

# SUSTAINABILITY REPORT 2024

## Empowering People, Driving Impact



  
RGC COFFEE







## A Message from Our Founder and Chairman



**Ron Gabbay**

At RGC Coffee, our vision is simple yet ambitious: to build supply chains where people, the environment, and business grow stronger together. We know this is not something we can achieve alone—it requires trust, transparency, and collaboration with everyone along the way.

The 3E Platform stands at the core of our strategy, shaping how we grow our business, manage risks, and foster resilience. Guided by transparent data, a shared-value mindset, and our commitment to continuous improvement, 3E enables us to drive meaningful progress. At the same time, 3E is recognized by the Global Coffee Platform as equivalent to the Coffee SR Code (2nd party assurance), further strengthening our partnerships by supporting clients and allies in achieving their business and responsible sourcing goals.

Through 3E, we are creating opportunities to support a better future for all—advancing efforts to safeguard natural resources, and build stronger partnerships. In 2024, this spirit of collaboration showed real results: more than 41,000 families were engaged, over 3,500 rural workers and their families accessed wellbeing services, more than 1,600 hectares of land were restored, and on-farm interventions saved more than 77 million liters of water. Today, 3E reaches 11 supply chains across four countries—a testament to what we can achieve when we work together.

As we look ahead, we have set new goals that will guide our long-term sustainability journey. By 2030, we aim to support 45,000 coffee-farming families and 4,000 farmworkers while restoring 200 hectares of land each year and saving 100 million liters of water. Over the next five years, we will continue reducing our carbon footprint in line with global science-based targets and expand regenerative agriculture and responsible practices throughout our supply chains. In the long term, our aspiration is to support 60,000 families and 7,500 workers while achieving net-zero emissions by 2050.

Our purpose remains clear: to connect, support, and inspire the people and places that make coffee possible. The achievements highlighted in this report reflect the dedication of our partners, clients, and teams—proof that collaboration can drive measurable impact. Surpassing several of our 2025 goals in 2024 is both a milestone and a motivation to keep going. With every partnership and every harvest, we move closer to a future where coffee is not only sustainable, but truly regenerative—for communities, ecosystems, and generations to come.

Together, we can continue turning shared purpose into lasting impact.

*Ron Gabbay*



# Purpose of the Report

At RGC Coffee, sustainability defines how we source, trade, and collaborate. The 2024 Sustainability Report highlights our collective progress toward building resilient coffee communities and regenerative ecosystems through the 3E Platform.

Covering the January–December 2024 period, this edition builds on our 2023 report and consolidates data from field implementation, supplier engagement, and third-party verification to assess our economic, social, and environmental performance. It also tracks progress toward our 2025 and 2050 goals, helping us refine strategies and scale what works.

The data presented here reflects the most accurate information available to date. Some results remain preliminary and may be updated as further information and external verifications are completed. Future editions will integrate these updates and year-over-year comparisons to illustrate trends and deepen transparency over time.

Beyond reporting, this document is an invitation to collaborate. We welcome dialogue and partnership with producers, supply chain allies, and roasters as we continue to elevate livelihoods, empower communities, strengthen climate resilience, and promote nature-positive coffee.

To connect with us, please reach out at [info@rgccoffee.com](mailto:info@rgccoffee.com)







# Who We Are

We are a purpose-driven company, committed to **advancing sustainable coffee production and responsible sourcing.**

RGC Coffee is a family-owned and operated full-service trading company, headquartered in Montreal, Canada with subsidiaries in Bogotá, Colombia and Culver City, California.

With over 50 years of experience in trading and over 20 years of experience designing and implementing responsible sourcing programs, we have become a trusted advisor and strategic sustainability partner to coffee suppliers, roasters, retailers, and brands around the world.

The 3E Platform—Elevate, Empower, Educate, is RGC Coffee's proprietary sustainability framework. Developed in collaboration with our supply chain partners, it serves as the foundation for our global sustainability and impact strategy, aligning business growth with measurable social and environmental outcomes.

## Our Products and Services



**Sourcing and Trading**



**Transport and Logistics**



**Position Management**



**Financing**



**Quality Control and Assurance**



**Futures Trading and Management**



**Direct Trade**



**Impact Strategy and Implementation**



**Market Insight and Analysis**



**ESG & Compliance Consulting**





# Operational Scope





# Our Team at a Glance

People are our greatest strength at RGC Coffee. Across our global offices and origin teams, we are united by a shared purpose—to serve producers, clients, and partners with integrity and impact. At origin, our dedicated agronomists and field technicians play a particularly vital role. Many come from rural communities themselves and understand the culture, aspirations, and challenges of the producers they work alongside. By empowering them to grow within RGC, we help producers pursue their own goals, creating a cycle of shared success.

This people-centered approach has enabled us to generate and track genuine progress—progress valued by producers because every step of implementation is designed with them and for them.

08

## Sustainability

Team members

05

## Quality

Team members

07

## Logistics

Team members

06

## Finance

Team members

122

## Agronomist and Technicians

Implementing 3E in the field across: Colombia, Honduras, Nicaragua, Brazil, Peru, and Guatemala.

06

## Sales

Team members





# Voluntary Commitments and Affiliations

As part of our dedication to responsible business and continuous improvement, RGC Coffee aligns with internationally recognized principles, frameworks, and voluntary initiatives. These affiliations demonstrate our commitment to environmental stewardship, human rights, ethical sourcing, and sustainable development. Through active participation in these initiatives, we strengthen our sustainability strategy, build stakeholder trust, and contribute to collective progress toward global goals.



Updated annually to set actionable goals that drive continuous improvement across our supply chains.



Engages as an active member, leveraging its standards and education programs to advance sustainability and quality.



Partnering to implement activities that support EUDR compliance and sustainable natural resource management.



Aligned through the annual disclosure of climate risks, opportunities, and emissions data to enhance transparency and benchmarking.



RGC Coffee's GHG reduction targets are SBTi-approved, aiming for a 42% reduction in Scope 1 and 2 emissions by 2033.



Commitment through Las Manos del Café to uphold the eight pillars of fair labor for coffee workers.



While not a formal commitment, the 3E Platform supports the following SDGs:

SDG 1   SDG 6   SDG 12   SDG 17  
SDG 3   SDG 8   SDG 13  
SDG 5   SDG 10   SDG 15



Partner in the Coffee, Forest & Climate Agreement in Colombia and Peru, advancing climate action and forest conservation.





# Our Supply Chain

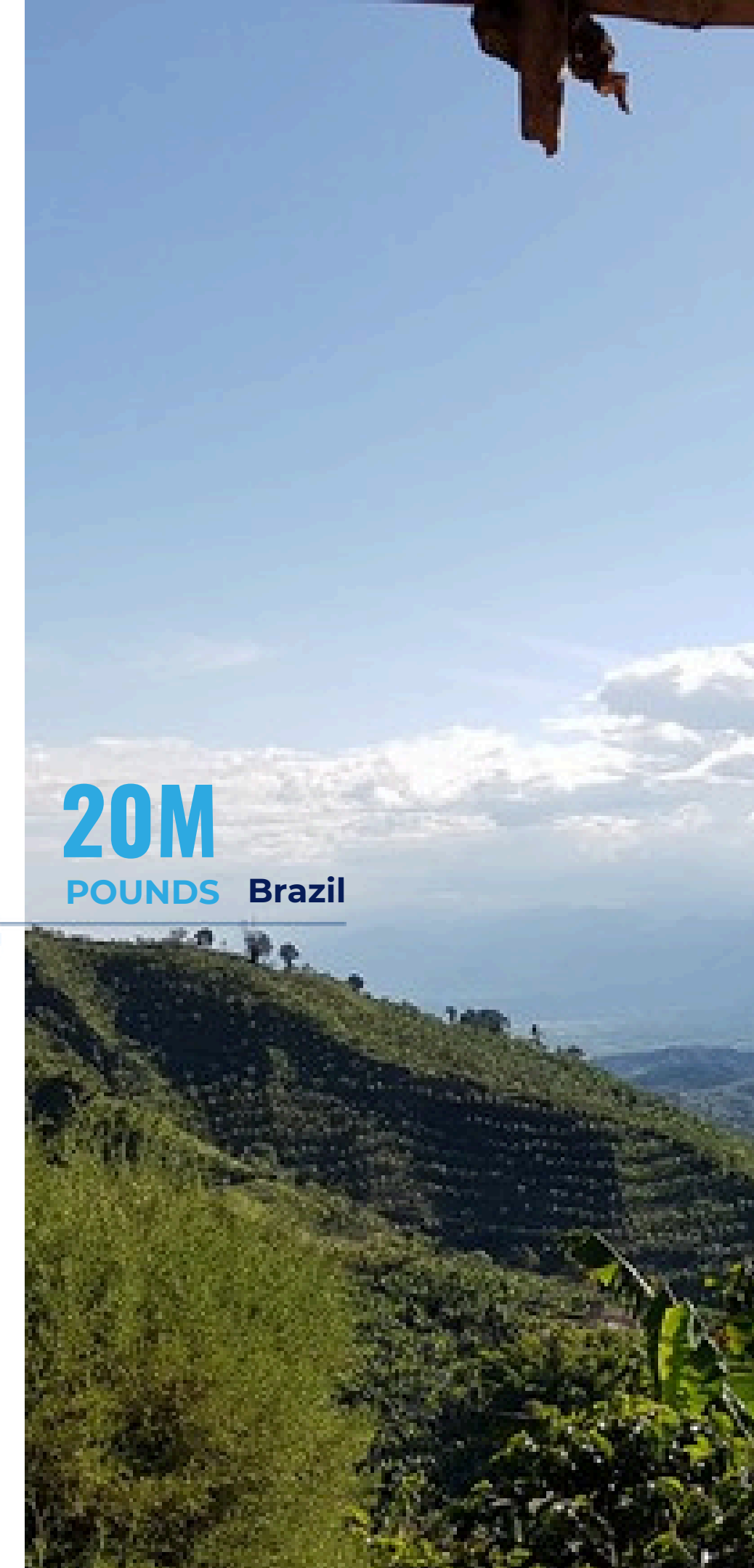
RGC Coffee's value chain spans every stage of the journey, ensuring both traceability and quality from origin to final delivery. It begins with the farmer, who cultivates and harvests the coffee. From there, the coffee is transferred to a purchasing station, where it is collected and consolidated. The next step is the dry mill, where the coffee is processed and prepared as export-ready green coffee.

