

# Central Co-op 2011 Sustainability Report

(Period January to December 2010)



12.2.2011

webster s. walker, Community Outreach Administrator  
Meg Kennedy, Sustainable Product Advocate

## **FTSLA Membership and Annual Reporting Commitment**

December 1 2009, the Board of Trustees unanimously authorized Central Co-op to join the FTSLA: Food Trade Sustainability Leadership Association. In March 2010 we became a member. FTSLA provides businesses in the organic food trade with guidelines and recommendations on how to embody sustainability in operations.

FTSLA spent two years compiling input from organic growers, distributors, processors, retailers and certifiers to create an 11-point action plan: “Declaration of Sustainability in the Organic Food Trade.” As a signer of the declaration, **Central Co-op commits to report on annual performance in 11 areas: Organic; Distribution; Energy; Climate Change; Water; Waste; Packaging; Labor; Animal Welfare; Education; and Governance.** We commit to work for continuous progressive improvement in each area, and to practice transparency in annually auditing our performance and selecting reporting metrics that are relevant to our business. This first report is a compilation of information we have collected and will submit to FTSLA to qualify for ongoing membership.

## **Report Authors and Data Collection Process**

webster s. walker, Community Outreach Administrator: 7 years trustee; 8 years worker; 20 years owner  
Meg Kennedy, Sustainable Product Advocate: 11 years worker / buyer / owner

Report drafted to FTSLA template, based on our knowledge of the co-op, supplemented by internal reporting. Please contact with questions or feedback: 206.957.5573; community@centralcoop.coop.

## **Company Background Information**

Central Co-op  
Seattle Washington  
www.centralcoop.coop

Full-service natural-foods grocery; certified organic retailer. 11,500 sq ft retail; 120 workers; 10,000 owners; \$16M sales; 70% of sales to owners. Founded in 1978; moved to current location in 1999.

### *Central Co-op Purpose*

“To work towards the community’s providing itself with wholesome food and products produced and distributed in a manner respectful of the earth and its people; To empower the community to educate itself; To engage in the business of buying and selling goods and services as a retailer according to consumer cooperative and financially sound principles.”

### *Central Co-op Mission*

“Central Co-op is a member-owned natural foods cooperative in the heart of Seattle dedicated to sustainable practices, community accountability, and the local food economy.”

With a single fixed retail sales location, Central Co-op buys from numerous distributors and producers. Through membership in the National Cooperative Grocers Association, we have a purchasing agreement with United Natural Foods Incorporated (UNFI), providing the co-op with preferred pricing, and requiring that we buy at least 90% of our grocery items that they offer from UNFI, with exceptions for availability; local products; and produce, which UNFI does not distribute in our region.

# **11 Areas of Reporting under FTSLA “Declaration of Sustainability in the Organic Food Trade”** (For applicable FTSLA metrics and indicators we are reporting for these areas, see Appendix below.)

## **1. ORGANIC**

In business since 1978, our founding goal is a community food system “respectful of the earth and its people.” Central Co-op was the first certified organic retail grocer in Seattle. We do not formally track or set goals for percentage of sales that are certified organic. Our produce department is 100% non-artificial-chemical produce, largely from certified organic producers, with some uncertified small local producers whose practices are vetted by our produce team. As an original member of the Non-GMO Project, we promote the fact that *only* certified organic food is legally mandated to be non-GMO.

## **2. DISTRIBUTION & SOURCING**

As a retail grocer, we do no distribution. Our sourcing is from numerous distributors and producers; our primary source is UNFI, which has made significant improvements in its own operational efficiency. Our mission statement since 2008 includes a commitment to “the local food economy;” we have developed a three-tiered definition for ‘local’ and are developing tracking for this metric.

## **3. ENERGY IN FACILITIES**

Other than our mission commitment to “sustainable practices,” we do not set goals for energy use or efficiency. In 2009 we upgraded to LED lighting in many areas. In 2011 we installed night covers for our open coolers. We are assessing energy ratings for pending new refrigeration purchases. Seattle City Light reports that 88% of the electricity they generate is hydro power.

