

2019 Transparency Report

108 CHERRY ST NE, OLYMPIA WA 98501

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Fair
FOR ALL

Quality Coffee +
Quality of Life

**OLYMPIA
COFFEE**

About Olympia Coffee

Mission Statement:

“We exist to improve the quality of life for coffee farmers, for our staff and for our customers.”

Olympia Coffee’s success is grounded in its quality-of-life mission, which has led the company to create direct trade partnerships with coffee farmers worldwide in eight countries spanning 3 continents. The company wasn’t born into success; it has been built that way from the ground up. Olympia Coffee’s humble beginnings started 2005 in an unmarked warehouse in downtown Olympia.

After years as leaders within the company, Oliver Stormshak and Sam Schroeder purchased Olympia Coffee from its founders in 2010. With dedication and lots of hard work, Olympia Coffee has gone on to win dozens of awards and is continuing to develop deep, long-term relationships with producers around the world.

This report is the natural progression of Olympia Coffee’s mission statement. By sharing information such as coffee prices, pounds purchased, and quality scores, Olympia Coffee intends to be a leader in transparency and move the coffee industry toward a focus on improving quality of life for all.

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Olympia Coffee now has six cafe locations throughout the Pacific Northwest with a roastery & HQ in Olympia, WA.



The original entrance to Olympia Coffee's first store.



In 2019, the newest location in Columbia City, just south of Seattle, opened its doors.



2019: The average C-Market rate hovered near and below \$1.09 per pound of coffee. During the same year, Olympia Coffee paid producers \$2.80 per pound and above.

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In pursuit of a coffee industry that's *Fair For All*

by Oliver Stormshak, CEO



In 2019 we continued our industry-leading work at our coffees' origins to ensure that everyone involved in its production is treated and compensated fairly. Again, we're proud to report the highest published minimum pay to coffee farmers of any company we know of--more than double the guaranteed Fair Trade rates--and we're continuing to set a progressive example by including all standards for all farm workers' pay and safety in our coffee buying agreements. We call this work Fair For All, and it is detailed each year in our annual Transparency Report.

Transparency

Transparency is a keystone in communicating the work that we do at origin, but it's only a piece of an elaborate puzzle that we seek to constantly improve.

As 2019 marks our third Transparency Report, and our second year using our Fair For All certification, we look to offer new information that highlights our progress. So we're including two new pieces of information behind our process.

The first is cupping score. A coffee's score is usually the major factor that informs pricing at origin, and now you'll find each coffee's initial score, which was assigned during the buying process, included in our table of data.

Next, we're highlighting the length of our producer relationships. One of our commitments to our producers is to purchase coffee continuously when we can, providing an opportunity for sustainable partnerships and long-term opportunities for improvement.

As you'll see in the report, we have been successful in maintaining strong, long-term commitments with most of our producers for many years. This means each party can invest, grow, and improve their coffee quality, and the quality of life for everyone involved.

While Olympia Coffee is taking serious steps to improve the livelihoods of coffee farmers, the reality is that we are a tiny company in a large industry. And yet, we have seen that our efforts are having a major impact on our partners. From our data collection, we believe that over 100,000 coffee farmers have received prices of at least 50% above the local average in their community because of our purchases. Further, our farmers communicated that receiving payments faster was the number one thing we could do to improve their livelihoods. In response, we worked closely with our exporter partners to reduce the time between delivery of coffee and payment to farmers, from an average of 35 days down to an average of just 4 days.

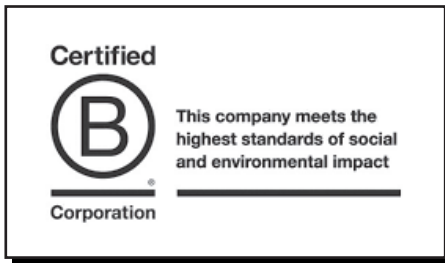
Accountability

In 2019 we became a Certified B Corporation. This is a third-party certification that is awarded to companies who are leaders in environmental and social impact. The process of certification pushed us to verify our efforts at origin and improve our work at home by providing documentation on all of our practices.

After more than a year of communication and data collection, we developed systems that helped us meet even higher standards and improved our company. Most importantly, we

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believe this certification has helped to validate our Fair For All sourcing for our staff and customers, and keeps us accountable as we work to build trust and credibility across the coffee industry.



