



2021 SOCIAL AND ENVIRONMENTAL RESPONSIBILITY REPORT

OUR ANNUAL ACCOUNTING TO OUR PEOPLE AND OUR PLANET

Dear Banyan Botanicals Community,

If you are reading this letter, you are likely a person with a vested interest in the growth, progress, and evolution of our company—an employee, a customer, a supplier, a family member, a friend, a member of one of our local communities or the broader Ayurvedic community. This is our fourth annual accounting to you, our stakeholders, on how we are doing on our social and environmental commitments.

In this report, we share some of our many successes in 2021 while also calling out areas in which we fell short. We recognize we are still very much at the beginning of this journey with much work yet to do to be an example of how business can be a force of good in the world. That said, we have so much to celebrate! You will see that we have made progress in many areas. Some highlights include launching new Fair for Life Fair Trade certified products, completing the initial measuring of our carbon footprint, taking steps to improve diversity, equity, and inclusion amongst our team, and deepening our relationships with our suppliers and our communities.

I am so proud of the Banyan team for their ongoing dedication and commitment to our mission. They have overcome many obstacles in the past year and continue to work hard to make sure we are doing everything we can to serve our customers well. In addition to serving thousands of customers, addressing supply challenges, and navigating another year of COVID, they organized, volunteered, donated, and gave their time and resources to help those around them during this difficult time.

Thank you for taking the time to witness our journey. We appreciate you and your continued support. Together we will continue our work to create a world that is more balanced, healthy, and harmonious.



Yours in Health,

KEVIN CASEY

Co-Founder & CEO



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“Our social and environmental responsibility initiatives and certifications truly make Banyan a better business. The tangible actions we take bring deeper meaning to our daily work because of the difference we are able to make in the lives of others and the planet.”

—Erin Douglas, Social and Environmental
Responsibility Manager

Our Promise

Our Mission

Since we first opened our doors in 1996, our mission—to help people achieve and maintain optimal health and well-being through the wisdom of Ayurveda—has been at the heart of how we conduct business.

Ayurveda teaches that the health of the individual is reflected in the health of the whole, meaning that to make a truly healthy product, we must consider the well-being of all who are involved in creating it—from the farmers to our Earth. This is reflected in our enduring commitment to provide the highest quality herbs and products that are certified organic, sustainably sourced, and fairly traded.

Our mission is also reflected in our B Corporation® and Fair for Life certifications—rigorous third-party certifications that inspect an entire company to ensure their high standards are met. In fact, since we became a B Corp in 2019, our mission is protected in our legal framework.

As we continue to grow and evolve, we promise to stay committed to our mission and to consider the impact of our decisions on all our stakeholders—our teams, communities, customers, farmers, suppliers, and the environment.

2021 Highlights

- We turned our Social and Environmental Responsibility Manager into a full-time position, demonstrating our continued commitment to living our values and using our business to create positive change. This position is held by Erin Douglas, who leads our B Corp and Fair for Life certifications.
- We formed our SER (Social and Environmental Responsibility) Council, which holds regular meetings with leadership and involved team members to discuss new SER priorities and opportunities to improve.
- All manager job descriptions were updated to include relevant SER responsibilities according to their roles.



Our FairWild certified Triphala is made with sustainably harvested wild ingredients.

OUR PROMISE

Our Certifications

Fair for Life Certification

- Since we achieved our Fair for Life certification as a Brand Holder in 2019, we have completed three annual audits, led by certifying body Ecocert.
- Fair for Life is a globally recognized certification program for fair trade and responsible supply chain practices. Certification typically takes years and requires the participation of the entire team and supply chain.
- Ecocert looks at our practices, from how we treat and pay our employees, to our health and safety program, our waste reduction plan, and our long-term supplier relationships. They do the same for every Fair for Life-certified business partner in our supply chain to ensure that we are complying with their rigorous standards.
- In 2021, we certified a total of 7 ingredients and 9 products as Fair for Life Fair Trade, including Ashwagandha Latte Mix, Ashwagandha tablets, Haritaki powder and tablets, and Shatavari tablets. Learn more about [our commitment to trading fairly](#).

B Corp Certification

- We continue to hold our [Certified B Corporation®](#) status. B Corporations are leaders of the global movement of people using business as a force for good.™ Our B Corp Certification proves the way we run our business is impactful.
- In 2021, our teams made improvements for our 2022 re-certification year. Every three years, a new assessment is introduced to help us become more socially and environmentally responsible.

