

John I. Haas, Inc.

Sustainability Report



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INTRODUCTION LETTER FROM CEO

This year, we celebrated our 100 year anniversary and are proud to have successfully carried on the work that Mr. John I. Haas began in 1914. While no longer in the hands of the Haas family, the company is still family owned and family managed with values guided by a multi-generational outlook, the very essence of sustainability.

The success of Mr. Haas in growing the company into the leading position in the US hop industry by the 1950's was not solely based on his excellent business acumen but also on the recognition of the talents within his company, the investment in the long-term relationships with grower suppliers and the appreciation of the community and the environment around him.

In this tradition, Haas took leadership by building the first LEED Gold office and technical center in Yakima, WA. It was not only constructed under strict environmental standards but also combined a stimulating office work environment with a state of the art research brewery to better serve our customers.

As brewers in the US and around the world shift their focus increasingly to flavor derived from hops, we are working on meeting this growing demand for hop flavor sustainably. On our hop farms we have adopted the Sustainable Agricultural Initiative (SAI) and are building out our grower supplier evaluation program to improve alignment with our sustainability requirements. In addition to our annual expenditures of our Environment Management System, we have spent approximately \$120,000 to monitor agrichemical usage by our suppliers. To reduce the agrichemical load on our future hop supplies, we continue to breed for new and flavorful hop varieties that are disease and pest resistant.

Since hops purchased from our growers suppliers make up close to 60% of our total revenue, we continuously evaluate the risks of such an important element of our operations. As hops grown in the Pacific Northwest depend on irrigation water supplies, the sustainable consumption of water represents a critical factor in our future success. We recognize, however, that we use water not only in the production of hops but in our processing plants as well. Therefore, we have set ourselves the overall target to reduce our water usage by 10% by 2018.

We hope that the information contained in this report will be insightful and that we were able to bring closer the spirit of sustainability in our company that still bears the name of its founder, John I. Haas, Inc.

-Alexander Barth, CEO



REPORT OBJECTIVES & OVERVIEW

As John I. Haas, Inc., celebrates its centennial and looks to the future, we realize that the sustainability of the company will be influenced by the economic climate, but equally important will be the impact of the environmental and socially responsible decisions we make. This report provides a review of the sustainability achievements to date as well as providing a baseline for future aspirations. This report was produced in accordance with the Core Global Reporting Initiative (GRI) requirements, based on G4 guidelines.

THE GOALS OF THIS REPORT ARE TO:

- Provide our stakeholders with an overview of the major organizational activities accomplished during the reporting period.
- Improve transparency and accountability with our valued stakeholders.
- Show our stakeholders how John I. Haas, Inc., is committed to constantly examining and improving our environmental and social impacts.
- Use the metrics and data in this report to benchmark and set future goals.

This year's report is based on operations and initiatives conducted during fiscal year: August 1st, 2013, to July 31st, 2014. It is anticipated that future reports will be issued on a bi- or triannual basis, with updates on our sustainability efforts issued as short briefs between major reporting years.

FOR OUR NEXT REPORTING PERIOD, THE FOLLOWING GOALS WILL BE ADDRESSED:

- Implementation of a Sustainable Agriculture Initiative data-collection platform across our grower bases to ensure alignment of growers' sustainability practices with our requirements.
- Evaluate John I. Haas, Inc., expenditures on sustainability initiatives and provide an industry-leading commitment to support projects which substantially improve the environment and society within which we operate.
- Reduce our water usage by 10% by 2018.
- Develop a screening program which allows John I. Haas, Inc., to efficiently select for suppliers with commitments to the environment, human rights, and society that are aligned with our philosophies and sustainability requirements. It will be company policy only to deal with suppliers who meet the stringent requirements of our program, even if this comes at a cost premium for John I. Haas, Inc.

COMPANY OVERVIEW



Who We Are

Corporate & Organizational Structure

Financial Overview

Our Products

Our Supply Chain

Our Operations

Our Stakeholders

Our Hop Suppliers



WHO WE ARE

At John I. Haas, Inc., we recognize that our 100 years of success have been highly dependent on the success of our customers and suppliers. For this reason, our focus and strategic direction have been driven by the needs of our stakeholders.



IT IS IMPORTANT TO US THAT OUR STAKEHOLDERS UNDERSTAND AND SUPPORT OUR BUSINESS STRATEGY, WHICH IS:

We approach the market from the minds of brewers. By leveraging our hops and brewing know-how, as well as close relationships, we create and produce innovative and efficient hop-based flavor solutions all the way from the field to the glass.

We focus on products and services with distinctive value and leverage this hops expertise to deliver innovative products to our BetaTec customers so they can be successful in their evolving markets.

We pride ourselves on our ability to evolve, innovate and grow our business as market demands and technologies shift.

ABOVE ALL, WE ARE:

- **Hop Breeders and Growers** — creators of some of today's most popular hop varieties.
- **Partners** — fellow beer lovers who understand and provide products and services our customers need to be successful.
- **Innovators** — tireless professionals who are passionate about providing the products, tools, services and supply assurance needed to brew great beer.
- **A Resource** — we are an educational resource where brewers can discover and understand the world of hops and beer.



INTEGRITY

What do you get when you combine the largest United States supplier of hops with the integrity of a 100-year-old family business? Exactly what you were promised.



CUSTOMER SERVICE

We make it our business to know yours. Because we believe that great service comes from knowing not just what you need, but why you need it.



INNOVATION

From our world-famous hop varieties to our world-class experimental brewery, we have a history of delivering innovations that lead to better beers.



PASSION

Haas is not just a supplier; we are breeders and growers of hops, and brewers of beer. For generations we have helped brewers discover their next great flavor.



TEAMWORK

Implement goals, performance measures, and incentives for employees that ensure seamless company operations by encouraging teamwork and collaboration.

CORPORATE & ORGANIZATIONAL STRUCTURE

CORPORATE STRUCTURE

John I. Haas, Inc. is a member of the global Barth-Haas Group, the leading supplier of hops and hop products in the world. Our relationship with the other Barth-Haas Group companies allows us to ensure our customers' needs are always fulfilled with the highest-quality products and services. We develop lasting relationships with our customers based on our understanding of the hop industry, our knowledge of brewing and our dedication to customer service and value.

THE FOLLOWING COMPANIES BELONG TO THE BARTH-HAAS GROUP:



JOHN I. HAAS, INC., USA

Production and marketing
of hops and hop products
UNITED STATES OF AMERICA



BETATEC HOP PRODUCTS

Research, development and
marketing of hop products
USA/GERMANY



NATECO2 GMBH & CO. KG

Production and marketing
of hops and hop products
GERMANY



BOTANIX LTD.

Production and marketing
of hop products
UNITED KINGDOM



JOH. BARTH & SOHN GMBH & CO. KG

Production and marketing
of hop products
GERMANY



SIMPLY HOPS LTD.

Marketing of hops and
hop products
UNITED KINGDOM



HOPFENVEREDLUNG ST. JOHANN GMBH & CO. KG

Pelleting (Type 90 and 45)
GERMANY



BARTH INNOVATIONS LTD.

Research and development
UNITED KINGDOM



BARTH-HAAS TRADEXINJIANG; GREEN DIAMOND HOPS CO., LTD.; GANSU TIANMA HOPS CO. LTD.

Marketing of hops and hop products
UNITED KINGDOM



HOP PRODUCTS AUSTRALIA

Production and marketing
of hops and hop products
AUSTRALIA

John I. Haas, Inc.'s farm operations, breeding, production facilities, processing and warehousing facilities, research and development and offices are in Yakima County, Washington, while our Corporate Headquarters are located in Washington, D.C.



THE BARTH HAAS GROUP CURRENTLY OPERATES INTERNATIONALLY IN THE FOLLOWING AREAS:

- Hop production and breeding
- Hop processing
- Hops and hop product marketing and sales
- Hop storage and logistics services
- Research and development on hops and application technologies for the brewing industry and others who value hops.

ORGANIZATIONAL STRUCTURE

Our Board of Directors, stakeholders and affiliate companies demand that we operate our business with the highest standards of conduct. Therefore, there are many teams within the organization who each work diligently to support this expectation.

Our Chief Executive Officer, Alexander Barth, leads our Management Team consisting of executives from various divisions of the company, including supply chain, technical, finance/accounting, sales and marketing, human resources,

**Our Board of Directors,
stakeholders and affiliate
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standards of conduct.**

manufacturing, and our BetaTec® subsidiary. This team considers sustainability initiatives a top priority in order to grow and develop our company.

John I. Haas, Inc., has two additional teams that are responsible for the review on economic, environmental, and social impacts for the organization:

- **Quality Leadership Team** — responsible for reviewing all quality management and food safety system requirements, supplier performance and recommendations for improvement.
- **Environmental Leadership Team** — responsible for reviewing all environmental management system requirements, examining objectives and recommending improvement.

The quality and environmental leadership teams are composed of representative employees from various departments of the company and meet to discuss any areas of concern or opportunity for improvement and growth. The teams provide recommendations for management consideration, and are tasked with the implementation of agreed-upon initiatives. The Board's role is to advise and monitor the strategic direction of the company, approve significant financial expenditures, and ensure that goals are being met at the end of each period.

At John I. Haas, Inc., we believe that cross-functional collaboration yields better results for the entire organization. Our team structure provides the foundation for identifying and implementing continual improvement opportunities, and provides our company with utmost capability for addressing business challenges utilizing the most talented personnel in the industry.

