



Annual Benefit Report 2016 / 2017

B Corporations are companies that have been certified to have met rigorous standards of social and environmental performance, accountability, and transparency. Worldwide, there are more than 2,000 Certified B Corporations across 140 industries and 50 countries working together toward 1 unifying goal: using business as a force for good. We became a Certified B Corp in 2012 for several reasons:

- **Being Part of a Community of Leaders with Shared Values:** We believe that the strength of the B Corp community—and the sense of being part of something bigger than our individual business—is one of the best reasons to become a B Corp.
- **Identifying Areas for Improvement:** B Corp certification is an independent, rigorous, third-party standard that evaluates every aspect of our business—from how we treat our workers, to our community involvement, to our overall effect on the environment. We believe this will help us continue to create social, environmental, and financial value.
- **Attracting and Retaining Top Talent:** Many studies have shown that the best people want to work for a company with a larger purpose. B Corp certification helps us signal to prospective and existing partners that we are committed to using business for good.
- **Building Collective Voice:** Many of the movements taking place around the globe—from clean tech, microfinance, and sustainable agriculture to the buy local and cooperative ownership movements—are manifestations of the same idea: how to use business for good. The B Corporation organizes and amplifies the voices of this diverse marketplace behind the power of a unifying brand.

We are proud of what our team has accomplished this year to improve our impact. We are eager to continue to work with our peers in the B Corp community about how we can do even more. This is an essential contribution toward a vision of business that works for people, the planet, and the bottom line.

Our Impact

The B Impact Report is a quantitative and qualitative summary of Luscious Garage's overall social and environmental performance assessed against the B Impact Assessment (BIA), a third party standard created by the nonprofit B Lab. The BIA assess Luscious Garage's performance

in the areas of environment, workers, community, customers, and governance. The following page details Luscious Garage's most recent score on the B Impact Report:

	Your Total Pts	Percent Earned ⓘ
Overall Rating	82.9 pts	
		
Governance	13.6	
Mission & Engagement	0.7	33%
Corporate Accountability	0.0	0%
Transparency	3.0	66%
Mission Locked	10.0	100%
Workers	21.3	
Compensation & Wages	8.4	69%
Benefits	5.6	45%
Training & Education	1.2	51%
Worker Ownership	2.0	33%
Management & Worker Communication	4.0	58%
Community	23.4	
Job Creation	1.1	36%
Diversity & Inclusion	2.1	23%
Civic Engagement & Giving	4.3	35%
Local Involvement	6.8	75%
Suppliers, Distributors & Product	9.3	77%
Environment	24.6	
Land, Office, Plant	6.4	80%
Inputs	6.4	38%
Outputs	4.6	46%
Transportation, Distribution & Suppliers	2.5	25%
Toxin Reduction / Remediation	3.7	12%

Highlights

Some of the highlights from our positive impact over the last year include:

Workers: All workers receive a living wage; health insurance is offered to all full-time employees and their families; Majority of employees received a bonus in 2016

Community: We have a written local purchasing strategy and we give preference to sustainable or fair trade suppliers; 100% women owned; community service policy for employees

Environment: Annual environmental audit conducted by the City of San Francisco; >25% of energy used comes from renewable sources; >75% of printed materials use recycled paper content; employees are subsidized to use public transportation / alternative transportation

Areas for Improvement

Some of our goals and objectives for improving our impact include:

Workers:

- Giving bonuses to 100% of employees
- Creating an employee retirement plan
- Giving employees time for more skills-based training

Community:

- Increasing the amount of hours employees volunteer in the local community by 20%
- Providing more content in worker training on diversity / inclusion
- Creating a formal charitable contributions policy

Environment:

- Increasing the amount of renewable energy we use by 25%
- Measuring greenhouse gas emissions

Governance

- Conducting more meetings with local community members to discuss LG's social and environmental performance