We are pleased to issue our sixth annual sustainability report with goals and commitments to become even more environmentally and socially responsible.

We’d love to hear your feedback!

Email us with your comments or questions. sustainabilitymaven@ecoproducts.com
Letter from the President

The mission and vision of Eco-Products are founded in our belief in the goals of Zero Waste – an issue whose momentum has been building for years and became an unavoidable part of our national conversation in 2018. With countless news cycles spent discussing the challenges of plastic pollution and a growing desire across sectors to embrace sustainability and minimize waste, our unique approach of providing not only the foodservice packaging necessary to achieve Zero Waste, but also consulting services and advocacy work to help make it a reality, continues to be validated by the marketplace.

Our sense of urgency to fulfill our mission comes from within, but external forces amplify it. Legislative developments on waste and packaging issues are driving conversations on how cities, states, and nations should tackle the end-of-life challenges of packaging and wasted food. Some examples include the EU parliament approving a ban on single use plastics, as well as New York City enacting its long-debated foam ban. But it would be inaccurate to say that governments are the sole driver of the shifts we are seeing. When brands such as McDonald’s, Starbucks Proctor & Gamble, Unilever and Pepsico all make serious sustainability
commitments for their packaging, you know the issue has become mainstream.

At the convergence of these developments, we continue to rely on our transparent approach to goals and progress to hold ourselves accountable and continue to drive change. For the second year in a row, we converted at least nine foodservice operators into Zero Waste success stories, meaning they now have a front-of-house composting program in place to capture food scraps and packaging in addition to already established recycling efforts. It was incredibly gratifying for our customers and sales network to validate that front-of-house composting is achievable so long as operators have access to commercial composting. In 2018, we also made tangible progress on our long-term effort to get our headquarters in Boulder, Colorado, to Net Zero electricity with an upgrade to heating and cooling units and building-wide conversion to efficient LED lighting. These changes, combined with increased solar on our roof (which is slated for early 2019) will hopefully allow us to finally declare this goal achieved!

Other notable 2018 accomplishments include:

» Adding two new Operator Specialists, bringing our total to four with representation in each corner of the United States. Our Operator Specialist team is comprised of a dynamic group of passionate Zero Waste experts with diverse experience and skill sets. Their objective is to focus on foodservice operator needs, with a particular emphasis on sustainability and our systems solution to Zero Waste. The continued expansion of this team demonstrates our commitment to our mission and our willingness to invest in strengthening the relationships between our customers and the growing commercial composting community.

» Becoming re-certified as a B Corp, although technically we signed in early 2019, a lot has changed since we first became a B Corp in 2016. It was reassuring to once again validate that we are meaningfully committed to using business as a “force for good.” While we know that we will always have room for improvement, we are so proud to be a part of such an elite community of businesses.

» We survived the strawmageddon of 2018: In case you weren’t paying attention, single-use straws were front-and-center for much of 2018. New mandates banning or limiting the use of conventional straws led to a global rush for PLA and paper straws. As a leading brand of environmentally preferable foodservice ware, we saw an increased demand for our straws at levels undreamt in the last decade. While meeting this demand was challenging at times, we are grateful that it opened up a broader conversation around conventional packaging and the benefits of what we can offer as an alternative.

» In June we announced that our parent company, the Waddington Group, was acquired by Novolex, one of the world’s largest packaging companies with an unmatched offering of bags, liners and paper-based foodservice packaging. Among its broad product portfolio, Novolex offers a wide assortment of compostable and post-consumer recycled content bags and packages that fit well with the Eco-Products bundle, and we’re excited to look for a significant expansion of our offering and capabilities in 2019. We’re proud to stand among this team of industry leading brands.

Looking ahead, we remain focused taking our business and our industry to the next level. In 2019:

» We plan to continue expanding our Operator Specialist team to build on our successes in creating Zero Waste operators from coast to coast with a focus on the growing list of communities with access to commercial composting.

» We will explore opportunities for additional third-party certifications and increased transparency in our supply chain, specifically for molded fiber.

» We will work hand-in-hand with the Compost Manufacturing Alliance to test all of our compostable products at composting facilities across the country, thereby identifying the composting systems, operating parameters, and best practices that enable the successful disintegration of compostable products in the real world.

» We will lead the way in the search for alternative chemistries for providing water and grease resistance in our molded fiber products.

When we come to work every day, we see our mission, vision, and values displayed in the office. These commitments run deep and are too hard to fake. We display these goals as a constant reminder of what drives us, and we remain as committed as ever to living up to our aspirations. Thank you for taking the time to read about our 2019 Sustainability report as we continue to document our achievements, our progress, our challenges and all the work that is yet to come.
Who is Eco-Products?

As one of the leading brands in environmentally preferable foodservice packaging, Eco-Products creates products that help keep packaging and food waste out of landfills and into a beneficial end use. Using renewable resources and post-consumer recycled (PCR) content, we make food containers, plates, cups, bowls, utensils, napkins, and more. But our work doesn’t end there.

As Zero Waste advocates, we spearhead industry initiatives that support building an inclusive and sustainable economy. We teach everyone we meet – from customers, community leaders, and even our own neighbors – how to implement waste reduction and diversion programs.

Small but fierce, we have built a vibrant business based on sustainable practices. Our work not only serves as an example for others, but helps drive positive change. As a certified B Corp, we are using our talents as a force for good.

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<table>
<thead>
<tr>
<th><strong>28</strong></th>
<th><strong>64</strong></th>
<th><strong>$221million</strong></th>
<th><strong>500+</strong></th>
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</thead>
<tbody>
<tr>
<td>Years in business</td>
<td>Employees (and growing!)</td>
<td>2018 revenue</td>
<td>Environmentally preferable products</td>
</tr>
</tbody>
</table>

| **B Corp. Certified** | **Markets Served U.S., Canada & Europe** | **Headquarters Boulder, Colorado** | **Novolex Parent Company** |

<table>
<thead>
<tr>
<th><strong>Customers</strong></th>
<th><strong>Stakeholders</strong></th>
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</thead>
<tbody>
<tr>
<td>» Colleges and universities</td>
<td>» Employees and shareholders</td>
</tr>
<tr>
<td>» Sporting, concert, and entertainment venues</td>
<td>» Customers, prospects, and brokers</td>
</tr>
<tr>
<td>» Health systems and hospitals</td>
<td>» Suppliers and vendors</td>
</tr>
<tr>
<td>» Corporate campuses</td>
<td>» Industry and Zero Waste organizations</td>
</tr>
<tr>
<td>» Restaurants</td>
<td>» Community and business leaders</td>
</tr>
<tr>
<td>» Concessionaires</td>
<td>» Commercial processors/haulers</td>
</tr>
<tr>
<td>» Food distributors</td>
<td>» Policymakers</td>
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</tbody>
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Eco-Products is more than just a packaging company; we are a true sustainability partner.