Future of Coffee

While we are proud to report on our successes, we can't ignore that the future of coffee is in jeopardy. Climate change is impacting every farm we work with. Farmers are facing historically low prices, and those working in coffee are reporting that it has never been more challenging to sustain livelihoods. Supporting coffee producers by generating long-term partnerships, openly sharing information, and paying prices that offer a fair profit margin for the farmer, exporter, importer, roaster, and retailer will continue to be our priority. We believe that now, more than ever

before, our Fair For All guidelines are essential to creating products that are equitable and sustainable.

For the last two years, we have been engaged with a handful of sister coffee companies who are taking "The Pledge." This first-step toward public transparency encourages roasters to share the prices paid at origin, as well as several key factors of their buying practices for at least one of the coffees on their website. While Olympia Coffee has gone much further than the standards in The Pledge, we believe it is important for us to have more dialogue and action within our coffee industry. We are proud to join our peers in this effort. Our 2019 Transparency Report outlines all of the green coffee we purchased this past season, each coffee's volume, F.O.B. prices, Farm Gate prices, cherry prices paid to workers when applicable, and the length of producer relationships for 100% of our offerings.

In 2019 we sourced over 270,000 lbs of Green Coffee from the six countries where we work: Colombia, Ethiopia, El Salvador, Guatemala, Kenya, and Burundi. While we still work in Hawaii, we didn't complete a purchase in 2019.

2020 Goals

For the last four years, we have purchased 100% of our coffees directly. No coffees from producers we have not visited, no coffees where we haven't personally agreed to the price of their harvest, and no coffees that exploit the people or land they came from, to the best of our knowledge.

We do this by actively collecting data during our coffee buyer visits, and through our active relationships with exporters that share our values and goals. A key piece we are adding to this system in 2020 is our new fully transparent Fair For All Audit forms. Using these, we will be documenting information we collect during our visits, and making it available to the public.

In 2020 we are working on expanding our Fair For All coffee sourcing to Mexico and Peru. We hope that, as we grow as a company, we can further support the family farms that grow our coffee and expand to new farms and flavors for our customers.

We also want to share the goals we have as a company to improve our sustainability efforts. In 2020 we have to add solar power to run our



Nariño, Colombia | 2019

Roastery, Headquarters and flagship cafe in downtown Olympia. We are also working on reducing waste at our six retail cafes by greatly decreasing our single-use waste, and investing more in reusable cups and low-cost reusable options for take-out service drinks in cafes.

and Fair For All efforts wouldn't be possible without customers who partner with us daily on these efforts. This year marks 15 years for Olympia Coffee and we want to thank you for continuing to purchase products that improve your life and the lives of the suppliers who create them.

We can't wait to share 2020 with you.

For the last four years, we have purchased 100% of our coffees directly.

In 2020 we are welcoming Becky Cooper to our sourcing team. Becky started with Olympia Coffee as the delivery driver in 2016, was added to our roasting team in 2018, and is now heading up the bulk of travel as our Green Coffee Manager. Becky's skills as a cupper and amazing photographer will help with our mission to connect producers with customers. Most importantly, our transparency



Becky Cooper with Lucas Melo during a 2019 Fair For All purchasing trip & audit.

Better Pay

We pay more than double the Fair Trade rate for all of our coffees. We set coffee prices directly with our farmers; in 2019 our minimum price (F.O.B.) was \$2.80 per pound.

2019
Olympia Coffee
Transparency Report



2019 Fair For All Auditing & Accountability

**Fair
FOR ALL**

This is our commitment to our customers, producers, and all who are involved in the production of our Fair for All coffees:

Better Pay

We pay more than double the Fair Trade rate for all of our coffees. We set coffee prices directly with our farmers, in 2019 our minimum price (F.O.B.) was \$2.90 per pound.

Transparency

We publish the quantities and prices paid for all coffees in an annual transparency report.

Living Wage

We guarantee a sustainable minimum wage to all laborers involved in the production of our coffees, including pickers, processors, and farm workers, set seasonally with the farm owner or Co-Op board.

Farm Workers Safety

We work only with farmers who provide safe working conditions, free of unnecessary danger, oppression, and violence, and with access to clean water and healthy food.

Continuous Improvement

We visit each farm or producer group at least once per year to provide feedback for improved quality and opportunity for growth.

Highest Quality

We only purchase coffees with quality standards of 85 points or higher, according to SCA cupping standards.

Why Fair For All Matters

As a company seeking to build genuine, long-term relationships, we make every effort to meet with our producer partners once per year.

Only by *being there* can you truly get a sense of what quality of life looks like for those involved in the production of our coffees. During these trips, we are able to provide and receive feedback in the form of our annual audits.