FairWild Certification

We maintained our FairWild certification for Triphala tablets. FairWild is focused on sustainable harvesting of wild plants and protecting those who collect and trade them, ensuring they have fair working conditions. We are working to add more certified FairWild ingredients to our pharmacopeia.



USDA Certified Organic

- As one of our key pillars, being [certified organic](#) is essential to our business. This certification ensures our herbs and products are produced without pesticides, synthetic fertilizers, genetic engineering (GMOs), or ionizing radiation.

Amazon Climate Pledge Friendly Certification

- Over 270 of our products sold on Amazon received the Amazon Climate Pledge Friendly certification, which helps customers discover and shop for more sustainable products.



Keshari, planting ashwagandha starts at Banyan Farm.



“I’m honored to be participating in the JEDI Trailblazer program, because I believe Justice, Equity, Diversity, and Inclusion work to be at the heart of harmonious, value-driven living—which is the essence of Ayurveda.”

— Keshari, JEDI Trailblazer team member and LAI Coordinator for Banyan Farm

Our People

Diversity, Equity, and Inclusion

In alignment with our mission and promise, we aim to contribute to the greater health and harmony of our local and global communities. We do this with the understanding that there are historic and present-day injustices that prevent equitable access to well-being.

This can be due to factors that include but are not limited to: health status, race, caste, national origin, religion, disability, gender, sexual orientation, political affiliation, age, marital status, financial status, geography, and climate change. We recognize our responsibility to co-create a more inclusive path to health and resilience for all.

We made a public commitment to this work after the death of George Floyd in 2020 and began our journey with the support of the natural products industry’s JEDI (Justice, Equity, Diversity, and Inclusion) Collaborative.

In December 2021, we were accepted to the JEDI Collaborative’s Trailblazer Program, a 9-month cohort program for businesses in the natural products industry. The program helps us strengthen our foundation and create holistic, actionable changes that will make us better leaders in this work.

In 2022, we are building out a more robust JEDI action plan with 3–5 core commitments and action steps aligned with our mission. This work helps us better understand how we can uplift our team, our customers, and our community.

Throughout this section, you will see diversity, equity, and inclusion highlights for our team, our customers, and our community.



Albuquerque team members enjoying some fresh air outside the warehouse.



OUR PEOPLE

Our Team

We have a team of dedicated, hard-working, and compassionate people who believe in the power of Ayurveda to transform lives. Over time, we have realized that to provide the best service to our customers, we first must be committed to the health and well-being of our team members.

2021 presented plenty of COVID challenges as we continued to navigate the pandemic. As an essential business providing wellness products, our team worked harder than ever to fulfill customer orders, keep products in stock, and keep each other safe, healthy, and connected.

Diversity, Equity, and Inclusion on our Team

We are committed to living our values and embodying a culture of diversity, equity, and inclusion. Our team is the heart of our company, and we want every single person to feel like they belong. We work together to foster an environment that feels healthy, safe, and inclusive for all so our team members can embody their true potential and live balanced and satisfying lives. We nurture a culture of kindness, respect, and fun.

- We hosted four Banyan Connection Sessions, a quarterly online gathering with all team members to foster connection and inclusion across locations and teams. During these meetings, we include a “Celebrate Diversity” conversation to hear from employees and spotlight current events important to them, such as Pride Month.
- We continue to translate company-wide emails into Spanish and offer a Spanish translator for company-wide meetings, including our Banyan Connection Sessions.
- We began sharing our personal pronouns in our email signatures. By volunteering our own, it normalizes sharing pronouns, indicates that we respect all gender identities, and helps create a more inclusive workplace for those who identify as transgender and gender non-conforming.



“Many of our Albuquerque employees speak Spanish as a first language, and it’s deeply meaningful for me to support them as a Spanish speaker, listen to their ideas and needs, and learn more about their personal stories.”

—Mirsa, Human Resources Administrator, in Albuquerque



Top: Erin Smith and her daughter Iana on the Oregon coast.

Bottom: Jessie, Customer Care Specialist, harvesting tulsi at Banyan Farm in Southern Oregon.



