

Businesses Taking Action

This survey is intended to measure the environmental and social action taken by your company, and to encourage future commitments. Please answer each question to the best of your ability not all questions need to be answered. Answers will be posted on SOCAN's website. For additional information, visit the project explanation at (<https://socan.eco/project-explanation/>).

Estimated time for completion: 30 minutes

Business name

Hardy Seeds

Brief description of the products and/or services you provide

We produce and sell locally adapted, pre-industrial grains and heirloom vegetable, herbs and flower seeds in Southern Oregon.

Contact information

growhardyseeds@gmail.com

Environmental Action

1. How do you strive to measure and reduce your businesses environmental impact?

- An environmental management program covering waste generation, energy usage, water usage, and greenhouse gas emissions
- A greenhouse gas emissions (carbon) footprint assessment
- Waste, energy, or water audits
- A written policy regarding environmental stewardship with specific goals, actions, and targets for the future
- We do not have methods in place to measure environmental impact
- Other:
By observation of total on-farm diversity of pollinators, birds and soil life each growing season.
.....

2. If you selected any of the above options, please provide information on the results of measurement, and identify your plans for improvement

Planting pollinator hedges and cover crops
.....

3. How does your company measure and manage Green House Gas (GHG) emissions?

- Tracking renewable energy vs non-renewable energy consumed
- Tracking electricity, water and/or heat consumed
- Measuring the impact of company vehicles
- Measuring fossil fuels used on-site
- Measuring lifecycle emissions of products or services sold
- We do not have any mechanisms to measure our carbon footprint

Other:

We use no-till soil management practices and do everything possible to eliminate plastics from the source before we purchase farm materials.

If you selected any of the above options, provide information on what you measure and the results

Observation of soil life, soil structure and productivity of crops.

4. Does your company set emission reduction goals? If yes, describe goals and efforts taken to meet them

We use little fossil fuels in our seed production and are actively taking measures to increase soil carbon levels in our farm.

5. Have any public commitments been made to reduce emissions? If yes, identify commitments and actions taken to meet them

We are in year two of a project in partnership with the Rocky Mountain Seed Alliance to trial heritage grains that sequester more carbon and require less inputs than current food system standards.

We offer annual public farm tours to share our work with biological farming and efforts to increase locally adapted seeds.

6. Does your business take any of its energy from renewable resources?

- Wind energy
- Solar energy
- Geothermal Energy
- Hydropower
- Bioenergy
- We do not use any forms of renewable energy

Other:

We are the number one customer to solar energy to grow locally adapted seeds and food.

Provide information on how your company interacts with the supply chain

Examples include but are not limited to the following questions. All questions do not need to be answered

7. Do you buy from local suppliers (within 100 miles of business) when possible?

- Yes
- No
- Unsure

8. If you answered yes to the above question, how much of your product is locally obtained?

- 0-20%
- 20-40%
- 40-60%
- 60-80%
- 80-100%
- Unsure

9. Do you prioritize suppliers that go through a third-party certification?

A certification must be independent (governed by a third party), transparent, standards-based, and have a verification process. Examples of these type of products are: Cradle-to-Cradle certification, Fair Trade certification, Global GAP, Forest Stewardship Council (FSC) certified, Green Seal, Marine Stewardship Council (MSC) certified, USDA Organic, CAFE, Rainforest Alliance, Bcorporation

Yes

No

Other:

10. Do you have policies in place to ensure a living wage along the entire supply chain if products are purchased from outside the United States?

Yes

No

Other:

11. Provide any other relevant information regarding supply chain management:

We do our best to research materials before being purchased to make sure they have been produced with the least impact on the environment and the communities they were sourced from.
.....

12. How does your product or service preserve or restore the environment?

We ensure the crops we plant provide support for more than just ourselves. We practice minimal soil disturbance to preserve soil life and keep it covered with living vegetation to protect from excess rain and wind erosion and moisture loss due to sun and wind exposure.

Our bottom line depends on a healthy, diverse living ecosystem to complete our mission.

Social Action

1. How do you ensure employee satisfaction?

- Employee feedback mechanisms
- Health and safety protection policies
- Employee support provided regarding COVID-19
- Job flexibility
- Strong company culture
- Other:

2. What is the monetary difference between your highest paid executive and your lowest paid employee?

equal pay at this time

3. How do you work to improve workplace diversity and inclusivity?

- A company majority-owned or -led by individuals who belong to a minority race, underrepresented community, or gender
- Prioritizing suppliers from underrepresented communities
- Employee training in any of the following areas: Diversity, Equity, Inclusion, Community Engagement, Leadership, Accessibility
- Discounts for BIPOC community
- Partnering with organizations focused on social justice work
- Other:
We are working with an Indigenous seed banks to help rebuild access to ancestral seeds.

4. How have your company's priorities regarding social/environmental justice evolved over time? How do they continue to evolve to meet the needs of future generations?

We strive to increase access to seeds for all in our community especially those from more food insecure families and those with lesser income backgrounds.

We build upon the work done by many in Southern Oregon in years past to create a GMO free zone. We believe the future must be built on ownership of seed resources by farmers, gardeners and those who grow our food.

5. How do your products or services improve the quality of life of the community?

By helping build and create a local culture that is based on self sufficiency and resilience to climate challenges.

6. How does your company give back to the community? How are employees encouraged to give back?

Identify events, organizations, non-profits, or other forms of activism that your company has supported over the last three years:

We organize an annual community seed swap.

Add any other relevant information regarding the environmental and social performance of your company that the questions failed to address

Anything else you would like to add in regards to this survey or the project itself

Thank you for participating! Does SOCAN have permission to make your answers public?

Yes

No

Please send the logo that you would like us to use on our website to gabriela@socan.eco

This form was created inside of Oregon State University.

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