



Grove<sup>®</sup>  
COLLABORATIVE

SUSTAINABILITY REPORT

2021-22



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BEYOND PLASTIC™

FORESTS & FIBERS

HEALTHIER HOMES

CLIMATE. CARBON & CIRCULARITY

JUSTICE & EQUITY

## PROGRESS, NOT PERFECTION

# What are Grove's best available solutions?

As we stepped on the path to become plastic free by 2025, we faced many questions on how that would be possible. While we don't have every answer to how we'll be plastic free today, we're thrilled with the progress we've made so far.

Our challenge is the last 20% of packaging, where solutions do not yet exist. In the meantime, the road is filled with imperfect solutions, alternatives, and tradeoffs.

**So, two years later, we continue to ask: Was this the best way forward? For us, unquestionably yes.**

We believe that bold action is needed to change our industry — and this is our call to customers and brands. 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.

**These small steps happen in millions of households using plastic-free products and adding carbon offsets, tree planting, and plastic collection to every Grove box.**

The climate crisis is too far along for our industry to rely on easy transitions and convenient goals. Urgent action is needed in every direction. From climate, to plastic avoidance, to labor, the risks of exploitation in global supply chains are rife. Real sustainability requires discomfort, change, and action. If you know how to reach your sustainability goals, they're not ambitious enough.

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 and companies on the path beside us — making imperfect, incredible progress together.





Grove's Goals	Right Now	Up Next
<b>Beyond Plastic™</b>	<b>100% plastic neutral</b> Since 2020, for every ounce of plastic we've shipped to customers, we've <a href="#">collected</a> the same amount of environmental plastic pollution.	<b>100% plastic-free by 2025</b> We're working hard to <a href="#">remove plastic</a> from everything we make and sell.
<b>Forests &amp; Fiber</b>	<b>Deforestation-free supply chain</b> Every purchase of <a href="#">Grove Co. Paper</a> (previously Seedling) supports the Arbor Day Foundation in reforesting the U.S.	<b>1 million trees &amp; 100% FSC® certified paper by 2022</b> We've <a href="#">planted</a> 1 million trees in the U.S. as of 4/1/2022.
<b>Climate &amp; Carbon</b>	<b>CarbonNeutral® certified company</b> Our direct emissions, including business operations, are all carbon neutral (with nature-based, community-led offsets). We have set, and are aligned with, our <a href="#">Science-Based Targets</a> .	<b>Net zero by 2030</b> We're committed to taking meaningful climate action and will be net zero — as <a href="#">defined</a> by the Science Based Targets initiative — by 2030.
<b>Healthier Homes</b>	<b>Less harmful chemicals</b> 100% of Grove-owned brand products meet our <a href="#">Ingredient Standards</a> for less harmful chemicals. 100% of Grove Co. cleaning and personal care fragrances use natural ingredients.	<b>Safer products everywhere</b> We advocate for legislation requiring ingredient transparency and increasing <a href="#">standards</a> around chemical safety within consumer products and cosmetics.
<b>Justice &amp; Equity</b>	<b>\$250,000+ to Black-owned businesses</b> We exceeded our goal to source an additional \$250,000 from <a href="#">Black-owned businesses</a> through 2021 by 179%.	<b>15% BIPOC brands by 2022</b> We've made a pledge to allocate 15% (with continual growth) of our shelf space to products from <a href="#">BIPOC-owned partners</a> .



## OUR IMPACT

In 2021, customer contributions and partnerships expanded our impact.

**5 million**

lbs of plastic avoided by Grove customers since 2017 through plastic-free and plastic-reducing Grove Co. and Peach products

**9,522,933**

lbs of plastic collected 2020-21

**27,347**

acres

of rainforest protected from deforestation with The Rainforest Trust through our impact shop

**51,489**

trees replanted with the Arbor Day Foundation through our impact shop

**3,413**

mt CO2e offset with Native, Pachama and Wildlife Works through our impact shop

**34,249**

mt CO2e offset 2019-21

**1 million**

trees planted 2018-2022

**340,471**

lbs of plastic collected with RePurpose Global through our impact shop





Image: Grove Co.

# Plastic recycling is a myth.

We've been sold a promise of endless recyclability, when only 9% of plastic gets recycled in the U.S.

76 million pounds of plastic packaging is created every day in the U.S. and [only 9%](#) is recycled. Grove exists to create an alternative solution, where home essentials support environmental solutions rather than environmental destruction. Single-use plastic is not a part of that equation. Neither are the fossil fuels that fund environmental and human destruction.

We've made big strides towards innovating out of plastic, whether through alternative materials or formats — which we're sharing in the pages that follow.

Some of these solutions are a win-win — no tradeoffs, reduced packaging, concentrated formulas. Others are more straightforward, such as transitioning our packaging away from plastic and into more commonly recyclable materials such as glass and aluminum. Common recyclables aren't perfect, but they're the best available solutions today. Our goal is not to transition out of plastic into single-use anything — but towards a more circular system of materials recovery and reuse, where recycling is a last option. These are the incremental steps we've taken this year.



# The Path to Plastic Free

Our goal is for everything we make and sell to be 100% free from plastic waste by 2025.

Plastic has been found in plants, placentas, and now, [human blood](#) — so can we really get it out of our products? We certainly hope so, and the only way to find out is to try. As new information emerges, we're revisiting our definition of success.

Success means changing our industry, working with values-aligned brands, and joining our partners in the process.

Charting this course alone would mean reducing our offerings, rather than giving customers one place for all their no-plastic-waste essentials.

### Plastic Intensity\*

As we consider the best way to communicate our progress out of plastic, we aligned on a metric commonly understood by investors.

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 profit and plastic.

We're proud to publish the industry's first plastic intensity metric — which shows plastic weight sold per dollar of revenue.

## Plastic Intensity

lbs. per \$100 revenue in 2021

1.12 lbs

GROVE-OWNED BRANDS

1.32 lbs

ALL BRANDS SOLD ACROSS GROVE.CO SITE

1.51 lbs

THIRD-PARTY BRANDS\*\*

\*[PLASTIC INTENSITY](#) Pounds of plastic sold per \$100 revenue. \*\*Products sold on grove.co not manufactured or supplied by Grove Co.

# Roadmap to 2023

By the end of 2023 or sooner, all Grove-owned brands will contain no more than 10% plastic and none of it will be single-use or virgin plastic.

Across our site, all products that contain plastic will be required to include as much recycled plastic content as possible.

## Industry Collaboration

Grove and our family of values-aligned, third-party brands formed a Plastic Working Group to collaborate on plastic reduction and avoidance. In 2021, Grove partnered with Novi Connect to offer brands in Grove's Plastic Working Group better access to sustainable packaging options. Pre-vetted packaging components available through Novi's marketplace are screened to meet various

standards, eventually including Grove's Beyond Plastic™ Standard.

Through the Grove-sponsored partnership, brands were able to custom source, sample, finance, and purchase sustainable packaging options from dozens of transparent suppliers that provide Novi with full documentation and data on their sustainability claims. Beyond packaging, Novi also works with brands on end-to-end product development, building formulas that meet the sustainability claims and standards brands care about.



\*Products sold on grove.co not manufactured or supplied by Grove Co.

## In 2021

of the products we sold:

# 35%

Grove-owned brand products are plastic waste free

# 17%

of all products we sold are plastic waste free

# 14%

third-party brand products\* are plastic waste free



# Beyond Plastic™



Beyond Plastic™ is our plan to solve the plastic crisis for home and personal care products.

Today, we're plastic neutral, removing an ounce of plastic pollution from nature for every ounce we sell.

By 2025, we'll be 100% plastic free. Right now, we strive to offer the best available solutions to reduce and avoid single-use plastic and plastic waste.\*

We're currently defining products that meet our Beyond Plastic™ standard as follows:

- Primary packaging is not plastic (excluding coatings, lacquers and liners).
- No single-use external plastic packaging or wrap.
- ~80%+ of product and packaging weight is not plastic.
- There are no readily available alternatives for remaining ~20% plastic, or remaining volume is being phased out within a year — maximum.
- Use of plastic cannot negatively impact recyclability.
- 20% plastic is a starting point to be reduced. Our goal remains to be plastic-free by the end of 2025.

The Beyond Plastic™ seal is a way to make our focus on the best available solutions tangible and accessible to consumers. We're planning to roll out the seal across our site as a way to capture the best available industry solutions on the path to plastic-free. Consider this our seal of plastic leadership, acknowledging that 100% plastic-free isn't available in all packaging formats today.

Benefits include capturing our progress in reducing plastic and bringing our plastic-free goal to the product level by showcasing innovations that reduce plastic.

\*Plastic waste, or [plastic pollution](#), is plastic that cannot be reused or recycled and ends up in a landfill.

## Percent of revenue

from Grove-owned brand products that meet our Beyond Plastic™ standard

38%

Q4 2020

48%

Q4 2021



RIGHT NOW

# Plastic Neutral

At Grove, our Plastic Neutral program ensures that for every ounce of plastic we sell, we remove the same amount of ocean and nature-bound plastic waste through our partnership with [rePurpose Global](#).



## STEP 1 Measure

We weigh and record the amount of plastic in every product. Using those numbers, we calculate how much plastic we're sending in each order.

Image: Grove Co.



## STEP 2 Remove

With rePurpose Global, we recover an ounce of ocean and nature-bound plastic for every ounce of plastic we sell.



UP NEXT

# Plastic Free

Grove exists to transform the products you use in your home into a force for human and environmental good, and plastic isn't part of that mission. Beyond Plastic™ is our plan to solve the plastic crisis for home and personal care products. Today, we're 100% Plastic Neutral. By 2025, we'll be plastic-free.e.



## OUR Vision

We're looking to disrupt the existing plastic model, reduce overconsumption and provide zero-waste solutions for our customers.



## OUR Mission

We envision a world where plastic is eliminated through redesign, innovation, or new delivery models.



## OUR Commitment

Beyond Plastic™ is our continuous focus on the best available solutions to the plastic crisis for home and personal care products, with a goal to be plastic-free by 2025.



OUR PROGRESS

Plastic  
Site-Wide

Originally published in 2020, Grove’s Plastic Scorecard is the first of its kind to publicly report on our total plastic footprint.

We’re using these disclosures to challenge our industry to track and publish their plastic footprints. Our goal is to decouple business growth from our plastic footprint by introducing more plastic-free products into our assortment. As we work toward our goal of becoming plastic-free by 2025, these are the baseline totals for plastic used site-wide at [grove.co](https://grove.co), including all the brands we sell.

Based on data collected thus far, all numbers shown compare 2021 to 2020.

TOTAL PLASTIC

**4,926,659 lbs**  
total plastic weight in 2021  
compared to 5,119,887 lbs in 2020

← progress: on track



Includes every brand and every product we sell at Grove.co, site-wide. This is a decrease of 193,228 lbs from 2020.

PLASTIC PER SHIPMENT

**0.71 lbs**  
average plastic per shipment in  
2021 compared to 0.72 lbs in 2020

← progress: on track



We hope to reduce this number through educating and engaging our community to adopt sustainable habits, like choosing plastic-free and plastic-reducing products.

PLASTIC WASTE FREE

**17% of products are free from plastic waste**  
in 2021 compared to 13% in 2020

→ progress: on track



We continue to seek alternate product and packaging formats to reduce plastic in our assortment.

RECYCLED CONTENT

**16% post-consumer recycled plastic content**  
in 2021 compared to 15% in 2020

→ progress: on track



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

PLASTIC INTENSITY

**1.32 lbs plastic intensity per \$100 revenue**  
in 2021 compared to 1.44 in 2020

← progress: on track



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

REUSABLE OR REFILLABLE

**13% of products are reusable or refillable**  
in 2021 vs. 12% in 2020

→ progress: on track



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

Arrows on each chart show desired direction of change.



OUR PROGRESS

Owned Brands

Our Grove owned brands are sustainably powerful for every room in your home.

With uncompromised performance, [less harmful chemicals](#), 100% natural fragrances, and moving Beyond Plastic™, [Grove Co.](#) is redefining the future of sustainable home care.

We weigh and record materials to keep our ratio of plastic-to-product low. We also track recycled and recyclable plastic in our products, supporting recyclable plastic in our products, circular production and our [Plastic Neutral](#) efforts.

PLASTIC INTENSITY

plastic intensity per \$100 revenue in 2h 2021

1.33 lbs Grove Co. compared to 1.41 lbs in 1h 2021

← progress: on track



As we reduce our use of plastic, this number will decrease. We aim to decouple revenue from our plastic usage.

1.07 lbs Grove owned brands compared to 1.16 lbs in 1h 2021

← progress: on track

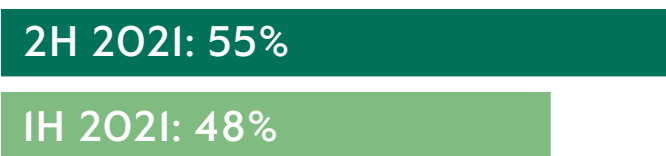


BEYOND PLASTIC™

% Beyond Plastic™ in 2h 2021

55% Grove Co. compared to 48% in 1h 2021

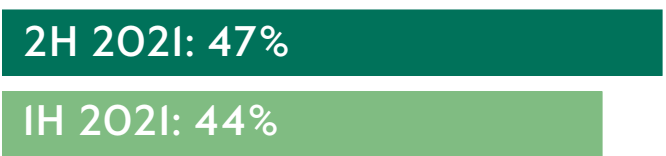
→ progress: on track



This is the percent of revenue from products that meet our Beyond Plastic™ Standard.