Growing Our Team

- We hired 22 new employees, with seven new roles. No employees were laid off.
- Erin Smith joined our leadership team as our Director of Herbal Science and Research. She also serves as the Co-Chair of the American Herbal Products Association's Sustainability Committee. Erin has a passion for herbalism and plants, sustainability, working with Indigenous communities, and natural resource management and conservation.

Maintaining and Improving Benefits

- We continued to offer profit sharing, as we have for close to two decades. Each quarter we pool 5 percent of our net profits and distribute them evenly among eligible employees.
- We continued to offer local Ashland employees a discount on produce from our partners at Banyan Farm in Williams, Oregon, through their Community Supported Agriculture (CSA) program.
- We continued to offer a generous benefits package for all eligible employees, including a 2 percent employer 401K match with socially and environmentally-conscious investment options; bereavement pay; life insurance; short-term disability; a comprehensive health, dental, and vision insurance program, paying 90 percent for eligible employees and 75 percent for dependents; and for employees who elected a health savings account, Banyan contributed \$900–\$2,000 annually, depending on family size, to their account.
- Our Ashland team was invited to spend a day at Banyan Farm for morning yoga, plant talks, harvesting, connecting with their teammates in a healthy outdoor environment, and sharing a meal together.
- Ashland employees had access to free and donation-based Ayurvedic consultations, treatments, and Vedic astrology with our partners at Siskiyou Ayurveda, a local sliding scale clinic.



Top: Alex Allen, Labeling Specialist, preparing labels in Albuquerque.

Bottom: Victoria, Shipping Specialist, selecting products for an order in Albuquerque.



Working through the COVID-19 Pandemic

As a health and wellness company, keeping our team safe and healthy is priority number one. Tremendous time, energy, and effort went into supporting our team through the pandemic, and it is because of their caring for one another and their dedication to our mission that we were able to keep serving our customers.

- Our Production and Fulfillment team is the backbone of our operations, ensuring we can continue to make and send out products. Thanks to them, we were able to fulfill customer orders in a timely manner.
- Our office staff continued to work remotely throughout the year. For those who couldn't work remotely, including our warehouse operations employees, we upheld stringent safety protocols to keep them safe.
- When government COVID sick pay programs expired at the end of September, we extended up to 40 hours of sick pay to those who tested positive for COVID, had to quarantine, or needed to care for a family member who had COVID. Short-term disability insurance was available to qualifying employees who needed more time off.
- We covered the cost of all COVID tests that weren't provided by a free testing site and weren't covered by health insurance.

 Ashwagandha Latte Mix was our first Fair for Life Fair Trade certified formula.

OUR PEOPLE

Our Customers

Serving Our Customers

- We served a total of 408,275 customers. This was 4 percent less than 2020, which was up 31 percent from 2019. This measurement is important to us as we use the number of customers served as an indicator of achieving our mission to help people achieve and maintain optimal health and well-being.
- We created and introduced five new products: CCF Tulsi Fields, Healthy Kapha in powder form, Cinnamon Tooth Powder, Rice and Dal Mix, and Ashwagandha Latte Mix.
- Ashwagandha Latte Mix is our first Fair for Life Fair Trade certified formula. It was so popular that it sold out in less than 12 hours after its launch!
- Our Customer Care team gifted 713 free Immune Health NOW herbal products to customers in need.
- COVID continued to impact our entire supply chain, including our farm partners in India, our bottling suppliers, and our warehouse employees. This led to out-of-stock issues for our customers.

Diversity, Equity, and Inclusion with our Customers

- We began using the “The Sum of Us—A Progressive Language Style Guide” to use more inclusive language in our marketing and website content.
- We developed an Ethical Marketing policy and training to ensure our marketing practices are ethical and fair and that we always do our best to avoid misleading our valued customers.



“Thank you for caring so much about Ayurveda and sharing its magic!”

—Nicki D., Banyan Customer



Top: Tyler, Director of Sourcing & Product Design, handing over a Fair for Life funded post-harvest mat to a tulsii farmer.

Bottom: Sourcing team standing in a FairWild haritaki patch in Western Ghats, India.



Our Sourcing Partners

As [one of our three pillars](#), we are guided by the principles of Fair Trade. We work to foster mutually beneficial relationships that support the social and economic well-being of our suppliers, producers, and small farmers.

