

**ORIGIN**

# **ENVIRONMENTAL POLICY**

**2023**



# 1. CONTEXT





Origin Coffee is a [certified B Corp company](#), and commits to maintain certification and continuously improve operational practices in line with B Corp recommendations. Through our Articles of Association, we have committed to have a positive impact on society and the environment, taken as a whole.

As part of this, Origin operates an **Environmental Management System (EMS)** with targets to deliver positive impact. This Environmental Policy covers all of Origin Coffee’s sites and operations including retail sites.





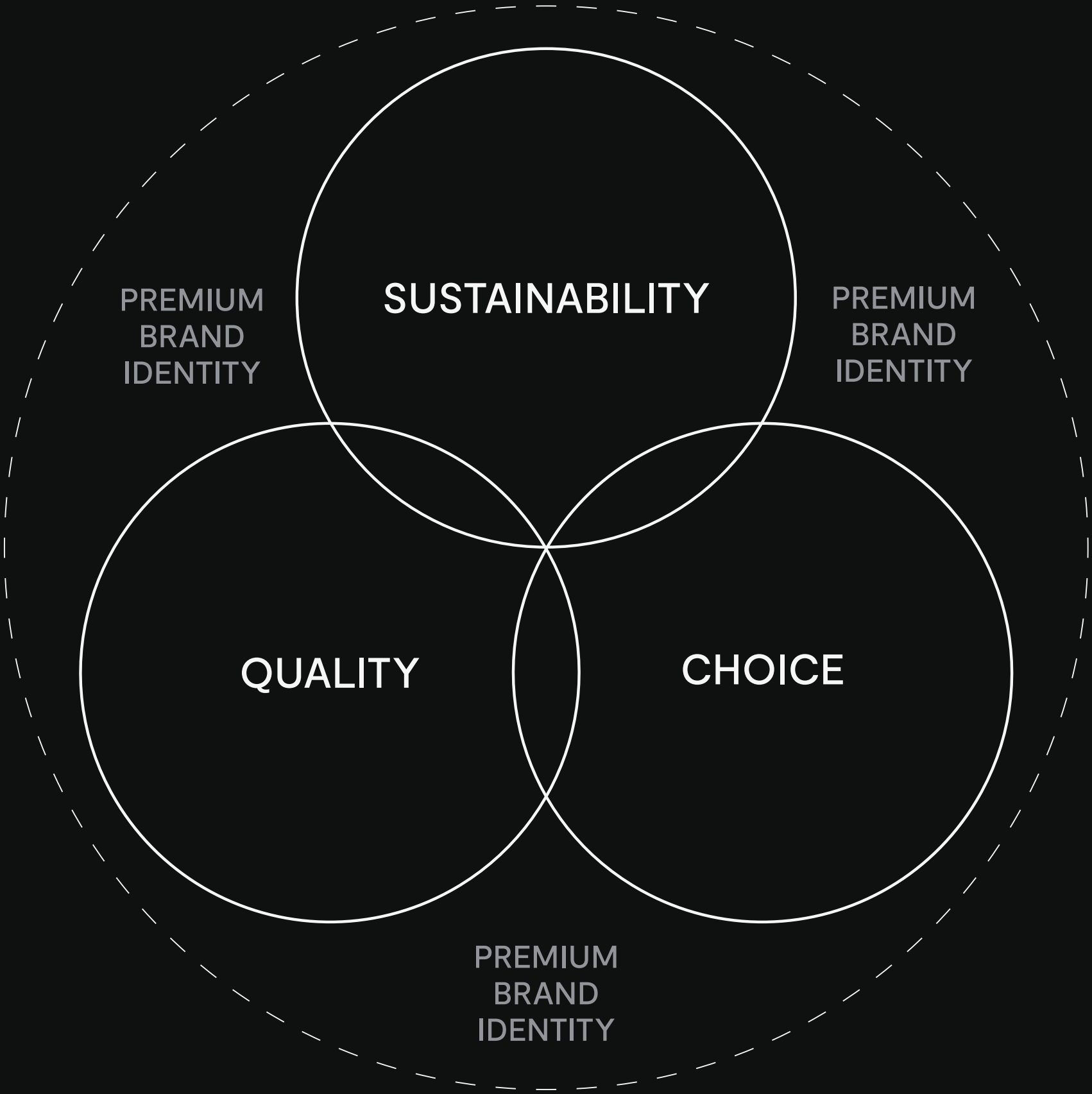
# Mission Statement

We source, roast and serve the very best specialty coffee to our communities and partners.

We’re honest, authentic and stay true to what we believe is right, and we treat people the way we like to be treated.

We’re ambitious and constantly seek innovation. Our entrepreneurial spirit drives a vibrant, inclusive company culture which keeps us young. Our restless nature is what got us here, it’s what will carry us forward.