These audits ensure that both parties are living up to the above listed standards of Fair For All.

We've been proud to witness the tangible benefits of these standards as our partners not only improve quality year over year, but also their ability to make a living.

As you'll find in the following farmer anecdotes, one stand-out trend is that our partners are able to plan for the future. By improving the speed of cash flow and guaranteeing income in the form of contracts, our producers are able to invest in their businesses, families, and personal well-being.

2019 Coffee Purchases

Country	Name	Qty Lbs	Cupping Score	FOB Price	Farm Gate	Cherry Price/Lb	Years of Relationship
Colombia	Carlos Tunubala Pink Bourbon	317.00	89.00	\$6.00	\$5.25	N/A	2
Colombia	Amparo Pajoy Calidad de Vida Lot 1	314.00	86.00	\$4.00	\$3.20	N/A	8
Colombia	Clinton Ossa Red Bourbon Lot 1	128.00	88.00	\$5.80	\$5.00	N/A	1
Colombia	Clinton Ossa Pink Bourbon Lot 1	159.00	89.00	\$5.80	\$5.00	N/A	1
Colombia	Dayana Penna Ucue Micro Lot 1	231.00	89.00	\$4.80	\$4.00	N/A	1
Colombia	Pedronel Fernandez Micro Lot 1	231.00	89.00	\$4.80	\$4.00	N/A	1
Colombia	Ferney Ignacio Quintero Micro Lot 1	231.00	88.00	\$4.80	\$4.00	N/A	1
Colombia	Braulio Penchene Micro Lot 1	77.00	88.50	\$4.80	\$4.00	N/A	2
Colombia	Victor Yacue Micro Lot 1	539.00	89.00	\$4.80	\$4.00	N/A	2
Colombia	Elkin Echavarria Micro Lot 3	231.00	89.00	\$5.00	\$4.20	N/A	4
Colombia	Yineth Cuchumbe Micro Lot 1-2	575.00	88.50	\$4.90	\$4.10	N/A	2
Colombia	Carlos Tunubala Micro Lots 1-3	1,600.00	89.00	\$5.00	\$4.20	N/A	2
Colombia	Lucas Melo Reserve Lot 1	270.00	89.00	\$8.80	\$8.00	\$4.20	2
Colombia	Clinton Ossa Micro Lot 2-7	1,200.00	88.00	\$4.80	\$4.00	N/A	1
Colombia	Mauricio Shattah Geisha Natural Lot 70	66.00	90.00	\$34.00	\$29.00	\$3.49	2
Colombia	San Fermin Organic	89,156.00	86.00	\$2.80	\$2.40	\$1.00	4
Colombia	San Sebastian AA- Sweetheart	7,600.00	87.00	\$3.55	\$3.15	\$1.40	10
Colombia	Amparo Pajoy Micro Lots 22-34	3,400.00	88.00	\$4.80	\$4.00	N/A	8
Colombia	Inza Reserva	1,100.00	87.50	\$4.10	\$3.00	\$1.45	10
Colombia	San Sebastian Reserva Las Mingas AAA	13,500.00	87.50	\$4.10	\$3.00	\$1.40	10
Colombia	San Sebastian AA Decaf	10,000.00	87.00	\$3.90	\$2.10	\$1.40	10
Ethiopia	Gola	3,960.00	88.00	\$4.20	\$3.50	\$0.80	2
Ethiopia	Halo	1,320.00	88.00	\$4.10	\$3.30	N/A	5
Ethiopia	Jibicho Natural Organic	38,806.00	88.00	\$4.10	\$3.30	\$0.75	3
Ethiopia	Banko	7,100.00	88.00	\$4.20	\$3.40	N/A	10
Ethiopia	Kidane Natural	7,920.00	88.00	\$4.40	\$3.70	\$0.80	3
Ethiopia	Adame Garbota	600.00	88.00	\$4.00	\$3.30	N/A	8
Ethiopia	Yirgacheffe Reserve Oromia Gedeb Lot 14	6,600.00	86.50	\$2.90	\$2.10	\$0.70	1
Kenya	Kiburu AB	1,889.00	88.00	\$3.96	\$3.50	\$1.40	2
Kenya	Kamviu AA	1,161.00	89.00	\$4.95	\$4.50	\$1.30	1
Kenya	Kiburu AA	5,280.00	89.00	\$4.50	\$4.00	\$1.40	2
Kenya	Mwendi Wega AA	528.00	88.00	\$5.00	\$4.40	N/A	1
Kenya	Mukuyuni AB	14,593.00	88.50	\$3.50	\$3.10	\$1.30	1
Kenya	Kiburu Peaberry	792.00	89.00	\$3.75	\$3.35	\$1.40	2