We are mission-driven around the potential for Zero Waste, and we go to the ends of the earth to help our customers achieve their sustainability goals and push for change.

Our Vision
Eco-Products will be in the vanguard of our Zero Waste future.

Our Mission
At Eco-Products, we understand the connection between the health of the planet and the impacts of disposable packaging. Every day we work to advance Zero Waste systems, and help our customers be better stewards of the environment.
Our Sustainability Approach

With food waste as one of the leading causes of greenhouse gas emissions and plastic pollution—a fact that’s becoming harder and harder to ignore—our waste-management model is clearly in need of improvement. Our linear throwaway society is causing irreparable harm. As a company obsessed with Zero Waste, we won’t sit on the sidelines hoping that these problems will magically disappear. While limited in resources and influence, we are adamant about doing all we can to reduce the amount of materials we send to landfills.

We engage numerous stakeholders to keep us on the right path. These include leaders of the U.S. Composting Council*, Biodegradable Products Institute, Foodservice Packaging Institute, Sustainable Packaging Coalition, fellow B-Corps, and our own employees and customers. Additionally, we maintain an active external Sustainability Advisory Committee, comprising sustainability experts from the private, government, and academic sectors. We annually gather this group in person to discuss our most pressing challenges and opportunities. Guided by their wisdom, we continue to grow and broaden our impact.

We designed our sustainability strategy to encourage improvements throughout our company and across the country. We set annual goals, hold ourselves accountable for achieving them, and continuously assess and try to reduce our impacts. Additionally, we:

» Stand firm in requirements for our products to be made with renewable resources (GreenStripe) and PCR content (BlueStripe).

» Design the vast majority of our products for compostability so that they, alongside valuable food scraps, can be diverted from landfills.

» Have built a multifaceted Operator Specialist team to be an on-the-ground resource for connecting our customers to composters, and helping to install Zero Waste Systems at diverse foodservice operations across the country.

» Engage industry coalitions, policymakers, composters, recyclers, haulers, and our customers to better understand their Zero Waste challenges and jointly develop practical solutions.

To keep us informed, we monitor sustainability trends and best practices; draw from leading reporting frameworks; and pursue bold targets such as the United Nations’ Sustainable Development Goals, which include 169 targets that institutions ought to pursue by 2030 to improve our world. Our work aligns with some of these goals (see sidebar to the right).

Why We Report

We publish this report because we want to be transparent about how we manage our social, environmental, and operational impacts. Reporting pushes us to examine our strengths and weaknesses, and holds us accountable. Looking at our operations through a sustainability lens also helps us reduce risks and align our business strategies to succeed long term.

About This Report

This sustainability report highlights Eco-Products’ key sustainability achievements and challenges during calendar year 2018 related to our direct operations, products, employees, supply chain, and customers. This is our sixth report.

Sustainability Advisory Committee

We want to thank Bruce Hutton for his service on our committee and welcome Tim Beal.

ERIN DECKER
Director
Cleantech Client Management
Schneider Electric

JEFF HOHENSEE
CEO
Grow-Ray

RAMSAY HUNTLEY
Vice President and Clean Technology and Innovation Philanthropy Program Officer
Wells Fargo

TIM BEAL
Director of Sustainable Communities
Boulder Housing Partners

JENNIFER LEITSCHE
Director of Corporate Responsibility
CBRE

DAVE NEWPORT
Director
Environmental Center
University of Colorado

VIRGINIA “G” WINTER
Principal
Equinox Consultancy LLC

UNITED NATION’S SUSTAINABLE DEVELOPMENT GOALS

<table>
<thead>
<tr>
<th>GOAL</th>
<th>APPLICABLE TARGETS</th>
<th>HOW WE’RE ADDRESSING</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 NO HUNGER</td>
<td>Ensure sustainable food production systems and implement resilient agricultural practices.</td>
<td>We create compostable foodservice packaging that can be placed with leftover food scraps in composting bins. Finished compost improves the health, resiliency, and productivity of agricultural systems.</td>
</tr>
<tr>
<td>7 CLEAN ENERGY</td>
<td>Increase substantially the share of renewable energy in the global energy mix.</td>
<td>We power our building with solar panels and are pursuing net-zero electricity consumption. In 2018, we installed high-efficiency lighting and heating, ventilation and air-conditioning (HVAC) units, and took steps to install more solar panels on our roof in early 2019.</td>
</tr>
<tr>
<td>11 SUSTAINABLE CITIES AND COMMUNITIES</td>
<td>Reduce the adverse per capita environmental impact of cities, including by paying special attention to waste management.</td>
<td>We educate city leaders and policymakers on the benefits of commercial composting infrastructure and Zero Waste practices. We also take steps to divert our own materials and help customers do the same.</td>
</tr>
<tr>
<td>12 RESPONSIBLE CONSUMPTION</td>
<td>Substantially reduce waste generation through prevention, reduction, recycling, and reuse.</td>
<td>We design foodservice packaging that can be composted to increase waste diversion and use PCR content paper and plastic to drive demand for secondary materials.</td>
</tr>
<tr>
<td>13 PROTECT THE PLANET</td>
<td>Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.</td>
<td>We help customers track the carbon impact of our products throughout their life cycles and educate suppliers on more efficient production practices.</td>
</tr>
</tbody>
</table>
### Zero Waste Infrastructure

**What we said we’d do...**

In 2018, complete waste characterization study with Eco-Cycle.

**What we did...**

» With Eco-Cycle’s diligence, we were able to complete the assessment of waste diversion practices at all space types in 2018. Unfortunately, the creation of the report took longer than expected. We anticipate that the report will be formally publicized in early 2019.

**Status**

- Started but incomplete

In 2018, support establishing a baseline of the U.S. population with access to composting facilities that accept compostable foodservice packaging.

**What we did...**

» The Foodservice Packaging Institute, with support from a variety of foodservice companies interested in composting infrastructure, gained a much better understanding of access to commercial composting in the U.S. in 2018. However, the final numbers were never quite crunched into a baseline using U.S. population data. We are encouraged by this progress and look forward to being a part of this effort to gain a better understanding of the current state of commercial composting facilities that accept compostable packaging across the U.S.

**Status**

- Started but incomplete

By 2020, play an active role in the successful expansion of access to commercial composting of foodservice packaging in at least three communities.

**What we did...**

» We continue to work with a variety of communities across the U.S. to expand access to composting. We look forward to leveraging our growing Operator Specialist team and the work of other industry groups as we strive to achieve this aspirational goal.

**Status**

- In Progress

**Zero Waste Operators**

**What we said we’d do...**

By 2019, use waste diverters database to create a baseline of waste-diverting national account customers.

**What we did...**

» We continue to make progress on our waste diverters database. In 2018, we were able to improve our reporting capabilities, thus making this vast wealth of information more helpful and actionable.

**Status**

- In Progress

In 2018, help at least nine foodservice operators implement a front-of-house Zero Waste program.

