

KENYA  
**Kamwangi AA**  
KAMWANGI COOPERATIVE  
Washed SL28 and SL34

**DROP COFFEE ROASTERS**

# **IMPACT REPORT**

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**2023**

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## OUR THIRD PUBLISHED REPORT

Welcome to read our third published report on Drop Coffee Roasters. We published our first report in 2021, in order to give our stakeholders a clearer understanding of our actions within sustainability. This was the year when we did the heavy lifting of collecting data and information for the first time. During our first year we focused on speaking with our producers and supply chain partners on what was important for them and how they felt about our collaboration.

In 2022 report we took the reporting to the next level. Through internal conversations with our employees and owners we determined the material topics within social, environmental and economic sustainability for Drop. Last year's report was heavily influenced by the Global Reporting Directive (GRI) and we spent a lot of time talking with our employees on our actions.

This year's report about the calendar year 2023 follows mostly the 2022 report topics, since the material topics have not changed for us within a year. Some topics have changed or we have not been able to report on due limited resources on data collection and reporting this year. We have changed the report to evaluate our impacts rather than our actions, although the actions are also listed in this report, when impacts cannot be fully evaluated.

We are not yet required to report on our annual actions, impacts nor financial situation through the European Union CSRD reporting framework and this is not a CSRD compliant annual report.

However, we do feel it is important for our clients, employees and partners to know about our business and what we think is material and important for us. That is why we invest in this report.

This report has been written, reviewed and designed by an independent sustainability consultant Hanna Huhtonen, our longtime Nordic coffee friend. Any feedback on this report is welcome to be sent to [hello@hannahuhtonen.com](mailto:hello@hannahuhtonen.com) and/or [info@dropcoffee.se](mailto:info@dropcoffee.se).

# THIS REPORT

# ABOUT US

## OUR MISSION

Be a leading coffee roastery in Europe regarding flavourful, bright high-end speciality coffee, with the focus on the product and the producer.

## OUR VALUES

- Be truly proud of all the coffee we buy.
- A bright taste profile showcasing every coffee for what it is.
- Make sure the producer is front and centre.

**2** Facilities: A cafe at Mariatorget in Stockholm and coffee roastery (building owned) at Rosersberg near Stockholm, Sweden.



Directors Joanna Alm Leighton and Stephen Leighton

Selling mostly in Europe:  
France, Germany, Norway

Selling mostly outside of Europe:  
USA, South Korea, China

# US AND GOVERNANCE

ROASTING SINCE	2010
ROASTED GREEN BEANS IN 2023	20280 kg
REVENUE IN 2023	14 152 899 SEK
TRADING AS	Drop Coffee Roasters AB
DIRECTOR	Joanna Alm
DEPUTY CEO	Ellinore Alm

## BOARD OF DIRECTORS:

### Directors

- Joanna Alm
- Stephen Philip Leighton

### CEO:

- Joanna Alm

### Board members:

- Ellinore Alm
- Dale Harris
- Joanna Alm
- Stephen Philip Leighton

# ON YEAR 2023

2023 was a year of improving the quality of our served coffees and our internal operations at Drop. Through exceptional flavour, quality, and transparency, our ultimate goal is to ensure a more equitable and sustainable future for coffee producers and employees throughout the world. We also aim to stay true to our Swedish heritage and culture, which values simplicity, honesty, and craftsmanship. In 2023 we kept buying from all the producers we bought from the year before, as well as adding a new farm San Jose from Nicaragua.

During 2023 we have looked at improving the espresso beverage. Not roasting differently for any brewing method and always looking for the most clarity, sweetness and vibrancy in the coffees, we have found that espresso can often taste a bit dull. We are now focused on not letting coffee sit in the burrs of the espresso grinders (as all espresso grinders so far do) to prevent the burrs from transferring any heat to the coffee.

Last year was an important year for us to reexamine our working environment. We built a new office at the café for our administrative staff, where they have a nice light and good workspace to work in. They are now also more connected to the café staff, directly through the bar area. We also created a specific training program with a personal trainer where we focus on strengthening certain body groups our employees use during roasting, dispatch and work as a barista. We also bought a new pallet shelving system and our first truck lift to the roastery.

We refurnished the café with a shopping shelf and community table. Most of the things we bought were second-hand or hand-built. The café now is going towards the calmer colours we have in our new identity. The café remains a place where the community is built around coffee and a place where everyone is welcome. We sold more coffee than before off the shelf and we love to see the coffee knowledge blossom for our regulars.

