

Grove®

2024-2025
Sustainability Report





Table of Contents

INTRODUCTION	Grove's Commitment: Healthier People & Planet	Pages 3-9
BEYOND PLASTIC™	Strategy & Standards Progress & Partnerships	Pages 10-15 Pages 16-24
FORESTS & FIBER	Strategy & Standards Partnerships	Pages 25-26 Pages 27-29
CLIMATE ACTION & EMISSIONS	Strategy & Science-Based Targets Carbon Offsets	Pages 30-34 Page 35
HEALTHIER HOMES	Strategy & Standards Partnerships	Pages 36-41 Page 42
EQUITY & BELONGING	Championing Diverse Partners Employees & Social Compliance Giving & Donations	Pages 43-45 Pages 46-47 Page 48
GOVERNANCE	Reporting & Disclosures Metrics: SASB, TCFD & UN SDGs	Page 49 Pages 50-72

A LETTER FROM OUR CEO

Grove’s Commitment: Healthier Planet & People

We are reaffirming our purpose to transform the consumer products industry into a force for good, while being as transparent as possible in our annual report.

In 2024, we changed our business model, overhauled our customer experience, expanded our assortment across categories, and refocused our strategy to better meet our customers’ needs — all while continuing to follow our mission as our North Star.

I am proud of our team’s progress, as well as the changes we’ve made to ensure Grove meets our customers’ needs for the long haul.

One significant change we’ve made is redefining sustainability, which we don’t think is just about protecting the planet — it’s also about protecting the people who call it home.

Everyday essentials that we use in our homes touch both environmental AND human health. In 2025 and beyond, our goal is simple: to help you create a healthier home without compromising on performance, convenience, and values.

When we protect human health, we’re also protecting the planet — and when we care for the planet, we’re caring for ourselves and our families.

Looking forward, we are evolving our customer experience and deepening our commitment to helping consumers make more sustainable choices that benefit both their wallets and the planet. Our strategy focuses on two key areas:

- **ENVIRONMENTAL HEALTH:** We are committed to reducing plastic waste, innovating with sustainable materials, and ensuring that the products we offer help minimize environmental impact. By expanding our selection of planet-friendly products and making sustainable shopping more accessible, we empower consumers to make choices that protect our shared world.
- **HUMAN HEALTH:** We set high standards for product safety and transparency, ensuring that everything we offer is free from harsh chemicals and made with people’s well-being in mind. Grove upholds strict human health standards across both our owned brands, including Grove Co., and the 300+ carefully vetted brands spanning 80 product categories available on Grove.com.



This is just the beginning. As we expand our product offerings, enhance the shopping experience, and push the boundaries of sustainable innovation, we do so with a firm commitment to our customers, our shareholders, and, most importantly, our planet. Thank you for your continued support as we work together toward a better future for the health of ourselves, our families, our homes, and our planet.

A handwritten signature in dark ink, reading "Jeff Yurcisin". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Jeff Yurcisin
CEO, GROVE COLLABORATIVE

Sustainability Begins with Us

Sustainability starts with people, not just the planet. Every action — starting at home — helps create a healthier world.



Every choice Grove makes — whether the products we create, materials we use, or suppliers we partner with — impacts not only the environment but also the health and well-being of our customers and broader communities. Environmental and human health go hand in hand — one cannot exist without the other.

We remain committed to our journey Beyond Plastic™, but we also recognize that sustainability is more than just reducing waste. Our commitment extends to ensuring that the ingredients and materials in our products are, where possible, safer for people and the planet. The standards we set matter, from the ingredients we ban to the transparency we provide. We believe customers deserve products that are free from harsh chemicals, designed with human and environmental health in mind. Our road ahead is still filled with challenges, trade-offs, and imperfect solutions, but we remain committed to progress over perfection.

The urgency of environmental action has never been clearer. Our industry continues to rely on recycled plastic as a solution, and the reality is that only a small fraction of plastic actually gets recycled. Emerging

evidence shows that microplastics are present in our bodies, underscoring the urgent need to understand their impact on human health and the environment. Systemic change is needed — rethinking materials, innovating alternative product formats, and designing for true circularity. For Grove, this means making hard choices, pushing for bolder policies, and partnering with our industry to drive change at scale.

Sustainability is an ongoing journey with no fixed path or final destination — it's a commitment we make every day.

At Grove, we are doubling down on our mission to help people make better choices for themselves, their families, and the world around them. We're not waiting for perfect solutions — we're finding the best available ones and moving forward. We invite our industry peers, suppliers, brand partners, and customers to join us on this journey. Together, we can create a future where sustainability is second nature, where the sustainable product of today is the conventional one of tomorrow, and every action — however big or small — adds up to something greater.

Grove’s Sustainability Tenets

Change is challenging but necessary. Our industry cannot rely on convenient goals and easy transitions. Grove’s sustainability tenets guide our journey and keep us focused and honest.

Environmental

Stewardship

The consumer packaged goods and retail industries are plagued with irresponsible business practices, where profits are linked to single-use plastics, deforestation, and increased pollution. Founded on a belief that household products should regenerate, rather than deplete, the environment, we take a holistic approach to sustainability with strong goals on plastic, carbon, and conservation.

Advocacy

We’re committed to using our voice to advance legislation that supports the progress of the most material crises we have identified, including plastics and recycling, climate disclosures, chemical safety, and ingredient transparency.

Industry Leadership

When there isn’t a solution, we are committed to finding one. We believe you’re never too small to lead an industry. We challenge companies to make bolder changes towards more urgent action. We lead by example in hope others will follow suit.

Health and Wellbeing

We believe that environmental and human health are deeply connected. Everyone deserves a home free from harsh chemicals. We are committed to providing products that are better for people and the planet, without compromise.

Transparency

Grove leads with transparency first, from integrating sustainable principles into business objectives and financial planning to best-in-class reporting on progress. Transparency in our ingredients, disclosures, and reporting is directly tied to customer and industry credibility.

Ethical & Responsible Practices

We maintain high standards for ethics and responsibility. This includes fair labor practices, sustainable sourcing, and transparency in operations. We do this because it’s right — for us, it’s not optional.

Diversity & Inclusion

We prioritize working with values-aligned suppliers and brands, including those owned, led, or founded by women, BIPOC people, LGBTQ+ people, and veterans, as well as B Corporations.

Progress Over Perfection

We prioritize progress over perfection because the problems we’re solving can’t wait for perfect solutions. We hold ourselves accountable to real progress toward better solutions.

Grove's Goals

Right Now



Continuing

Beyond Plastic™

100% plastic neutral

Since 2020, for every ounce of plastic we've shipped to customers, we've recovered the same amount of ocean- and nature-bound plastic pollution.

Beyond Plastic™

Beyond Plastic™ is our plan to solve the plastic crisis for home and personal care products. We're reimagining packaging, driving systemic change, and reducing single-use plastic.

Forests & Fiber

Deforestation-free supply chain

We are committed to protecting our forests by prioritizing FSC Certified paper packaging and alternate materials, such as bamboo, in our products.

2 million acres conserved

Grove is partnering with The Nature Conservancy to support Indigenous-led conservation across 2 million acres by 2030 in the Tongass Rainforest of Southeast Alaska.

Climate Action & Emissions

Carbon neutral shipping and facilities

We carbon offset direct emissions, including customer shipping and facilities (with nature-based, community-led offsets). We have set ambitious, science-based emissions reduction targets.

Decarbonization

We carbon offset our direct emissions, including customer shipping and facilities (with nature-based, community-led offsets). We have set ambitious, science-based emissions reduction targets.

Healthier Homes

Safer/healthier ingredients

We carefully create and vet all products to ensure they meet our ingredient standards. Everything on our shelves is cruelty-free.

Safer products everywhere

Grove is committed to empowering consumers with education on making conscious choices for their health while setting industry-leading standards, earning trust as a go-to authority on the connection between sustainability and well-being.

Equity & Belonging

Inclusive sourcing and representation

We are committed to making the natural products industry more inclusive, representative, and equitable.

15% shelf space to BIPOC brands

We'll continue to allocate 15%+ (with continual growth) of our shelf space to products from BIPOC-owned partners.



OUR IMPACT

We're Proud to be Recertified as a B Corp.

We're part of a movement that's redefining what **good business looks like.**

Being a B Corporation is more than a badge. It's a commitment to making business a force for good by prioritizing people and the planet as much as profit. Businesses have immense influence over environmental and social outcomes, and becoming a B Corp is a way to hold ourselves accountable. Every decision we make must benefit our customers, employees, communities, and the planet — as well as our bottom line.

B Corp certification challenges us to make business a force for good every day at Grove. It's not a one-time achievement, but a continuous journey of improvement. From reducing our plastic footprint to

ensuring ethical sourcing and fair labor practices, B Corp certification pushes us to be transparent, responsible, and always improving.

In 2024, we were recertified by B Lab with a score of 100.9, a 20-point increase since our previous recertification.

What makes being a B Corp so powerful is that it connects us to a community of like-minded partners who believe in business as a tool for positive change. We're proud



to stand alongside fellow suppliers and brand partners that are proving that sustainability, ethics, and profitability can go hand in hand. Success isn't just about growth, it's about impact.

Companies that take the B Impact Assessment score an average of 50.9, and the minimum to become a Certified B Corporation is 80 points.¹ Grove is proud to have maintained our certification for more than 10 years, a milestone attributable to about 5% of the nearly 10,000 certified B Corps today. Our improved metrics reinforce Grove's continued commitment to transform the consumer products industry into a positive force for human and environmental health.

¹BCORP

Drivers of Improvement

We are a Public Benefit Corporation

In 2021, we became a Public Benefit Corporation, legally committing to our mission to use consumer products as a force for better human and environmental health.

Improved Climate Strategy

Since 2020, Grove measures and reports on full scopes 1-3 emissions (direct and indirect emissions) and has carbon neutral offices, fulfillment centers, and customer shipping.

Environmentally Preferable Product Assortment

Grove's product assortment contains more recycled, certified compostable, or otherwise recyclable product materials, bio-based and non-toxic ingredients, and sustainability-related third-party certifications.

OUR IMPACT

Our Customers, Our Heroes

112,492 customers purchased from the Environmental Impact Shop, contributing to impactful environmental causes with partner organizations, from conservation to reforestation to plastic collection.

150,205

NUMBER OF TREES PLANTED

Arbor Day Foundation

31,116

ACRES OF LAND CONSERVED

Rainforest Trust and Sebago Clean Waters

9,797

TONS OF CARBON OFFSET

Pachama and Everland

2,042,901

POUNDS OF PLASTIC COLLECTED

rePurpose Global¹

COMPANY MILESTONES

**1.2 million pounds
of plastic collected**

through our plastic neutrality
commitment (2020-24)

**9.2 million pounds
avoided**

from purchases of plastic-reducing
products (2020-24)



¹ Metrics Aug 2021-Dec 2024

OUR IMPACT

Home Planet

Actionable guidance for environmental & human health.

Sustainability isn't just about what we buy — it's about what we know. That's why we launched *Home Planet*, a new blog dedicated to providing trusted, thoughtful information about sustainability and human health.

Building Trust with our Customers

We know our customers are not just looking for better products — they want a partner they can trust to help them make informed choices. With so much information (and misinformation) out there, it can be overwhelming to know what sources to trust. Home Planet is here to help offer expert-backed insights, personal stories, and actionable guidance — without the pressure to buy anything.

Beyond Product Recommendations

Many sustainability blogs push product lists disguised as education. Instead of highlighting what to buy, we're focused on why our choices matter — whether it's understanding the impacts of microplastics to finding ways to reduce plastic waste at home.

Sustainability and human health are deeply connected. The same materials and chemicals that harm our planet often harm our bodies. *Home Planet's* content also focuses on ingredients, materials, and wellness to ensure our customers have the knowledge they need to make safer choices.

Key Themes You'll Find on *Home Planet*

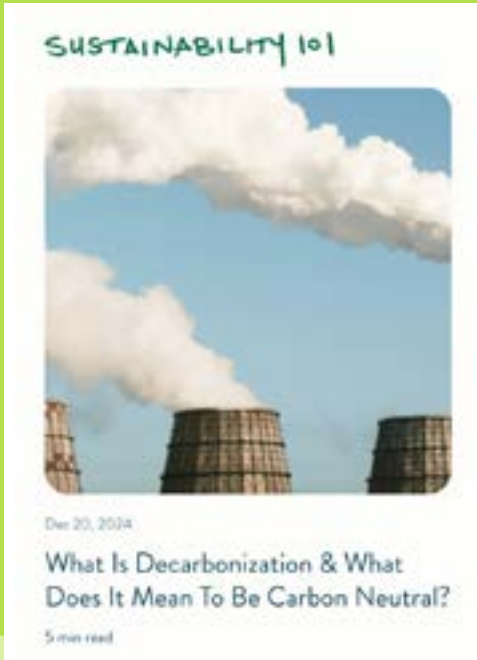
We feature insights from wellness experts, brand founders, and non-profit partners to provide expert-driven guidance.



REDUCE PLASTIC
Helping customers cut plastic use.



COMMUNITY STORIES
Featuring real people making an impact.



SUSTAINABILITY 101
Breaking down sustainable living basics.



QUICK TIPS
Simple, everyday actions for a greener life.



HUMAN HEALTH
Exploring the links between sustainability and well-being.



A New Way to Engage with Grove

Launching *Home Planet* demonstrates Grove's commitment to education and transparency. Sustainability should be a conversation, not a sales pitch, and *Home Planet* helps drive that conversation forward.

Beyond Plastic™

We're leaders in products that reduce single-use plastic waste.



Cutting Plastic, Not Corners

We're focused on eliminating single-use plastics.

In the minute it will take you to read this page, almost 1.6 million pounds of plastic will be produced.¹ Single-use plastics are the default for many products and packaging, but they don't have to be. At Grove, we believe there's a better way. We exist to offer safe, effective, and affordable products that don't rely on plastic waste. Plastic isn't disposable — it's destined to last for centuries in landfills or worse, become mismanaged waste in our natural ecosystems. It's time we break free from the plastic status quo.

Linear Consumption Is Broken

The consumer goods industry has long followed a “take, make, waste” approach — producing massive amounts of plastic designed for a single use before being discarded. This linear consumption model is fueling a global waste crisis, with devastating consequences for our environment and health. We offer a fresh alternative: everyday essentials designed to challenge existing single-use formats.

Plastic Recycling Is A False Promise

Rather than rethinking product design and formats, many companies have set empty and unrealistic goals to use recycled plastic content in their products and packaging as a convenient excuse to keep using it. The numbers tell a different story: only 5% of plastic in the U.S. is actually recycled.² Some materials can be effectively recycled and effectively made from recycled content. Paper has a recycling rate of 68% in the U.S.,³ but plastic does not fit this mold.