We craft exceptional products and experiences which set us apart from the crowd. Training and education form the cornerstone of our business and drive constant improvement.







## Responsibility

Sarah Walker, Sustainability Manager, is responsible for ensuring that the Environmental Policy is implemented however, it is the responsibility of everyone at Origin to ensure our goals are met.

Everyone is asked to use the Environmental Policy as a guide for best practice at work.



# Objectives

This policy has been written to ensure social and environmental objectives are embedded into everyday operations across the organization.

# Aims

Provide accountability

Set public commitments

Support Origin’s EMS

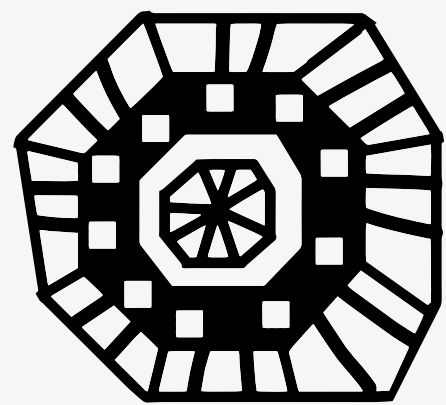
Comply with relevant regulatory requirements

Continually improve and monitor environmental performance

Continually improve and reduce environmental impacts

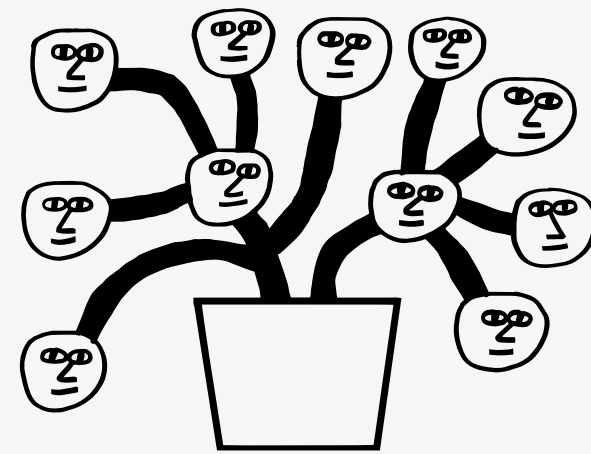


## 2. OUR GOALS



### GOAL 1.

Building a Circular Economy



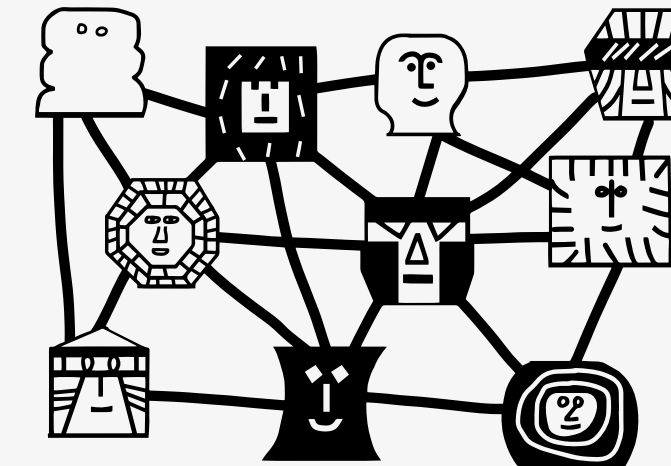
### GOAL 2.

Building Relationships with Producers and Suppliers



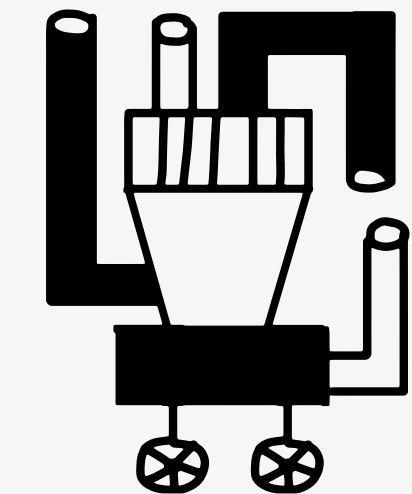
### GOAL 3.