By cultivating respectful, long-term collaborations, the circle of benefits circulates from the fields to the customers, and back to the farmers.

Supplier Relationships

- We continued to experience supply chain struggles due to the pandemic, which caused some issues with keeping products in inventory. However, thanks to our strong relationships with our suppliers, we fared better than many in our industry.
- We are so proud to be a Fair for Life certified Brand Holder. This rigorous fair trade certification process ensures that everyone along the entire certified supply chain is treated fairly and equitably.
- In 2021, seven of our products were certified Fair for Life Fair Trade. This list will continue to grow as we certify more of our ingredients and products.
- We began sourcing Fair for Life certified cinnamon from suppliers in Sri Lanka. In 2022, our team will be visiting our new partners in Sri Lanka and will also be looking at their brahmi/gotu kola Fair for Life project.
- While we always practice the principles of fair trade, not all products can be certified. Similar to buying organic herbs, they first must be certified at the grower level and available for us to buy.
- After a two-year supplier visit hiatus due to COVID, five of our employees—including our CEO, Kevin Casey, and Tyler Wauters, our Director of Sourcing and Product Design—traveled to India to visit our partners. Over the course of four weeks, they travelled across nine states to visit the facilities and farms of six suppliers, seeing over 50 herbal ingredients and strengthening relationships with our partners, including our Fair for Life and FairWild partners.



Top: Farmers with their lunch box tiffins, provided by the Fair for Life Fund.

Bottom: Through a financial donation, we supported one of our primary suppliers and their community during the COVID crisis in India. Here, community members make masks.



- In 2021, we received over 71,400 pounds (about 32,386.47 kilograms) of Fair for Life certified herbs and over 12,000 pounds (about twice the weight of an elephant!) of FairWild certified herbs, including triphala and black elderberry.

83,400 LBS

OF FAIR TRADE CERTIFIED
HERBS RECEIVED IN 2021

- We continually strive to bring in more certified fair trade herbs as they become available to us, either through Fair for Life or FairWild certifications. This includes working directly with producers and encouraging them to certify whenever possible.
- Through the Fair for Life Development Fund, we provided funds for harvesting mats to make post harvest management of certified Fair for Life tulsi easier. A small farm community also used funds to purchase tiffin lunch boxes. This allocation of funds was voted on by the farmers for the purpose of bringing warm, nourishing, home-cooked meals to work with them during the pandemic.
- In 2021, COVID raged through India, causing a massive health crisis. While our three India-based employees remained healthy, COVID negatively impacted our farm partners and extended communities. To show our support, we provided a \$20,000 financial donation to one of our primary suppliers to support community medical needs, such as making and distributing masks, setting up medical clinics, and providing ambulance services and ventilator machines, along with free herbal formulations. These services were offered for free to local people in need.
- To strengthen our supply chain, the Sourcing team continued to develop our supplier ranking system, which acts as a guiding tool for measuring the future growth and integrity of our supply chain. This foundation allows us to achieve more direct relationships with producers while maintaining our commitment to trading fairly.



Top: Ola Obasi, grant recipient, working in her Ayurvedic herbal garden in Puerto Rico.

Bottom: Amy Branum, grant recipient, holding a basket of medicinal herbs used to make herbal remedies for those in her community.



Our Community

Ayurveda helps us achieve greater harmony in every sense—not only within ourselves, but also with others. That is why we aim to be active members in our communities, both locally and globally. We support non-profit organizations and projects that are aligned with our mission and values through charitable giving, in-kind donations, and by supporting employee giving and volunteerism.

Philanthropy

- We offered our third annual Banyan Community Grant Fund. This fund supports those making Ayurveda more accessible to disadvantaged people in their community. Recipient projects included Ayurvedic wellness workshops for People of Color, support for fire and smoke affected communities, Ayurveda-inspired support for new mothers, and Ayurvedic support for sobriety.
- For Giving Tuesday, we supported Project Moon, an amazing women-led initiative in India that helps make and provide eco-friendly sanitary pads to those who need them in communities where they are not easily accessible.
- In December, we offered Gift Back Cards to our customers. These cards function just like a digital gift card, except that we matched 50 percent of the gift card purchase cost to the organization and cause of the customer's choosing—medicinal plant conservation, food sovereignty, or community wellness.
- At the end of each year, we invite our employees to participate in a giving campaign in Ashland, Oregon, and Albuquerque, New Mexico, to support local non-profits. This year, our employees selected the following non-profits to support: Food Is Free Albuquerque, The Path—Grandmother Floredemayo, Sanctuary One Animal Sanctuary and Care Farm, Lomakatsi, and The Understory Initiative. Funding was distributed based on a percentage of votes.



