothing to report for 2023.	
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for 1) management and 2) all other employees	Quantitative	Number, Percentage (%)	CG-MR-330a.1 <sup>3</sup>	People team	Grove provides equal opportunity for all employees and no employee may be discriminated against due to race, color, religion, gender identity, gender expression, sexual orientation, ancestry, national origin, age, marital or veteran status, or disability.	
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting Currency	CG-MR-330a.2 <sup>4</sup>	Legal team	In 2023, Grove did not have any monetary losses in connection with mutual settlements and/or mediation agreements with claimants alleging labor law claims.	

1 Disclosure shall include a description of corrective actions implemented in response to data breaches. 2 The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses. 3 The entity shall describe its policies and programs for fostering equitable employee representation across its global operations. 4 The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.



## SASB Reporting 2023: Multiline Retail (continued)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-4IOa.1	Sustainability team, Analytics	90%	See Pgs. 35-39 for further reporting.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-MR-4IOa.2	Owned brands team	Grove exists to provide safe and sustainable products, and relies on third party certifications, such as USDA Biopreferred and USDA Organic, wherever possible. Our standards page details our “anti-ingredients list” of prohibited chemicals. We lead with organic and plant-based ingredients whenever available. We never use synthetic fragrance or other harmful ingredients..	See Pgs. 35-39 for further reporting.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-4IOa.3	Sustainability team	See Pages 8-26 for details on our packaging strategy, standards, metrics, and progress to reduce the environmental impact of packaging. See our <a href="#">Responsible Fiber Policy</a> .	See Pgs. 9-24 for further reporting.
Activity Metrics	Number of: 1. retail locations and 2. distribution centers	Quantitative	Number	MEASURE CODE CG-MR-000.A	Sustainability team	1. No retail locations. 2. 3 distribution centers located in Reno, NV; Elizabethtown, PA and St. Peters, MO.	
	Total area of: 1. retail space and 2. distribution centers	Quantitative	Reporting Currency	CG-MR-000.B	Sustainability team	1. 0 sq feet 2. 509,300 sq feet	





## TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

# Grove TCFD Responses FY2023

As a B Corp and Public Benefit Corporation (PBC), our corporate sustainability ethos and sustainable product offerings are Grove's primary differentiators. As part of that value proposition, we pride ourselves on our industry leading work in sustainability around the areas most material to our business: plastic, carbon and forests.

Grove remains dedicated to aligning our foundational mission with traditional boundaries of ESG integration, and a path of more formalized oversight of climate-related risk as outlined by this framework. Since its inception, Grove has integrated principles of sustainability into business objectives and financial planning; materiality and the opportunity of addressing sustainability challenges is not a new undertaking for our leadership and our board. We look forward to this additional level of rigor, and further reporting on our progress as we share more on our developing strategy, oversight and management of climate-related risk.

In addition to these responses, which are part of our 2024 Sustainability Report, we encourage stakeholders to read our [2021](#), [2022](#), and [2023](#) Sustainability Reports. These reports offer detailed perspectives on our strategies concerning materiality, plastic, and climate. They underscore the pivotal role of effectively managing these challenges and opportunities in reshaping the Consumer Packaged Goods (CPG) industry and are integral to our business ethos.



# TFCO Reporting FY2023

## I. GOVERNANCE: DISCLOSE AN ORGANIZATION’S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.

## REFERENCES

a. Describe the board’s oversight of climate-related risks and opportunities.

Grove’s board of directors has created a Sustainability, Nominating, and Governance Committee, composed entirely of independent directors, which directly oversees the Company’s sustainability program and ESG strategy, including climate-related risks and opportunities.

See Pgs. 3-6 (CEO letter, strategy, tenets, and goals) for further reporting.

Grove’s sustainability team presents to the Sustainability, Nominating, and Governance Committee on a bi-annual basis (and more frequently as requested by the committee). Grove’s investor relations and sustainability teams provide the Audit Committee of the board of directors with quarterly communications related to climate-related or ESG- disclosures included within quarterly earnings. Grove’s sustainability team provides regular updates to the board of directors on existing sustainability goals, as well as an in-depth review of key metrics on an annual basis. Our Sustainability Team reports directly to the C-level executives at the Company.