Drop Coffee turned 14 years old in 2023, so it felt appropriate to update our identity and mirror who we are today. To commemorate and communicate our mix of past, present and future, we enlisted Simon Ålander who created our first logo over ten years ago. As a longtime Drop collaborator, Simon who knows us and our journey first-hand. We couldn't ask for a better partner or a better outcome. I (Joanna) was born and raised in Dalarna, a region in central Sweden famous for its traditional folk art style, "kurbits" as well as the handcraft around food. These roots can be seen in our new logo. The next years will be a transformational year for us in rolling out our identity. Starting with new cups to enhance the sensorial experience of drinking coffee.

Drop Coffee has also this year done a lot of research about how to find more environmentally impactful packaging. We have been looking into recyclable bags that do not apply to Sweden or Europe and consulting with Naturvårdsverket for directions. As a result of this work, Drop Coffee since 2023, we are connected to producer responsibility organization, PRO, where we pay for all the packaging materials we create. We keep on working to find better packaging solutions as we mature this work.

Looking back at 2023, it was a nourishing year where we were slowly but surely tweaking and improving, raising the internal work as a business but also the ambitions about the coffee beverage quality, which we love serving to our clients.

JOANNA ALM LEIGHTON & STEPHEN LEIGHTON

# OUR PROGRESS

Here you can find the focus areas we set in the past two years and how we are tracking with them. Most of the goals are long-term development goals and are ongoing with actions in our company. As time passes and changes, some goals might change and we might not always meet our goals, but most of them we will.

GOAL	DATE SET	ACHIEVED OR NOT / ONGOING	NOTES
Continuing to pay fairly for the green coffee for our producing partners. Being completely transparent of the prices we pay to our suppliers	2021 and May 2022	Achieved and ongoing	We discuss with our producing partners in origin continuously for what they need and expect from us to support them in their work.
Supporting our staff and their individual needs and educational development. Updating our existing EDI, anti-harassment and discrimination policy	May 2022	Ongoing	We wanted this being through higher wage, expanded quality education or Barista Championships training. We were not able to do this in 2022, but we did raise all of our employee salaries in 2023 by 3%. We have not yet updated our policies due to resources.
<p>Reducing our packaging waste by launching new coffee bean packaging. This will create less waste in general and will move us more away from plastic.</p> <p>How to roast tasty coffee with non-polluting heat? Exploring options.</p> <p>How to focus on long-distance relationships without meeting face to face?</p> <p>Sourcing and offering more plant-based products in our cafe.</p> <p>Calculate our organisational GHG emissions.</p>	May 2022	Achieved, ongoing, stopped.	<p>We explored non-plastic packaging options for our coffee beans with a material expert, but were advised to keep on using recyclable materials instead of compostable. Compostable materials in many cases do not end up being composted, and need an industrial composter. These might end up creating more landfill waste, when plastic and cardboard materials are well recycled in Sweden and in Europe, where we sell most of our beans to.</p> <p>We have not yet found a roaster solution for lower levels of emissions from roasting coffee and are not currently looking into this. We do value face to face collaboration with our producers and partners and evaluate when we need to travel and when it is not necessary. We did implement more plant-based options into our cafe food offering.</p> <p>We have decided not to calculate our GHG emissions and direct those efforts and budget into environmental actions to reduce our environmental impacts.</p>



# ENVIRONMENTAL IMPACTS

## OUR IMPACTS ON CLIMATE CHANGE AND NATURE

### BEING TRANSPARENT OF OUR ENVIRONMENTAL INDICATORS

- Transport, heat & water
- Waste
- The cafe
- Cafe food suppliers
- Roastery and packaging

# OUR IMPACTS ON NATURE AND CLIMATE CHANGE

Coffee roasting and coffee beverage making and serving has several environmental impacts. From heat and electricity powering the grinders and espresso machines to cooling fridges for milk. These impacts are connected to running a cafe business, which do also create waste. Additionally, our roastery roasts raw green coffee beans and turns them brown with natural gas and they are packed into small and bigger bags. Every organisation has some negative natural impacts, but they can be mitigated with several actions. This year again we have collected several operational data on our environmental indicators, including heating, electricity, transport and waste.

our business has of course a further impact, which extends to our value chain in the coffee importing business, exporters as well as the producers in the coffee producing countries. Coffee itself is a crop, which has been in the past (and still mostly are) farmed as a monoculture. Monoculture has devastating environmental impacts on nature and biodiversity, when the land is diverted from multiple tree and plant varieties into a field consisting of only one species. This negatively affects home and food supply for birds, insects or other animals, and diminishes the soil quality as it leads to dependency on unnatural fertilising and other chemicals to keep the crop going.

To fight monoculture and decreasing biodiversity in the producing countries, we purchase our coffees from producers who advocate and use polycultural practices with several species on the land. Coffee trees often also need shade, so shade trees are essential for the coffee plant, as well as the birds and other animals in the area. Nowadays several producers in specific areas of the producing countries make several actions to plant other plants on their lands for shade trees or to diversify their income through other crops as well than coffee.