Project Moon recipients in Coimbatore, India.



OUR PEOPLE

- We continued to match employee donations to US non-profits, up to \$100 per employee per calendar year.
- We made cash and in-kind product donations to more than 60 charitable projects, including The Ayurvedic Institute, American Botanical Council, Punarnava Healing Community, United Plant Savers, Southern Oregon Land Conservancy, Stone Cabin Clinic, Learn Grow Lead, Camp Okizu, Charity Water, Sea Shepard, 2020 Mom, The Climate Collaborative, and many others.
- We continued to support our friends at Punarnava Community in Tamil Nadu, India. This year, with the pandemic causing a massive health crisis in India, our donation was used to support makeshift hospitals with essential supplies, provide 1,000 families with preventative Ayurvedic resources, get PPE kits to doctors in local hospitals, and offer cooked food to the elderly villagers who are unable to take care of themselves.

IN TOTAL, WE DONATED

\$83,190

TO PHILANTHROPIC
PROJECTS IN 2021



Top: Siskiyou Ayurveda, a sliding scale clinic in Ashland, Oregon.

Bottom: Living Ayurveda Internship participants at Banyan Farm.



“...this program profoundly changed my life. It cracked me open, and I blossomed. Thanks to everyone who made this experience happen.”

— Carlie Jean, 2021 LAI Session 1 Intern

Community Partners

We are honored to engage in mutually-beneficial relationships with community-based organizations. These collaborations help amplify our impact as we share Ayurveda and wellness.

- As mentioned, we are members of the natural product industry's JEDI Collaborative and Climate Collaboratives. We participate in their educational programs and support their work with public commitments and financial support.
- Members of our team serve on the National Association of Medical Ayurveda's (NAMA) Diversity Equity and Inclusion (DE&I) Committee, and the American Herbal Products Association (AHPA) Sustainability Committee & DE&I Committees.
- We sponsored the 17th annual National Ayurvedic Medical Association (NAMA) conference, supporting their goal to advance Ayurveda in the US. We have been sponsors since NAMA began.
- We continue to support the Ayurvedic Institute School Scholarship program with funding, offering the opportunity to study to students who otherwise would not be able to afford it.
- As mentioned, we have a special partnership with Siskiyou Ayurveda, the sliding scale clinic in Ashland, Oregon. The clinic was started by our CEO, Kevin Casey, to serve our local community.
- We continued our Living Ayurveda Internship (LAI) program at Banyan Farm in Williams, Oregon. A total of 16 interns participated across the Spring and Fall sessions. They learned about Ayurveda, Yoga, Vedic astrology, Western herbs, bioregional Ayurveda, plant identification, farming, cultural appropriation, and Indigenous histories of Southern Oregon.



Diversity, Equity, and Inclusion in the Community

We are committed to deepening our efforts to support North American Indigenous communities and to honoring Indigenous history.

- We began conversations with the Indigenous Garden Networks in Oregon to offer support for their mission. The purpose of the Indigenous Gardens Network is to provide accessibility to land and “first foods” for tribal communities. We donated products and engaged in initial discussions around sharing land resources at Banyan Farm in Williams, Oregon.
- We made public land acknowledgements on Indigenous People’s Day, acknowledging the original peoples of New Mexico and Southern Oregon upon whose land we carry out our work. We extend our respect and appreciation for the native communities in our region for tending to the land throughout a tumultuous history and setting a model of earth-centric care.
- We made financial and/or product donations to the following Indigenous community groups: Stone Cabin Collective, Lomakatsi, Indigenous Women Rising, Grandmother Flore-demayo’s “The Path” project, and Vandana Shiva’s organization, Navdanya.

Our Planet

One of our core values is to honor and protect the sanctity of nature. We consider this commitment to be of utmost importance and we take responsibility for continually increasing our awareness and improving our business practices.

In our modern world, this commitment is no easy task. Even as we continue to improve and operate in more ecologically friendly ways, we also acknowledge the areas where we fall short. We are dedicated to a long-term, ongoing effort to cultivate ever-greater harmony and reciprocity with nature.

