

HIGH MOUNTAIN RUM  
CB CO  
  
*Montanya*  
DISTILLERS



IMPACT REPORT FOR THE YEAR OF 2021

# A NOTE FROM OUR FOUNDER

---

2021 was one of the most challenging years since our founding in 2008. Not only did Covid continue to dog our heels, but it felt as though the world was unraveling years of environmental and sustainability progress. Supply chains became complicated, staffing became an overwhelming task, single-use items made a rampant comeback, and even our own customers tried to talk us out of our deep commitments. But we survived intact and remained committed to every single aspect of our sustainability work. We believe more strongly than ever in being an employer that is deeply committed to supporting our employees through the toughest times and the most transition. While 2020 and 2021 challenged every aspect of our work, we feel we have emerged stronger.

- Karen Hoskin, Montanya Founder and CEO



# ENVIRONMENTAL FOOTPRINT

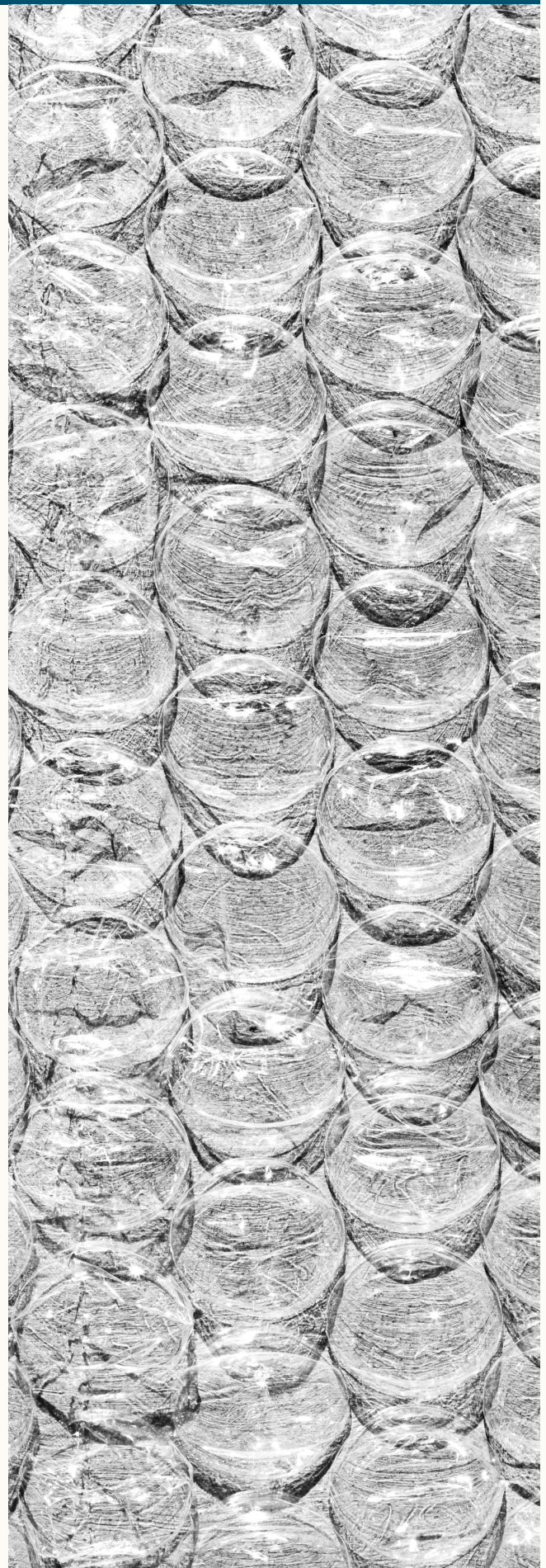
---

## CHALLENGES

- Plastic film and tetra pack recycling have proven to be difficult to set up in the valley. We eventually partnered with Sustainable Crested Butte to provide plastic film recycling pick-up at our 39 location. We gather these items in one place from all of our operations.
- Getting our new and more sustainable distillery running has been a challenge given supply and labor shortages. After many hoops and hurdles, it is almost ready to go.
- Local compliance has become more difficult as our municipalities struggle with
- Affordable housing has become incredibly difficult to find (for both rental and purchase in our community).