COMMITTEE	CLIMATE OVERSIGHT	CLIMATE TOPICS ADDRESSED ANNUALLY
<b>Board</b>	Oversight of ESG risks and opportunities, including climate risk (both physical and transition risk)	<ul style="list-style-type: none"> <li>• Emissions / climate strategy, goals and progress</li> <li>• Annual: sustainability report review, OKRs and sustainability roadmap</li> </ul>
<b>Audit Committee</b>	Review of all ESG disclosures, particularly those related to updated SEC guidelines around emissions disclosures	<ul style="list-style-type: none"> <li>• Quarterly review of ESG-related disclosures made in earnings- related materials and annual sustainability report</li> </ul>
<b>Sustainability, Nominating and Governance Committee</b>	Sustainability strategy and roadmap	<ul style="list-style-type: none"> <li>• Bi-annual review of sustainability program including all internal and external benchmarks</li> </ul>

# TCFD Reporting 2023: Governance (continued)

I. GOVERNANCE: DISCLOSE AN ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.	REFERENCES
<p>b. Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p>The body(s) or individual(s) at Grove take into account sustainability-related risks and opportunities by maintaining a comprehensive governance structure that integrates ESG considerations into the entity's overarching strategy, major transactions, and risk management processes.</p> <p>Grove's C-level executives directly oversee our sustainability team, annual roadmap, climate-related strategies, goals, and reporting and is directly involved with creating and approving Grove's emissions and sustainability goals. Our CEO is closely involved in setting and overseeing our sustainability and climate targets and strategies.</p> <p>Climate-related issues are monitored across our organization — from operations and supply chain emissions, to sourcing more recycled and responsibly sourced materials. The sustainability team partners with all of these teams and other key cross-functional partners across the organization to drive progress toward shared goals and to embed accountability for sustainability programs across departments.</p> <p>Sustainability is the key differentiating factor in Grove's business. Our sustainability strategy as it relates to our core business and operations is reported on during regular intervals at key leadership meetings and strategic working sessions to ensure that all departmental leaders have a baseline understanding of the topic and its relevance to their teams.</p>

# TCFD Reporting 2023: Strategy

## 2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL.

### REFERENCES

b. Describe management's role in assessing and managing climate-related risks and opportunities.

When considering climate-risk and Grove's primary opportunities to address and improve upon our industry, from the near to long-term, we have identified that the key material, climate-related risk factor (and opportunity for Grove to lead by providing an alternative) is addressing our industry's reliance on single-use plastic packaging, which is not aligned with a 1.5 DS and has clear climate risk through its link to fossil fuel extraction and manufacturing, in addition to the numerous hazards to human and environmental health associated with the plastic pollution crisis.

We take on operational and financial risk by transitioning our products out of plastic as we face supply-chain shortages and potentially higher costs of alternative materials. We also realize that this is a primary "transitional" opportunity for Grove in terms of being an early adopter to the topic, and a brand whose consumers are keenly focused on reducing both their plastic and carbon footprint through our offering of home essentials.

In addition to plastic, we view our central climate-related risks as forestry loss and industry-related deforestation. This focus on avoiding deforestation is central to our climate-related risks given the clear connection between forest conservation and planetary health. We take every assurance to ensure that our supply chain is deforestation-free, partially based on the climate-related risk associated with the loss of forests globally. These risks also define our key opportunities for leadership. (Continued on following page.)

For further reporting, see:

- Pgs. 3-6 (CEO letter, strategy, tenets, and goals)
- Pages 9-24 (Beyond Plastic™)
- Pages 26-27 (Forests & Fiber)
- Pages 29-33 (Climate & Carbon)