## **4. CLIMATE CHANGE**

Other than the FTSLA commitment to achieve carbon-neutrality long-term, we have no policy or goals for measuring and reducing greenhouse gas emissions. Our recent moves to improve energy efficiency will reduce our climate footprint. The very rough estimates in this initial report will prepare us to provide more concrete estimates in next year’s report.

## **5. WATER**

Other than the FTSLA commitment to make all water use as efficient as possible, we have no policy or goals for measuring and reducing water use. We upgraded to low-flow toilets several years ago. We do not receive a bill for water use in our store, only for our adjunct administrative offices, so i am unable at present to provide an accurate estimate of our water use, or of savings from conservation measures.

## **6. WASTE**

Other than the FTSLA commitment to reach zero-waste long-term, we set no goals for waste reduction. We clearly mark landfill, compost, and recycling bins for workers and shoppers. We participate in municipal recycling and composting services, and bale and sell our used cardboard, the largest single waste stream we produce. Over 80% of our total waste stream is diverted from landfill.

## **7. PACKAGING**

Our product guidelines commit Central Co-op “To limit, minimize, and support alternatives to... excessive packaging” in the food and products we retail. We do not define, track or set goals for this commitment. Two years ago we instituted our own 10-cent/bag charge for single-use paper and plastic grocery bags, and this has cut use of these bags by over 60%.

## **8. LABOR**

Internally, Central Co-op is a Union shop – floor workers represented by UFCW 21, administrative workers by IWW 660 – so wages, benefits and working conditions are negotiated in binding labor contracts. We are an equal opportunity employer in compliance with applicable laws. Our consumer owners passed a pay-solidarity bylaw in 2010, limiting the highest compensation in the business to no more than 5 times the full-time entry-level wage. Externally, we do not have concrete policies, metrics or goals for ensuring ethical labor standards throughout our supply chains, but we retail numerous certified Fair Trade products, and are in process to join the Domestic Fair Trade Association.

## **9. ANIMAL CARE**

Our purpose statement in our Articles of Incorporation commits us to food and products “produced and distributed in a manner respectful of the earth and its people.” Our product guidelines commit us to “limit, minimize, and support alternatives to... products tested on animals.” Our exclusions policy authorizes us to exclude any item that “is or has been tested on animals.” We do not set goals or track specific metrics with regard to animal welfare. That said, none of our meat dairy or seafood products are from animals given synthetic growth promotion, forced or restricted feeding, abusive physical modification, or extreme limitation on freedom of movement or access to natural environments.

## **10. CONSUMER EDUCATION**

We report regularly in our newsletter about sustainability initiatives we are involved in, such as our 10-cent bag charge, battery recycling program, upgrade to LED lighting, and membership in FTSLA. We provide extensive in-store labeling to inform our owners and shoppers of the impacts of their choices. As a consumer cooperative, we commit to cooperative principle 5: Education, Training and Information: “Cooperatives provide education and training for their members, elected representatives, managers, and employees so they can contribute effectively to the development of their cooperatives. They inform the general public – particularly young people and opinion leaders – about the nature and benefits of co-operation.” This is a key reason for our joining the FTSLA: to support and enhance our cooperative commitment and capacity to audit and report on our sustainability practices, impacts, and improvements. We will publish this yearly report to all our communities.

## **11. GOVERNANCE**

As a consumer cooperative, we commit to cooperative principle 2: Democratic Member Control. Our consumer owners annually elect fellow owners to serve on our volunteer board of trustees to oversee the business and ensure our ongoing commitment to the cooperative principles and to our founding purposes. As Seattle’s original certified organic retailer, we are audited annually for adherence to organic standards in operations, labeling and marketing. As a member of FTSLA, we now formally commit to annually audit and publicly report our sustainability practices, impacts, and improvements, and to make constant improvement over time. Resource limitations as a modest single-store retail operation have made commitment of sufficient resources to such auditing and reporting difficult, but as we have gradually stabilized operationally and financially over the past 10 years, we are now able to provide more transparency and more investment of human and fiscal resources to these efforts.