Coffee needs a lot of water and space to be processed and dried. Several producers have water circulation solutions in place and use the pulp of the coffee cherries as organic matter, or compost them in their own worm composts if available.

European Union has now a regulation in place for every coffee lot imported to Europe, where these lots needs to be proven to be from the deforestation-free value chain (EU Regulation on Deforestation-Free Products, EUDR). We acknowledge the burden this might have on the producers to collect this data.

We try our best to support the coffee industry that strives to protect and cultivate the natural world, support the local environments as well as take responsibility. We expect to evaluate our impacts on nature in the future reports, when this kind of reporting movement becomes more mainstream and more guidance is in place.

# OUR ENVIRONMENTAL INDICATORS

## - TRANSPORT, HEAT & WATER

HEAT AND WATER	2021	2022	2023
ELECTRICITY USAGE ROASTERY, KWH	14 522	11244	8279
ELECTRICITY USAGE CAFE, KWH	23 010	19202	19622
GAS USAGE, KG OF LPG, ROASTERY	NA	1539	1602
WATER USAGE, L	NA	NA	NA

TRANSPORT	2020	2021	2022	2023
FLIGHTS TAKEN	21	0	0	8
COMPANY PETROL CAR, KM	NA	4103	5700	5725

Here you can find our transport, heat and water indicators. These exclude our employee commute details this year, which we were unable to collect this time. Our employee and coffee transport as well as heating and cooling and roasting on gas all have a negative impact on environment with greenhouse gasses.

We flew again for work in 2023, which we did not do for the past years. Our electricity usage in both roastery and cafe has decreased and gas usage gone up a bit.

Our electricity is still, as for many years now, full renewable electricity consisting of 57% of water, 25% of wind and 18% of sun energy.

# OUR ENVIRONMENTAL INDICATORS

## -WASTE

Waste made at the roastery (estimate)

TYPE OF WASTE	TOTAL 2022	TOTAL 2023
PLASTIC RECYCLING	4 320 liters	4 536 liters
CARDBOARD RECYCLING	4 320 liters	8 316 liters
COMPOST (including chaff from roasting)	4 320 liters	6 048 liters
LANDFILL	4 320 liters	1 512 liters

Waste made at the cafe (estimate)

WASTE	2022	2023
RECYCLING	18480 liters	19390 liters
LANDFILL	20160 liters	21 210 liters

We estimated our cafe and roastery waste creation for the first time for 2022 last year while writing the report. Sweden has a fairly good recycling system and we are able to recycle or reuse a lot of the materials we purchase or produce. We collect our food waste, which is a high is for us, the most essential action we can do in this space. We found this difficult to estimate so did not do it this year, but we have estimated other waste created. We reuse some of the waste like packaging materials, but acknowledge that the impact of that is small. But, everything counts.

In 2023 we created slightly more recycling waste in our cafe than in 2022 since the cafe was busier than last years. The roastery has created more recycling waste in 2023 than in 2022, with the totalling a smaller landfill waste amount due to increased recycling. .

# OUR ENVIRONMENTAL INDICATORS

## - THE CAFE

Our main product in our cafe we sell is coffee. 36% of our coffees sold from our cafe were black and 44% were with milk. 11% of the espresso based coffees are served with oat milk. Milky coffee drinks have increased slightly from 2022 numbers compared to sold black coffees.

Cow milk has a big environmental impact, which is dropping from the usage of oat milk. Many oat milks internationally are produced in Sweden, and so is our oat milk. our packaging materials at the cafe also have a negative impact environmentally, and our materials were the same in 2023 as in 2022. Ideally we encourage our clients to sit down and enjoy their beverages from nice cups in the cafe, but we still sell some take away coffees and good.

### Packaging materials used in the cafe

TAKE AWAY CUPS	Paper with PE coating	Paper recycling
TAKE AWAY LIDS	Plast PS (polysturene)	Plastic recycling
NAPKINS	Minimum 80% recyclable paper	Landfill
STRAWS	Minimum 80% recyclable source	Paper recycling
PLASTIC CUP	PET	Plastic recycling

### Coffees made and served

COFFEES SERVED IN TOTAL IN 2022	2022 COFFEES, 61741 in total	2023 COFFEES, 73196 in total
BLACK COFFEES SERVED OF ALL DRINKS	50%	36%
COFFEES SERVED WITH MILK OF ALL DRINKS	50%	44%
ESPRESSO BASED COFFEES SERVED WITH OAT MILK	20%	11%
OTHER DRINKS SOLD (TEA, KOMBUCHA..) OF ALL DRINKS IN TOTAL	20%	9%

# ENVIRONMENTAL INDICATORS - CAFE FOOD

## Food suppliers for our cafe

Purchased goods and services have a high negative impact in the company's greenhouse gas emissions and other environmental and social impacts. All of our cafe food suppliers are based in Sweden. The food products we buy are produced in Sweden and a about 30% of them come to us from within 20km radius from the cafe. This drops the emissions from transportation, supports local food production, local employment and local ingredients. Close relationships with our swedish producers and suppliers are very dear to us and we appreciate all of their efforts for the clean, natural and tasty food. Buying local impacts on the local companies, their employment and local offerings being available. When we focus on buying local, the impacts of our investments into Swedish companies impacts the Swedish food industry positively as a whole.