Tackling Climate Change



### GOAL 4.

Improving Employee Wellbeing

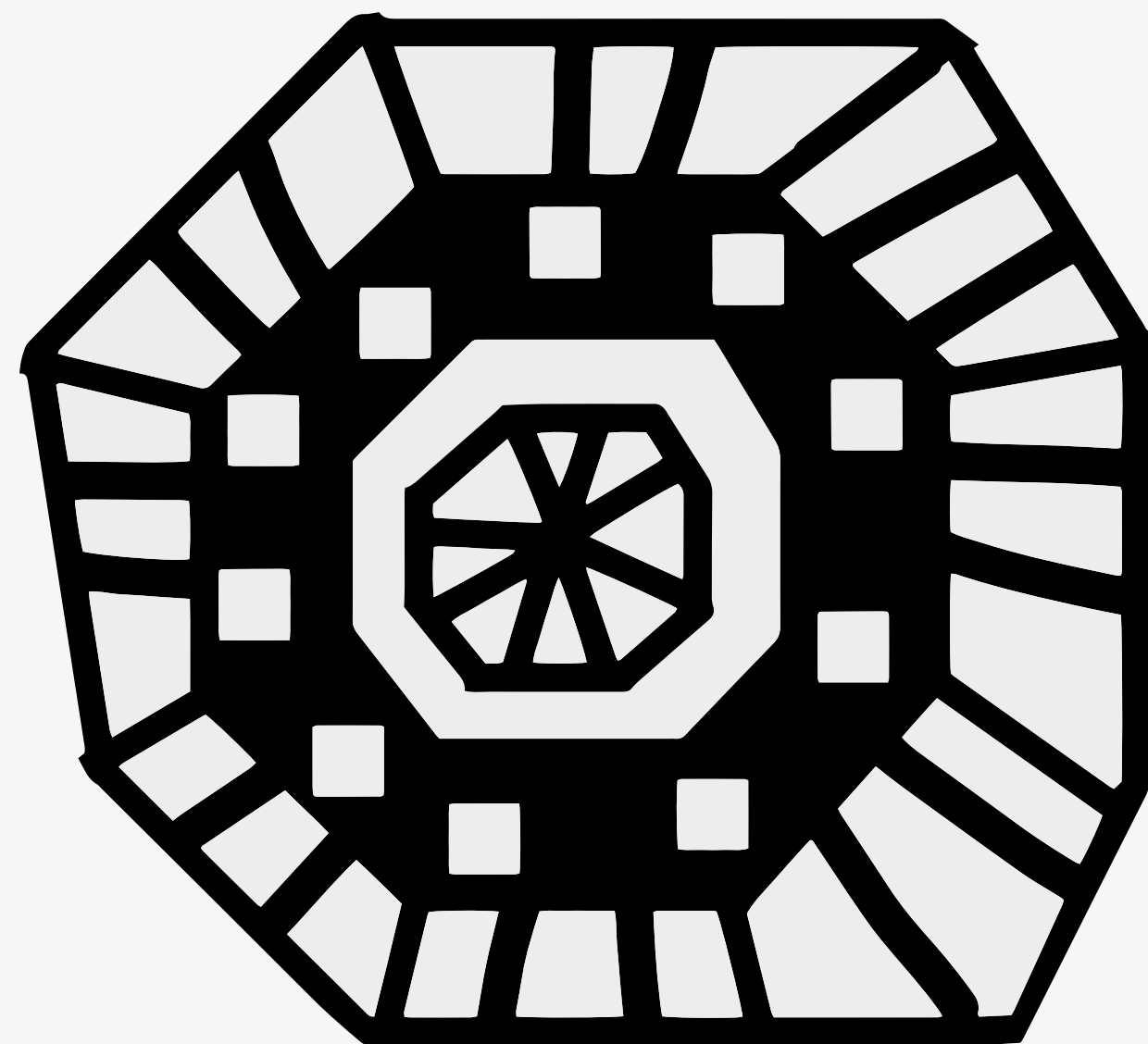


### GOAL 5.

Supporting Direct Trade and Driving Innovation



**GOAL 1.**  
**BUILDING**  
**A CIRCULAR**  
**ECONOMY**





We hold ourselves to account for reductions in single-use products, innovation of processes to include circular economy principles and disposal in line with the waste hierarchy.

COMPANY TARGETS

Reduce waste through reuse and partnerships to donate items

Reduce non-recyclable waste from 41% to 25% by 2025





# Guidelines for Implementation

## POLLUTION PREVENTION

### CLEANING

All cleaning materials are sourced using eco-credentials to avoid contaminants such as VOCs, ammonia, phosphates and nitrogen, which can affect air and water quality.

### AIR

Our coffee roasters are fitted with cyclones (from Loring) and Electrostatic filtration systems, which combined are designed to remove all chaff and all particulate from the roasting process. We have also invested in carbon filtration which is designed to remove odour. We have transitioned from Diesel to EV to reduce air pollution from fleet vehicles.

### WATER

We engage with producers regarding water and pesticide use and chemical storage, with the aim of supporting improvements, though acknowledge differences in climate and soil health geographically. Origin works with licensed waste operators to ensure waste is transferred correctly, and we do not release harmful chemicals or contaminated water into waterways.