FINANCIAL OVERVIEW

We continually review our asset utilization and assess our corporate structure in order to streamline and optimize operations. We periodically review operations and corporate holdings and make strategic decisions that address fluctuating market conditions in an effort to ensure our shareholders receive an adequate return on their investment.

Because John I. Haas, Inc., is a privately held company, we do not disclose financial information as doing so could put us at a competitive disadvantage. In the chart below, we have, however, shown a breakdown of our revenue allocation (in percentages), over the fiscal year ending in July 2014 for our locations and operations in Yakima County and Washington, D.C.



NEW CAPITAL EXPENDITURES

Our largest portion of expenditures for the reporting year was allocated to building our new Haas Innovations Center (inaugurated in Aug. 2013) and also to gaining full ownership of jointly held facilities. In May 2014, we made the strategic decision to buy the outstanding ownership shares of our Supercritical Carbon Dioxide (CO₂) Extraction Plant. This purchase allowed us to regain direct control over operations in 100% of our facilities.



69% Allocated to real estate investments. Includes LEED Gold Haas Innovations Center, Research Brewery, and farming acreage.

14% Improvements in our Supercritical CO₂ Extraction Complex. Purchasing full ownership of the facility, upgrading various systems and purchasing a new receiving tank.

6% Allocated to build a new packing line in our Pellet Plant, installing new tanks in Advanced Products Plant and automating the CO₂ Extract Packaging line.

11% Upgrading our transportation equipment, information systems and electrical systems.

ENVIRONMENTAL EXPENDITURES

At John I. Haas, Inc., we have elected to finance additional expenditures that will result in positive impacts to the environment. Throughout each of our locations we have environmental expenditures that represent a significant portion of our total operational spending.

Some examples of these expenditures include:

- Environmental Management System (ISO 14001), which costs our company a minimum of \$36,000 per year for an external certification.
- Integrated Pest Management (IPM) system (\$26,000) which helps us ensure our high-quality hops throughout the growing season, by monitoring for crop pests and disease during the growing season. It also helps us establish thresholds and rotates use of chemicals to keep pests from building resistances.
- Partnership with Pacific Power and their Blue Sky program to support current renewable energy resources and the development of future sources. Although our participation in this program comes at a premium, we believe that focusing on renewable energy is a vital component of our commitment to sustainability.
- \$120,000 per year on our food safety program, which monitors agrichemical usage by our suppliers.

OUR PRODUCTS

In conjunction with the Barth-Haas Group, we have been supplying industry-leading products for more than 200 years, and have thus remained the partner of choice to our customers. We apply the results of our research activities across our entire supply chain, allowing us to create new hop varieties, new products, innovative applications and services for our customers' satisfaction. Our innovation centers (Haas Innovations Center, USA, and Barth Innovations Ltd., UK) are dedicated to unlocking the full potential of hops.

THE BARTH-HAAS GROUP PRODUCTS



**CLASSIC
PRODUCTS**



**ADVANCED
PRODUCTS**



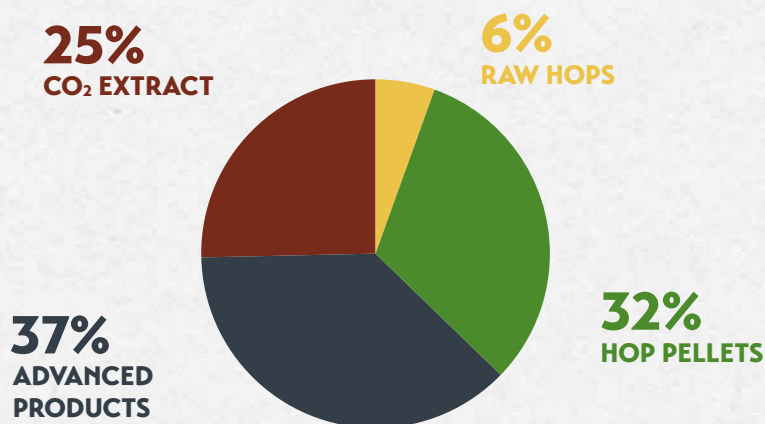
CLASSIC PRODUCTS

Our classic hop products are based on the natural preparation of raw hops, also referred to as “whole” or “leaf” hops. The majority of our hops are processed into either brewing pellets or extracted with supercritical carbon dioxide to produce a hop resin for our customers.

- Hop Pellets are an economical way to stabilize hop aroma and flavor. They provide a homogenous and easy-to-use hop product preferred by many brewers.
- Hop extracts are produced using supercritical carbon dioxide to efficiently extract the alpha acids, beta acids and essential oils of hops in a manner that preserves quality. The supercritical extraction process provides a concentrated, high-quality product that provides efficiency and flexibility for the brewer and a convenient and cost-competitive alternative to raw hops or hop pellets. With extract, many of the brewing characteristics of the original hops are maintained. An early addition to the kettle imparts bitterness, while a late addition will carry over the volatile oils in beer with aromatic “late hop” character.

ADVANCED PRODUCTS

The John I. Haas, Inc., line of advanced hop products are the perfect solution when there is a need to deliver efficient beer bitterness or to influence the foam characteristics in beer. The John I. Haas, Inc., advanced products line contains some of the most well-known products in the industry, including Isohop®, Redihop®, Tetrahop Gold® and Hexahop Gold®. The products provide ways to more precisely control bitterness, aroma, flavor, light-stability — enhanced foam and cling performance. All our advanced products start with hop extracts, which are refined using the best industry practices to produce aqueous advanced hop products that deliver sought-after hop performance in an efficient, user-friendly form.



PERCENTAGE OF JOHN I. HAAS, INC., HOP PRODUCTS
ACCORDING TO SALES REVENUE (%)

APPLICATIONS FOR HOPS OUTSIDE OF THE BREWING INDUSTRY



If you think of hops, chances are you think of beer. But this almost-magical little flower contains useful compounds that serve a variety of industries with naturally derived functional solutions.

John I. Haas, Inc., is the parent company of BetaTec Hop Products, a division created to develop hop products for non-brewing industries.

BetaTec focuses on the technical support needed to apply these hop compounds to new applications that extend beyond the traditional brewing base. One of the inventions that has been very successful is HopGuard® II, which is a scientifically proven natural Varroa mite-control system. This excellent miticide is derived from hop compounds, and provides beekeepers with a natural, safe and easy-to-use control agent alternative to traditional harsh chemicals.

OUR SUPPLY CHAIN

As a vertically integrated company, we are able to control and maintain the highest-quality hops at every stage along the value chain. From hop cultivation, through processing and storage, to worldwide distribution, our processes add value and ensure customer satisfaction. For over a century, we have succeeded in making recognizable contributions to the further development of both the hop and brewing industries by improving products and processes throughout the value chain.



HOP BREEDING

During this process we select the parents, pollinate, germinate, evaluate and then make the final selection for commercialization.

Our breeding activities are dedicated to developing pest-resistant and disease-resistant hop varieties with strong commercial qualities.



HOP GROWING

On both our own farm, and those of our suppliers, we seek opportunities to discover and implement the best agronomic practices in the industry.



PURCHASING

We are growers and merchants. Therefore we seek out growers and build a strong foundation of trust. The meaningful relationships we have with our growers have helped us supply our customers with the best and highest-quality hops.



CUSTOMERS

We have a diverse customer base ranging from brewers to food production and nutraceutical companies.



SALES & DISTRIBUTION

We strive to fulfill our customers' long-term and short-term needs.



PROCESSING

Our state-of-the-art processing facilities are able to provide a complete range of hop products, from hop bales to the most advanced hop products.

OUR OPERATIONS



John I. Haas, Inc.'s operations are located in Yakima, WA, in the "heart" of the United States hop-growing region. Being situated in close proximity to where the majority of US hops are grown reduces our transportation carbon footprint and improves quality. Over 95% of our hop products are sourced from farms located in the Pacific Northwest, and roughly 86% of our supply comes from Washington State growers.

OUR BUILDING



John I. Haas, Inc., is proud that our Haas Innovations Center is the first LEED Gold Certified building in the city of Yakima. LEED, or Leadership in Energy & Environmental Design, is a green building certification program that recognizes best-in-class building strategies and practices. To receive LEED certification, buildings must satisfy prerequisites and earn points to achieve different levels of certification. Gold is the second-highest certification available, and the rating is based on a variety of elements, including building and site design, water efficiency, energy and atmosphere, materials and resources, and indoor environmental quality.

Designing high-performance, sustainable buildings is a growing worldwide trend that not only lightens our environmental footprint, but also offers significant operational cost savings over the life of a building. At John I. Haas, we believe that developing a sustainable and energy-efficient building is an important part of demonstrating our commitment to sustainable farming practices and conserving natural resources. As the first LEED Gold Certified building in Yakima, we hope that the Haas Innovations Center will act as a resource, road map, icon, and catalyst for other high-efficiency developments in the area.

LEED CATEGORIES



Sustainable
Sites



Water
Efficiency



Energy &
Atmosphere



Materials &
Resources



Indoor
Environmental
Quality



Innovation
in Design



Regional
Priority

HAAS INNOVATIONS BREWERY

Many years of planning and investment culminated in the inauguration of the Haas Innovations Brewery in August 2013. The state-of-the-art research brewery provides a highly controlled, scientific environment where we can create, test and adjust recipes to get the perfect brew. The brewery provides an unparalleled pilot-scale brewing experience where our customers can reduce the time and uncertainties often associated with new product development, allowing them to get their creation to market faster, and more efficiently.



