

Herbalist & Alchemist Sustainability Report 2024



2024 in Review



Zero Waste Initiative



Sustainable Sourcing



Emissions Accounting



Our Local Environment

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The background of the entire page is a close-up photograph of Yarrow flowers. The flowers are small, numerous, and arranged in dense, flat-topped clusters. The colors range from bright yellow to deep magenta. The stems are green and feathery. The background is a soft, out-of-focus green.

Mission

Herbalist & Alchemist's mission is to develop, manufacture and distribute herbal supplements that are of the highest quality, manufactured from plant material that originates in harmony with the environment: organically grown, ethically wild-crafted or sustainably harvested.

What does it mean to practice sustainability? For us, it's not a buzzword, a trend, a bandwagon to jump on. At Herbalist & Alchemist, we go deeper: it's our responsibility.

As a manufacturer of herbalist-crafted botanical products, we have always recognized the importance of living in harmony with the natural environment and maintaining sustainable business practices. If we do not take care of the Earth, the Earth cannot take care of us.

In 2024, we prioritized continuing the work of our intensive Zero Waste policy, sustainable sourcing initiative, and multi-scope emissions accounting.

We look forward to sharing that journey with you in the following pages.

The First Herbal Supplements to be B Corp Certified

Impact Area	Our Score
Governance	16.9
Workers	12.4
Community	20.2
Environment	34.1
Customer Stewardship	4.0
Overall B Score	87.7



Industry Pioneers

We were the first in our industry to become a certified B Corporation in 2010- only 4 years after certification launched. Since then, B Corps have become a global movement for positive change.



Walking the Walk

B Corps are required to meet certain sustainable and ethical standards of practice. The 3rd party B Lab ensures that these goals are being met through recertification every 4 years.