Our Herbs

Our three pillars ensure that our herbs are certified organic, sustainably sourced, and fairly traded.

In 2021, we prioritized developing domestic sourcing partnerships to reduce our carbon footprint and support the small, regional farms of our local communities. With deep honor and respect for the traditional Ayurvedic pharmacopeia, we believe all plants are intelligent allies and that all plants can be viewed as Ayurvedic no matter where they grow. We call this bioregional Ayurveda.

The practice of bioregional Ayurveda comes to life when we begin to apply the framework of Ayurveda to the environment we live in and turn our focus to the rich and diverse pharmacopeia of plants growing around us. Bioregionalism means developing reciprocal relationships with our local ecosystem and using the local plants and resources of our surroundings. This is particularly significant today as we face increasing environmental and social problems throughout the world.



Top: Haritaki growing in Bhimshankar, Maharashtra, India.

Bottom: Hemp growing at Banyan Farm.



Herbs and Botanicals

- We provided a market for over 60,000 pounds of certified organic herbs grown in India on land that might otherwise have been used for non-organic agriculture.
- In 2021, we continued to source over 99.5 percent of our herbs as certified organic. The exceptions are talisa, asafoetida, and shilajit. Our Sourcing team is currently working toward acquiring organic talisa and asafoetida, and our shilajit is wild-harvested and cannot be certified organic.

Farm Partners

- Our partners at Banyan Farm successfully grew a handful of USDA certified organic herbs, including ashwagandha, bhringaraj, tulsi, skullcap, and hemp. In total, the farm grew close to 40,000 pounds (about twice the weight of a school bus) of fresh plant material, which dried down to 5,000–6,000 pounds. Many of these herbs will be used in our products. Banyan Farm is continuing to implement regenerative, organic farming practices to support biodiversity and healthier soil.
- We continued to lease farmland at Panchavati Farm in Gujarat, India, and supported the certification of the farm as Fair for Life.
- We began speaking with our suppliers about regenerative agriculture practices. At least two of our suppliers are working on their Regenerative Organic Certification, and we are hopeful to see this number grow.



Brahmi/gotu kola growing at
Panchavati Farm in Gujarat, India.

OUR PLANET

Sustainable Sourcing

- A few years ago, we lost our long-term kutki supplier. Because our team has not been able to identify another sustainable source, we have decided to protect this plant by discontinuing it for now, potentially indefinitely. Our efforts to support ethical harvesting and sustainability of traditional Ayurvedic herbs like kutki will continue.
- We continue to not sell other endangered herbs, such as jatamansi and sandalwood, until we can find reliable sustainable sources.
- We continue to work with farmers who use responsible harvesting methods to keep plants alive and healthy.

99.5%

OF HERBS SOURCED WERE
CERTIFIED ORGANIC

40,000 LBS

OF FRESH PLANT MATERIAL WAS
GROWN AT BANYAN FARM

WE PROVIDED A MARKET FOR

60,000+ LBS

OF CERTIFIED ORGANIC HERBS GROWN IN INDIA



Our Footprint

The scientific community agrees that greenhouse gas emissions are changing our climate at a catastrophic speed, threatening the health of the planet and our very existence. In alignment with our mission, we feel the need to do all we can to minimize our carbon footprint.

We know our herbal plant allies can help regenerate the planet and the people. With our commitment to supplying certified organic herbs, we eliminate the unnecessary use of harmful toxic chemicals. Guided by the B Corp certification process, we continue to learn about other best practices and important steps on our climate action journey.

A big step toward improving our environmental responsibility is to measure and understand the negative impact our business operations have on the planet. With this understanding, we can make progress toward reducing our footprint.

From here, we are authentically committed to implementing change and making progress to reduce our footprint. In that process, we hope we can energize others to join us as well.

Our Energy Footprint

- Since we first began measuring our energy and water use in 2018, we have fixed water leaks, switched to LED lights, installed digital thermostats, and educated our team on energy and water use best practices at our facilities in Oregon and New Mexico. These practices have reduced our water and energy use.
- In 2021, we began measuring our carbon emissions. This process includes tracking energy use at our offices, in the manufacturing processes at our facilities, and Banyan-owned vehicles. Using an emissions calculator, we learned our scope 1 & 2 Energy Footprint Co2 emissions are equivalent to 30,101 gallons of gasoline consumed in one year. Knowing this helps us set reduction goals and gives us a framework to research ways we can offset our carbon.