47% Grove owned brands compared to 44% in 1h 2021

→ progress: on track

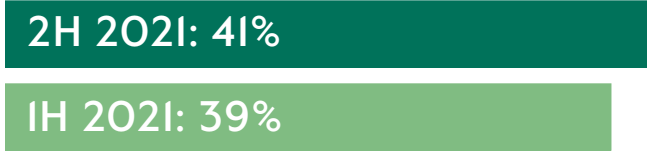


REUSABLE OR REFILLABLE

% refillable or reusable in 2h 2021

41% Grove Co. compared to 39% in 1h 2021

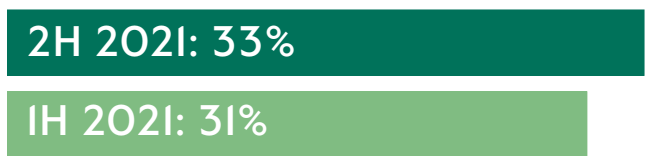
→ progress: on track



We seek alternate product and packaging formats to reduce our percent of products containing plastic.

33% Grove owned brands compared to 31% in 1h 2021

→ progress: on track

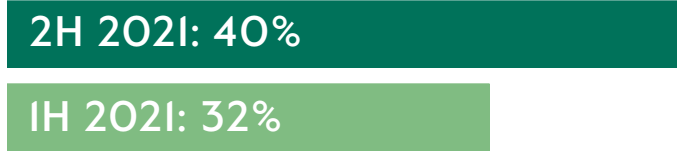


NO PLASTIC WASTE

% no plastic waste in 2h 2021

40% Grove Co. compared to 32% in 1h 2021

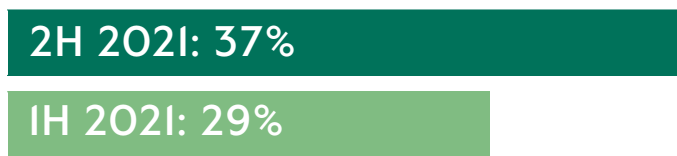
→ progress: on track



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

37% Grove owned brands compared to 29% in 1h 2021

→ progress: on track



Arrows on each chart show desired direction of change.





OUR PROGRESS

Owned Brands

Our six owned brands span home care, personal care, and wellness, encouraging healthy formulas and sustainable formats without sacrificing performance.

Replacing single-use plastic is core to our cause of reducing waste, minimizing our carbon footprint, and moving Beyond Plastic™ all together.

These 2020-21 numbers represent our baseline as we work to remove all plastic from our products and packaging by 2025.

GROVE CO.

38% of products are free from plastic waste in 2021 compared to 34% in 2020



Our flagship home care brand strives for sustainability — for people and the planet.

PEACH NOT PLASTIC

100% of products are plastic free since launching in 2020



Peach is on a mission to kick plastic out of the bathroom with beauty and personal care products for everyone.

ROOTED BEAUTY

38% post-consumer recycled plastic content in 2021 compared to 42% in 2020



Plant-based care for skin, hair, and body made with potent antioxidants and other vital nutrients.

GOOD FUR

100% of products meet our Beyond Plastic™ standard since launching in 2021



Truly sustainable pet grooming products designed to be good for your pet and the planet.

HONU

90% of products meet our Beyond Plastic™ standard in 2021 compared to 94% in 2020



High-quality natural nutritional support to help you noticeably improve your health and well-being.

SUPERBLOOM

90% of products meet our Beyond Plastic™ standard since launching in 2021



Our newest personal care brand protects your skin from environmental stressors and restores your all-natural glow.

Arrows on each chart show desired direction of change.



OUR PROGRESS

From 2020-21, we introduced innovative alternatives to plastic packaging.

2020  
Grove Co. Soaps & Cleaner Concentrates

We transitioned out of plastic into infinitely recyclable aluminum and glass, shipped in FSC®-certified 100% recycled paper packaging.



MAY 2021  
Peach Not Plastic™ Forever Cases

We launched deodorant, body balms, and lotion in refillable Forever Cases made of 100% infinitely recyclable aluminum.



JULY 2021  
Grove Co. Laundry & Hand Soap Sheets

Biodegradable and dissolvable, these plant-based sheets come in fully recyclable, FSC® certified paper packaging to reduce plastic waste.



NOVEMBER 2021  
Grove Co. Charcoal Bag & Wire Mesh Caddy

Reusable alternatives to single-use plastics include odor-absorbing activated charcoal bags and multi-purpose metal cleaning caddies.





# Products and Packaging

We're innovating out of products containing single-use plastic.

Designing for circularity means making more plastic-reducing, plastic-free, refillable, and reusable products.

One way we measure the impact of the plastic-free and plastic-reducing products we create and curate is through the amount of plastic they avoid compared to their conventional, mass market alternatives. Here are some of those statistics.

**1,477,274 lbs of plastic avoided in our Grove Co. Cleaner Concentrates**

Our powerful cleaner concentrates have moved from plastic to glass and are now 100% free of plastic waste.

**520,867 lbs of plastic avoided in Grove Co. Soaps**

Our high-performance formulas are now in packaging that's free from plastic waste.

**97,577 lbs of plastic avoided in Peach Not Plastic™ products**

Our waterless, plastic-free, and plant-based personal care products make personal care fun, colorful, and waste-free. By replacing traditionally packaged care products with our waterless bar formats, each Peach customer can avoid 4.44 pounds of plastic per year.



\*Excludes previous plastic pouch hand and dish soap formats.



PRODUCTS AND PACKAGING

We've avoided 5,787,368\* lbs of plastic in all our plastic-free and plastic-reducing products.



\*5,787,368\* lbs of plastic avoided from Grove-owned brands in 2017-2021. Data does not include third-party brands.



# Plastic Neutrality with rePurpose Global

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



PLASTIC COLLECTED

rePurpose Global's mission is to address our plastic pollution crisis through Plastic Neutrality.

We see Plastic Neutrality as a realistic way to mitigate our plastic footprint. While plastic collection is not a perfect solution, it's a meaningful part of addressing the world's plastic pollution crisis. We're also focused on maintaining the

integrity of our plastic collection programs. In partnership with rePurpose, we're scaling to new geographies in India, Kenya, and Colombia, where we're focused on the collection of low-value plastics (such as candy wrappers or chip bags) that are more likely to end up as pollution because they can't be recycled.

We're also investing in capital infrastructure to 1) collect greater volumes of plastic pollution and 2) enable greater scale for local

plastic collection programs. We're proud to partner with rePurpose Global. In the absence of a regulatory body overseeing plastic crediting systems, we're committed to creating a rigorous system of measurement focused on transparency and traceability of collection projects. We remain in close contact with our collection partners on best practices and emerging industry standards, and we're dedicated to evaluating our practices as a standard emerges.

BOGOTA, COLOMBIA  
**551,156 lbs**

NAIROBI, KENYA  
**330,694 lbs**

KERALA, INDIA  
**881,849 lbs**

GOA, INDIA  
**881,849 lbs**

HYDERABAD, INDIA  
**661,387 lbs**





Image: rePurpose Global

# Case Study: Kerala

In Kerala, India, rePurpose's plastic collection programs have impacted 106 workers and over 420 family members.

Through a collaboration with waste management startup Green Worms, rePurpose Global is collecting neglected low-value plastic that would otherwise be destined for oceans.

Grove's plastic credits help finance the training and employment of local women and youth in Kerala. Once trained, these workers collect plastic waste directly from households and commercial areas, catching it before it leaks out into the environment. By setting up this supply chain, rePurpose provides an additional income stream to waste workers, enabling them to access better education and health care.

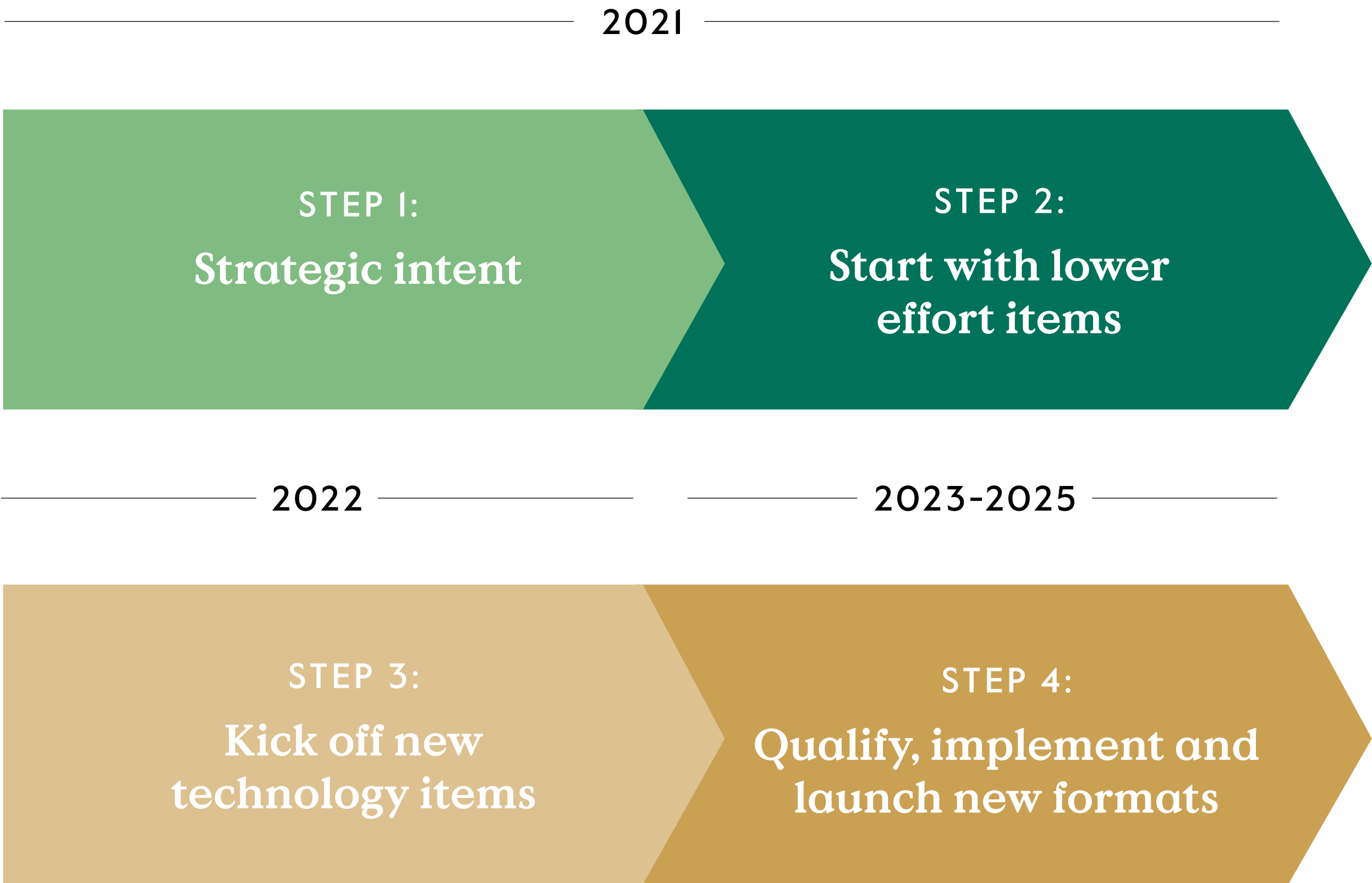
To date, workers have collected 882,000 lbs of plastic in Kerala, the equivalent of 22.2 million plastic bottles.

The project also establishes supply chains for local villages that lack waste collection systems. rePurpose explains, "This is our effort to stop ocean-bound plastic waste from ending up in Kerala's beautiful palm-lined beaches." We're pleased to share this case study as exemplary of the social and environmental impact that we strive for through this program.



# Roadmap to Plastic-Free

Here’s how we’re tackling challenges on the path to no plastic waste.



## PHASE 1 AVAILABLE ALTERNATIVES

Phase I requires transitioning all possible packaging out of plastic, where solutions exist. If solutions don’t currently exist, we will use post-consumer recycled (PCR) plastic as much as possible. In 2020, we launched our Plastic Working Group with participating third-party brands sold on our site.

## PHASE 2 NEW FORMATS & BEHAVIORS

Moving into Phase 2 means expanding our resources and testing to find matches with existing products. Solution must-haves include product compatibility, packaging performance, and price. Changes in consumer behavior will support this transition.

## PHASE 3 INNOVATIONS & SOLUTIONS

While we have less visibility into this chapter, Phase 3 will be the final stretch of our plastic-free journey. It depends on creating new materials, technologies, and logistics systems that enable us to reach a full assortment of no-plastic-waste products.



CHECKLIST

Our plan involves plastic measurement, design, circularity, and industry impact.

> MEASUREMENT	> DESIGN	> CIRCULARITY	> INDUSTRY IMPACT
<div><div><input checked="" type="checkbox"/></div>Collect list of SKUs</div> <div><div><input checked="" type="checkbox"/></div>Measure plastic types and content</div> <div><div><input checked="" type="checkbox"/></div>Train teams on recyclability</div> <div><div><input checked="" type="checkbox"/></div>Collect consumer insights</div> <div><div><input type="checkbox"/></div>Measure value chain plastic waste</div> <div><div><input type="checkbox"/></div>Test consumer behavior changes</div>	<div><div><input checked="" type="checkbox"/></div>Set goals for plastic reduction</div> <div><div><input checked="" type="checkbox"/></div>Align w/ sustainability strategy</div> <div><div><input checked="" type="checkbox"/></div>Transition into recyclable materials</div> <div><div><input checked="" type="checkbox"/></div>Increase PCR and recycled content</div> <div><div><input checked="" type="checkbox"/></div>Use commonly recycled materials</div> <div><div><input checked="" type="checkbox"/></div>Reduce unnecessary packaging</div> <div><div><input checked="" type="checkbox"/></div>Develop new packaging formats</div> <div><div><input checked="" type="checkbox"/></div>Innovate new plastic-free products</div> <div><div><input type="checkbox"/></div>Design for recovery/reuse</div> <div><div><input type="checkbox"/></div>Make packaging a force for good: carbon-capture, longevity, etc.</div>	<div><div><input checked="" type="checkbox"/></div>Consider plastic in packaging</div> <div><div><input checked="" type="checkbox"/></div>Label packaging w/ How2Recycle</div> <div><div><input type="checkbox"/></div>Prioritize re-use over recycling</div> <div><div><input type="checkbox"/></div>Scale circular/refill systems</div> <div><div><input type="checkbox"/></div>Explore partnership to improve recovery rates</div>	<div><div><input checked="" type="checkbox"/></div>Engage w/ suppliers re: goals</div> <div><div><input checked="" type="checkbox"/></div>Provide open-source reporting and disclosures</div> <div><div><input checked="" type="checkbox"/></div>Launch Plastic Working Group</div> <div><div><input checked="" type="checkbox"/></div>Launch Advocacy Practice</div> <div><div><input checked="" type="checkbox"/></div>Pilot circular plastic-free programs</div> <div><div><input type="checkbox"/></div>Publish packaging innovations</div> <div><div><input type="checkbox"/></div>Industry-wide no-plastic goals</div> <div><div></div>Partner w/ no-plastic retailers</div>





PRODUCTS AND PACKAGING

Our third-party brands are innovating new low-waste and plastic-reducing products.