The exporter then manages quality control, documentation, and shipment from the country of origin. At the Port of Loading, ownership is officially transferred to RGC Coffee. From this moment, RGC assumes responsibility for the safe and timely voyage of the coffee. Upon arrival at the Port of Destination, RGC oversees customs clearance, quality control, and documentation. Finally, the coffee is released to the roaster or trader, who brings the product to market.



# 3E Verified Volume

3E Verified coffee represents globally recognized, third-party verified responsibly sourced coffee. Endorsed by the Global Coffee Platform as equivalent to the Coffee SR Code (2nd-party assurance), 3E Verified Coffee demonstrates real, measurable impact through tangible actions that elevate community prosperity, promote fair working conditions, and advance regenerative agricultural practices.







# Governance and Ethics



# Code of Ethics and Values

RGC upholds high ethical standards in its business operations. We work with partners who share our commitment to ethics and sustainability.

## Our Commitment

At RGC, we engage suppliers, roasters, service providers, and employees who align with our Code of Ethics and Values.

We believe strong partnerships are built on trust, integrity, and a shared commitment to continuous improvement and innovation.



## Ethical dimensions integrated into our code of ethics

### Ethical Value Chain Commitment

- Maintain zero tolerance for corruption, bribery, fraud, and extortion.
- Disclose any conflicts of interest.
- Align with the OECD Due Diligence Guidance for Responsible Business Conduct.
- Uphold the UN Guiding Principles on Business & Human Rights.

### Transparency & Traceability

- Promote open communication and ethical sourcing.
- Implement traceability protocols to ensure supply chain integrity.
- Conduct sustainability risk assessments to support responsible decision-making.

### Long-Term Relationships

- Built on generations of trust-based partnerships.
- Built to withstand market fluctuations, economic shifts, and natural crises.
- Strengthened through shared experiences and collaboration.

### Quality & Food Safety

- High standards through Montreal & Bogotá quality control labs.
- Compliance with Canadian & U.S. phytosanitary regulations.
- Member of C-TPAT.
- Emphasis on safe agrochemical use & regenerative agriculture.

### Compliance with Laws

- Full adherence to national and international labor, environmental, and trade laws.
- **Key Focus areas:**
- Human rights & worker protections.
- Environmental protection & deforestation prevention.
- Waste & water management.

### Labor Rights & Fair Treatment

- No child labor, forced labor, or human trafficking.
- Equal opportunity: No discrimination (race, gender, orientation, political views, etc.)
- Workers have the right to organize & negotiate fair employment terms.

### Health, Safety & Worker Well-being

- Safe & dignified workplaces.
- **Key commitments:**
- Proactive safety training.
- Protective equipment & emergency planning.
- Access to safe drinking water & sanitation.
- Provide quality accommodations where required.

### Environmental Responsibility

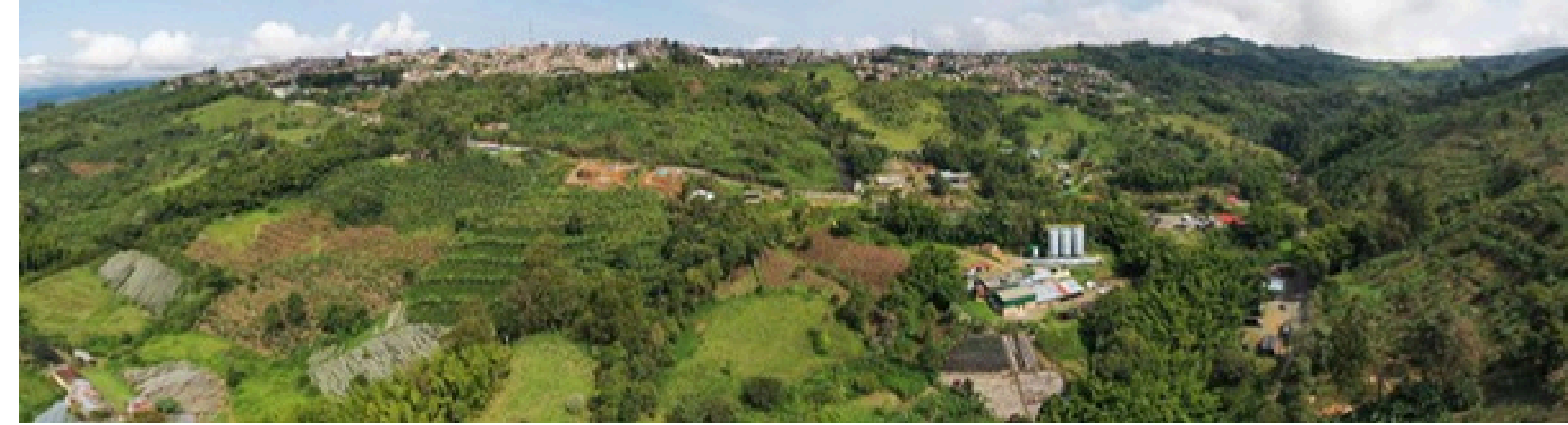
- Reduce RGC Coffee's carbon and environmental footprint.
- Telecommuting, waste reduction, recycling, and energy efficiency.
- Conduct annual reviews to improve energy use in the home and workplace.

### Deforestation & Climate Action

- Commitment to deforestation-free coffee sourcing.
- Working with suppliers to protect & restore forest ecosystems.
- 3E leading the way in sustainable coffee sourcing & biodiversity conservation.



# Precautionary Measures



*The precautionary principle is a foundational concept in environmental and social risk management. At its core, it holds that:*

*“Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation”*

*We implement five key precautionary measures to minimize environmental risks, strengthen climate resilience, and safeguard the long-term sustainability of our coffee supply chains.*

## Water-use



### **Risk:**

Coffee processing is highly water-intensive, and increasing water scarcity poses risks to both crop yields and community access to this essential resource.

### **Precautionary measure:**

Promote water-saving technologies by supporting farmers in adopting ecological wet milling systems that reduce water consumption at the farm level.

---

## Deforestation



### **Risk:**

Coffee production drives land-use change, placing pressure on forests and threatening biodiversity, carbon stocks, and ecosystem services.

### **Precautionary measure:**

Enforce a zero-deforestation commitment through farm georeferencing, continuous land-use monitoring, and the promotion of agroforestry and sustainable farming practices to ensure coffee is not sourced from deforested areas—protecting biodiversity and ecosystem integrity.



# Precautionary Measures

## Climate Change



### **Risk:**

Coffee production is highly vulnerable to climate change, which reduces suitable growing areas, degrades soil, accelerates acidification, and increases the prevalence of pests, diseases, and extreme weather events driven by climate variability.

### **Precautionary measure:**

Implement mitigation and adaptation strategies through the Todos al Agua Program, promoting regenerative practices that focus on water, forests, biodiversity, soil health, and productivity. Actions include renovating coffee trees with pest-resistant varieties and advancing reforestation efforts to lower emissions, enhance resilience, and improve farm productivity.

## Human Rights



### **Risk:**

Coffee-growing regions face risks related to child or forced labor, excessive working hours, unsafe conditions, discrimination or gender-based violence, restrictions on freedom of association, and land or resource conflicts with local and Indigenous communities.

### **Precautionary measure:**

Strengthen due diligence systems under the 3E framework to identify, prevent, and mitigate human rights risks and ensure appropriate remediation mechanisms. This system includes biennial evaluations and monitors improvement actions based on the results of these assessments.





