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03

KEY STATISTICS 2021

Roastery
in Porthleven,
Cornwall

from which we source coffee

7

Cafés
in London &
Cornwall

Farmers

from which we

source cffee

88

Staff employed

* China, Kenya, Ethiopia, Honduras, Colombia, Brazil, El Salvador, Nicaragua, Panama Origin is an independently owned speciality coffee roaster, bound by one central ethos: to source exceptional coffee through a sustainable, triple bottom line approach.

408,776

bags of coffee

sold

302,432

kgs of

coffee beans roasted

Doing good has always fuelled our vision.

Since we started in 2004, we've been at the forefront of Direct Trade coffee sourcing (more about this later), tirelessly working to consider the needs and well being of our customers, staff, suppliers, and the communities where we operate.

As our business has evolved, so has our approach to reporting. For the last 3 years we have published a sustainability report, mainly focusing on our environmental performance. This year we are publishing an impact report to capture all the positive outcomes that result from the way we operate.

In 2020 Origin achieved B Corp certification. B Corps are businesses that meet the highest standards of social and environmental performance, transparency, and accountability. The assessment takes a holistic approach, considering Governance, Workers, Community (including supply chain), Environment, and Customers.

While B Corp status is a milestone we're proud of, we know the work doesn't stop there, with the B Corp assessment process highlighting areas where we can improve.

We've now identified 5 key sustainability goals for us to work towards, which align with several of the UN's Sustainable Development Goals (SDGs).

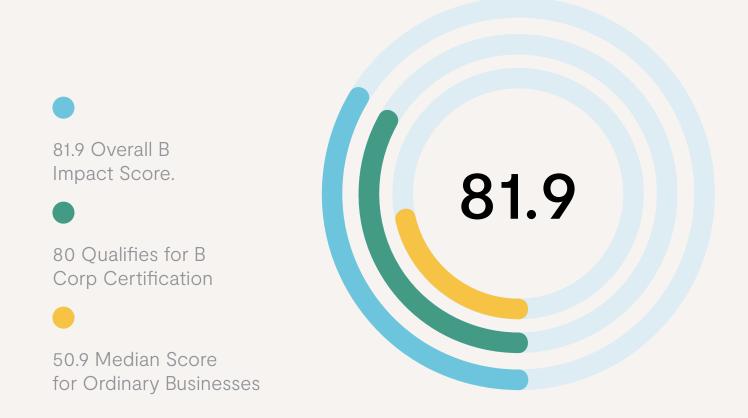




The only certification that measures a company's entire social and environmental performance.

We were one of the first UK Specialty Coffee Roasters to do this.

B Impact Score





Corporation

Governance: 11.0

Workers: 22.3

Community: 25.8

Environment: 20.4

Customers: 2.2

For more information on these fields, please click here.

Oui	Story -	2009	Designed our own Direct Trade certification, promoting high environmental and	2018	Published our first ever Environmental Impact Report.	2021	Moved to a new Roastery in Porthleven, Cornwall.	2022	In pa
			welfare standards, and the production of exceptional coffee.		Published our first ever Sustainability Report.		Upgraded our energy systems, including an air		C
			Formed the first Direct Trade relationships with farmers, using principles of ethical sourcing.		Switched to 100% renewable energy at the roastery.		source heat pump, heat exchange system, 34 solar panels, and 10 EV charging points.		
coffe to so and b stand relation to po	Origin formed in pursuit of			2019	Installed state of the art, energy monitoring technology, in the roastery.	onitoring Began working with Enterprise to ensure coffee trace	Began working with Enveritas to ensure coffee traceability and sustainability.		
	coffee excellence, seeking to source, roast, educate, and brew to the highest standards, creating impactful relationships and committing	2010	Began using energy- saving Loring Smart Roast Technology		Published our first ever Coffee Price Transparency Report.		Signed the UN Carbon Neutral Now Pledge.		
	to positive change in the speciality coffee industry.		Moved into our first roastery in Helston. 2020 Achieved B Corp certification.	Formed an inclusive social and wellbeing committee for					
Launched our dedicated engineering department to extend the life of coffee machines, share knowledge and minimise waste.	engineering department to 20	2014	Partnered with logistics B Corp Caravela.		Started working with Too Good to Go to reduce food waste from our cafes.		employees. Installed our industrial		
	machines, share knowledge,				Began donating data to the Transaction Guide, to inform fair global coffee pricing.		composter for our food and coffee waste.		
2008	Bought our first coffee roaster.	2017	Started working with First Mile to recycle bags and cups.		Introduced the staff volunteering policy, to support our local community.				