## MEMBERSHIPS & ADVOCACY

# We don't just want to change our company; we want to change our industry.

“We have the opportunity for a reset on how we rebuild our businesses — we should reset for the long term health of our planet and all those who inhabit it.”

STUART LANDESBURG  
CO-FOUNDER & CEO  
GROVE COLLABORATIVE

### Plastic and Climate

We use our voice as a business to support legislation and industry working groups that support our vision for the future. We've contributed to and continue to support the Plastics Free California Ballot Initiative, the Federal Break Free from Plastic Pollution Bill, and other advocacy efforts to avoid single-use plastic, increase recycling, and address plastic pollution.

We've been vocal advocates of the proposed Build Back Better

legislation, supporting a just transition to renewable energy. The White House named Grove in a group of companies dedicated to passing sweeping legislation that would meaningfully address climate change. Other legislation supported includes:

- **Advanced Clean Trucking:** Rule Adoption signatory through CERES (improving fuel efficiency)
- **Joint Statement — Reduce and Remove: We Need Both to Tackle Climate Change.** We believe

nature-based carbon credits can provide significant climate change benefits. It's necessary to scale this area exponentially faster than is currently happening. And this scaling needs to happen at the same time as decarbonization.

- **Bipartisan FOREST Act:** Engaged with elected officials to prohibit illegally deforested raw materials.



Image: Stuart Landesberg





Image: Project Drawdown

# Memberships & Advocacy

We joined forces with Project Drawdown and 24 brands in a New York Times ad calling for climate action.

## Memberships

Annually, Grove renews membership in groups of like-minded, action-oriented organizations. In 2021, we participated in:

- U.S. Plastics Pact
- New Plastics Economy
- Climate Collaborative
- American Sustainable Business Council

## Chemical Safety and Transparency

In 2021, Grove also supported the Federal Safer Personal Care & Beauty Bill package. We co-signed a letter to Congress on PFAS Regulation, and we partnered with the Safe Cosmetics Business Network and BeautyCounter's Counteract Coalition.



AMERICAN  
SUSTAINABLE  
BUSINESS  
COUNCIL





## FORESTS & FIBERS

# 1 Million Trees Planted

We believe that household essentials shouldn't come at the expense of the planet.

Over the last four years, we've worked with the Arbor Day Foundation to restore areas of critical deforestation around the U.S. and reach the incredible milestone of planting 1M trees.

Grove's reforestation strategy aims to align purpose with profit by the positive impact made through our Seedling (now Grove Co. Tree-Free Paper) line, which funds the planting of new trees with every purchase. It also diverts demand from virgin forest fiber by providing paper essentials made from fast growing, rapidly renewable FSC® certified bamboo.

Last year, we published our first Responsible Fiber Policy and joined Canopy Planet and Palm Done Right in ensuring our practices aligned

with industry best practices. We also joined 1 Trillion Trees and the Taskforce on Nature Related Climate Disclosures as an observer.

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 devastating climate and biodiversity impacts. It's clear that our focus needs to shift to very active protection.

Going forward, we'll protect 1M acres of American forests by 2030, while entering into long-term carbon offtake agreements that support conservation of existing U.S. forests.

We'll also continue to advocate for the protection for the Canadian Boreal forest, one of the world's most critical carbon sinks, where several major household paper brands source virgin fiber to the great expense of all life on earth.

As of 4/1/2022, we've planted one million trees in the U.S. with the Arbor Day Foundation. Upon maturity, those trees will not only restore forests, but improve their communities' ecosystems on an annual basis.

# 1,000,000

TREES PLANTED TO DATE ACROSS THE U.S.

# 656,060

TONS OF CO2 WILL BE SEQUESTERED

# 12,801

POUNDS OF AIR POLLUTION WILL BE REMOVED

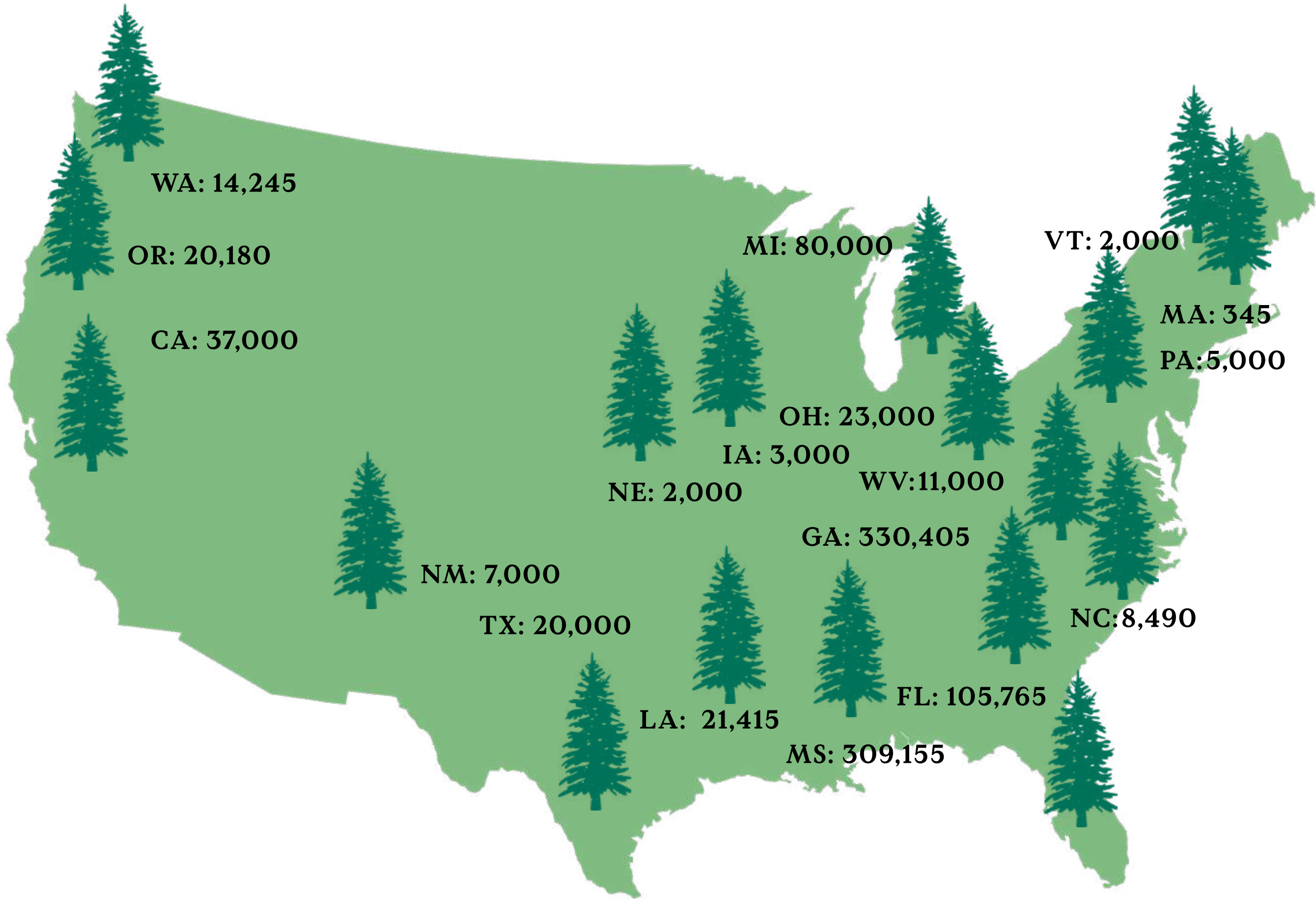
# 26.7B

GALLONS OF RAINFALL WILL BE INTERCEPTED



# 1,000,000 Trees

Plus 90,000 planted by customers through our impact shop and other campaigns!



## Species by State

<b>California</b> fir, pine, cedar	<b>North Carolina</b> long leaf pine
<b>Florida</b> long leaf pine	<b>Ohio</b> oak, chestnut, cherry, hickory, walnut, pine
<b>Georgia</b> long leaf pine	<b>Oregon</b> fir
<b>Iowa</b> black walnut, oak	<b>Pennsylvania</b> oak, hemlock, chestnut, cherry
<b>Louisiana</b> cedar, oak	<b>Texas</b> pine
<b>Massachusetts</b> pine	<b>Vermont</b> pine
<b>Michigan</b> red pine, jack pine	<b>Washington</b> larch, pine, fir
<b>Mississippi</b> pine	<b>West Virginia</b> native spruce, chestnut, chokeberry
<b>New Mexico</b> pine, aspen, fir	
<b>Nebraska</b> ponderosa pine	





ENCOURAGING HEALTHIER HOMES

# Our Commitment to Chemical Transparency

Across our Grove-owned brands, our products will never include anything on our anti-ingredients list, and everything we carry will always meet our rigorous standards. In addition to prioritizing plant-based ingredients, the Grove standard lists all the anti-ingredients you'll never find in our products, from parabens to phosphates and triclosan.

We never use synthetic fragrance, just essential oils and other plant extracts.

As of 2021, we are providing Safety Data Sheets for Grove Co. home care products, publicly available on our site in compliance with the CA Right To Know Act. Grove is also proud to have participated in the Chemical Footprint Project to disclose our management, practices, and chemical policies as of 2020.



Image: Superbloom

## Transparent Ingredients

100% of our formulated Grove Co., Peach and Superbloom fragrances are transparent. We ask our industry to raise its standards as well. Through advocacy, we support legislation requiring ingredient transparency and increasing standards around chemical safety within consumer products and cosmetics.

# 100%

TRANSPARENT FRAGRANCES FOR PEACH, SUPERBLOOM & GROVE CO.

# 36,061

LBS. SYNTHETIC FRAGRANCES AVOIDED IN 2021\*

\*Products include Grove Co. liquid laundry, powder laundry, cleaning concentrates, hand and dish soaps. We've adjusted this statistic to solely reflect our use of 100% natural fragrances instead of synthetic, which we believe truly differentiates our products.



# The Grove Standard

We're committed to:



**PLANT-BASED FORMULAS**

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.



**ETHICAL SUPPLY CHAINS**

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



**INGREDIENT TRANSPARENCY**

We never use synthetic fragrance or any other harmful ingredients.



**SUSTAINABLE MATERIALS**

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

We provide full ingredient transparency because we have nothing to hide.

Our owned products are developed with careful consideration for efficacy and safety. All products meet the Grove standard, which means they prioritize plant-based ingredients, are cruelty free, and are free of synthetic colors, synthetic fragrances, parabens, phthalates, BPA, and toxic varnishes (where relevant to each product category).

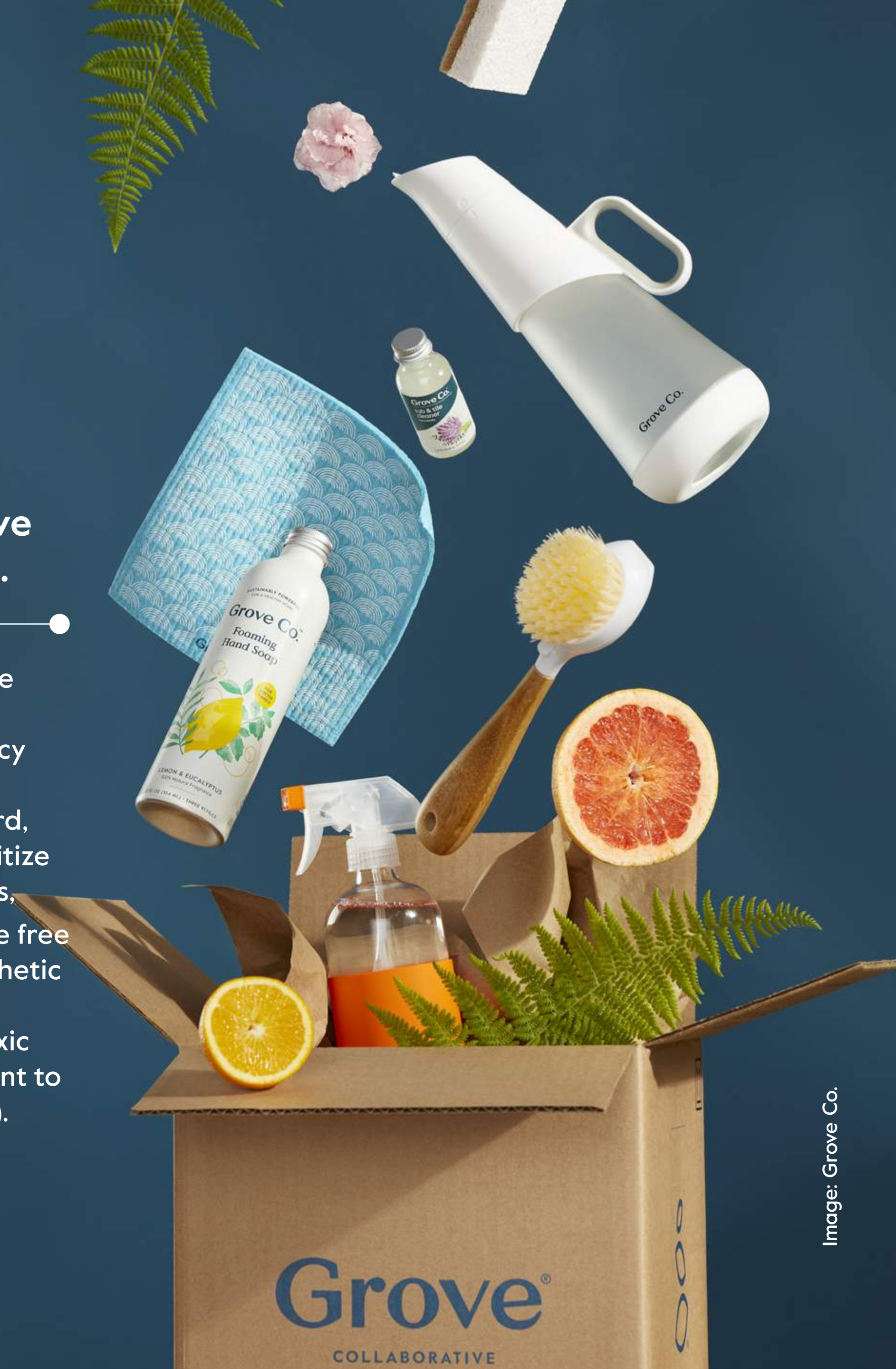


Image: Grove Co.