PELLET PLANT

Our automated pellet plant is designed to produce Type 90, Type 45, Isomerized, Stabilized, and other various hop pellet products. Great care is given to the quality of the pellets by controlling temperature during the pelleting process, as well as controlling grist size. This allows us to produce a pellet that has exceptional performance in the brewer's kettle as well as in dry hopping applications. We are committed to making hop pellets that are the best in the industry.

ADVANCED PRODUCTS PLANT

Advanced Products are refined hop extract products produced for brewing and non-brewing (BetaTec®) purposes. Our facility uses aqueous methods to separate the main components of hop extract (alpha acids, beta acids and hop oils) in order to create a wide range of products that perform specific functions including, but not limited to, bittering, light stability, and foam enhancement. These products are valued outside of the brewing industry, where the natural anti-microbial capabilities of hop acids are utilized by the sugar beet refining and corn ethanol plants industries.

**John I. Haas, Inc., has
been operating supercritical
carbon dioxide facilities
for over 23 years.**

SUPERCritical CARBON DIOXIDE EXTRACTION PLANT

The hop industry was an early adopter of supercritical carbon dioxide technology, a technology that produces a hop resin free from undesirable solvents. John I. Haas, Inc., has been operating supercritical carbon dioxide facilities for over 23 years. Supercritical carbon dioxide efficiently and safely extracts the hop oils, alpha acids, and beta acids from the hops. The highly stable hop extract is packaged, labeled to preserve identity and traceability, and stored in a cold room until it is ready to ship to our customers. This process does not result in any waste products, as the remaining solvent-free plant material following extraction is re-pelletized for other uses including animal feed.

WAREHOUSE COMPLEX

We operate 32 warehouses in which we hold baled hops, pellets, extract and other hop products. During the harvest season, our warehouses take in an average of 5,000 bales of hops each day. Part of the take-in process requires us to thoroughly examine moisture, temperature, color and smell in order to ensure the highest-quality products. We have always been recyclers of burlap material used to wrap hop bales; however, in early 2014, we expanded our recycling program to include the food-grade polypropylene hop cloth that is replacing traditional burlap as the industry standard.

LOCAL SUPPLIERS

We actively seek out local suppliers and vendors who are able to meet our high quality standards. We strive to diversify our supply chain by purchasing from multiple suppliers when possible. This strategy allows us to reduce risk in our operations, as well as build essential and strong ties within the community.

HAAS INNOVATIONS BREWERY

At John I. Haas, Inc., we celebrate the passion and creativity of those dedicated to brewing great beer and growing great hops. Creating new and commercially successful beers requires equipment and expertise that facilitate a repeatable, flexible and scalable brewing experience. At the Haas Innovations Brewery, sophisticated equipment and control systems allow brewers to refine a recipe and repeat it batch after batch. We celebrate our suppliers with every great batch of beer we brew!

BIODIVERSITY AWARENESS

Nearby our Yakima Golding Farm is the 1,978-acre Toppenish National Wildlife Refuge (TNWR). The refuge's combination of grassland, riparian land and seasonal wetland form an important resting and feeding area for up to 30,000 migrating waterfowl, shorebirds and other birds migrating along the Pacific flyway. Due to our farm's close proximity to the refuge, we understand our responsibility for maintaining this unique wildlife preserve, and have adopted procedures and practices that mitigate the impact of our chemical (pesticide and fertilizer) and water usage.

YAKIMA GOLDING FARM

Yakima Golding Farm is dedicated to growing quality hops under stringent food-safety and environmental conditions. In operating our own farm we are able to develop, grow and test new proprietary varieties. We also have the ability to research and improve upon farming practices, finding ways to become more efficient growers. We are then able to use this knowledge to share best practices with our other growers, contributing to a strong and efficient hop industry.

We have continued to make improvements to the farm in various ways, such as converting from diesel to propane at all of our drying facilities, committing to using only drip irrigation on all existing and new hop acreage, and practicing integrated pest-management principles to protect the environment and remain good stewards of the land.



OUR STAKEHOLDERS

We recognize that our stakeholders play a significant role in the success of our operations. Our major stakeholders include, but are not limited to, customers, the local community, growers/suppliers, employees, the Board of Directors and shareholders.

As a result, we have made it a goal of ours to maintain very open lines of feedback and communication with our stakeholders. Over the past several decades, we have engaged them by using a variety of approaches such as surveys, on-site visits, farm/brewery/facility tours, telephone calls and emails.

This has allowed us the opportunity to garner and respond to their feedback in a thorough and efficient manner.

Because our stakeholders are critical to our company's growth, in this report we will discuss the aspects of our operations that have the greatest potential to impact them.

CUSTOMER SATISFACTION SURVEY

To ensure that we were meeting the expectations of our customers (one of our major stakeholders), in 2013 we requested that an independent third party conduct a customer satisfaction survey. Our goal with this survey was to gain a better understanding of our customers' needs, as well as identify what they value and what opportunities remain for us to fulfill for them.

The results showed that:

- 72% of our customers believe that we are better compared to other hop providers.
- The attributes of John I. Haas that they value the most are its dependability, quality, accuracy, and relationships.

BARTH-HAAS HOPS ACADEMY

All there is to know about hops!

Understanding the complexities of hops, and wanting to provide our customers with the knowledge to unlock the full potential of hops in their applications, was the impetus for the Barth-Haas Hops Academy. The Barth-Haas Group has accumulated decades of knowledge in hop cultivation, product development, processing and use of this special brewing ingredient. We are in a unique position to help the brewer understand hop functionality, improve their process efficiencies and develop distinctive high-quality beers.

The courses at the Barth-Haas Hops Academy are modular in format. It is possible to choose any combination of courses, from an overview of certain topics, to focusing on specialized courses. We provide lectures in the field of hop cultivation, hop processing, application in the brewery, analytics, and sustainability, as well as the commercial aspects of hops.

MAJOR STAKEHOLDERS

CUSTOMERS

Our customers are a critical component to our success and the reason for our existence.

COMMUNITY

Our company's strength depends on the health of the community in which we operate.

BOARD OF DIRECTORS & SHAREHOLDERS

The BOD and Shareholders ensure the company's prosperity by guiding and monitoring the strategic direction for our operations and investments.

EMPLOYEES

We consider our employees to be our greatest asset and acknowledge that by helping them reach their full personal potential, the entire organization will benefit.

GROWERS

Over the last 100 years, we have built and maintained strong relationships with our growers. We are committed to their success and share a common goal of providing only the finest hops.

HAAAS[®]

OUR HOP SUPPLIERS

One of the keys to our supply chain is the relationship we have with our growers, relationships that have often been passed from one generation to the next. We know that without the dedication of our growers to supply food-safe, quality products, we could not remain in business. In return we support our growers by providing services in agronomy, marketing and operations in order to help them strengthen their business practices and product quality. Standards for our hop growers are extremely high and our quality is dependable, which is why brewers value us. Below are some of the ways that we manage our supplier quality and agricultural practices:

HOP PURCHASE MASTER AGREEMENT

We require all of our hop suppliers to agree to the terms of our Hop Purchase Master Agreement (HPMA). The HPMA is a document that we use to establish contracts with our growers. The terms described in the agreement are established to assure our high quality standards, to acknowledge and follow environmental regulations pertaining to the use of pesticides applied on the crop, and to comply with all local, state and federal laws.

One of the keys to our supply chain is the relationship we have with our growers, relationships that have often been passed from one generation to the next.

SUSTAINABLE AGRICULTURE INITIATIVE

The Sustainable Agriculture Initiative (SAI) supports the development of sustainable agriculture worldwide. We have adopted the SAI Self Assessment Sustainability checklist for our farm operations to measure our sustainability performance. By following the SAI, we ensure the economic viability of farming systems that agricultural performance and profitability are closely linked to the well-being of farmers and rural communities. Sustainable agriculture has the overall objective of preserving the environmental resources and favors the use of renewable inputs. We have examined the benefits of becoming an SAI Platform Member and the impact our membership will have on our grower/supplier base. We understand this standard would act as a beneficial benchmark for improvement and measurement against other suppliers and the benefits this provides.

GROWER EVALUATION

The majority of our current hop suppliers have been with us for several decades and they operate their facilities with a high commitment to quality. Bringing new suppliers on-board takes time, and it is difficult for a new grower to enter the market with the necessary hop quantity and quality we demand. However, we were able to approve a new supplier over the last year



that met our criteria. In order to supply John I. Haas, Inc., our experience employees the supplier's capabilities to determine whether they can meet our quality and quantity requirements. They are also screened for food safety, occupational safety, and pesticide management.

GROWER ASSISTANCE

We support the industry and provide technical and financial assistance to our growers when it is needed. Occasionally hop growers approach us for financial assistance to help with establishing new hop fields or expanding their picking facilities, or when they encounter cash flow difficulties. We review each request on a case-by-case basis and a decision for resolution is made depending on the project as well as the grower's stability.

Whether dealing with hop growers or other companies that provide John I. Haas, Inc., with products, we want to ensure that we partner with and support suppliers who are making efforts to be more responsible with their environmental and social impacts. We recognize the importance of ensuring suppliers are behaving sustainably, and as such we are developing a program for rating suppliers based on their impact on society, including human rights performance.

