



2019 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 2019 we:

- Offered a comprehensive and generous benefits program for employees. 80% of premiums of platinum level insurance were paid by the company for medical, dental and vision; we matched 100% of the first 3% of an employee's salary and 50% of the next 2% for our 401(k) plan; offered generous paid time off, wine allocation, and professional development programs.
- Supported local charities. In 2019, we gave a total value of \$76,098 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 2019 we:

- Reduced our landfill waste by shipping back 35 pounds of batteries and 12 pounds of lightbulbs through our recycling program.
- Engaged in good practices that help protect our environment.
- Continued to farm our estate vineyards organically.
- Maintained about 11 birdhouses as members of the Prescott Western Bluebird Recovery Project.
- Acquired three new colonies of bees, planted a large vegetable garden, and used eggs from our fifteen chickens for our culinary program.

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 48 years. In 2019 we:

- Were voted the number 25 Best Green Company to Work For in Oregon by *Oregon Business Magazine*; this was the eighth 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.