**What we did...**

» For the second year in a row, we helped nine foodservice operators implement front-of-house composting programs. We are so proud to be a part of our customers’ Zero Waste success.

**Status**

- Achieved

In 2018, implement a Zero Waste program with a strategic partner, such as a foodservice management company or distributor.

**What we did...**

» We were not able to reach this goal in 2018. However, we had very positive conversations with a number of potential partners. Additionally, we brought together all of our waste diversion knowledge into one easily accessible and customizable place – our Roadmap to Zero Waste.

**Status**

- Not Achieved
### People

#### Benefits & Development

<table>
<thead>
<tr>
<th>What we said we’d do...</th>
<th>What we did...</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>In 2018, offer three employee-led lunch and learns to provide opportunities to develop presentation skills and strengthen cross-functional employee connections.</td>
<td>» We had three lunch and learns in 2018 on a variety of interesting topics: the climate and carnivore connection, bike safety during commutes to work, and local recycling and composting guidelines.</td>
<td>✓ Achieved</td>
</tr>
<tr>
<td>Every year, at least 55% of our employees will take advantage of their paid time off to volunteer.</td>
<td>» In 2018, we had over 60% of our employees use this time for volunteering.</td>
<td>✓ Achieved</td>
</tr>
<tr>
<td>Every year, at least 90% of our employees will include a sustainability goal in their performance review.</td>
<td>» Once again, over 90% of our employees included a sustainability goal in their annual goals.</td>
<td>✓ Achieved</td>
</tr>
<tr>
<td>In 2018, provide training to managers on best managerial practices.</td>
<td>» We were not able to make this one happen in 2018. However, in early 2019 we identified a leadership development model that we plan on using with all managers by the first quarter of 2019.</td>
<td>— Not Achieved</td>
</tr>
</tbody>
</table>

#### B Corp Inclusive Economy Challenge

<table>
<thead>
<tr>
<th>What we said we’d do...</th>
<th>What we did...</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>In 2018, replicate Zero Waste event program in one local underserved community with a local partner organization.</td>
<td>» We explored having this event in a local community and began building relationships with local organizations, nonprofits, companies, and local government agencies that wanted to be involved.</td>
<td>— Not Achieved</td>
</tr>
<tr>
<td>In 2018, provide employees training on diversity and inclusion.</td>
<td>» We were honored to have a staff member from the University of Colorado Environmental Center join us in 2018 to educate our employees on climate justice and lead a training.</td>
<td>✓ Achieved</td>
</tr>
<tr>
<td>Every year, publish open positions to associations for underrepresented groups, and analyze our current hiring practices to ensure that diversity, equity, and inclusion is considered.</td>
<td>» We have continued to share our open positions with these groups and were able to establish it into our regular processes.</td>
<td>✓ Achieved</td>
</tr>
</tbody>
</table>
## 2018 Progress Report

<table>
<thead>
<tr>
<th>Products</th>
<th>What we said we’d do...</th>
<th>What we did...</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>In 2018, conduct a review of the sustainability component of our supplier scorecard with key suppliers, and work with them to prioritize sustainability commitments and track progress.</td>
<td>In 2018, we met with key suppliers to discuss the sustainability section of our supplier scorecard and began collecting utility data to measure their consumption and our component of that consumption. However, we did not work with them to prioritize sustainability commitments.</td>
<td>Started but incomplete</td>
<td></td>
</tr>
<tr>
<td>By 2019, explore more sustainable options for both beginning-of-life and end-of-life for the materials used in the packing and shipping of our products.</td>
<td>Our product sustainability committee, made up of staff members from marketing, product development, and of course our Sustainability Maven, met throughout 2018 to explore action items that we could execute in the coming year. This group identified adding increased PCR content to our product sleeves as the best opportunity for improvement. You will see this evolution in the goals for 2019.</td>
<td>In Progress</td>
<td></td>
</tr>
<tr>
<td>In 2018, explore methods to better quantify the beneficial impacts of our products.</td>
<td>We continued to research and compile data on the beneficial impacts of our products; however, we did not get as far down this path as we hoped.</td>
<td>Not Achieved</td>
<td></td>
</tr>
<tr>
<td>By 2020, implement a process to continually identify and remove non-compostable products from waste-diverting national account operations.</td>
<td>As our waste diversion database develops, we will be able to identify waste-diverting national account operations that are purchasing non-compostable products, and work with them to identify compostable substitutions.</td>
<td>In Progress</td>
<td></td>
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<table>
<thead>
<tr>
<th>Operations</th>
<th>What we said we’d do...</th>
<th>What we did...</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>By 2020, keep HQ water consumption at 2016 levels, while growing the number of employees in Boulder.</td>
<td>While we did decrease water use by 10.9% compared to last year, we used 14.8% more water than we did in 2016.</td>
<td>In Progress</td>
<td></td>
</tr>
<tr>
<td>In 2018, increase HQ waste diversion to 90%.</td>
<td>Our diversion rate for 2018, as determined through materials audits conducted by Eco-Cycle and our team throughout the year, was right around 79%.</td>
<td>Missed by the skin of our teeth</td>
<td></td>
</tr>
<tr>
<td>Achieve net zero electricity at HQ</td>
<td>We installed LED lights and new fixtures throughout our building, as well as new high-efficiency heating and cooling units on our roof. We will install more solar panels on our roof in early 2019, and are hopeful that this will get us to net zero electricity!</td>
<td>Not Achieved</td>
<td></td>
</tr>
<tr>
<td>In 2018, decrease carbon dioxide emissions from air travel by reducing the total miles flown per $1,000 of sales by 5%.</td>
<td>We saw a slight decrease (-1%) in total miles flown in 2018. When normalized to sales (per our goal), we saw a 24.7% decrease in total miles flown per $1,000 of sales!</td>
<td>Not Achieved</td>
<td></td>
</tr>
<tr>
<td>In 2018, decrease reimbursed vehicle mileage per $1,000 by 5%.</td>
<td>Our sales team did a good job of “skipping the trip” and flying only when necessary in 2018. This translated into an overall increase of 18% in total reimbursed vehicle mileage in 2018. However, when normalized to sales, this resulted in a decrease of 4.9% per $1,000.</td>
<td>Missed by the skin of our teeth</td>
<td></td>
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## 2019 Goals

