

**2013-2014 AVEDA EARTH AND COMMUNITY CARE REPORT  
APPENDIX**

**Additional Employee Information**

Aveda Domestic Employment		
FY 2010	FY 2012	FY 2014
1,945	1,939	2,450

Data include full-time and part-time employees and temporary employees.

Training Hours Delivered		
FY 2010	FY 2012	FY 2014
875	1,700	6,325

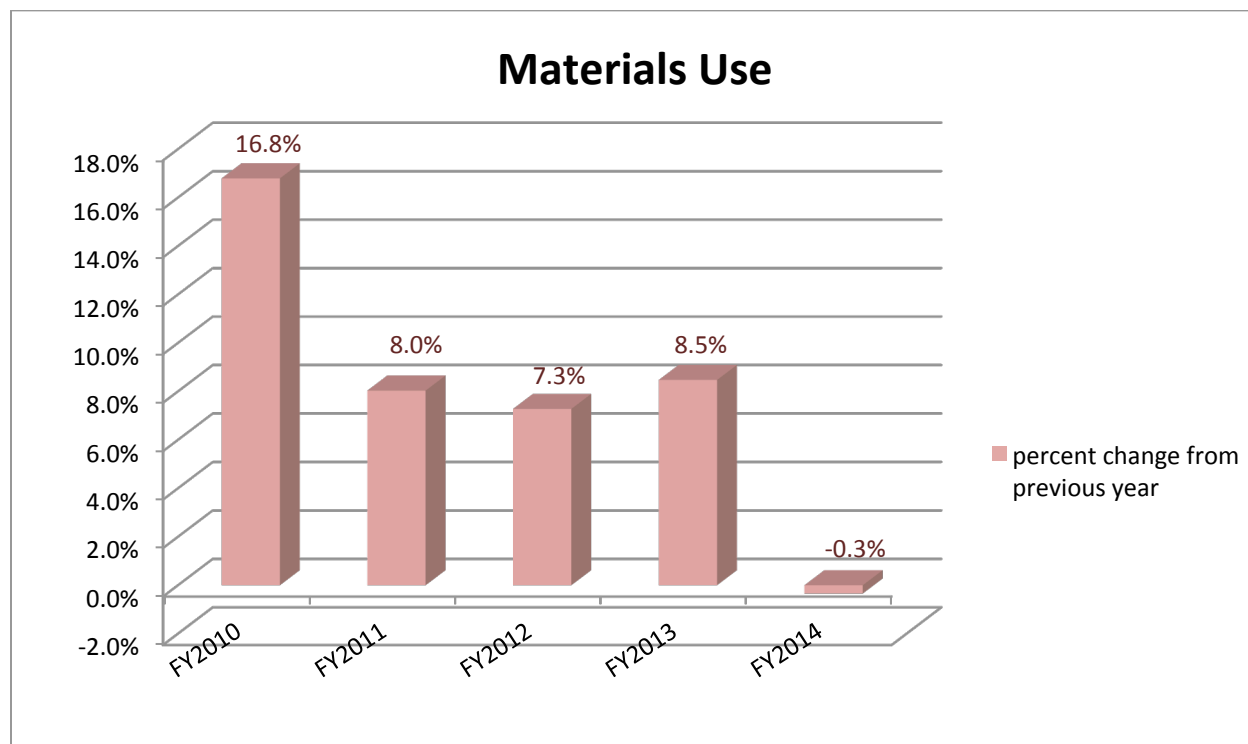
Includes environmental management training, but does not include safety training.

Retention Rate			
	FY 2010	FY 2012	FY 2014
Corporate	83%	83%	91%
Retail	59%	57%	58%
Total	75%	76%	79%

	Executives	Avg Compensation
<b>Female to Male Ratio</b>	1.3 to 1	1.14 to 1

Data includes all direct reports to the Aveda President, but does not include the President's compensation.