## PACKAGING

Suppliers to provide recyclable or certified home compostable materials for packaging, and we are exploring ways of reducing packaging overall. Details can be found in our [Packaging Policy](#).

## WASTE AND RECYCLING

Origin is zero waste to landfill across all our sites. Where possible we reuse and recycle packaging materials, and redistribute food waste. All electronics are recycled internally first and foremost. Any electronics that are disposed of are done following WEEE [Waste Electrical and Electronic Equipment] regulations with the appropriate transfer notices.

We aim to increase recycling rates each year and reduce the amount of general waste we produce. Details can be found in our [Waste & Recycling Policy](#).

## CUPS

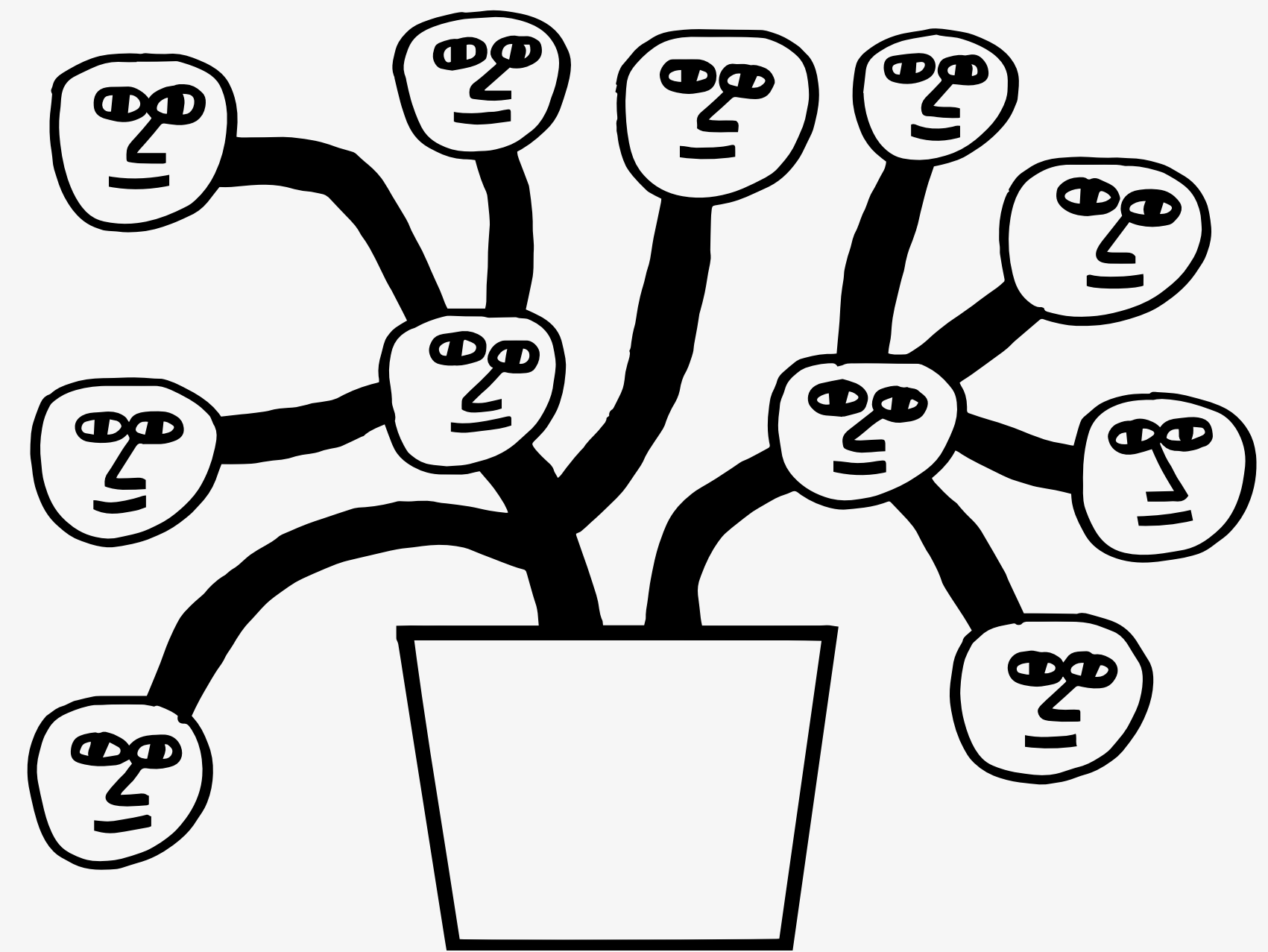
In purchasing our cups we are committed to lowering our reliance on single-use plastic by procuring and offering compostable and recyclable products, selling reusable cups and offering a discount on takeaway coffee in a reusable cup.