## Appendix: Metrics and Indicators for FTSLA Reporting

Following is an edited list of the metrics and indicators (numeric and descriptive) that FTSLA has developed for member reporting. Only those that are applicable to Central Co-op are used in this report.

*Instructions: Fill in each metric and indicator for which you have data or a summary of your policy and practices. Delete lines for items that aren't relevant or that you haven't evaluated yet. For further guidance, please see our Toolkit 2 and our list of relevant metrics for specific business types, both available in our online member center.*

### 1. ORGANIC

*Declaration Commitment* “We recognize the many benefits of organic farming for the health of the soil, water resources, plant, animal and human communities. We will strive to source the food products we vend from farms using organic methods. Furthermore, we will strive to source all agriculturally derived products (fiber, bio-based fuels and packaging, company meals, etc.) we use in our operations from farms and supply sources using organic methods and offering organically grown product lines. We recognize the importance of independent third-party certification as an assurance that organic methods are being followed and will endeavor to verify all organic claims before vending a product.”

#### ORGANIC METRICS

<b>ORGANIC FOOD</b>	Our product guidelines commit Central Co-op “To emphasize... organically grown products whenever possible.” Under our product exclusions policy, “Genetically modified organisms... will not knowingly be purchased or offered for sale by Central Co-op.” We do not track or set goals for overall percentage of sales that are certified organic.
	<b>Organic Products / Ingredients</b> We estimate 25% of total purchase and sales dollars are certified organic.
	<b>Transitional Product / Ingredients</b> We estimate less than 1% of total purchase and sales dollars are transitional.
<b>ORGANIC OTHER</b>	Outside of food, our main purchases are office supplies. Some of our in-store signage is made from bamboo. We sell reusable shopping bags in recyclable plastic, recycled cotton, and organic cotton options.

### 2. DISTRIBUTION & SOURCING

*Declaration Commitment* “We will strive to produce, pack, transport, and distribute products from field to market using the most efficient means possible with the most environmentally responsible renewable fuel sources. We will systematically improve our energy efficiency, reduce our energy consumption, and reduce food-miles whenever possible.”

#### DISTRIBUTION & SOURCING METRICS

<b>DISTRIBUTION &amp; SOURCING</b>	We do not do any distributing. Local sourcing is in our mission statement and policy manual, see below.
<b>PRODUCT SOURCING: MODES OF TRANSPORT</b>	Estimate over 95% of our products are shipped to us by truck.

<b>LOCALITIES</b>	<b>Regionally Produced Product</b> We are developing a system to track this by sales. In keeping with our mission statement adopted in 2008 committing us to “the local food economy,” we developed three definitions of ‘local’ to communicate with our shoppers and emphasize local products: 100 miles of our store; State of Washington; Cascadia region. Products are labeled ‘local’ throughout the store, with emphasis on whether the product is locally or regionally grown, sourced and/or operated. Our Policy 803 explains how we decide on purchasing equipment for the store: “When the co-op is in need of a product or service provided by another company, management will patronize local businesses whenever possible. A slightly higher but still affordable cost to the co-op, in order to prefer local products and services, is acceptable.”
	<b>Domestically / Internationally Produced / Sourced Product</b> We are currently discussing an appropriate system to begin to track this; also we are in the process of becoming members of the Domestic Fair Trade Association.
	<b>Average Distance of Product Sourced:</b> Too many items to currently track.

### 3. ENERGY IN FACILITIES

*Declaration Commitment* “We will strive to store, process, distribute and vend our products using energy resources in the most resourceful means possible with energy efficiency best management practices. We will utilize the most environmentally responsible renewable energy opportunities whenever possible such as solar, wind, hydro, and geothermal.”