### Differentiation

<table>
<thead>
<tr>
<th>Zero Waste Infrastructure</th>
<th>Zero Waste Foodservice Operators</th>
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<tbody>
<tr>
<td>» In 2019, finalize Eco-Cycle waste diversion study, share results at industry events, and support efforts by Eco-Cycle to do the same.</td>
<td>» In 2019, use waste diverters database to create a baseline of waste-diverting customers.</td>
</tr>
<tr>
<td>» In 2019, increase familiarity of international commercial composting infrastructure (such as Canada and the European Union).</td>
<td>» In 2019, help at least 13 foodservice operators implement a front-of-house Zero Waste program.</td>
</tr>
<tr>
<td>» In 2019, have 50% of our employees be brand ambassadors at a Zero Waste event.</td>
<td>» By 2020, implement a Zero Waste program with a strategic partner, such as a foodservice management company or distributor.</td>
</tr>
<tr>
<td>» By 2020, play an active role in the successful expansion of access to commercial composting of foodservice packaging in at least three communities.</td>
<td>» By 2020, implement a process to continually identify and remove non-compostable products from waste-diverting national account operations.</td>
</tr>
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### Foundation

<table>
<thead>
<tr>
<th>Products</th>
<th>People</th>
<th>Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>» In 2019, explore more sustainable options for the end-of-life of our product sleeves.</td>
<td>B Corp Inclusive Economy Challenge</td>
<td>» In 2019, decrease our normalized carbon dioxide (CO2) emissions from air travel by reducing the total miles flown per $1,000 in sales by 5% relative to 2018 travel.</td>
</tr>
<tr>
<td>» In 2019, identify and explore additional certifications applicable to our value chain and determine next steps.</td>
<td>» In 2019, replicate Zero Waste event program in a local underserved community with a local partner organization.</td>
<td>» In 2019, reduce our normalized CO2 emissions from business car travel by reducing the total miles reimbursed per $1,000 in sales by 5% relative to 2018 travel.</td>
</tr>
<tr>
<td>» By 2020, increase PCR content in product sleeves where possible.</td>
<td>» In 2019, provide employee training on diversity and inclusion in the workplace.</td>
<td>» By 2020, work with all major manufacturing suppliers to annually complete and update the sustainability component of the supplier scorecard.</td>
</tr>
<tr>
<td>» By 2020, work with all major manufacturing suppliers to annually complete and update the sustainability component of the supplier scorecard.</td>
<td>» Every year, publish open positions to associations for underrepresented groups.</td>
<td>» Keep headquarters water consumption at 2016 levels through 2020 while growing the business.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>» Reach and maintain waste diversion of 90% or greater at our headquarters.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>» Achieve net zero electricity at our headquarters.</td>
</tr>
</tbody>
</table>

### Benefits & Development

| | | |
| Benefits & Development | | |
| » In 2019, train managers on leadership practices. | » Every year, at least 55% of our employees will take advantage of their paid time off to volunteer. | |
| » Every year, at least 90% of employees will include a sustainability goal in their performance plans. | | |

* sustainabilitymaven@ecoproducts.com

* 2019 Sustainability Report
Commercial composting infrastructure is always top of mind for our company. Without it, we cannot maximize the potential environmental benefits of our GreenStripe line. (Good thing their beginning-of-life benefits from renewable resources still hold true, regardless of end-of-life destination!) We know that the road to consistent access is riddled with obstacles, both in the U.S. and abroad. Making meaningful progress and investments to improve the commercial composting infrastructure requires extensive government and industry collaboration.

Understanding the Challenges of Composting
Unfortunately, in the U.S., we lack widespread commercial composting infrastructure that processes compostable packaging. This is for a variety of reasons, which we feel compelled to mention once again in our annual report:

» Contamination is concerning and expensive. When a composter says yes to accepting compostable packaging, there is concern that they will get non-compostable items that won't break down. The processes that are put in place to mitigate contamination are expensive and resource-intensive.

» Composters don’t have guaranteed feedstock. A consistent supply chain is critical in any type of manufacturing business. Without policies to mandate that businesses or consumers divert food scraps and other organics from landfills, composters are not assured of incoming compostable material (known as feedstock) to process and turn into compost. These types of policies are rare, so compost manufacturers can face a significant risk to creating their end product.

» Markets for finished compost are underdeveloped. In a compost manufacturing operation, one collects fees for accepting the compostable material on the front end and sells the finished compost at the back end. Both revenue streams are critical to running a successful operation. In many places, the markets for finished compost are weak, and the market for compost made from post-consumer food waste is unfortunately even weaker.

» Regulation adds to upfront costs. In some cases, the permitting process for a new compost manufacturing operation creates significant challenges for new sites opening up. Additionally, at times, compost sites are regulated like landfills, which can be overly onerous and drive up costs.

» Route density is still a problem. Efficiency is key when picking up any material (recycling, compostable material, or landfill-bound items). This is especially important for food waste collection, since food waste is very heavy. When only a few businesses in an area are willing to compost, picking up their material becomes expensive. As more and more people get on board with composting their food scraps and compostable packaging, route density increases and hauling costs per stop will drop.

The Zero Waste Systems Solution
For foodservice operators to keep as much material out of landfills as possible, we advocate a systems approach. This entails looking at materials management holistically – starting with procurement, while keeping the end in mind.

Waste diversion is all about minimizing what goes to landfills and maximizing what gets composted or recycled. If what comes into the building is all compostable or recyclable, it simplifies waste diversion and reduces the risk of contamination.

Human behavior is a factor too. Unfortunately, many people won’t take the time to properly sort materials into different bins. If everything on the tray, including the tray, is compostable, it is easier for consumers to compost both their packaging and any uneaten food. Leading organizations have gotten to the point where they have a recycling bin for cans and bottles, and a compost bin for everything else. Not a landfill bin to be found in front-of-house!

The Foodservice Packaging Institute and Biodegradable Products Institute recently completed a study to determine how compostable foodservice packaging impacted the nutrient balance and quality of finished compost – which has been a question of some composters. The research found no negative impacts, and that packaging could in fact be used successfully as a substitute for some traditional sources of carbon in feedstock blending.
How We're Responding

We have been working for years to devise industrywide solutions to these problems. We have commissioned our own studies to build the business case for using sustainable packaging; collaborated with industry partners; enabled our customers to divert their waste; and forged relationships with city leaders, waste haulers, and compost manufacturers to make the path to increased infrastructure a bit smoother.

In 2018, we:

» Nearly completed a study with Eco-Cycle, a local nonprofit recycler and Zero Waste education and advocacy organization, to collect and analyze data on the composition of front-of-house compost collection bins, as well as best practices for front-of-house communication, education, and bin infrastructure to maximize diversion and minimize contamination. This study found that the total amount of compostable packaging at a foodservice operation was “a strong indicator of the overall diversion rate” as well as food waste capture. In one case, a “quick service restaurant with all compostable foodservice ware had 100% food waste capture.”

» Commissioned the Compost Manufacturing Alliance to study how our packaging breaks down in various composting technologies and climates. These studies will provide powerful real-world validation to complement the Biodegradable Products Institute’s lab-based certification, as well as provide insight on how we can best design with compostability in mind. Results should start coming back in early 2019.

» Participated in the California Association of Composter Producers’ Contamination Reduction Working Group to discuss how the composting industry can meet strict contamination limits for finished compost that the state of California has imposed, and lend our support to their effort.