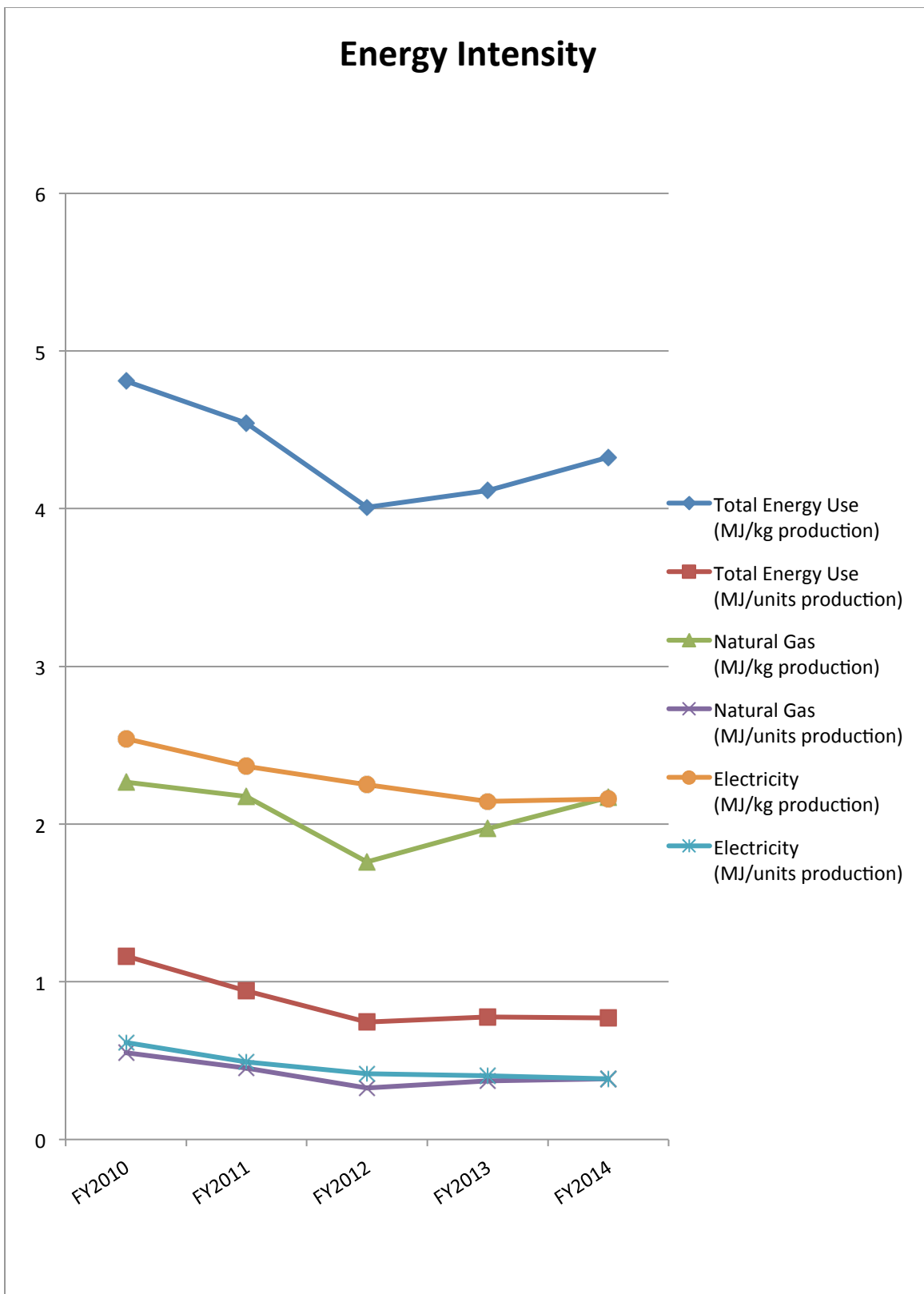
## Additional Environmental Sustainability Information