Introduced enhanced parental leave policies.

Introduced our home compostable packaging range with Decent Packaging.

OUR FIVE GOALS

CIRCULAR ECONOMY

Goal 01

EMPLOYEE WELL-BEING

Goal 04

BUILDING RELATIONSHIPS

Goal 02

DIRECT TRADE

Goal 05

CLIMATE CHANGE

Goal 03

In pursuit of coffee excellence.

2022 AND BEYOND



1: BUILDING ACIRCULAR ECONOMY







Linked to Environment section of B Impact Assessment Environment: Building a Circular Economy

Building a Circular Economy

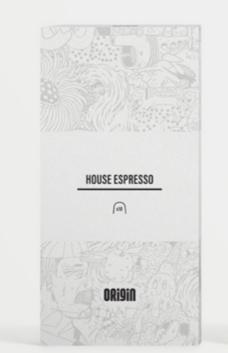
We aim to create a circular economy within our operations at Origin, ensuring that any materials that would previously have been seen as waste are instead re-used, recycled, and turned into a useful input material again.

A circular system or economy is one where there is no waste: materials are selected, are made into a product, used and then, at the end of their life, are made into something else.

Traditionally, the global economy has been based on a linear model of take, make, waste. Products go into the system at one end, get made into something else, and then get thrown away when they are finished with. The problem is the notion of 'away'. Away is somewhere, and that somewhere translates as pollution, litter, landfill, emissions and a whole host of other environmental problems.









What we did in 2021:

We bought a commercial composting unit for our headquarters in Porthleven, Cornwall, taking all waste from our coffee roasting process (chaff), along with all waste from our Porthleven café, including coffee grounds, food waste, and compostable takeaway cups. Once its ready, this compost will be given away to the local community for use in gardens or allotments.

In a bid to reduce food waste, we signed up with **Too Good to Go** so that leftover food from our cafes can be sold to users of the app.

In addition to promoting and rewarding the use of reusable coffee cups, we continued to work with First Mile to recycle takeaway cups, send genuine food waste (from preparation and customer leftovers) to anaerobic digestion, where it is turned into biogas, and to recycle things like plastic bottles, paper, tins, glass, and aluminium.

Regular servicing of coffee machines is crucial for keeping them in circulation. So, wherever you find our coffee, a skilled technician won't be far away. Our La Marzocco certified technicians workshop serviced 51 machines at our Porthleven Roastery in 2021, ensuring their reliability for years to come.



We compost coffee grounds, coffee chaff, and our certified compostable packaging at the Roastery in Porthleven.

Unusable food waste is composted by us, or taken to an anaerobic digestor to create compost and biogas. We sent 1.9 tonnes for anaerobic digestion in 2021— enough to generate 600 kWh of energy.

Our coffee cups are sent to a UK based processor to be turned into paper and cardboard products. We are also able to compost these ourselves on site at our roastery.

The hessian sacks from our coffee beans are sent for recycling, or to **Newquay Orchard** to help with soil erosion, weed control, and seed protection.

Environment: Building a Circular Economy

11

1,742

meals saved

using Too Good To Go. In 2021, this saved 4.36 tonnes of CO2.

2.5

tonnes of

Cardboard recycled in 2021. Our cardboard packaging is remade into new cardboard in as little as 14 days.

13.3

tonnes of

mixed recycling was sorted into different waste streams and repurposed.

600

kWh of energy

Produced by anaerobic digestion of food waste.

Environment: Building a Circular Economy

12

Looking Ahead

In 2022 we are trialling homecompostable packaging across every area of our business.

Customers will be able to send their coffee bags back to us for composting at the roastery, or they can compost them at home. If this trial is successful, we plan to install more composters at our roastery to accommodate the coffee packaging that is returned to us.

Ultimately, our goal is to ensure that every type of waste that we produce is capable of being processed into something else (and not just burned to create energy).

OUR 2030 AMBITION:

Phase out all single-use plastics and ensure that 100% of our Origin packaging is recyclable or compostable.

Reduce cardboard box use by 20% compared to tonnes of coffee roasted.

Reduce non-recyclable waste from 9.46 tCO2e per £1million turnover in 2020 to 5t CO2e per £1million turnover in 2030.