» Helped start discussions on forming a workgroup to address infrastructure and contamination challenges with other members of the Colorado Composting Council.

In 2019, we intend to continue the ongoing work discussed above and look forward to the increased involvement between the U.S. Composting Council’s state composting chapters and our expanding Operator Specialist team. We also will continue pursuing our aspirational goal of expanding three communities’ access to commercial composting by 2020, with a renewed emphasis on engaging our Operator Specialist team in this pursuit. This increased access effort takes many forms, and with each opportunity we are able to better refine our strategy.

Understanding the Challenges of Recycling

China’s ban of imports of mixed plastics and paper, and imposition of a strict 0.5% contamination limit on plastics imported for recycling in 2017 unnerved both U.S. and international markets. China had been the largest global importer of these materials for years. In March of 2018, the new restrictions went into effect and were as impactful as expected. These actions forced recyclers to find new homes for huge amounts of recyclables, including other countries (some of which subsequently imposed their own restrictions or bans). Many recyclers are stockpiling material while waiting for markets to recover, and/or are filing waivers to landfill material that cannot find a home.

The drastic shift was visualized very well by David Blood, Liz Faunce, and Andrew Things We Are Thinking About: The Compost, Soil Health, and Climate Relationship

There has been a lot of talk about the societal changes needed in order to keep our climate habitable. Certainly, using compostable packaging and diverting food scraps from landfills is something we will continue to advocate for and help our customers achieve. But we stay abreast of even bigger efforts to draw down carbon.

Enter soil health. Soils are a tremendous carbon sink that pull carbon out of the atmosphere, thus helping mitigate the detrimental effect of a runaway greenhouse effect. Compost is a valuable soil amendment that helps with plant growth and root formation, which are key elements to helping soils sequester carbon.

As an organization, we have been educating ourselves on this topic and paying close attention to important initiatives like the Marin Carbon Project and others that are a bit closer to our headquarters in Colorado, including inspiring projects in Boulder County and the City of Boulder, in collaboration with Eco-Cycle and researchers at Colorado State University.

If you want to learn more, the U.S. Composting Council collaborated with Kiss the Ground on a great video youtu.be/bdDQD8cvO5Y that outlines the compost, soil, and climate connection.
Rininsland, and is shown in the infographic at right.

**How We’re Responding**

We continue to work with our industry partners to drive demand for PCR material. We have had our BlueStripe line for many years, which focuses on the use of PCR content. In 2018, we improved that line by committing to increase the amount of PCR polyethylene terephthalate (PET) in our BlueStripe cold cups from 25% to 30%.

This commitment was part of the Association of Plastic Recyclers’ Demand Champions Program to help increase end-market demand for PCR plastic resin. By buying more PCR material, we are supporting the recycling industry and giving this material another life. We are proud to be a part of such a high-profile effort, supported by heavy hitters like Coca-Cola and Unilever.

2019 looks to be just as difficult for recycling as 2018, and we plan to continue our involvement and support of industrywide initiatives that call for increased PCR use by manufacturers and brands. Specifically, in 2019 we hope to continue increasing the amount of PCR used in our products and the material used to ship our products as well.
Zero Waste Operators

Fulfilling our Zero Waste mission is only possible if we convince others to join us on this journey. We have to successfully multiply our efforts to make any meaningful impact. We are proud to say that for the second year in a row, we helped nine additional operators institute and progress their front-of-house composting program.

We recognized early on that it wasn't enough to simply sell compostable foodservice products. We must share our Zero Waste expertise and help our clients set up their own diversion systems.

Our customers include colleges and universities, corporate cafeterias, restaurants, sports and entertainment venues, hotels, health care facilities, and even food trucks. They sell high volumes of food, some of which isn't consumed or spoils before it can be eaten. By using a fully compostable bundle, they can send nutrient-rich food scraps with packaging to a local composter, which then creates valuable finished compost. Compost has myriad benefits, such as increased crop yield, better immunity for plants to pests and disease, increased water retention, and decreased erosion for soils.

To take the guesswork out of making sustainable waste diversion practices possible, we provide expertise and support – at no extra charge – to our customers. We have hired four operator specialists, who have a combination of sustainability and foodservice expertise, to get these programs up and running. They are responsible for:

» Being a key partner to operators looking to progress along or embark on their Zero Waste journey.
» Assessing how feasible it is to compost food scraps and compostable packaging locally.
» Determining if recycling or composting legislation exists and what must be done to comply.
» Establishing relationships with commercial composters and haulers.
» Teaching customers' employees how to manage a diversion system and control what materials are collected for composting.
» Liaising with our marketing team to develop bins, signage, and promotional items.
» Working with our Sustainability Maven to calculate the carbon footprint of the products used and provide a customized report.

Two operator specialists joined our team to cover the Northwest and Southeast regions of the U.S. in 2018. We now have four specialists working across the nation and intend to continue expanding this team.

To make it easier for our customers to implement Zero Waste programs, we created our “Roadmap to Zero” in 2018, which consolidates our consulting and marketing offerings. This customizable

Understanding What Sets Us Apart – The Operator Specialist Team

When Operator Specialist Michael Beckerdite asks composters about their processes and what Eco-Products can be doing to support them, he usually is met with stunned silence.

Composters are even more surprised when he comes out to their sites, spends a few hours out with their drivers, and then helps turn piles of material. But this is how he learns more about their business, their challenges, and any misconceptions they have about compostable foodservice packaging.

When visiting these composters, he has the opportunity to explain the makeup of our products, and why we install complete front-of-house diversion systems for our customers. He then invites them to see firsthand how these systems work to ease their contamination fears.

Michael was our first OS, and the relationships that he has forged in the northeastern U.S. with compost manufacturers is confirmation of our strategy. As the Operator Specialist team grows, we look forward to the new relationships we'll create. This dynamic team is crafting more partnerships with composters than ever before.
education and training toolkit outlines the what, the why, the how, and everything in between to give our partners tools to build a robust and scalable Zero Waste program at their locations. We are looking to partner with foodservice management companies, distributors, and large multisite operators that are committed to integrating Zero Waste practices into their organizations at a meaningful and broad level.

Reach out to sustainabilitymaven@ecoproducts.com if you’d like to collaborate!

Additionally, we have continued to build our waste diversion database to help our Operator Specialists increase the number of customers with Zero Waste programs. This database maps our customers in relation to commercial composting infrastructure and state, county, or municipal ordinances focused on packaging and/or waste diversion. Our hope is that this database will support our Operator Specialist and Sales teams in prioritizing Zero Waste opportunities.

High-Profile Wins in 2018

We could not be more thrilled about Vail Resorts naming Eco-Products its official Zero Waste Partner in 2018. They made a bold commitment to sustainability with their “Commitment to Zero,” pushing the company to achieve Zero Waste to landfill, Net Zero emissions and zero impact to forests by 2030. This aggressive push toward Zero Waste cannot happen without composting and the use of compostable packaging.