## OFFICE AND MARKETING CONSUMABLES

We prioritise recycled materials when purchasing office consumables, paper, envelopes, and marketing consumables, and will ensure that these can be recycled or composted. We encourage customers to choose email invoices over paper, and default printing settings are set to double sided to reduce consumption.



**GOAL 2.**  
**BUILDING**  
**RELATIONSHIPS**  
**WITH PRODUCERS**  
**AND SUPPLIERS**





The Company will ensure transparency and traceability of coffee, commitment to long-term, mutually-beneficial supplier relationships, and collaboration with suppliers to achieve social and environmental improvements.

COMPANY TARGETS

Enhance communications to raise awareness, educate and share progress transparently

Collect continual feedback on our Impact to better understand issues

Connect giving strategy with community and sourcing countries

Deliver on social value commitments in line with the National TOMS at the British Library





# Guidelines for Implementation

## ALL SUPPLIERS

Our preference is to source locally wherever possible. Suppliers are upheld to our Supplier Code of Conduct and we will pay our suppliers, contractors and agents in accordance with agreed terms. When onboarding new suppliers, [the Supplier Environmental Standard](#) will be referred to.

## COFFEE SUPPLY

We commit to source high-quality speciality coffee from trusted partners, whilst also building new relationships with the aim of developing strong, long-term partnerships. We will provide mutually beneficial trade terms and conduct annual end-of-harvest reviews with significant suppliers to review the year. We will report on our partnerships annually via our [Coffee Transparency Report](#).

## MILK SUPPLY

We look to source cow’s milk for our cafes from farms that use sustainable farming practices and avoid high intensity farming. We work with dairies that provide and evidence good animal husbandry through animal nutrition. We pay a premium for our milk to support the agricultural and farming supply chain, and aim to source locally wherever possible.

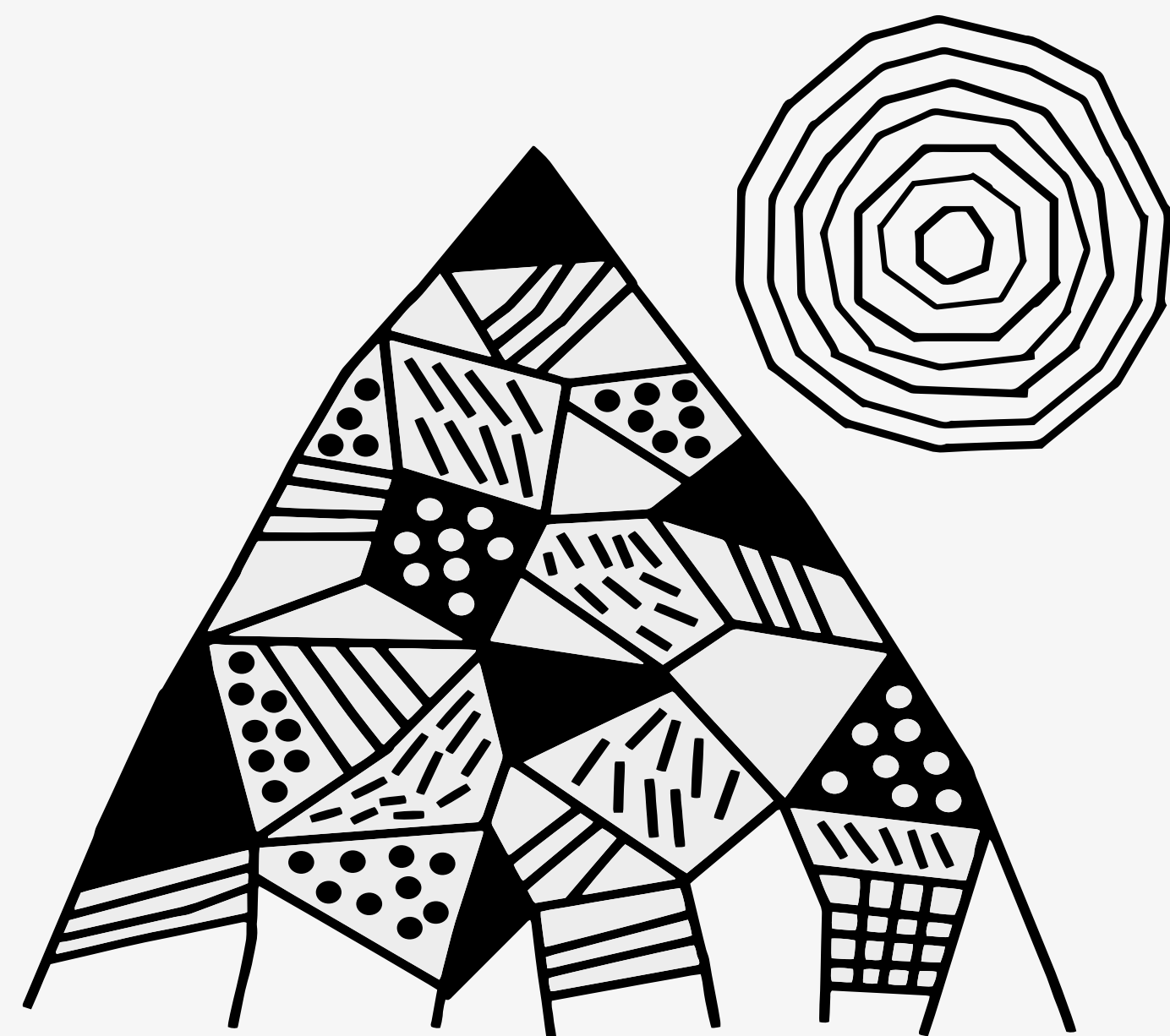
We also source barista standard Mylks (plant-based milk alternatives) that are produced using sustainable farming practices and avoid high intensity farming. We offer Mylks for customers to support the national and global transition to lower-intensity milk consumption.