## OPPORTUNITIES

- Supply chain and staffing shortages led to a decision to downsize our tasting room operation. This led to significantly lowering the waste being produced by the tasting room.
- Less staff meant that we could focus on better pay, schedules, and benefits.
- Our new still will reduce water waste with closed-loop system (240,000 gallons/yr)
- We took on more measurable efforts to find and support long term housing for our employees than ever before. In 2021, we co-signed leases, paid security deposits, and helped find furnishings for employees plagued by our local housing shortages and high costs.



## B CORP RECERTIFICATION

Our B Corp Recertification occurred in 2021 and we spent several months gathering and reporting information about our environmental impact.

- Total energy used (Gigajoules) during 2021: **205.21 gj**
- Total energy used from renewable sources (Gigajoules) during 2021: **53.99 gj**
- Percentage of energy produced from renewable sources: **28%**
- Percentage of energy use produced from low-impact renewable sources: **28%**
- Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in Scope 1 (distiller's truck, Karen's vehicle, sales rep vehicles): **7.52 metric tonnes CO2e**
- Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in Scope 2 (Distribution Center, Tasting Room): **37.97 metric tonnes**
- Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in Scope 3 (Tasting Room/ Distribution Center incoming orders, Karen's flight miles, Amazon, Merch): **258.24 metric tonnes**
- What % of the following (Sourcing of COGS to Local Customers) was spent with suppliers located within 200 miles of where the end product was used during 2021? **11.7%**
- Total water use during 2021: **1,154,468 gallons**
- Percentage of water used by the company harvested onsite or from recycled sources: **22.31%**
- Total Carbon Footprint impacts offset in partnership with TerraPass: **100%**



## CONTINUED MEASURES TO REDUCE IMPACT

---

**Plastic Neutral:** Certified Plastic Neutral with rePurpose Global. Our most recent data shows our annual plastic footprint is 1,213 lbs and we pay \$430 annually to offset that. Since the move to the new tasting room this number has probably decreased.

**Biowaste:** Our LFC Bio Digester turns organic waste from the tasting room and distillery operations into grey water. We process around 3,500 lbs of waste per year (70 lbs per week).

**Arcadia Power:** Partnered with Arcadia Power to off-set carbon emissions across our operations. In 2021, 50,640 kWh of clean kWh were matched by Renewable Energy Certificates and 45,516 lbs of CO2 avoided.

**Sustainable CB:** Sustainable Crested Butte Recycling Train picks up plastic film and other hard-to-recycle materials that the county wouldn't take.

**Marketing materials and Merchandise:** All printed marketing materials continue to be printed on 100% recycled, 30% pcw paper and our merchandise meets the highest sustainable sourcing guidelines available.

**Recycling:** We continue to recycle a significant amount of materials.

**Cardboard and paper:** Two 8-yard dumpsters a week: 832 yards of cardboard/yr

**Glass, Plastic and aluminium:** Four 90-gallon totes a week: 18,720 gallons of volume per year

**Plastic Film:** 60 square yards per year

**Tetra packs:** 30 gallon tote a month: 1,560 gallons of volume a year

**Farm Direct Sourcing:** We continue to buy our main distillery ingredient (non-GMO sugar cane) only from family farmers in the USA.



# EMPLOYMENT PRACTICES

## LGBTQIA+ AND GENDER AT MONTANYA

- LGBTQIA+ Percentage in 2021: 21%
- Female Percentage at Montanya in 2021: 47%

## AGE AT MONTANYA IN 2021

- 15-29: 50%
- 30-39: 32%
- 40-49: 11%
- 50-66: 7%

## GENDER IN MANAGEMENT

- Female: 69%
- Male: 31%

## DIVERSITY IN MANAGEMENT

- LGBTQIA+: 25%

## BENEFITS OFFERED TO FULL-TIME EMPLOYEES

- Health Insurance, Dental Insurance, Vision Insurance
- Short and Long Term Disability
- Mental Health Services
- Job training/professional development
- Educational benefits/continuing education/retirement funding



# COMMUNITY STEWARDSHIP

---

## JEDI TRAINING

- Montanya offered Shine Diversity 5-part 8 hour series JEDI (Justice, Equity, Diversity and Inclusion) training to all employees in 2021 in collaboration with Shine Diversity.