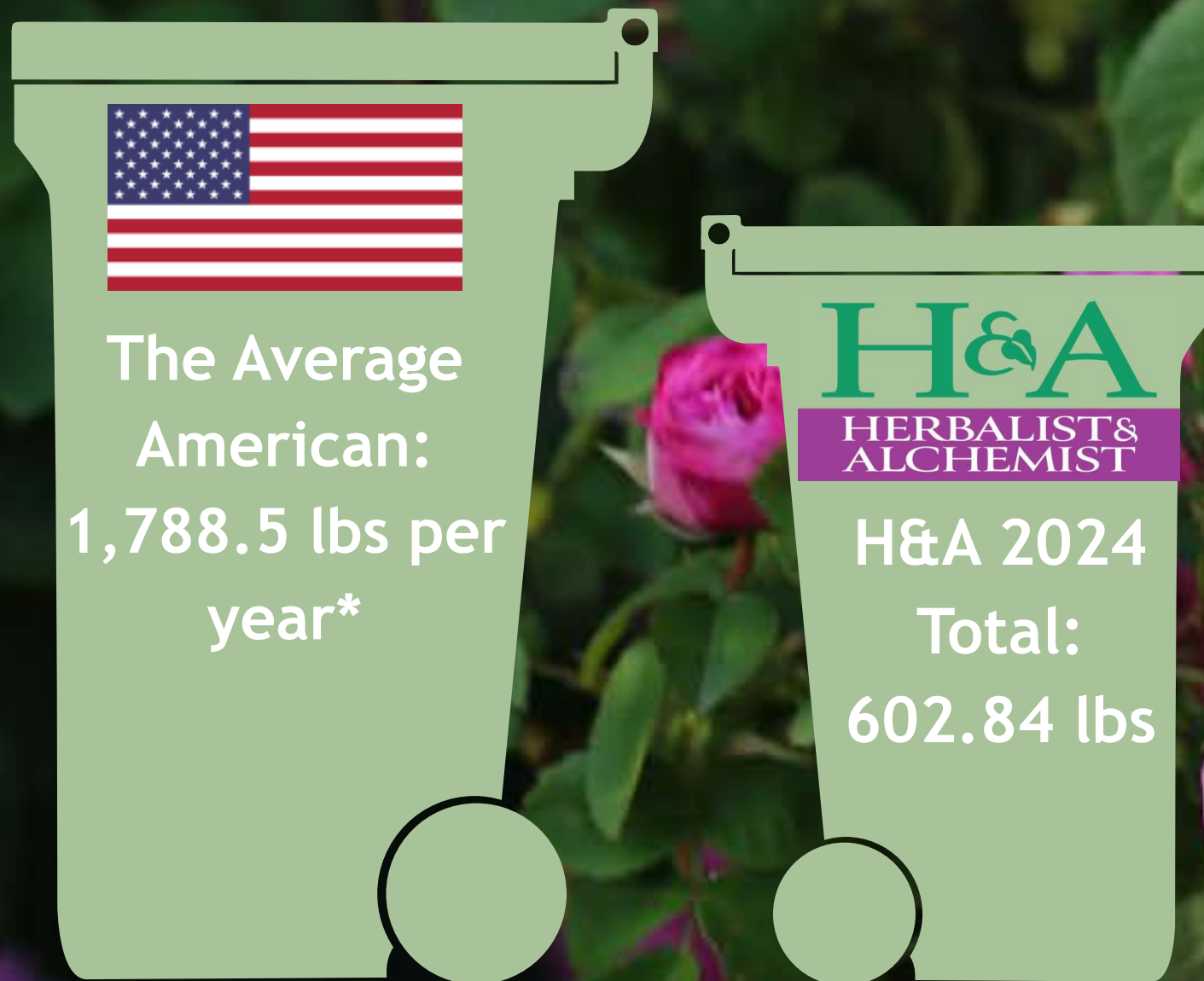
In-Depth Impact Assessment

As part of our most recent recertification, we submitted an in-depth impact assessment with hundreds of questions and the data to back up their answers. The information is then reviewed by a B Lab verification analyst.

Pictured: Skunk cabbage in springtime at Jenny Jump State Forest, 20 minutes from our facility.

Zero Waste Since 2021

A single trashcan: that's all we need. We diverted 96% of our landfill waste in 2024. Our entire operations result in over 60% less landfill waste than the average American produces in a year.



Q1: 160.12 lbs

Q2: 139.50 lbs

Q3: 192.23 lbs

Q4: 110.97 lbs

Pictured: Roses in Bloom

*Source: <https://www.epa.gov/facts-and-figures-about-materials-waste-and-recycling/national-overview-facts-and-figures-materials>

Recycling by the Numbers



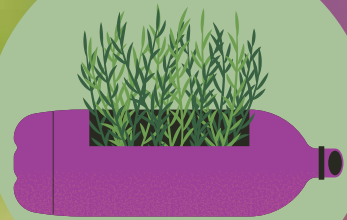
11,079 lbs Total Recycled Material

Recycling is more than a mindset- it's our policy. We recycle everything: not just the everyday glass, paper, and plastic, but also lab equipment, office supplies, and packaging materials that require specialty recycling services.



6,242 lbs Compost Generated

Our high-quality compost is made from marc, a natural byproduct of our production process. It is then distributed to local farmers. We also use a specialty compost service to compost our paper towels, reducing our landfill waste.



1,555 lbs Upcycled Material

From ice packs being donated to summer camps, to pallet straps being woven into modern art, we always work to find homes for hard to recycle items with the community members that need them.



Sustainable Sourcing



Local Independent Suppliers

We proudly support organic farmers and wildcrafters throughout the country, but nearly 50% of our herb suppliers are local small businesses near our home in the heart of the beautiful New Jersey Skylands.



Ethically Wildcrafted

Some of our herbs can only be foraged in nature. Our skilled wildcrafters conscientiously harvest botanicals according to our Wildcrafter's Pledge, ensuring ethical practices and conservative harvesting.



Superb & Safe International Botanicals

For our herbs coming in from abroad, we work with our suppliers to ensure the highest quality botanicals possible. About 70% of our Geo-Authentic Chinese herbs are certified organic, with all our products undergoing 3rd party and in-house testing for identity and purity.

Quality from the Ground Up

Our Quality Testing

ID
and
Quality

- ✓ Biological/Organoleptic
- ✓ Analytical Testing
- ✓ Advanced Lab Testing
- ✓ Pesticide Screening