To get there, using our GreenStripe products is only one step. Vail Resorts also will have to implement new operational practices, develop new relationships with composters, update signage and communication assets, and continually train and educate their staff and guests. Eco-Products will be their partner in every step of that process, thus demonstrating the power of what can happen when all elements of our value proposition are activated. Getting Vail Resorts to Zero Waste will not be easy, and it will not be fast, but we are committed to the end goal and honored to be part of their journey.

Eco-Products proudly provided the compostable products to help make the 2018 Big Game the first Zero Waste football championship game in NFL history. The countless hours of work before, during, and after the game resulted in successfully diverting 91% of the game’s materials from the landfill – including 29% that was sent for composting. The bar has been set very high for all future NFL Championships and we are hopeful to see the replication of this success in 2019 and beyond.

Additional client wins include Eighth Street Market and the College of Charleston.

Eighth Street Market

Eighth Street Market is a community-focused food hub, where a spirit of creativity meets entrepreneurship. Currently, the market has nine diverse merchants, including a brewery, a farmers market, and a culinary school. By supporting small and midsized local farmers, Eighth Street Market gives back in more ways than one, pairing culinary excellence and experiences to feed a cycle of growth for the area’s agricultural producers and food entrepreneurs.

Food scraps and compostable packaging are picked up by Food Loops and currently taken to their facility. They also sell compostable packaging to 80% of the businesses at Eighth Street Market.

They are able to use Eco-Products’ broad compostable bundle to provide a one-stop shop for the merchants’ packaging needs.

College of Charleston

This nationally recognized liberal arts and sciences university in Charleston, South Carolina, has over 10,000 undergraduate and 1,000 graduate students. The university takes a holistic approach by composting food scraps and compostable packaging at the Charleston County composting facility. They also partner with LeanPath to measure and prevent wasted food from happening in the first place.

Because of their commitment to using only compostable packaging, there is only one bin at Marty’s Place dining facility – a compost bin. This captures any leftover food scraps, as well as compostable plates, cups, cutlery, and more. The college annually composts approximately 415,000 pounds of organic materials from their three residential dining facilities, a catering operation, and a large retail location.

Check out their story here tinyurl.com/y6per8yw
As a sustainable foodservice packaging leader, we consider upstream material use and downstream disposal impacts so that we can responsibly manage our products’ life cycle.

Every new product we bring to market must be made with renewable resources or PCR content, and for our GreenStripe line, designed for compostability (and third-party tested to American Society of Testing and Material standards.) Additionally, because our packaging has direct food contact, we must comply with regulated food safety standards.

With more than 500 environmentally friendly items, we offer a wide range of environmentally preferable foodservice items. However, we are working to address a few things to keep improving. These include:

<table>
<thead>
<tr>
<th>Product Type</th>
<th>What’s Cool</th>
<th>What to Consider</th>
<th>What We’re Doing</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSM cutlery</td>
<td>Made from 70% renewable material, full-size cutlery, competitively priced</td>
<td>Can’t be composted</td>
<td>Communicating non-compostability on product, order forms, packaging, and marketing materials. Working on an “economy” compostable Plantware line that will compete in price with PSM.</td>
</tr>
<tr>
<td>Plastic film sleeves that hold our product</td>
<td>Affordable and keeps products sanitary</td>
<td>Hard to recycle</td>
<td>Connecting customers with drop-off sites participating in the Wrap Recycling Action Program and exploring Novolex’s Bag-2-Bag® film recycling program. We are also looking forward to finding out how to increase PCR content in our sleeves if possible.</td>
</tr>
<tr>
<td>Ingeo™ plant-based plastic</td>
<td>Compostable</td>
<td>Derived from field corn, some of which is bio-engineered</td>
<td>Continuing to communicate to our Ingeo supplier our preference for non-bioengineered/non-GMO sources.</td>
</tr>
<tr>
<td>Bagasse (sugarcane) products</td>
<td>Compostable, able to provide a wide variety of shapes and sizes, water- and grease-resistant</td>
<td>Contains persistent compounds for grease resistance</td>
<td>Researching suitable alternatives that preserve functionality.</td>
</tr>
</tbody>
</table>

Our Products

The carbon impacts associated with the manufacturing, transport and disposal of our products.

Note that our product emissions data includes lifecycle emissions from products received in our warehouses in a given calendar year. For 2018, we did not include other companies’ branded products we sell through our channels and a handful of products whose materials are not included in our model, such as Food Trays and compostable bag liners. Approximately 99% of all cases received in our warehouses in 2018 were included in this calculation.

Environmental Benefits of our Product Lines

<table>
<thead>
<tr>
<th>Name</th>
<th>Made From</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>GreenStripe®</td>
<td>Renewable Resources</td>
<td>Designed for compostability</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Enables Zero Waste Operations</td>
</tr>
<tr>
<td>BlueStripe™</td>
<td>Post-Consumer Recycled Content</td>
<td>Requires fewer virgin resources and creates less landfill waste</td>
</tr>
</tbody>
</table>
What you need to know:

Products are made from renewable plant materials that can be grown again and again.

Products are not made from oil like traditional plastics.

All GreenStripe® products (except PSM Cutlery) are compostable, which means they can be returned to the soil to help plants grow.

Compostable GreenStripe® products are ASTM compliant and BPI certified compostable in commercial facilities only, which may not exist in your area.

Products are not suitable for backyard composting. These products need the high heat of a commercial pile to break down.

*PSM cutlery is 70% renewable and not compostable

What you need to know:

Products are made from post-consumer recycled materials that have been used, recycled, and repurposed, meaning fewer virgin resources are required and less landfill waste is created.

Making new products from recycled materials helps drive recycling markets and infrastructure.

BlueStripe™ products incorporate the highest amount of post-consumer recycled material available without compromising performance.

BlueStripe™ products can’t be recycled in most communities, but check with yours to find out what they’ll accept.
Supply Chain Management

Just as we work to manage our own environmental and social impacts, we encourage sustainable business practices within our supply chain to reduce costs and waste, improve efficiencies, and drive ethical behavior.

To do business with us, we require that our product manufacturing partners – located in the U.S. and Asia – meet our stringent quality standards as well as applicable laws and regulations related to labor, human rights, health and safety, and environmental management.

Each year, we audit our foreign suppliers to assess labor practices and local regulatory compliance. We also evaluate their sustainability performance using our supplier scorecard. In 2018, our Sustainability Maven met with a large number of our suppliers at the National Restaurant Association Show in Chicago to discuss the sustainability component of the scorecard. Later in the year, we reached out to major suppliers for energy, water, and waste data to better understand who is tracking what metrics. Given the complexity of our supply chain, getting all of our suppliers actively participating in the sustainability section of the scorecard has required a concerted effort, but each year we are able to build a greater understanding of our high standards and how we want our suppliers to follow us on this sustainability journey.