# TFCD Reporting 2023: Strategy (continued)

2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL.		REFERENCES
b. Describe management's role in assessing and managing climate-related risks and opportunities	The risks outlined on the previous page also define our key opportunities for leadership. For example:	
	<b>Risk</b>	Avoiding deforestation in our supply chain through industry partnerships with Canopy Planet, requirements around Forest Stewardship Certified (FSC®) fiber content.
	<b>Opportunity</b>	Creating ambitious commitments around reforestation (having planted 1M trees to date in partnership with Arbor Day) and forest protection (supporting conservation and local stewardship of 2M acres in Alaska including within the Tongass National Forest).
	<b>Risk &amp; Opportunity</b>	Our pledge to reach decrease our footprint through a combination of mitigation, supplier engagement and carbon offsets purchased through Everland – which will provide Grove with Certified nature-based carbon offsets to maintain carbon neutral facilities, shipping, waste in operations, business travel, and employee commute and remote work.
	<b>Opportunity</b>	Avoiding deforestation and sourcing responsible and alternative fiber (bamboo) helps mitigate the risks of supply chain disruptions due to wildfire, or dependence on forests in our paper products, home essentials and packaging – as well as protects our supply chain from over-harvesting and promotes long-term sustainable management of resources.
		For further reporting, see:
		<ul style="list-style-type: none"> <li>• Pgs. 3-6 (CEO letter, strategy, tenets, and goals)</li> <li>• Pages 9-24 (Beyond Plastic™)</li> <li>• Pages 26-27 (Forests &amp; Fiber)</li> <li>• Pages 29-33 (Climate &amp; Carbon)</li> </ul>

## TFCD Reporting 2023: Strategy (continued)

2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL.	REFERENCES
<p>b. Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.</p>	<p>As a mission-driven Company and PBC, Grove has incorporated sustainability leadership into business and financial planning since inception. In terms of addressing climate-related risks, the primary way we address this is by creating and publicly reporting on metrics that tie our use of plastic to our financials. (A longer discussion of our view on the relationship between plastic and climate follows in the "Metrics and Targets" section that follows.)</p> <ul style="list-style-type: none"> <li>• <b>Internal EPR (Extended Producer Responsibility) and Plastic Neutral Program:</b> Since 2020, Grove has put into place an effective internal tax on plastic through our plastic neutral program. We pay our plastic neutral partner, rePurpose Global, to collect the equivalent of amount of plastic pollution to the volume of plastic that we sell to customers, both at Grove.com and in retail. This effectively means that our use of plastic is considered within our financial planning, as a small percentage of every dollar of profit on products containing plastic must fund these programs.</li> <li>• <b>Plastic Intensity:</b> We also publicly report on our progress to move away from plastic in our products by reporting on plastic intensity (lbs of plastic shipped to customers per \$100 of revenue) within our quarterly earnings. This factors our sustainability goals within our financial planning — better aligning incentives between our use of plastic and its connection to climate.</li> </ul>

For further reporting, see:

- Pgs. 3-6 (CEO letter, strategy, tenets, and goals)
- Pages 9-24 (Beyond Plastic™)
- Pages 26-27 (Forests & Fiber)
- Pages 29-33 (Climate & Carbon)

Also see our [SEC filings](#).

As an opportunity related to addressing climate-related risk within financial planning, in 2023 and 2024 Grove will fulfill its commitment to purchase certified, nature-based, community-led carbon offsets that address forest and biodiversity loss. This commitment enables us to purchase carbon credits at a predictable price per ton upfront versus managing the potential future volatility of carbon pricing. This commitment will minimize our financial liability as carbon offset prices increase (as they are expected to) while both guaranteeing access to certified carbon offset projects which mitigate climate risk associated with deforestation.

For a more complete discussion of the opportunity related to how Grove's products address the climate and associated plastic crisis, please reference our [IO-K](#), which discusses the integration of these material issues within our core business and products.