Plastic Never Really Goes Away

Every piece of plastic ever made still exists in some form today, most notably as microplastics. Plastic does not fully biodegrade, but instead breaks down into smaller and smaller pieces. Microplastics have entered our drinking water, blood, and even breastmilk.⁴ The long-term health impacts are still unfolding, but what we do know is that plastic pollution is an escalating crisis we cannot ignore.

¹ [Plastic Oceans](#)
² [Environmental Protection Agency](#)
³ [Greenpeace](#)
⁴ [Science Direct](#)



Our sustainability mission is centered around reimagining household essentials that do not rely on single-use plastics.

We've made meaningful progress, but there's still work to do. As we push forward, we ask ourselves:

- How can we accelerate the shift to plastic-free alternatives at scale?
- What role can we play in driving systemic industry change?
- How do we make sustainable choices the easy choice for every household?

Rethinking Growth, without the Plastic Footprint

Decoupling our plastic usage from our profits.

Transparent Progress

At Grove, our mission is clear — move our industry away from its reliance on plastic. The best way for us to transparently illustrate our progress out of plastic is through our plastic intensity metric. Created in 2021 and the first of its kind in the industry, plastic intensity is a simple ratio of how much plastic we sell (in lbs.) per \$100 of net revenue.

Our goal is to decouple revenue growth from our plastic footprint — proving that sustainability and business can go hand in hand. As we continue to transparently report on our progress (and challenges), we hope other brands and retailers will follow suit.

Setting The Standard With Grove Brands

Within our product portfolio, we’re constantly innovating to reduce plastic. One big challenge: Our Grove Co. 100% Recycled Plastic Trash Bags account for 51% of our total Grove brands’ plastic footprint. While this product uses recycled materials, it significantly impacts our plastic intensity. To help us provide a clearer picture of our progress, we measure our plastic intensity without and with trash bags: 0.57 lbs. of plastic per \$100 net revenue in 2024 (vs. 1.11 lbs. including trash bags). We remain committed to exploring alternative solutions while balancing functionality and sustainability.

Advancing Third Party Brand Leadership

Our impact goes beyond products from our Grove brands. By curating a marketplace of values-aligned third party brand partners, we are helping shift our industry towards lower plastic waste solutions. Since 2020, we’ve reduced our third-party plastic intensity from 1.78 lbs. to 1.01 lbs. of plastic per \$100 in net revenue.

Through our role as a marketplace, we aim to drive industry-wide change by championing plastic reduction, fostering transparency, and encouraging collaboration in sustainable innovation.

Plastic Intensity

lbs. per \$100 revenue in 2024



Grove-owned brands (lbs.)



All brands on grove.com + retail (lbs.)



Third-party brands¹ (lbs.)

¹ Products sold on grove.com from brands not owned by Grove Collaborative.

THE GROVE STANDARD

Beyond Plastic™ Badges

The future of household essentials shouldn't rely on single-use plastic, but getting there requires innovation, transparency, and persistence.

Beyond Plastic™ commits to accelerating the shift toward long-term, scalable solutions that reduce single-use plastic waste. Some plastic in products and packaging is still unavoidable. Many brands are challenged by lack of viable, cost-effective, and scalable alternatives to plastic. While we push for better solutions, we hope to demonstrate transparency regarding the plastic in our marketplace. Beyond Plastic™ celebrates progress, makes thoughtful trade-offs where needed, and strives for better solutions.

Helping Customers Make Informed Choices

When you shop with Grove, our Beyond Plastic™ badges make it easier to understand the plastic you're purchasing. These digital product badges provide clear, transparent guidance on plastic reduction and allow customers to make informed decisions to help reduce their plastic footprint.

These badges highlight the best available solutions today — products that move us closer to a plastic-free future, even if they aren't yet perfect. For example, Grove Co.'s Cleaner Concentrate System replaces bulky single-use plastic bottles with small, one-ounce glass concentrates, significantly reducing plastic waste and carbon emissions by shipping less water.



Our Refillable Glass Spray Bottle, used with our concentrates, has a plastic trigger sprayer. Although this product is intended to last 3+ years, we continue to push for better alternatives as technology evolves.

The Power of Choice in a Flawed System

Going Beyond Plastic™ means customers don't have to choose between convenience and sustainability. Instead of limiting options to only plastic-free products, we are building a marketplace that offers the most responsible choices today while developing better solutions for the future.

We define our Beyond Plastic™ standard as follows:



100%
PLASTIC-FREE



No
SINGLE-USE PLASTIC
(EPA DEFINES DURABLES AS LASTING 3+ YEARS)



Reduced
PLASTIC WASTE

Moving Grove Co. Products Beyond Plastic™

We are setting the standard for transparency.



100%
Plastic
Free

Does not include any PVA or plastic lacquers, liners, or coatings.
Examples: Swedish dishcloths, wool dryer balls and bar soaps.



No
Single-Use
Plastic

Contains durable, reusable plastic, defined by the [EPA](#) as lasting 3 years or more. Contains no single-use plastic, such as polybags. Examples: Reusable hand and dish soap dispensers and glass spray bottles.



Reduced
Plastic
Waste

Products that have significantly reduced plastic use compared to conventional alternatives, with key components of their packaging made from materials with greater circularity potential, such as paper, glass, or aluminum, instead of plastic. Examples: Hand and dish soaps, and cleaner concentrates.

BEYOND PLASTIC™ TOTALS: NET REVENUE



BEYOND PLASTIC™ TOTALS: SKUS SOLD



No Claim

The product contains virgin, recycled, or compostable plastic and is not widely recyclable. Products are still required to meet a best-in-class standard and are better-than-conventional alternatives. Examples: 100% recycled plastic trash bags, compostable bags, sponges, and wipes.

PERCENT NET REVENUE



PERCENT SKUS SOLD



In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure the highest level of inclusivity and transparency in our plastic reporting.

THIRD-PARTY BRANDS

Products & Packaging

Our third-party brands are innovating new plastic-reducing, low-waste products that meet our Beyond Plastic™ standard.

From Q1 2022 to Q4 2024, our plastic intensity for our third-party products sold at Grove.com decreased from 1.43 to 0.97 lbs of plastic sold per \$100 of net revenue, respectively.



BIBS

High-quality and safe baby essentials made from natural rubber and glass with stylish, functional design.



Better Battery Co.

The world's first high performance carbon neutral alkaline battery kit with a built-in recycling program.



Graza

Extra virgin olive oil in 100% recyclable aluminum refill cans.



Izzy Zero Waste Beauty

Reduce plastic waste with refillable, clean, and cruelty-free beauty products.



Phil's

Multi-purpose, uncomplicated personal care essentials on a mission to reduce plastic waste.



Trashie

The Take Back Bag makes it easy to keep your unwanted clothing and textiles, often made from non-biodegradable materials like polyester, from ending up in landfills.



Powders Shampoo Co.

Healing Earth with every shower. Innovative powder-to-foam shampoos and body washes with 0% plastic.



Waste Free Celebrations

Give joy, not waste. Reusable gift bags offer a sustainable alternative for single use — gift wrap and bags — without compromising festivity.

OUR PROGRESS

Plastic Site-Wide and in Retail

We lead with transparency. In 2020, we publicly launched our first Plastic Scorecard — the first report of its kind to disclose our total plastic footprint. A year later, we introduced the industry’s first plastic intensity metric, setting a new standard for accountability.

By sharing these metrics, we’re holding ourselves accountable and challenging our industry peers to measure, report, and reduce their plastic impact. These metrics cover all products sold on Grove.com as well as our Grove Co. sales through retail partners.

Plastic Footprint

Year over year we work to reduce our total plastic footprint by introducing more plastic-free or plastic-reducing products into our assortment.



lbs. total plastic footprint (target on track)

Plastic Intensity

We aim to decouple our revenue from our use of plastic.



lbs. plastic sold per \$100 of revenue (target on track)

Plastic Per Shipment

We hope to reduce this number through educating and engaging our community to adopt sustainable habits, like choosing our Beyond Plastic™ products.



lbs. plastic per customer shipment¹ (target lagging)

Recycled Content

When no plastic-free alternatives exist, we aim to increase this metric by maximizing post-consumer recycled plastic whenever possible.



percentage post-consumer recycled content (target on track)

Refillable/Reusable

We seek to increase reusable or refillable products and packaging while reducing single-use plastic.



percentage refillable or reusable products (target lagging)

Another demonstration of progress is through our Beyond Plastic™ metrics (page 14).

¹In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure highest level of inclusivity and transparency in our plastic reporting. We’ve recalibrated 2022 metrics to account for our expanded definition of plastic. | [Grove.co](https://www.grove.co)

PARTNERSHIPS

Tackling the Plastic Waste Crisis with rePurpose Global

We believe businesses have a duty to take responsibility for their plastic footprint and play a role in tackling the plastic waste crisis. Grove is proud to be plastic neutral since 2020. For every ounce of plastic we sell, we recover an equal amount of ocean-bound plastic in partnership with rePurpose Global.

Plastic neutrality is one of the ways we mitigate our plastic footprint as we work to reduce single-use plastic from our products. While plastic recovery alone isn't a silver bullet or an excuse to avoid real progress in reduction, it plays an important role in addressing the global plastic pollution crisis by coupling plastic recovery efforts with our commitment to reducing our own plastic use.

Through rePurpose Global, we support ethical waste collection and recycling efforts in communities most affected by plastic pollution, ensuring that recovered materials are responsibly processed. By choosing Grove, our customers become part of the solution — helping drive systemic change in how plastic is managed, reduced, and ultimately eliminated from the products we use everyday.

OUR PARTNER

rePurpose Global is a plastic crediting platform dedicated to reducing waste, reviving lives, and restoring nature's balance. Our plastic neutrality partnership with rePurpose Global has three goals, shown at the right.

Our Plastic Neutrality Partnership Goals

1.
Recover
low-value,
ocean-bound
plastic waste.

Plastic recovery
focuses on collection of hard-to-recycle, low-value plastics (like chip bags or candy wrappers). In light of concerns around the effectiveness of some carbon crediting programs, a fundamental aspect of ours is ensuring additionality — plastic collection would not have otherwise occurred without our efforts.

2.
Scale local
plastic waste
management
value chains.

Waste management
is neglected in many communities due to a lack of infrastructure, leading to dumping or incineration. We help finance critical recycling infrastructure that prevents plastic waste from flowing into the ocean. Investing capital infrastructure enables the collection of greater volumes of plastic pollution over time.

3.
Empower
marginalized
waste worker
communities.

Working conditions
in the informal waste sector are notoriously unsafe, and workers almost invariably lack access to good healthcare and education. People are profoundly impacted by plastic pollution, and we champion safety, dignity, and equality across the waste value chain to combat the unsafe, exploitative practices of this sector.

PARTNERSHIPS

Our Plastic Recovery Projects

1.
Hara Kai
Kerala, India



A women-centered initiative partnering with local self-help groups to implement first-mile plastic waste collection, preventing low-value plastics from reaching the ocean.

2.
Anmol Kinara
Karnataka, India



Addressing ocean-bound plastic waste by enhancing developing waste management systems in rural coastal villages.

3.
Nuevo Ciclo
Medellín, Colombia



Engaging communities in creating 'bottles of love' filled with low-value plastic, which are transformed into public amenities.

4.
Sanguisé
Douala, Cameroon



Safeguarding critical ecosystems in West Africa by intercepting plastic waste and conducting river cleanups.

PARTNERSHIPS

Turning Waste into Value

Community-Driven 'Bottles of Love' for Public Amenities

Grove is proud to support The Nuevo Ciclo Project as part of our plastic neutrality commitment. Based in Medellín, Colombia, this project exemplifies innovation in plastic waste management and community empowerment — aligning perfectly with Grove's Beyond Plastic™ commitment.

Nuevo Ciclo tackles low-value plastic waste by encouraging people to collect items like plastic bags, food containers, and wrappers, packing them into large PET bottles. These “bottles of love” are dropped off at over 240 collection points in Medellín alone. Once collected, the materials are processed into plastic lumber, which is then used to create durable products like houses, shelters, tables, and chairs.



This approach diverts hard-to-recycle plastics from landfills and oceans while turning them into valuable resources.

Beyond selling these products, the foundation donates them to vulnerable communities, providing essential infrastructure like school classrooms, playgrounds, houses, and furniture. In 2024, the project recovered over 236 tons of plastic and aims to exceed 800 tons by mid-2026.

Additionally, it has created 85 formal jobs, offering training in sorting, processing, and construction, while enhancing livelihoods and economic stability.

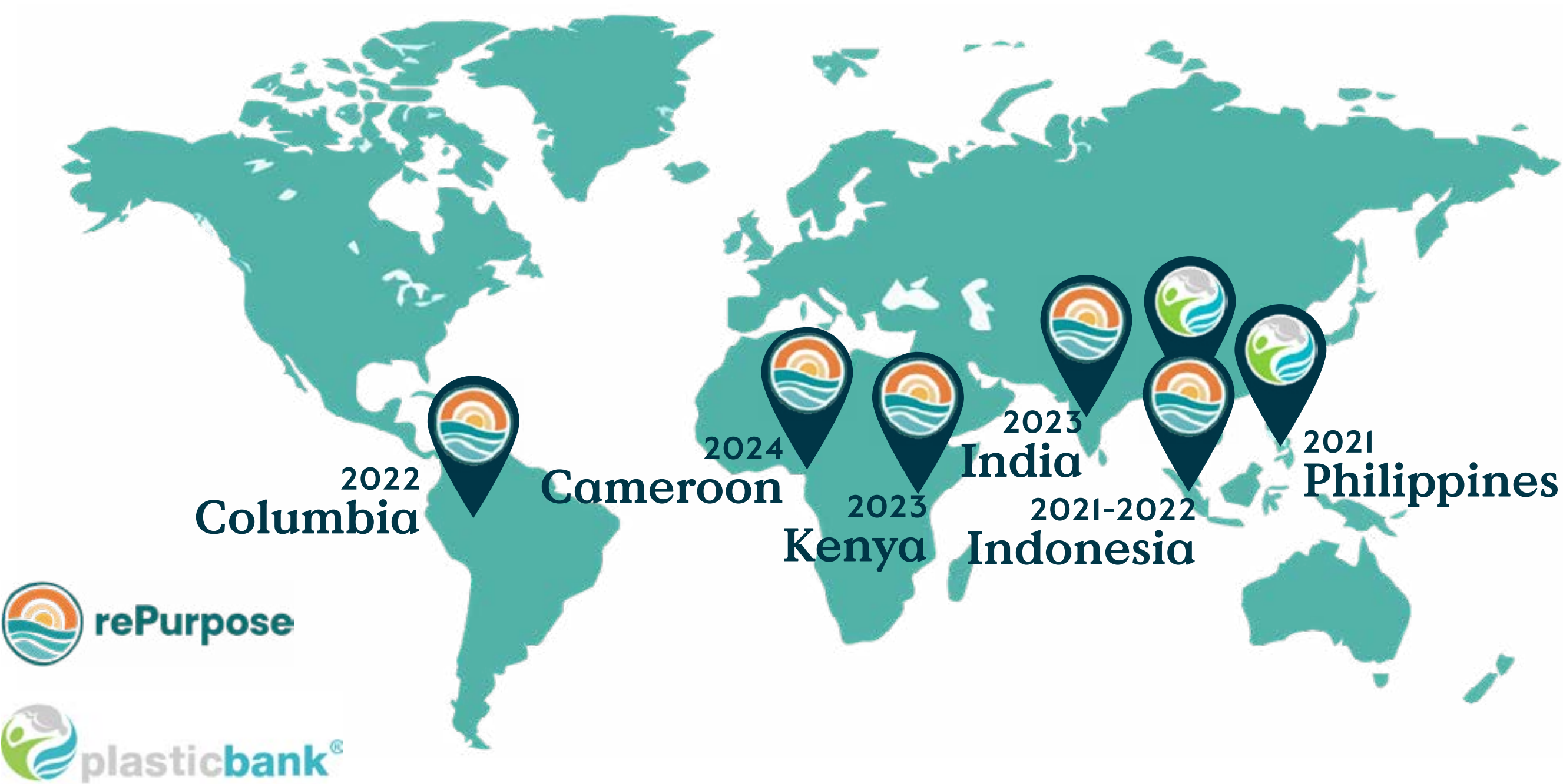
A key strength of Nuevo Ciclo is its community-driven model. Volunteers spend up to 45 minutes filling each bottle, fostering a sense of shared responsibility. To date, over 177,000 hours of collective effort have contributed to plastic recovery. Schools, businesses, and neighborhood associations actively participate, building a network of environmental advocates.