# Precautionary Measures

## Biodiversity



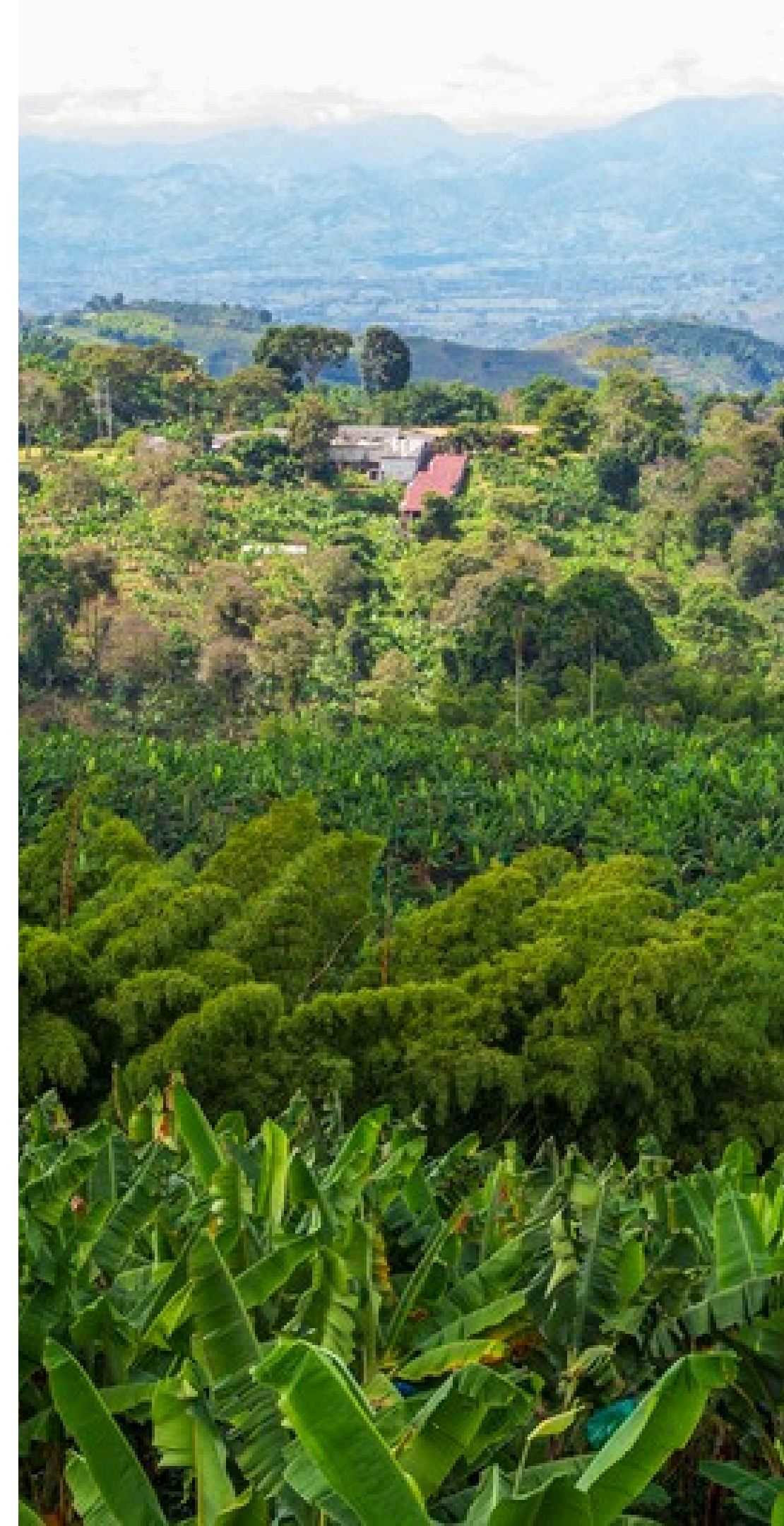
### **Risk:**

Biodiversity is vital for coffee production, providing essential ecosystem services such as pollination, pest control, soil health, and climate resilience—all of which support productivity and quality. However, intensive coffee farming degrades habitats and reduces biodiversity, creating risks for the crop itself. This interdependence highlights the need to conserve and restore biodiversity.

### **Precautionary measure:**

Promote biodiversity-friendly coffee production through 3E and its Todos al Agua program by implementing practices that protect habitats and enhance ecosystem resilience. These include adopting agroforestry systems, planting cover crops, conserving water, and improving productivity without expanding farmland.

Most importantly, RGC engages local communities to raise awareness about biodiversity and the ecosystem services it provides. Beginning in 2025, RGC will introduce a methodology to evaluate farms' capacity to safeguard biodiversity and a payment mechanism to support and reward conservation efforts.





# Sustainability Strategy and Impact





# Building Resilient, Impact-Driven Supply Chains

3E is a voluntary sustainability platform conceived and developed by RGC. It unites compliance and impact under one robust framework, strengthening integrity, transparency, and sustainability performance across the coffee supply chain.

## Alignment with Global Standards

3E ensures due diligence in traceability, risk assessment, and legal compliance—strengthening credibility and responsible sourcing in global markets. It also aligns with leading international frameworks, including the EU Deforestation Regulation (EUDR), to ensure transparent and compliant trade.

## From Assessment to Action

3E functions as both a risk-assessment and baseline tool, evaluating supply-chain sustainability performance and enabling RGC to design tailor-made solutions for people and planet.

## Verified Progress in the Field

To ensure actions lead to measurable outcomes, RGC offers the 3E Beyond Impact Add-On to assess verified field results and provide customers with third-party validated data.

## Guided by Nature & Society

RGC believes sustainability must benefit both nature and society. Through 3E, we aim to generate nature-positive outcomes, strengthen climate resilience, and promote shared prosperity.

## 3 Guiding Pillars

The three pillars of 3E—Elevate, Empower, and Educate—guide our commitments and sourcing approach, ensuring that every step fosters resilience, inclusivity, and knowledge throughout the supply chain.

The 3E Platform actively contributes to the following United Nations Sustainable Development Goals (SDGs):





# Sustainability Platform Overview



We are committed to safeguarding the communities and ecosystems that enable coffee production to thrive. To guide this work, RGC Coffee has defined its origin-level priorities around three interdependent pillars:



## Elevate

We advance health and well-being, traceability and transparency, and access to safe water and productivity by empowering producers to adopt climate-smart practices that build resilience, protect resources, and strengthen communities.

## Empower

We champion human rights, inclusion, labor rights, and workplace safety by upholding fair labor practices, ensuring compliance, and fostering dignified, prosperous working conditions for all.

## Educate

Promote regenerative agriculture and climate action by strengthening farmers' roles as stewards of nature through training, knowledge exchange, and adoption of sustainable practices that protect ecosystems and ensure long-term resilience.

### Assessment criteria

3E has mandatory and general sustainability indicators to evaluate suppliers (45 indicators) and farms (88 indicators).

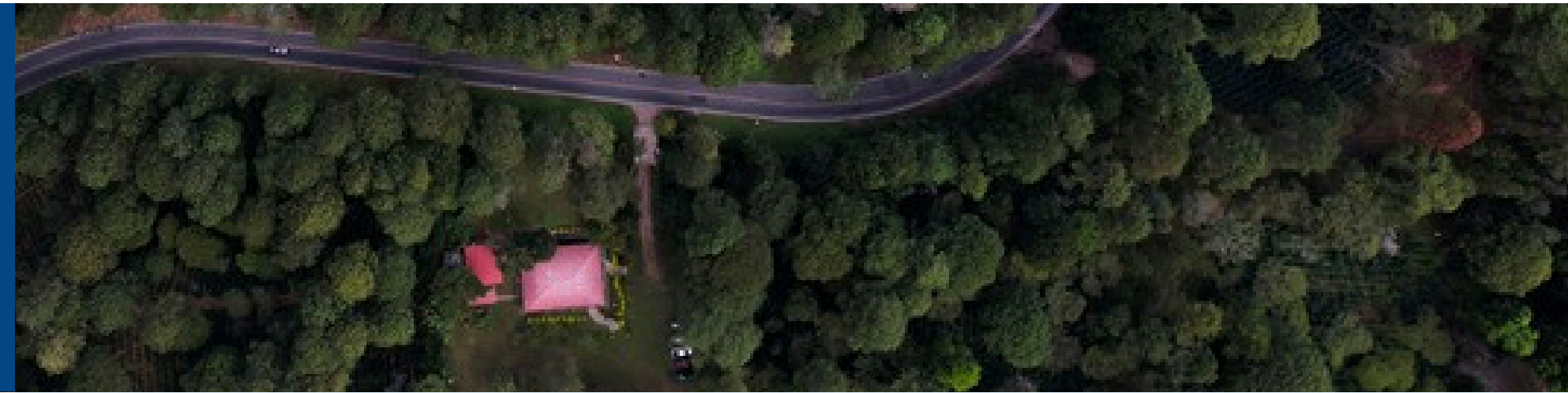
Includes biennial evaluations, categorization (evaluated, essential, strategic), and performance improvement plans to drive continuous progress.



# Sustainability Committee

## What Does the RGC 3E Sustainability Committee Do?

- **Safeguards** the credibility and integrity of the 3E Platform within the coffee industry.
- **Develops, reviews, and enhances** evaluation criteria, checklists, and documentation tools.
- **Reviews audit reports** and issues 3E recognition decisions.
- **Monitors** the implementation of corrective action plans and continuous improvement efforts.
- **Oversees** sanctions and addresses compliance breaches.
- **Handles** complaints and appeals related to the platform.