HOP BREEDING COMPANY



Formed in 2003, Hop Breeding Company (HBC) is a joint venture between John I. Haas, Inc., and Select Botanicals Group, LLC. Our mission is to develop superior pest-resistant and disease-resistant hop varieties that offer strong commercial qualities. By bringing these programs together, HBC can take advantage of increased efficiencies through consolidation of facilities, germplasm, shared knowledge and efficiency. This pairing of two premier breeding programs combines over 40 years of breeding experience. Our focus is on the development of premium hop varieties for all segments of the brewing industry, as well as customized contract breeding for companies with specific needs. For more information on this program, please visit www.hopbreeding.com.

ASPECTS & SUSTAINABILITY TOPICS





ASPECTS & SUSTAINABILITY TOPICS

The causes of climate change have been a subject of many controversial debates over the last decade. Regardless of how it is happening, we acknowledge that it is extremely important to examine the potential climate risks that may threaten the health of our organization.

Given that our materials are sourced directly from the agriculture industry, drastic changes to temperature and precipitation pose a substantial risk to our longevity. Climatic variability could impact quality and yield of our hops and could result in higher operating costs to John I. Haas, Inc., as we mitigate the impacts of these changes on our customers.

Currently a majority of our hops are sourced from three states, each located in a unique climate zone. We will continue to examine ways to diversify our sourcing portfolio to prevent any long-term impacts to our customers due to climate change. We understand that sustainable practices leading to a sustainable hop supply is important to our customers. We stay informed on new developments that could impact our business and implement up-to-date technologies and agricultural practices that improve our performance.

During the compilation of this report, we evaluated all the various environmental aspects that affect our organization as well as our stakeholders. The following aspects (or significant sustainability topics) highlighted in this section have been selected due to

their importance to our organization's overall sustainability, as well as our stakeholders' interests:

- | | |
|------------------------|--|
| • Water | • Quality and Environmental Management Systems |
| • Energy | • Safety |
| • Packaging/ Materials | • Grower Relations |
| • Waste | • Innovations |
| • Transportation | |

We believe that by monitoring these aspects, not only will we advance our environmental impacts, but our stakeholders will also benefit from these changes. Given that this is our first report, this year's data will be important for us to use in benchmarking metrics, so that we can keep making improvements year after year.

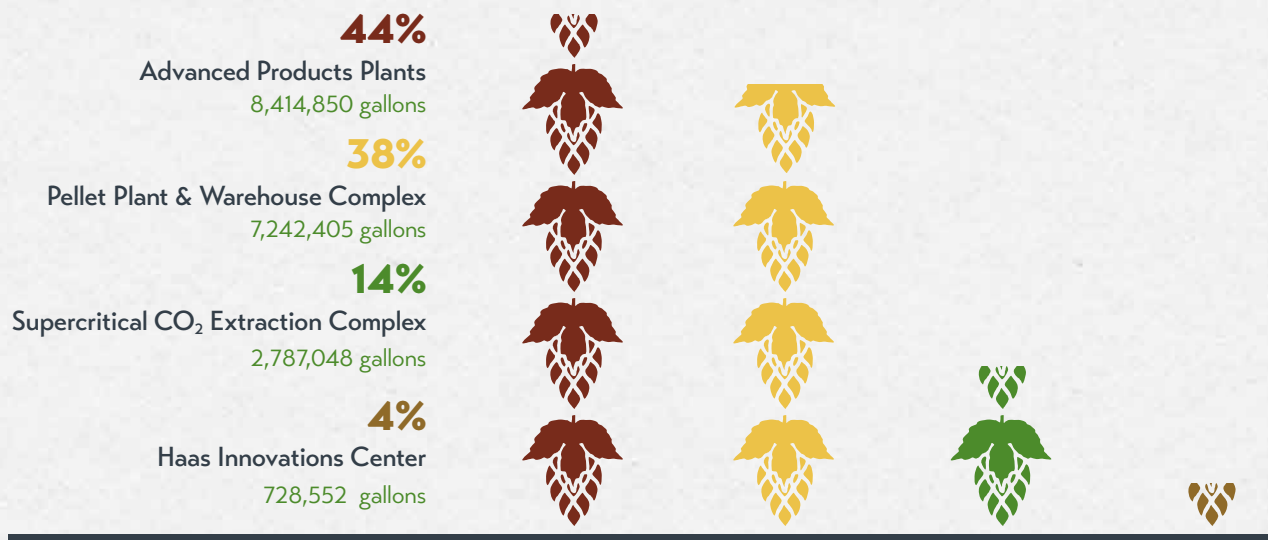
WATER

Water flows through every step of our supply chain, from the hop fields, to the warehouses, to the packaging lines. We understand that the availability of clean, fresh water is critical to John I. Haas, Inc., as well as to others in our surrounding community. Therefore we continuously seek innovative ways to consume less water.

- Between all facilities, we use approximately 19,172,855 gallons of water, which are withdrawn from the City of Yakima, with our Advanced Products Plant and the warehouses accounting for the majority of the water use.
- On the farm we estimate that 80% of our water comes from wells, while the remaining 20% is drawn from neighboring reservoirs and the Yakima River.
 - Every year we purchase the standard 2 acre-feet water allowance from the local irrigation district, which we do not exceed.
 - Each season we pay a flat fee to use up to 3 metered feet of water that is drawn from our wells.

Before discharge, from our processing plants, we test the quality to ensure we are within regulatory compliance for acceptable ranges related to temperature and pH. The water is monitored and may be treated to ensure acceptability for discharge to the City of Yakima. We also use water in our supercritical carbon dioxide extraction plant, although this accounts for less than 15% of the total. During the time of the reporting period, there were no unplanned discharges, and we were within the designated ranges for all the measurements (BOD, TSS, FOG) taken by the City of Yakima.

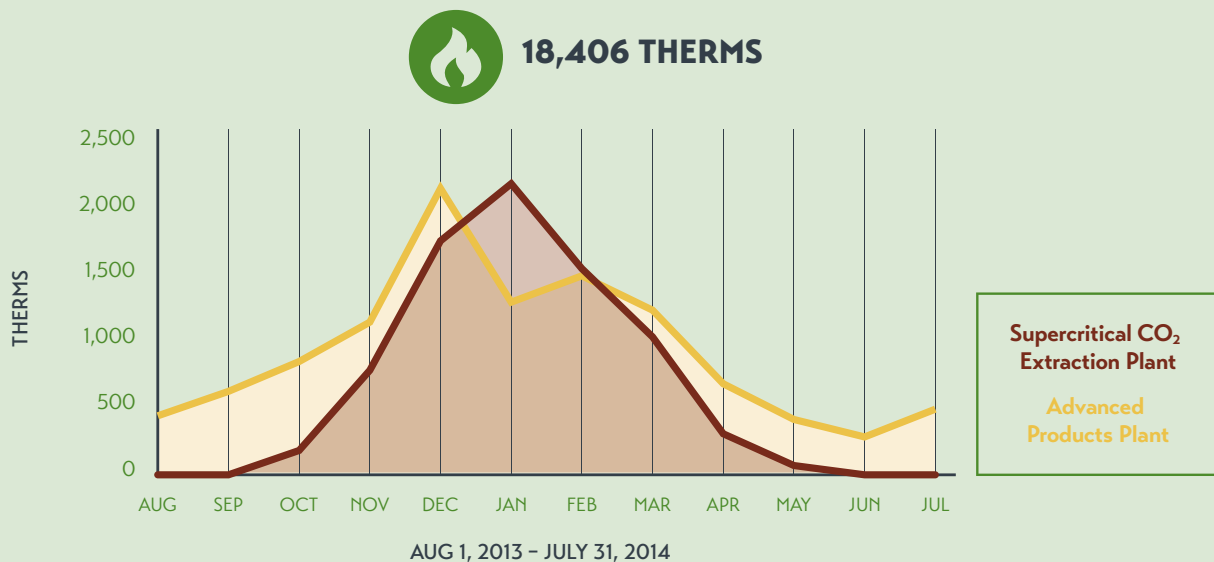
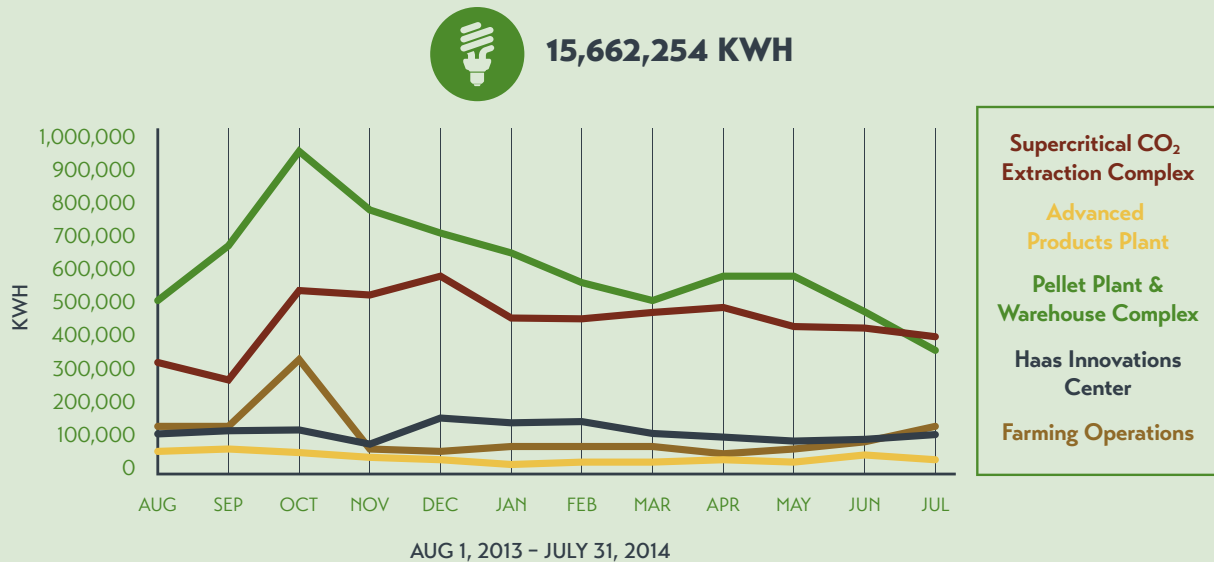
While we desire to reuse water within our processing, the nature of our industry and our food-grade facility do not permit us to do so.