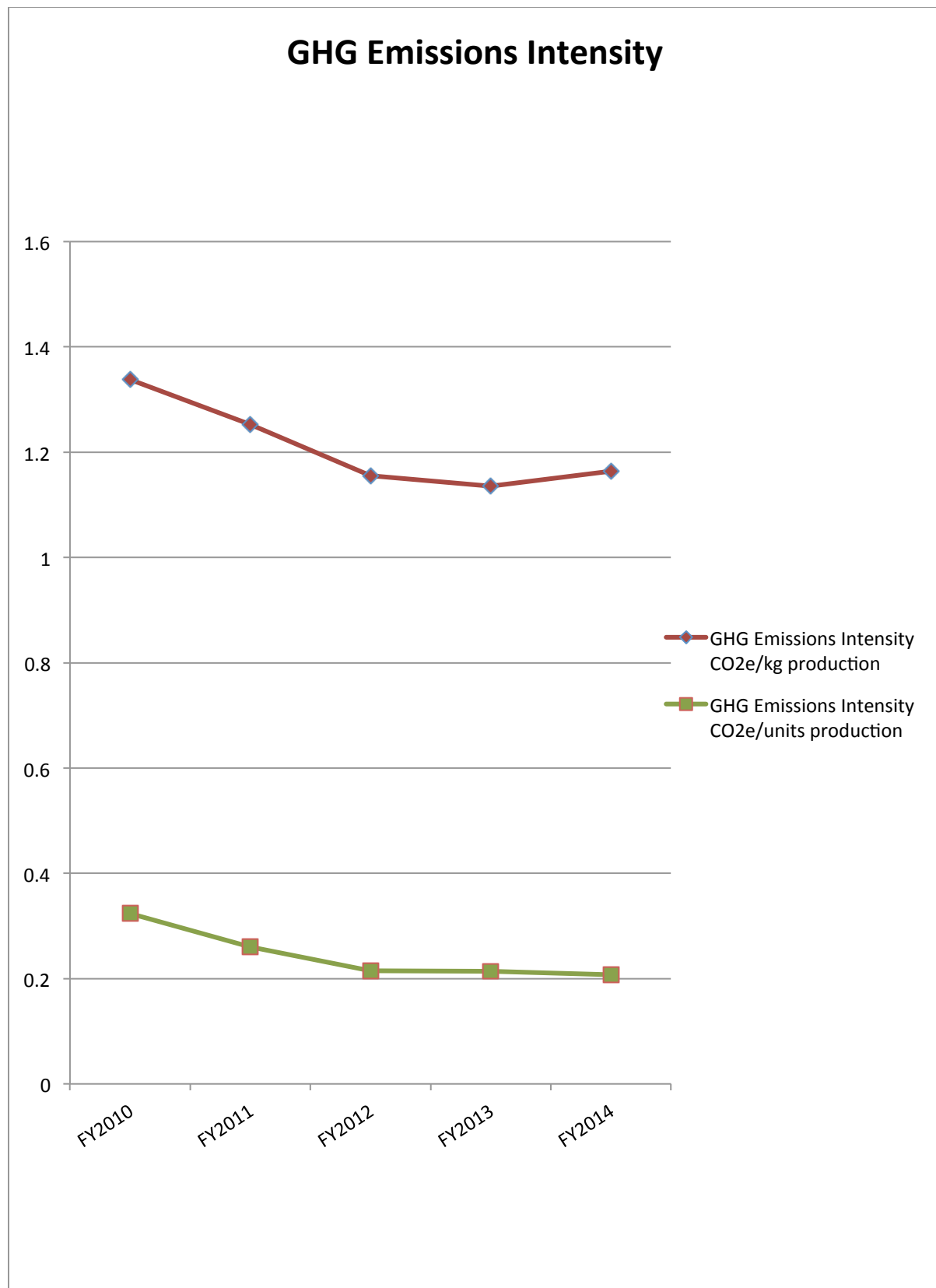


Data are for total production at Blaine manufacturing and does not include production at other facilities; in FY 2014, >80% of Aveda products were manufactured in the Blaine facility.

Blaine Manufacturing, Corporate and Distribution						
Environmental Indicator	Units	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
<b>Total energy use</b>		50,858	54,072	50,836	56,120	62,563
<b>Energy (grid and fuel)</b>		50,858	54,054	50,790	56,080	62,515
<b>Energy (on-site solar)</b>	MJ (000s)	0	18	45	40	48
<b>Cumulative change in energy FY 2010–FY 2014</b>			3,214	-23	5,262	11,705
<b>Total Scope 1 and 2 GHG emissions (without offsets and RECs)</b>		6,215	6,632	6,487	6,875	7,275
<b>GHG Emissions Scope 1</b>		1,327	1,401	1,222	1,456	1,766
<b>GHG Emissions Scope 2</b>	kg CO <sub>2</sub> e (000s)	4,887	5,230	5,265	5,419	5,509
<b>Cumulative change in GHG emissions FY 2010–FY 2014</b>			417	273	660	1,060
<b>GHG Emissions Scope 3*</b>		-	-	-	-	6,532
<b>Water</b>		138,855	80,924	81,774	76,076	76,686
<b>Industrial Wastewater</b>	L (000s)	31,320	34,853	34,452	31,713	32,491

\*Scope 3 GHG emissions are for outbound shipping from Aveda's primary distribution center. Data for FY 2010–2014 are not available.