Bread - Svedjan	1 km
Cold Brew - Sidekick (made with our coffee)	6 km
Kombucha - Kombucheriet (with our Cascara)	9 km
Organic beer - Sthlm Brewing Co	17 km
Organic Nectar - Hans Naess	126 km
Organic milk - Roslagsmjölk	133 km
Organic tonic and sodas - Ekobryggeriet	154 km
Havredals, oat milk	74 km
Microgreens, Tirion Keatinge at Karshamra	34 km

# OUR ENVIRONMENTAL INDICATORS - ROASTERY AND PACKAGING

At our roastery we try to keep our packaging waste minimal by recycling our incoming materials as well as offering recyclable packages for our coffee beans. We reuse many incoming materials such as jutebags inside boxes as cushioning. We roast coffee only for order and we manage the roast quantities through calculating the orders precisely. This means we are able to use all the coffee and if there are some leftover coffees, they are used for brewing coffees at our own cafe.

Our packaging for coffee beans are the same this year, as in 2022.

We currently use a double packaging solution for our coffee beans for retail and online store as well as for wholesale clients ordering the 250g bags. 1000g quantity of beans we pack in singular plastic bags.

Even though we love the box and our packaging, we acknowledge that our current packaging choice is not the best solution from the waste production point of view. These are all still recyclable in many countries in Europe and we hope that our clients do the effort to recycle them. However, we do look for ways to improve our packaging and are open to new solutions in the next coming months and years.

Packaging materials and waste reduction by recycling 2023

PACKAGING	MATERIAL	RECYCLING	PRODUCTION
250g COFFEE BOXES	Cardboard	Cardboard recycling	Estonia
250g BEAN BAGS*	Plastic	Plastic recycling	China
1000g BEAN BAGS*	Plastic	Plastic recycling	Sweden
SHIPPING BOXES	Cardboard	Cardboard recycling	Sweden

\*Does not contain aluminium.

# ECONOMICAL IMPACTS

**MOVING AWAY FROM THE  
COFFEE C-PRICE**

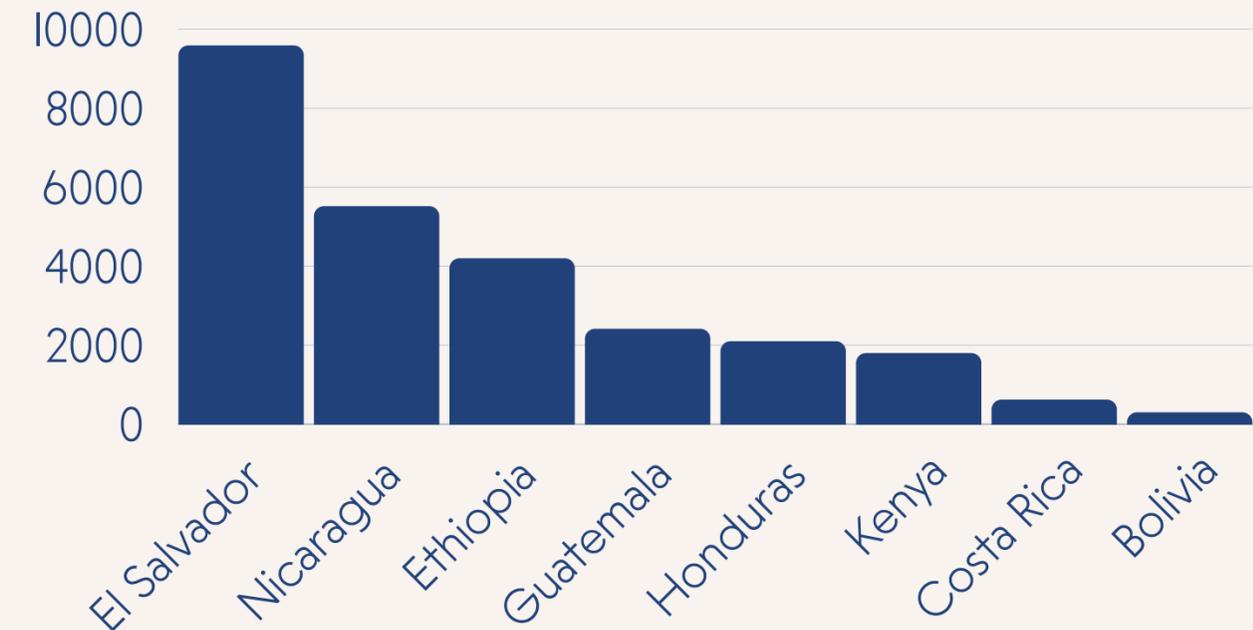
**CONTINUING RAW COFFEE  
LOT PRICE TRANSPARENCY**