## BLM MOVEMENT

- Montanya continued to support the local BLM movement and community, along with local BLM community leaders from the Melanin Mountain Project
- Sponsored Juneteenth events, artists, and poets
- Provided office space and tech equipment to Melanin Mountain Project

## LGBTQIA+ SUPPORT

- Montanya continued to provide financial and in-kind support One Colorado, a resource and alliance network for the LGBTQIA+ community statewide

## MAJESTIC THEATER FUNDRAISING

- Montanya aided in raising funds and providing technical assistance to re-open the local community theater to help improve community amenities
- Hosted meet and greet for board members and donors
- Host monthly board meetings
- Participated on non-profit Board of Directors
- Working with town to link this project to affordable housing amenities

## ZERO-WASTE EVENTS

- We participated in 17 waste-free events. (We do not participate in events that do not use reusable glasses for serving cocktails, washable plates and silverware for food service, and general zero waste approaches to supplies such as no plastic water bottles provided, etc.)



## SUPPORTING CAUSES THROUGH DONATION

---

### DONATIONS: Totaling \$15,580 for the year of 2021

- Women of the Vine and Spirits (Industry Association): New Foundation Assistance Program - \$100
- Tiki Oasis Diversity and Inclusion Virtual Event for Women's History Month - \$250
- Women's Distillery Guild (Non-profit organization supporting women owners) - \$250
- Crested Butte Heritage Museum - Batch cocktails for Black & White Ball - \$100
- Melanin Mountain Project (Non-profit organization working to increase access for people of color to mountain communities and outdoor spaces) Juneteenth Celebration - \$250
- Paradise Place Preschool (Local Crested Butte Preschool) - \$300
- Center on Colfax (Non-profit organization supporting members of the LGBTQIA+ community) Pride Month Donation - \$150
- The Alliance Center (Non-profit organization providing co-working space in Denver) - \$795
- Center for the Arts Gala - \$110
- Crested Butte Center for the Arts Donation: Limited Rum Release Supporting Local Woman Artists - \$1,900
- Crested Butte Film Festival - \$4,500
- Alpenglow (Local cultural event) - \$1,200
- Doctors Without Borders - \$100
- Kissidugu Foundation (Non-profit organization providing sustainable and equitable opportunities for individuals and communities) - \$115
- Crested Butte Nordic Center - \$1,920
- Proceeds from Valentia to Women of the Vine and Spirits - \$1,500
- KBUT Radio (Local public radio) - \$450
- Crested Butte Community School PTA - \$790
- Crested Butte Land Trust - \$250
- Majestic Theater Founder's Circle - \$1,000
- Expensify - \$450 donated to causes such as:
  - CLIMATE JUSTICE - Giving Grove, Replace. Restore. Rise. Clean Water Project
  - FOOD SECURITY - Building A Mutual Aid Community By Feeding Milan, For Oak Cliff Food Security Programs
  - HOUSING EQUITY - Ending Poverty and Incarceration for Women and Girls, Eliminating Homelessness One Tiny House at a Time
  - REENTRY SERVICES - Defy Ventures Second Chance Success Program, Eliminating Sexual Violence in Confinement and Empowering Formerly Incarcerated-Led Services and Businesses
  - YOUTH ADVOCACY - Creating Sustainable Change in the Foster Care Community, Empower Underprivileged Children Through Education



## GOALS FOR 2022

---

- Provide additional JEDI training in 2022 with Chloe Bowman and Melanin Mountain Project
- Close the water loop in our distillery so almost no water is discarded, only reused.
- Improve our freight efficiency