## Committee Members



Jonathan Gabbay



Ángela Pelaez



Lina Lozano



Andrés Acevedo



Maria Paula Calvo

# Leading Change Through Sustainability and Ethical Leadership

RGC Coffee continually reassesses its sustainability priorities to proactively identify, integrate, and address both emerging and persistent challenges across the coffee value chain. These priorities are embedded into the 3E Platform through rigorous internal and external analysis, reinforcing due diligence processes and strengthening on-the-ground initiatives. This approach drives continuous improvement in supply chain performance. At its core, RGC's strategy is to stay ahead of sustainability challenges—leading change rather than following it.

Aligned with this vision, 3E has achieved exponential growth, **verifying 11 supply chains across 4 countries**. Additionally, the program has launched a regenerative agriculture initiative, supported through technical assistance provided by RGC's agronomy team.

Looking ahead to 2025, new incorporations will expand 3E's scope to include third-party impact assessments, regenerative agriculture, and biodiversity metrics.

## Verified supply chains:



**Honduras:**  
Copan, Intibuca,  
Lempira, Ocotepeque



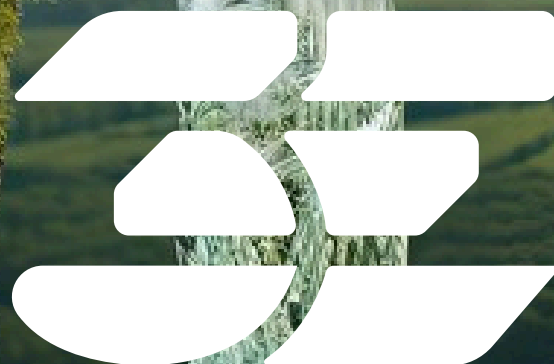
**Colombia:**  
Antioquia,  
Risaralda, Caldas



**Peru:**  
Amazonas,  
Cajamarca



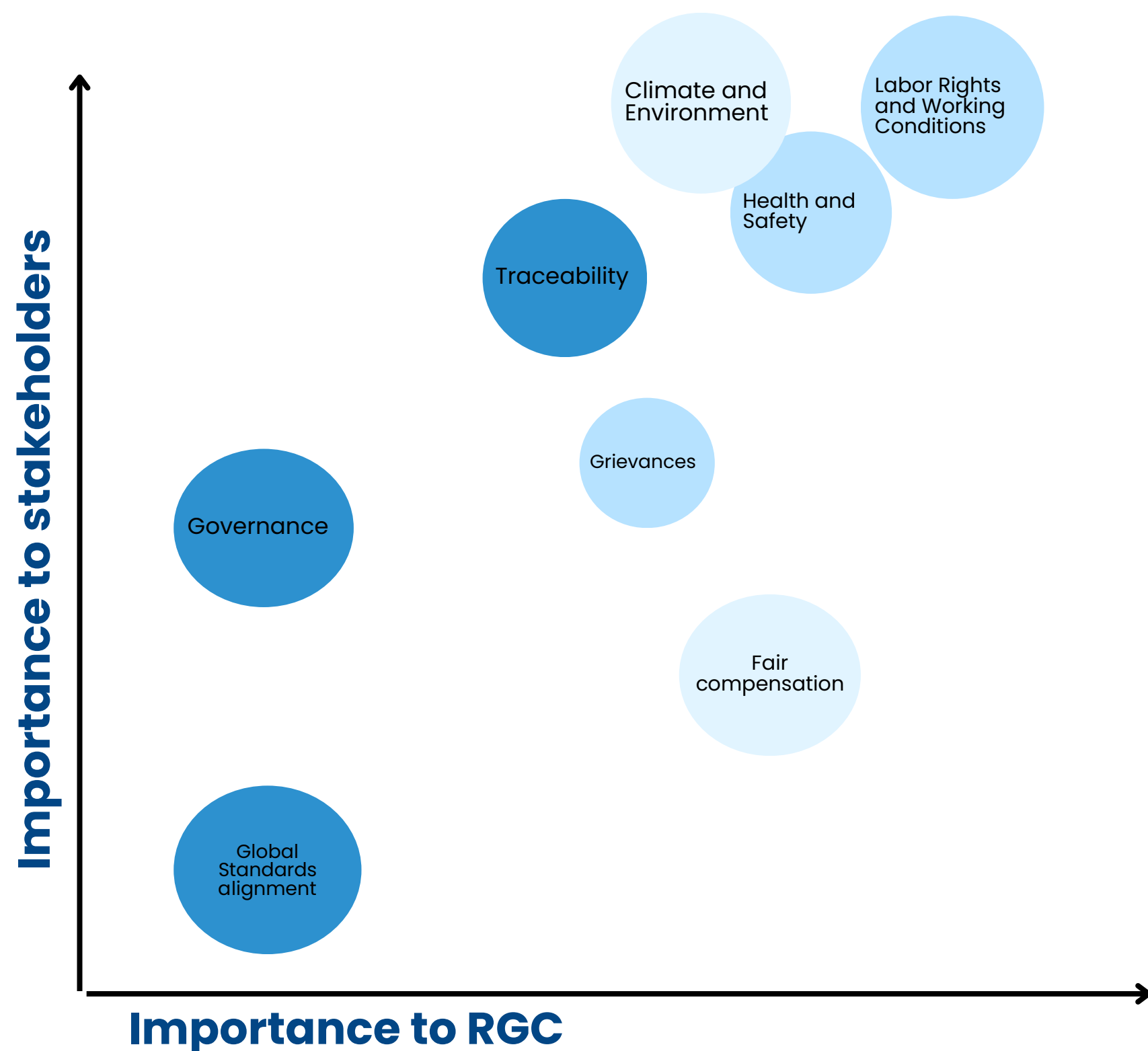
**Brazil:**  
Minas Gerais



ELEVATE  
EMPOWER  
EDUCATE



# Materiality matrix



## Aligning stakeholder priorities with RGC Coffee's sustainability goals

The materiality analysis reflects input from a diverse group of stakeholders—including suppliers, producer groups, certification bodies, clients, and NGOs—to determine which topics are most significant across the coffee supply chain.

At the top-right of the matrix, labor rights and working conditions, health and safety, and climate and environmental stewardship emerge as the highest priorities, showing strong alignment between stakeholder expectations and RGC Coffee's strategic focus. Closely linked are traceability and grievance mechanisms, which emphasize the importance of transparent supply chains and safe channels for worker voice.

In the mid-range of the matrix, fair compensation and governance remain essential topics, highlighting the need for continued attention to wages, equitable employment practices, and effective oversight of 3E. Meanwhile, global standards alignment carries somewhat lower relative weight but remains relevant for ensuring credibility and comparability with other sustainability frameworks.

Taken together, these insights confirm that RGC Coffee's priorities are well aligned with stakeholder expectations while providing a roadmap for deepening impact in the years ahead.





# Community Impact Programs

RGC Coffee doesn't just talk about sustainability—we build it, measure it, and scale it to create lasting impact. Through our 3E Community Impact Programs—**Los Sueños del Café**, **Las Manos del Café**, and **Todos al Agua**—we go beyond traditional corporate responsibility to empower communities, regenerate ecosystems, and elevate livelihoods across the coffee value chain.

Each year, the data we gather tells a story—a story of progress, resilience, and a shared vision for a more sustainable future. By tracking Key Performance Indicators (KPIs) and continuously refining our approach, we transform commitment into measurable outcomes. Every milestone represents a step toward a more resilient, responsible coffee industry—where people and the planet thrive together.



**Los Sueños  
del Café**

**PARTNERING WITH FAMILIES  
TO ADVANCE PROSPERITY**



**Las Manos  
del Café**

**FOSTERING DIGNITY AND  
WELLBEING FOR FARMWORKERS**



**Todos  
al Agua**

**RESTORING NATURE AND  
BUILDING CLIMATE RESILIENCE**





# The Core Principles of 3E Verification

3E is RGC's sustainability platform—connecting programs, partnerships, and impact stories across the coffee supply chain. Within it, 3E Verification provides the structured framework we use to assess and verify supply chain sustainability.

Built upon our core 3E pillars—Elevate, Empower, and Educate—3E Verification represents the economic, social, and environmental dimensions of sustainability. It drives meaningful transformation in coffee production by promoting good agricultural and business practices that enhance productivity, safeguard natural ecosystems (forests, soils, water, biodiversity), and uphold community wellbeing and human rights.

3E Verification operates at two levels:

1. **Trading Companies:** We assess the compliance of supply companies to RGC using nine sustainability criteria and 45 indicators (20 mandatory). These indicators help identify and manage systemic risks in the supply chain.
2. **Groups of Farms:** We evaluate groups of farms linked to supply chains using the same nine criteria, adapted into 86 indicators (12 mandatory). This enables traceability and assurance from farm to export.

This dual-layer verification ensures that sustainability is embedded throughout the value chain—reinforcing responsible sourcing and long-term impact across origins.