Linked to Community section of B Impact Assessment

2: BUILDING STRONG, LONG-LASTING RELATIONSHIPS





- with Small Farms and Cooperatives.



Building Relationships with Small Farms and Cooperatives

We have built our business and reputation on the quality of the coffee that we source, and through our commitment to working with small-scale producers, paying them fairly for producing exceptional coffee, and providing a route to market.

We have worked with many of our suppliers for years, developing close relationships, working on experimental crops and processing, and improving social and environmental performance.

What we did in 2021

We proudly introduced Beija Flor ('hummingbird', in Portuguese) a Brazilian coffee, produced by women, to Origin's mainstay coffee collection.

Women are providing business leadership and gaining space in the speciality coffee market, and female performance in coffee has grown exponentially over the last few years as a result, with demand for coffee produced by women increasing at the same rate.

Beija Flor is produced by four women in Brazil: Arlete, Elizabeti, Idivane and Juliana. Idivane and her family operate a 350-hectare farm together and her coffee provides the structure of Beija Flor, whilst Arlete, Elizabeti, and Juliana provide additional layers of floral sweetness.

IN ADDITION

In El Salvador, we are working with one of our long-term direct trade partners — Carlos Pola in Santa Elena to support him growing experimental lots of coffee. Origin is underwriting their purchase and we are paying a premium to support the experiments.





"I graduated in accounting, but I decided to work along with my husband on our property, after our now grown children got involved in the job as well. They inherited from us the love for coffee. I believe that acquiring knowledge is the key to have good results, which is why I am always studying. We end up facing many challenges along the way, but we have to keep moving forward. I learned about management, harvesting, post-harvest, processing methods, tasting, and much more. I want to reach the best opportunities in the international market, so that people in other countries can have the pleasure of drinking our coffees."

HEADLINES

* Experimental lots were above the standard direct trade purchases with the farm owner.

51,330

kgs of

Coffee purchased from Beija Flor.

per lb for Beija Flor

all prices quoted are Free on Board (FOB).

26.55

tonnes secured

on a future supply contract for delivery over the next 12 months (2022).

\$3.10

per lb for Santa Elena

In 2021 we purchased a total of 6 tonnes of coffee from Santa Elena at \$3.10.

In celebration of International Women's Day in February in 2021 we also purchased several other coffees grown by women including:

690KG

at \$3.10

Hurtado (Peru)

552KG

at \$3.10

Gloria (Peru)

600KG

at \$3.10

Oasis (Colombia)





Impact

Increased market opportunities for female coffee producers due to the exposure we have generated.

The value of the forward contract offers a guaranteed route to market for the coffee producers over the next 12 months.

Coffee growers can afford to take more risks and try growing new varieties of coffee.

Looking Ahead

We will continue to support female coffee farmers and invest in greater quantities of their incredible coffee year-on-year. The more coffee sold, the more income generated for these pioneering producers.

Links to Environment section on B Impact Assessment

3: TACKLING CLIMATE CHANGE



















- and achieving Net Zero by 2030



We are undoubtedly in the midst of a climate emergency.

Climate change is already affecting our business due to its impact on coffee harvests around the world, leading to reduced supply and higher prices, as well as creating greater uncertainty and risk for our farmers, whose livelihoods depend on a good crop of coffee.

Tackling climate change is a goal that is addressed throughout every area of Origin's operations. In 2020 we committed to achieving Net Zero emissions by 2030. Our work during 2021 has focussed on getting our own house in order before we start to address Greenhouse Gas (GHG) emissions in our supply chain.



What we did in 2021:

In 2021 we moved to our new roastery in Porthleven. The site was constructed in an ecologically sensitive way, with in-built energy saving solutions, including an air source heat pump, a heat exchange system and 34 solar panels, which provide heating to our offices.

We had our 2020 GHG footprint externally verified by GEP Environmental to ensure our compliance; this was for our Scope 1 & 2 emissions, and for the most material Scope 3 emissions. We have had our Environmental Management System assessed by a third party, and recommendations made so that we can better manage our environmental impact.

We installed one new Loring roaster (in addition to the two we already had). Loring roasters are the most energy efficient coffee roasters available, with up to 80% fuel-savings and reduction of greenhouse gases in every roast, compared to conventional roasters.