The Nuevo Ciclo Project is a powerful example of sustainable innovation and social impact. By transforming plastic waste into essential products while uplifting communities, it embodies the values

Grove strives to achieve. We are proud to support this initiative and its continued efforts in driving positive environmental and social change.

We Recovered 1,896,298 lbs of Plastic through our 2024 Partnerships

Since 2020, Grove has recovered 17.2M lbs of nature- and ocean-bound plastic waste.



2024 Impact Highlights

Hara Kai Kerala, India	Workers: 113 direct (77% of them women), 1445 indirect workers Households impacted = 199,000 Project Hara Kal Verra registered in 2024 Grove provided support to those impacted by the Wayanad landslides in 2024
Anmol Kinara Karnataka, India	Workers: 33 direct (60% of them women), 200 indirect workers Households impacted = 56,000 2 new MRFs set up in 2024
Nuevo Ciclo Medellín, Colombia	Workers: 85 direct workers Sources of Collection in Medellín: 245 Over 500 people in the local community benefited from donations of recycled plastic lumber including housing, playgrounds, and classrooms
Sanguisé Douala, Cameroon	Workers: 24 direct, 19 indirect workers Sources of collection: 12 rivers and drains across Douala city

OUR PROGRESS

From Setting Goals to Making Gains

Lessons learned from our commitment to reduce plastic waste.

Our journey has reinforced the importance of setting realistic yet aspirational goals, being transparent with our stakeholders, and remaining adaptable in the face of challenges.



In 2020, we set an ambitious goal: to become 100% plastic-free by 2025, driven by our deep concern for the escalating plastic waste crisis and our desire to lead the consumer goods industry by example.

As we progressed, we encountered unforeseen challenges that prompted us to reassess our objectives. By 2024, it became clear that becoming 100% plastic free by 2025 was more complex than we anticipated. Factors such as supply chain limitations, technological hurdles, and the need to maintain product quality and affordability played significant roles in this realization.

This experience taught us valuable lessons about setting and pursuing sustainability goals:

1. Flexibility Is Crucial

While ambitious goals can spur an industry towards change, it’s important to remain adaptable. Rigid adherence to a specific goal can sometimes hinder progress, especially when faced with evolving challenges.

2. Transparency Builds Trust

Openly communicating our journey, including wins and setbacks, fosters trust in our community and broader industry.

3. Progress Over Perfection

We know progress is messy and never linear. Striving for incremental progress allows us to continuously learn and adapt. Instead of a singular focus on becoming entirely plastic-free by a specific date, we have refined our focus to the following:

> EXPAND BEYOND PLASTIC™ PRODUCT OFFERINGS

We’re focused on bringing customers innovative, high-performing household essentials that meet our Beyond Plastic™ standard. By expanding our Beyond Plastic™ product offerings into new categories, we’re making it easier for customers to find low-plastic waste solutions for every room in their home.

> INDUSTRY COLLABORATION

We cannot innovate out of plastic on our own. Driving meaningful change requires partnering with values-aligned organizations, suppliers, and brands to accelerate progress together.

> CUSTOMER IMPACT

Our customers are our sustainability heroes. We remain committed to showcasing the impact of their choices by shopping with Grove, most recently through our Beyond Plastic™ Impact Tracker.



OUR PROGRESS

Introducing the Beyond Plastic™ Impact Tracker

Shop sustainably, see the impact.

In 2024, we launched the industry's first ever Beyond Plastic™ Impact Tracker, a tool designed to empower our customers by providing them with real impact metrics by shopping with Grove.

In the last year, we've deepened our focus on enhancing the customer experience around sustainability — helping our community understand the real, meaningful impact they have by choosing Grove. Making the right choices can often feel overwhelming, and we want to make it easier for our community to see how their choices add up.

Grove's Beyond Plastic™ Impact Tracker provides each customer with individualized stats on how their decisions contribute to reducing plastic waste.

By choosing products that are reusable, refillable, or made from more circular materials like infinitely recyclable aluminum and glass, customers can see the tangible impact of their choices.

The tracker calculates the amount of single-use plastic avoided by choosing more plastic-conscious products, as well as the amount of plastic recovered on the customer's behalf as part of Grove's plastic neutrality commitment.

This achievement underscores the significant impact that conscious customer choices can have on our planet.

Our Impact Tracker is more than just a tool — it's an extension of our commitment to educating and empowering customers on their sustainability journey. By providing clear, personalized data on the impact of their purchases, we aim to inspire and support our customers in making informed, sustainable choices.

Since 2020, the Grove community has collectively avoided & recovered over 27 million pounds of plastic — the equivalent to the weight of more than 900 million water bottles.¹

¹ Plastic impact is based on an average of 33 standard 16.9oz single-use water bottles per pound of plastic.

OUR PROGRESS

Sustainable Swaps

At Grove, we seek to challenge existing product formats that have plagued our industry with single-use plastic. For decades, keeping homes clean has relied on single-use plastic bottles filled with liquid. Today, circular product design is transforming these outdated formats by prioritizing sustainability. Grove Co. leads the way in reducing single-use plastic through refillable, reusable, concentrated, and waterless solutions.

Grove Co. products have avoided **7,551,274 lbs** of plastic since 2020 — the equivalent of over 249 million water bottles.¹

¹ Plastic avoided is based on an average of 33 standard 16.9oz single-use water bottles per pound of plastic.

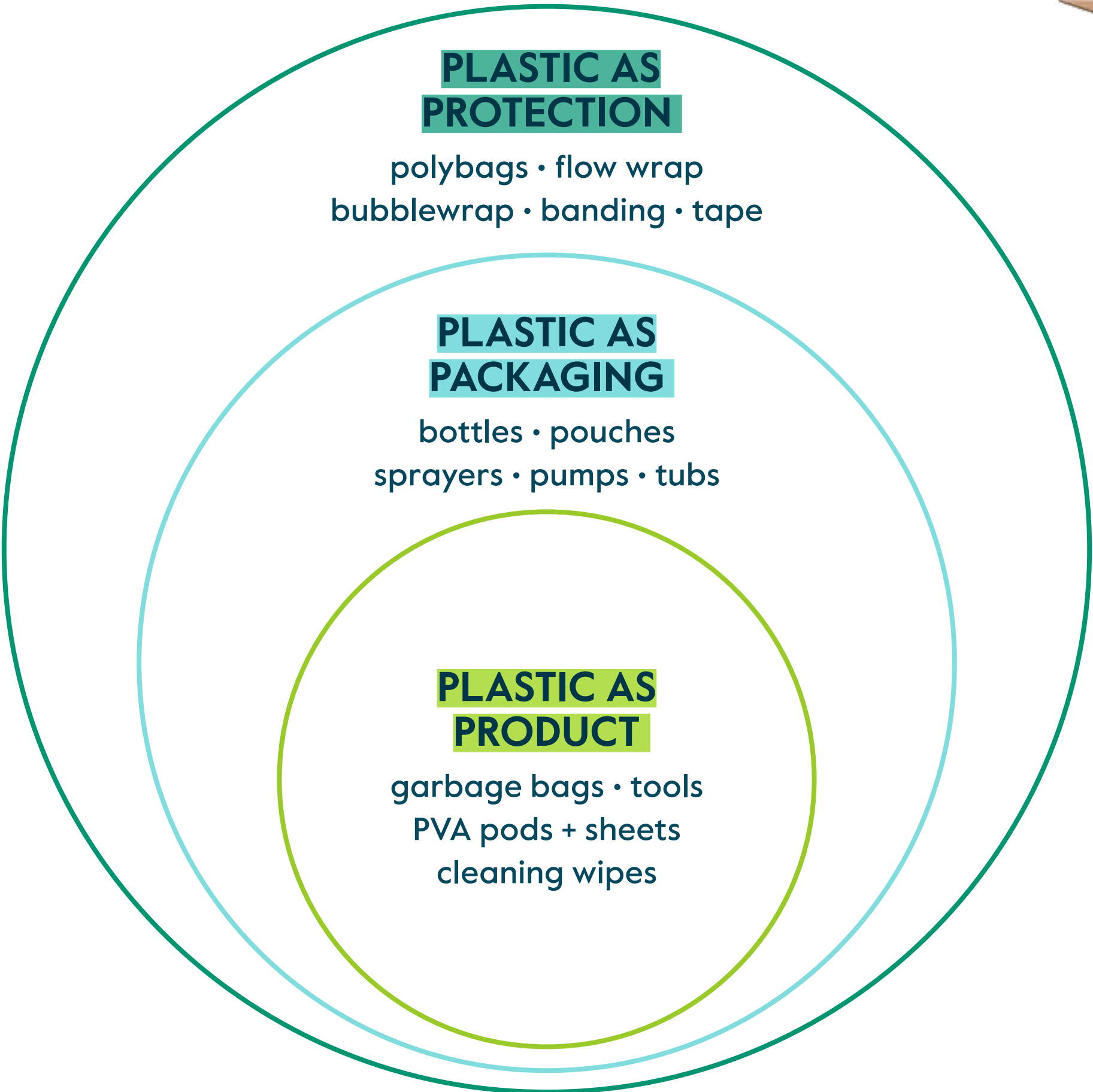


Building the Future of Sustainable Product Innovation

Our Grove Co. brand is embracing a holistic approach to sustainability, prioritizing product and packaging innovation to achieve **a lower environmental impact.**

Here’s how Grove Co. is reducing plastic in our products and supply chain while ensuring a great consumer experience, affordability, and a balanced overall environmental footprint.

moving beyond:



WAREHOUSE EFFORTS

Our shipping packaging does not include any plastic. We only use paper stuffing and water activated paper tape instead of their single-use plastic alternatives.

NO POLYBAGS

We’ve removed individual poly bags from textiles, including our dish towels, hair towels, and totes.



PLANT-BASED PLASTIC ALTERNATIVES

We’re exploring lightweight, flexible packaging made from renewable and compostable materials, in an effort to reduce reliance on fossil fuels and use packaging that will not break down into microplastics.



REFILL MODELS BEYOND PLASTIC

We’re continuing to celebrate aluminum for being infinitely recyclable and having higher recycling rates than plastic.



REDUCED PLASTIC ENGINEERING

We’re lightweighting plastic components and incorporating post-consumer recycled (PCR) plastic as much as possible.



Forests & Fiber

We make it simple to shop tree-free.



OUR COMMITMENT TO CONSERVATION

Forests Are Our Future

Our commitment to protecting the lungs of our planet.

Forests are the foundation of life on Earth. They absorb carbon, purify air and water, and provide habitats for countless species. Over the past two decades, the world has lost approximately 250 million acres of forest, with an even larger area suffering degradation. Most of this loss is linked to a handful of commodities, widely found in household products¹ which use wood pulp. One primary source is the Canadian boreal forest — the largest intact forest on Earth.²

Many well-known brands use virgin forest fibers as a raw material for their products — contributing to large-scale deforestation and biodiversity loss, and putting the climate at odds with global consumption. Stabilizing our climate and safeguarding biodiversity requires protecting what forest remains, restoring what’s been lost, and transitioning away from extractive industries that rely on virgin forest fibers.

At Grove, we protect forests by creating products that prioritize recycled, certified, and alternative materials — ensuring they are sustainable, rigorously vetted, and designed to minimize impact on our ecosystems.

PAPER WITHOUT THE PRICE OF DEFORESTATION

Our best-selling Grove Co. paper products are tree-free, proving that environmental sustainability and consumer satisfaction can go hand in hand. Made with fast-growing, renewable bamboo, Grove Co. is more sustainable than conventional household paper, and it doesn’t compromise on performance. Bamboo regenerates quickly — some species grow up to three feet per day — making it a highly renewable resource that requires less land, water, and pesticides compared to trees. Grove Co. paper products are also 100% FSC-certified and free from harmful bleaches and fragrances.

¹ NRDC
² NRDC



While our efforts drive meaningful change, widespread reliance on virgin forest fibers remains a systemic issue that requires partnership to spur industry-wide action.

**We multiply our impact
by supporting community
partnerships in active
protection and conservation.**

See the following page for details.

STEWARDING THE LAND FOR PEOPLE AND PLANET

Our Multi-Year Partnership with The Nature Conservancy

Two million acres closer to
a sustainable future.

Since 2022, Grove has partnered with The Nature Conservancy to support Indigenous-led conservation across 2 million acres in the Tongass National Forest within the Emerald Edge region of Southeast Alaska.

SUPPORTING INDIGENOUS-LED CONSERVATION ACROSS THE EMERALD EDGE

The Emerald Edge is the world's largest remaining coastal temperate rainforest, spanning Southeast Alaska, coastal British Columbia, Washington state and Oregon. With over 100 million acres of lush forest, rivers, islands and mountain streams in The Emerald Edge, it stores up to 300 million metric tons of additional carbon a year — equivalent to the annual energy use of nearly 58 million homes. Recognized as a high-conservation value ecosystem, the region is home to hundreds of communities and thousands of species of flora and fauna.