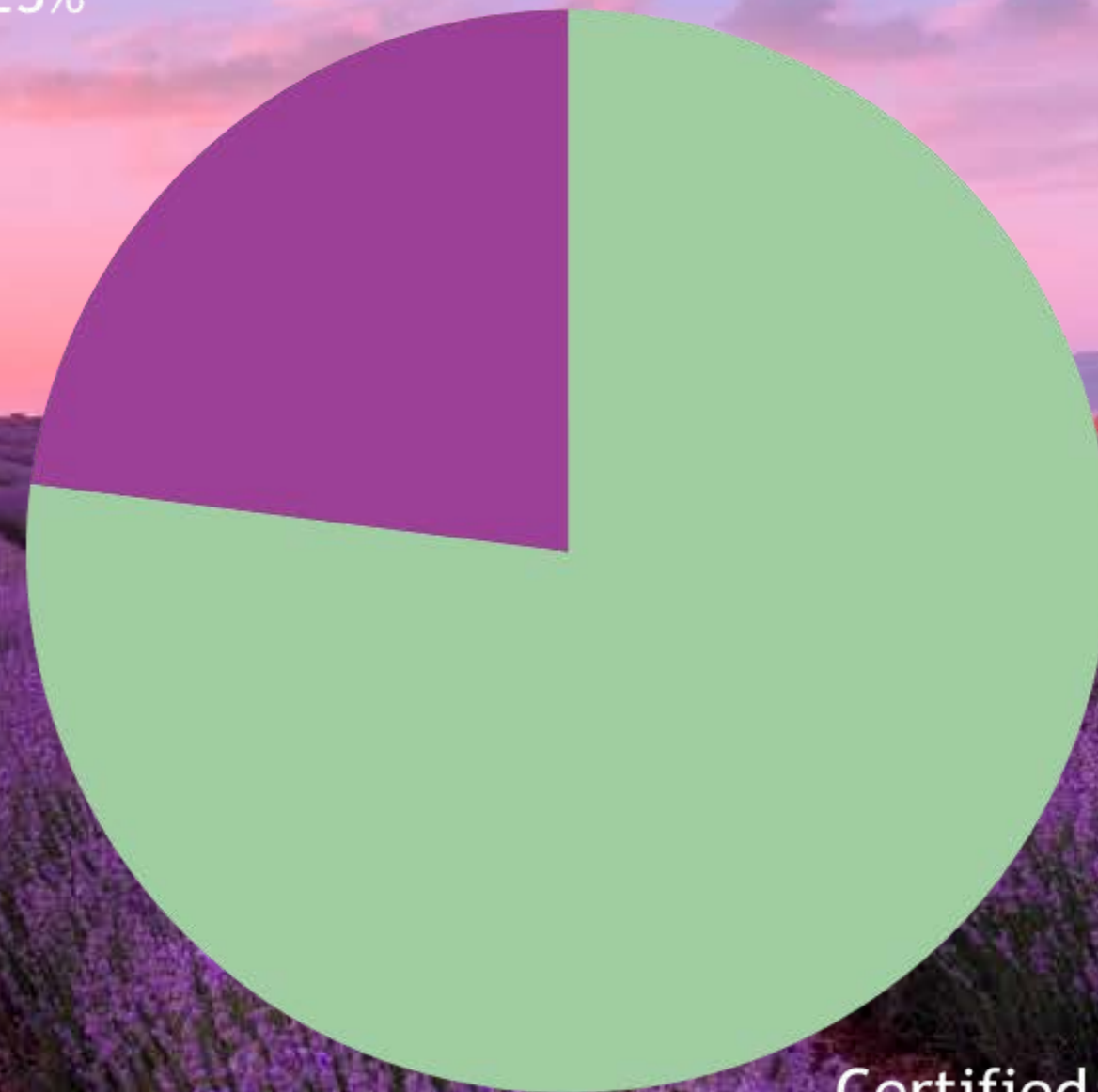


Finished
Product
Criteria

- ✓ Heavy Metal Testing
- ✓ Aflatoxin Testing
- ✓ Microbial Testing
- ✓ Organoleptic Testing

2024-25 Sourcing

Ecologically Harvested
23%



Certified Organic
77%

Image: Fields of Lavender

Greenhouse Gas Emissions

Estimating Our 2024 Impact



Scope 1

Direct Emissions

60.18 metric tons

H&A's onsite carbon emissions from our furnace and ashing oven used for alchemical processing produce about the same amount of Co2 yearly as the average family of four.*



Scope 2

Electricity Emissions

85.59 metric tons

We utilize energy efficient LED light bulbs, motion activated light switches, and have also implemented a technology policy to help minimize electrical usage.



Scope 3

Supply Chain Emissions

361.19 metric tons

Our commitment to using local and domestic farmers and wildcrafters whenever possible means less transit time and fewer emissions.