To become carbon neutral, we will have to bring our partners and suppliers on the journey with us. Considering this, we switched our distributor to DPD who have set ambitious targets for GHG reduction and are a carbon neutral company.

We have moved away from diesel and petrol cars: all our sales team now have EVs or hybrid vehicles.



HEADLINES

22%

reduction of

Scope 2 emissions at the Roastery on 2020 levels

100%

of our

electricity contracts are renewable

NET 0

heating used

to heat our offices by an air source heat pump

0.03%

fuel reduction

despite 30% increase in vehicles

At the Roastery in Cornwall, around 30% of our electricity came from our 34 solar panels, which generated approximately 16,540 kWh of energy in 2021.

252.43

tCO2e

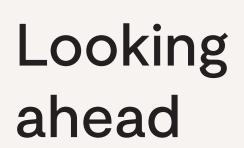
externally verified 2020 carbon footprint

10 EV

* charging points
on site, which have
delivered approx
48,900 EV miles

>

saving 6,500kg Co2 in the first year alone.



We have appointed a full time
Sustainability Officer to drive forward
our ambitions for Net Zero by 2030 and
implement improvements based on
B Corp assessment criteria.

We are aiming to achieve the ISO 14001 Environmental Management System standard during 2022. Our EMS will cover all material environmental impacts from our operations, enabling us to track and measure these and take action to manage and reduce them.

To state our intentions we signed the UN Carbon Neutral Now pledge. We will continue to track our GHG emissions internally using approved methodologies, and are now collecting more detailed data, including Scope 3, across a range of indicators.



Linked to Workers section of B Impact Assessment

4. IMPROVING EMPLOYEE WELL BEING









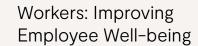














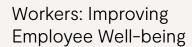
Employee Well being

We aim to be a great employer – for all employees, whether at our Roastery in Cornwall or at one of our Cornwall and London cafes. We want our people to enjoy their work, be well–rewarded and well–supported, and be able to build an exciting career in the coffee industry.

Navigating the pandemic over the last two years has been tough. For our staff, this has meant periods on furlough, frequent changes to working conditions and requirements, changes in strategy and operations while we've adapted to meet changing customer needs and uncertainty as to what will happen next.

Against this backdrop, we put in place many new measures to reinforce and support the well-being of our team.

Training & Development: In 2021 we offered Mental Health First Aid courses to all staff in addition to comprehensive bespoke training and professional development for all roles.





Staff Benefits

We reviewed our benefits package and put in place a range of new perks to reward staff and attract new talent. These include:

Employee Assistant Programme: a comprehensive suite including support with physical, mental, and financial wellness at work

Employee referral scheme for new starters, at £200 per referral

Time off for volunteering

Birthday as an extra day of holiday

Flexible and remote working locations for all employees who can carry out their role away from the roastery or retail operations

Discount on all third-party merchandise and free coffee at all our shops

A sick pay policy above statutory level (10 days full pay across the year)

More Recently: In 2022 we introduced a suite of family friendly policies, including enhanced maternity, paternity, adoption and fertility journey leave and pay, to support our team as much as possible in preparation for family life.

BALANCED BOARD

Our Board of Directors was 100% male in 2020/2021; as of February 2022, The Board is 3:4 female to male.





Freda Yuan Director of Coffee

Dan Goodenough Finance Director

Ellie Rowe Director of People

Myles Shapcott Commercial Director

Andy Phillips Operations Director

Emma Mckeever Marketing Director





Our Staff

Staff retention and future employment is looking more positive, although will continue to be affected by Brexit and recruitment challenges within the hospitality and retail sector

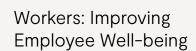
Staff turnover: 2020 = 52% | 2021= 21%. These figures are a combination of wholesale and retail, with both years significantly affected by Covid and Brexit.

From 2022 onwards, we will report staff turnover figures on wholesale and retail separately, with a target of 10% and 20% respectively.

Looking Ahead

We wish to build on 2021's achievements and put in place new benefits for staff, focusing on Equality, Diversity, and Inclusion across all areas of the company alongside further developing our training programme. We aim to improve employee engagement and will measure this via pulse, bi-annual, and annual staff surveys.







We aim to:

Training & Development:

Implement a retail training programme.

Develop a Trainer Manager programme.

Equality, Diversity, and Inclusivity (EDI):

Establish an EDI working group across the organisation with a view to lead on regular staff-led discussion groups and presentations, reviewing ways of working and areas to improve.