- **Within our company**
- **In the industry**

# MOVING AWAY FROM THE COFFEE C-PRICE

As we work with our producers we strive to pay them a fair price for their coffees. We ask for the specific price they want for their coffees, or what the exporter needs to be paid for the coffees to further then bring the fair price for their producers. We do this, since the coffee prices paid to the producers historically haven't been fair nor fulfilled the cost of production of the coffees for a long time. The commodity coffee trade uses the coffee commodity, C-price, which changes due to the bidding behaviors of traders. These are affected by the speculations of the current or coming coffee harvests as well as the consumer's needs for coffee. In this case, the supply and demand as well as individuals who have no contact with coffee production or its essence, dictate the price the producer is being paid for their work. We try to circulate these behaviors like so many other coffee companies in the coffee industry, by paying higher premiums either for quality or having conversations with the producers or exporters for the fair price of the coffee. The ideal coffee price would be fulfilling the price of the coffee being produced and allow the producer to have a thriving livelihood. We still buy the most of our coffees from El Salvador, with high amounts from Nicaragua as well.

PURCHASED COFFEES PER KG IN 2023:



Lowest price we paid was for a washed caturra lot from Calahual Estate, from Guatemala at \$3,1/lbs. This was 179% more than the average C-Price.

Highest price we paid for a washed gesha from Santa Lucia from Honduras was \$20,00/lbs. This was 1156% more than the average C-Price. we acknowledge that we only buy small amounts of these kinds of coffees, this particular coffee only being 30kg. The highest social and societal and environmental impacts are made when higher quality lots are purchased. We still think that there are space for these special small lots in the specialty coffee industry and so long as our trusted producers are interested in producing them, we are happy to buy a portion.

# CONTINUING RAW COFFEE PRICE

## TRANSPARENCY

### - within our company

Since 2018 we have added the FOB prices of our coffees to our website and on every coffee package we sell. We believe this is an important way to communicate to the entire value chain of the existing prices, so everyone can make more informed decisions within the chain. Even though our customers might not understand the context of the complex specialty coffee chains, we still think it is important to be transparent of the paid prices to them as well.

### - in the industry

This is the fourth year we donated our coffee lot price details to Speciality Coffee Transaction Guide, which collects and shares coffee price data with the value chain actors like roasters, exporters and importers. SCG collects pricing data to analyse it and bring forward analysed material of the current price development, non-related to the C-price. These actions are vital for price transparency through the value chain, for better decision making and negotiation power.

In 2023 we donated all our lot pricing data, which means we donated in total of 49 lot prices.

C-Market price, 2021 average, USD/lbs	\$1.73 .....
Drop Coffee average	\$6.50
Total amount kg purchased	29247
Total amount pounds purchased	64343
Total USD paid FOB	\$305,117.67
Average FOB based on total volume purchased	\$4.74

