



# Corporate Social Responsibility Report

FY2020



# A MESSAGE FROM **OUR PRESIDENT & CEO**

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**Tom Hurson**  
*President & CEO*

For over 60 years, Tree Top has been creating delicious, wholesome juice and applesauce for everyone to enjoy. What started as a small group of apple and pear growers coming together to form the Tree Top co-operative has grown to include over 900 growers.

Today, Tree Top continues to create the best fruit products and with a strong commitment to sustainable practices.

Our cooperative has grown over the decades from a regional producer of premium apple juice to a leader in the fruit processing industry supplying fruit ingredients to most of the world's top manufacturers. However, we remain strongly committed to our rural values, which are rooted in our growers' work ethic and their care for their trees and land generation after generation. We know our responsibilities to our community and to our planet, which is why it's a clear part of our company's stated values.

I hope that this report reflects our good intentions as we strive for transparency and accountability in our efforts to protect the environment, do right by our employees, and share the good of our growers' harvest with the communities in which we live.

Thank you for taking the time to learn about Tree Top.



**In 1960,** Tree Top was founded as a grower-owned agricultural cooperative to take

the excess, unattractive fruit from our growers' orchards and turn it into healthful fruit products for the marketplace. For nearly six decades Tree Top has continued this legacy and produces a wide array of premium fruit products such as apple sauce, purees, juice, and dried ingredients.

Tree Top operates in a global environment, but our corporate values are deeply rooted in our small-town heritage. Our culture has always been focused on doing the right thing and being a good neighbor. In 2009, we began publishing our goals, efforts and results so that others who share our concerns and sense of responsibility will know where we stand.

This report is aimed at addressing the items that are important to Tree Top and to our stakeholders. Our key stakeholders are our customers, consumers, growers, employees, and the communities in which we live and work.



## SUSTAINABILITY IS AT OUR CORE!

### RESPONSIBLE:

Making a positive impact on our community and our environment.

### COMMITTED TO:

- Improving data collection, accountability, reporting and transparency
- Education and advocacy for responsible, ethical and sustainable practices
- Doing right by our community and employees

### DETERMINED TO:

- Reduce water use and wastewater
- Reduce energy use (electricity and natural gas)
- Reduce solid waste generation (packaging)
- Increase employee wellness programs
- Provide community support
- Promote volunteerism





**You'll find our products sold in more than 20 countries across the globe.**

## **OUR SUSTAINABILITY EFFORTS**

Tree Top began actively tracking its sustainability performance in 2009 and published its first Corporate Citizenship and Sustainability Report in 2010. A key part of this program is the Corporate Sustainability Team (CST), which is made up of a cross section of employees from all areas of the company with a mission to carry on the sustainable legacy of the company's founders, prioritize sustainability initiatives, develop metrics and goals, and report performance to the company's ownership and stakeholders.

In late 2018, Tree Top created the full time position of Sustainability and Environmental Manager to lead sustainability programs for Tree Top and ensure we maintain the highest level of performance in environmental quality.



## **OUR OPERATIONS**

Tree Top's headquarters are in rural Selah, Washington, in the heart of Washington's apple country. The Cooperative operates seven (7) fruit processing facilities close to the various fruits from trusted growers across Washington, Oregon and California. **We process approximately 450,000 tons of fruits annually.**

Tree Top also owns a small subsidiary located in Bothell, Washington near Seattle. The subsidiary, Northwest Naturals, creates unusual and specialty fruit juice blends and flavors for inclusion in products such as refrigerated organic juice, liquors and coffee drinks.





# EMPLOYEE SAFETY AND WORKPLACE RESPONSIBILITY

## COMMITTED TO:

- Providing a safe work environment and competitive wages and benefits to a workforce that reflects the diversity of our communities
- Upholding our Code of Conduct to ensure ethical trade, legal business practices, fair labor practices and the protection of human rights

## EMPLOYEE FAST FACTS:



**971**  
employees



**52%**  
minority



**34%**  
women



**93%** of our  
employees are  
on our medical  
insurance



Our minimum  
wage is **65%**  
over the federal  
minimum wage

# EVERYONE DESERVES GOOD FOOD – SOCIAL RESPONSIBILITY



## COMMITTED TO:

- Supporting programs, services and organizations that are important to the quality of life and/or serve youth in our communities
- Doing what we can to make a positive difference, including providing volunteers, expertise, products and other resources to support our communities
- Supporting employees in their volunteer work