INDIGENOUS-LED CONSERVATION HIGHLIGHTS

At the invitation of Indigenous Peoples and local communities, The Nature Conservancy's Emerald Edge program continues to support Indigenous leadership and capacity, creating alternative and sustainable economic opportunities, and upholding Indigenous rights and authority.

Between January 1, 2023 and December 31, 2030, Grove Collaborative will contribute \$1,500,000 to The Nature Conservancy's Emerald Edge Conservation Program. The purchase of Grove Collaborative products will not result in an additional contribution to TNC. The mission of The Nature Conservancy is to conserve the lands and waters on which all life depends. More information about TNC is available by mail at 4245 N Fairfax Dr, Ste 100, Arlington, VA 22203, USA, by phone at 1-800-628-6860 or at [nature.org](https://www.nature.org).



STEWARDING THE LAND FOR PEOPLE AND PLANET

Indigenous partners saw significant conservation success throughout the Emerald Edge in 2024. A few highlights include:

CLAYOQUOT SOUND

The Ahousaht and Tla-o-qui-aht First Nations, working with the Government of British Columbia and The Nature Conservancy's Canadian affiliate, Nature United, announced new protections for nearly 76,000 hectares (188,000 acres) in Clayoquot Sound. These new conservancies are safeguarding some of the last remaining old-growth forests on Vancouver Island and are directly reflecting the Nations' land-use visions while advancing these First Nations' rights, authority, and sustainable livelihoods.

EMERALD EDGE CARBON MAPPER

The Nature Conservancy launched the Emerald Edge Carbon Map, a new interactive tool to help identify the most impactful and actionable opportunities for Indigenous-led projects that support both climate action and community priorities.

NEW INDIGENOUS-LED FOREST MANAGEMENT

The Kwikwaka'wakw First Nation, alongside the Province of BC, announced the creation of the M̓ač̓inux™ Special Forest Management Area, transitioning 7,866 hectares (19,346 acres) of forest previously designated for commercial forestry to a new tenure that aligns with Kwikwaka'wakw's vision of regenerative forestry practices.

By working together to define conservation and community outcomes, The Nature Conservancy, Grove, and community partners are continuously focused on the next phase of safeguarding the Emerald Edge region's climate mitigation capacity, its rich biodiversity and the social and economic well-being of Indigenous Peoples and local communities.





PRODUCT SPOTLIGHT

Crafted with a Cause

We are proud of our collaboration with The Nature Conservancy for our Grove Co. 2024 Summer Limited Edition Collection.

Created in partnership with The Nature Conservancy, this collection of hand soap, dish soap, room spray, laundry detergent sheets, and Swedish dishcloths, honors their ongoing efforts to support Indigenous-led conservation across two million acres of the Emerald Edge temperate rainforest in Southeast Alaska.

Inspired by the lush beauty of this vital ecosystem, the collection features upcycled seasonal fragrances, Coastal Cedar and Summer Huckleberry, capturing the essence of the Alaskan rainforest while promoting sustainability and forest preservation.



Climate Action & Emissions

We're decarbonizing
across our value chain.



Meaningful Climate Action

In 2024, leading climate scientists warned that the goal of limiting global warming to 1.5°C is now out of reach, as fossil fuel emissions soared past 37 billion metric tons.¹

At the same time, the credibility of the voluntary carbon credit market crumbled under scrutiny, with reports exposing inflated claims and widespread fraud. Major corporations, once vocal about their sustainability commitments, walked back their climate goals, while regulatory efforts to improve transparency, such as the SEC's corporate emissions disclosure rule, were stalled by U.S. courts.² Even investment in climate solutions faltered, with global climate tech funding plunging nearly 30%.³

We recognize that collaborating with our suppliers is a powerful catalyst for change and a crucial part of our journey toward decarbonization. The road ahead is tough, but we believe that bold, collective action is the only way forward. Despite these setbacks, the need for decisive action has never been greater.

The past year has been a sobering reminder of the urgency of the climate crisis — and the mounting challenges in addressing it.

Like many companies our size, Grove's carbon footprint extends far beyond our direct operations, with the majority of emissions coming from upstream suppliers and downstream product use.

While we don't own the full supply chain, we recognize that inaction is not an option. That's why we remain committed to reducing our impact wherever possible — from supporting nature-based solutions and conservation efforts to advocating for policy changes that drive systemic decarbonization. We recognize that collaborating with our suppliers is a powerful catalyst for change and a crucial part of our journey toward decarbonization. The road ahead is tough, but we believe that bold, collective action is the only way forward.

¹ [Stanford.edu](https://www.stanford.edu)

² [Wall Street Journal](https://www.wsj.com)

³ [PricewaterhouseCoopers](https://www.pwc.com)



Breaking Down Our Carbon Emissions

In 2023, we began a new partnership with Gravity Climate to better understand our carbon footprint, establishing a comprehensive path toward decarbonization wherever possible. Measurement is a critical first step, but what truly matters is how we act on the data —

using it to drive meaningful reductions, improve efficiency, and implement sustainable solutions across our operations and supply chain. In early 2025, we are proud to have our science-based targets approved by SBTi.

98%

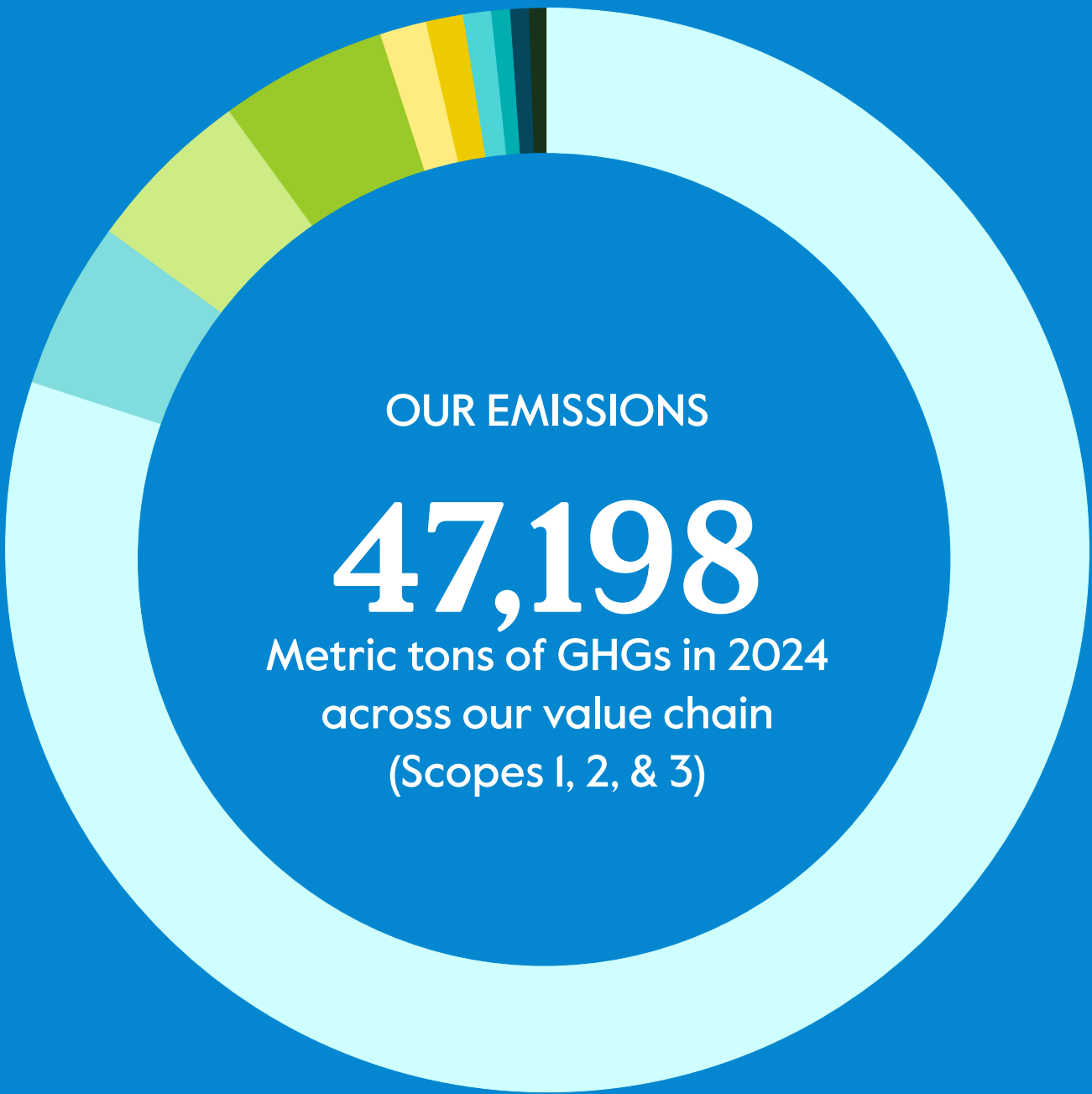
Of emissions came from Scope 3 in 2024

1%

Of emissions came from Scope 2 in 2024

1%

Of emissions came from Scope 1 in 2024



80%	Purchased goods/services (materials and production)	37,722 MT
5%	Downstream transportation (to customers)	2,368 MT
5%	Product end-of-life (reuse, recycling, landfill, etc.)	2,265 MT
5%	Upstream transportation (from suppliers)	2,251 MT
1.5%	Stationary combustion (in our facilities)	556 MT
1%	Waste from operations (waste treatment and disposal)	523 MT
1%	Employee commuting (to/from work) and remote work	447 MT
0.5%	Electricity (in our facilities)	439 MT
0.5%	Business travel (air, car, hotel)	299 MT
0.5%	Fuel and energy emissions (not included in Scope 1/2)	259 MT
0%	Capital goods (long-term assets)	70 MT

METHODOLOGY: An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Use-phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities. Scope 2 emissions are offset through the purchase of Renewable Energy Credits (RECs).

Our Science-Based Climate Commitments

At Grove, we believe businesses have a responsibility to lead the way in addressing the climate crisis.

That’s why we’re proud to announce that our science-based targets (SBTs) have been officially approved by the Science Based Targets initiative (SBTi) — a major first step in our commitment to reduce our company emissions.

We recognize that the majority of our carbon footprint comes from both upstream and downstream sources, not just our own operations. Collaboration must be at the heart of our strategy, so this year and beyond we are focused on actively engaging our suppliers to help drive emissions reductions across the industry.

Our targets align with the latest climate science and reaffirm our commitment to limiting global warming to 1.5°C, the critical threshold outlined in the Paris Agreement.

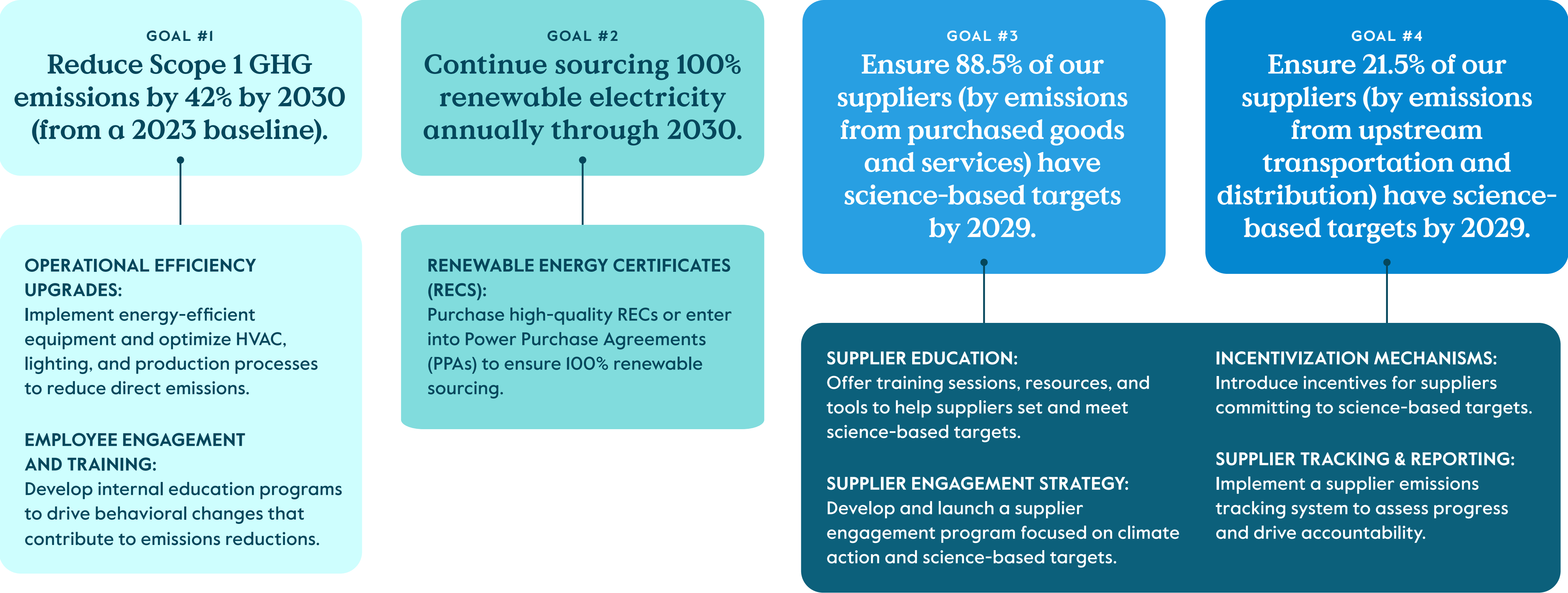
Holding Ourselves Accountable

Setting these targets is only the beginning. What matters most is what we do with this data and how we use it to drive measurable progress. We’re committed to transparency and accountability, publishing annual updates so our customers, partners, and investors can track our progress and hold us to our commitments. The urgency of the climate crisis requires bold, science-based action, and we’re proud to be among the companies setting the bar for sustainability in our industry. On the following page, we’ve outlined our plan through 2030 to achieve our approved science-based targets.

We’ve set bold, measurable targets to reduce our emissions across our operations and supply chain:

1. Reduce Scope 1 GHG emissions by 42% by 2030 (from a 2023 baseline).
2. Continue sourcing 100% renewable electricity annually through 2030.
3. Ensure 88.5% of our suppliers (by emissions from purchased goods and services) have science-based targets by 2029.
4. Ensure 21.5% of our suppliers (by emissions from upstream transportation and distribution) have science-based targets by 2029.

Science-Based Targets Execution Plan



Grove’s science-based targets execution plan represents our current approach to reducing emissions in alignment with our climate commitments. However, as we continue to deepen our understanding, engage with our supply chain, and refine our strategies, our focus and methods for achieving these targets may evolve. This plan is not a static roadmap but a dynamic framework that will adapt as we identify the most effective pathways to drive meaningful emissions reductions. We remain committed to transparency and will update our stakeholders on any significant changes to our approach.