ENERGY

The bulk of our energy is used by the supercritical carbon dioxide extraction plant, warehouses and our pellet plants. The consumption is directly influenced by the quantity of raw hops being processed, as well as by the composition of the product portfolio processed.

In order to proactively address our facilities' relationship with energy utilization, we recently built the Haas Innovations Center. This center is a LEED Gold building that was designed and constructed alongside the principles of sustainability. It has incorporated the use of much natural light, local materials and focus on energy efficiency.



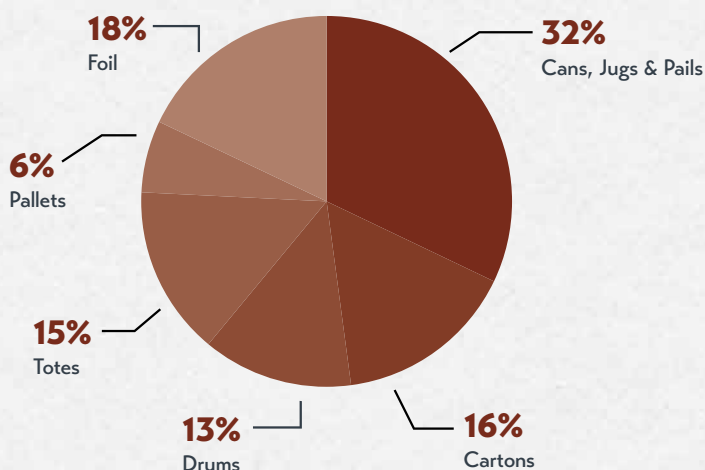
PACKAGING/MATERIALS

At John I. Haas, Inc. we understand that our responsibility related to material usage is not confined to our hop products, but also includes all additional materials that we use to ship our product to our customer. Our hop products are designed to either dissolve into our customer products, or, to be filtered out, resulting in minimal biodegradable plant material.

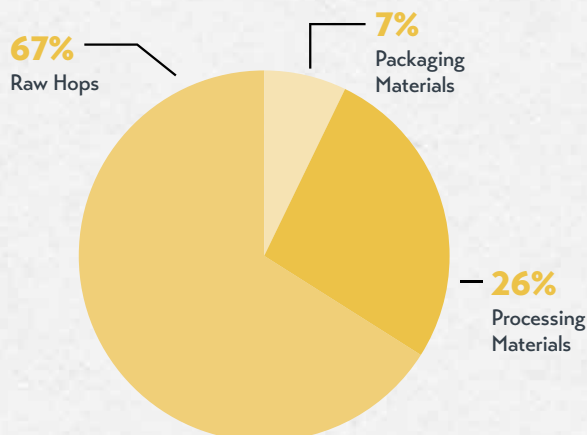
Over the course of the year we purchased and used over 5.5 million pounds of packaging materials. Of that

amount, over half of the materials are able to be reused or recycled. We have, and will continue to explore technologies that we can use to replace various packaging materials (especially our foil bags) in a way that will allow our customers a greater opportunity to reuse or recycle the materials. Currently, our jugs, totes, corrugate, containers and bail wrap materials are able to be reused or recycled.

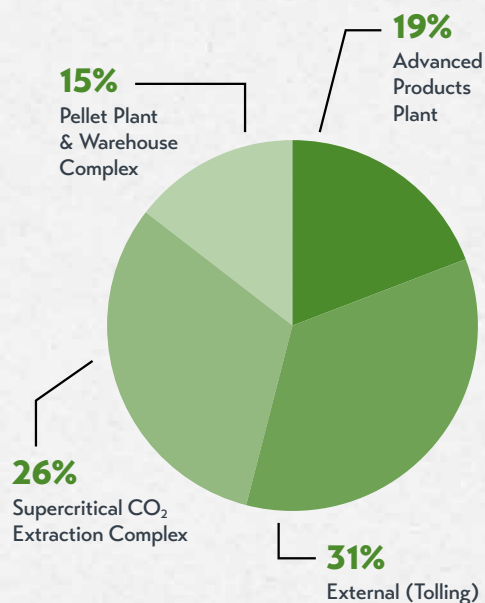
PACKAGING MATERIALS



MATERIAL USAGE



PERCENT PROCESSING MATERIALS BY LOCATION





WASTE

Every year, we dispose of approximately 6,150 lbs of hazardous waste, the majority of which is from laboratory activities that ensure quality. John I. Haas, Inc., understands our responsibilities as a hazardous waste generator, and so we have pollution prevention plans in place to carefully monitor the management of these materials. We follow all federal hazardous waste management regulations that apply to our business.

John I. Haas, Inc., was recognized recently by the Department of Ecology for reducing dangerous waste generation at the laboratory in our Advanced Products Plant as we transitioned from being a medium-quantity generator to being a small-quantity generator. We accomplished this by developing internal methods that cut our solvent use in the quality control analysis. Additionally, we obtained a solvent distillation system that allows us to separate methanol for reuse. Last year we recycled approximately 3% of our total hazardous chemical waste to use as cleaning methanol.

TRANSPORTATION

Since our customers are located all over the globe, we are required to offer a variety of alternatives to deliver our product to them. These options include truck, air, rail and ocean. For internal purposes, our product is transferred between facilities using our own diesel truck fleet.

During harvest season we experience increased traffic flow surrounding the farms and warehouses. In response, we increase our logistical efforts to ensure a safe harvest and quality hops. We coordinate our farm shipments with our suppliers to ensure efficient deliveries, reducing time and energy costs.

Whenever possible, we source our farming supplies and services locally. Supporting local businesses is good for the health of the local economy, and often such sourcing is better for the environment.

QUALITY MANAGEMENT SYSTEM

To ensure that we retain and expand our customer base, it is essential that we provide the highest-quality products, something that we at John I. Haas, Inc., take great pride in. Our quality management system (QMS) has served as a formal way to monitor, track and ensure the quality of our hop products and systems. Our QMS is certified according to ISO 9001:2008 requirements and is externally audited once a year.

The safety of food products can only be maintained through the concerted efforts of all those involved in their production, from the suppliers of the raw materials, to the consumers of the finished goods. To maintain our commitment to providing safe, quality hop products, our QMS has been aligned with the requirements of our Hazard Analysis and Critical Control Point (HACCP)- based Food Safety Management System (FSMS). This allows for an integrated management approach to food safety and product quality.

In developing our HACCP program, all aspects of production, from raw material acquisition to storage and distribution of finished product, are examined. Determinations are made as to whether the food product is liable to a safety threat from a naturally occurring or process-induced hazard. We have increased our pesticide residue testing efforts to meet the needs of our customers' assurance programs and have implemented additional instrumental and visual product quality checks. We are sensitive to concerns over genetically modified organisms (GMOs) and ensure our products are GMO free.

Our QMS and HACCP systems allow us to maintain the quality and integrity of our hops and hop products. With specific procedures for receiving raw materials, and detailed production logs documenting processing, inspection, labeling, storage, and shipping, our finished products are traceable to grower lots from which they were produced.

THE BARTH-HAAS GUARANTEE 100% TESTED

The Barth-Haas guarantee refers to the comprehensive quality-control measures and analysis of active compounds which Barth-Haas hops and hop products are subject to.

The Barth-Haas Group is synonymous with outstanding hop quality and enjoys an excellent reputation among brewers around the world. Detailed knowledge of the plant protection products utilized in hop cultivation plays a major role in ruling out contamination and, in turn, contributes to the purity of the beer. The specially developed Barth-Haas safety concept with integrated early warning system ensures transparency and compliance with 100% tested product quality.



TRACEABILITY

The traceability of all hop products is a subject that is of utmost importance to our product integrity. Our software solutions allow us to precisely and efficiently allocate hops to meet customer needs. Our products are traceable back to the grower lots used to produce finished goods. In addition, reference samples of all hops and product lots are retained for at least five years. All these quality measures have their price, but we believe that the safety and reliability of our products is essential and necessary to justify this expenditure.

IMPACT ON COMMUNITIES

Hops require a very specific climate to thrive. While most of our suppliers are located in the Pacific Northwest, an area of the world that lends itself to an ideal environment for hops, many of our suppliers must take measures to reduce the signs of disease and pests to remain competitive. In order to protect our surrounding communities, we have an Active Hazard Communication Program that includes information on how to protect our employees and neighbors during pesticide use from the hazards of pesticide exposure, as well as extensive training on pesticide applications and safety for workers and handlers.