# Our Anti-Ingredient List

A collection of components you won't find in Grove-owned products.

AMMONIA	A polishing agent found in glass cleaner, ammonia can cause irritation in skin and eyes as well asthma.	PARABENS	A preservative found in fragrances and personal care products known to mimic estrogen and possibly be an endocrine disruptor.
BHA/BHT	A preservative found in anti-aging skin care products known to be a carcinogen and skin irritant, as well as known aquatic toxicity.	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.
CHLORINE	A disinfectant found in household cleaners known to be a respiratory irritant and suspected to be a thyroid disruptor, forming carcinogenic byproducts.	PHTHALATES	A group of chemicals found in personal care products known to be hormone disruptors and irritants.
FORMALDEHYDE	A preservative found in personal care products known to be a carcinogen and skin irritant.	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.
CYCLOMETHICONES (D4/D5/D6)	A non-biodegradable emollient found in lotions, creams, and shampoos known to cause reproductive harm.	TRICLOSAN	An antibacterial found in dish soaps, countertop cleaners, and hand sanitizers suspected to be a hormone disruptor and known to have aquatic toxicity.
OCTINOXATE, OXYBEN- ZONE, SULISOBENZONE	A UV blocker found in chemical sunscreens that is a possible allergen and known to be toxic to coral reefs.		

Image: Grove Co.



PRODUCT CERTIFICATIONS

We're proud to be recognized as an EPA Safer Choice Partner of the Year (2020-21).



100% of Grove's core pouch-based collections are **EPA Safer Choice Certified**

Through our EPA partnership, a product's ingredients, performance, and packaging are assessed against robust standards. As we transition to recyclable, plastic-free aluminum, we're seeking ways to reach 100% certification across all packaging.

100% of our core cleaning products are part of the **USDA BioPreferred Program**

Products are formulated from plants and other renewable materials, not 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.

83% of core Rooted Beauty products and 100% of eligible Superbloom products are **EWG Verified**

The Environmental Working Group, a non-profit organization that champions environmental legislation, assesses our personal care products against the strictest international standards for human and environmental health risks. 83% of our core Rooted Beauty skin and body collections and 100% of our Superbloom collections (excluding acne line) are EWG verified.

100% of Grove owned brand products (for relevant categories) are certified cruelty-free by **Leaping Bunny**

We require 100% of brand partners to sign our Code of Conduct, stating they do not test on animals. While this is a great first step, the only way to verify no animal testing occurs through the full supply chain is through certification. We're codifying our standards to require all brands to be certified cruelty-free. 98% of third-party brands are currently certified cruelty-free, and we're actively working towards 100% certification in the near future.





PRODUCT & MATERIAL CERTIFICATIONS

Third-party organizations certify many of our products, ingredients, and packaging materials.





MATERIAL CERTIFICATIONS

100% of new products are now How2Recycle labeled, and we’re increasingly certifying materials.



Global Organic Textile Standard (GOTS)

The highest standard for organic cotton and safety, GOTS ensures the entire production process, from farm to finished product, is free from harmful pesticides and chemicals. 100% of Grove Co. textiles and cotton Sustain products are GOTS certified.



Forest Stewardship Council (FSC)

The gold standard of forest management, FSC® wood and pulp is sourced from responsibly managed forests. Our FSC® certified packaging includes cartons, filler, and boxes, and 100% of Grove Co. (previously Seedling) paper products are FSC® certified.



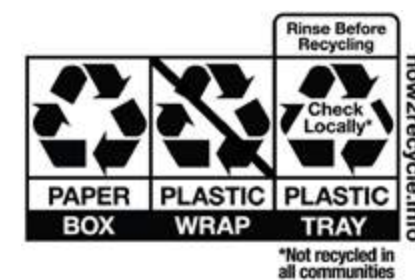
Fair Rubber Association

Rubber is sourced responsibly and at a premium to support smallholder farmers, while encouraging improved ecological and social standards within the natural rubber industry. Our Sustain condoms are the first Fair Trade Certified® brand of condoms in the U.S.



USDA Organic & Oregon Tilth Certified Organic (OTCO)

Ingredients are grown without pesticides and fertilizers, benefiting waterways, workers, and the planet. Our Sustain personal care products, Grove Co. Hydrating Hand Soaps and Grove Co. Essential Oils are certified organic.



How2Recycle

Clear instructions on how to recycle our products and curb packaging waste. Proper waste sorting can be confusing. That’s why Grove implements this voluntary labeling system to educate consumers on how to recycle various materials.



Biodegradable Products Institute

These products are tested and proven via a third-party lab to be compostable, meaning they break down naturally. Grove Co. Wipes are certified by the Biodegradable Products Institute (BPI).





## CLIMATE

# Grove is a CarbonNeutral® Certified Company

We're proud to be a CarbonNeutral® Certified Company (meaning that our operations, business activities, including facilities and shipments, are all carbon neutral), with Science-Based Targets for emissions reduction across our value chain by 2030, if not sooner.

We're committed to taking meaningful action on climate.

Grove pledges to reduce emissions in alignment with SBTi 1.5 degree scenario (1.5DS) on our path to net zero by 2030 with a commitment to source offsets from long-term, nature-based, community-led solutions and focus on emissions mitigation.

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.



Image: Grove Co.

## The path to net zero by 2030

Grove Collaborative has achieved CarbonNeutral® Company certification, in accordance with The CarbonNeutral Protocol, the leading global framework for carbon neutrality.

## 1.5 Degrees

ALIGNED SCIENCE-BASED TARGET FOR SCOPES 1, 2 & 3

## 591 mtCO<sub>2</sub>e

BY 2030 FOR SCOPES 1 & 2

## As of 2021

WE'RE A CARBONNEUTRAL® CERTIFIED COMPANY

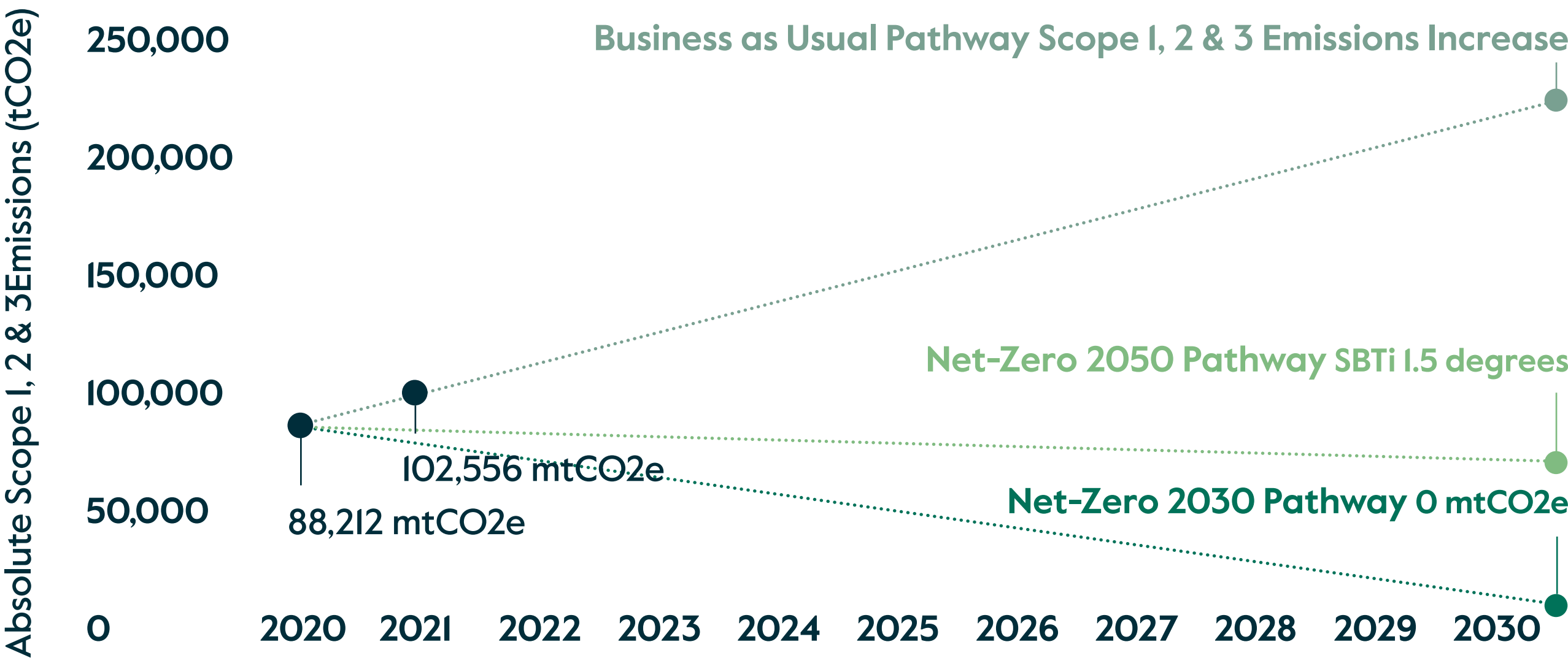


SCIENCE BASED TARGET

We're aiming for net zero emissions by 2030.

A 1.5-degree pathway (light green) is aligned with the upper bounds of the Science Based Target Initiative (SBTi ) and results in net zero absolute emissions by 2050. We're aiming for a more aggressive recommended pathway from SBTi (dark green), resulting in [net zero](#) emissions by 2030.

Taking into consideration our purchase of green tariffs through utility providers, our total Scope 1, 2 & 3 emissions for 2021 was 102,556 mtCO2e. These numbers do not reflect application of renewable energy credits (RECs) and offsets by Grove. See appendix for details.



Scope 3 Emissions Category and Number	2021 GHG Emissions: mtCO2e	
	No Offsets	With Offsets
I: Purchased Goods & Services	81,958	81,958
3: Fuel & Energy Related Activities	275	218
4: Upstream Transport/Distribution	6,295	6,295
5: Waste Generated in Operations	568	0
6: Business Travel	177	0
7: Employee Commute	135	0
9: Downstream Transport/Distribution	9,473	0
12: End of Life Treatment	3,675	3,675
Total Scope 3 Target Emissions:	102,556	92,146

METHODOLOGY: Use-phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities. An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified. We completed this analysis with the support of Optera (previously known as Point380), a specialized sustainability firm providing us with integrated consulting and software services. Optera is an accredited software and solutions provider with the Carbon Disclosure Project (CDP).



ROADMAP TO NET ZERO

Meeting 2030 targets means scaling programs across our supply chain.

While transitioning away from plastic may result in a short-term rise in emissions, we've set a goal to reach net zero emissions by 2030, as well as Science-Based Targets for reduction across Scopes 1-3.

REDUCTION STRATEGY

We're focused on our largest emissions, which come from purchased goods and services, transport from suppliers and to customers, and a product's end-of-life.