## ELEVATE

### Prosperity

Thriving communities

- Promotion and protection of health and wellbeing
- Transparency and traceability
- Access to safe drinking water
- Productivity and profitability



## EMPOWER

### People

Respect for fundamental rights

- Protection of human rights
- Compliance with local labor legislation
- Health and safety in the workplace



## EDUCATE

### Planet

Regenerative agricultural practices

- Protection and conservation of natural resources
- Adaptation and mitigation of climate change impacts

# Theory of Change

## General Objective

Elevate the performance of coffee supply chains in climate, social prosperity, and nature through the implementation of transformative and measurable practices.

| Impact Dimensions | Strategies                                                                                                       | Methodology                                               | Impact                                                                                                                                                         | Commitment                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------|------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate Practices | Help producers adopt climate-smart agricultural practices that build resilience and reduce environmental impact. | 1.3E Sustainability Practices                             | By 2050, <b>60,000 coffee-producing families</b> achieve ≥80% sustainability performance based on a combined score across climate, social, and nature metrics. | By 2030, the 3E Platform will engage at least <b>45,000 coffee farming families</b> across its supply chains—supporting their journey in climate-smart agriculture, social prosperity, and nature-positive farming. This collective effort lays the foundation to reach <b>60,000 thriving families</b> by 2050—producing coffee while protecting the planet and uplifting their communities. |
| Social Prosperity | Empower producer families and farmworkers with scalable solutions that improve livelihoods and uphold dignity.   | 2.Stakeholder Collaborative<br>3.Community-Based Approach |                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                               |
| Nature Positive   | Promote practices that strengthen the role of farms as stewards of ecosystems.                                   |                                                           |                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                               |



# Five Years of Evaluations

# Five Years of Continuous Improvement

After five years of implementation, 3E continues to drive measurable progress in sustainability performance across our supply chains. In 2024, all four countries achieved strong results across the three core pillars—People, Planet, and Prosperity—with Brazil leading at 98% overall, followed by Colombia (97%), Peru (93%), and Honduras (91%).

Performance under the People pillar was outstanding across all origins (100% in Colombia, Brazil, and Peru; 98% in Honduras), while Planet scores showed more variation—ranging from 82% in Peru to 95% in Brazil.

In terms of Prosperity, Brazil scored 100%, with other countries also showing solid outcomes (Colombia 97%, Peru 98%, Honduras 90%). These results reflect not only improvements at the farm level but also the growing maturity and reliability of the 3E Platform.

Since its recognition under the Coffee Sustainability Reference Code in 2023, based on second-party assurance, the protocol has continued to evolve through both second- and third-party verifications.

By focusing on what matters most—People, Planet, and shared Prosperity—RGC Coffee reaffirms its commitment to long-term sustainability and responsible coffee production.

## 2024 Performance



## Historical Scores

|      |     |     |     |     |
|------|-----|-----|-----|-----|
| 2023 | 94% | 93% | 91% | 93% |
| 2022 | 96% | 93% | 87% | 97% |
| 2020 | 95% | 92% | 94% | 94% |
| 2019 | 97% | 97% | 99% | 84% |



# Strengths and Opportunities



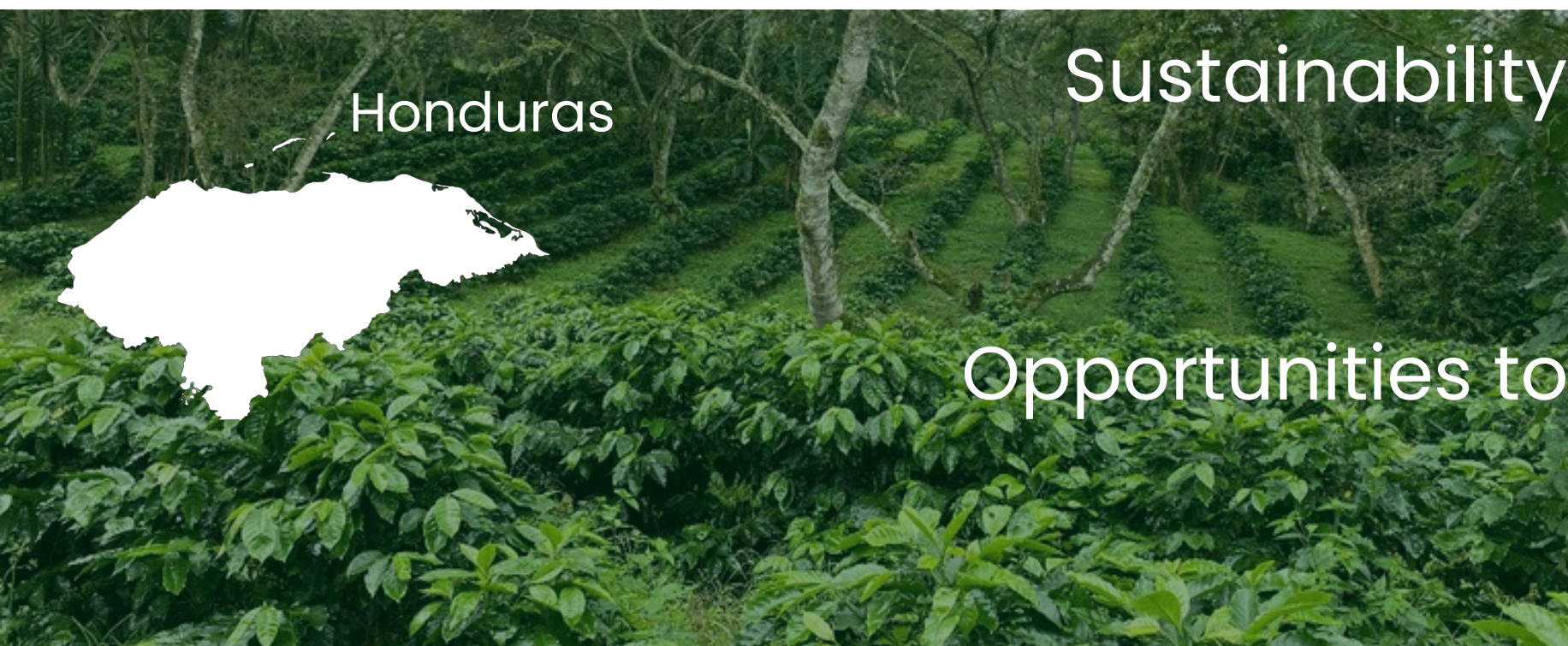
## Sustainability Strengths

Colombian farms follow a verified system that ensures transparency, traceability, and price disclosure. Farms provide safe drinking water, implement strong agricultural practices, and strictly prohibit child labor and banned pesticides. Workers earn at least the legal minimum wage under pre-agreed, fair conditions. To protect ecosystems, farms establish conservation areas, prohibit deforestation, and ban wildlife hunting and extraction—advancing both biodiversity and natural resource protection.

## Opportunities to Strengthen Sustainability

Despite significant strides in traceability, there is room to strengthen Colombia's 3E supply chains by:

- Improving social benefit consistency
- Recording detailed water use data
- Scaling climate adaptation practices
- Measuring farm-level carbon footprints



## Sustainability Strengths

Honduran farms meet key standards around fair labor, safe working conditions, and strict bans on child labor. They uphold human rights, provide clean water access, and ensure transparency in governance and coffee pricing. Productivity is reinforced through good post-harvest practices, and natural ecosystems are protected by prohibiting deforestation and promoting biodiversity conservation.

## Opportunities to Strengthen Sustainability

Opportunities to further enhance well-being and environmental stewardship include:

- Expand training in health and safety, waste management, and climate adaptation
- Improve risk signage in high-risk zones
- Increase first aid availability
- Strengthen worker meetings and ensure regular social benefit access
- Promote energy use tracking and better waste separation practices



# Strengths and Opportunities



## Sustainability Strengths

Peru's supply chains ensure transparency, traceability, and clear disclosure of purchase prices to producers. Farms guarantee safe drinking water and promote equitable participation across producers, workers, and their families. Income improvements, especially around narrowing the living wage gap, are a growing priority. Child labor is strictly prohibited, and workers are supported through inclusive farm management practices.

## Opportunities to Strengthen Sustainability

To enhance supply chain resilience, Peru is focused on:

- Strengthening occupational health and safety
- Identifying and mitigating high-risk zones
- Expanding training in first aid and emergency response
- Establishing written protocols for risk management
- Scaling climate resilience through adaptation, mitigation, pest control, and carbon footprint tracking at the farm level



## Sustainability Strengths

Within the 3E supply chains in Brazil, farms uphold fair labor conditions, safe water access, and strong health and safety protocols. Transparency is reinforced with clear price documentation, and robust post-harvest and farm management systems support productivity. Agrochemical use is controlled under strong compliance frameworks, reducing pesticide use. Farms actively conserve natural resources, protect biodiversity, and support climate resilience through waste management, energy monitoring, and firewood efficiency practices.

## Opportunities to Strengthen Sustainability

Key opportunities in Brazil include:

- Improving natural resource management, especially water reuse, recycling, and wastewater treatment
- Scaling training on climate adaptation, mitigation, and soil protection
- Supporting energy efficiency by adopting climate-smart drying practices





# Los Sueños del Café

In the heart of coffee-growing communities, a quiet transformation is taking root. 3E places families at the center—empowering women and youth to step into new roles as leaders, innovators, and changemakers. With access to training, financial tools, and opportunities to thrive in farming, they are not only strengthening their livelihoods—they are building confidence, prosperity, and long-term resilience.