ENVIRONMENTAL MANAGEMENT SYSTEMS

Our company-wide ISO 14001:2004 Environmental Management System (EMS) was established to ensure our compliance to applicable regulatory requirements, and to help us develop systems that enhance the environmental performance of our company. We recognize that continual improvement in our environmental performance is essential to the satisfaction of our customers, staff and community, and to the future prosperity of our organization. We demonstrate our environmental responsibility through:

- Continual improvement of environmental performance and prevention of pollution
- Compliance with all applicable legal requirements relating to our environmental aspects
- Establishing, measuring and reviewing annual environmental performance objectives and goals

Along with our Environmental Management System we have a company-wide Emergency Response and Preparedness Plan (ER&P). Our ER&P plan is designed to assist our employees and nearby community in the case of an unforeseen emergency, and to provide a plan that will respond in a timely and appropriate manner. Currently our procedures address incidents related to fire, oil spills, releases of hazardous chemicals, earthquakes, and flooding. For the safety of our employees and the local community, this preparedness helps reduce the likelihood of danger or risk should an actual event take place.

SAFETY

When a workplace is safe, workers feel more comfortable, productive and confident within that environment. We have made it our priority to provide a workplace free from any identifiable hazards. It is very important that all industrial injuries and occupational-related illnesses are reported immediately, as it allows us to do our due diligence with regard to an investigation. It also helps us identify the root cause of the issue in order to prevent it from occurring again. As such, we find it just as valuable to have our employees report all near misses that occur. This will allow us to take a proactive position before an injury occurs.



We require our employees to report all accidents and injuries to their supervisors. Investigative forms are filled out and reviewed by our safety committee and facility-specific teams, who then proceed with appropriate corrective actions. Of the twenty company-wide injuries that occurred last year, only five of them resulted in medical treatment or temporary job restrictions.

GROWER RELATIONS

We are fortunate to have long and mutually sustainable relationships with our growers. In the previous section entitled “Our Hop Suppliers,” we described how John I. Haas, Inc., establishes and maintains our commitment to sustainable production through a strong and productive grower base.

INNOVATIONS

We recognize that innovation is a key component of sustainability. In 2012, John I. Haas, Inc., made a substantial commitment to innovation with the construction of the Haas Innovations Center. The LEED Gold building with its brewery, laboratory and business facilities is a focal point for innovation, a concept that applies to all employees and a value ingrained in John I. Haas, Inc.'s culture. Innovations drive company profitability, the betterment of the environment, and the satisfaction, growth and performance of the company's workforce.

HAAS INNOVATIONS CENTER

The Haas Innovations Center is the first LEED Gold Certified building in the City of Yakima. It acts as a resource, road map, and icon for other high-efficiency developments in the area. As the local face of John I. Haas, Inc., developing a high-performance, sustainable and energy-efficient building is an important part of helping the community and our clients understand our commitment to sustainable practices.

The Haas Innovations Center is a 23,703-square-foot complex separated into three sections: the research brewery, quality assurance and research laboratory, and administrative offices. Situated on a prominent corner of the growing city, the facility is oriented along a north-south axis that allows the building to hug the busy adjacent street, improving its visibility and, improving the streetscape.

MAJOR SUSTAINABILITY FEATURES OF THE HAAS INNOVATIONS CENTER INCLUDE:

- **Energy efficiency:** annual energy saving of 30.9% over a base building of similar size built to standard code
- **Infrastructure in place to support future solar panels**
- **Water efficiency:** 41% reduction in indoor water usage
- **Storm water:** Landscaping designed to control storm water quantity and quality
- **Indoor air:** Use of no/low-emitting construction materials and increased ventilation
- **Thermal and lighting:** Enhanced and automated thermal controls. 75%+ of space has access to natural daylight and/or views
- **Recycling:** During construction, 33% of construction materials were made from recycled products and 81% of construction waste was recycled. Implementation of ongoing recycling and green cleaning programs
- **Alternative transportation:** Access to public Yakima transportation plus a fleet of 10 Haas "loaner" bicycles to use for exercise or visiting Haas' Yakima locations
- **Canal repair:** Piped the dilapidated open canal underground, improving water quality and saving thousands of gallons of water daily due to cracks and seepage
- **A LEED Gold building is more expensive than building in accordance with normal US and Washington State codes**

THE "HUMAN TOUCH" - SENSORY

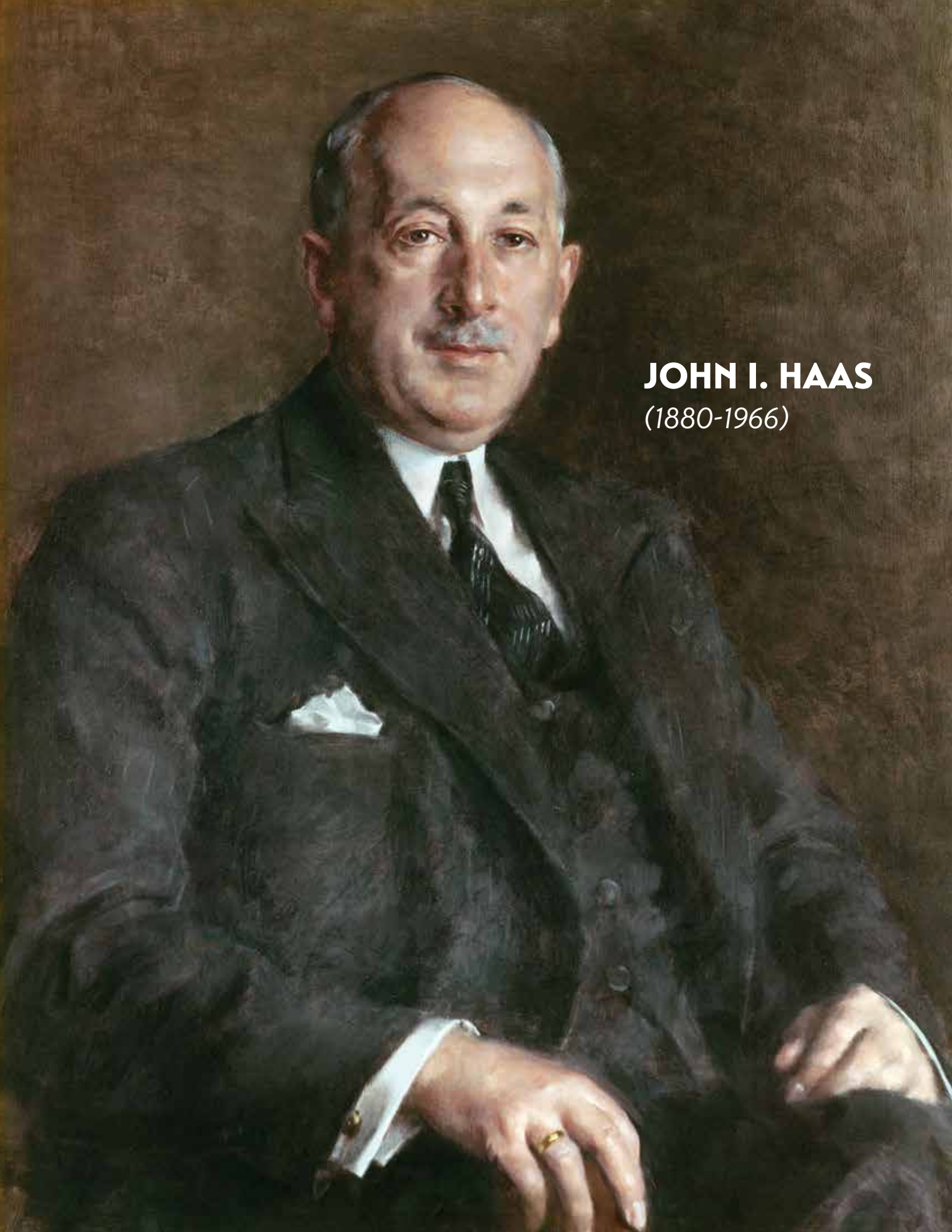
Ultimately, all food products are judged upon how humans perceive product quality, and sensory panels play a key role in product development and quality assurance. Our sensory program consists of a panel of 10-20 people that can consistently and correctly identify basic flavors and off flavors of hops and beer. Our employees benefit from participating in the panels, as

it provides them with a heightened knowledge of hops/beer, as well as a better understanding of our products. By offering these services and resources, we elevate the understanding of hops, adding value to our company's image and reputation, and benefiting our shareholders and the company as a whole.



THE PEOPLE OF JOHN I. HAAS, INC.