Country	Name	Qty Lbs	Cupping Score	FOB Price	Farm Gate	Cherry Price/Lb	Years of Relationship
Guatemala	Honey Maracaturra	1,645.00	89.00	\$6.60	\$6.00	\$1.40	10
Guatemala	El Socorro Pacamara	767.00	88.00	\$6.60	\$6.00	\$1.40	10
Guatemala	El Socorro Gesha	152.00	90.00	\$13.10	\$12.50	\$1.40	10
Guatemala	El Socorro Java	1,520.00	88.00	\$6.60	\$6.00	\$1.40	10
Guatemala	El Socorro Maracaturra	1,520.00	88.00	\$6.60	\$6.00	\$1.40	10
Guatemala	Corral Grande	7,600.00	86.00	\$3.30	\$2.80	\$1.10	3
El Salvador	Dimas Garcia Pacamara	760.00	88.00	\$5.20	\$4.50	N/A	2
El Salvador	Melvin Flores Pacamara	231.00	89.00	\$5.00	\$4.50	N/A	5
El Salvador	Ricardo Ariz Pacamara	912.00	88.00	\$4.90	\$4.50	\$1.45	8
El Salvador	Ricardo Ariz Honey Pacamara	760.00	88.50	\$5.40	\$5.00	\$1.45	8
El Salvador	Melvin Flores Pacas	1,368.00	87.00	\$4.90	\$4.50	N/A	5
El Salvador	Matia Hernandez Pacas	304.00	87.50	\$4.70	\$4.00	N/A	2
El Salvador	Orlando Aguilar Honey Bourbon	608.00	87.50	\$4.70	\$4.00	N/A	2
El Salvador	Luis Hernandez Pacas	760.00	87.00	\$4.70	\$4.00	N/A	3
El Salvador	Luis Hernandez Bourbon	1,064.00	87.50	\$4.70	\$4.00	N/A	3
El Salvador	Ricardo Ariz SL 28	912.00	88.00	\$5.90	\$5.50	\$1.45	8
El Salvador	Dimas Garcia Pacas	761.00	87.00	\$4.70	\$4.00	N/A	2
El Salvador	Ricardo Ariz SL 34	1,400.00	88.00	\$5.90	\$5.50	\$1.45	8
El Salvador	Ricardo Ariz Bourbon Natural	7,600.00	87.50	\$3.70	\$3.20	\$1.45	8
El Salvador	La Palma Reserve Orlando Aguilar	7,600.00	86.50	\$3.30	\$3.00	N/A	2
Burundi	Mikuba Micro Lot 43	792.00	88.00	\$4.00	\$3.50	N/A	8
Burundi	Gitwe Micro Lot 29	2,772.00	88.00	\$4.00	\$3.50	N/A	8
Burundi	Mikuba Micro Lot 8	1,056.00	88.00	\$4.00	\$3.50	N/A	8
Burundi	Mikuba Honey Micro Lot 85	1,320.00	88.50	\$4.00	\$3.50	N/A	8
Burundi	Gitwe Micro Lot 18	2,772.00	88.00	\$4.00	\$3.50	N/A	8
Burundi	Mikuba Micro Lot 13	1,771.00	89.00	\$4.00	\$3.50	N/A	8
Burundi	Gitwe Micro Lot 117	1,320.00	88.00	\$4.00	\$3.50	N/A	8
Burundi	Gitwe Micro Lot 60	1,320.00	88.00	\$4.00	\$3.50	N/A	8

Name: The farmer, cooperative, or project name

Qty Lbs (i.e. volume): The total weight of the purchased coffee in pounds.

Cupping Score: The SCA quality score assigned at origin. Our minimum is 85 points

FOB Price: FOB stands for Free on Board, a term that means a coffee is ready for export, such as being "onboard" a ship. It represents that price paid to the Producer and Exporter. FOB prices are what are often mistakenly thought of as what the farmer was paid.

Years in Relationship: The number of consecutive years Olympia Coffee has been in business with a producer

Cherry Price/Lb: Represents the documented commitment our farmer made for what they would pay farm laborers, including pickers & processors (\$/lb). Olympia Coffee's

Fair For All Standards require our farmers pay a fair and competitive wage within their community. A skilled picker can, on average, harvest about 100 lbs. of coffee cherry per day. N/A indicates that the Producer picked and processed the coffee themselves.