Top: Inventory in the Albuquerque warehouse.

Bottom: Bhingraj growing at Banyan Farm.



- At our Oregon offices, the energy we purchased through the City of Ashland is 95–98 percent carbon free or reduced carbon coming from the Federal hydropower project.
- At our New Mexico facilities, we participate in the PNM Sky Blue® program to support clean, renewable wind and solar energy projects in New Mexico.
- Scope 3 encompasses emissions that are not produced by the company itself. These emissions are not the result of activities from assets owned or controlled by the company, but by those that it is indirectly responsible for, up and down its value chain. We began measuring Scope 3 emissions, starting with our employee travel. Air travel is typically a significant contribution to a business's total carbon footprint, but due to COVID restrictions in 2021, our travel footprint was lower than normal.
- Most of our office employees are now working from home permanently, reducing carbon from their previous commutes.
- In 2022, we will begin to estimate the external emissions of our business, including growing herbs at the farm level, manufacturing the products, transportation throughout the supply chain, and shipping to our customers. We still have a tremendous amount of work to do to calculate our total footprint, but we are on the right track!

OUR OREGON OFFICES USE
ENERGY THAT IS

95-98%

CARBON FREE OR REDUCED CARBON



Top: Maximo, Head of Oil Cooking, processing ghee in Albuquerque.

Bottom: A friend from Soilutions loading compost bins in Albuquerque. We have delivered manufacturing biowaste to them for years, which they turn into soil and compost.



Our Manufacturing and Waste Footprint

- The care that we put into securing pure, high-quality, raw materials extends to the processes we use to transform the ingredients into products. Our herbal oils and balms are made in-house in our certified organic production facility in Albuquerque, New Mexico, and our tablets and liquid extracts are produced in certified organic facilities by our partner manufacturers. While the purity of the products is maintained, there is still much for us to learn about how we can produce, package, and transport them using less fossil fuel.
- 100 percent of our organic material manufacturing wastes, including the waste from our herbal oils, are either composted or recycled into biofuel, which is an improvement over 2020—we were just over 50 percent! Banyan's friend, John, has been using our oil waste as biofuel for his truck for over four years.
- Our biggest challenge with waste in the manufacturing process is the use of personal protective equipment that is required to meet federal safety guidelines, including masks, hairnets, shoe coverings, and gloves, that cannot be recycled at our local facilities.