JOHN I. HAAS
(1880-1966)

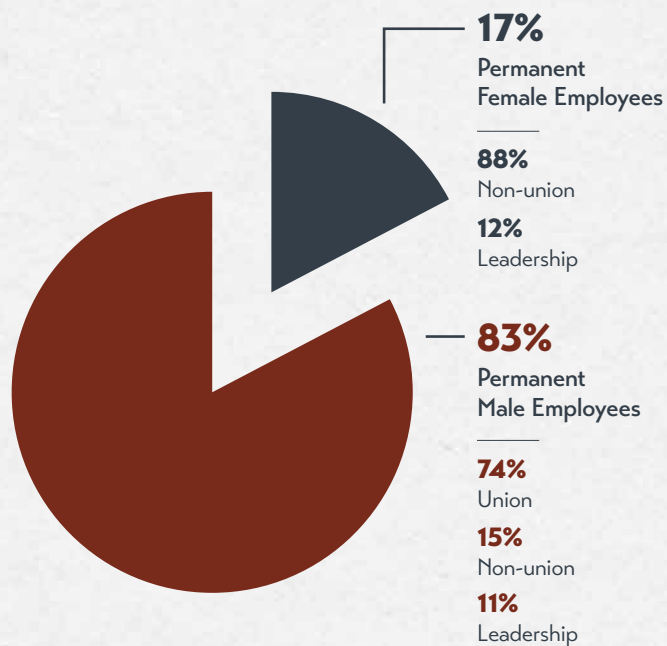


THE PEOPLE OF JOHN I. HAAS, INC.

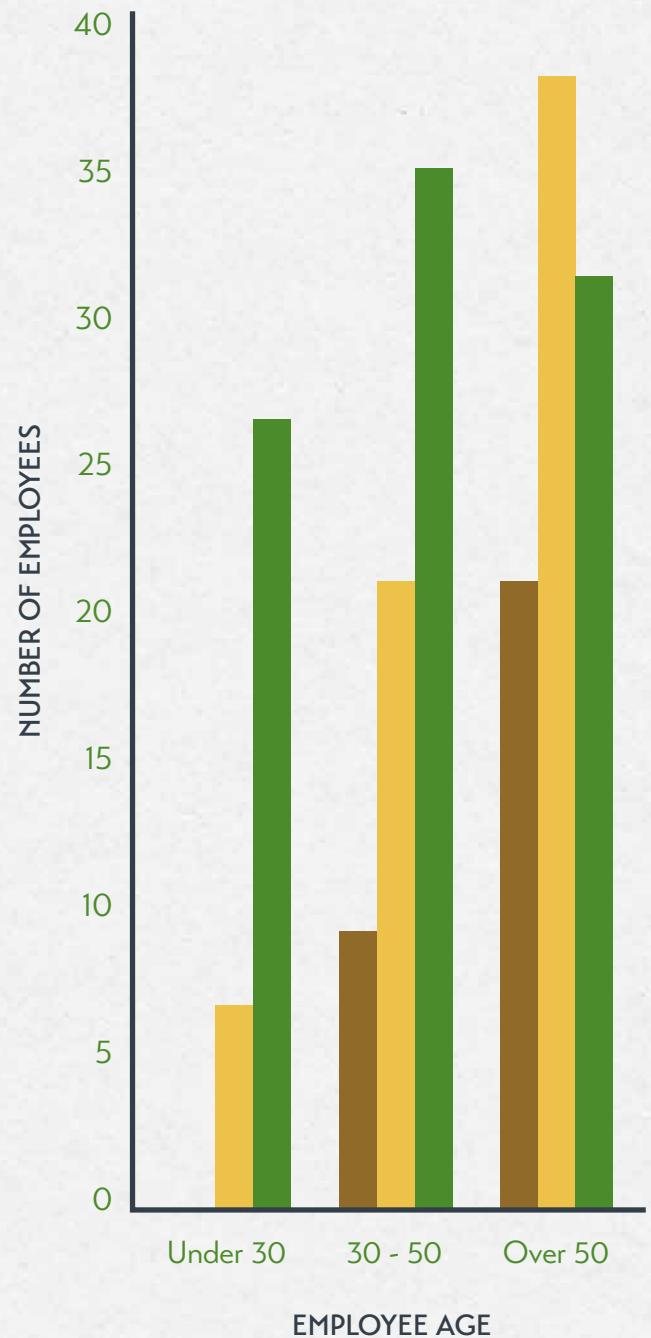
Great employees and healthy communities are essential factors that allow us to maintain a century-old company with a reputation that is centered on providing consistent quality and productivity to its stakeholders. We believe it is important to develop our employees' careers and create a safe, inclusive and engaging work environment where ideas can grow to help us meet our customers' demands today as well as in the future.

Our core values serve as an important orientation guide for all employees, and our Human Resource division of the company is responsible for instilling these values throughout the organization in all of its activities. This starts with employee recruitment — extends through employee retention, training, further professional development — and continues all the way to employment activities such as performance appraisal, remuneration, diversity, and occupational health and safety management.

As of the last day of our reporting period (July 31, 2014), we employed 189 full-time employees. Throughout the year our seasonal employment varies drastically, depending on the seasonal change, generally with a high around 170 and a low of 15. Our seasonal employees are not only located on the Yakima Golding Farm, but 30% are at our production facilities, mainly during harvest. Of these employees, 90% are males, and 78% have declared themselves as members of the Hispanic/Latino minority group. Our seasonal employee age group is different from year to year, but for this reporting year we had an even one-third split between age group segments of under 30, 30-50 and over 50 years old.



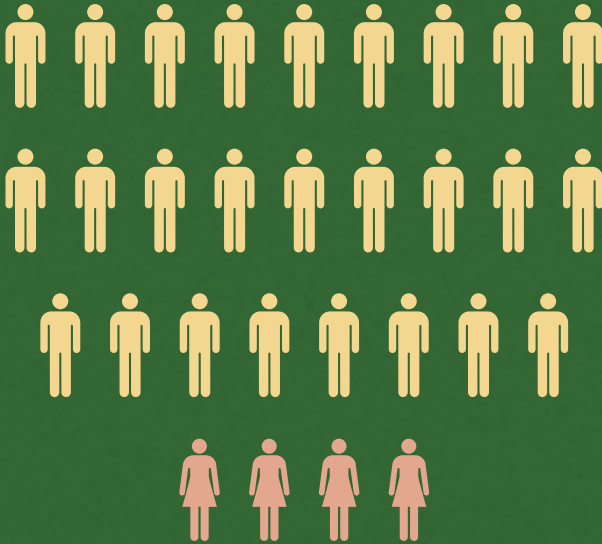
PERMANENT EMPLOYEE WORKFORCE STRUCTURE



PERMANENT EMPLOYEE STRUCTURE CLASSIFIED BY AGE GROUP

LEADERSHIP

We define leadership as someone who works as a manager, director or an executive in the organization. More than half of our leadership team was hired within the local community and the majority of them work out of our offices in Yakima, WA.



LEADERSHIP GENDER BREAKDOWN

DIVERSITY & EQUAL OPPORTUNITY

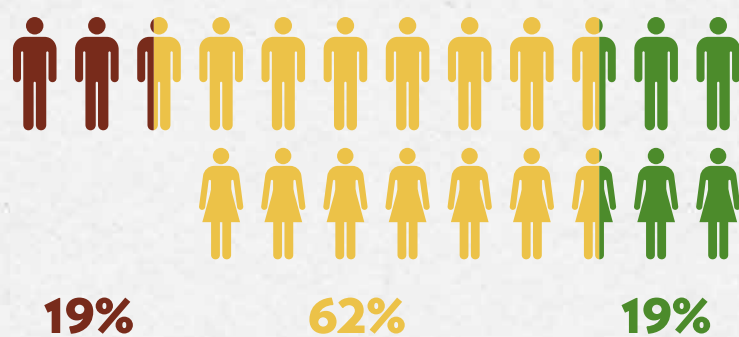
At John I. Haas, Inc., it is our policy to be fair and impartial in our relations with our employees as well as with applicants for employment. We make all employment-related decisions without regard to race, religion, color, national origin, age, sex, physical or mental handicap, marital status, veteran status, sexual orientation or any other legally protected class. Through this policy we provide an equal employment opportunity and comply with regulations set forth by the law to maintain the dignity of the individual.

We pride ourselves on looking beyond just basic demographic distinguishers such as ethnicity, gender and age when we hire our employees. We also strive to find diversity in our staff by seeking people who have various backgrounds in education, experience or motivations that we feel exemplify the values of our mission, and can help contribute to the forward progression of the company.

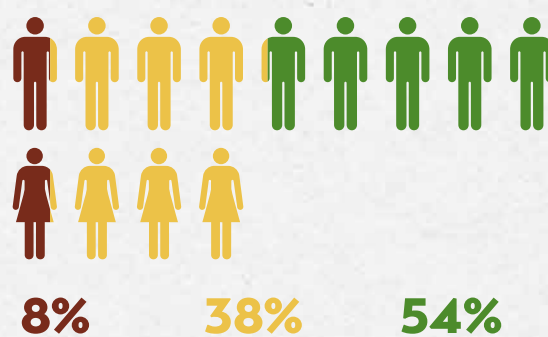


PERMANENT EMPLOYEE WORKFORCE OF THE HISPANIC/LATINO MINORITY GROUP

NEW HIRES



TURNOVER



15% of overall turnover retired.

Under 30

30 - 50

Over 50

EQUAL REMUNERATION & MARKET PRESENCE

Last year we engaged with a third party to find out where we stood with our compensation packages in comparison to our counterparts in the industry. Our aim was to align all salaries to market. The results showed that on average, our employees' salaries are reasonably in line with the market, although there were some outliers.

To address this, we implemented a phased strategy to increase salaries that were below market level. The project resulted in an establishment of a fair and consistent formalized job ranking system, as well as the creation of a competitive, market-based compensation structure including recommendations on incentive opportunities. The grades, ranges and incentives have now been implemented.

