

Corporate
Social
Responsibility
Report

FY2021



A Message from Our President & CEO



Craig Green
President & CEO

We've always embraced a strong commitment to sustainability as part of our heritage, but as you'll see in this report, today our company is more dedicated than ever before to using precious resources more efficiently.

First, Tree Top realizes the importance of protecting our atmosphere. That's why we're determined to make effective operational changes to reduce our carbon footprint. Through our focus on efficiency at the processing and packaging level, an increased use of renewable energy, and a reduction of our dependence on natural gas, we were able to achieve a staggering 21% reduction in emissions since 2016! With such success in this short amount of time, we're sure to reach our overall goal of a 25% reduction by 2030.

Beyond clean air, water conservation is another priority for Tree Top. We support water re-use projects that help us to recycle thousands of gallons each day. Larger locations also operate their own wastewater treatment facilities to ensure any water that returns to the environment has been sufficiently purified. ***Scan the QR code below to watch a short video detailing our wastewater process at our Selah campus.*** We've recently reduced water usage in manufacturing by 17% and hope to maintain that focus on our most vital natural resource.

Finally, Tree Top has a goal of responsible power usage. We work every day to make our processes as efficient as possible when it comes to energy consumption. From installing lighting that uses less electricity to auditing our facilities, we're constantly looking for ways to limit our impact on the environment. That attention has paid off in the form of a 14% reduction in electricity consumption since 2016.

We hope you'll enjoy reading more about ongoing sustainability efforts in the pages ahead.



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 healthy 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.





Our Operations

Tree Top's headquarters are in 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 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.



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

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



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.



Employee *safety* and workplace *responsibility*.

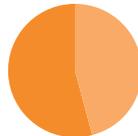
Committed to:

- Providing a safe work environment with 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% Black,
Indigenous, and
People of Color**



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

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:

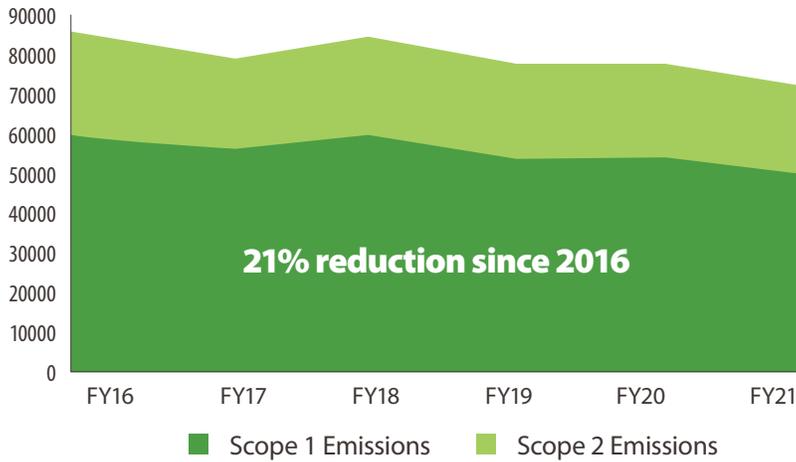
- With company support, two employee-led campaigns raise significant funds each year for United Way and The Children's Miracle Network
- Each holiday season, Tree Top hosts a party for 100+ foster children and their families with a visit from Santa, food and games as well as personalized gifts for every 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
- Eight 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
- To encourage charitable giving, Tree Top will match employee gifts to nonprofits of their choosing, through our Matching Gift Program



TREE TOP
Grower Owned Since 1960



CARBON FOOTPRINT IN CO2e



Tree Top is committed to reducing its carbon footprint by:

- Improving the energy efficiencies in its operations
- Increasing the use of renewable energy
- Reducing the use of natural gas
- Evaluating food processing technologies that have the lowest carbon footprint

Tree Top'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 has worked hard to reduce the amount of water used in our manufacturing processes while maintaining the highest level of Food Safety.

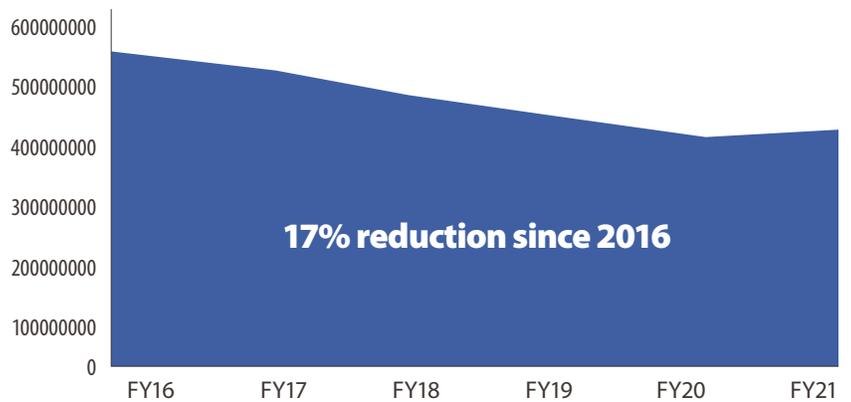
These reductions have been accomplished by:

- Performing water audits routinely at each manufacturing site
- Implementing water re-use projects, recycling thousands of gallons daily
- Automating cleaning processes with inherent reduction in water and cleaning aids used
- Tree Top also operates its own wastewater treatment facilities at its larger locations that ensure wastewater is treated properly before returning water to the environment.

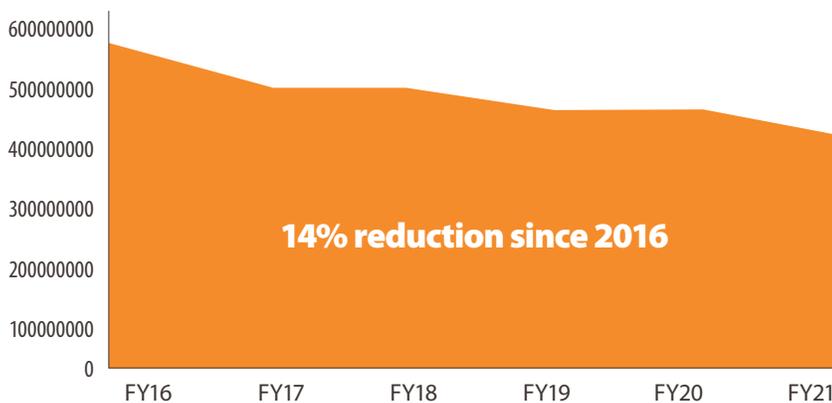
Scan this QR code to watch a short video detailing our wastewater process at our Selah campus.



WATER USAGE IN GALLONS



ELECTRICAL CONSUMPTION IN kWhr



Tree Top has reduced overall consumption of electricity by:

- Conducting energy audits at each of our manufacturing facilities
- Installing lower energy lighting and equipment
- Implementing numerous energy reduction projects and updating control systems that provide more efficient use of electrical equipment
- Taking advantage of energy rebate programs provided by our electrical utility providers to fund projects and reduce our footprint on their power grids



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