*<https://climate.mit.edu/ask-mit/how-much-ton-carbon-dioxide>

Work Environment

Free Herbal Education

We believe in the power of education. To show that, we offer full scholarships to employees enrolled in David Winston's Two-Year Herbalist Training Program, as well as access to other professional development programs.



Everyone Makes a Difference

With under 20 employees, H&A is a place where everyone knows each other and can feel like their contributions matter. No giant corporate machine here- just real people making real, quality products the best way we know how.

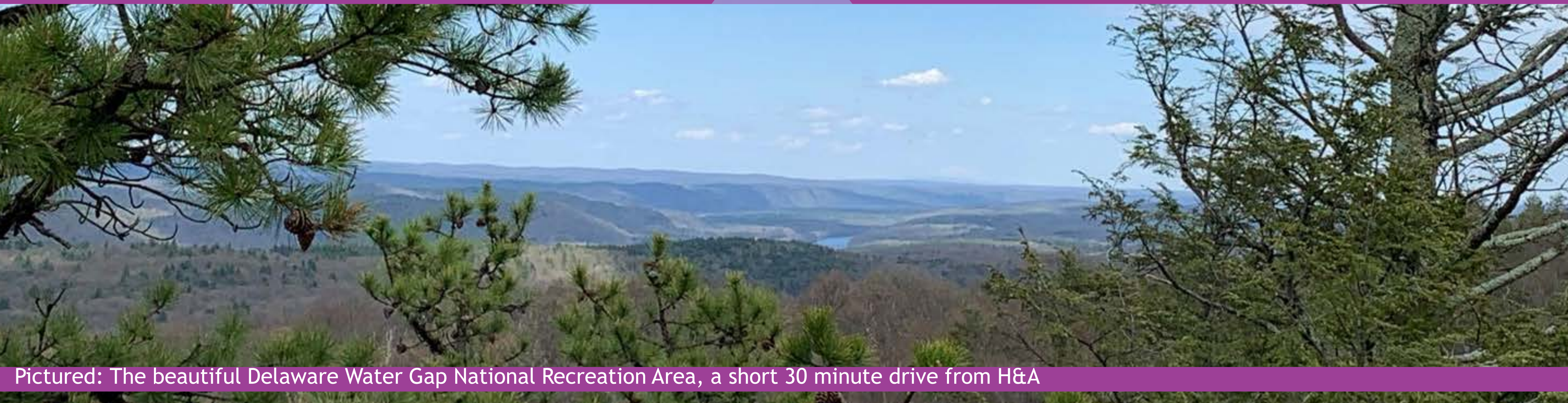
Local Workforce

Our rural location means we are deeply connected to the local community. Most of our employees live within 15 miles of our facility, reducing commuting time and increasing employee satisfaction.



Taking Care of Our People

Our people matter just as much as our product. We offer our employees a 401K program with socially conscious portfolio options, as well as steep discounts on all H&A products.



Pictured: The beautiful Delaware Water Gap National Recreation Area, a short 30 minute drive from H&A

Protecting Our Wild and Scenic River

Herbalist & Alchemist's home is in the watershed of the Musconetcong River, a pristine National Wild and Scenic River with unique historical, geological, and recreational significance.

We are committed to helping to protect this vital tributary of the mighty Delaware River.

H&A proudly supports the Musconetcong Watershed Association, “an independent, non-profit organization dedicated to protecting and improving the quality of the Musconetcong Watershed and its waters for people and nature.”

The Musconetcong Watershed Association helps to monitor water quality, perform annual cleanups, remove dams, and advocate for the river.