#### ENERGY IN FACILITIES METRICS

<b>ENERGY</b>	Other than our general commitment to “sustainable practices” we have no policy or guidelines in place regarding energy usage or renewable energy.
	<b>Energy Saved Due to Conservation and Efficiency Upgrades:</b> Energy savings from 2009 LED lighting upgrade estimated 50,000 kWh/year. Installing night covers for our open coolers will increase our annual energy savings.
<b>ELECTRIC</b>	<b>Annual Electric Usage:</b> Rough estimate 850,000 kwh/year purchased; Seattle City Light reports @ 88% hydro, 6.5% nuclear, 2.5% coal, 2% wind, 1% other.
<b>NATURAL GAS</b>	<b>Annual Natural Gas Purchased:</b> Rough estimate 18,000 therms/year.
<b>RENEWABLE ENERGY</b>	<b>Renewable Electrical / Gas Power Produced Onsite:</b> None.
	<b>Green Power Purchases:</b> We do not currently purchase any Renewable Energy Credits. See above for breakdown of generation sources for our electricity.
<b>EFFICIENCY</b>	<b>Electricity Usage and Efficiency:</b> Very rough estimate 60 kwh/year per square foot of space (includes all space: retail, admin, warehouse).
<b>GREEN BUILDING</b>	<b>Green Building Standards</b> Rent space in conventional 12-year old mixed-use building, no certifications.

#### 4. CLIMATE CHANGE

*Declaration Commitment* “We will strive to actively reduce all production, storage, processing, and retail practices that create the greenhouse gas emissions that contribute to climate change. We will measure the carbon footprint of our operations and strive for achieving carbon-neutrality in all of our business practices.”

##### CLIMATE CHANGE METRICS

<b>GREEN HOUSE GAS EMISSIONS</b>	We have no policy or guidelines in place regarding climate change or greenhouse gas emissions.
	<b>Direct GHG Emissions:</b> Rough estimate 95 metric tons CO2 equivalents / year from natural gas.
	<b>Electricity Indirect Energy GHG Emissions:</b> Rough estimate 25 metric tons CO2 equivalents / year from electricity purchased through our utility company.
	<b>Other Indirect GHG Emissions:</b> Insufficient data to estimate annual CO2 equivalents from emissions related to activities not controlled by the co-op but necessary for operation – transportation, packaging, commuting, business travel.
<b>OTHER GHG EMISSIONS</b>	<b>GHG Emissions not covered by the Kyoto Protocol:</b> Not aware of any.
<b>OZONE DEPLETING SUBSTANCES</b>	<b>Substances in Montreal Protocol:</b> Our main compressors use R-404a, low ozone-depleting potential but GWP @ 3300 / 100 years, 600 pounds of coolant, leakage rate @4% / year, @82.5 metric tons CO2 equivalent.
<b>EFFICIENCY GHG REDUCTION</b>	<b>Total Direct Emissions per Unit of Product:</b> Insufficient data.
	<b>Annual Emissions Reduced by any Efficiency Upgrades:</b> Very rough estimate @5 metric tons / year CO2 equivalents reduced.
<b>WORKER COMMUTING AND BUSINESS TRAVEL</b>	We have no worker commuting program but provide covered bicycle parking.
	<b>Annual Commuting Miles of Workforce:</b> Insufficient data.
	<b>Annual Emissions from Workforce Commuting:</b> Insufficient data.
	<b>CO2 Average Emissions per Worker:</b> Insufficient data.
	<b>Annual Corporate Air Travel Miles:</b> Very rough estimate 20,000 miles/year.
	<b>Annual Emissions from Corporate Air Travel Miles:</b> Very rough estimate 8 metric tons of CO2 equivalents / year.
<b>Annual Emissions from Worker Commuting Offset:</b> We do not participate in any offset programs.	

#### 5. WATER

*Declaration Commitment* “We will strive to reduce our use of fresh water and to optimize our operations to be so that all water use is as efficient as possible. We will raise awareness of regional and local water issues through education and information sharing. We commit to managing our water resources with the realization that multiple water stressors exist today, creating a situation where water is an increasingly scarce resource.”

##### WATER METRICS

<b>WATER</b>	We have no policy or guidelines in place regarding water usage.
	<b>Water Saved Due to Conservation and Efficiency Upgrades in Facilities</b> Only beginning to assess opportunities for / effects of efficiency upgrades.
	<b>Annual Water Consumed:</b> Missing data on water used in retail store; only have data for administrative offices water use.
	<b>Annual Waste Water Discharge:</b> Missing data on water used in retail store; only have data for administrative offices water use.
	<b>Annual Waste Water Recovered:</b> None.