Purchased Goods & Services

- Certified and low-emissions materials
- Renewable energy
- Reforestation
- Supplier engagement

Upstream Transport (From suppliers)

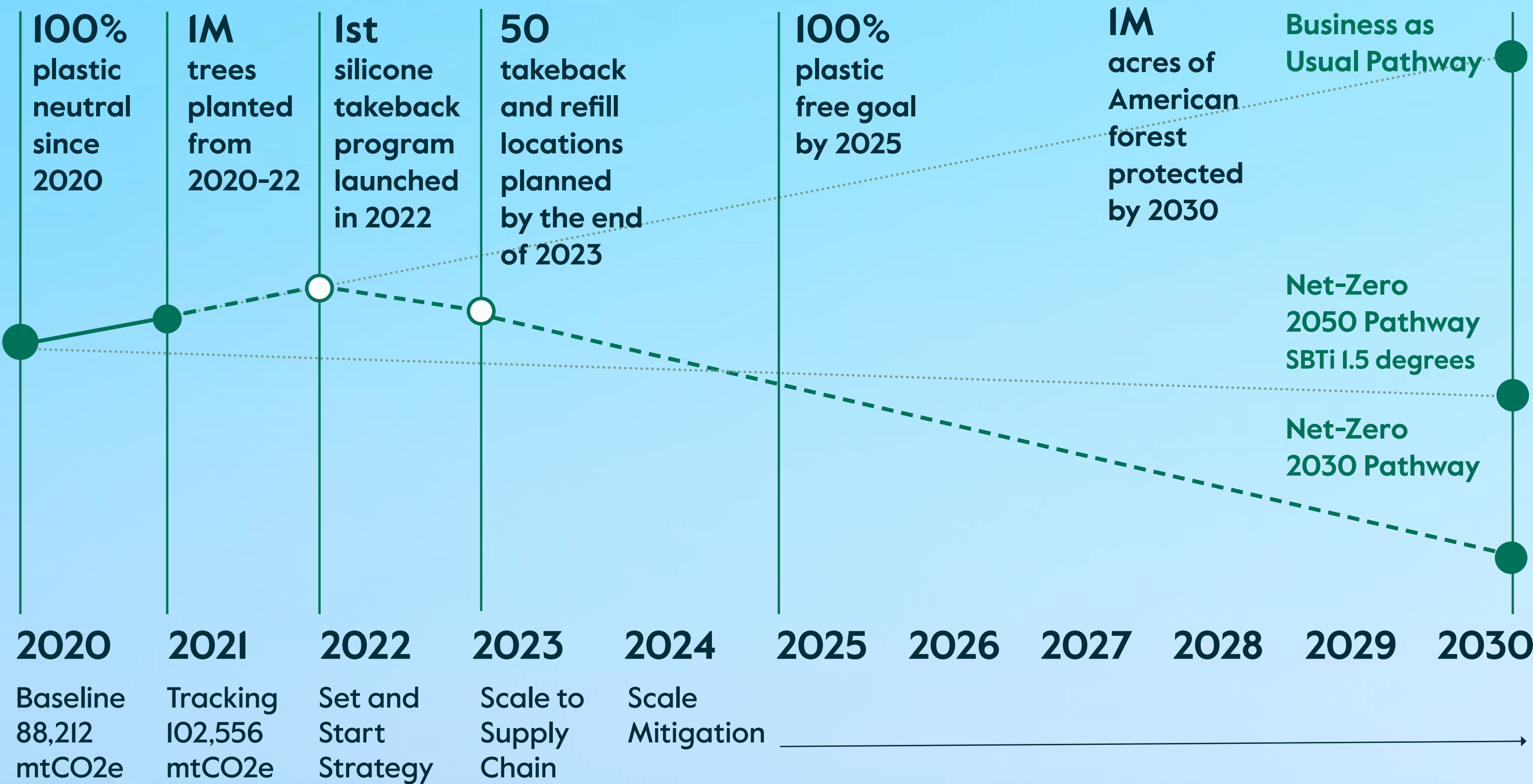
- Supplier engagement

Downstream Transport (To customers)

- 100% CarbonNeutral® shipment offsets

End of Life Treatment (Reuse, Recycle, etc.)

- Product takeback
- Circular programs





CARBON OFFSETS

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

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.

We know that carbon offsets cannot take the place of meaningful emissions reductions. Yet, as a relatively small player in our industry without major levers of decarbonization at our disposal — such as owned manufacturing or delivery fleets — offsets provide a way to address our impact in the short-term.

They also enable us to support nature-based solutions and conservation projects that we feel are urgently needed.

We’re committed to using our advocacy efforts and relationship with industry partners and suppliers to push for decarbonization, rather than using offsetting as a standalone strategy to reach climate goals.

We’re focused on supporting land tenure and livelihoods, while promoting a green economy that protects natural landscapes and provides local jobs.

> RENEWABLE ENERGY CREDITS > OFFSETS

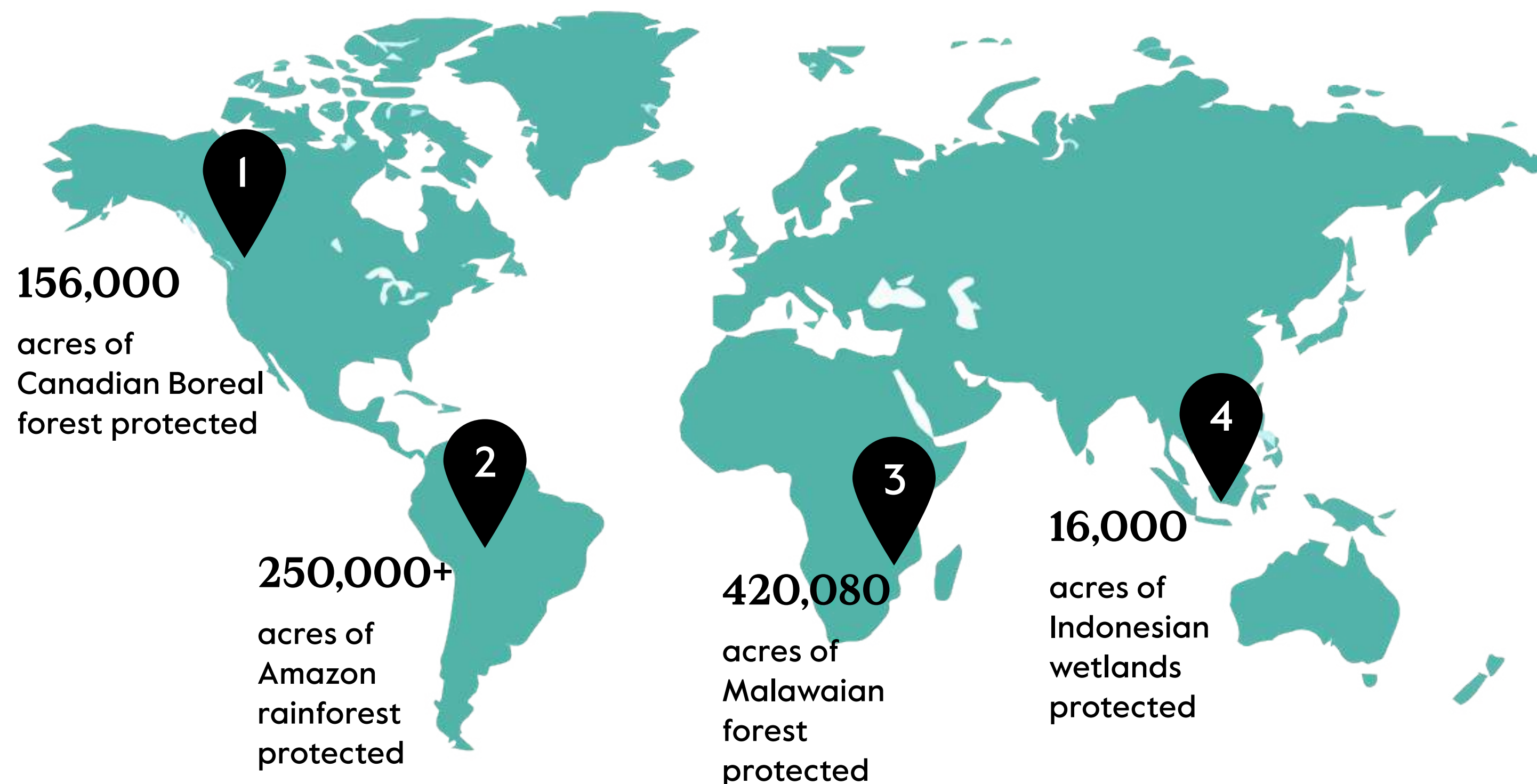
- ✓ **PROXIMITY**  
Invest within same state or country
- ✓ **TRANSPARENCY**  
Invest in projects accounted for via public registry to avoid double-counting
- ✓ **ADDITIONALITY**
  - Add new renewable energy to the grid to maximize impact
  - Move toward bundled RECs versus unbundled (REIOO Buyer’s Principles)
  - Purchase from new generators within high-fossil-fuel grids
  - Align purchases with broader SDGs and social impact

- ✓ **VERIFIABILITY**  
Move toward third-party or global standard
- ✓ **METHODOLOGY**  
Invest in projects with established, public methodologies
- ✓ **TRANSPARENCY**  
Invest in projects accounted for via public registry to avoid double-counting
- ✓ **COMMUNITY LED**  
Projects should be led by and directly benefit indigenous or local communities
- ✓ **NATURE BASED**  
Prioritize nature-based projects that protect wild places



# Map of Offset Projects

We work with Natural Capital Partners to protect wild places and community-led conservation efforts.



## Darkwoods

### BOREAL FOREST, CANADA

In collaboration with Natural Capital Partners, this project conserves 156,000 acres of forest in British Columbia — avoiding 415,000 tons of emissions annually by protecting against timber harvesting.

## Acre

### AMAZON RAINFOREST, BRAZIL

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 prevents deforestation of 250,000+ acres.

## Kulera

### FOREST CONSERVATION, MALAWI

Working with 45,000 households to distribute clean cookstoves, this project reduces indoor air pollution while protecting over 420,000 acres of forest — promoting good health for people and the planet.

## Rimba Raya

### BIODIVERSITY RESERVE, INDONESIA

Protecting tropical swamp from palm oil harvesting, this project engages locals in education and agroforestry — impacting 2,500 households and 105,000 endangered Borneo Orangutans.



# From Single-Use to Circular

We're devoted to the pursuit of circular business models: refilling, reusing, and recovering materials rather than recycling — which too often means pollution.

Our message to consumers this year is simple: plastic recycling is a myth.

Even though aluminum and glass are infinitely recyclable without deterioration, the reality is that U.S. recycling rates never quite break through the 50% threshold for the most recycled materials, meaning that single use isn't a real solution.

Our goal remains to keep packaging in rotation. Why would we recycle an aluminum bottle into the same aluminum bottle? Yet this has been our most challenging undertaking, since we simply can't build out the logistics to make these systems affordable at scale yet. Despite the obstacles, we're continuing down the path, and we look forward to sharing our future progress.



This year, we focused on experimentation, understanding consumer behaviors, and testing circular models that recover materials. While we're still improving materials recovery through recycling, we see it as a first step in the journey towards more refill/reuse-based models.

In 2021, we took important steps like expanding our Recyclops partnership, launching our first refill stations, joining PACT Collective, and identifying potential partners to recover packaging.

Image: Grove Co.



OUR PROGRESS

In 2021, we took important first steps to set up circular business models.

In 2022, we plan to continually expand our refill stations across U.S. locations and pilot circular projects to better understand feasibility and customer interest.

1.

**Refill Stations**

In partnership with Algramo, we launched the first Grove refill stations in 2021 featuring dish soap and laundry detergent across New York City and in San Francisco.
2.

**Target Zero Waste Store**

Our zero waste products and refills were featured in Target’s OpenHouse Zero Waste Concept Store.
3.

**PACT Collective**

Joined PACT Collective, a beauty industry partnership focused on hard to recycle products, such as mascara wands and glass droppers.
4.

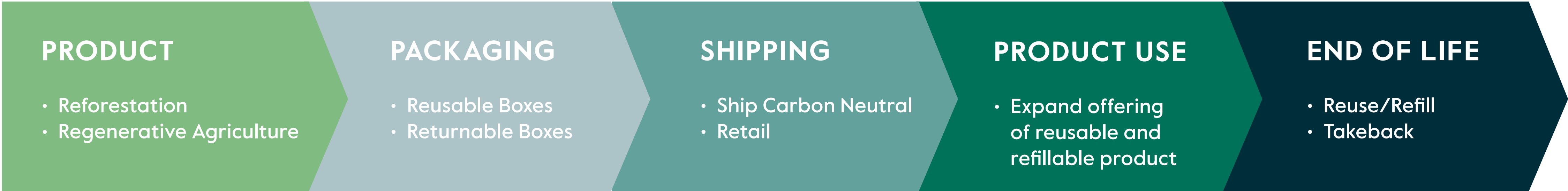
**Recyclops Partnership**

With Recyclops, we expanded our hard-to-recycle plastics program to include glass and silicone — the first silicone takeback program that we’re aware of.
5.

**Advocacy**

Supported proposed legislation in California that included a requirement for extended producer responsibility (EPR), a cornerstone of transitioning away from single-use models.

TRANSITIONING TO A CIRCULAR BUSINESS





JUSTICE & EQUITY

# Supporting BIPOC brands

One of the most important ways we can increase equity in our industry is by supporting Black-owned brands. Last year we committed to increasing our purchases from these businesses by at least \$250,000 through 2021. We're proud that since June 2020, we've increased our purchases by \$696,981.

15%

OF SHELF SPACE TO  
BIPOC-OWNED BRANDS

+\$697k

TO BLACK-OWNED  
BUSINESSES THROUGH 2021



Image: Alaffia, Unsun, Naturally London



VENDOR DIVERSITY & INCLUSION

Our baseline numbers are below, based on voluntary disclosure of ownership.\*

As part of a community of Certified B Corporations, we believe all business should be conducted as if people and the environment matter first and foremost. Through the B Corp community’s products, practices, and profits, businesses should strive to do no harm and benefit all. Grove is proud to not only be a Certified B Corporation, but to have many vendors who are also B Corps — as well as many Women and BIPOC-owned brand partners. This measurement highlights that we need to aim for better representation across our supplier base, and we look forward to continuing to report upon our progress.

	Male Owned	White Owned	Veteran Owned	% of Total Undisclosed
Brand Partners	66%	84%	2%	6%
Grove Suppliers	98%	79%	0%	37%

	B Corps	% of Total Vendors
Brand Partners	31	19%
Grove Suppliers	8	16%

\*Please note disclosure of ownership is voluntary. Please see last column to show what % is undisclosed. Percentages in the table below for non-women, BIPOC, and veteran-owned reflect the percent of total brand partners or suppliers, including those who have not disclosed their ownership details. Therefore, percentages may be under or overstated.



