

IMPACT REPORT 2022





A Note From Our Founder

2022 brought us a lot to be proud of at Montanya Distillers. We were finally able to launch our beautiful expanded Distillery after more than a year and a half of very hard work and many struggles and hurdles cleared.

Not only did we encounter supply chain challenges, but so many people said the sustainability measures I was committed to couldn't work. They said we would have to chill with glycol. We don't. They said we would have to waste a lot of water. We don't. They said we couldn't safely store our barrels of alcohol the way we wanted to. We figured it out.

At every turn, when we have encountered a hurdle, we have managed to find innovative ways to overcome these hurdles that still go deep on our environmental and social commitments.


In our new facilities, we have had an opportunity to take a stand on so many of the things we believe in. We host Gay Coffee every week to provide a safe place for our gay community to gather. We sponsor drag shows. We biodegrade our biowaste on site. We host Banned Book fairs and Juneteenth events. We bring JEDI training to our staff on a regular basis. And so much more.

It would've been easy during the last three years to turn our backs on our commitments to using business as a force for good. But instead we have committed more deeply.

I am so proud of our staff and our partnerships for the ways in which we have collaborated to bring our mission to life.

We hope 2023 will be even stronger as we have a chance to settle into routines, perfect our processes, and get our feet under us for a period with less radical change and more consistency.

KAREN HOSKIN - MONTANYA FOUNDER & CEO



Environmental Footprint Challenges and Solutions

Distillery Chiller

In the year of 2022 our main challenge was launching a newly-expanded distillery with more sustainable equipment and practices. A major challenge with this launch was finding a distillery chiller that doesn't use glycol. After a long hunt, we were able to find a water-based, closed-loop chiller system that saves up to 250,000 gallons of water per year. We were also excited to discover that we could use our high-altitude environment to efficiently cool the water, using less energy to do so.

Hard-To-Recycle Materials

The rural area where Montanya is located makes it difficult for us to find a way to properly recycle hard-to-recycle materials, such as plastic film and tetra packs. Our local recycling center doesn't pick up or recycle these materials. We were able to partner with Sustainable Crested Butte, a local non-profit organization that picks up recycling materials that our local recycling center can't process. Through this "recycling train" they stop by once a month, pick up our recycling, and bring it to a facility that will properly process these materials.



Measuring Our Impact in 2022

32,509 Kwh

Total energy used

13,000 gallons

Total water used

35,759 Kwh

Estimated total energy used from renewable sources

17,339 lbs

CO₂ removed from atmosphere with Arcadia Power

133,379 lbs

Carbon offset lbs purchased through Terrapass

100%

Total carbon footprint offset in partnership with TerraPass



Bottle by bottle & person by person, we are changing paradigms.



Certified B Corp

We've been a Certified B Corp since 2019. Our aim is to enable our staff to thrive, empower women and people of color to take on new roles, contribute to our community, and lead our industry in environmental sustainability and social responsibility.

We Recertified as a B Corp in 2021. Being a Certified B Corp informs all decisions we make. This includes our hiring practices, the materials we source, the energy and resources we use, how we recycle, and how sustainably expand and grow our company.





Plastic & Carbon Neutral

rePurpose Global

We are Certified Plastic Neutral with rePurpose Global. Our annual plastic footprint is 1,110 lbs per year and we pay \$510 annually to rePurpose Global, who offsets our footprint by 1,210 lbs.

Arcadia Power

We partner with Arcadia Power as our green energy supplier. They use wind energy to off-set energy consumption across our operations. In 2022, 19,365 kWh of clean kWh were matched by Renewable Energy Certificates and 17,399 lbs of CO2 avoided.

Terrapass

We partner with Terrapass to off-set carbon emissions across our operations. In 2022, we purchased 61 tons of carbon offsets totaling \$2,054.





Sustainability Practices

Biowaste

Our LFC Bio Digester turns organic waste from the tasting room and distillery operations into grey water. We process around 4,843 lbs of waste per year (93 bs per week).

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.

Farm Direct Sourcing

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





Diversity, Equity, and Inclusion

As a Certified B Corp, we strive to promote opportunity and advancement for women, people of color, LGBTQIA+, and other under-represented groups.

Employee count

Female: 14 employees (74%)
Male: 5 employees (26%)

Gender in management

Female: 60%
Male: 40%

Employee age ranges

15-29: 11 employees (58%)
30-39: 4 employees (21%)
40-49: 1 employee (5%)
50-66: 3 employees (16%)

Benefits for full-time employees

- Health Insurance
- Basic Life and Accidental Death and Dismemberment Insurance
- Long Term Disability Insurance
- Short Term Disability Insurance
- Paid Time Off
- Dental Insurance
- Vision Insurance
- Paid Federal Holidays
- Professional Development Reimbursement
- Tuition Reimbursement
- Paid & Unpaid Volunteer Hours

Community Stewardship

JEDI Training

We offered a diversity training for all staff with our local JEDI coordinator Chloe Bowman.

BLM Movement

We continued to support the local BLM movement and community, along with local BLM community leaders from the Melanin Mountain Project.

Fourth of July Civil Action

We supported the local Fourth of July civil action protest for women's rights and people of color.

LGBTQIA+ Support

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

Gay Coffee

We provided meeting space, coffee, and amenities for a weekly LGBTQIA+ meetup.



Majestic Theater

We assisted in the opening of our non-profit local theater by providing guidance (Karen Hoskin is a board member), graphic design, bottles of rum and cocktails for their opening party, and an initial liquor license. We also provided meeting space for board members.

Crested Butte Nordic Center

We sponsored our local Nordic Center which provides free outdoor education for children and adults.

Crested Butte Center For The Arts

We sponsored the Kissidugu foundation and Juneteenth events at the CFA.

Crested Butte Film Festival

We sponsored films centering on diversity or human rights at our local film festival.

Zero Waste Events

We participated in 25+ 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

Monetary Donations

Crested Butte PTA - \$50 Gift Card

Expensify - \$38 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

In-Kind Donations

KBUT Community Radio - Rum bottles and cocktail ingredients

Crested Butte Center For The Arts - Gift basket valued at \$110

Crested Butte Land Trust - Gift basket valued at \$40

Gunnison Valley Hospice - Gift basket valued at \$50

B Local Colorado - Rum bottles

Women's Wilderness - Gift basket valued at \$50

BLMCC/Juneteenth Event - Rum bottles, organized parade, provided place to stay for poets.





Goals for 2023

Evaluating Priorities

In the past few years, we've spent much of our time growing our company while also prioritizing sustainability, creating a better employment environment, and recertifying as a B Corp. We are ready to enjoy a 12 month period of resting, which is an important part of sustainability.

Looking Forward

In 2023, our goals are to create an employee ownership program, expand the way we provide retirement benefits, and host collaborative events with colleagues in the industry that are centered around diversity.