#### Amount of kg/Country .....

ETHIOPIA	4200
EL SALVADOR	9591
BOLIVIA	3000
KENYA	1800
COSTA RICA	621
NICARAGUA	5520
HONDURAS	2100
GUATEMALA	2415

\*Exchange rate 2023 average ..... 1 USD = 10.61 SEK

1 lbs = KG 0.45

1 kg = lbs 2.2

\* The coffee producer also exports the coffee

# COFFEES BROUGHT JANUARY - DECEMBER 2023

Country and producer	Process / Varietal	Years of relationship (2023)	Kg bought	lbs bought	USD / lbs	SEK / lbs*	Total USD paid	Comparison C-market / Drop Coffee FOB
..... EL SALVADOR .....								
El Sunzita	Natural, El Pasti Hybrid	8	552	1214.4	3.5	37.1	4250	202%
El Sunzita	Washed. Red Bourbon	8	759	1669.8	3.5	37.1	5844	202%
El Sunzita	Washed. Pacas	8	690	1518	3.5	37.1	5313	202%
El Sunzita	Natural. Red Bourbon	8	552	1214.4	3.5	37.1	4250	202%
Los Andes	Natural. Bourbon	9	828	1821.6	4.2	44.6	7651	243%
Los Andes	Washed. SL28	9	345	759	4.2	44.6	3188	243%
Los Andes	Washed. Bourbon	9	1449	3187.8	4.2	44.6	13389	243%
Las Brumas	Natural Anaerobic SL28	9	138	303.6	6	63.7	1822	347%
Las Brumas	Natural Anaerobic SL28	9	138	303.6	8	84.9	2429	462%
Las Brumas	Natural. Gesha	9	276	607.2	8	84.9	4858	462%
San Cayetano	Natural. Ethiozar	8	69	151.8	6	63.7	911	347%
San Cayetano	Washed. Red Caturra	8	138	303.6	4.25	45.1	1290	246%
La Fany	Natural. Yellow Caturra	8	207	455.4	4.5	47.7	2049	260%
La Fany	Natural Anaerobic. Red Bourbon	8	207	455.4	6	63.7	2732	347%
La Fany	Natural. Red Bourbon	8	1035	2277	4.5	47.7	10247	260%
Finca Nejapa	Washed. Yellow Caturra	9	828	1821.6	3.8	40.3	6922	220%
Finca Nejapa	Washed. Elefante	9	414	910.8	8.3	88.1	7560	480%
Finca Nejapa	Natural. Elefante	9	276	607.2	8	84.9	4858	462%
Finca Nejapa	Washed. Pacamara	9	276	607.2	5.5	58.4	3340	318%
Finca Nejapa	Washed. Elefante	9	276	607.2	7.5	79.6	4554	434%
Finca Nejapa	Washed. Pacamara	9	138	303.6	5.5	58.4	1670	318%

# COFFEES BROUGHT JANUARY - DECEMBER 2023

Country and producer	Process / Varietal	Years of relationship (2023)	Kg bought	Lbs bought	USD / lbs	SEK / lbs*	Total USD paid	Comparison C-market / Drop Coffee FOB
<b>ETHIOPIA</b>								
Ana Sora*	Natural. II/714	8	600	1320	5.13	54.4	6772	297%
Ana Sora*	Washed. II/714	8	600	1320	5.13	54.4	6772	297%
Sharo	Natural. 74I20 & II714	8	1200	2640	4.25	45.1	11220	246%
Hunkute	Washed. 74II0 & 74II2	13	1800	3960	3.5	37.1	13860	202%
<b>BOLIVIA</b>								
Alasitas	Natural. Gesha	9	120	264	30	318.3	7920	1734%
Carmelita	Washed. Caturra	9	600	1320	4.5	47.7	5940	260%
Carmelita	Honey. Caturra	9	900	1980	5.2	55.2	10296	301%
Carmelita	Natural. Caturra	9	600	1320	6.2	65.8	8184	358%
Carmelita	Natural. Java	9	480	1056	8	84.9	8448	462%
Vicente Paye	Washed. Caturra	9	300	660	4.5	47.7	2970	260%
<b>GUATEMALA</b>								
Calahual Estate	Washed. Caturra	1	552	1214.4	3.1	32.9	3765	179%
Calahual	Anaerobic. Washed Caturra	1	690	1518	4.65	49.3	7059	269%
Calahual	Anaerobic. Natural Caturra	1	690	1518	4.65	49.3	7059	269%
La Soledad	Washed. Yellow Catuai	6	345	759	3.65	38.7	2770	211%
La Soledad	Washed. Gesha	6	138	303.6	16	169.8	4858	925%

# COFFEES BROUGHT JANUARY - DECEMBER 2023

Country and producer	Process / Varietal	Years of relationship (2023)	Kg bought	lbs bought	USD / lbs	SEK / lbs*	Total USD paid	Comparison C-market / Drop Coffee FOB
<b>KENYA</b>								
Kamwangi AA	Washed. SL28, SL34, Ruirull	12	1320	2904	6.06	64.3	17598	350%
Kamwangi PB	Washed. SL28, SL34, Ruirull	12	480	1056	5.61	59.5	5924	324%
<b>COSTA RICA</b>								
La Pira	Anaerobic, Typica	5	207	455.4	8.05	85.4	3666	465%
La Pira	Natural, Catuaí	5	207	455.4	8.05	85.4	3666	465%
Doña Daisy	Red Honey. Gesha	7	207	455.4	22.5	238.7	10247	1301%
<b>HONDURAS</b>								
Cerro Azul*	Natural, Java	4	552	1214.4	4.5	47.7	5465	260%
Cerro Azul	Washed, Java	4	138	303.6	4	42.4	1214	231%
Cerro Azul	Washed, Red Catuaí	4	1380	3036	2.95	31.3	8956	171%
Santa Lucia	Washed, Gesha	4	30	66	20	212.2	1320	1156%
<b>NICARAGUA</b>								
Las Delicias*	Washed, Java	6	690	1518	4.59	48.7	6968	265%
Las Delicias	Natural, Java	6	690	1518	5.09	54.0	7727	294%
San José	Natural. Caturra	First Year	690	1518	3.5	37.1	5313	202%
Limoncillo*	Washed, Caturra	5	3450	7590	2.64	28.0	20038	153%

A person wearing a light-colored apron with the Drop Coffee Roasters logo. The logo includes the text 'DROP COFFEE ROASTERS' and 'EST. 2008 & STOCKHOLM'. The background is a warm, orange-toned wall.