Learn more about their mission at
www.musconetcong.org

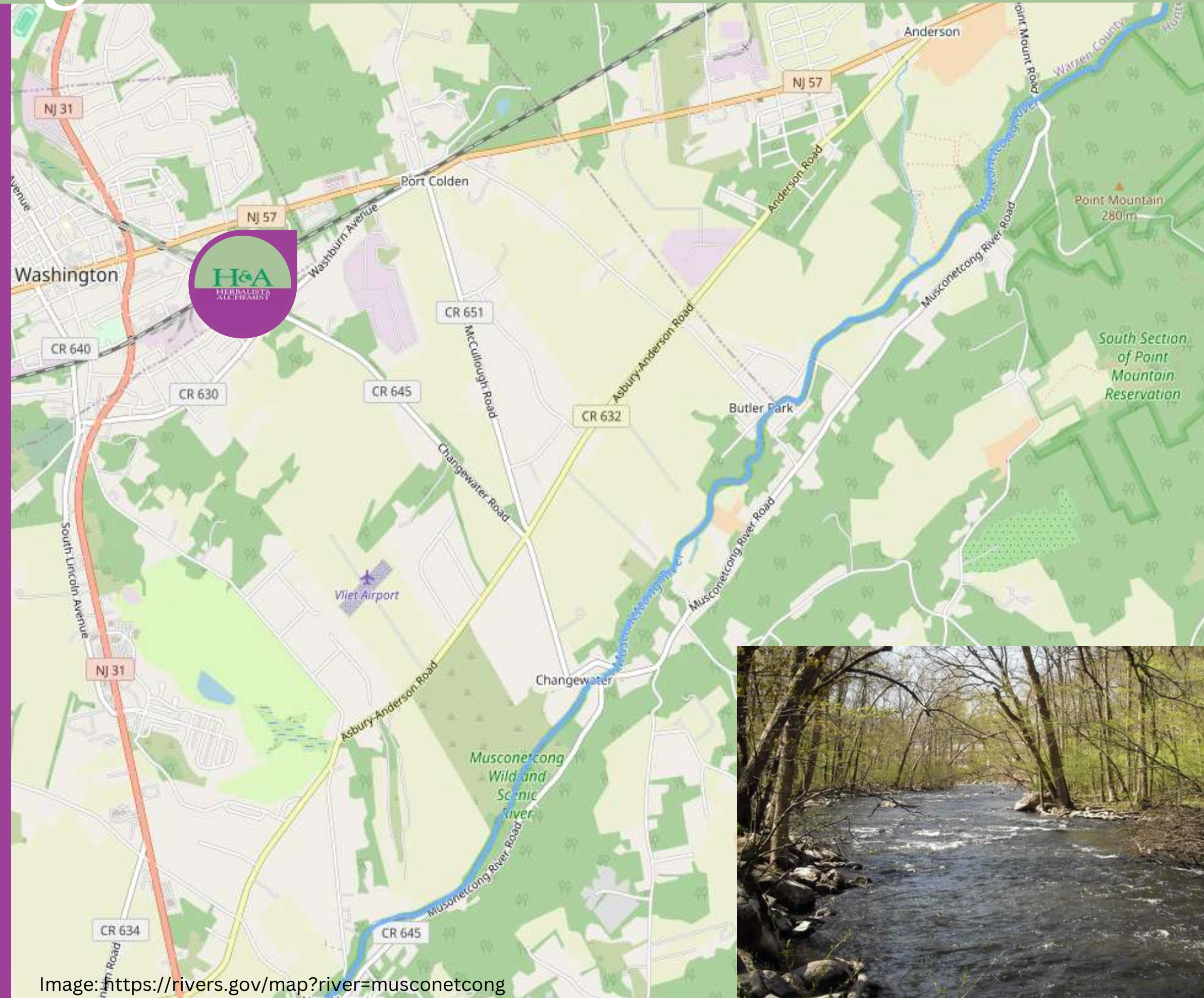


Image: <https://rivers.gov/map?river=musconetcong>

Nurturing the Garden State

Charitable Giving in 2024



Raritan Headwaters

For 65 years, Raritan Headwaters has stewarded the Raritan River, backbone of NJ's largest watershed, through water quality testing, cleanup, and advocacy work.



Northeast Organic Farming Association

New Jersey's NOFA chapter advocates "for organic farming, local foods systems, and ecological restoration." They are helping to bring agroforestry to the NJ Highlands.



Musconetcong Watershed Association

Working to protect our local watershed through water quality testing, cleanup, education, and advocacy work.



NJ Conservation Foundation

Strives "to preserve land and natural resources throughout New Jersey for the benefit of all." They recently preserved 313 acres of total farmland in our area.