## HIGHLIGHTS:

- With company support, two employee-led campaigns raise significant funds each year for United Way and The Children’s Miracle Network
- Each holiday season, Tree Top hosts a party for 100+ foster children and their families with a visit from Santa, food and games as well as personalized gifts for every child
- Tree Top sponsors and supports the annual Northwest Harvest Family Food Drive with semi-truck loads of food
- Over 100 charitable organizations received over \$250,000 in funds and product donation
- 8 hours of Volunteer Time Off benefit for every employee – they can use this time outside of their jobs at Tree Top and lead, support and further the good in their communities
- LifeROOTs Employee Wellness Program – Golden Apple Award Winner
  - » This award recognizes outstanding employee wellness programs and is presented by the Healthy Worksite Summit Planning Committee

## *Tree Top has a long history of giving to the community.*

One way that Tree Top gives back is by donating food to families and individuals in need through local, regional and national charitable food organizations such as Feeding America, Northwest Harvest, 2nd Harvest, Oregon Food Bank, Access (Medford, OR), and others. Examples of products donated include apple and other fruit juices, fruit sauces and purees, frozen fruit and dried apples. In each case, these products are delivered through the organization best suited by location and ability to deliver these healthy fruits to hungry people. **Over the past few years, Tree Top has helped feed over 5 million people with these donations.**

## SERVINGS OF FRUIT

FY17	670,000
FY18	1,741,000
FY19	2,269,000
FY20	1,900,000



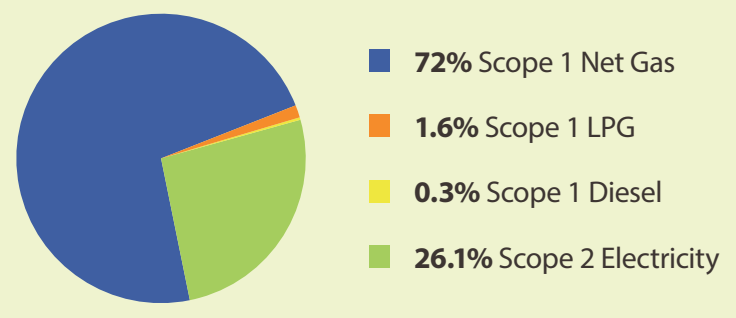
# TREE TOP CARBON FOOTPRINT COMMITMENT

Tree Top is committed to reducing its carbon footprint by:

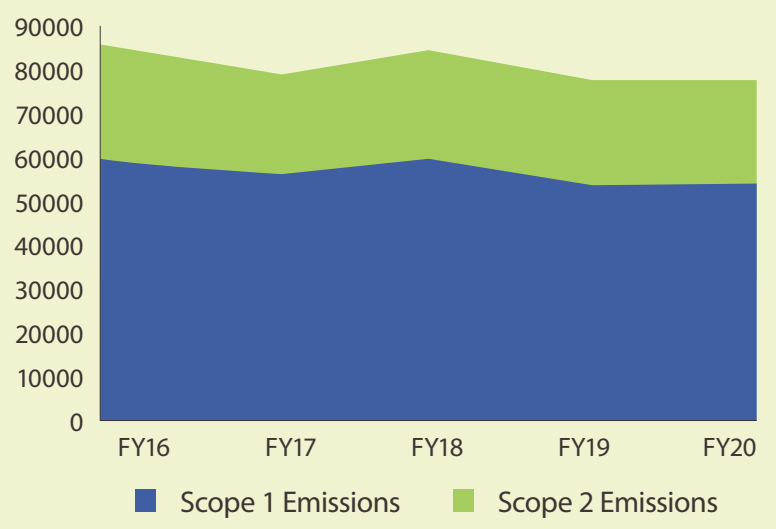
- Improving the energy efficiencies in its operations
- Using renewable energy supplies
- Exploring development of renewable natural gas production
- Evaluating food processing technologies that have the lowest carbon footprint

Tree Top, Inc.'s goal will be to reduce its combined direct Scope 1 and indirect Scope 2 greenhouse gas emissions by 25% by the year 2030.

## TREE TOP CARBON FOOTPRINT FY20



## TREE TOP CARBON FOOTPRINT FY16 - FY20





# COMPANY VALUES

## *Create the Good*

To make good food and support hardworking employees and healthy communities.

## *Be the Good*

We do the right thing. We are honest, transparent and listen to each other because we value each other's experience, opinions, and diversity.

## *Share the Good*

We give to our communities. We support activities and organizations that strengthen and improve the lives of our friends and neighbors.

## *Protect the Good*

We are committed to minimizing the impact of our business on the environment and the community.

## MISSION

To make good food and support hardworking employees and healthy communities.



## PURPOSE

Everyone deserves good food.



For information about this report or to request additional copies please contact:

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