CARBON OFFSETS

High-quality carbon offsets are a meaningful way to mitigate impact in the short-term.

We recognize that verifiable carbon credits don’t absolve us of the responsibility to reduce our own emissions, nor should they serve as a standalone solution for achieving climate goals. However, as a company without direct control over manufacturing or delivery fleets, carbon credits provide a practical way for us to drive short-term impact as we work towards achieving our science-based targets. Since 2020, we are proud to have carbon neutral customer shipping, facilities, waste in operations, employee commuter and remote work program, and business travel.

> Renewable Energy Credits

PROXIMITY Invest within same state or country

TRANSPARENCY Invest in projects accounted for via public registry to avoid double-counting

ADDITIONALITY

- Add new renewable energy to the grid to maximize impact
- Move toward bundled RECs versus unbundled (REIOO Buyer’s Principles)
- Purchase from new generators within high-fossil-fuel grids
- Align purchases with broader SDGs and social impact

> Offsets

VERIFIABILITY Move toward third-party or global standard

METHODOLOGY Invest in projects with established, public methodologies

TRANSPARENCY Invest in projects accounted for via public registry to avoid double-counting

COMMUNITY LED Projects should be led by and directly benefit Indigenous or local communities

NATURE BASED Prioritize nature-based projects that protect wild places

These checklists show the methodology we use to source offsets and renewable energy credits (RECs), led by our objectives to protect wild places and Indigenous territories. For more information on the projects Grove supports, please see our [Carbon Disclosures](#) page.

2024 GHG Emissions: mtCO2e

EMISSIONS CATEGORY	NO OFFSETS	WITH OFFSETS
Scope 1	556	0
Scope 2	439	0
Scope 3: Purchased Goods & Services	37,722	37,722
Scope 3: Capital Goods	70	70
Scope 3: Fuel & Energy Related Activities	259	259
Scope 3: Upstream Transport/Distribution	2,251	2,251
Scope 3: Waste Generated in Operations	523	0
Scope 3: Business Travel	299	0
Scope 3: Employee Commuting & Remote Work	447	0
Scope 3: Downstream Transport/Distribution	2,368	0
Scope 3: End of Life Treatment	2,265	2,265
TOTAL SCOPE 1, 2 & 3 EMISSIONS	47,198	42,567

METHODOLOGY: An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Use- phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities. Emissions from Scope 2 based on location-based calculations. We participate in renewable energy programs with our utility providers whenever possible, and the remainder of emissions are offset through the purchase of Renewable Energy Credits (RECs).

Healthier Homes

Our products set the standard
for health and wellness.



ENCOURAGING HEALTHIER HOMES

Safer Choices for a Healthier Home and Planet

Sustainability isn’t just about protecting the planet — it’s also about protecting the people who call it home.

Everyday essentials that we use in our homes touch both human and environmental health, and the choices we make everyday can either support our health and well-being, or expose us to harmful chemicals and materials.

In 2025 and beyond, our priority is to focus our efforts further into the intersection of human and environmental health, recognizing that a healthy home starts with the products we use and the ingredients and materials they contain.



Grove’s commitment to human health means creating a higher standard for ourselves and our industry. What goes in or on your body, touches your skin, your food, and your family matters, and we seek to be the trusted source for safe products.

Our goal is simple: to help you create a healthier home without compromising on performance, convenience, human health, or the planet. At Grove, sustainability and human health are inseparable, and they guide every decision we make.

Grove upholds strict human health standards across both our owned brands, including Grove Co., and the 300+ carefully vetted brands spanning 80 product categories available on Grove.com.



Product Vetting and Curation

Products undergo rigorous evaluation based on scientific research, ingredient safety, and expert guidelines.

Ingredient Safety

Must be free from any of our anti-ingredients prohibited by Grove due to potential health risks.

Material Standards

We constantly seek ways to minimize plastic in our products and packaging.

Advocacy

We support legislation for safer materials, ingredients, and stronger transparency standards.

Plastic Reduction

We prioritize products aligned with our Beyond Plastic™ standard, reducing plastic exposure in the home and minimizing the risk of chemical additives and microplastics.¹

Trusted Certifications

Prioritizes third-party certifications, such as USDA Organic, GOTS, and EWG Verified, to validate safety claims.

Ingredient Transparency

Full ingredient disclosure ensures customers know what’s in their products.

ENCOURAGING HEALTHIER HOMES

Chemical Transparency in Our Grove Co. Products

Customers deserve to know what's in the products they bring into their homes. Ingredient transparency is a hallmark of conscious consumerism, empowering people to make informed choices for their health and the environment. At Grove, we believe this transparency shouldn't be optional — it should be the industry standard.

While the consumer products industry has made gradual progress in ingredient labeling and chemical regulations, significant gaps remain. In the United States, legal loopholes continue to allow undisclosed chemicals in everyday products, leaving consumers unaware of potential risks. This regulatory shortfall highlights the need for stronger, more comprehensive policies to ensure safety and accountability.

Grove is committed to driving this change. Since 2021, we've made Safety Data Sheets and ingredient disclosures for all Grove Co. home care products publicly available on our site, in accordance with the California Right to Know Act. Our goal is to lead by example, ensuring our customers have the clarity they deserve about the products they use.

We're proud to share that this commitment has earned Grove Frontrunner Status in the 2024 Chemical Footprint Project.

This recognition reflects our leadership in reducing harsh chemicals, advancing transparency, and promoting safer alternatives across our supply chain. The Chemical Footprint Project is the gold standard for evaluating corporate chemical management, and Frontrunner Status is awarded to companies that score in the top tier of performance.

For Grove, this achievement reaffirms our belief that ingredient transparency is not just about disclosure — it's about trust, accountability, and protecting both people and the planet. We'll continue pushing for a future where every product tells the full story of what's inside.



Company & Product Certifications

Sustainability certifications for our Grove Co. products validate our high standards and foster trust with consumers. As we work to reduce resource use and transition to more sustainable materials, we rely on our certification bodies to help us maintain our standards.



B Corp

Since 2014, Grove has been a certified B Corporation¹ — a rigorous standard incorporating all stakeholders: the environment, workers and communities.



USDA Bio-Preferred

Many of our products are formulated from plants and other renewable materials around the USDA Bio-Preferred Program guidelines.³



GOTS

The highest standard for organic cotton and safety, GOTS⁶ certifies the entire production process, from farm to finished product.



How2Recycle

Grove implements this voluntary labeling system to provide consumers with clear instructions on how to recycle our packaging and reduce waste.



Leaping Bunny

100% of Grove Owned Brands are certified cruelty free by Leaping Bunny.²



USDA Organic & OTCO⁴

Many of our products are formulated from plants and other renewable materials around the USDA Bio-Preferred Program guidelines.⁵



FSC®

100% of Grove Co. paper products and much of our packaging is FSC[®] certified⁷ — the gold standard of responsible forest management.



Biodegradable Products Institute

Products are tested via a third-party lab to meet ASTM standards for compostable products.⁸

¹ As a certified B Corporation, we acknowledge principles that seek to maximize business objectives beyond the sole objective of maximizing shareholder returns ² 100% of active Third Party Brands (for relevant categories) are certified cruelty free. 100% of our Third Party Brand partners have signed our Code of Conduct, stating they do not test on animals. In 2024, we discontinued business with eligible brands that were not able obtain a cruelty free certification. ³ Products are formulated without conventional petroleum-derived sources. We voluntarily partner with the USDA to test our products' high bio-based content. Where possible, we work with suppliers to meet stability, performance, and plant-based requirements. For example, our fabric softener includes plant-derived solvent and softening active, plus food-grade preservative. ⁴ Oregon Tilth Certified Organic (OTCO) ⁵ Our Grove Co. Hydrating Hand Soaps and Grove Co. Essential Oils are certified organic. ⁶ Global Organic Textile Standard (GOTS) 100% of Grove Co. textiles are GOTS certified. ⁷ Forest Stewardship Council (FSC) Our FSC[®] certified packaging includes cartons, filler, and boxes, and 100% of Grove Co. (previously Seedling) paper products are FSC[®] certified. ⁸ ASTM standards for compostable products mean they break down naturally. Grove Co. Wipes are certified by the Biodegradable Products Institute (BPI).

BRAND PARTNERS & PRODUCTS

In 2023, we launched Grove Wellness™ to address the evolving health and wellness needs of our customers.

Today, our curated assortment includes over 750 products, all vetted and approved by Grove Wellness™ Advisors.

Grove Wellness

OUR WELLNESS EXPERTS:

KIM CELMER, ND

Dr. Celmer is a Naturopathic Physician with over 25 years of experience in integrative primary care, specializing in age management, hormone optimization, and personalized health solutions. As the Owner, Partner, and Residency Program Director at the Institute of Complementary Medicine and a member of the Institute for Natural Medicine, she guides the Grove Wellness team in curating safe, effective, and high-quality wellness products.

EMILY GROCHOWSKI, MSN, RDN, CD, CLT, CFIN

Emily is a Certified Functional & Integrative Registered Dietitian Nutritionist with a B.S. in Molecular Biology from UW-Madison and an M.S. in Nutrition from Bastyr University. She applies her clinical expertise to help the Grove Wellness team select high-quality supplements that support health and well-being.

WE NEVER ALLOW:

- Artificial flavors
- Artificial dyes
- Artificial sweeteners
- High fructose corn syrup
- Unnecessary fillers
- Hydrogenated oils
- Petroleum by-products

WHENEVER POSSIBLE, WE CHOOSE:

- USDA Organic
- Non-GMO certified
- Gluten free
- Ethically Sourced Certified
- Fair Trade Ingredient Certified
- Bio-based



ENCOURAGING HEALTHIER HOMES

Expanding Our Commitments to Safe, Sustainable Baby Essentials

We are proud to partner with over 300 carefully vetted brands across 50 categories on Grove.com. In 2024, we expanded our assortment to include over 30 trusted brands in the baby category, offering safe, sustainable, and high-quality products for growing families.

Bringing a baby into the world is one of life’s greatest joys, but it also comes with countless decisions. Grove is here to provide peace of mind with a carefully curated collection of baby products that meet the same high standards we uphold across all product categories.

Parents shouldn’t have to compromise between what’s best for their baby and what’s best for the planet. That’s why we’ve partnered with brands that share our commitment to safety, transparency, and sustainability. Every product we offer — from baby bottles and formula to non-plastic toys and gentle personal care — meets strict criteria:



Ingredient Safety

FORMULA:
Only organic, grass-fed options with Certified Clean Label Project, and backed by multiple clinical trials.

BABY SKINCARE:
Gentler formulas that meet our No Way Ingredients. We prioritize products verified by EWG or MADE SAFE standards.

Material Standards

DIAPERS:
We prioritize plant-based materials and 100% chlorine-free pulp, with FSC-certified fluff pulp for responsible sourcing.

TEXTILES:
All soft goods must be 100% GOTS certified for cotton and OEKO-TEX certified, guaranteeing organic fibers and safe, sustainable production practices without harmful chemical additives.

Plastic Reduction

BABY BOTTLES & FEEDING:
No conventional plastic options — only glass and silicone to reduce plastic waste and microplastics ingestion.

TOYS:
We prioritize non-toxic silicone and responsibly sourced wood toys.

Trusted Certifications



PARTNERSHIPS

Partner Spotlight: 5 Gyres

Since 2019, Grove has proudly partnered with 5 Gyres, a non-profit organization dedicated to understanding and combating plastic pollution and its threat to human health.

Leveraging the power of science, advocacy, and community, 5 Gyres drives innovative solutions to plastic pollution. At the forefront of scientific research, they have helped to shed light on the pervasive threat of microplastics — tiny plastic particles that infiltrate our environment, water systems, and even our bodies.¹

Importance of Microplastics Research

Microplastics, defined as plastic fragments smaller than 5mm, infiltrate every corner of the planet, from Mt. Everest to the air we breath.² Alarming evidence shows that microplastics may pose risks to human health and can carry toxic chemicals, disrupt hormonal systems, and even enter the bloodstream.

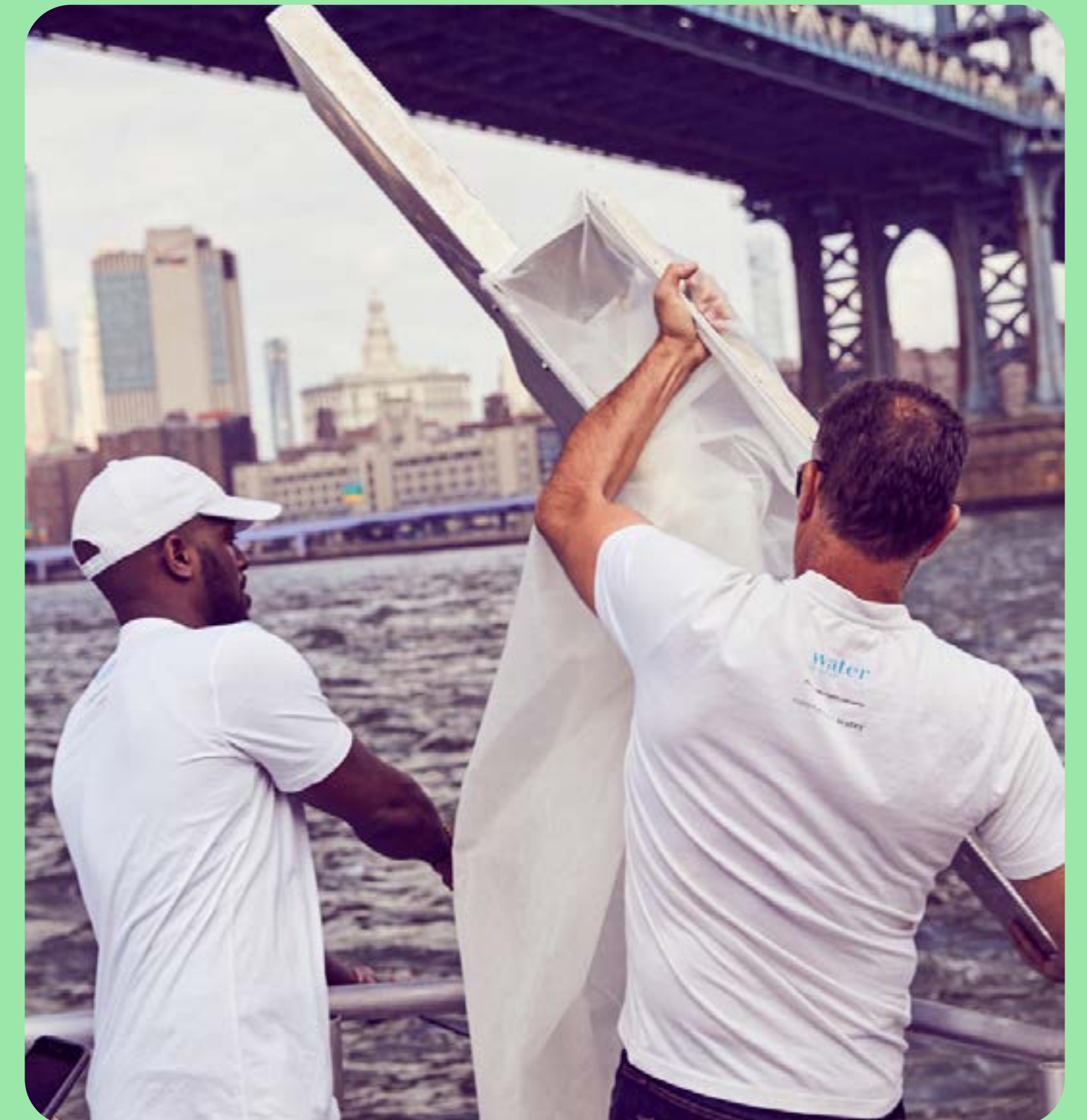
5 Gyres' pioneering research has revealed that 170 trillion plastic particles are afloat on the ocean's surface.³ Their studies have also identified direct sources of microplastic pollution, such as microbeads and microfibers, paving a path to implement targeted, science-based solutions.