At its core, 3E is a movement for shared prosperity: a future where inclusive decision-making uplifts entire households and sustainability becomes a legacy passed from one generation to the next. This vision is grounded in our belief that true prosperity is only possible when no one in the community is left behind.





# Partnering with Families to Advance Prosperity

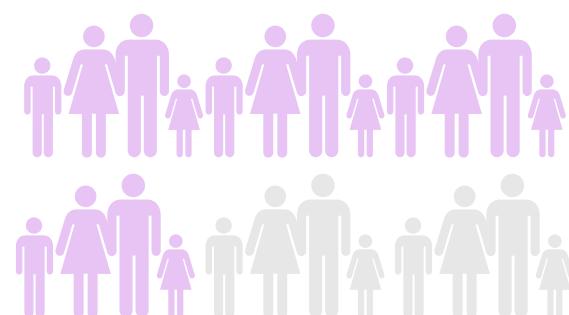
## Fostering thriving communities through a family-centric approach that enhances productivity, profitability, and wellbeing

The program empowers women and youth through capacity building, financial inclusion, and income diversification. Using a **family-centric approach**, it strengthens household decision-making and promotes gender prosperity—**driving long-term sustainability** across coffee-growing communities.

## Key achievements include:

- 19,347 families engaged in improving performance and efficiency on their farms
- 9,147 women actively participating in the program
- 1,363 youth involved in 3E initiatives

**2025  
Goal**



By 2030, **45,000 coffee farming families** will be part of RGC's sustainable supply chains—scaling prosperity from household to community.

## Our progress through the years



# **Las Manos** del Café

In the heart of Colombia's coffee landscapes, where every bean carries the story of countless hands, **Las Manos del Café** stands as a testament to dignity, prosperity, and human resilience. Born from the need to recognize and uplift the lives of those who make coffee possible—but are too often unseen—this initiative reshapes how we value farmworkers.

More than a program, it is a movement—rooted in care, built on collaboration, and driven by the belief that everyone in the coffee chain deserves not only fair wages, but full and meaningful lives. Through shared purpose and unwavering commitment, Las Manos del Café brings visibility to the invisible, dignity to labor, and hope to rural workers—hand by hand, harvest by harvest.





# Fostering Dignity and Wellbeing for Farmworkers

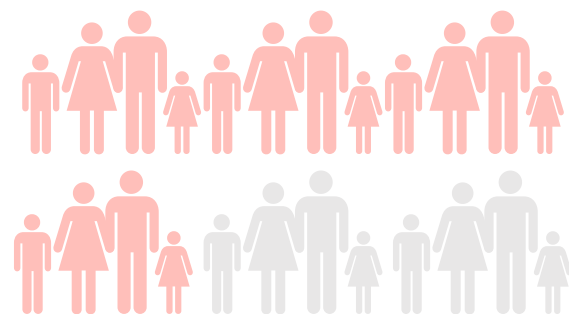
## A collaborative approach to closing living wage gaps in coffee-growing communities

Las Manos del Café operates in partnership with four coffee cooperatives in Colombia, delivering wellbeing services to **12,264 people**—including 3,044 farmworkers and their families. It remains the **only coffee program** in the world to **reinvest 100% of its sustainability premium** into improving the lives of farmworkers.

## Services provided

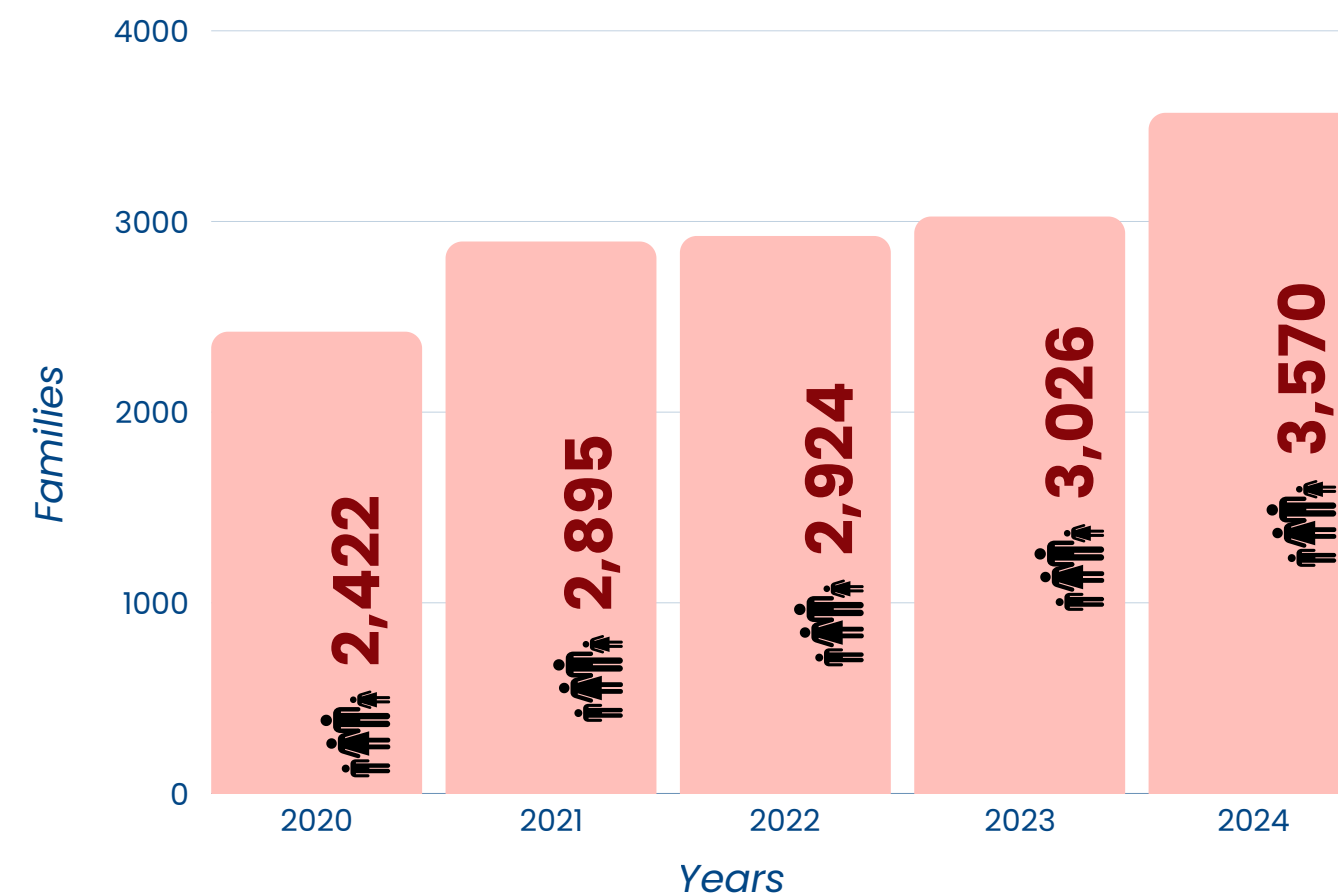
- Medical, dental, and visual health services
- Funeral aid and medicine subsidies
- BEPS (retirement savings) program support
- Income stabilization activities
- Certifications with SENA and ILO for professional coffee harvesters

## 2025 Goal



Directly reach **4,000 farmworkers** through efforts that close living wage gaps while dignifying agricultural labor.

## Our progress through the years



*For every worker reached, Las Manos del Café extends services to three family members—broadening its impact and household-level resilience. Behind each worker is a family that depends on them; this approach ensures wellbeing for both individuals and the communities they sustain.*



# Achieving Impact at Origin

## Main Impacts 2024

**Location:** Antioquia and Caldas, Colombia

### HEALTHCARE & SAVINGS

- **12,264 people** gained access to wellbeing services, including medical, vision, and funeral support
- **1,423 individuals** enrolled in BEPS retirement savings program

### INCOME DIVERSIFICATION

- **519 workers** participated in off-season activities to strengthen household income:
  - Coffee nurseries
  - Beekeeping
  - Food crop production
  - Polygon data collection
  - Entrepreneurship

### TRAINING & CERTIFICATION

- **2,748 producers** trained in:
  - Fair labor practices
  - Occupational health and safety
  - Child protection
- **622 workers** received professional certification as coffee harvesters, in partnership with SENA and the ILO, supporting dignified labor and formal skills recognition





# Todos Al al Agua

In the coffee-growing highlands, where water runs deep and life depends on harmony with nature, Todos al Agua has planted more than trees and good practices—it has planted hope. With every hectare reforested, every liter of water saved, and every family engaged, the program transforms environmental challenges into opportunities to regenerate the land, strengthen communities, and secure the future of coffee.

Farmers move forward together through regenerative agriculture—protecting soil, water, and biodiversity—while building more dignified and resilient livelihoods. This is the story of coffee grown with care: for people, for the planet, and for the generations to come.