Waste Types							
Waste	Management	Units	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
<b>Municipal Waste</b>	Waste to Energy		114	123	148	127	130
<b>Corrugate-Recycled</b>	Recycle		359	403	410	399	377
<b>Recycled and Reused (including batteries)</b>	Recycle, Reuse, Compost	metric tons	177	151	174	219	230
<b>Hazardous Waste</b>	Waste to Energy		15	10	18	11	15
<b>Industrial Waste</b>	Waste to Energy		119	76	180	169	160
<b>Total Waste</b>			785	762	930	925	912

Data are for Blaine facilities that host manufacturing, corporate, distribution and ancillary activities.

## Additional Aveda Giving and Volunteerism Information

Total Giving Including Earth Month (\$ millions)					
	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
<b>Total</b>	4.4	4.3	4.7	6.1 <sup>a</sup>	6.6
<b>Corporate<sup>b</sup></b>	1.9	1.7	1.8	2.2	2.3
<b>Network<sup>c</sup></b>	2.5	2.6	2.9	4.0	4.3

<sup>a</sup> Total reflects rounding.

<sup>b</sup> "Corporate" reflects donation of the proceeds from Light the Way™ Candle sales during Earth Month as well as other corporate giving programs. Aveda network partners conduct a wide range of local fund-raising events for Earth Month.

<sup>c</sup> "Network" reflects total donations to local Earth Month partners by Aveda salons, spas and stores through various fund-raising activities.

Aveda Volunteerism			
	FY 2010	FY 2012	FY 2014
<b>Hours</b>	990	1,883	2,590
<b>Total \$ Value</b>	\$20,631	\$39,261	\$55,685
<b>Employees</b>	117	222	-

FY 2014 hours reflects both Activism for the Earth and general volunteer hours. Total \$ Value calculated on national hourly wage of \$20.25 (FY 2010), \$20.85 (FY 2012) and \$21.50 (FY 2014) collection of employee participation information in FY 2014 was limited due to rolling implementation of Aveda Mission Leader, which incorporates tracking of participation and hours.

<b>2014 Earth Month Partners</b>	
<b>GLOBAL PARTNER</b>	
<b>Global Greengrants Fund</b> <a href="http://www.greengrants.org">www.greengrants.org</a>	Greengrants is Aveda's Global Earth Month Partner and receives 100% of the proceeds from the Light the Way™ Candle to support the organization's clean water projects. Global Greengrants Fund channels small grants to grassroots groups working for clean water, clean air, sustainable livelihoods and healthy communities in Africa, Asia, Latin America, and island nations.
<b>NORTH AMERICA</b>	
<b>Alaska Conservation Foundation – AK</b> <a href="http://www.akcf.org">www.akcf.org</a>	The Alaska Conservation Foundation protects Alaska's natural environment and the diverse cultures and ways of life it sustains. We do this by promoting conservation philanthropy and by strategically directing resources to conservation leaders, organizations and initiatives.
<b>Alliance for the Great Lakes – IL, MI, WI</b> <a href="http://www.greatlakes.org">www.greatlakes.org</a>	The mission of the Alliance for the Great Lakes is to conserve and restore the world's largest freshwater resource using policy, education and local efforts, ensuring a healthy Great Lakes and clean water for generations of people and wildlife.
<b>American Rivers – DE, MD, VA, Washington D.C., WV</b> <a href="http://www.americanrivers.org">www.americanrivers.org</a>	American Rivers is the leading conservation organization standing up for healthy rivers so communities can thrive. American Rivers protects and restores America's rivers for the benefit of people, wildlife and nature.
<b>Audubon – IA, KS, MN, MO, ND, NE, SD</b> <a href="http://mri.audubon.org">http://mri.audubon.org</a>	Audubon Mississippi River Initiative works to make the Mississippi River and its watershed a place where people prosper and birds, fish and wildlife thrive, in a healthy environment.
<b>Catawba Riverkeeper – NC, SC</b> <a href="http://www.catawbariverkeeper.org">www.catawbariverkeeper.org</a>	The Catawba Riverkeeper Foundation advocates for the health, protection and enjoyment of the Catawba River watershed.
<b>Chattahoochee Riverkeeper – GA</b> <a href="http://www.chattahoochee.org">www.chattahoochee.org</a>	Chattahoochee Riverkeeper's mission is to advocate and secure the protection and stewardship of the Chattahoochee River, its tributaries and watershed, in order to restore and preserve their ecological health for the people and wildlife that depend on the river system.
<b>Clark Fork Coalition – MT</b> <a href="http://www.clarkfork.org">www.clarkfork.org</a>	The Clark Fork Coalition is dedicated to restoring and protecting the Clark Fork watershed, a 14 million acre basin in the western half of the state that is home to the Clark Fork River and its legendary tributaries including the Big Blackfoot, Flathead and Bitterroot. The Clark Fork Coalition forges science-based solutions that are results-oriented and emphasizes public education through energetic advocacy. This approach puts people in touch with Clark Fork River and the cause for a healthy watershed, and it has made the Coalition a trusted and respected voice for our rivers and communities since its start in 1985.