Because we are in the early stages of scientific understanding of microplastics' impacts, Grove relies on the expertise of partners like 5 Gyres to help inform our approach to plastic reduction and sustainable packaging, ensuring that our sustainability goals are rooted in science.

A Critical Partner in Advocacy and Industry Change

Beyond research, 5 Gyres plays a pivotal role in shaping legislation by advocating for stronger policies to curb plastic waste. Their work has directly influenced initiatives to eliminate unnecessary single-use plastics, address specific sources of microplastic pollution — like microfibers — and foster adoption of reuse and refill systems. We support 5 Gyres in every opportunity for stronger legislation, corporate accountability, and consumer education.

By partnering with 5 Gyres, Grove not only advances our own sustainability commitments but also joins a larger movement to create a future without plastic waste. Their groundbreaking research is essential to building knowledge and momentum to drive real, lasting change.





Equity & Belonging

A sustainable future is an inclusive one.

EQUITY & BELONGING

Sustainability for All: Championing Diversity in Our Industry

Building a more sustainable world goes hand in hand with creating a more equitable one. As a Certified B Corporation, we are committed to conducting business with the wellbeing of people and the planet at the forefront. This means making safe, effective products accessible to all while celebrating founders and brands whose values align with ours.

Diversity and inclusion are central to how we operate. We partner with suppliers and brands from diverse backgrounds — whether for our Grove-owned products or third-party offerings — to foster an industry that reflects the world we serve. These partnerships not only enrich our product assortment but also drive equity within the consumer goods space.

Grove proudly partners with women, BIPOC, LGBTQ+, and veteran owned, founded, or led business, ensuring our shelves reflect the diversity of our communities. Together, we’re building a more inclusive and sustainable future — one product at a time.



2024 Partners

- 13% OF OUR VIRTUAL SHELF SPACE IS DEDICATED TO BIPOC-OWNED BRANDS
- 47% OF VENDORS ARE WOMEN-LED
- 20% OF VENDORS ARE CERTIFIED B CORPORATIONS

Supporting Vendor Leadership & Ownership

Our baseline numbers are shown at right by percent of vendors, based on voluntary disclosure of ownership and leadership. Grove requires at least 51% ownership and control of the business in order to be considered women, BIPOC, LGBTQ+, and veteran owned. We recognize that as businesses grow their ownership structure may change. We want to continue to recognize partners in which leadership identifies as women, BIPOC, LGBTQ+, or veteran.

We define leadership as the individual having long-term control and management of the business, equity stake, and an active role in both strategic and day-to-day decision-making.

	WOMEN OWNED	BIPOC OWNED	LGBTQ+ OWNED	VETERAN OWNED	B CORPS
GROVE BRAND PARTNERS	37%	17%	2%	2%	21%
GROVE-OWNED BRAND SUPPLIERS	13%	26%	0%	0%	15%
TOTAL		19%	2%	2%	20%

	WOMEN LED	BIPOC LED	LGBTQ+ LED	VETERAN LED	
GROVE BRAND PARTNERS	52%	19%	4%	4%	
GROVE-OWNED BRAND SUPPLIERS	26%	32%	0%	0%	
TOTAL		22%	3%	3%	



HEALTH & BENEFITS

Caring for Our People: Resources for Our Employee Well-Being and Success



Our mission to create a healthier, more sustainable future extends beyond the products we offer and the planet we protect — it includes the well-being of every employee who helps bring our mission to life.

We’re committed to providing comprehensive benefits that prioritize the health, happiness, and financial security of our team. From robust healthcare plans and generous parental leave to mental health resources and flexible work options, our benefits are designed to meet the diverse needs of our employees and their families.

In addition to traditional benefits, whether it’s through professional development opportunities, wellness initiatives, or team-building activities, we’re constantly investing in ways to support our employees’ growth and happiness.

Here are some of the benefits and opportunities we provide to people who join our teams, either at our corporate offices, remote staff, or our two fulfillment centers in Nevada and Pennsylvania.

EMPLOYEE BENEFITS	CORPORATE OFFICE	FULFILLMENT CENTER	PART TIME
HEALTH, DENTAL, AND VISION INSURANCE & TELEHEALTH	✓	✓	
WELLNESS PROGRAM	✓	✓	✓
HEALTH & DEPENDENT CARE TAX-FREE SPENDING ACCOUNTS	✓	✓	
PAID LIFE & DISABILITY INSURANCE	✓	✓	
ACCESS TO (IN)FERTILITY RESOURCES	✓	✓	
PAID PARENTAL LEAVE	✓	✓	
TAX-FREE COMMUTER BENEFITS	✓	✓	
401(K) PLAN	✓	✓	✓
PAID VACATIONS, HOLIDAYS, AND OTHER TIME-OFF PROGRAMS	✓	✓	✓

SOCIAL COMPLIANCE

Building a Better Supply Chain: Safe, Fair, and Responsible

The rise of consumerism and quick-to-market products at cheap prices often comes at the expense of equitable labor practices. At Grove, we are committed to a transparent supply chain that upholds ethical standards, fair labor practices, and safe working conditions for everyone involved in making our Grove owned brands products.

We work with suppliers worldwide — including the U.S., Canada, China, and India — and require all direct finished goods producers in non-low-risk countries (as defined by Amorfi) to undergo regular audits based on Amorfi’s BSCI Standard. These audits ensure social compliance, protect worker rights, and promote continuous improvement across our supply chain.

Partnering closely with our suppliers, we strive to elevate standards, foster safe and healthy workplaces, and maintain accountability throughout every step of production. Our commitment extends beyond compliance, driving meaningful progress toward a more equitable and responsible supply chain.

We Evaluate Our Producers On:

- | | |
|---|---|
| 1. Social management system and cascade effect | 8. No child labor (zero tolerance) |
| 2. Worker involvement and protection | 9. Special protection for young workers |
| 3. The rights of freedom of association and collective bargaining | 10. No precarious employment |
| 4. No discrimination, violence, or harassment | 11. No bonded, forced labor or human trafficking (zero tolerance) |
| 5. Fair remuneration | 12. Protection of the environment |
| 6. Decent working hours | 13. Ethical business behavior |
| 7. Occupational health and safety | |

Our Audit Process

1.

Code of Conduct
We conduct a Workers’ Sentiment Survey and have our producers sign Grove’s Code of Conduct.
2.

Audit
We request a semi-announced BSCI audit with a leading business risk and sustainability solutions provider. We provide the producer with a 4-week time frame in which the audit could take place, but no specific date or time.
3.

Corrective Action Plan
Once the audit takes place and the report is reviewed, we share details and develop a Corrective Action Plan.
4.

Check-In
We check in to ensure any trainings, corrective, and preventative actions are completed.
5.

Follow-Up
If required, we conduct follow-up audits in an appropriate time frame.

Giving & Donations

As a mission-driven company, we're dedicated to making a meaningful impact through employee volunteering, philanthropic initiatives, and product donations.

We support causes that protect healthy forests, oceans, and ecosystems, while also championing social justice and uplifting the communities where we live and work.

Guided by our core values, we focus our giving where it can create the greatest positive change. Our charitable giving efforts are centered around two key pillars: environmental sustainability and community well-being.

Each year, Grove contributes both cash and in-kind donations to carefully selected nonprofit and community partners.

We believe that giving is most powerful when it's personal, which is why we encourage employee-directed donations whenever possible. This approach ensures that our team can support the causes they care about most.

Transparency matters to us. That's why we disclose our donations annually, with further details provided in the Appendix of this report.



2024 Giving
at a Glance

\$36,919
TOTAL CASH DONATIONS

\$12,000
TOTAL SITE CREDIT

\$272,534
TOTAL IN-KIND DONATIONS

\$321,453
TOTAL 2024 DONATIONS

A photograph of a person's arm in a blue shirt holding a white bucket. The bucket has the 'Grove Co.' logo and contains a blue towel, a spray bottle, and a can of cleaning product.

APPENDIX

Reporting and Disclosures

Transparency is the foundation of trust. As a company committed to sustainability and ethical business practices, sharing the progress we make and the challenges we face are essential for holding ourselves accountable and driving meaningful change.

We report through recognized frameworks like the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB), and our broader ESG reporting. These frameworks not only ensure that we're measuring and communicating our impact with clarity and consistency but also empower our customers, partners, and other stakeholders to make informed decisions. By openly disclosing our environmental, social, and governance performance, we're reinforcing our commitment to continuous improvement and leading our industry by example.

The following pages disclose our ESG metrics as well as annual reporting to SASB, TCFD, and U.N. Sustainable Development Goals.



ESG Metrics: Plastic

PLASTIC INTENSITY

LBS OF PLASTIC PER \$100 NET REVENUE	2024	2023	2022	2024 Δ VS. 2023
Grove.com + Retail	1.05	1.10	1.17	-4.5%
Grove Owned Brands	1.11	1.11	1.04	-
Grove Third Party Brands	1.01	1.10	1.28	-8.2%

PLASTIC METRICS

GROVE.COM + RETAIL	2024	2023	2022	2024 Δ VS. 2023
Plastic Footprint (lbs)	1,957,596	2,572,606	3,550,978	-23.9%
Average Plastic per Customer Shipment (lbs) ¹	0.67	0.63	0.62	+6.3%
% Refillable or Reusable ²	17%	15%	16%	+13.3%
% PCR Content by Weight	22%	15%	18%	+46.7%

BEYOND PLASTIC™	% OF SKUS	% NET REVENUE 2024	% OF SKUS	% NET REVENUE 2023	% OF SKUS	% NET REVENUE 2022
GROVE CO.	2024	2024	2023	2023	2022	2022
100% PLASTIC-FREE	15%	26%	17%	25%	23%	21%
REDUCE PLASTIC WASTE	51%	35%	46%	32%	34%	30%
NO SINGLE USE PLASTIC	15%	7%	16%	9%	14%	13%
NO BADGE	19%	32%	20%	34%	29%	36%
TOTAL	100%	100%	100%	100%	100%	100%

PLASTIC METHODOLOGY: 1 Grove.com only; 2 Percent of total product count that is refillable or reusable
In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure highest level of inclusivity and transparency in our plastic reporting. 2022 metrics have been recalibrated to account for our expanded definition of plastic.

ESG Metrics: Scope 1-3 Carbon Emissions

EMISSIONS BY SCOPE AND YEAR				RENEWABLE ENERGY CREDITS (RECS)			
GHG EMISSIONS (mtCO2e)	2024	2023	2022	PURCHASE AMOUNT	2024	2023	2022
Scope 1	556	643	545	8,590 RECs	736 RECs	864 RECs	1,410 RECs
Scope 2 ¹	0	0	0				

SCOPE 3 2024 GHG EMISSIONS ²		2024 GHG EMISSIONS (mtCO2e)	
EMISSIONS CATEGORY AND NUMBER	NOTES	TOTAL EMISSIONS	NET EMISSIONS W/ OFFSETS
1: Purchased Goods & Services	Production and sale of products, i.e. suppliers, including capital goods.	37,722	37,722
2: Capital Goods	Purchased equipment, machinery, and infrastructure investments.	70	70
3: Fuel & Energy Related Activities	Extraction, production, transportation of fuels and energy not accounted for in Scope 1, 2.	259	259
4: Upstream Transportation & Distribution	To/from supply chain and operation, and facilities.	2,251	2,251
5: Waste Generated in Operations	Disposal and treatment of waste from Grove facilities.	523	0
6: Business Travel	Employee transportation for business. Includes air, car, rail & hotel.	299	0
7: Employee Commute and Remote Work	Employee transportation between homes & workspaces. Remote work.	447	0
9: Downstream Transportation & Distribution	To/from Grove facilities to end consumer.	2,368	0
12: End of Life Treatment	Product waste disposal (e.g., landfilling, incineration, and recycling).	2,265	2,265
Total Scope 3 Emissions ³ (mtCO2e):		46,204	42,567

¹ Emissions from Scope 2 based on market-based calculations. We participate in green power purchase programs through our utility providers whenever possible, and offset our remaining Scope 2 emissions through the purchase of renewable energy credits (RECs).
² An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform.
Use-phase emissions of Grove products are indirect and have been excluded from reporting due to lack of primary data and direct mitigation opportunities.

ESG Metrics: Energy and Waste

ENERGY USE			
Fulfillment Centers and Offices	2024	2023	2022
Electricity ¹ (kWh)	1,326,000	1,474,000	1,669,284
Natural Gas (kWh)	3,039,096	3,236,445	3,009,178
Total (kWh)	4,365,096	4,710,445	4,678,462
GHG (mtCO2e)	995	1,116	1,304

E-WASTE			
Computers Repurposed	2024	2023	2022
E-Waste Recycled (lbs)	79	96	464
Gal. per sq. ft.	308	2,240	2,459
Estimated E-waste (lbs) Prevented	168	288	459

¹ Emissions from electricity based on location-based calculations.