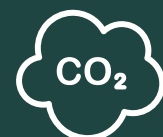
## Pillars



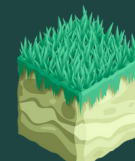
Water



Forest



Carbon



Soil



Biodiversity



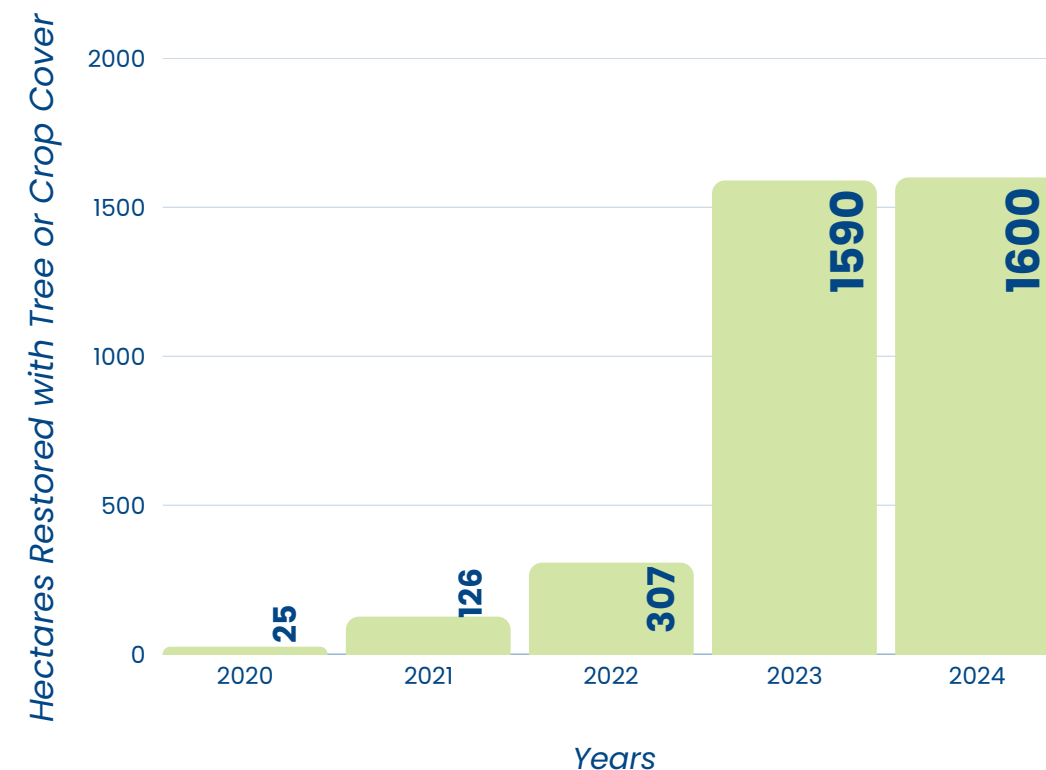
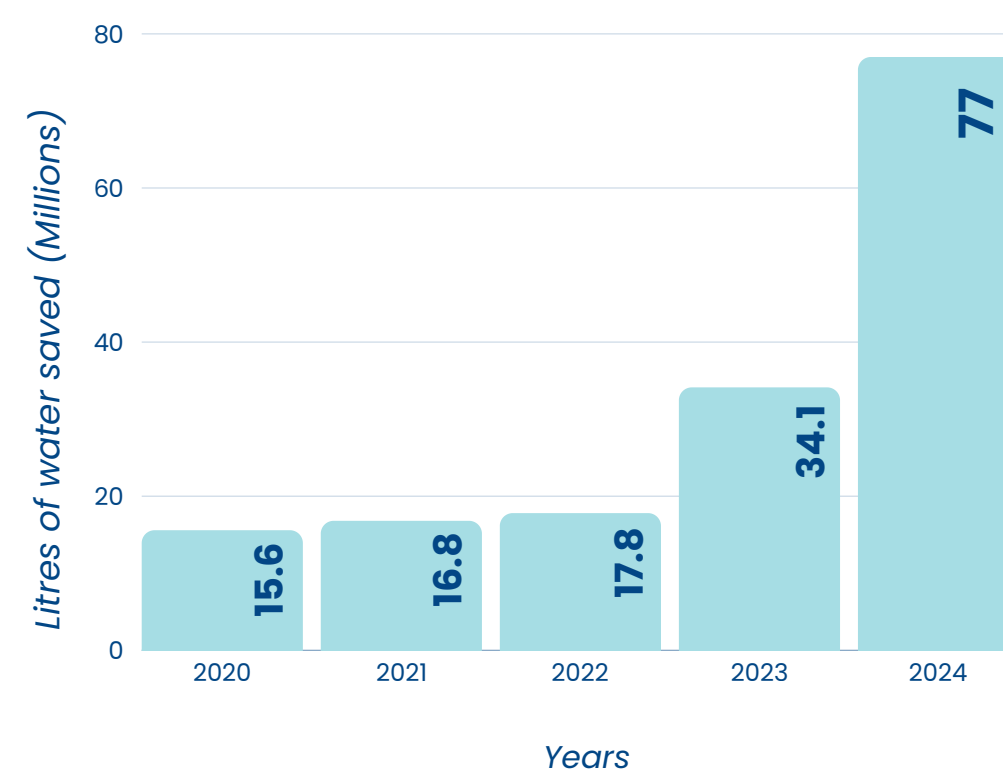


# RESTORING NATURE AND BUILDING CLIMATE RESILIENCE

## Building climate resilience by restoring soil, water, and biodiversity across coffee landscapes

Todos al Agua focuses on ecosystem restoration, water conservation, and carbon footprint reduction. By integrating regenerative agriculture, the program helps farmers restore soil health, protect biodiversity, and increase productivity.

## Our progress through the years



## 2025 Goals

- 200,000 native trees distributed to increase tree cover on farms
- 20 million liters of water saved annually
- 200 hectares restored with tree cover, cover crops, or diverse cropping systems
- 2,000 tCO<sub>2</sub> removed
- 3,000 tCO<sub>2</sub> emissions avoided



Aligned with the Coffee, Forest & Climate Agreement—a multi-stakeholder alliance accelerating climate action across Colombia's coffee value chains.



Our greenhouse gas reduction targets are approved by the Science Based Targets initiative (SBTi), with a goal to reduce Scope 1 and 2 emissions by 42% by 2033.



# Achieving Impact at Origin

## Main Impacts 2024

**Location:** Colombia, Honduras, Peru

### COMMUNITY

- **7,000** families participating
- **7,000** farms implementing regenerative agricultural practices
- **2,330** women involved
- **1,346** young farmers participating
- **1,224** families producing food alongside coffee

### FOREST

- **188,000** native trees planted for reforestation
- **1,600** hectares reforested and protected
- **2.9** million coffee seedlings delivered for renovation
- **2,000** tCO<sub>2</sub> estimated carbon sequestration from newly planted native trees

### SOIL

- **2,300** hectares under soil conservation practices
- **717** farms applying fertilization plans based on soil analysis
- **7,000** tCO<sub>2</sub> avoided through effective pulp composting
- **5,765** tCO<sub>2</sub> avoided through soil-informed fertilization plans

### WATER

- **77** million liters of water saved through on-farm processing improvements
- **1,095** people benefited from aqueduct upgrades





# Environmental Performance



# Our Carbon Footprint Journey

**RGC Coffee began its climate mitigation journey in 2022** with its first corporate carbon footprint assessment, laying the foundation for long-term sustainability. Using the GHG Protocol, emissions from Scopes 1, 2, and 3 were measured and verified—along with carbon neutrality—for the 2022 base year by INCONTEC.

## In 2023, we made key advances:

- Secured approval of our **Science-Based Target (SBTi)**, committing to a **42% absolute reduction in Scope 1 and 2 GHG emissions by 2033**, from a 2022 baseline.
- Launched our **decarbonization plan** to meet SBTi targets and initiated **Scope 3 verification and reduction efforts**.

**Since 2024**, RGC has reported its carbon footprint annually through the **Carbon Disclosure Project (CDP)**, maintaining transparency in our climate strategy since 2021.





# Science-Based Targets and Results

RGC Coffee is classified as an SME (Small and Medium Enterprise) under the SBTi framework, with fewer than 500 employees. Based on this classification, we submitted our targets—which were approved by SBTi using 2022 as the base year:

- **Near-term goal:** Reduce absolute Scope 1 and 2 GHG emissions by 42% by 2033 and begin measuring and reducing Scope 3 emissions.
- **Net-zero commitment:** By 2050, reduce absolute Scope 1, 2, and 3 emissions by 90%.