Looking Ahead to 2019

In the coming year, we plan to continue using the sustainability section of our scorecard when connecting with our major suppliers and will once again update their responses for 2019. We intend to do this annually with all major manufacturing suppliers and the majority of our smaller manufacturing suppliers. Additionally, we continue to believe in the importance of third-party certifications across our value chain to validate sustainability claims and gain greater insight into applicable environmental and social issues. In 2019, we will explore whether additional third-party programs and certifications can increase our understanding and oversight across our supply chain.

Supplier Sustainability Scorecard Checklist

- Measure Consumption of Resources
- Implement Waste Diversion Efforts
- Completion of Vendor Code of Conduct and Social Compliance Audits
Advancing our mission requires tenacity, a willingness to tackle challenges head-on, and a sense of purpose. To attract and retain high-caliber employees, we try to create a warm and inclusive work environment, offer competitive pay and benefits, and provide development opportunities that advance career growth. Our employees are passionate and empowered to make a difference.

Learn more about the steps we are taking to enhance our employees’ well-being:

**Development**
To expand our team’s skill sets and deepen their expertise, we provide ongoing education through training, conferences, webinars, lunch and learns, and workshops. Our leaders and senior employees also coach new and younger staff to share their knowledge and operational best practices.

Starting at new hire orientation, we introduce employees to our company and immerse them in learning about our values and departmental responsibilities. To increase retention, we encourage employees to take on new roles based on their interests and provide necessary training so they can work successfully in a different capacity.

With so much change and growth in the last few years, we have had a large number of new employees join our team. While this is fantastic for allowing us to expand our business, we recognize that bringing new people into the Eco-Products family is not always an easy task when the pace of work is fast and furious. We look forward to continuing to improve our training and development in 2019 to ensure that all employees feel valued and have the opportunity to grow.

One of our goals for 2018 was to hold three lunch and learns for employees, which we met. We offered educational sessions on cycling and road safety, the importance and benefits of eating less meat, and local recycling and composting guidelines. We plan to continue doing three lunch and learns each year on various topics, as well as deliver some sort of leadership and management training to enhance our managers’ skills.

**Diversity and Inclusion**
The blending of different backgrounds, experiences, and perspectives drives innovation and elevates our performance. Our goal is to provide an environment where every employee can thrive and bring their true self to work – no matter their background, work style, ideas, or beliefs.

We proactively seek to remove barriers and foster an open dialogue about diversity and inclusion. To share information about environmental justice and equity issues, we invited the Energy and Climate Justice Program Manager at the University of Colorado’s Environmental Center to meet with our staff this year. She shared insights on climate justice, which helped our employees better understand where we fit into the struggle for equity and justice in our daily lives and in our world.

Recognizing that our headquarters is located in a fairly homogenous community, we continue to try to share our job openings with professional organizations that represent minority groups. Additionally, we try to share Zero Waste practices and resources with nearby underserved communities as part of B Corp’s Inclusive Economy Challenge. While we were unable to host a bilingual Zero Waste Fest in a nearby location in 2018, we did begin discussions with a number of local Zero Waste and food-waste-focused organizations to organize an event in early 2019 in the Denver metropolitan area.

We also continued our contact with the City of Longmont and are proud to be able to support their new outreach program, Sustainable Opportunities, Lifestyles, and Leadership, which will foster connections with low-income community members and train them to be “sustainability technicians and leaders” in their local neighborhoods in 2019. Our support will allow these newly trained community members to offer free
residential composting services through the city program to those who are interested.

**Engagement**
Aligning our teams on our values and goals is essential to fulfilling our mission. We want to ensure that employees feel connected and valued, and understand how their work contributes to our overall success. Twice a year, we survey our staff to gauge if we, as a company, are acting according to our established values. At the end of 2018, our scores dipped for the first time since we have been conducting the survey. This reflects that 2018 was a challenging year for our company as we worked hard to manage our fast-paced growth; our employees are feeling it. All managers and executives devoted an off-site meeting to reviewing the results and talking about how we can address the real stresses that can come with managing rapid growth.

To remedy the situation, we have begun to map out and install better systems to address inefficiencies that can lead to burnout and frustration. We also plan to bring on additional staff in 2019 to expand our human resource base as our business grows. We know that we are not immune to growing pains; every fast-expanding company faces them. But we are determined to confront our challenges and stay focused on opportunities for continuous improvement. We believe this will help us maintain the culture that got us to where we are, and sustain us through the next phase of our development.

**Community Involvement**
As change-makers, many of our employees love to give back to our community by sharing their time and expertise. We encourage volunteerism by offering one paid day a year for staff to support a cause or organization of their choice.

Each year, we want to see at least 55% of our workforce take advantage of this benefit. In 2018, 64% used at least some of their eight hours of paid volunteer time. These volunteering efforts are super diverse, from delivering meals to folks in need, donating blood, volunteering at their child’s school, or working with a local ocean health group. We are proud that our employees have this opportunity to give back to a cause that is exciting to them.

Also during the year, we:

- Held a food drive to encourage each department to donate nonperishable items.
- Took our sales team out to Lefthand Canyon outside of Boulder to pull invasive weeds.
- Provided in-kind product donations to over 140 organizations.
To reinforce our commitment to corporate citizenship, we ask employees to incorporate at least one sustainability goal into their annual performance plans. This helps them be mindful of their own impacts and make a positive change at work or at home. In 2018, over 90% of our employees set a sustainability goal once again. Some examples of sustainability goals include:

» “Decrease use of straws and cutlery when eating out. Remember to request no straw or cutlery and keep a personal cutlery set on hand.”

» “Reduce carbon footprint – walk/carpool/take bus at least three days a week.”

» “Reduce number of flights by a minimum of five by scheduling Skype calls.”

Aren’t our employees awesome?!
Operations

Reducing environmental impacts at our own operations is our responsibility and demonstrates that we walk the talk when it comes to Zero Waste. These are the areas in which we focus our attention and resources to reducing our own footprint:

Material Diversion

With 64 employees working 40+ hours a week, they use and consume a significant amount of material during the workday. To divert what we can from landfills, we have a well-established recycling and composting program at our headquarters.

We teach employees what can and cannot be diverted through training and signage. To understand how we are doing, we do a few waste audits throughout the year. Based on the numbers from our audits, we diverted 79% of materials from landfills, which fell short of our 90% goal.

In 2019, we will continue to train our staff and monitor our progress. Getting that final 10% of diversion to our goal of 90% is a challenge that we know we must overcome!

Water Conservation

Water availability and drought are growing concerns – globally, and especially in arid climates like our home in Boulder, Colorado. We consumed 174,724 gallons of water this year from our kitchen, landscaping, and plumbing. While overall consumption decreased by 10.8% from last year, we were up by 14.8% compared to 2016.