# TCFD Reporting 2023: Risk Management & Metrics

3. RISK MANAGEMENT		REFERENCES
Disclose how the organization identifies, assesses and manages climate-related risks.	Grove is still formalizing oversight processes and our approach to climate-related risk management. In 2024, we plan to undertake a scenario planning exercise that explores Grove’s physical and transition risk assessment processes through two climate scenarios and time horizons, as aligned with industry best practices. Our objectives will be understanding and testing the most material risks to our supply chain and operations as a result of physical climate-related events – as well as the most material transition risks that relate to our operations, supply chain and distribution.	See Pgs. 29-33 (Climate & Carbon) for further reporting.
4. METRICS & TARGETS		REFERENCES
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>At Grove, we recognize not only the risks posed by climate change, but the extreme human and environmental health risks posed by our global reliance on plastic – as well as their link to climate based on the connection between plastic and the fossil fuel industry. As supported by research, there are growing connections between plastic and the climate crisis<sup>1</sup> – through continued fossil fuel extraction (99% of plastic is made from fossil fuels<sup>2</sup>), manufacturing, pollution, and associated emissions, all of which are measured on an absolute basis and do not take into account more intersectional climate issues such as human health, social impact, air pollution, ocean pollution and degradation, and so on. In summary, making, using and discarding plastic poses a material risk to keep planetary warming below a 1.5 DS.<sup>3</sup></p> <p>As such, we consider our climate goals to be two pronged: reduce emissions, and transition away from plastic into circular packaging. We view our climate risk as dependent upon both strategies in tandem. We have set a goal to become free of single-use plastic waste across our site and disclose our progress annually in this report – see pages 9-24 (Beyond Plastic™) for this year’s reporting.</p>	<p>For further reporting, see:</p> <ul style="list-style-type: none"><li>• Pgs. 3-6 (CEO letter, strategy, tenets, and goals)</li><li>• Pages 9-24 (Beyond Plastic™)</li><li>• Pages 26-27 (Forests &amp; Fiber)</li><li>• Pages 29-33 (Climate &amp; Carbon)</li></ul>

<sup>1</sup> Bennington College, Beyond Plastics, 2021. <sup>2</sup> The Hidden Costs of a Plastic Planet: Climate, CIEL, 2022. <sup>3</sup> Ibid.

# TFCD Reporting 2023: Metrics & Targets (continued)

4. METRICS & TARGETS		REFERENCES
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>Grove is committed to demonstrating sustainability leadership, primarily around our transition away from plastics, however we know that transition may result in a short-term rise in emissions, so we have committed to setting Science-Based Targets for reduction across scopes 1-3 to reduce our emissions as much as possible. By setting a Science-Based Target, we track progress towards climate-related risks and opportunities for emissions reduction and dependence on non-renewable resources. Page 30 of this report discusses this in further depth.</p> <p>Looking ahead, our focus is primarily on reducing our emissions through purchased goods and services (which account for approximately 70% of our scope 3 emissions) in order to address the areas of primary risk in our business. In 2023, we formally began engaging with our suppliers to better understand their emissions sources and mitigation plans.</p> <p>Since 2020, as a way to codify this commitment, we continue to maintain carbon neutral direct emissions, including full Scopes 1 and 2, and parts of Scope 3.</p> <p>Our shipments and facilities have been carbon neutral since 2019. We utilize UPS’s carbon neutral shipment option and offset the remainder of our shipments made through other carriers. For all of our facilities, which are leased, we purchase renewable energy from our utility providers whenever possible, and purchase a combination of REC and VCS Certified carbon offsets of the remainder. For additional detail on our carbon offset and REC purchase methodology please see pages 32-33, which outline our focus on nature-based, community-led projects that protect forests as the highest-impact carbon sequestration available to us to support climate objectives.</p>	<p>For further reporting, see:</p> <ul style="list-style-type: none"> <li>• Pgs. 3-6 (CEO letter, strategy, tenets, and goals)</li> <li>• Pages 9-24 (Beyond Plastic™)</li> <li>• Pages 26-27 (Forests &amp; Fiber)</li> <li>• Pages 29-33 (Climate &amp; Carbon)</li> </ul>



# TCFD Reporting 2023: Metrics & Targets (continued)

4. METRICS & TARGETS	REFERENCES
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Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Regarding our offset purchases:

- All projects are directly vetted by our Sustainability team.
- All projects align with the Carbon Neutral Protocol—considered the gold standard of verification, which is updated annually to incorporate developments in climate science, international policy and standards, well as other third party verified standards (see p. 68 of the [Carbon Neutral Protocol](#)).
- We vet our projects closely to ensure that we are not chasing down a low price for carbon emissions, but paying a fair price for nature-based, community-led projects that meet our required list of co-benefits including habitat protection, biodiversity and other ecosystem benefits that are linked to planetary health. We worked with Drawdown Labs to align on this approach.
- We publish a full list of offset projects supported (including amounts, project names, project provider and locations) on our website within the [Carbon Disclosures](#) page.