Create a dedicated budget for EDI development at Origin for 2022.

Review our talent attraction and hiring process to ensure we appeal to a diverse audience.

Staff Benefits:

Ensure all policies offer above statutory contributions — with focus on maternity and paternity pay.

Offer an electric car scheme to all employees.

Provide life insurance to all employees.

Develop systems and processes to support all remote working for non-production-based roles to attract high calibre talent. Linked to Community and Environment sections of B Impact Assessment

5. SUPPORTING DIRECTTRADE AND DRIVING INNOVATION







Origin's coffee purchasing approach is one of 'Direct Trade'

Direct Trade is where we contract with individual supplier farms (who are usually small producers) and pay them a premium price for their coffee. We visit the farms, sample the coffee, audit the farms to ensure quality, labour, and environmental practices, and we agree quantities that we will purchase and the price we will buy at.

While we are confident that we pay fair prices for the coffee we buy, prices for green coffee have fluctuated significantly in recent years (on commodity markets) and many specialty producers have had to sell their coffee at prices that don't cover the full cost of production. We stand against this practice by providing consistent, long-standing and mutually beneficial agreements.

Our Direct Trade approach to coffee pricing ensures that our suppliers are reliably supported, no matter the commercial market price.



Another significant step for us in 2021 was working with Enveritas to verify our coffee purchases in Colombia, Peru, and Kenya for sustainability, traceability, and improvement activities.

For more information on Enveritas, please click here.

Enveritas is a social enterprise, based in the USA, which helps companies make truthful, independently verified sustainability claims about products they purchase. Verification involves gathering and reviewing documentation about the supply chain and conducting on-site inspections of farms and processing facilities.

We aim to visit all our farms at least every 2 years to check for quality and keep social and environmental standards in check. This approach works up to a point, but having rigorous, third-party verification of our supply chain keeps us accountable-and provides insight into areas where improvement is needed.





Direct Trade Accountability

To try and address issues surrounding Direct Trade – and to set some standards for fair pricing for speciality coffee – a collaborative project called the Coffee Transaction Report has brought together speciality coffee producers, cooperatives, exporters, importers, and roasters to share data on contracts and prices paid. By pooling and anonymising 58,000 contracts for coffee, the Coffee Transaction Report offers guidance on the prices that producers should be charging, and buyers should be paying.

Origin is one of only 4 UK coffee roaster "data donors" — sharing our contracts with the research team at the Coffee Transaction Report.

To further hold our pricing to account, we will align ourselves with the Coffee Transparency Pledge.

HEADLINES

34%

more green coffee purchased in 2021 vs 2020

\$4.34

lb/FOB

average prices paid in 2021 \$4.12

53%

lb/FOB

average prices paid in 2020

increase

in price paid for coffee in 2021

We bought more coffee. We paid more for it.

85,682KG

...That's

23%

of coffee

verified by Enveritas...