HEALTH & BENEFITS

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

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.

In addition to our general employee benefits, we offer Grove Community Time. Eligible hourly employees have the opportunity to be involved with initiatives they're passionate about.

Community time supports a strong, long-lasting company culture.

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.

In our Fulfillment Centers, we also offer a Consistent Work Week (CWW) to provide employees with predictable schedules.

CWW is used in situations where all available work is done, including production and non-production work. When management decides to shut down a shift, employees receive pay for the rest of their scheduled shift that day. It encourages effective and efficient work, while ensuring that people are paid for planned hours.

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	✓	✓	✓



# COVID Safety

Throughout the COVID-19 pandemic, we've taken the following measures to keep our staff healthy:

We established a Safety Lead position: a dedicated leader on each shift who helps train employees and follows up on safety practices, procedures and concerns. We created COVID-19 protocols that included masks and social distancing.

Each newly hired employee attends Safety School for training in best practices. Additional COVID-19 safety practices include temperature checks when entering and exiting, and installing UV lighting to kill germs. We've increased frequent cleanings of high-traffic surfaces and areas.

We've also provided employees with flexible work schedules and additional time off when impacted by COVID-19. During the height of the pandemic, we provided additional compensation to our employees working in the FCs. We purchased COVID-19 testing equipment to ensure all employees had access to testing if they believe they were exposed to the virus.

Corporate Offices were re-opened on a voluntary basis in February, 2021. Although a majority of our corporate employees continue to work from

home, COVID safety measures were put in place to keep staff healthy and prevent the spread of COVID-19. Proof of vaccination is required to enter any Grove office. We put daily health screenings and increased cleaning measurements in place.

As a designated essential business, the health of our employees is paramount.



Image: Grove Co.



CULTURE, GROWTH & DEVELOPMENT

We’re creating an environment where employees’ voices are heard. Where everyone can grow and do their best work — at Grove and beyond.

Amplify Voices

We value employee input as a way to preserve and enhance our culture. Every year, we conduct an annual employee engagement survey (with historically 80%+ participation) that holds us accountable.

We make actionable plans for progress on any issues to be addressed.

Onboarding

Every employee goes through an onboarding experience to learn

about the history of the company, as well as our values, goals, business model, and key sustainability initiatives.

Everyone who joins us learns the future impact we hope to make on the planet.

Development

We offer development opportunities for managers and Grove team members on topics that include coaching, feedback, inclusion, goal-setting, listening, and effective communication.

Values, Inclusion, Belonging & Engagement (VIBE)

An umbrella program that supports cultural initiatives at Grove. VIBE empowers employees to foster a diverse and inclusive workplace aligned with Grove’s mission and values.

Team members have the opportunity to engage and lead resource groups. The program cultivates employee leadership, fosters workplace belonging, increases employee engagement and morale, and supports long-term business objectives. VIBE

supports our Women’s Caucus, Justice, Equity, Diversity & Inclusion (JEDI) initiatives, wellness programs, and other employee-led squads across the company.

Mentor Program

Spearheaded by our Women’s Caucus, Grove launched a Company-wide mentorship program that aims to foster career development through matching mentees and mentors outside of the traditional reporting structure, to foster meaningful networking and continuously improve our culture.



# Social Compliance

We value producers who provide equitable, safe, and healthy working conditions.

We believe in continuous improvement, and we consider suppliers’ economic and operational realities in a path to gradual progress.

We have producers around the world — in the U.S., Canada, China, India, and more. 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 monitor for social compliance and continuous improvement in accordance to Amorfi’s BSCI Code of Conduct.

## Our Audit Process

### Code of Conduct

We conduct a Workers’ Sentiment Survey and have them sign Grove’s Code of Conduct.

### 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.

### Corrective Action Plan

Once the audit takes place and the report is reviewed, we share the details and put together a Corrective Action plan (CAP).

### Check-In

We check in to ensure any trainings, corrective, and preventative actions are completed.

### Follow-Up

If required, follow-up audits are conducted in an appropriate time frame.

# Producers’ Code of Conduct

We evaluate our producers on:

- The rights of freedom of association and collective bargaining
- No discrimination
- Fair remuneration
- Decent working hours
- Occupational health and safety
- No child labor (zero tolerance)
- Special protection for young workers
- No precarious employment
- No bonded labor (zero tolerance)
- Protection of the environment
- Ethical business behavior



SOCIAL COMPLIANCE AUDITS

Our producers’ audit scores are determined by their scores in each performance area (PA).



Score: Min. 7 PAs rated A. No PA rated C, D, or E.

Action: none

Next audit: 24 months



Score: Max. 3 PAs rated C. No PA rated D or E.

Action: Develop CAP with in-person workshops and online trainings

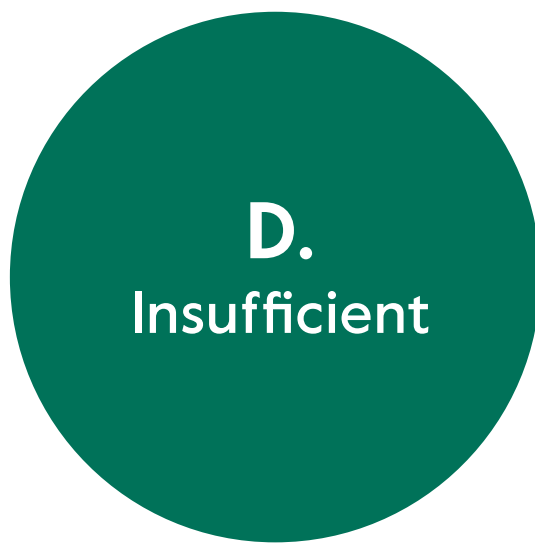
Next audit: 24 months



Score: Max. 2 PAs rated D. No PA rated E.

Action: Develop CAP with in-person workshops and online trainings

Next audit: 12 months



Score: Max. 6 PAs rated E.

Action: Develop CAP with risk & sustainability solutions provider

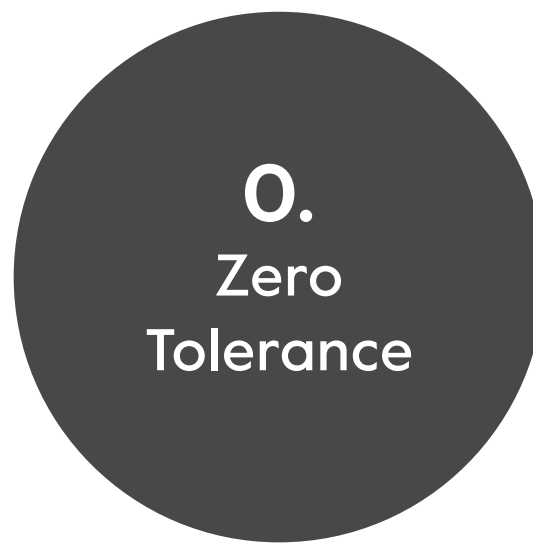
Next audit: 6-12 months.



Score: Min. 7 PAs rated E.

Action: Hold production and develop CAP with risk & sustainability solutions provider

Next audit: 3-6 months



Incidents include, but are not limited to: child labor, bonded labor, abuse, bribery, intentional misrepresentation, and health and safety violations that put a worker’s life in danger.

In such cases, we terminate the relationship and seek alternative sourcing. If we exit from a production partner, we explore resources to help its leadership address the issue.



# Giving & Donations

As a small company, our hope is to make the greatest possible impact through relevant philanthropic and product donations.

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

As a mission-driven organization, we hope to enrich the lives of our employees. Donations are employee-directed, as much as possible.

## 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.

On an annual basis, Grove Collaborative donates the equivalent of a minimum of \$1M of cash and in-kind donations to select non-profit and community partners. We disclose our donations annually, with further details included in the appendix of this report.

## 2021 Donations

A breakdown of donations follows, with further disclosures included in the appendix of this report.

\$61,750

TOTAL CASH DONATIONS

\$12,000

TOTAL SITE CREDIT

\$1,155,000

TOTAL IN-KIND

\$1,230,000

TOTAL DONATION VALUE



# U.S. Plastics Pact Reporting 2021

Packaging Category	Form: Category	Primary Polymer Type	Form: Description	Total Plastic Weight (lbs.)	Recycled Content	Mono or Multi Material	Global Recycling System*	Local Recycling System**	Plastic Tonnage	Content: Virgin	Content: Recycled	Recyclable	Reusable	Compostable, Recyclable, or Reusable
<A4 PE flexibles	Other Flexible	LDPE	Pack	29,283.07	0%	Multi	No	No	13.28	13.28	0	0	0	0
<A4 PE flexibles	Other Flexible	LDPE	Pouch	94,237.87	0%	Multi	No	No	42.75	42.75	0	0	0	0
<A4 PE flexibles	Other Flexible	LDPE	Sachet	2,044.53	0%	Multi	No	No	0.93	0.93	0	0	0	0
<A4 PE flexibles	Other Flexible	LDPE	Tube	31,322.66	28%	Multi	No	No	14.21	10.27	3.94	0	0	0
<A4 PE flexibles	Other Flexible	LDPE	Wrap	2,356.72	0%	Mono	No	No	1.07	1.07	0	0	0	0
>A4 mono-material PE flexibles in B2C context	Mono-material Film	LDPE	Bubble Wrap	17,685.81	0%	Mono	No	No	8.02	8.02	0	0	0	0
>A4 mono-material PE flexibles in B2C context	Mono-material Film	LDPE	Pad Cover	2,142.80	0%	Mono	No	No	0.97	0.97	0	0	0	0
>A4 mono-material PE flexibles in B2C context	Mono-material Film	LDPE	Wrap	36,670.80	0%	Mono	No	No	16.63	16.63	0	0	0	0
HDPE Bottle	Bottle	HDPE	Bottle	40,902.41	43%	Mono	Yes	Yes	18.55	10.6	7.95	18.55	0	18.55
Other	Other Rigid	HDPE	Applicator	7,791.33	0%	Mono	No Data	No Data	3.53	3.53	0	0	0	0
Other PET Rigid	Other Rigid	PET	Jar	6,557.47	80%	Mono	No	No	2.97	0.6	2.38	0	0	0
PET Bottle	Bottle	PET	Bottle	72,114.14	27%	Mono	Yes	No	32.71	23.88	8.83	32.71	0	32.71
PET Thermoforms	Other Rigid	PET	Jar	707.35	100%	Mono	No	No	0.32	0	0.32	0	0	0
PP Other Rigid	Other Rigid	PP	Bottle Stopper	372.01	0%	Mono	No	No	0.17	0.17	0	0	0	0
PP Other Rigid	Other Rigid	PP	Cap	29,657.11	0%	Mono	No	No	13.45	13.45	0	0	0	0
PP Other Rigid	Other Rigid	PP	Dropper	33.73	0%	Mono	No	No	0.02	0.02	0	0	0	0
PP Other Rigid	Other Rigid	PP	Dropper Collar	22.34	0%	Mono	No	No	0.01	0.01	0	0	0	0
PP Other Rigid	Other Rigid	PP	Lid Disc	14.55	0%	Mono	No	No	0.01	0.01	0	0	0	0
PP Other Rigid	Other Rigid	PP	Pump	19,440.47	0%	Mono	No	No	8.82	8.82	0	0	0	0
PP Other Rigid	Other Rigid	PP	Sprayer	53,004.36	0%	Mono	No	No	24.04	24.04	0	0	0	0

SCOPE: Includes Grove Collaborative owned brand products sold directly to consumers through Grove.com. Brands include Grove Co., Seedling by Grove, HONU, Superbloom, Peach Not Plastic, Sustain, and Rooted Beauty. Excludes Grove Collaborative manufacturing and operations. Excludes other non-Grove owned products sold on Grove’s marketplace and Grove Co. products sold at retail (Target, Whole Foods, Amazon). COUNTRY: United States. PLASTIC USE CLASSIFICATION: Use of Sold Products. PROCUREMENT OR SALES: Sales. END OF USE/FATE OF PRODUCT: Sold to Consumer. CONTENT: Responsibly Sourced = 0%. CONTENT: Biobased = 0%. CONTENT: Compostable = 0%. [\\*EPA Recycling Economic Information \(REI\) Report 2020](#). [\\*\\*U.S. Plastics Pact 2020 Baseline Report](#).





# rePurpose Plastic Collection Impact 2021

Project	Location	Plastic Collected*	Workers Impacted	Households Impacted	Socio-Economic Benefits
Hara Bhoomi	Kerala, India	881,849 lbs.	106 workers	Approx. 424 family members	<ul style="list-style-type: none"><li>• Portable toilets installed in 2 villages</li><li>• 8 sorting tables installed in all villages</li><li>• 120 sets of uniforms distributed to workers</li><li>• Sanitary kits: 76 pairs of gloves and 33 sanitizers</li><li>• COVID lockdown compensation to 76 workers</li></ul>
Saaf Samudra	Goa, India	881,849 lbs.	40 workers	Approx. 160 family members	<ul style="list-style-type: none"><li>• New job creation, ensures social safeguards</li><li>• Lifts waste workers to formal sector</li></ul>
Neela Seegar	Hyderabad, India	661,387 lbs.	260 workers	Approx. 1,040 family members	<ul style="list-style-type: none"><li>• New job creation, ensures social safeguards</li><li>• Lifts waste workers to formal sector</li></ul>
Ajabu Ya Bluu	Nairobi, Kenya	330,694 lbs.	96 workers	Approx. 384 family members	<ul style="list-style-type: none"><li>• New job creation, ensures social safeguards</li><li>• Lifts waste workers to formal sector</li></ul>
Sueño Azul	Bogota, Colombia	551,156 lbs.	78 workers	Approx. 312 family members	<ul style="list-style-type: none"><li>• New job creation, ensures social safeguards</li><li>• Lifts waste workers to formal sector</li></ul>
Totals		3,306,935 lbs	580 workers	Approx. 2,320 family members	

\*Plastic waste collected and co-processed, totaling 3,306,935 lbs (1,510,000 kgs) in 2021.