See Pgs. 29-33 (Climate & Carbon) and the following pages for further reporting.

Overall, we are still on a feasible track to meet our emissions targets and have started to bend the curve, but have a long way to go. The next three to four years will determine if we are on track to meet our ambitious 2030 goals in terms of how effectively we are able to partner with suppliers who share our commitment to decarbonization. Our 2023 emissions are included below, and in the Climate & Carbon section of this report.

- 2023 Scope 1: 580 MT CO<sub>2</sub>e
- 2023 Scope 2: 536 MT CO<sub>2</sub>e
- 2023 Scope 3: 49,238 MT CO<sub>2</sub>e (does not include use of sold product)

In terms of metrics, key plastic metrics are included within our earnings report, including plastic-intensity (lbs of plastic shipped per \$100 of revenue), total plastic footprint and percentage of no-and low-plastic products, as well as refillable/reusable products.

## TCFD Reporting 2023: Metrics & Targets (continued)

4. METRICS & TARGETS		REFERENCES	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<b>Sourcing Considerations for Offsets &amp; RECs</b>		
	<b>Methodology</b>	<b>Priority</b>	
	<b>Carbon Offsets</b>	<b>Verifiability</b>	Move toward third-party or global standard
		<b>Methodology</b>	Invest in projects with established, public methodologies
		<b>Transparency</b>	Invest in projects accounted for via a public registry to avoid double-counting
		<b>Proximity</b>	Invest within same state or country
		<b>Nature-Based</b>	Prioritize nature-based projects that protect wild places and indigenous territories
		<b>Community-Led</b>	Projects should be led by or directly benefit indigenous or local communities
	<b>Renewable Energy Credits (RECs)</b>	<b>Additionality</b>	Add new renewable energy to the grid to maximize impact
			Move toward bundled RECs versus unbundled (REIOO Buyer's Principles)
			Purchase from new generators within high-fossil-fuel grids
			Align purchases with broader SDGs and social impact
		<b>Proximity</b>	Procure from local grid within same state or community
<b>Load Match</b>		Match REC purchases to consumption (REIOO Technical Criteria)	
		See Pgs. 29-33 (Climate & Carbon) and the following page for further reporting.	

# TFCD Reporting 2023: Metrics & Targets (continued)

4. METRICS & TARGETS	REFERENCES
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Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Within this sustainability report, and also broken out as a separate document, we publish an annual plastic scorecard, which details our total plastic footprint, as well as numerous other metrics that chart our progress away from plastic, and particularly single-use plastic. Overall, we are making solid progress towards decreasing our assortment of plastic and decoupling our revenue growth from our use of plastic.	See pages 9-24 (Beyond Plastic™) for further reporting.
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Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	On an annual basis, we fully disclose our GHG inventory (Scope 1-3) annually on pgs. 29-33 of this report, including a breakdown of total emissions by category, as well as what portion has been offset, down the offset project level detail. Through the purchase of offsets, we are on track to reach our SBT climate targets, as outlined by the chart below.	See Pgs. 29-33 (Climate & Carbon) for further reporting.
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Scope	Emissions Source	Offset Source	Offsets Applied	Net Emissions (With Offsets)
1	Onsite Fuel	Wildlife Works: <a href="#">Mai Ndombe, DRC</a>	580 mtCO2e	0
2	Electricity	Renewable Energy Credits (RECs)	536 mtCO2e	0
3	Waste Generated in Operations	Wildlife Works: <a href="#">Mai Ndombe, DRC</a>	202 mtCO2e	0
3	Business Travel	Wildlife Works: <a href="#">Mai Ndombe, DRC</a>	319 mtCO2e	0
3	Employee Commute and Remote Work	Wildlife Works: <a href="#">Mai Ndombe, DRC</a>	564 mtCO2e	0
3	Downstream Transportation & Distribution	Climate Impact Partners: <a href="#">Brazil</a> , <a href="#">Sierra Leone</a> Wildlife Works: <a href="#">Mai Ndombe, DRC</a>	2,913 mtCO2e	0
All offset sources are recognized by the CarbonNeutral protocol.			5,114 mtCO2e	0

METHODOLOGY: Fiscal Year 2023. An assessment of Scopes 1-3 emissions has been quantified in partnership with Gravity Climate, a leading carbon and energy management platform. Scope 2 emissions are offset through the purchase of Renewable Energy Credits (RECs).

