





SUSTAINABILITY & REGENERATION POLICY

I. Introduction

Our definition of Sustainability is not limited to our roasting and processing in the US but is a holistic understanding of the entire supply chain from seed to cup. Due to our farmer owned business model, Pachamama has always abided by the principles of regenerative agriculture. Indigenous farming practices that smallholder farmer owners have practiced all over the world for thousands of years are the foundation of moving toward a regenerative paradigm.

Pacha Mama means "Mother Earth" in Quechua. She is revered as a goddess of harvest by the indigenous people of the Andes in South America. The philosophy of reciprocity with nature is deeply rooted in the indigenous communities that produce our coffee, specifically among founding farmers, and by extension, by the company as a whole.

A. Purpose of the Policy

Pachamama is dedicated to sustainability and regeneration as the foundation of our business practices. We work tirelessly to ensure that farmer member cooperatives and farmer owners earn a living wage by promoting Pachamama coffee in the US. It is a natural consequence that thriving farmers have a positive impact on the health of the soil, the biodiversity of their farms, and the well-being of the communities they live in.

B. Company's Commitment to Sustainability and a Regenerative Paradigm

We are committed to farmer-owned, direct sourcing with the most sustainable production and distribution of our coffee products. In every step of the supply chain, we make a conscious effort to minimize our environmental footprint and serve the common good.

C. Scope and Applicability

This Sustainability and Regeneration Policy applies to all aspects of our coffee business, from sourcing and roasting to distribution and consumer engagement.

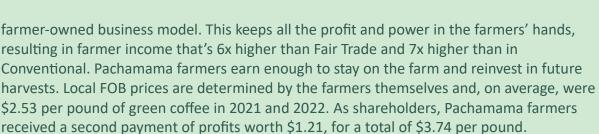
II. Environmental Sustainability

A. Sourcing

1. Beyond Fair Trade, 100% Farmer Owned

Our business model and sourcing go far beyond Fair Trade commodity pricing. Pachamama creates independence and empowers the farmer by reversing the value chain with its





2. Organic, Regenerative and Shade-Grown Coffee

All of our coffee is Certified Organic by CCOF. Beyond that, smallholder farmers adhere to indigenous farming practices that have defined the principles of regenerative agriculture, shade-grown coffee, and thriving, biodiverse farms for generations. A typical Pachamama coffee farm is small, maybe a few acres in size, and is a thriving ecosystem brimming with life. Many foods are grown on these lands - bananas, nuts, spices, and cacao - and there is an abundance of birds, bees, insects and worms that nourish the soil. Amongst this diversity Pachamama farmers also grow pristine Arabica coffee beans without chemicals.

B. Carbon Footprint Reduction

1. Energy Efficiency

We are dedicated to reducing energy consumption in our facilities by implementing energy-efficient technologies.

2. Renewable Energy Sources

Our commitment to renewable energy sources helps reduce our reliance on fossil fuels and lower our carbon emissions.

3. Waste Reduction and Recycling

- **Compostable Packaging** The vast majority of our packaging, the 10oz bag, is made from compostable materials. All others are recyclable.
- Cafés cups Cafés with seating default to reusable ceramic wares for drinks enjoyed on premises. All single use containers must be compostable.
- **Composting Coffee Grounds** Coffee grounds are collected and donated to local gardeners, diverting them from landfills.

4. Water Conservation

5. Efficient Water Use in Coffee





Processing Our coffee processing facilities use advanced water management techniques to minimize water waste.

6. Protecting Water Resources in Coffee-Growing Regions

We support projects that safeguard water resources in coffee-growing regions to ensure long-term sustainability.

III. Economic Justice for Coffee Farmers

A. Federation of Cooperatives

1. Cooperative Principles

We adhere to strict labor standards to ensure that all workers, including those in our supply chain, are treated fairly and with dignity.

2. Fair Wages and Benefits

Our employees receive competitive wages and comprehensive benefits, promoting a high standard of living.

B. Community Engagement

1. Support for Coffee-Growing Communities

We actively engage with coffee-growing communities to provide support and investment in their development.

2. Education and Healthcare Initiatives

We invest in education and healthcare programs to improve the well-being of coffeegrowing communities. C. Inclusivity and Diversity

3. Equal Employment Opportunities

We are committed to equal opportunity employment and fostering a diverse and inclusive workplace.

4. Supplier Diversity

We actively seek out diverse suppliers to promote a more inclusive supply chain.

IV. Governance and Accountability

A. Compliance and Reporting

Adherence to Applicable Laws and Regulations





We strictly comply with all relevant environmental and labor laws and regulations.

B. Regular Impact Reporting

We publish bi-annual impact reports to transparently communicate our, performance, price and revenue paid to farmer and progress.

C. Stakeholder Engagement

Engaging with Customers, Suppliers, and Communities
We actively seek feedback from our stakeholders, including customers, suppliers, and local communities.

V. Continuous Improvement

A. Periodic Review and Revision of the Policy

We continuously review and enhance our sustainability policy to remain relevant and effective.

VI. Conclusion

We reaffirm our unwavering commitment to sustainability regenerative practices and economic justice for farmers, the core principles that guide our actions and decisions.

"Pachamama Coffee's model is unique. First, because the farmers are the owners of Pachamama Coffee. This not only generates wealth for our families and communities, but also provides dignity. We are the owners in the entire coffee chain, it is our product from our hands to the consumer."

Merling Preza

President and Co-Founder of Pachamama Coffee Cooperative and GM of Prodecoop Cooperative in Nicaragua.