<p><b>Clean Ocean Action – NJ, NY Metro</b>  <a href="http://www.cleanoceanaction.org">www.cleanoceanaction.org</a></p>	<p>The mission of Clean Ocean Action is to improve the degraded quality of the waters off the New Jersey and New York coast. Clean Ocean Action identifies sources of pollution by using research, public education and citizen action to convince our public officials to enact and enforce measure, which will clean up and protect our ocean.</p>
<p><b>Clean Water Fund – Northern CA, CT, MA, NH, PA, RI</b>  <a href="http://www.cleanwaterfund.org">www.cleanwaterfund.org</a></p>	<p>Clean Water Fund's mission is to develop strong grassroots environmental leadership and to bring together diverse constituencies to work cooperatively for changes that improve their lives, focused on health, consumer, environmental and community problems. Since 1974, Clean Water Fund has helped people campaign successfully for cleaner and safer water, cleaner air, and protection from toxic pollution in our homes, neighborhoods and workplaces.</p>
<p><b>Columbia Riverkeeper – OR</b>  <a href="http://www.columbiariverkeeper.org">www.columbiariverkeeper.org</a></p>	<p>Columbia Riverkeeper's mission is to restore and protect the water quality of the Columbia River and all life connected to it, from the headwaters to the Pacific Ocean.</p>
<p><b>Environmental Advocates of New York – Upstate NY</b>  <a href="http://www.eany.org">www.eany.org</a></p>	<p>Environmental Advocates of New York's protects our air, land, water and wildlife and the health of all New Yorkers. Based in Albany, we monitor state government, evaluate proposed laws, and champion policies and practices that will ensure the responsible stewardship of our shared environment. We work to support and strengthen the efforts of New York's environmental community and to make our state a national leader.</p>
<p><b>Everglades Foundation – South FL</b>  <a href="http://www.evergladesfoundation.org">www.evergladesfoundation.org</a></p>	<p>The Everglades Foundation, Inc. is a 501(c)(3) nonprofit, charitable organization dedicated to advancing an understanding of the Greater Everglades Ecosystem and its irreplaceable environmental and economic value.</p>
<p><b>Gulf Restoration Network – AL, AR, North FL, LA, MS, OK, TX</b>  <a href="http://www.healthygulf.org">www.healthygulf.org</a></p>	<p>The Gulf Restoration Network is committed to uniting and empowering people to protect and restore the natural resources of the Gulf Region.</p>
<p><b>Hoosier Environmental Council – IN</b>  <a href="http://www.hecweb.org">www.hecweb.org</a></p>	<p>Hoosier Environmental Council addresses Indiana's environmental challenges through education and advocacy. We are guided by science, inspired by the ties between nature and humanity, and success through partnerships.</p>
<p><b>Idaho Rivers United – ID</b>  <a href="http://www.idahorivers.org">www.idahorivers.org</a></p>	<p>The mission of Idaho Rivers United is to protect and restore the rivers of Idaho. Our focus is the ecological integrity of our rivers, but the lens we look through is citizen involvement.</p>
<p><b>Kentucky Waterways Alliance – KY</b>  <a href="http://www.kwalliance.org">www.kwalliance.org</a></p>	<p>The Kentucky Waterways Alliance works to protect and restore Kentucky's waterways.</p>
<p><b>Lake Champlain Committee – VT</b>  <a href="http://www.lakechamplaincommittee.org">www.lakechamplaincommittee.org</a></p>	<p>The Lake Champlain Committee is dedicated to protecting Lake Champlain's environmental integrity and recreational resources for this and future generations through science-based advocacy, education and collaborative action.</p>
<p><b>League to Save Lake Tahoe – Tahoe Basin in CA, NV</b>  <a href="http://www.keeptahoebblue.org">www.keeptahoebblue.org</a></p>	<p>The League to Save Lake Tahoe is dedicated to protecting, restoring and advocating for the ecosystem health and scenic beauty of the Lake Tahoe Basin. The organization focuses on water quality and its clarity for the preservation of a pristine lake for future generations.</p>



