

2020 SUSTAINABILITY REPORT RECAP SOKOL BLOSSER WINERY

INTRODUCTION

Our definition of sustainability, and therefore how we measure our success each year, is based on doing good as measured through the triple bottom line. Simply put: it is people, planet and profit. Our long term viability and success as a company is dependent on how we treat our staff and the community around us, how we care for the environment on a local and global scale, and running a profitable business. These are our main initiatives in each area.



PEOPLE

The first leg of the triple bottom line is people. We support and encourage our employees as well as care for the community in which we do business. In 2020 we:

- Offered a comprehensive and generous benefits program for employees. 80% of premiums of platinum level insurance and 90% of premiums for our standard insurance plan were paid by the company for medical, dental and vision (prorated for dependents); we offer enrollment in a 401(k) plan, generous paid time off, wine allocation, and professional development programs.
- Supported local charities. In 2020, we gave a total value of \$35,049 in in-kind donations, certificates for VIP tastings, and cash donations. Additionally, we offer our staff 8-20 paid volunteer hours to support their favorite charities.
- Valued and promoted a diverse work environment.

PLANET

Being good stewards of the land to leave it in as good or better shape for the next generation is a key part of being sustainable at Sokol Blosser. In 2020 we:

- Reduced our landfill waste by shipping back 42 pounds of batteries through our recycling program.
- Engaged in good practices that help protect our environment.
- Continued to farm our estate vineyards organically.
- Reduced CO2 emissions of almost 33 metric tons due to a significant number of employees switching to remote work.
- Maintained about 11 birdhouses as members of the Prescott Western Bluebird Recovery Project.

PROFIT

Running a profitable business is perhaps the most important element to having a long-term viable and sustainable company. As a small, closely-held company owned by the Sokol Blosser family, we do not disclose our financial statements yet take great pride in being in business for the last 50 years. In 2020 we:

- Were voted in the top 25 Best Green Company to Work For in Oregon by *Oregon Business Magazine*; this was the ninth year in a row that we were honored in this list.
- Received high accolades from notable wine reviewers including Wine Spectator, Wine Enthusiast, James Suckling, and Wine Advocate.