## FOOD SUPPLY

We look to make a commitment to sustainability in all areas of the business including the use of local food sources, provision of organically grown and sourced products and provision of healthy options.



**GOAL 3.**  
**TACKLING**  
**CLIMATE CHANGE**





Using 2022 as our baseline year, The Company’s aim is to achieve Net Zero for Scopes 1, 2 & 3 carbon emissions well in advance of 2050. We also have a commitment to disclose our progress annually. To achieve this, the following targets are in place.

COMPANY TARGETS

Increase visibility of Scope 3 data across Origin’s value chain
Reduce Scope 2 emissions by 100% from baseline year of 2022 by 2025 at sites under Origin’s control in line with the <a href="#">Energy Policy</a> .
Achieve 100% transition to biofuels for coffee roasting by 2030
Opt for low-carbon shipping and logistics options
Transition to EV for outsourced coffee machine maintenance by 2030
Survey 100% of suppliers at least biennially on social and environmental considerations





# Guidelines for Implementation

## ENERGY USE

### ROASTERY

Our Roastery is powered by 100% renewable electricity, we also produce around 30% of our demand from onsite Solar PV panels. We encourage all computers and machinery to be switched off overnight and when not in use, and consider energy efficiency with procurement. We have installed an Air Source Heat Pump to heat our office and café, replacing our previous system which used fossil fuels.

### CAFÉS AND SATELLITE OFFICES

If we have control over our utilities, we always choose 100% renewable electricity and 100% offset gas. We encourage energy efficient practices and purchasing, and ensure that all machinery switched off overnight. Integral machinery that must remain on is put into eco mode when not in use.

## SUPPLIER ENGAGEMENT

We have committed to screen or evaluate suppliers for social and environmental impact on an ongoing basis in line with our [Supplier Environmental Standard](#).

## THE COFFEE ROASTING PROCESS

When purchasing all coffee roasting equipment, we have made a decision to use the most environmentally friendly equipment available to the industry. We roast using The Loring Smart Roast patented technology which eliminates the need for an afterburner reducing energy consumption and greenhouse gas emissions by 80% compared to previous roasting methods.

## TRANSPORT POLICY

We are phasing out diesel and petrol from our fleet and have migrated vehicles to electric or hybrid. All new company vehicles are purchased or leased as full electric vehicles or electric hybrids.

## FREIGHT POLICY

Our [Freight and Shipping policy](#) details our commitments to conscious sourcing and supplier relations as we move towards carbon neutrality.

## DECAFFEINATING

We use a combination of natural carbonated water decaf process and Sugarcane decaffeination.

The C02 process involves submerging the coffee in pressurised water and then adding C02 to draw the caffeine from the bean. This process is waste neutral.

Preference is for sugarcane process, which is conducted via the fermentation of sugarcane. The carbon footprint of this coffee is less than other decaf coffee processes as it is processed locally in Colombia then shipped over to UK directly.