<p><b>Lower Mississippi Riverkeeper – LA</b>  <a href="http://www.lmrk.org">www.lmrk.org</a></p>	<p>The mission of the Lower Mississippi Riverkeeper is to protect, preserve and restore the ecological integrity of the Mississippi River Basin for current users and future generations through advocacy and citizen action.</p>
<p><b>McKenzie River Trust – Eugene and SW OR</b>  <a href="http://mckenzieriver.org">http://mckenzieriver.org</a></p>	<p>The McKenzie River Trust protects and cares for special lands and the rivers that flow through them in western Oregon.</p>
<p><b>Natural Resources Council of Maine – ME</b>  <a href="http://www.nrcm.org">www.nrcm.org</a></p>	<p>The Natural Resources Council of Maine is a nonprofit membership organization protecting, restoring, and conserving Maine's environment, now and for future generations. NRCM works to improve the quality of Maine's rivers, lakes, streams and other waters, and harnesses the power of the law, science, and the voices of more than 12,000 supporters statewide and beyond.</p>
<p><b>Puget Soundkeeper Alliance – WA</b>  <a href="http://www.pugetsoundkeeper.org">www.pugetsoundkeeper.org</a></p>	<p>The mission of Puget Soundkeeper Alliance is to protect and preserve Puget Sound by tracking down and stopping the discharge of toxic pollutants into its waters.</p>
<p><b>Rocky Mountain Field Institute – Colorado Springs, CO</b>  <a href="http://www.stjohnsriverkeeper.org">www.stjohnsriverkeeper.org</a></p>	<p>Rocky Mountain Field Institute is dedicated to the conservation and stewardship of public lands in Southern Colorado. RMFI protects and enhances the ecological health of our land and water resources by focusing on watershed restoration, forest health and sustainable recreation areas. We involve community volunteers and youth, envisioning a world where our work fosters vibrant and healthy natural systems that are respected and cared for by the public.</p>
<p><b>Sierra Club Foundation - Ohio Chapter Clean Water Campaign – OH</b>  <a href="http://www.ohio.sierraclub.org">www.ohio.sierraclub.org</a></p>	<p>The Sierra Club Ohio Chapter, particularly its 5,000 member Central Ohio Group, has been a valued clean water advocate in Ohio for decades. Through a combination of legal action, grassroots organizing, public education and advocacy, the organization have conducted successful campaigns in Cincinnati and Columbus to reduce the amount of untreated sewage entering streams, rivers and neighborhoods.</p>
<p><b>Small Change Fund – Maritime Canada</b>  <a href="http://smallchange.org">http://smallchange.org</a></p>	<p>At Small Change Fund, we believe that people at the grassroots know best how to solve a problem in their community, and they have a deep and passionate conviction to make it happen. We work on issues such as the protection of a local waterway, food security, or connecting youth to the land, we are building a stronger, more resilient, and inclusive civil society that can address the impact of issues like climate change and the loss of biodiversity.</p>
<p><b>Spokane Riverkeeper – Eastern WA</b>  <a href="http://www.cforjustice.org/river">www.cforjustice.org/river</a></p>	<p>Spokane Riverkeeper works to reduce the effect of human activity on the river and expedite the restoration of water quality and water quantity. Additionally, the organization works to educate and inspire citizens about the importance of river issues and the need for river protection.</p>
<p><b>St. Johns Riverkeeper – Jacksonville, FL</b>  <a href="http://www.rmfi.org">www.rmfi.org</a></p>	<p>The St. Johns Riverkeeper works on behalf of the community for clean and healthy waters in the St. Johns River, its tributaries and its wetlands, through citizen-based advocacy.</p>
<p><b>Surfrider Foundation – Southern CA, HI</b>  <a href="http://www.surfrider.org">www.surfrider.org</a></p>	<p>The Surfrider Foundation is dedicated to the protection and enjoyment of the world's oceans, waves and beaches for all, through conservation, activism, research and education.</p>

