CONSUMPTION BY POUND OF PRODUCT PRODUCED.

51%  31%  18%  0.36%

This report represents our third public sustainability report. The content of this report reflects operations associated with the production of hops, blueberries, apples and cherries from our fiscal year 2017; October 1, 2016 through September 30, 2017. The scope of this report is the internal operations of Roy Farms.

DISCRIMINATION INCIDENTS.

All incidents are taken seriously at Roy Farms. We invest a tremendous amount of time developing and implementing employee welfare programs, which include training and two-way communication on discrimination and harassment.

Complaints are filed and appropriately dealt with internally and corrective actions are taken to prevent re-occurrences. This validates the effectiveness of our programs. This also gives employees confidence, and reassures that their voice is important and is being heard.
As we reflect on what we accomplished, I also look to the future as Roy Farms continues its journey of reaching our highest potential. The goal of highest potential is not something we take lightly. We are actively permeating this philosophy throughout the organization. I believe it is important to be rooted in the present, while not resting on net-zero impact or just good enough. To me, potential encompasses, and even surpasses, the lexicon used when discussing sustainability. Potential, as we define it, includes human potential, the potential of the planet, profitability, and then builds on these concepts. I want us to move the needle and not just be sustainable. This is what we strive for. In this, and in our upcoming reports, we will refine how Roy Farms measures potential and what we are doing to achieve it. Thanks for being a part of the conversation and the solution.

Michael Roy, President