Washington State had the highest minimum wage of any state in the US in 2013, with Oregon a close second. As Washington and Oregon are the major hop growing areas in the US, seasonal farm workers receive reasonable wage compensation and experience a lower cost of living in the agricultural areas where hops are grown.

EMPLOYEE RETENTION

We take great pride in knowing that 23% of our permanent workforce has been with the company for over 20 years. Not only does retention allow us to develop industry experts, but it also ensures that the new talent coming into our organization will have great mentors to learn from.

GRIEVANCES

We provide an employee with seven days of notice if there are to be any significant operational changes that could affect them. The same allotted time goes for affairs concerning prerogatives that are non-negotiable.

Over the last fiscal year, our Yakima facilities had eight grievances addressed and resolved during the reporting period. Four grievances resulted in termination, as we have a strict no-tolerance policy for drug or alcohol use, especially while operating machinery. Three grievances were from disciplinary actions, which did not result in termination. Finally, we had an employee of the collective bargaining agreement move up to a full-time non-union position. We did not have any grievances at the Yakima Golding Farm for the reporting period.

PERFORMANCE EVALUATIONS

Feedback is an important part of our employee development. We believe that performance reviews play a key role in developing our employees, in helping align their efforts with our overall mission, in solving tactical/strategic problems and in helping them to continuously evolve with our company.

We encourage each employee to take active ownership in his or her own development and learning. Of all the full-time employees (not including senior management or union members), about 91% of women and 67% of men received a performance evaluation during our reporting period.

LABOR: FORCED, CHILD AND COMPULSORY

We strictly follow federal and state laws regarding the minimum age, wage and documentation that are required for both agricultural and non-agricultural jobs. We also do not have any forced labor on our farms, or in our offices or processing facilities.

All hires are required to provide appropriate work authorization documentation. If the person is under the age of 18 years old, we require the completion of the minor work permit and we follow the guidelines outlined in the permit, in compliance with ILO Convention 182. Occasionally we will hire individuals that are close to the minimum working age, but in these cases we ensure that they do not exceed the number of hours they are permitted to work by the state, and will often assign them to roles that are the safest and easiest to execute, such as those that exist within our greenhouse. A majority of these workers are employed as a hiring courtesy, for they are generally family members of existing employees.

CONTINUED EDUCATION

Continued education is an important factor related to the growth of our employees and our organization. Last fiscal year we spent over \$200,000 on training such as personal development and technology enhancement through webinars, classroom trainings, conventions and memberships.

For employees nearing retirement or wanting to learn more about pre-retirement planning, we also offer on-site training with a representative to talk about 401(k) plans and retirement/Social Security issues.

COLLECTIVE BARGAINING AGREEMENTS

Roughly 10% of the collective bargaining agreement covers safety considerations for employees. All safety training is covered at the specific operational sites the employees work under. Overall the employee is mandated to be careful and to strictly adhere to any and all safety rules and regulations.

We do not allow our collective bargaining agreement to associate due to the fact that we operate as a "closed shop." Our collective bargaining or union members are currently all male. Of our permanent workforce, which excludes seasonal employees, 49% have collective bargaining agreements.



INDEX

STANDARD DISCLOSURES

Strategy and Analysis

4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	2
4-2	Provide a description of key impacts, risks, and opportunities.	2

Organizational Profile

4-3	Report the name of the organization.	6
4-4	Report the primary brands, products, and services.	9, 13, 14
4-5	Report the location of the organization's headquarters.	9
4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	8, 9
4-7	Report the nature of ownership and legal form.	11
4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	7, 14, 15
4-9	Report the scale of the organization.	11, 39
4-10	Report workforce statistics.	39
4-11	Report the percentage of total employees covered by collective bargaining agreements.	39
4-12	Describe the organization's supply chain.	15
4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	12

Organizational Profile - Commitments to External Initiatives

4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	26
4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	31, 32
4-16	List memberships of associations.	

We support many organizations from our local community to brewing and other industry-related organizations.

Identified Material Aspects and Boundaries

4-17	List all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	11
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4-18	Explain the process for defining the report content and the Aspect Boundaries. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	26
4-19	List all the material Aspects identified in the process for defining report content.	26
4-20	For each material Aspect, report the Aspect Boundary within the organization.	27-35
4-21	For each material Aspect, report the Aspect Boundary outside the organization.	27-35
4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	No restatements of information.
4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	No changes to the organization since last reporting period.

Stakeholder Engagement

4-24	Provide a list of stakeholder groups engaged by the organization.	20, 21, 26
4-25	Report the basis for identification and selection of stakeholders with whom to engage.	20
4-26	Report the organization's approach to stakeholder engagement.	20
4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	26

Report Profile

4-28	Reporting period (such as fiscal or calendar year) for information provided.	3
4-29	Date of most recent previous report (if any).	No previous report.
4-30	Reporting cycle (such as annual, biennial).	3
4-31	Provide the contact point for questions regarding the report or its contents.	Back Cover

Report Profile - GRI Content Index

4-32	Report the 'in accordance' option the organization has chosen. Report the GRI Content Index for the chosen option (see tables below).	3
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Report Profile - Assurance

4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	We will not have the report externally assured.
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Governance

4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	10
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Ethics and Integrity

4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	7
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DMA

Economic

Economic Performance	EC1	Direct economic value generated and distributed.		14
	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		26
Market Presence	EC5	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.		41
	EC6	Proportion of senior management hired from the local community at significant locations of operation.		40
Indirect Economic Impacts	EC7	Development and impact of infrastructure investments and services supported.		28, 34
Procurement Practices	EC9	Proportion of spending on local suppliers at significant locations of operation.		16, 31

Environmental

Materials	EN1	Materials used by weight or volume.		29
Energy	EN3	Energy consumption within the organization.		28
	EN6	Reduction of energy consumption.	No projects result in reduction of energy.	
Water	EN8	Total water withdrawal by source.		27
Biodiversity	EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		19
	EN20	Emissions of ozone-depleting substances (ods).	No emissions of organization.	
Effluents and Waste	EN22	Total water discharge by quality and destination.		27
	EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the basel convention ² annex i, ii, iii, and viii, and percentage of transported waste shipped internationally.		30
Products and Services	EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	We do not reclaim packaging materials.	29
Compliance	EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	No environmental related fines.	
Transport	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.		30
Overall	EN31	Total environmental protection expenditures and investments by type.		12

Supplier Environmental Assessment	EN32	Percentage of new suppliers that were screened using environmental criteria.	0% of new suppliers were screened using environmental criteria.	23
Environmental Grievance Mechanisms	EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	Zero complaints due to environmental impacts.	

Social - Labor Practices and Decent Work

Employment	LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.		41
Labor/Management Relations	LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.		41
Occupational Health & Safety	LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.		33
	LA8	Health and safety topics covered in formal agreements with trade unions.		42
Training & Education	LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		42
	LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.		42
Diversity and Equal opportunity	LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		39, 40, 41
Equal Remuneration for Women and Men	LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		40
Supplier Assessment for Labor Practices	LA14	Percentage of new suppliers that were screened using labor practices criteria.	0% of new suppliers screened using labor practice criteria.	23
Labor Practices Grievance Mechanisms	LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.		41

Social - Human Rights

Investment	HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	No contracts underwent human rights screening.	
	HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Zero hours of employee training about human rights.	
Non-discrimination	HR3	Total number of incidents of discrimination and corrective actions taken.	No incidents around discrimination.	

Freedom of Association and Collective Bargaining	HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.		42
Child Labor	HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		23, 42
Forced or Compulsory Labor	HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor.		23, 42
Security Practices	HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	No security personnel are trained in human rights.	
Indigenous Rights	HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	No violations against indigenous people.	
Assessment	HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	0% of operations subject to human rights reviews.	
Supplier Human Rights	HR10	Percentage of new suppliers that were screened using human rights criteria.	0% of new suppliers screened using human rights criteria.	23
Human Rights Grievance Mechanisms	HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	Zero complaints around human rights.	
Social - Society				
Local Communities	SO2	Operations with significant actual and potential negative impacts on local communities.		30
Anti-Corruption	SO4	Communication and training on anti-corruption policies and procedures. (use data from LA12).	No training for employees on anti-corruption.	
Public Policy	SO6	Total value of political contributions by country and recipient/beneficiary.	As a matter of practice, we do not typically make political contributions. We have made no political contributions during or after the fiscal year ending July 31st, 2014 (FYE 2014).	
Anti-Competitive Behavior	SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	There were no legal actions for anti-competitive behaviors, anti-trust, and monopoly practices.	

Compliance	SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	We were not subject to fines related to fraud, discrimination or corruption.	
Supplier Assessment for Impacts on Society	SO9	Percentage of new suppliers that were screened using criteria for impacts on society.	0% of new suppliers screened for impacts on society.	23
Grievance Mechanisms for Impacts on Society	SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	No complaints about impacts on community.	
Social - Product Responsibility				
Customer Health and Safety	PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	None of our products are assessed for health impacts.	31
Product and Service Labeling	PR5	Results of surveys measuring customer satisfaction.		20
Marketing Communications	PR6	Sale of banned or disputed products.	There is no sale of banned products in certain markets.	
Customer Privacy	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	There were no complaints around customer privacy.	
Compliance	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Zero fines for non-compliance with laws around the use of product.	



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