<p><b>Tennessee Clean Water Network – TN</b>  <a href="http://www.tcwn.org">www.tcwn.org</a></p>	<p>TCWN empowers Tennesseans to exercise their right to clean water and healthy communities by fostering civic engagement, building partnerships and advancing and when necessary, enforcing water policy for a sustainable future.</p>
<p><b>The Nature Conservancy – Columbus, OH</b>  <a href="http://www.nature.org/ourinitiatives/regions/northamerica/unitedstates/ohio">www.nature.org/ourinitiatives/regions/northamerica/unitedstates/ohio</a></p>	<p>The mission of the Nature Conservancy is to conserve the lands and waters on which all life depends.</p>
<p>WaterCan – Canada  <a href="http://www.watercan.com">www.watercan.com</a></p>	<p>WaterCan is a leading Canadian charity dedicated to fighting global poverty by helping the world’s poorest people gain access to clean water, basic sanitation and hygiene education.</p>
<p><b>Western Resource Advocates – AZ, CO, NV, UT, WY</b>  <a href="http://www.westernresourceadvocates.org">www.westernresourceadvocates.org</a></p>	<p>Western Resource Advocates’ mission is to protect and restore the land, air and water resources of the Rocky Mountain States.</p>
<p><b>WildEarth Guardians – NM</b>  <a href="http://www.wildearthguardians.org">www.wildearthguardians.org</a></p>	<p>WildEarth Guardians is a nonprofit, environmental advocacy organization whose mission is to protect and restore the wildlife, wild rivers and wild places of the American West. WildEarth Guardians, founded in 1989, has a long history of conservation successes protecting carnivores, ancient forests, rivers and other threatened landscapes and wildlife; we use a potent combination of litigation, education, scientific analysis and public advocacy in our work to protect the Earth.</p>
<b>INTERNATIONAL</b>	
<p><b>A Drop of Life Limited – Hong Kong</b>  <a href="http://www.llcs.org.hk">www.llcs.org.hk</a></p>	<p>The Lotus Light Charity Society is a nonprofit organization founded in 1998. The organization raises funds to build rain-saving cellars in arid regions of mainland China and also organizes relief efforts for natural disaster victims.</p>
<p><b>Cesvi – Italy</b>  <a href="http://www.cesvi.org">www.cesvi.org</a></p>	<p>Cesvi is a non-governmental, international humanitarian organization which is working in 30 countries throughout the world. Cesvi is dedicated to the reduction of suffering and working toward the ultimate elimination of poverty in the world’s poorest countries through the mobilization and active participation of the recipients of aid.</p>
<p><b>Doğa – Turkey</b>  <a href="http://dd.bizsel.net">http://dd.bizsel.net</a></p>	<p>Doğa’s mission is to defend the rights of nature in all its forms and all its processes, which are necessary for the creation and sustenance of life. We conduct scientific research and provide <a href="#">solutions for conservation</a>; we establish partnerships and drive policy change. When science and advocacy are not enough to deliver the necessary change, we conduct innovative campaigns to mobilize the public to take action to reverse the trend.</p>
<p><b>EcoKnights – Malaysia</b>  <a href="http://www.ecoknights.org.my">www.ecoknights.org.my</a></p>	<p>EcoKnights mission is to support all national and international environmental programmes with the emphasis of promoting sustainable development amongst industry players and communities. Earth Month funding is supporting a project that aims to provide safe drinking water for about 1,000 villagers on the island of Mantanani, off Kota Belud.</p>