## 6. WASTE

*Declaration Commitment* “We will strive to reduce waste at the source and treat waste in a way that sustains all living systems, through reusing, donating, recycling, and composting. When necessary we will utilize environmentally sound disposal systems. We will continually redesign our operations so that eventually “waste” will be eliminated because all material will become the raw material for new products and uses.”

### WASTE METRICS

<b>WASTE</b>	We have general guidelines to reduce waste, not specific policies or goals. The City of Seattle contracts to provide commercial garbage, recycling and composting services; estimates below are generated from these monthly bills. We also bale and sell the used cardboard from our receiving.
	<b>Waste Diverted From Landfill due to Conservation Measures</b> Only measures are standard composting and recycling; only data is below. Estimates based on approximation of number of 4-yard bins filled per year, multiplied by standard conversion factors, not actual measured weights. Rough overall estimate: over 80% of total waste is diverted from landfill.
	<b>Annual Landfill Output</b> Rough estimate 65 tons of solid waste / year sent to landfill.
	<b>Annual Recycling Output</b> Rough estimate 60 tons mixed recycling / year; 150 tons baled cardboard / year.
	<b>Annual Compost Output</b> Rough estimate 75 tons of compost / year diverted to compost facility.
	<b>Annual Other Waste Output: NA</b>

## 7. PACKAGING

*Declaration Commitment* “We will strive to implement a zero-waste approach to packaging. This will entail: 1) reducing the amount of packaging we use; 2) actively participating in the development of packaging that is reusable, recyclable, and/or biodegradable; 3) considering packaging material contents when making all purchasing decisions; and 4) collaborating with buyers and suppliers on creative solutions which eliminate unsustainable packaging throughout the value chain.”

### PACKAGING METRICS

<b>PRODUCT PACKAGING</b>	The vast majority of our packaging is placed on products we sell before we receive them. In our policy manual we commit to: “limit, minimize, and support alternatives to... excessive packaging.”
	<b>Pounds of Packaging Avoided due to Conservation and Efficiency Measures</b> Difficult to track, we receive so many retail items on a daily basis. Our buyers consider packaging for items we put on the shelves, and how they are packaged when they arrive. We also encourage our vendors to use less packaging and re-use all packaging materials. Our in-house 10-cent bag charge has reduced our use of single-use grocery bags by over 60%.
	<b>Pounds of Total Packaging used per year:</b> No metrics currently.
	<b>Percentage of Reusable Packaging:</b> No data available.
	<b>Percentage of Recycled Content of Packaging Materials:</b> Insufficient data.

<b>PACKAGING WASTE</b>	We have recycling and compost bins throughout the store, clearly labeled for our shoppers. We have a battery recycling program for our community paid for by our ‘new’ bag charge at the registers. We compost all food waste from our produce department, deli and personal use. We were providing ‘used’ bags and containers for our shopper use until recently the health department told us to stop. We are working on helping the health department understand and OK what we’re doing and hope to be able to re-implement that service.
	<b>Percentage of Packaging that Can be Recycled by End Consumer:</b> No metrics on this currently.
	<b>Percentage of Packaging that Can be Composted by End Consumer:</b> No metrics on this currently.
	<b>Take Back Policies</b> Do you provide services to take back product packaging waste from customers? No. We offer a battery recycling program, but do not have adequate facilities to offer much more in packaging waste returns. We did have a used bag and container bin for our shoppers to leave their bags and containers. See above.

## 8. LABOR

*Declaration Commitment* “We acknowledge that those communities which protect and work the land are particularly vulnerable and must be treated fairly. We will strive to ensure that growers and handlers of food products collaborate to guarantee basic labor rights and verifiable improvements in the lives of farm workers and their communities. We will work to ensure that all workers are given the opportunity to give feedback about their needs and wants. We will develop and implement company policies, procedures, training and internal reporting structures to ensure commitment to good labor practices throughout our organization. These labor practices will include ensuring that we compensate our employees to enable them to meet at least their basic needs and provide the opportunity to improve their skill and capability in order to raise their social and economic opportunities, promoting equal opportunity for our employees at all levels of the company, and provide a safe and healthy workplace.”