# U.N. Sustainable Development Goals





**The United Nations Global Sustainable Development Goals (UN SDGs) are an internationally recognized blueprint to achieve a sustainable and inclusive future. Each goal identifies interconnected issue areas of the world's greatest challenges in an attempt to provide a shared language for alignment.**

It has become standard practice for corporate sustainability reports to map to the relevant SDG. While we do view SDG-mapping as subjective in many regards and therefore prone to self-congratulatory narratives, we're committed to participating in a shared framework and language of sustainability, especially as relevant to the growing portion of ESG-focused investors.



We're also committed to honesty and transparency in our reporting, so we've provided an overview of our sustainability initiatives and philanthropy against the relevant SDGs, as well as an assessment of where we fall short.



## U.N. Sustainable Development Goals (continued)

SDG	UN TARGET	NO	DESCRIPTION	REFERENCES
	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	3.9	With a clear connection between human and environmental health, Grove’s rigorous standards prevent the use of hazardous or questionable chemicals in any of our products, or those of our third party brands.	See Pgs. 35-39 for further reporting.
	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.	5.5	Throughout our business — from our fulfillment centers to our corporate offices — we remain focused on ensuring that women are equally represented and engaged at all levels of leadership. Over 50% of people managers at Grove are women. We also measure and report on our vendor and supplier base’s representation — and are proud to support many women-owned and women-led businesses.	See Pgs. 41-45 for further reporting.
	By 2030, achieve the sustainable management and efficient use of natural resources. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	12.2 12.6	The concept of this SDG is foundational to Grove’s business, and encapsulates our motivation for reducing plastic in our product offerings. Through innovation and transparency around our use of natural resources, we’re committed to doing so in a sustainable way that regenerates the natural environment — rather than degrades it. For example, we’re committed to moving Beyond Plastic™ and into lightweight, low-impact products packaged in renewable, reusable or truly recyclable materials (as a last priority).	See Pgs. 9-24 for further reporting.
	Integrate climate change measures into policies, strategies and planning. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	13.1 13.2	Grove is led by scientific consensus around climate change and, based on that, has committed to formally submitting Science-Based Targets along the 1.5 degree pathway. We’re also considering methods for reforestation that protect biodiversity — another area of emerging thought that supports planetary health through ecological restoration.	See Pgs. 9-27 for further reporting.

## U.N. Sustainable Development Goals (continued)

SDG	UN TARGET	NO	DESCRIPTION	REFERENCES
	By 2025, prevent and significantly reduce marine pollution of all kinds, particularly from land-based activities, including marine debris and nutrient pollution.	14.1	As an interim step in the journey to move Beyond Plastic™, Grove is Plastic Neutral, a commitment which supports funding for the collection of millions of pounds of nature- and ocean-bound plastic pollution, rerouting plastic to proper disposal or recycling. From 2020 to 2023, we've collected 15 million pounds of plastic in partnership with rePurpose Global and Plastic Bank.	See Pgs. 9-24 for further reporting.
	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.	15.2	Grove's business exists to provide an alternative to household products that contribute to deforestation, through our Grove Co. tree-free, FSC Certified bamboo paper products. We prioritize FSC Certified paper packaging whenever available to ensure a deforestation-free supply chain. In 2022, we reached our goal to plant 1 million trees in partnership with The Arbor Day Foundation. Grove is partnering with The Nature Conservancy to support Indigenous-led conservation across 2 million acres by 2030 in the Tongass Rainforest of Southeast Alaska.	See Pgs. 26-27 and our <a href="#">Responsible Fiber Policy</a> for further reporting.



2023-24 Report prepared by Clearer Collective