# SOCIAL IMPACTS

- DIVERSE WORKPLACE
- INVESTING IN EMPLOYEE WELLBEING
- COFFEE INDUSTRY LEADERSHIP
- INVESTING IN LONG EQUITABLE RELATIONSHIPS WITH OUR PRODUCING PARTNERS
- TRIBUTE TO THE MIERISCH FAMILY

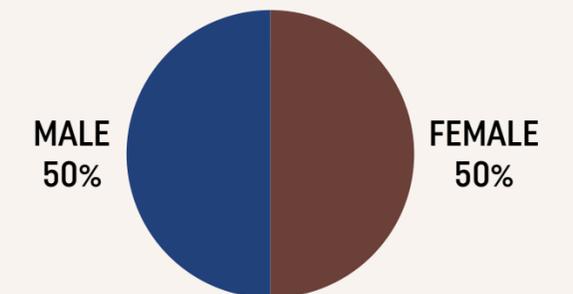
# DIVERSE, INCLUSIVE AND SUPPORTIVE WORKPLACE

Our work for diverse and inclusive workplace continues. We hire multiple international employees who speak several languages and don't force them to speak Swedish and English. We hire multiple women and have them in our board and owners, at least 50%. This year we do not report the gender diversity of our employees, since we have not collected data on how they identify themselves. On our EDI, anti-harassment and anti-discrimination policy you can read on our [2021 report on page 27.](#)

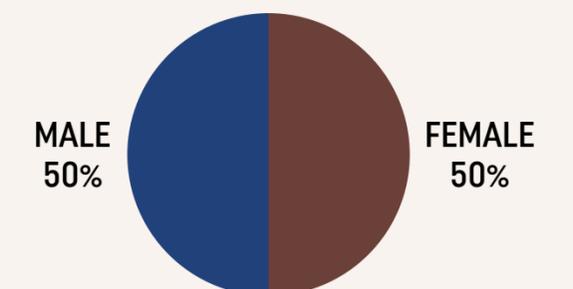
EMPLOYEE MOVEMENT STATS IN 2023	NRO OF PEOPLE
NUMBER OF FULL TIME EMPLOYEES	4
NUMBER OF PART TIME EMPLOYEES CURRENTLY	5
EMPLOYEES THE WHOLE YEAR IN TOTAL	13
OF THEM MOVED	5
NEW HIRES	4

DIVERSITY AND POSITION STATS 2023	NRO
STAFF ON MATERNITY OR PATERNITY LEAVE	0
OWNERS ON MATERNITY LEAVE	1
INTERNATIONAL EMPLOYEES	8
LANGUAGES SPOKEN BY EMPLOYEES	7
DIFFERENT POSITIONS	7

## OWNERS



## BOARD



# INVESTING IN EMPLOYEE WELLBEING COFFEE INDUSTRY LEADERSHIP

Being a barista and a coffee roaster is a physical job and has a toll on your body. To address this negative impact of the work our employees do, we have offered our employees **personal trainer sessions**. Some of the employees have yet to take up these sessions and we hope that they do get some valuable information during them on how to countermove against the repetitive movements of the work which occurs from making multiple coffees a day, or packing coffee bags and lifting big coffee sacks.

We have invested in making our roastery a more efficient and comfortable place to work. We invested in **new pallet lifter and racking and bought a new heating system** to our roastery. We own our roastery building, so it is easier there making bigger changes to the space. We also hired a **new roastery assistant**. We hope these actions will have a positive impact on the health of our employees at the roastery. In the cafe, we **created a new office into the cafe space for our administrative staff**. This space now has a better light and is more connected to the cafe space.

In 2023 our owner and director Joanna Alm volunteered her time again with SCA the Specialty Coffee Association and its board of directors. This volunteering position is unpaid. When Joanna takes part and volunteers her time in these meetings, she influences and impacts the direction of the wide global coffee industry. That way we also have a first row seat in hearing about any new developments and collaborations with our peers. We see volunteering in your community as an important action, which may have unexpected impacts in the industry as well as in Drop's work in our cafe and the roastery.

In 2023 Joanna volunteered in total of 96 hours as the board of director representing the members of the organisation.

# INVESTING IN LONG AND EQUITABLE RELATIONSHIPS WITH OUR PRODUCING PARTNERS

**13** years is our longest relationship with Hunkute, Ethiopia.

We have a coffee buying policy according to which we need to meet every producer before we buy their coffee. We believe in strong mutual relationships when doing business, and believe that we can help one another when we have met face to face. When we visit the producers, we understand we are receiving only a snapshot of the reality of the farms and processing facilities. We still value these experiences and part of our purchasing practices is to see with our own eyes parts of the farm operations and evaluate if the farm practices connect with our company values or not. From the farms, regions and washing stations we work with we have usually been buying coffees for several years, but have also started collaborating with producers who are new to us.