Additional Useful Definitions:

C Price: All coffee is traded as a commodity on the C Market. C Market trading determines a global base FOB price for green coffee and it fluctuates daily as it's traded. In 2019, the C-market averaged at \$1.09/lb

Fair Trade Price: Prices set by the Fair Trade standard. The Fair Trade price in 2018 was \$1.40 with an additional \$0.30 for Certified Organic coffees.

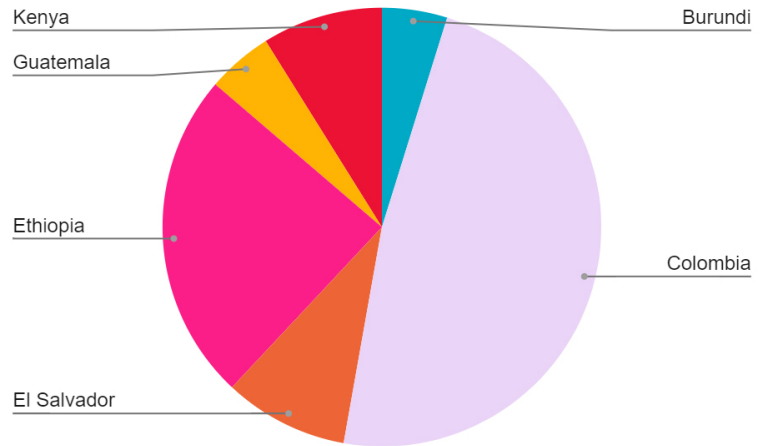
Fair For All: This is the sourcing standard developed by Olympia Coffee. It is a quality-of-life standard that requires pay to farmers & laborers be sustainable and all associated facilities be safe and hazard-free.

Pounds purchased by Country

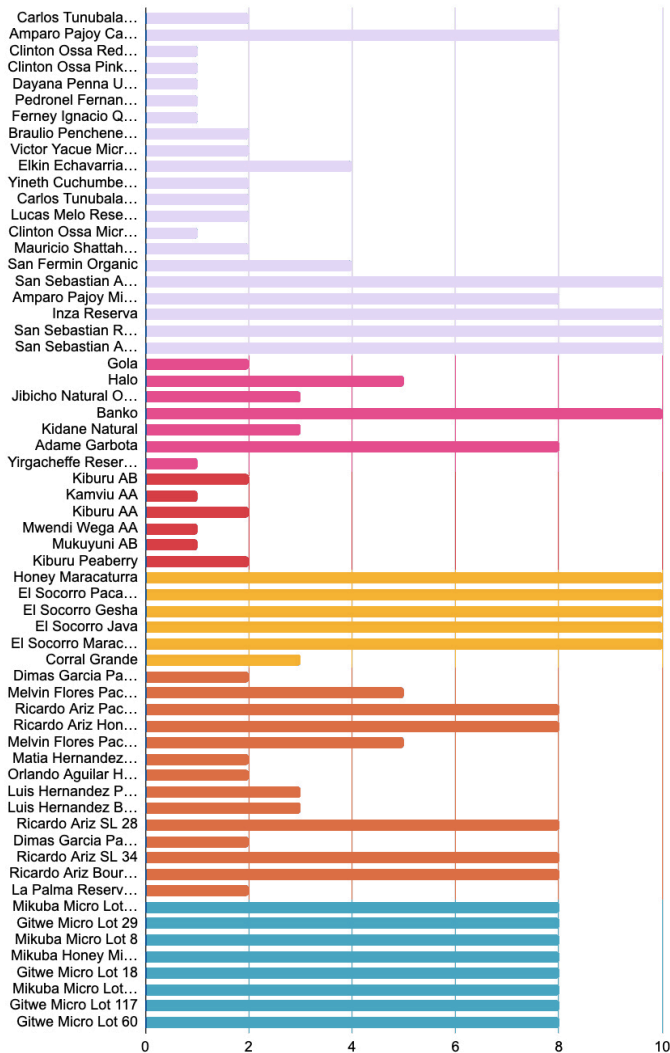
Colombia	48%	130,925 lbs
Ethiopia	24.3%	66,306 lbs
El Salvador	9.2%	25,040 lbs
Kenya	8.9%	24,243 lbs
Guatemala	4.8%	13,204 lbs
Burundi	4.8%	13,123 lbs

Why so much coffee from Colombia?