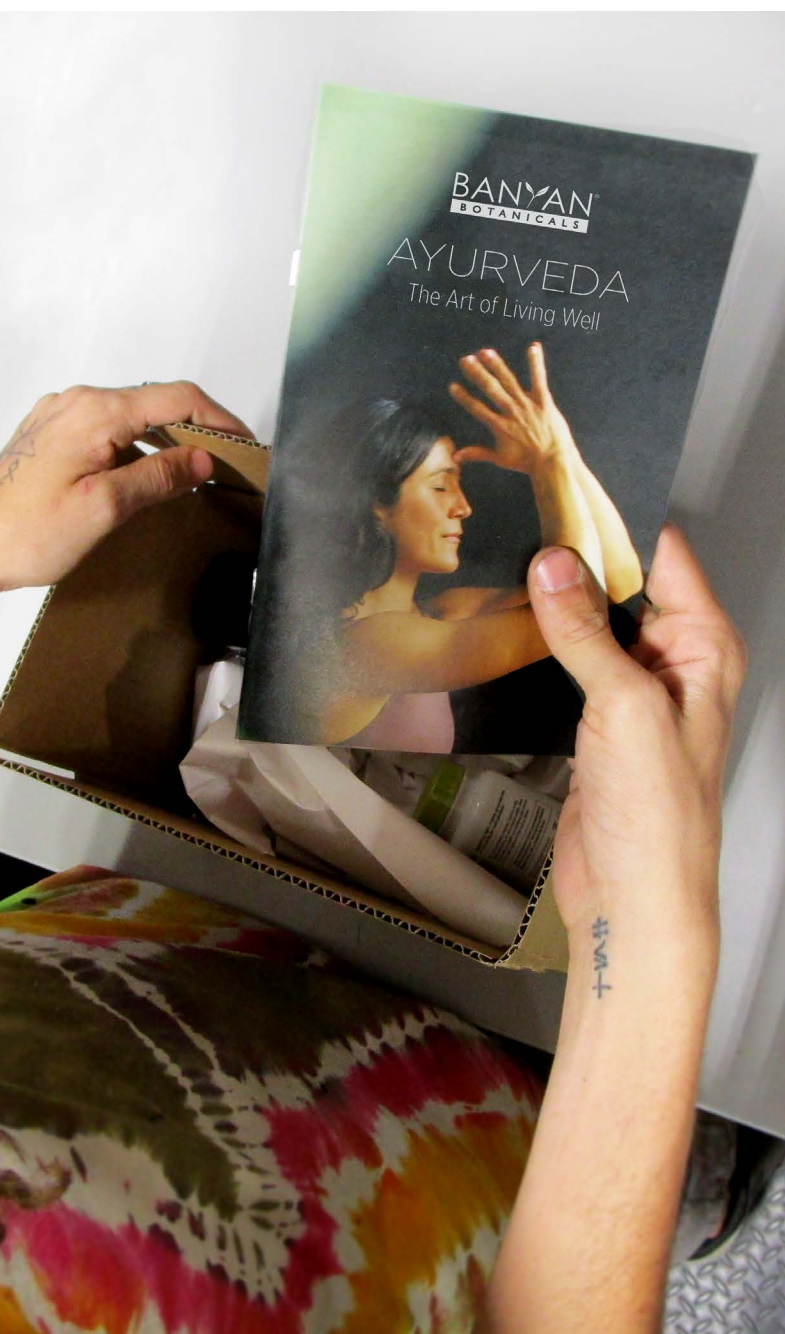
Our Shipping & Packaging Footprint

- All purchased cardboard boxes are Sustainable Forest Initiative (SFI) certified, which means they are manufactured with recycled material or from a certified forest where raw wood is harvested legally and responsibly with an eye on biodiversity, water quality, and forest management best practices.
- We continue to pack orders with 100 percent recycled newsprint paper, using fewer plastic bags for the protection of breakable products.
- We have made a public commitment to reduce the climate impact of our packaging with the Climate Collaborative, a community of businesses in the natural products industry joining forces to reduce climate change.



Top: This year, we established a rubric system to help us work towards more responsible and sustainable packaging options.

Bottom: Our Intro to Ayurveda catalogs are added to first-time customer orders.



- In 2021, we continued to package our tablets and oils in highly-recyclable PETE 1 plastic, which is lighter in weight and requires less carbon to manufacture and ship than glass.
- We consulted with recyclability and packaging industry experts throughout the year and learned that our journey to sustainable packaging is not as simple as eliminating plastics. In turn, we established a comprehensive rubric to help us determine the impact of each packaging option. This guided us in our selection of plastic-free and better-plastic alternatives which we aim to begin implementing in 2022.
- We will also continue to invest time and resources into product packaging that factors in life cycle impacts, greenhouse gas emissions, and end of life (recycling) of packaging. We have identified changes that can be made and are working diligently to implement them.
- Over the years, we have had several conversations regarding the benefits and drawbacks of printing and mailing over 30,000 annual product catalogs. In 2021, we made the difficult decision to discontinue these catalogs to reduce our footprint and waste.
- We continued to include our Intro to Ayurveda catalog in first-time customer order shipments, which has a much smaller footprint. It is 75 percent smaller by paper volume and is printed on FSC certified paper. It is printed with so-seal approved inks on an energy-efficient press powered by 100 percent wind power. And because this catalog is only included once per customer, mailing transportation emissions are fractional.



Bacopa growing in northeast Gujarat, India.



Banyan Botanicals was founded in 1996 with the mission to help people achieve and maintain optimal health and well-being. As an Ayurvedic lifestyle company, we specialize in products made from Ayurvedic herbs that are organically grown, sustainably sourced, fairly traded, and made in the USA. Our product line includes the largest selection of USDA certified organic Ayurvedic herbs as well as herbal tablets, liquid extracts, massage oils, and Chyavanprash. Banyan is committed to providing exceptional customer service, inspiring educational content, and the highest quality Ayurvedic herbal products that are safe, pure, and effective.

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