**7,5** years is our average current relationship time with our producing partners.

This year we were happy to invest time and money to go and visit some of our producing partners again. Due to the Covid-19 pandemic we hadn't been able to visit them as regularly as before. Even though coffee can be purchased without face to face interaction, we still think that it is an important opportunity human connection and mutual trust-building. It is valuable for discussing any experienced challenges and highlighting the positive. This year we met with our **Ethiopian and Bolivian** producing and exporting partners. In Ethiopia we cupped with our Ethiopian partners and held conversations on our experiences. In Bolivia we met with our long-term exporting and producing partners the Rodriguez family, who we have collaborated with for multiple years. We visited their farm Alasitas and talked about their other farm in Samaipata, in the southern Bolivia. Via them we met again with Carmelita Urduvi ([find a picture of her on our 2021 report page 42](#)), who is now in her more mature years and her son Elvis helps her at the farm. We also met with our long term colleague Vicente Paye to discuss further working together. We are thankful for our producing partners for hosting us and having us in their corners of the world again in 2023.

**1** year (or less) is our shortest relationship. We started buying this year from San José in Nicaragua.

# TRIBUTE TO THE MIERISCH FAMILY, NICARAGUA

This year we want to mention our long-term producing partners, The Mierisch family from Nicaragua, who are doing amazing things with their coffees, employees and community.

They have a full-time kitchen for the staff on-site, to make breakfast and lunch every day, with 1000 tortillas going out per day. They have also built daycare centers and schools for the children of their employees, located at the farms. Children helping their families at the farms is a common practice in Nicaragua, but instead, they are asked to go to the school or leave the kids at the daycare as they are working. The workers are also offered help with family planning and medical advice from specialized staff.

The Mierisch employers pay their staff 30% more than what is typical minimum wage in Nicaragua., as well as:

- Provide free housing for 60 families on their farms
- Provide free electricity and running water for their homes
- Provide free food for all workers
- Have free daycare facilities for families to use
- Provide free health care facilities on the farms
- Teachers on site who teach the employees other skills such as pottery and weaving. The goal is to help staff diversify their skills. The teachers are also paid twice the wages they would receive in the cities.

All these actions of the Mierisch family have a positive impact in the economical and social sustainability directly on their own employees, but also on their children and the local community. We feel honoured and lucky to collaborate with them year after year.



We pay tribute to our friend and coffee colleague Eleane Mierisch who passed away in 2023. She was an amazing professional in coffee processing, growing, judging and cupping. You can read about her in our [2021 report on page 32](#). Here Eleane is with our Joanna in Nicaragua in the past.

# SUMMARY

## ECONOMICAL

Continuing to be transparent of the coffee prices we pay and lead the way to communicate the prices on bags and the website. Continue to donate the lot price details in favour of the industry development.

## SOCIAL

Fostering a social just and diverse workplace for our employees. Investing in wellbeing of our employees of the cafe and especially the roastery via physiotherapist sessions and new roastery equipment. Investing in long term and equitable producing relationships and giving tribute to the partnerships we really value. Coffee industry influence and development through invested volunteer time

## ENVIRONMENTAL

Collecting data and understanding our environmental indicators, which contribute to our negative environmental impacts like greenhouse gas emissions. Understand our impacts on nature and environment through our action in the coffee value chain. Evaluate our coffee bean packaging and explore continuously better options.





# WHAT WE ARE FOCUSING ON IN 2024

- We are working more on our packaging solutions for our coffee beans this year. It has proven to be a time-consuming and tricky project, but we will look at all the angles and find the right fit. Even if we would decide to keep our current packaging.
- Offering wellbeing actions to our employees. What these options are, will depend on their needs. We are already offering physiotherapy sessions for our employees, and will focus on these kinds of offerings, while they do physical barista and coffee roasting work.
- This year we have and will focus on ordering more materials from our local suppliers for our cafe. We are focusing this year on the materials we use in our cafe, for example the cups and plates. We have ordered good new porcelain cups from a local artist and will focus more on buying cafe improvement services from our local friends and collaborators.

# THANK YOU / TACK / GRACIAS / OBRIGADA / KIITOS

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## FEEDBACK

Made in collaboration with our Finnish friend and a sustainability consultant, Hanna Huhtonen.

We welcome you to send feedback, questions or thoughts on this report at [info@dropcoffee.com](mailto:info@dropcoffee.com) and [hello@hannahuhtonen.com](mailto:hello@hannahuhtonen.com)