# Plastic Bank Collection Impact 2021

Location	Plastic Collected*	Communities Impacted	People Impacted	Socio-Economic Benefits
Indonesia	1,463,744 lbs	190 local branches	1,538 people impacted	<ul style="list-style-type: none"><li>• Premiums paid to workers</li><li>• Access to financial literacy education</li><li>• Access to Plastic Bank digital education platform</li><li>• Access to local school programs</li></ul>
Philippines	491,421 lbs	45 local branches	717 people impacted	<ul style="list-style-type: none"><li>• Premiums paid to workers</li><li>• Access to financial literacy education</li><li>• Access to Plastic Bank digital education platform</li><li>• Access to local school programs</li></ul>
Totals	1,955,165 lbs	235 communities impacted	2,255 people impacted	<ul style="list-style-type: none"><li>• Premiums paid to workers</li><li>• Access to financial literacy education</li><li>• Access to Plastic Bank digital education platform</li><li>• Access to local school programs</li></ul>

\*October, 2020 to March, 2021.





# ESG Metrics: Beyond Plastic & Reforestation

PLASTIC METRICS (GROVE CO. & GROVE OWNED BRANDS)	Grove Co.			All Grove Owned Brands		
	2H 2021	1H 2021	Δ	2H 2021	1H 2021	Δ
Plastic Intensity (lbs. of plastic per \$100 revenue)	1.33	1.41	-0.08	1.07	1.16	- 0.09
% Beyond Plastic™ ****	55%	48%	+ 7%	47%	44%	+ 3%
% Refillable or Reusable	41%	39%	+ 2%	33%	31%	+ 2%
% No Plastic Waste	40%	32%	+ 8%	37%	29%	+ 8%

PLASTIC METRICS (TOTAL)	2021	2020	Δ	REFORESTATION	2022
Plastic Intensity (lbs. of plastic per \$100 revenue)	1.32	1.44	- 0.12	Total Trees Planted	1,000,000*
Plastic Footprint (lbs)	4,926,659	5,119,887	- 193,228	CO2 Sequestered	656,060 tons
Average Plastic per Shipment (lbs)	0.71	0.72	- 0.01%	Air Pollution Removed	12,801 lbs
% No Plastic Waste*	17%	13%	+ 4%	Rainfall Intercepted**	26.7B gallons
% Refillable or Reusable**	13%	12%	+ 1%		
% Post Consumer Recycled Content***	16%	15%	+ 1%		

PLASTIC METHODOLOGY: \*Percent of total product count that is free from plastic waste; \*\*Percent of total product count that is refillable or reusable; \*\*\*Percent of post-consumer recycled content by weight; \*\*\*\*Percent of total product count that meets our Beyond Plastic™ standard | REFORESTATION METHODOLOGY: \*Metrics as of April 2022. \*\* For more information on metrics, see [How Trees Can Retain Stormwater Runoff](#).



# ESG Metrics: Scope 1-3 Carbon Emissions

## EMISSIONS BY SOURCE & SCOPE

GHG Emissions (mtCO2e)*	2021	2020	2019
Scope 1	486	445	370
Scope 2	1,076	895	790
Scope 3	102,387**	88,212	N/A

## RENEWABLE ENERGY CREDITS (RECs)

Purchase Amount	2021	2020	2019
5,580 RECs***	1,885 RECs	1,844 RECs	1,851 RECs

## SCOPE 3 2021 GHG EMISSIONS

Emissions Category and Number*	Notes	2021 GHG Emissions (mtCO2e)	
		Total Emissions	Net Emissions (with Offsets)
1: Purchased Goods & Services	Production and sale of products, i.e. suppliers, including capital goods.	81,958	81,958
3: Fuel & Energy Related Activities	Extraction, production, transportation of fuels and energy not accounted for in Scope 1, 2.	275	218
4: Upstream Transportation & Distribution	To/from supply chain and operation, and facilities.	6,295	6,295
5: Waste Generated in Operations	Disposal and treatment of waste from Grove facilities.	444	0
6: Business Travel	Employee transportation for business. Includes air, car & hotel.	177	0
7: Employee Commute	Employee transportation between homes & workspaces.	135	0
9: Downstream Transportation & Distribution	To/from Grove facilities to end consumer.	9,428	0
12: End of Life Treatment	Waste disposal and treatment of sold products.	3,675	3,675
Total Scope 3 Emissions (mtCO2e):		102,387	92,146

\*SCOPE OF REPORTING: Scope 1, 2 & Scope 3 included for YOY metrics. Full Scope 3 reporting begins from 2020 onward. Greenhouse gas emissions (GHGs) in metric tons of carbon dioxide equivalent (MTCO2e). \*\*Use-phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities. An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified. \*\*\*Grove purchased Renewable Energy Credits (RECs) equivalent to its non-renewable energy. METHODOLOGY: We completed this analysis with the support of Optera (previously known as Point380), a specialized sustainability firm providing us with integrated consulting and software services. Optera is an accredited software and solutions provider with the Carbon Disclosure Project (CDP).





# Sourcing Considerations for Offsets & RECs

Methodology	Priority	Strategy
Carbon Offsets	Verifiability	Move toward third-party or global standard
	Methodology	Invest in projects with established, public methodologies
	Transparency	Invest in projects accounted for via a public registry to avoid double-counting
	Proximity	Invest within same state or country
	Nature-Based	Prioritize nature-based projects that protect wild places and indigenous territories
	Community-Led	Projects should be led by or directly benefit indigeneous or local communities
Renewable Energy Credits (RECs)	Additionality	Add new renewable energy to the grid to maximize impact
		Move toward bundled RECs versus unbundled (RE100 Buyer’s Principles)
		Purchase from new generators within high-fossil-fuel grids
		Align purchases with broader SDGs and social impact
	Proximity	Procure from local grid within same state or community
	Load Match	Match REC purchases to consumption (RE100 Technical Criteria)





# ESG Metrics: 2021 Offsets

Scope	Emissions Source/Category	Offset Source	Offsets Applied	Net Emissions (With Offsets)
1	Onsite Fuel	Natural Capital Partners: Acre Amazon REDD + Rainforest	486 mtCO2e	0
2	Indirect Electricity	Everland: The Mai Ndombe REDD+ Project	1,076 mtCO2e	0
3	Fuel and Energy Related Activities: Transmission & Distribution Only	Natural Capital Partners: Kulera REDD+ Forest Conservation (Malawi)	57 mtCO2e	0
3	Waste Generated in Operations	Natural Capital Partners: Kulera REDD+ Forest Conservation (Malawi)	568 mtCO2e	0
3	Business Travel (Air, Car) 2019	Natural Capital Partners: Acre Amazon REDD + Rainforest	177 mtCO2e	0
3	Employee Commute & Remote Work 2019	Natural Capital Partners: Rimba Raya REDD+ Biodiversity Reserve, Indonesia	135 mtCO2e	0
3	Downstream Transportation & Distribution	UPS Carbon Offset Program: Darkwoods Forest Natural Capital Partners: Rimba Raya and Kulera REDD+	9,474 mtCO2e	0
All offset sources are recognized by the CarbonNeutral protocol.			11,973 mtCO2e	0

METHODOLOGY: Fiscal Year 2021. We completed this analysis with the support of Optera (previously known as Point380), a specialized sustainability firm providing companies with integrated consulting and software services. Optera is an accredited software and solutions provider with the Carbon Disclosure Project (CDP).





# ESG Metrics: Energy, Water, Waste by Facility

ENERGY USE BY FACILITY							
Fulfillment Centers	2021	2020	2019	Offices	2021	2020	2019
Electricity (kWh)	1,861,806	1,812,728	1,378,102	Electricity (kWh)	318,032	315,873	466,523
Natural Gas (kWh)	2,380,505	2,177,050	1,406,995	Natural Gas (kWh)	301,441	274,190	429,406
Total (kWh)	4,242,311	3,989,788	2,785,098	Total (kWh)	619,473	590,063	2,175,480
GHG (mtCO2e)	1,479	1,282	1,026	GHG (mtCO2e)	132	118	96
WATER USE BY FACILITY*							
Fulfillment Centers	2021	2020	2019	Offices	2021	2020	2019
Water Use (gal.)	549,025	549,025	434,326	Water Use (gal.)	15,562	161,339	841,687
Gal. per sq. ft.	1	1	1	Gal. per sq. ft.	0.3	4	26
WASTE DIVERSION BY FACILITY							
Fulfillment Centers	2021	2020	2019	Offices	2021	2020	2019
Compost (sh. tn.)	0	0	0	Compost (sh. tn.)	2.31	5.48	2.14
Recycling (sh. tn.)	1,881	1,998	1,544	Recycling (sh. tn.)	2.35	4.23	2.16
Landfill (sh. tn.)	944*	2,429	2,981	Landfill (sh. tn.)	1.98	9.28	4.6
Diversion Rate	67%	45%	34%	Diversion Rate	70%	51%	45%

\*WATER USE METHODOLOGY: Water usage for 2021 and 2020 are modeled, resulting in consistent amounts year-over-year.





# ESG Metrics: Vendor Diversity & Inclusion

Male Owned	2022	2021	Δ	White Owned	2022	2021	Δ	Veteran Owned	2022	2021	Δ
Brand Partners	66%	65%	+ 1%	Brand Partners	84%	88%	-4%	Brand Partners	2%	3%	-1%
Grove Suppliers	98%	98%	-	Grove Suppliers	79%	74%	+5%	Grove Suppliers	0%	3%	-3%

% of Total Undisclosed	2022	2021	Δ	Certified B Corporations	2022	2021	Δ
Brand Partners	6%	9%	-3%	Brand Partners	19%	16%	+3%
Grove Suppliers	37%	42%	-5%	Grove Suppliers	16%	14%	+2%



# ESG Disclosures: Giving & Donations

**GROVE CO. CORPORATE GIVING 2021** Giving at Grove falls into four categories, outlined below:

- **Annual Donations:** Corporate non-profit partners including 5 Gyres and Arbor Day
- **Disaster Relief:** Donations made to support communities on the ground in emergency situations and covid relief such as Feeding Texas, Good Shepherd Food Bank of ME, SF/Marin Food Bank, Food Bank of Central & Eastern NC, Americares, Regenerative Agriculture Alliance, Center for Racial and Urban Equity
- **Campaigns:** Donation made to Vital Voices to support women in Afghanistan
- **Social Impact:** Donations made to the Trevor Project, Equality Maine, National Black Justice Coalition

**IN-KIND DONATIONS 2021** Donations of Grove products to over 20 recipients, including:

\$1,044,000+	Product donated to community organizations near our fulfillment centers: primarily the Central Pennsylvania Food Bank, St. Louis Food Bank, Reno City Mission and Lancaster EMS.
\$40,000+	Period care products donated to organizations including Ladie Business as well as universities and homeless shelters.
\$10,000+	Emergency supplies donated for Hurricane Ira relief in Louisiana including to Imagine Waterworks, House of Grace and Hurricane Ida Distribution Center.
Other Recipients	Wabanaki Reach, NYP Brooklyn Methodist Hospital / Gynecologic Oncology Department, Humane Society of Yates County, Re:Vision, Bushwick Ayuda Mutua, Sammon Build Women & Children's Shelter in the Bronx, The Salvation Army Harrisburg Capital City Region, Aid the Journey, YAI Pak Outreach, Maine Needs, Wolfe's Neck Center for Agriculture & the Environment, Jalen Rose Leadership Academy, Social Justice Society, Turning Green, Alice Ferguson Foundation, Coastal Kids Home Care, Keep The Lakes Great.

**OFFICE DONATIONS 2021**

Both cash and in-kind donations made by individual offices to local organizations or surrounding holiday give back, including:

- Compass Family Services SF
- Project Open Hand
- Sheldrick Wildlife Trust
- Wounded Warriors
- ACLU
- SPCA
- Mountains to Sea Trail
- UCSF Benioff Children's Hospital

**SITE CREDIT DONATIONS: \$12,000**

Two monthly Grove site credits valued at \$500, given to individual customers to fulfill charitable requests on behalf of registered non-profit organizations.





# SASB Reporting 2021: Multiline Retail

Topic	Accounting Metric	Code	Contact	Response	References
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity (3) percentage renewable	CG-MR-I30a.I	Sustainability Team	(1) 7,847 GJ (2) 100% (3) We purchase renewable energy through our utility provider at all locations available, which currently accounts for approximately 6% of our energy use; however, we purchase RECs and carbon offsets equivalent to the remaining energy use to result in carbon neutral facilities.	See Pgs. 32-38.
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.I	Privacy Policy	<p>Grove has data security policies and 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.</p> <p><b>Technology Data Security Risk:</b></p> <ul style="list-style-type: none"><li>• Vulnerability Identification: Grove identifies vulnerabilities using vulnerability management tools and penetration tests.</li><li>• Protective and Detective Measures: 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. Continued on following pages...</li></ul>	See our <a href="#">Privacy Policy</a> for more.

\*Disclosure shall include a description of corrective actions implemented in response to data breaches.



# SASB Reporting 2021: Multiline Retail

Topic	Accounting Metric	Code	Contact	Response (Continued)	References
Data Security (Continued)	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	Privacy Policy	<b>Process Data Security Risk:</b> <ul style="list-style-type: none"><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><li>• <b>Third-Party Risk Management:</b> 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>• <b>Cybersecurity Awareness:</b> 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 acknowledgement to ensure that employees understand their roles and responsibilities in protecting Grove data and systems appropriately.</li></ul>	See our <a href="#">Privacy Policy</a> for more.
	1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CG-MR-230a.2*	1) 0 2) 0 3) 0	<p>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.</p>	

\*Disclosure shall include a description of corrective actions implemented in response to data breaches.