## Carbon reduction map

### SCOPE 1

- Preventive maintenance of refrigeration equipment
- Conversion to natural refrigerants
- Replacement of CO<sub>2</sub>-based extinguishers

### SCOPE 2

- Smart lighting systems
- Energy efficiency and savings programs
- Responsible purchasing of electronics and appliances
- Solar panel procurement

### SCOPE 3

- Sustainable travel policies
- Optimized logistics
- Supplier engagement on carbon plans
- Prioritized certified transportation

## Emissions Results

2024      2021

**SCOPE 1:** 21.76 tCO<sub>2</sub>e (0.01%)      21.72 tCO<sub>2</sub>e (0.01%)

**SCOPE 2:** 7.81 tCO<sub>2</sub>e (0.003%)      6.54 tCO<sub>2</sub>e (0.003%)

**SCOPE 3:** 308,331.23 tCO<sub>2</sub>e (99.99%)      224,131 tCO<sub>2</sub>e (99.98%)





# Carbon Footprint: Peru

The carbon footprint assessment shows total gross emissions of 372 kg CO<sub>2</sub>e/ha, primarily from:

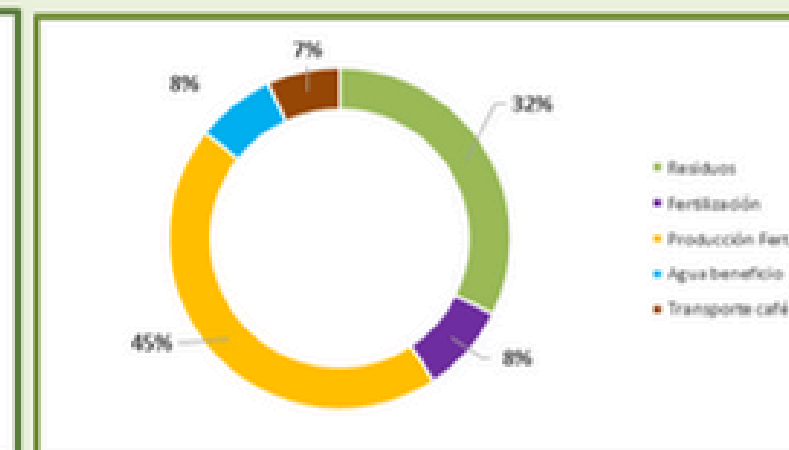
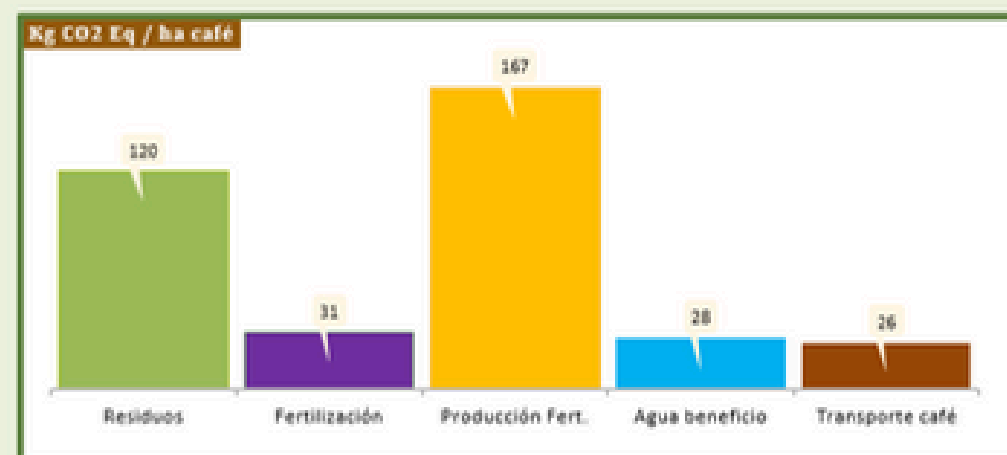
- Fertilizer production (45%)
- Residues (32%)
- Fertilization (8%)
- Water use in processing (8%)
- Transport (7%)

Importantly, carbon storage in biomass and soil offsets 7,673 kg CO<sub>2</sub>e/ha, resulting in a net balance of -7,302 kg CO<sub>2</sub>e/ha.

These findings indicate that despite emissions linked to fertilizer use and residues, the coffee system functions as a strong carbon sink, thanks to high biomass sequestration.



| Kg CO2 Eq / ha café |     |
|---------------------|-----|
| Residuos            | 120 |
| Fertilización       | 31  |
| Producción Fert.    | 167 |
| Agua beneficio      | 28  |
| Transporte café     | 26  |
| Total               | 372 |



| Reservas de Carbono (Kg CO2 eq / ha) |       |
|--------------------------------------|-------|
| Carbono en suelo                     | -61   |
| Biomasa                              | -7612 |





# Carbon Footprint: Colombia

The carbon footprint assessment shows total gross emissions of 4,170 kg CO<sub>2</sub>e/ha, primarily driven by:

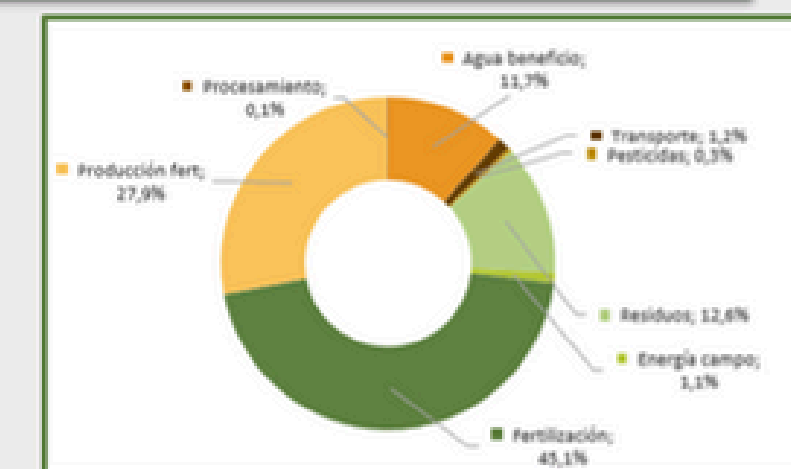
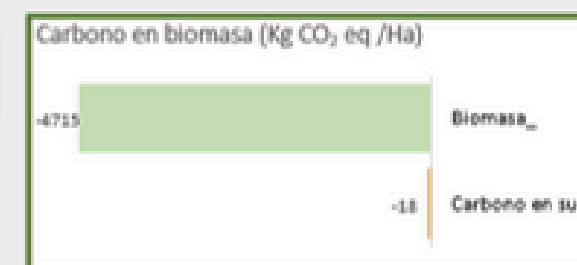
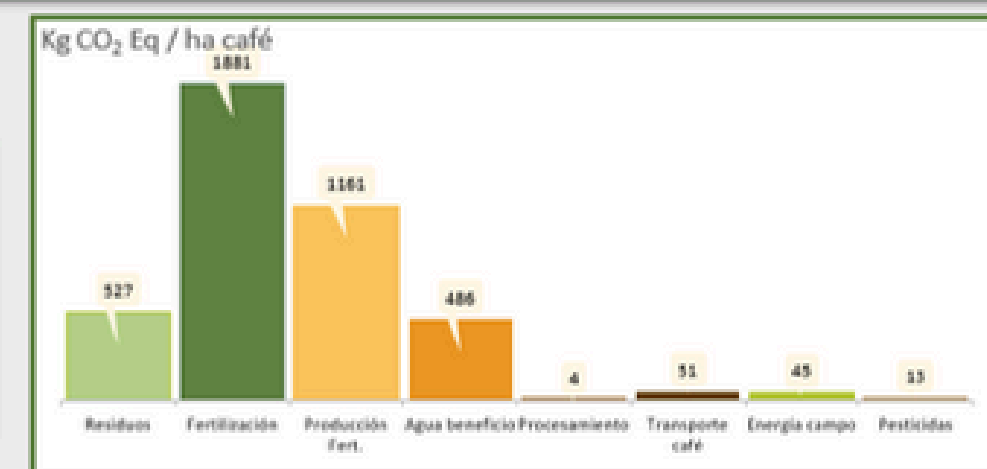
- Fertilization (45.1%)
- Fertilizer production (27.9%)
- Water use in processing (11.7%)
- Residues (12.6%)

Other sources—including transport, pesticides, and on-farm energy—represent less than 3% combined. Importantly, carbon storage in biomass and soil offsets 4,733 kg CO<sub>2</sub>e/ha, resulting in a net balance of –563 kg CO<sub>2</sub>e/ha. These findings indicate that while fertilizer use remains the largest emission hotspot, coffee farms in this sample function as a carbon sink due to significant sequestration in shade trees and soils.



| Kg CO2 Eq / ha café |      |
|---------------------|------|
| Residuos            | 527  |
| Fertilización       | 1881 |
| Producción Fert.    | 1161 |
| Agua beneficio      | 486  |
| Procesamiento       | 4    |
| Transporte café     | 51   |
| Energía campo       | 45   |
| Pesticidas          | 13   |
| Total               | 4170 |

| Reservas de Carbono (Kg CO2 eq / ha) |       |
|--------------------------------------|-------|
| Carbono en suelo                     | -18   |
| Biomasa                              | -4715 |







# Strategic + Collaborative Partnerships

We extend our heartfelt thanks to all of our origin partners who share our values and continue to support our collective efforts. Together, we are driving long-term, sustainable change. While our roasters and clients are not displayed here for confidentiality reasons, they remain deeply valued partners. Their collaboration at origin is essential to advancing our shared sustainability journey.

**Solidaridad**



**COFFEE Project**

**TechnoServe**  
Business Solutions to Poverty



**VERITÉ**  
Fair Labor. Worldwide.



**Enveritas**



**Racafé**