Herbal Community Support

National Support

American Botanical Council
American Herbal Pharmacopoeia
American Herbal Products Association (AHPA)
National Animal Supplements Council
Pennsylvania Sustainable Agriculture
United Plant Savers

Local Support

Beams & Dreams Habitat for Humanity
Festival of the Trees/ Abilities of NW NJ
Lasagna Love
Purple Moon Herbs and Studies
Shore Saves Rescue
Washington Twp Panthers Football & Cheer

Hurricane Helene Relief

2024 was a year of loss for our many friends in the southeast US herbalism community following the devastating impact of Hurricane Helene. We donated over \$3500 of our products to the following organizations to help herbalists on the ground in the affected regions:

Herbalists Without Borders
HERBalachia
Golden Needle Acupuncture and Medical Supply

Image: California
Poppy

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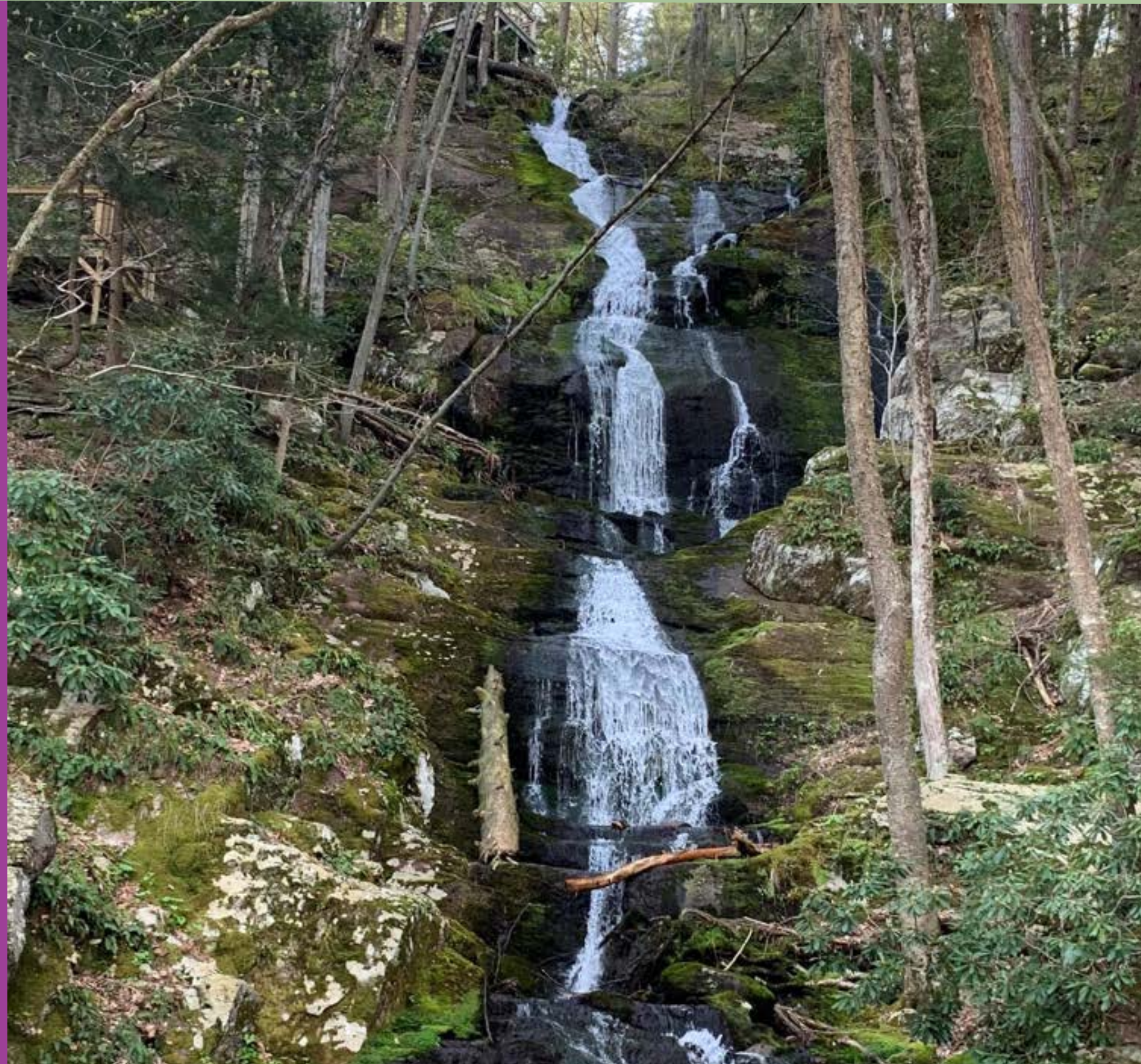
Images:

Musconetcong River: U.S. Fish and Wildlife Service

Raritan River Image: Tomwsulcer

Jenny Jump State Forest and Delaware Water Gap Images: CM

Canva Stock Photo



Buttermilk Falls in the Delaware Water Gap, NJ's Tallest Waterfall