### LABOR METRICS

<b>LABOR PRACTICES</b>	Central Co-op is a Union shop: grocery and meat department workers organized through UFCW 21; admin workers organized through IWW 660; wages benefits and working conditions negotiated and responsibilities contractually obligated.
	<b>Total Number of Workers</b> 120 workers
	<b>Total Number and Rate of Worker Turnover</b> No data at time of turning in report.
<b>COMPENSATION</b>	<b>Worker Health Care Benefits</b> 90% of health insurance premiums (health, vision, and dental) covered for all workers at 20-plus hours/week, with \$15 co-pay and \$200 deductible.
	<b>Worker Health Care Benefits</b> Estimate over 90 % of workers eligible for co-op health care benefits.
	<b>Worker 401(k) Retirement Plan</b> Estimate over 90% of workers eligible for co-op 401K plan.
	<b>Co-op 401(k) Matching Contribution</b> 50% co-op match of first 5% worker contribution to 401K plan.
	<b>Profit Sharing</b> None. 2012 Union contract creates worker bonus if co-op reaches cash targets.

	<p><b>Ratio between lowest and highest paid worker</b> Our bylaws limit this ratio to no more than 5/1. 2010 ratio was 4.74/1.</p> <p><b>Worker Training and Education</b> Data for total co-op expenditures for worker training and education not available.</p>
<b>HEALTH AND SAFETY</b>	<p><b>Number of Recordable Injuries and Illnesses Under OSHA</b> 5 in 2010.</p>
	<p><b>Injury Frequency Ratio [IFR]</b> 3.46 injuries per 100,000 hours worked in 2010.</p>
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>	<p><b>Equal Opportunity Employer</b> Central Co-op provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, or military status in accordance with applicable federal, state and local laws. The Co-op complies with applicable state and local laws governing non-discrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.</p>
	<p><b>Composition of Workforce</b> Demographic breakdown not available at time of report.</p>
<b>TRAINING PROGRAMS</b>	<p><b>Worker Training Programs Offered</b> Data not available at time of report.</p>
<b>COMMUNITY VOLUNTEERING</b>	<p><b>Worker Paid Time Off for Volunteering</b> PTO not tied to community volunteering.</p>
<b>ETHICAL SOURCING</b>	<p>We recently added a new position Sustainable Product Advocate, tasked to go as deep into the supply chain as possible for all products we carry and promote in various ways the ones we find most 'ethical' in all areas.</p>
	<p>We have policies in place to ensure ethical treatment of our own workforce, but we have no formal policy commitment to ensure ethical treatment of workers throughout our supply chains. Our Product Guidelines commit us to emphasize (among other things): organically grown products whenever possible; support of local producers; sustainably produced foods; and to limit, minimize, and support alternatives to: obvious environmentally hazardous products; products tested on animals; irradiated and genetically engineered foods.</p>
	<p><b>Vendor Statements on Labor Practices.</b> We've contacted many of our vendors and question all possible vendors on their labor practices. One of our non-food vendors (ChicoBags) has adopted a code that meets or exceeds FLA (Fair Labor Association) codes. Other non-food items we sell adhere to the fair trade federation label (Baskets of Cambodia and Andes alpaca clothing). Many of our food vendors also adhere to strict labor policies and practices. Our produce manager has developed a questionnaire for local farmers on their labor practices, including pay equity in their organizations. That data is still being gathered.</p>
	<p><b>List Fair Trade or Other Ethical Sourcing Certifications.</b> We carry products bearing the international Fair Trade Certified, the Fair for Life IMO label, and the European Demeter logo (biodynamic farming). We are currently looking into carrying products bearing the fairDeal seal developed recently in Canada.</p>
	<p><b>Sales of Fair Trade</b> % of total sales by \$: data unavailable. Tracking this will be executed by our Sustainable Product Advocate, beginning in 2012, to the best of our ability.</p>

## 9. ANIMAL CARE

*Declaration Commitment* “We will strive to ensure that livestock have access to clean and sufficient food and water; that their environment is not dangerous to their health; that they have sufficient protection from weather elements; that they have sufficient space allowance in order for them to move naturally including access to pasture; and other features to ensure the safety, health and comfort of the animal. In addition, that managers and caretakers be thoroughly trained, skilled and competent in animal husbandry and welfare, and have good working knowledge of their system and the livestock in their care.”