<p><b>Global Greengrants Fund – Global Partner; Regional Partner for Spain</b> <a href="http://www.greengrants.org">www.greengrants.org</a></p>	<p>Greengrants is Aveda’s Global Earth Month Partner, with 100% of proceeds from the Light the Way™ Candle benefiting Greengrants and the organization’s clean water projects. Global Greengrants Fund channels small grants to grassroots groups working for clean water, clean air, sustainable livelihoods and healthy communities in Africa, Asia, Latin America and island nations.</p>
<p><b>JustDiggIt – Benelux</b> <a href="http://www.justdiggit.org">www.justdiggit.org</a></p>	<p>JustDiggIt is an initiative of the Naga Foundation to involve the world in the battle against desertification and climate change. Although the alarming and life-threatening changes affect all of us, it is as if most people are not yet fully aware of the problem. JustDiggIt wants to change this and raise money to initiate large-scale greenification projects. As the movement grows, it will increase the pressure on governments and organisations to take action!</p>
<p><b>Kolviður - Iceland Carbon Fund – Iceland</b> <a href="http://www.kolvidur.is">www.kolvidur.is</a></p>	
<p><b>Save the Children Japan – Japan</b> <a href="http://www.savechildren.or.jp">http://www.savechildren.or.jp</a></p>	<p>Save the Children’s mission is to inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives. Save the Children Japan is working to help children and families affected by the March 2011 tsunami.</p>
<p><b>Singapore Environment Council – Singapore</b> <a href="http://www.sec.org.sg">www.sec.org.sg</a></p>	<p>The Singapore Environment Council works to set new sustainability standards for urban development, and works to educate and empower communities to lead green lifestyles, and conserve biodiversity in the urban environment.</p>
<p><b>Team and Team International – Korea</b> <a href="http://www.teamandteam.org">www.teamandteam.org</a></p>	<p>Team and Team is an international relief and development NGO, established in 1999 working in 16 countries all around the world. They share compassion to the victims in the particular regions of disputes and disasters, providing emergency relief efforts and constructing infrastructures for water resources.</p>
<p><b>The Environmental Ethics Foundation of Taiwan – Taiwan</b> <a href="http://www.eeft.org.tw">www.eeft.org.tw</a></p>	<p>Environmental Ethics Foundation of Taiwan raises public awareness on water resource protection by education and partners with government to build educational centers, influencing visitors, the nearby communities and schools. AVEDA partners with Environmental Ethics Foundation for long-term investment in water resource protection education.</p>
<p><b>Utokapat Foundation – Thailand</b> <a href="http://www.utokapat.org">www.utokapat.org</a></p>	<p>Utokapat Foundation’s mission is to deal with water developmental issues, including disaster mitigation for both excess flood and drought conditions and continued sustainable use of water for livelihood and economic development.</p>
<p><b>Viva con Agua de St. Pauli – Germany</b> <a href="http://www.vivaconagua.org">www.vivaconagua.org</a></p>	<p><b>Viva con Agua de Sankt Pauli is a charity-based organisation located in St. Pauli/Hamburg campaigning for clean drinking water worldwide.</b> Viva con Agua creates awareness for the complexity of the world’s water problems by means of concerts, parties, readings, exhibitions, fund-raising walks, as well as football benefit games and much more.</p>

<p><b>WaterAid – Australia and UK</b> <a href="http://www.wateraid.org/australia">www.wateraid.org/australia</a> <a href="http://www.wateraid.org/uk">www.wateraid.org/uk</a></p>	<p>WaterAid transforms lives by improving access to safe water, hygiene and sanitation in the world's poorest communities. We work with partners and influence decision-makers to maximize our impact.</p>
<p><b>World Wildlife Fund – Malaysia and Russia</b> <a href="http://www.wwf.org.my">www.wwf.org.my</a> <a href="http://www.wwf.ru">www.wwf.ru</a></p>	<p>World Wildlife Fund works to promote harmony between human beings and nature around the world. WWF Malaysia runs more than 90 projects covering a diverse range of environmental protection and nature conservation work. In Russia, WWF also devotes particular attention to work with the oil and gas industry and the creation and support of federal strict nature reserves (zapovedniks), national parks and other specially protected nature areas.</p>