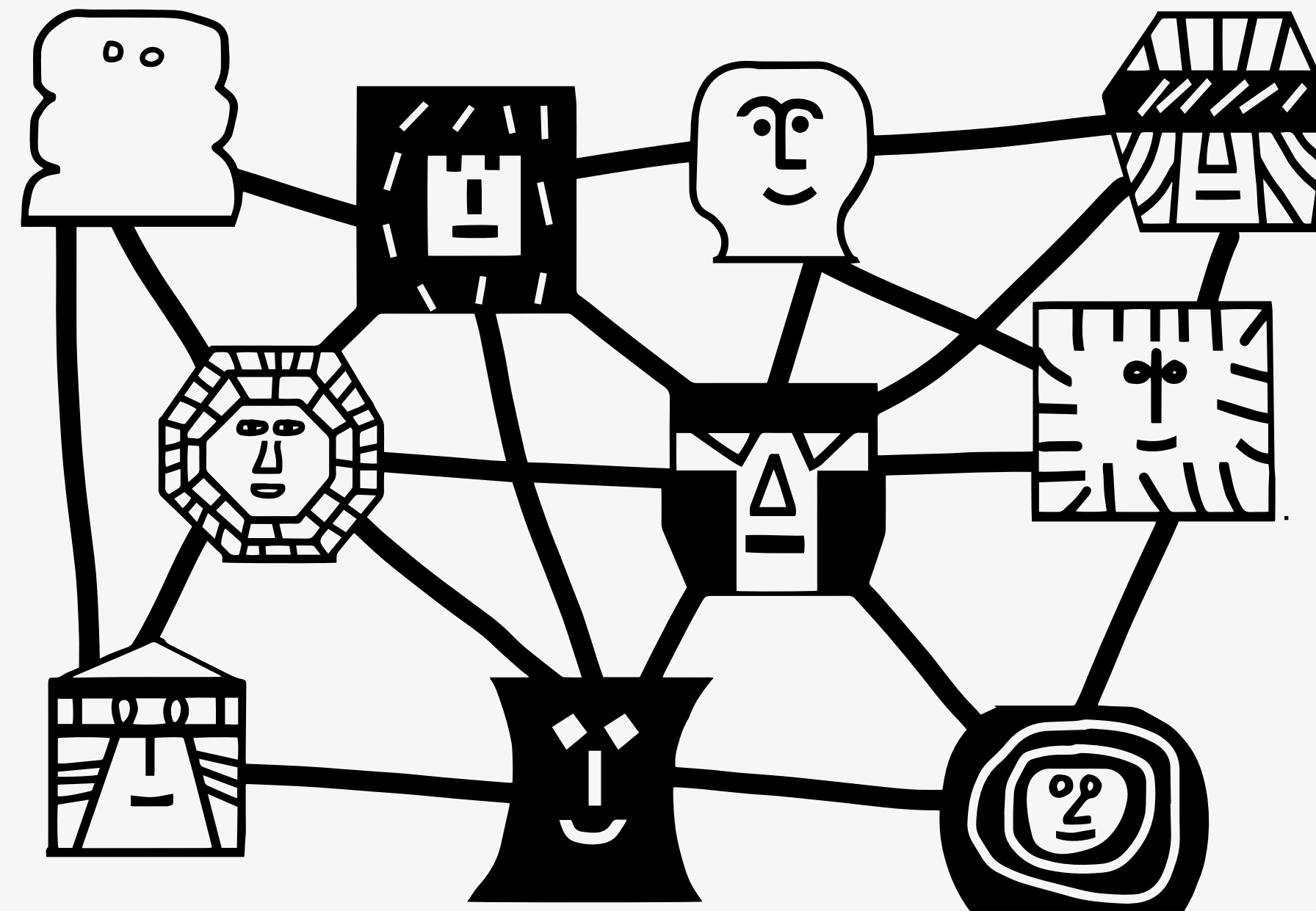
## MONITORING AND IMPROVEMENT

An annual carbon footprint is carried out across all sites, which compares progress to the baseline year and sets targets for the coming year. See our [Impact Report](#) for 2022 carbon figures.



# GOAL 4.

# IMPROVING EMPLOYEE WELLBEING





We have a responsibility to make decisions that benefit all employees, provide safe and positive working environments, and promote a culture of inclusivity, diversity, and equality.

COMPANY TARGETS

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Deliver on targets within the employee health and wellbeing strategy

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# Guidelines for Implementation

## LIVING WAGE

We are a National Living Wage employer, and are continually committed to developing high-value, long-term careers, and providing a good work/life balance.