### ANIMAL CARE METRICS

<b>ANIMAL CARE</b>	Our founding purpose commits us to sell food and products “produced and distributed in a manner respectful of the earth and its people.” Our product guidelines commit us to “limit, minimize, and support alternatives to... products tested on animals.” Our product exclusions policy authorizes us to exclude from purchase and sale any item that “is or has been tested on animals.”
<b>HUSBANDRY</b>	<b>Production Enhancement:</b> We purchase and sell no milk purchased from cows receiving rBST/BGH; no livestock / poultry receiving synthetic growth promoters of any kind.
	<b>Physical Modifications:</b> We purchase and sell no animals that undergo de-beaking, tail docking, de-horning, or removal of digits.
	<b>Feed:</b> No eggs purchased from hens prohibited from feed to force molting; force-feeding of ducks & geese to produce foie-gras is prohibited.
<b>CONFINEMENT</b>	<b>Eggs:</b> Roughly 50% purchased from cage-free hens, 50% from free-range hens.
	<b>Pork:</b> None purchased from sows confined to gestation crates.
	<b>Veal:</b> None purchased or sold.
	<b>Fish:</b> 100% wild-caught, no farmed fish.
	<b>Milk:</b> All purchased from animals given access to pasture; generally full pasture April – October, then less due to climate and to avert hoof-rot.
<b>CERTIFICATIONS</b>	Limited data: at least one vendor Fresh Breeze is a “salmon safe” certified dairy.

## 10. CONSUMER EDUCATION

*Declaration Commitment* “We will strive to provide consumers, employees, our communities, and the media accurate, useful and timely information about all of the areas listed in this document.”

### CONSUMER EDUCATION METRICS

<b>MARKETING</b>	Labels in our store include: USDA Organic; Fair for Life (IMO); Fair Trade Certified (international); Oregon Tilth; Demeter (biodynamic); Great Britain organic certification; Objective Carbon Zero; Rainforest Alliance Certified; KSA (kosher); WSDA; Traceable Coffee; Non-GMO Project; Central Co-op Local; and other labels in reference to specific dietary needs of our community.
------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## 11. GOVERNANCE

*Declaration Commitment* “We will strive to review our progress toward these goals on a regular basis by conducting self-audits and being transparent with all employees and the public with the results. We will actively engage in communication across the trade to solve sustainability related challenges and will facilitate dialogue regarding action.”

### GOVERNANCE METRICS

<b>GOVERNANCE</b>	<p>This is our first FTSLA self-report. We are pledged to report annually, and to improve our reporting each year.</p> <p>Central Co-op is structured as a consumer cooperative under the 1995 revision of the Rochdale Principles, including principle 2: Democratic Member Control. Our owner-elected Board of Trustees is made up of Central Co-op owners and workers. We hold annual elections in which any owner in good standing is eligible to run. We are incorporated in the State of Washington under the Revised Code of Washington chapter 24.06 Non-profit Miscellaneous and Mutual Corporations Act. Under RCW 24.06 our volunteer Board of Trustees is responsible for the business operations of our co-op, and to ensure we operate in keeping with the purposes articulated in our Articles of Incorporation. The board hires a General Manager to oversee our workforce and be professionally responsible for managing our operations and upholding our purposes under the direction of the board. In 2008 our board updated Central Co-op’s mission statement to include commitment to “sustainable practices, community accountability, and the local food economy.” In December of 2009 our board and GM determined for Central Co-op to sign the Declaration of Sustainability in the Organic Food Trade and join the FTSLA. This is our first self-report to the FTSLA, and to our workers and owners.</p>
<b>THIRD PARTY CERTIFICATION</b>	Central Co-op is a certified organic retailer.