WASTE DIVERSION			
Fulfillment Centers and Offices	2024	2023	2022
Diversion Rate	56%	60%	55%

ESG Metrics: Vendor Diversity & Inclusion

BIPOC-OWNED	2024	2023	2022	% PT. Δ (2024 VS. 2023)
Grove Brand Partners	18%	20%	17%	-10%
Grove-Owned Brand Suppliers	26%	28%	28%	-7%
TOTAL	19%	21%	20%	-10%
WOMEN-OWNED				
Grove Brand Partners	37%	36%	36%	+3%
Grove-Owned Brand Suppliers	13%	12%	15%	+8%
TOTAL	32%	32%	32%	-
VETERAN-OWNED				
Grove Brand Partners	2%	2%	2%	-
Grove-Owned Brand Suppliers	0%	0%	0%	-
TOTAL	2%	2%	2%	-
LGBTQ+-OWNED				
Grove Brand Partners	2%	2%	2%	-
Grove-Owned Brand Suppliers	0%	0%	0%	-
TOTAL	2%	2%	2%	-
B CORPORATIONS				
Grove Brand Partners	-	23%	24%	+5%
Grove-Owned Brand Suppliers	-	12%	13%	-3%
TOTAL	-	21%	3%	-1%

BIPOC-LED	2024	2023	2022	% PT. Δ (2024 VS. 2023)
Grove Brand Partners	19%	23%	20%	-17%
Grove-Owned Brand Suppliers	32%	36%	33%	-11%
TOTAL	22%	24%	23%	-8%
WOMEN-LED				
Grove Brand Partners	52%	52%	54%	-
Grove-Owned Brand Suppliers	26%	22%	26%	+15%
TOTAL	47%	48%	48%	-2%
VETERAN-LED				
Grove Brand Partners	4%	4%	4%	-
Grove-Owned Brand Suppliers	2%	2%	2%	-
TOTAL	3%	3%	3%	-
LGBTQ+-LED				
Grove Brand Partners	4%	4%	4%	-
Grove-Owned Brand Suppliers	0%	0%	0%	-
TOTAL	3%	3%	2%	-

Metrics are based on voluntary disclosure. Grove requires at least 51% ownership and control of the business in order to be considered women, BIPOC, LGBTQ+, or veteran-owned.

ESG Disclosures: Giving & Donations

GROVE CO. CORPORATE GIVING 2024

Grove corporate giving fell into the following categories:

- **Annual Donations:** Corporate non-profit partners, including 5 Gyres
- **Social Impact:** Donations to Active Minds and Family Promise as part of our annual holiday donations and selected by Grove employees
- **Environmental Impact:** Donations made to 5 Gyres as part of our annual holiday donations and selected by Grove employees

IN-KIND DONATIONS 2024

Donations of Grove products to the following recipients:

\$272,534	Product donated to community organizations near our fulfillment centers: primarily the Central Pennsylvania Food Bank, St. Louis Food Bank and Reno City Mission.
-----------	---

Other Recipients	Climatebase
------------------	-------------

OFFICE DONATIONS 2024

Both cash and in-kind donations made by individual offices to local organizations:

- Wings Homeless Advocacy
- Compass Family Services
- Liquidonate

SITE CREDIT DONATIONS 2024: \$12,000

Each month Grove extends site credits valued at \$500, given to fulfill charitable requests on behalf of registered non- profit organizations. Organizations include, but not limited to, Ronald McDonald House, New Neighbors Partnership, The Violet Project, ForKids, and Sproutin’ Ups.

SASB Reporting 2024: Multiline Retail

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Energy Management in Retail & Distribution	1. Total energy consumed, 2. percentage grid electricity 3. percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	Sustainability Team	1. 4,774 GJ 2. 100% 3. We purchase renewable energy through our utility providers at all locations available, which currently accounts for approximately 44% of our energy use. For the remainder of our energy use, we purchase Renewable Energy Credits (RECs) to achieve carbon neutral facilities.	See Pages 30-35 (Climate Action & Emissions) for further reporting.
Data Security	Description of approach to identifying and addressing data security risks identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-30a.1	Technology Team	Grove has data security policies & procedures in place that provide guidance around cybersecurity and risk management requirements. The policies align with industry standards and regulatory requirements such as PCI-DSS, NIST CSF and applicable data privacy regulations. Technology Data Security Risk: • Vulnerability Identification: Grove identifies vulnerabilities using vulnerability management tools and penetration tests. • Protective and Detective Measures: Grove has deployed cybersecurity controls and technologies to protect data and systems appropriately. Examples include Web Application Firewall, Logging, Network Monitoring, Encryption and Threat Detection. • Information Risk Management: Grove has an Information Risk Management Policy, and a Risk Register that provides the inherent risks native to Grove’s business. The IT/Security team identifies risks through various methods including third-party engagements, project reviews, compliance assessments and audits.	See Grove Privacy Policy for further reporting.

SASB Reporting 2024: Multiline Retail (continued)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Data Security (continued)	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	Technology team	- Third-Party Risk Management: Grove has Third-Party Risk Management policies and procedures which are aligned against industry standards and regulations. The IT/Security team reviews third-party vendors when they are onboarded, upon contract renewal, when scope of work changes, or when the vendor is due for review in accordance with its tier, as defined by internal policies and procedures. - Cybersecurity Awareness: Grove has a cybersecurity awareness program that provides employees with an understanding of the foundations of cybersecurity. The program includes an annual training and policies acknowledgment to ensure that employees understand their roles and responsibilities in protecting Grove data and systems appropriately. - If a data security risk is realized, and an incident occurs, Grove has an Incident Response Plan, and a Business Continuity & Disaster Recovery Policy that include all the appropriate measures that the various Grove stakeholders have to take to be able to respond and recover from such incidents appropriately.	See Grove Privacy Policy for further reporting.
	1) Number of data breaches, 2) percentage involving personally identifiable information (PII), 3) number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2I	Technology team	1. 0 2. 0 3. 0	

I Disclosure shall include a description of corrective actions implemented in response to data breaches.

SASB Reporting 2024: Multiline Retail (continued)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Labor Practices	1) Average hourly wage 2) Percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	People team	We're proud to offer competitive wages and benefits for employees across our Corporate, Customer Care, Store and Fulfillment Center teams. Our Avg FC Hourly Rate is \$19.12. Our Avg CH Hourly Rate is \$17.47. All of our hourly employees are paid above the Federal and State minimum wages.	See Pages 43-48 (Equity & Belonging) for further reporting.
	1) Voluntary and 2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	People team	1. Fulfillment Center annual turnover rate: 136.72% 2. Customer Happiness annual turnover rate: 13.33%	
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting Currency	CG-MR-310a.3 ²	Legal team	Nothing to report for 2024.	
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for 1) management and 2) all other employees	Quantitative	Number, Percentage (%)	CG-MR-330a.1 ³	People team	Grove provides equal opportunity for all employees and no employee may be discriminated against due to race, color, religion, gender identity, gender expression, sexual orientation, ancestry, national origin, age, marital or veteran status, or disability.	
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting Currency	CG-MR-330a.2 ⁴	Legal team	In 2024, Grove did not have any monetary losses in connection with mutual settlements and/or mediation agreements with claimants alleging labor law claims.	

1 Disclosure shall include a description of corrective actions implemented in response to data breaches. 2 The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses. 3 The entity shall describe its policies and programs for fostering equitable employee representation across its global operations. 4 The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

SASB Reporting 2024: Multiline Retail (continued)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	GROVE CONTACT	RESPONSE	REFERENCES
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-4IOa.1	Sustainability team	90%	See Pages 10-24 (Beyond Plastic™) for further reporting.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-MR-4IOa.2	Owned brands team	Grove exists to provide safe and sustainable products, and relies on third party certifications, such as USDA BiopREFERRED and USDA Organic, wherever possible. Our standards page details our “anti-ingredients list” of prohibited chemicals. We lead with organic and plant-based ingredients whenever available.	See Pages 36-42 (Healthier Homes) for further reporting.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-4IOa.3	Sustainability team	See Pages 10-24 for details on our packaging strategy, standards, metrics, and progress to reduce the environmental impact of packaging. See our Responsible Fiber Policy .	See Pages 10-24 (Beyond Plastic™) for further reporting.
Activity Metrics	Number of: 1. retail locations and 2. distribution centers	Quantitative	Number	MEASURE CODE CG-MR-000.A	Sustainability team	1. No retail locations. 2. 3 distribution centers located in Reno, NV; Elizabethtown, PA and St. Peters, MO. In 2024 we closed our St. Peters, MO location.	
	Total area of: 1. retail space and 2. distribution centers	Quantitative	Reporting Currency Square meters (m ²)	CG-MR-000.B	Sustainability team	1. 0 sq feet 2. 509,300 sq feet with 3 distribution centers. 340,800 sq feet after MO fulfillment center closure.	

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Grove TCFD Responses FY2024

As a B Corp and Public Benefit Corporation (PBC), our corporate sustainability ethos and sustainable product offerings are Grove’s primary differentiators. As part of that value proposition, we pride ourselves on our industry leading work in sustainability around the areas most material to our business: plastic, carbon and forests.

Grove remains dedicated to aligning our foundational mission with traditional boundaries of ESG integration, and a path of more formalized oversight of climate-related risk as outlined by this framework. Since its inception, Grove has integrated principles of sustainability into business objectives and financial planning; materiality and the opportunity of addressing sustainability challenges is not a new undertaking for our leadership and our board. We look forward to this additional level of rigor, and further reporting on our progress as we share more on our developing strategy, oversight and management of climate-related risk.

In addition to these responses, which are part of our 2024 Sustainability Report, we encourage stakeholders to read our [2021](#), [2022](#), [2023](#) and [2024](#) Sustainability Reports. These reports offer detailed perspectives on our strategies concerning materiality, plastic, and climate. They underscore the pivotal role of effectively managing these challenges and opportunities in reshaping the Consumer Packaged Goods (CPG) industry and are integral to our business ethos.



TCFD Reporting FY2024

I. GOVERNANCE: DISCLOSE AN ORGANIZATION’S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.		REFERENCES
a. Describe the board’s oversight of climate-related risks and opportunities.	Grove’s board of directors has created a Sustainability, Nominating, and Governance Committee, composed entirely of independent directors, which directly oversees the Company’s sustainability program and ESG strategy, including climate-related risks and opportunities. Grove’s sustainability team provides updates to the Sustainability, Nominating, and Governance Committee on a bi-annual basis. Grove’s investor relations and sustainability teams provide the Audit Committee of the board of directors with quarterly communications related to climate-related or ESG disclosures included within quarterly earnings. Grove’s sustainability team provides regular updates to the board of directors on existing sustainability goals, as well as an in-depth review of key metrics on an annual basis.	See Pgs. 3-6 (CEO letter, strategy, tenets, and goals) for further reporting.

COMMITTEE	CLIMATE OVERSIGHT	CLIMATE TOPICS ADDRESSED ANNUALLY
Board	Oversight of ESG risks and opportunities, including climate risk (both physical and transition risk)	• Emissions / climate strategy, goals and progress • Annual: sustainability report review, OKRs and sustainability roadmap
Audit Committee	Review of all ESG disclosures, particularly those related to updated SEC guidelines around emissions disclosures	• Quarterly review of ESG-related disclosures made in earnings-related materials and annual sustainability report
Sustainability, Nominating and Governance Committee	Sustainability strategy and roadmap	• Bi-annual review of sustainability program including all internal and external benchmarks

TCFD Reporting 2024: Governance (continued)

I. GOVERNANCE: DISCLOSE AN ORGANIZATION’S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.		REFERENCES
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	The body(s) or individual(s) at Grove take into account sustainability-related risks and opportunities by maintaining a comprehensive governance structure that integrates ESG considerations into the entity’s overarching strategy, major transactions, and risk management processes.	See Pgs. 3-6 (CEO letter, strategy, tenets, and goals) for further reporting.
	Grove’s C-level executives directly oversee our sustainability team, annual roadmap, climate-related strategies, goals, and reporting and is directly involved with creating and approving Grove’s emissions and sustainability goals. Our CEO is closely involved in setting and overseeing our sustainability and climate targets and strategies.	
	Climate-related issues are monitored across our organization — from operations and supply chain emissions, to sourcing more recycled and responsibly sourced materials. The sustainability team partners with all of these teams and other key cross-functional partners across the organization to drive progress toward shared goals and to embed accountability for sustainability programs across departments.	
	Sustainability is the key differentiating factor in Grove’s business. Our sustainability strategy as it relates to our core business and operations is reported on during regular intervals at key leadership meetings and strategic working sessions to ensure that all departmental leaders have a baseline understanding of the topic and its relevance to their teams.	

TCFD Reporting 2024: Strategy

2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION’S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL.		REFERENCES
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	When considering climate-risk and Grove’s primary opportunities to address and improve upon our industry, from the near to long-term, we have identified that the key material, climate-related risk factor (and opportunity for Grove to lead by providing an alternative) is addressing our industry’s reliance on single-use plastic packaging, which is not aligned with a 1.5 DS and has clear climate risk through its link to fossil fuel extraction and manufacturing, in addition to the numerous hazards to human and environmental health associated with the plastic pollution crisis. We take on operational and financial risk by prioritizing materials with the lowest environmental footprint as we face supply-chain shortages and potentially higher costs of alternative, non-plastic materials. We also realize that this is a primary “transitional” opportunity for Grove in terms of being an early adopter to the topic, and a brand whose consumers are keenly focused on reducing both their plastic and carbon footprint through our offering of home essentials. In addition to plastic, we view our central climate-related risks as forestry loss and industry-related deforestation. This focus on avoiding deforestation is central to our climate-related risks given the clear connection between forest conservation and planetary health. We take every assurance to ensure that our supply chain is deforestation-free, partially based on the climate-related risk associated with the loss of forests globally. These risks also define our key opportunities for leadership. (Continued on following page.)	For further reporting, see: • Pgs. 3-6 (CEO letter, strategy, tenets, and goals) • Pages 10-24 (Beyond Plastic™) • Pages 25-29 (Forests & Fiber) • Pages 30-35 (Climate Action & Emissions)

TFCD Reporting 2024: Strategy (continued)

2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION’S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL.		REFERENCES
b. Describe management’s role in assessing and managing climate-related risks and opportunities	The risks outlined on the previous page also define our key opportunities for leadership. For example:	
	Risk	Avoiding deforestation in our supply chain through industry partnerships with Canopy Planet, requirements around Forest Stewardship Certified (FSC®) fiber content.
	Opportunity	Creating ambitious commitments around reforestation (having planted 1M trees to date in partnership with Arbor Day) and forest protection (supporting conservation and local stewardship of 2M acres in Alaska including within the Tongass National Forest).
	Risk & Opportunity	Our pledge to reach decrease our footprint through a combination of mitigation, supplier engagement and carbon offsets purchased through Everland — which will provide Grove with Certified nature-based carbon offsets to maintain carbon neutral facilities, shipping, waste in operations, business travel, and employee commute and remote work.
	Opportunity	Avoiding deforestation and sourcing responsible, alternative fibers like bamboo help reduce the risk of supply chain disruptions from wildfires and reliance on forests for paper products, home essentials, and packaging. This approach also safeguards against over-harvesting and supports the long-term sustainable management of resources.
		For further reporting, see: • Pgs. 3-6 (CEO letter, strategy, tenets, and goals) • Pages 10-24 (Beyond Plastic™) • Pages 25-29 (Forests & Fiber) • Pages 30-35 (Climate Action & Emissions)

TFCD Reporting 2024: Strategy (continued)

2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION’S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL.		REFERENCES
b. Describe the impact of climate-related risks and opportunities on the organization’s business, strategy and financial planning.	As a mission-driven Company and PBC, Grove has incorporated sustainability leadership into business and financial planning since inception. In terms of addressing climate-related risks, the primary way we address this is by creating and publicly reporting on metrics that tie our use of plastic to our financials. (A longer discussion of our view on the relationship between plastic and climate follows in the “Metrics and Targets” section that follows.) • Internal EPR (Extended Producer Responsibility) and Plastic Neutral Program: Since 2020, Grove has put into place an effective internal tax on plastic through our plastic neutral program. We pay our plastic neutral partner, rePurpose Global, to collect the equivalent of amount of plastic pollution to the volume of plastic that we sell to customers, both at Grove.com and in retail. This effectively means that our use of plastic is considered within our financial planning, as a small percentage of every dollar of profit on products containing plastic must fund these programs. • Plastic Intensity: We also publicly report on our progress to move away from plastic in our products by reporting on plastic intensity (lbs of plastic shipped to customers per \$100 of revenue) within our quarterly earnings. This factors our sustainability goals within our financial planning — better aligning incentives between our use of plastic and its connection to climate.	For further reporting, see: • Pgs. 3-6 (CEO letter, strategy, tenets, and goals) • Pages 10-24 (Beyond Plastic™) • Pages 25-29 (Forests & Fiber) • Pages 30-35 (Climate Action & Emissions) • Also see our SEC filings.