# SASB Reporting 2021: Multiline Retail

Topic	Accounting Metric	Code	Contact	Response	References
Labor Practices	(1) Average hourly wage (2) percentage of in-store employees earning minimum wage, by region	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.	See Pgs. 39-46 for partial reporting.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2	People Team	FC annual turnover rate: 214% CH annual turnover rate: 66%	
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a.3**	Legal Team	Nothing to report for 2021.	
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CG-MR-330a.1***	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.	See Pgs. 39-46 for partial reporting.
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2****	Legal Team	In 2021, Grove paid approximately \$30,000 in connection with mutual settlements and/or mediation agreements with claimants alleging labor law claims. None of these claims resulted in any finding of wrongdoing against Grove.	

\*\*The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses. \*\*\*The entity shall describe its policies and programs for fostering equitable employee representation across its global operations. \*\*\*\*The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.



# SASB Reporting 2020: Multiline Retail

Topic	Accounting Metric	Code	Contact	Response	References
Product Sourcing, Packaging & Marketing	Revenue from products 3rd party certified to environmental and/or social sustainability standards	CG-MR-4IOa.1	Sustainability Team, Analytics	90% (or close to it) based on our requirements detailed in vendor onboarding.	See Pgs. 26-31 for reporting.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-4IOa.2	Vendor Onboarding Team	Grove provides safe and sustainable products, and relies on third party certifications, such as EWG, USDA Biobased, or EPA Safer Choice, wherever possible. <a href="#">Our standards page</a> details our “anti-ingredients list” of prohibited chemicals. We lead with organic and plant-based ingredients whenever available. We never use synthetic fragrance or <a href="#">these harmful ingredients</a> . We work exclusively with Leaping Bunny certified manufacturers to ensure everything we offer is 100% cruelty-free. We constantly seek ways to minimize plastic in our products and packaging. We review supplier factories for safety and well-being according to the International Business Social Compliance Initiative.	See Pgs. 26-31 for further reporting.
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-4IOa.3	Sustainability Team	See Pages 6-33 for our packaging strategy, FSC requirements and plastic goals, including goals to be 100% plastic free by 2025 and 100% FSC® certified by 2022.	See Pgs. 06-33 for reporting.
Facilities Activity	Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	Sustainability Team	(1) No retail locations. (2) Three distribution centers located in Reno, NV; Elizabethtown, PA and St. Peters, MO.	See Pgs. 39-46.
	Total area of: (1) retail space and (2) distribution centers	CG-MR-000.B	Vendor Onboarding Team	(1) 0 sq feet (2) 509,300 sq feet	See Pgs. 39-46.





TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

# Grove TCFD Responses FY2021

This report is Grove Collaborative's first response to the TCFD framework. As a Certified B Corp and Public Benefit Corporation, 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.

As we enter public markets, Grove's 2023 plans include aligning this foundational mission with traditional boundaries of ESG integration — defining a path of more formal oversight of climate-related risk as outlined by the TCFD framework.

Since its inception, Grove has integrated principles of sustainability into business objectives and financial planning. Our leadership and Board have already undertaken materiality and the opportunity to address sustainability challenges. We look forward to this additional level of rigor, with further reporting on our progress in 2023, when we will share more on our developing strategy, oversight and management of climate-related risk.

In addition to these responses, which are part of our 2021 annual sustainability report and plastic scorecard, we encourage stakeholders to read our [2020 sustainability report](#), which outlines our approach to materiality, plastic, and climate in depth and outlines the extent to which managing these risks and opportunities in redefining the Consumer Packaged Goods industry is central to our business.

# TFCD Reporting FY2021: Governance

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.	<p>Grove’s board of directors includes a nominated Environmental, Social and Governance (“ESG”) committee, included within the Nominating and Governance Committee (“Nominating, Governance and Sustainability Committee”). The Nominating and Governance Committee directly oversees the Company’s sustainability program and ESG strategy, which includes climate-related risks/opportunities.</p> <p>Grove’s sustainability team presents to the Nominating, Governance and Sustainability Committee on a bi-annual basis, and annually to the compensation committee as a review of related human capital issues. Investor relations and sustainability will provide the audit committee with any quarterly communications related to climate-related or ESG disclosures included within quarterly earnings. Grove’s sustainability team provides an annual update to the entire board to review existing sustainability goals, as well as upcoming targets and areas of concern. Additionally, Grove’s SVP of Physical Products manages our sustainability team, and is responsible for ESG oversight and presents to the board during every board meeting as a general update.</p>	See Pgs. 22-23 and 32-38 for further reporting.
Committee	Climate Oversight	Climate Topics Addressed Annually
Board	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>
Audit Committee	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>
Nominating, Governance and Sustainability	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>





# TFCD Reporting FY2021: Governance

I. Governance: Disclose an organization’s governance around climate-related risks and opportunities.		References
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>The CEO and CFO review all climate-related strategies, goals, targets, and metrics, including those related to climate change. The CEO and CFO are directly involved with creating and approving Grove’s emissions and sustainability goals. 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>Grove’s SVP of Physical Products directly oversees our sustainability team, annual roadmap and reporting. The SVP reports directly to the CEO, who also is closely involved in setting and overseeing our sustainability and climate targets and strategies.</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 and relevance to their teams.</p>	See Pgs. 22-23 and 32-38 for further reporting.



# TFCD Reporting FY2021: 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
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.	Considering climate-risk and Grove’s primary opportunities to address and improve on our industry, from the near to long-term, we’ve identified the key material, climate-related risk factor (and opportunity to lead by providing an alternative) as addressing our industry’s reliance on single-use plastic packaging. Single-use plastics are not aligned with a 1.5 DS and have clear climate risk through their link to fossil fuel extraction and manufacturing. Numerous hazards to human and environmental health are also associated with the plastic pollution crisis. In addition to plastic, our central climate-related risks are forestry loss and industry-related deforestation. 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 climate-related risk associated with the loss of forests globally.	See Pgs. 06-23 and 24-25 for further reporting.
These risks also define our key opportunities for leadership. For example:		
Risk & Opportunity	We take on operational and financial risk by <a href="#">pledging</a> to transition our products out of plastic by 2025. As we face supply-chain shortages and potentially higher costs of alternative materials, we realize this is a primary transitional opportunity for Grove. As an early adopter of plastic alternatives, we’re a brand that attracts consumers who are keenly focused on reducing both their plastic and carbon footprint through our products.	
Risk & Opportunity	Avoid deforestation in our supply chain through industry partnership with Canopy Planet. Require FSC® certified fiber content. Commit to ambitious reforestation, having planted 1M trees to date in partnership with the Arbor Day Foundation. Announce a forest protection commitment in 2023.	
Risk & Opportunity	We pledge to reach carbon neutrality by 2030 through a combination of mitigation, supplier engagement and offsets purchased through a long-term forest conservation partnership with Family Forest Carbon – which will both provide Grove with certified nature-based carbon offsets and act as an engine of forest conservation through guaranteeing our demand through 2030.	
Opportunity	Avoid deforestation. 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. It also protects our supply chain from over-harvesting and promotes long-term sustainable management of resources.	





# TFCD Reporting FY2021: 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 the impact of climate-related risks and opportunities on the organization’s business, strategy and financial planning.	<p>As a mission-driven Company and Public Benefit Corporation, Grove has incorporated sustainability leadership into business and financial planning since our inception. The primary way we address climate-related risks 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 amount of plastic pollution as the volume of plastic that we ship to customers. 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 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) in our quarterly earnings. This factors sustainability goals within financial planning, better aligning incentives between our use of plastic and its connection to climate.</li></ul>	See Pgs. 06-23 and 24-25 for further reporting.
<p>To address climate-related risk within financial planning, given our long-term commitment to reach carbon neutrality by 2030 and high standard for carbon offset projects, we committed to a long-term partnership that provides us with certified, nature-based, community-led carbon offsets that support forest protection in the United States. We locked in a price per ton through 2030, given our ability to forecast long-term demand. Our models estimate that this partnership will save us at a minimum \$9M, and potentially upwards of \$50M, depending on the price per ton over the coming eight years. This partnership will minimize our financial liability as carbon offset prices increase (as they are expected to) while guaranteeing access to certified carbon offset projects which mitigate climate risk associated with deforestation. For a more complete discussion of the opportunity related to Grove’s products addressing the climate and associated plastic crisis, please reference our S-4, which discusses the integration of these material issues within our core business and products.</p>		

# TFCD Reporting FY2021: Risk Management

3. Risk Management		References
Disclose how the organization identifies, assesses and manages climate-related risks.	As an early-stage company entering public markets, Grove is still formalizing oversight processes and our approach to climate-related risk management. In 2023, 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. 61-65 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 the connection between plastic and the fossil-fuel industry. As supported by research, there are <a href="#">growing connections</a> between plastic and the climate crisis:</p> <ol style="list-style-type: none"><li>1 Through continued fossil fuel extraction (<a href="#">99% of plastic is made from fossil fuels</a>).</li><li>2 Through 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 <a href="#">below a 1.5 DS</a>.</li></ol> <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 plastic free across our site and disclose our progress annually in this report (continued on following pages).</p>	See Pgs. 06-23 for further reporting.





# TFCD Reporting FY2021: Metrics & Targets

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 set a goal to reach net zero emissions by 2030, as well as 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. Our SBT goal requires a 50% reduction in emissions by 2030 across Scope 1 and 2 (compared with a 2019 baseline) and Scope 3 (compared with a 2020 baseline), mapped to a 1.5 degree scenario. Pages 33-34 of this report disclose our SBT data.</p> <p>Looking ahead, we're focused primarily on reducing our emissions through purchased goods and services (which account for approximately 80% of our scope 3 emissions) to address the areas of primary risk in our business. As a way to codify this commitment as we grow, as of 2021, Grove is a CarbonNeutral Certified® Company, which means that all of our direct emissions (Scope 1, Scope 2 and part of Scope 3) are neutral and in alignment with the Carbon Neutral protocol.</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 where possible, and purchase VCS Certified carbon offsets of the remainder. For additional detail on our carbon offset and REC purchase methodology please see pages 52-53, 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>



# TFCD Reporting FY2021: Metrics & Targets

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>Regarding our offset purchases:</p> <ul style="list-style-type: none"><li>• All projects are directly vetted by our Sr. Director of Sustainability.</li><li>• 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 pg. 68 of the <a href="#">Carbon Neutral Protocol</a>).</li><li>• We vet our projects extremely closely to ensure that we are not chasing down a low price for carbon emissions, but actually paying a higher 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.</li><li>• We publish a full list of offset projects supported (including amounts, project names, project provider and locations) in our annual sustainability report — see pages 52-53.</li></ul>	See Pgs. 32-38 and 52-53 for further reporting.

Overall, we are on track to meet our emissions and plastic reduction targets. Our 2021 emissions are included below, and in the Climate & Carbon section of this report.

- 2021 Scope 1: 446 MT CO<sub>2</sub>e
- 2021 Scope 2: 1076 MT CO<sub>2</sub>e
- 2021 Scope 3: 102,377 MT CO<sub>2</sub>e (does not include use of sold product)

Key plastic metrics are included in 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. We publish a bi-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, including refillable and reusable products. Overall, we are making solid progress towards our goals and our Grove Co. brand and owned brands are on track to meet this goal by 2025.





# TFCD Reporting FY2021: Metrics & Targets

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>Emissions are collected manually and through Optera’s tool, as well as calculated by Optera. They are reported to Natural Capital Partners to confirm alignment with the Carbon Neutral Protocol as part of our CarbonNeutral® Certified Company status, active as of 2020, as well as included in the tables on pages 52-32 (with additional reporting down to the project level).</p> <ul style="list-style-type: none"><li>• Scope 1: Direct GHG emissions from fuel consumption (all offset)</li><li>• Scope 2: Market-based purchases of electricity across our offices and fulfillment centers (all offset)</li><li>• Scope 3: Following GHG protocol, we include the following categories within our Scope 3 calculations:<ul style="list-style-type: none"><li>• Purchased goods and services, capital goods</li><li>• Fuel and energy related activities</li><li>• Upstream transportation and distribution</li><li>• Waste generated in operations</li><li>• Business travel, employee commute</li><li>• Downstream transportation and distribution</li><li>• End of life treatment</li><li>• Downstream leased assets</li></ul></li></ul> <p>We do not include Use of sold product, per the GHG protocol (partially offset).</p> <p>On an annual basis, we disclose our progress towards our Science-based climate targets for Scope 1-3, as well as a complete disclosure of our GHG inventory (Scope 1-3) annually on pgs. 51-53 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 charts on pgs 51-53.</p>

# 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

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. 26-31 and the <a href="#">Grove Standard</a> 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. We also measure and report on our vendor and supplier base’s representation—and are proud to support many women-founded and women-led businesses.	See Pgs. 39-46 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 being plastic free. 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 out of plastic and into lightweight, low-impact products packaged in renewable, reusable or truly recyclable materials (as a last priority).	See Pgs. 06-23 and 24-25 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 set Science-Based Targets and a goal to achieve net zero emissions by 2030. We’re also considering methods for reforestation that protect biodiversity—another area of emerging thought that supports planetary health through ecological restoration.	See Pgs. 24-25 and 32-38 for further reporting.



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

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 being plastic-free, Grove is Plastic Neutral, a commitment which supports funding for the collection of millions of pounds of marine and terrestrial plastic pollution, rerouting plastic to proper disposal or recycling. Through this program, millions of pounds of plastic have been avoided in areas where marine plastic leakage is a major problem.	See Pgs. 06-23 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 tree-free paper products. We're nearing our goal to plant 1 million trees, and we're ensuring that our supply chain remains deforestation free.	See Pgs. 24-25 and our <a href="#">Responsible Fiber Policy</a> for further reporting.