## BENEFITS

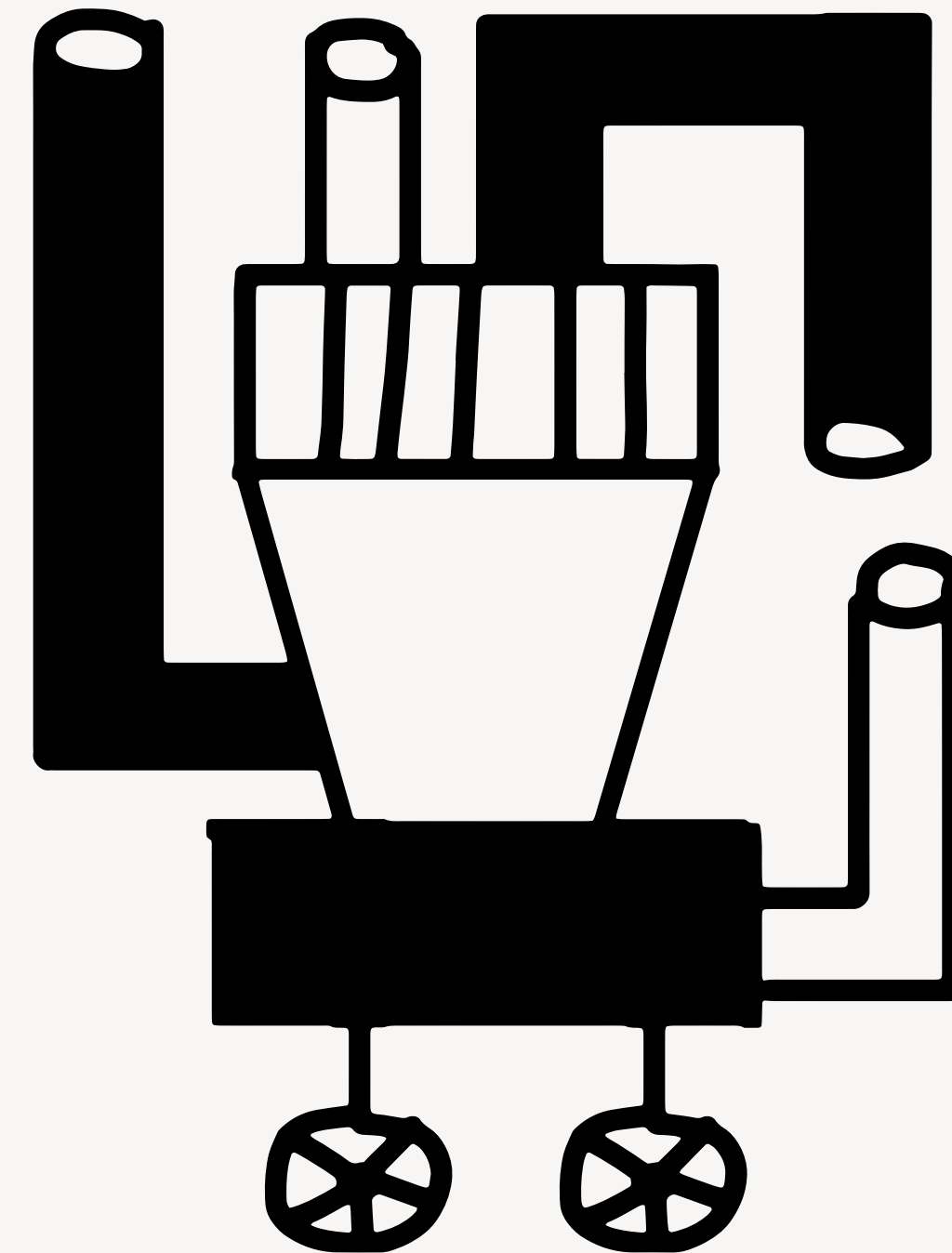
Employee rights and benefits are available to all via the **Employee Handbook** and are reviewed on an ongoing basis.

## EDI

We are developing a robust EDI policy to ensure a diverse talent pool and attraction of high quality people, regardless of gender, age, ethnicity and disability.



**GOAL 5.**  
**SUPPORTING**  
**DIRECT TRADE AND**  
**DRIVING INNOVATION**





Origin prioritises purchasing through Direct Trade. We will pay a premium for quality coffee that covers production and is above commodity market price. Through consistent, long-term contracts, and regular surveys, we will ensure that our relationships remain mutually beneficial.

COMPANY TARGETS

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Source 65% of coffee from underrepresented communities by 2026\*

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\* Underrepresented communities:  
Fair Wage/ Labor Certified plantation/estate farms, worker or producer-owned co-operatives, small-holder small scale Farms/Suppliers (less than 50 employees), in areas of low, very low and poor income.)





# Guidelines for Implementation

## DIRECT TRADE

Origin prioritise the purchase coffee on a direct trade basis where we contract direct with farms and farmers around the world building commercially sustainable long term relationships. We pay regular visits to farms and continuously review relationships to ensure mutual benefit.

## DIVERSITY

We have a formal program to purchase and provide support to suppliers with diverse ownership in partnership with Donas do Café. We have increased our purchasing from female coffee farmers by 9%, from 22% to 31% of volume purchased, between 2021 and 2022.

## DONATIONS

We commit to donate to World Coffee Research via our green coffee purchases.



### 3. MONITORING AND IMPROVEMENT





This Policy will be reviewed annually in line with review of the Environmental Management System.

Last reviewed	03/08/2023
Next review	03/08/2024





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