As an opportunity related to addressing climate-related risk within financial planning, Grove will continue to fulfill its commitment to purchase certified, nature-based, community-led carbon offsets that address forest and biodiversity loss. This commitment enables us to purchase carbon credits at a predictable price per ton upfront versus managing the potential future volatility of carbon pricing. This commitment will minimize our financial liability as carbon offset prices increase (as they are expected to) while both guaranteeing access to certified carbon offset projects which mitigate climate risk associated with deforestation.

For more information on the offset projects Grove has supported, please reference our [Climate Disclosures](#) page. For a more complete discussion of the opportunity related to how Grove’s products address the climate and associated plastic crisis, please reference our [IO-K](#), which discusses the integration of these material issues within our core business and products.

TFCD Reporting 2024: Risk Management & Metrics

3. RISK MANAGEMENT		REFERENCES
Disclose how the organization identifies, assesses and manages climate-related risks.	Grove is in the process of formalizing our approach to climate-related risk management and oversight. In the future, we plan to conduct a scenario planning exercise to assess the most significant physical and transition risks to our business. This will involve evaluating potential climate impacts on our supply chain, operations, and distribution through two climate scenarios and time horizons, following industry best practices. Our goal is to identify and test the most material risks — such as extreme weather events affecting raw material sourcing, transportation disruptions, and regulatory shifts that could impact our low-waste and plastic-reduction commitments — so we can proactively strengthen our resilience and sustainability strategy.	See Pgs. 30-35 (Climate Action & Emissions) for further reporting.
4. METRICS & TARGETS		REFERENCES
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	At Grove, we recognize not only the risks posed by climate change, but the extreme human and environmental health risks posed by our global reliance on plastic — as well as their link to climate based on the connection between plastic and the fossil fuel industry. As supported by research, there are growing connections between plastic and the climate crisis¹ — through continued fossil fuel extraction (99% of plastic is made from fossil fuels²), manufacturing, pollution, and associated emissions, all of which are measured on an absolute basis and do not take into account more intersectional climate issues such as human health, social impact, air pollution, ocean pollution and degradation, and so on. In summary, making, using and discarding plastic poses a material risk to keep planetary warming below a 1.5 DS.³ As such, we consider our climate goals to be two pronged: reduce emissions, and transition away from plastic into circular packaging. We view our climate risk as dependent upon both strategies in tandem. We have committed to further transitioning our product assortment to meet our Beyond Plastic™ standard and disclose our progress annually in this report — see pages 10-24 (Beyond Plastic™) for this year’s reporting.	For further reporting, see: • Pgs. 3-6 (CEO letter, strategy, tenets, and goals) • Pages 10-24 (Beyond Plastic™) • Pages 25-29 (Forests & Fiber) • Pages 30-35 (Climate Action & Emissions)

¹ Bennington College, Beyond Plastics, 2021.
² The Hidden Costs of a Plastic Planet: Climate, CIEL, 2022.
³ CIEL, Plastic and Climate, 2022.

TFCD Reporting 2024: Metrics & Targets (continued)

4. METRICS & TARGETS	REFERENCES
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	For further reporting, see: • Pgs. 3-6 (CEO letter, strategy, tenets, and goals) • Pages 10-24 (Beyond Plastic™) • Pages 25-29 (Forests & Fiber) • Pages 30-35 (Climate Action & Emissions)
Grove is committed to demonstrating sustainability leadership, primarily around our transition away from plastics, however we know that transition may result in a short-term rise in emissions, so we have committed to setting Science-Based Targets for reduction across scopes 1-3 to reduce our emissions as much as possible. By setting a Science-Based Target, we track progress towards climate-related risks and opportunities for emissions reduction and dependence on non-renewable resources. As of 2025, we are proud to have our science based targets approved by SBTi. Pages 30-35 of this report discuss this in further depth.	
Grove is focused on achieving our Scope 3 science based target by engaging our suppliers in meaningful climate action. Our goal is for 88.5% of our suppliers, by emissions from purchased goods and services, to set their own Science-Based Targets. We believe that through our supplier relationships, we have the influence to drive significant climate impact, encouraging our partners to align with rigorous emissions reduction commitments and advancing sustainability across our supply chain.	
Since 2020, we continue to maintain carbon neutral direct emissions, including full Scopes 1 and 2, and parts of Scope 3. Our shipments and facilities have been carbon neutral since 2019. For all of our facilities, which are leased, we purchase renewable energy from our utility providers whenever possible, and purchase a combination of REC and VCS Certified carbon offsets of the remainder. For additional detail on our carbon offset and REC purchase methodology please see page 35, which outlines our focus on nature-based, community-led projects that protect forests as the highest-impact carbon sequestration available to us to support climate objectives.	

TFCD Reporting 2024: Metrics & Targets (continued)

4. METRICS & TARGETS		REFERENCES
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Regarding our offset purchases: • All projects are directly vetted by our Sustainability tem. • All projects align with the Carbon Neutral Protocol — considered the gold standard of verification, which is updated annually to incorporate developments in climate science, international policy and standards, well as other third party verified standards (see Carbon Neutral Protocol). • We vet our projects closely to ensure that we are not chasing down a low price for carbon emissions, but paying a fair price for nature-based, community-led projects that meet our required list of co-benefits including habitat protection, biodiversity and other ecosystem benefits that are linked to planetary health. • In compliance with California ABI305, we publish a full list of carbon offset projects supported (including amounts, project names, project provider and locations) on our Carbon Disclosures page.	See Pgs. 30-35 (Climate Action & Emissions) and the following pages for further reporting.

We are on a feasible track to meet our emissions targets set through SBTi, but have a long way to go. The four to five years will determine if we are on track to meet our ambitious 2029 and 2030 target goals. Much of this is reliant in how effectively we are able to partner with suppliers who share our commitment to decarbonization. Our 2024 emissions are included below, and in the Climate & Carbon section of this report.

- 2024 Scope 1: 556 MT CO2e
- 2024 Scope 2: 439 MT CO2e
- 2024 Scope 3: 46,203 MT CO2e (does not include use of sold product)

In terms of metrics, key plastic metrics are included within our earnings report, including plastic-intensity (lbs of plastic shipped per \$100 of revenue), total plastic footprint and percentage of no-and low-plastic products, as well as refillable/reusable products.

TFCD Reporting 2024: Metrics & Targets (continued)

4. METRICS & TARGETS REFERENCES			REFERENCES	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Sourcing Considerations for Offsets & RECs		See Pgs. 30-35 (Climate Action & Emissions) and the following page for further reporting.	
	Methodology	Priority		Strategy
	Carbon Offsets	Verifiability		Move toward third-party or global standard
		Methodology		Invest in projects with established, public methodologies
		Transparency		Invest in projects accounted for via a public registry to avoid double-counting
		Proximity		Invest within same state or country
		Nature-Based		Prioritize nature-based projects that protect wild places and Indigenous territories
		Community-Led		Projects should be led by or directly benefit Indigenous or local communities
	Renewable Energy Credits (RECs)	Additionality		Add new renewable energy to the grid to maximize impact
				Move toward bundled RECs versus unbundled (RE100 Buyer’s Principles)
				Purchase from new generators within high-fossil-fuel grids
				Align purchases with broader SDGs and social impact
		Proximity		Procure from local grid within same state or community
		Load Match		Match REC purchases to consumption (RE100 Technical Criteria)

TFCD Reporting 2024: Metrics & Targets (continued)

4. METRICS & TARGETS					REFERENCES
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Within this sustainability report, and also broken out as a separate document, we publish an annual plastic scorecard, which details our total plastic footprint, as well as numerous other metrics that chart our progress away from plastic, and particularly single-use plastic. Overall, we are making solid progress towards decreasing our assortment of plastic and decoupling our revenue growth from our use of plastic.				See pages IO-24 (Beyond Plastic™) for further reporting.
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	On an annual basis, we fully disclose our GHG inventory (Scope I-3) annually on pgs. 29-34 of this report, including a breakdown of total emissions by category, as well as what portion has been offset, down the offset project level detail. Through the purchase of offsets, we are on track to reach our SBT climate targets, as outlined by the chart below.				See Pgs. 30-35 (Climate Action & Emissions)) for further reporting.
	Scope	Emissions Source	Offset Source	Offsets or RECs Applied	Net Emissions (With Offsets or RECs)
	1	Onsite Fuel	Wildlife Works: Mai Ndombe, Democratic Republic of Congo	556 mtCO2e	0
	2	Electricity	Bonneville Environmental Foundation: National Portfolio Solar (Renewable Energy Credits)	439 mtCO2e	0
	3	Waste Generated in Operations	Wildlife Works: Mai Ndombe, Democratic Republic of Congo	523 mtCO2e	0
	3	Business Travel	Wildlife Works: Mai Ndombe, Democratic Republic of Congo	299 mtCO2e	0
	3	Employee Commute and Remote Work	Wildlife Works: Mai Ndombe, Democratic Republic of Congo	447 mtCO2e	0
	3	Downstream Transportation & Distribution	Wildlife Works: Mai Ndombe, Democratic Republic of Congo	2,368 mtCO2e	0
	All offset sources are recognized by the CarbonNeutral protocol. All REC sources meet the Green-e Energy® standard.				0

METHODOLOGY: Fiscal Year 2024. An assessment of Scopes I-3 emissions has been quantified in partnership with Gravity Climate, a leading carbon and energy management platform. Scope 2 emissions are offset through the purchase of [Renewable Energy Credits \(RECs\)](#).

U.N. Sustainable Development Goals

The United Nations Global Sustainable Development Goals (UN SDGs) are an internationally recognized blueprint to achieve a sustainable and inclusive future. Each goal identifies interconnected issue areas of the world’s greatest challenges in an attempt to provide a shared language for alignment.

It has become standard practice for corporate sustainability reports to map to the relevant SDG. While we do view SDG-mapping as subjective in many regards and therefore prone to self-congratulatory narratives, we’re committed to participating in a shared framework and language of sustainability, especially as relevant to the growing portion of ESG-focused investors.

We’re also committed to honesty and transparency in our reporting, so we’ve provided an overview of our sustainability initiatives and philanthropy against the relevant SDGs, as well as an assessment of where we fall short.



U.N. Sustainable Development Goals (continued)

SDG	UN TARGET	NO	DESCRIPTION	REFERENCES
	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	3.9	With a clear connection between human and environmental health, Grove’s rigorous standards prevent the use of hazardous or questionable chemicals in any of our products, or those of our third party brands.	See Pgs. 36-42 for further reporting.
	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.	5.5	Throughout our business — from our fulfillment centers to our corporate offices — we remain focused on ensuring that women are equally represented and engaged at all levels of leadership. Over 50% of people managers at Grove are women. We also measure and report on our vendor and supplier base’s representation — and are proud to support many women-owned and women-led businesses.	See Pgs. 43-48 for further reporting.
	By 2030, achieve the sustainable management and efficient use of natural resources. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	12.2 12.6	The concept of this SDG is foundational to Grove’s business, and encapsulates our motivation for reducing plastic in our product offerings. Through innovation and transparency around our use of natural resources, we’re committed to doing so in a sustainable way that regenerates the natural environment — rather than degrades it. For example, we’re committed to moving Beyond Plastic™ and into lightweight, low-impact products packaged in renewable, reusable or truly recyclable materials (as a last priority).	See Pgs. 10-24 for further reporting.
	Integrate climate change measures into policies, strategies and planning. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	13.1 13.2	Grove is led by scientific consensus around climate change and are working towards achieving our approved Science Based Targets through 2030. We’re also considering methods for reforestation that protect biodiversity — another area of emerging thought that supports planetary health through ecological restoration.	See Pgs. 30-35 for further reporting.

U.N. Sustainable Development Goals (continued)

SDG	UN TARGET	NO	DESCRIPTION	REFERENCES
	By 2025, prevent and significantly reduce marine pollution of all kinds, particularly from land-based activities, including marine debris and nutrient pollution.	14.1	As an interim step in the journey to move Beyond Plastic™, Grove recovers the amount of plastic equivalent to it’s plastic footprint, a commitment which supports funding for the collection of millions of pounds of nature- and ocean-bound plastic pollution, rerouting plastic to proper disposal or recycling. From 2020 to 2024, we’ve collected 17.2 million pounds of plastic in partnership with rePurpose Global and Plastic Bank.	See Pgs. 10-24 for further reporting.
	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.	15.2	Grove’s business exists to provide an alternative to household products that contribute to deforestation, through our Grove Co. tree-free, FSC Certified bamboo paper products. We prioritize FSC Certified paper packaging whenever available to ensure a deforestation-free supply chain. In 2022, we reached our goal to plant 1 million trees in partnership with The Arbor Day Foundation. Grove is partnering with The Nature Conservancy to support Indigenous-led conservation across 2 million acres by 2030 in the Tongass Rainforest of Southeast Alaska.	See Pgs. 25-29 and our Responsible Fiber Policy for further reporting.



2024-2025 Report prepared by Clearer Collective