As you will recall, our goal is to keep our water use at 2016 levels while growing our headcount in Boulder. This will certainly be challenging (more folks in the building means more usage in the restrooms and the kitchen); however, we hope to get as close as we can to hitting this goal.

To balance what we have used, we purchase gallon-for-gallon water restoration certificates (WRCs) from the Bonneville Environmental Foundation. By purchasing these WRCs, we are supporting projects across the country, including in river basins right here in Colorado (the Cimmaron, Conejos, Fraser, Roaring Fork, and Yampa rivers.)
Building Efficiency
Over the past decade, we have implemented numerous efficiency projects at our 17,600-square-foot headquarters to reduce costs and environmental impacts. In 2018, we made some big changes. We replaced all overhead lighting with new fixtures and LED lights, and installed a high-efficiency HVAC system. We only had the LED upgrades for the final two months of 2018 and the upgraded HV AC system for the last month, so our total efficiency gains most likely won’t be noticeable until 2019.

However, our overall electricity consumption decreased by 9.2% and we generated 52,369 kilowatt hours of energy from our solar array. This accounted for 74% of our electricity needs in 2018. While this much of a decrease was surprising, we did expect to see some efficiency gains from our LED lighting and fixture installation and the new high-efficiency HVAC units. Some of this decrease could be due to when some of the HVAC units were not running while they were being replaced. (We had a cold fall at our headquarters!)

In 2019, we will add more solar panels to our roof. We are hopeful that these updates will get us to net zero electricity!

In 2018, we used 6,754 therms of natural gas to heat our building. This was a 5.8% decrease from 2017. With our new HV AC system, we hope that in 2019 we will use even less.

Business Travel
The largest component of our operational carbon footprint comes from our business travel (air travel and reimbursed car mileage). To reduce impacts, we encourage our sales team to meet virtually when feasible.

In 2018, our goal was to reduce carbon emissions from business travel by reducing both airline and reimbursed car miles by 5% normalized to sales.

For air travel, we saw just a slight decrease (-1%) in total miles flown in 2019. When normalized to sales, this was a 24.7% decrease in total miles flown per $1,000 of sales.

For reimbursed mileage, our sales team did a good job of skipping the trip and flying only when necessary in 2018. This translated into an overall increase of 18% in total reimbursed vehicle mileage in 2018. However, when normalized to sales, this did result in a decrease of 4.9% per $1,000. So close!

For travel-related carbon emissions, while we did have an overall increase in total emissions in 2018 compared to 2017, when normalized to sales we decreased our air and vehicle emissions by 18.3%. Basically, our growth as a company is outpacing our increase in carbon emission from business travel. While we recognize that ultimately global emissions need to decrease, we hope to continue our positive trend of travel efficiency in 2019.

To offset our carbon emissions, we purchased 350 metric tons of offsets from Renewable Choice Energy to support the Lenz Compost Project in Stanwood, Washington, and a nitrous oxide abatement project in Claremore, Oklahoma. Since 2014, we have purchased a total of 2,134 metric tons of offsets to support various projects around the United States. This is the equivalent of keeping over 5.2 million passenger vehicle miles off the road, or powering 256 homes’ energy use for one year.
Operational Carbon Emissions
Each year, we calculate the carbon emissions associated with operating our building in Boulder, as well as all company travel and commuting. As you can see below, Business Travel is our largest source of emissions operationally, followed by our collective commutes to work in Single Occupancy Vehicles.

Our Operations
The carbon impacts associated with our HQ building and all company travel and commuting.
## Case Studies

### Washington State Convention Center

- The Washington State Convention Center has been in operation for almost 30 years, and brings in thousands of visitors every year.
- They have leaned on the Access and Eco-Products team to determine the best products for their use and what has been accepted at Cedar Grove.
- The Convention Center purchases PLA cutlery, round containers, and salad bowls, as well as soup cups and plates.
- All compostable material is sent to Cedar Grove Composting.

<table>
<thead>
<tr>
<th>TYPE</th>
<th>Convention Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>REGION</td>
<td>Northwest</td>
</tr>
<tr>
<td>PRODUCTS</td>
<td>Cutlery, Round Deli Containers, Salad Bowls, Soup Cups &amp; Plates</td>
</tr>
<tr>
<td>COMPOSTING</td>
<td>Yes</td>
</tr>
<tr>
<td>CUSTOM</td>
<td>None</td>
</tr>
</tbody>
</table>

### Hopcat

- Hopcat is a 16 unit (and growing) chain that is owned by Barfly, who is based in Grand Rapids, MI.
- Key Impact and the Eco-Products team have been working hand in hand with the customer to fulfill their product, marketing, and sustainability needs.
- Barfly has a strong marketing and sustainability department that likes to collaborate with the team on waste diversion projects and staying up to date on sustainability topics.
- They work with various composters depending on the market.
- Barfly is currently purchasing a printed clamshell, straws, soup cups, portion cups, sugarcane bowls and lids, and cutlery. They are planning on using WorldView with new custom sugarcane lids.

<table>
<thead>
<tr>
<th>TYPE</th>
<th>Restaurant Chain</th>
</tr>
</thead>
<tbody>
<tr>
<td>REGION</td>
<td>Midwest</td>
</tr>
<tr>
<td>PRODUCTS</td>
<td>Clamshells, Straws, Soup Cups, Portion Cups, Bowls, &amp; Cutlery</td>
</tr>
<tr>
<td>COMPOSTING</td>
<td>Yes</td>
</tr>
<tr>
<td>CUSTOM</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Contact: sustainabilitymaven@ecoproducts.com
2018 was a year of growth and opportunity for a Zero Waste future. Our march toward our vision of a Zero Waste future continued in 2018. From our partnership with Vail Resorts, which will leverage the combined power of our product bundle and marketing and sustainability services, to expanding our operator specialist team from two to four, to being an ideal partner to operators seeking to comply with legislation or consumer demand driving our category, we stay committed to being in the vanguard of our Zero Waste future.

Key highlights:

» Our national Operator Specialist team is a talented group that is helping customers of all shapes and sizes reach their Zero Waste goals.

» Our Zero Waste toolkit – The Roadmap to Zero – is a culmination of years of experience and knowledge to help large multiunit foodservice operators on their journey to Zero Waste.

» We are proud to be recertified as a B Corp!

» We solidified our position as the partner of choice for environmentally preferable foodservice packaging and Zero Waste support, particularly for operators setting sustainable packaging goals or working to comply with legislation.

» As we continue to work tirelessly with our partners on this path to Zero Waste, we remain as motivated and dedicated as ever!

We’d love to hear your feedback! Email us with your comments or questions at sustainabilitymaven@ecoproducts.com.
We'd love to hear your feedback!
Email us with your comments or questions. sustainabilitymaven@ecoproducts.com
Nature is ever at work building and pulling down, creating and destroying, keeping everything whirling and flowing, allowing no rest but in rhythmical motion, chasing everything in endless song out of one beautiful form into another. - John Muir

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