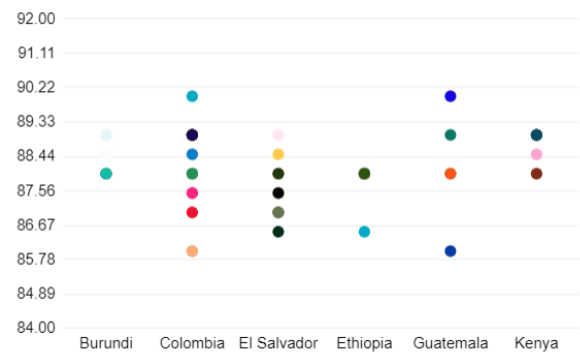
Colombia is unique in that harvest happens multiple times in a year, meaning we can purchase high-scoring seasonal coffee from this origin year-round! Moreover, the coffees produced here are consistently stunning!



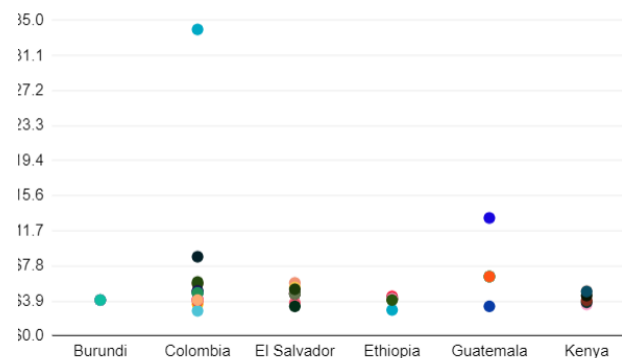
Length of Relationship (Years)



Average Cupping Scores by Country



FOB by Country





Reports from the Farm



Dimas Garcia | El Salvador

High-scoring coffees has meant Dimas has been able to sell at higher prices. In turn, his farm has been under development with improvements to his drying area that will only yield higher quality and consistency!



Desta Gola Wenago | Ethiopia

We met Desta Gola eight years ago when he was the chairman of his cooperative Adame Garbota. Four years ago he built his own small washing station at his farm. For the last three years, Olympia Coffee has been his exclusive buyer. "For the first time, my family is earning enough to be able to send all our children to school including my oldest daughter who is studying nursing at the University."



Clinton Ossa | Colombia

"I'm really excited to have found Olympia Coffee as our roaster partner. With our fixed contract pricing with Olympia Coffee I'm able to invest in improving the quality of my coffee"



Addisu Kidane | Ethiopia

Addisu Kidane is the chairman of the Halo Bariti Cooperative and sits on the board of our longtime exporter partners in Ethiopia Yirgacheffe Coffee Farmers Cooperative Union. "Olympia has worked with our Yirgacheffe Cooperatives for many years, we see them every year and have been great partners with us. They have helped fund, develop, and build infrastructure, and helped with transparency throughout Yirgacheffe."



Amparo Pajoy | Colombia

When we asked Amparo Pajoy what she would like our customers to know about her she said, "Because of Olympia Coffee we are thriving. Olympia Coffee has been providing good prices, and it is a relief to us to know we have a true partnership with the roaster."



Melvin Flores | El Salvador

We've been in business with Melvin Flores for about 5 years now. Our team has been impressed by-as Becky puts it-his "inexplicably delicious coffee." Thanks to the consistency of our fixed contract, year over year he's increased quality and gained attention in the industry. Now, the work he produces is in high demand and he has been able to offer his coffee at high prices this year.



Orlando Aguilar | El Salvador

Armed with the financial peace of mind that comes with fixed contracts and our long-term relationship, Orlando has been actively investing in improvements to his washing station and drying beds. But his best investment of all is being able to put his five kids through school, the eldest who is now in university earning an electrician certification.



Resources

Fair For All

Learn more about this quality of life-focused sourcing standard. Fair For All is a commitment to improve the world through transparent coffee sourcing.

<https://www.fairforall.coffee>

Transaction Guide - Emory University

Olympia Coffee contributes data to the Specialty Coffee Transaction guide published by Emory University, which provides new sector insights: how green specialty coffee prices are influenced by quality, lot size, & region.

<https://www.transactionguide.coffee/>

The Pledge

A common code for transparency reporting in green coffee buying. View a full list of Olympia Coffee's sister companies united in a commitment to transparency in coffee sourcing.

<https://www.transparency.coffee/pledge/>

Olympia Coffee

Support our Fair For All partners by ordering coffee that has been sourced through rigorous standards that ensure quality-of-life for all.

<https://www.olympiacoffee.com>



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