of our

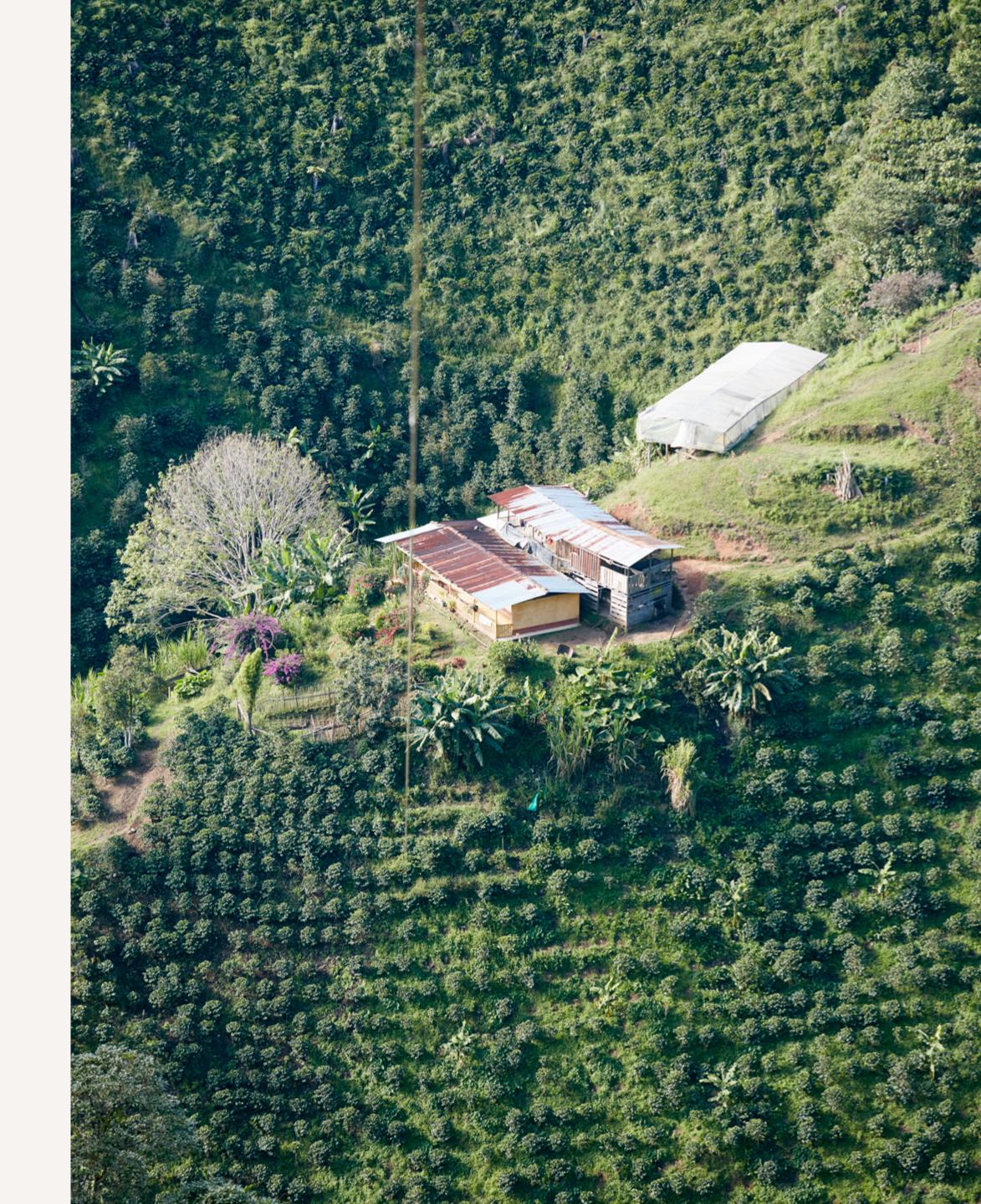
green coffee purchases

Looking Ahead



To establish an accurate picture of local practices, we aim to independently verify 100% of coffee with Enveritas.

This will open honest conversations with our coffee producing partners and empower us to invest in tailored support programmes designed to address challenging sustainability issues.







Other Good Stuff We Do

At Origin we recognise the importance of community—both overseas and closer to home. In Cornwall we work with a whole host of charities and community groups to support local, closed—loop exchange, and give back to the people who support the most vulnerable in our society.

Our sourcing practices reflect our ethos of high quality and social responsibility. We are driven by our direct trade ethos to nurture relationships with microbusinesses, enhance the local economy, and support high quality products that are sourced responsibly.

Here are some of the contributions we've made in 2021:

Newquay Community Orchard: Our hessian coffee sacks have been used by the team at the Orchard to line the bases of trees. The sacks are useful for weed control, ensuring the trees get all the nutrients they need.

Helston Community Larder: In 2021, we donated surplus food and coffee to the HCL. This project is as much about building a stronger, more resilient, caring community as it is about addressing a pressing environmental problem that affects everyone.

Local Producers: Through our network of local contacts, we have distributed coffee chaff and grounds to farms and smallholders who can make use of these nutrient dense resources for a range of purposes, from lining chicken pens to fertilising crops.

The NHS: In 2021 we donated 135kg of coffee to NHS staff across the country, from Cornwall to Lancashire, including ambulance services and heliports. At Treliske, the hospital local to our roastery, we worked with Canteen to run a food and hot drink pop-up for staff.









Supply Chain -

Here are a few of the partners we worked with in 2021:

Loring

Loring coffee roasters use less fuel and have a lower environmental impact. The single burner convection design roasts beans and incinerates the smoke, so no external afterburner is needed.

First Mile

A Zero to Landfill company who collect all our waste from our London sites and our coffee bags from Cornwall.

Caravela



Caravela source
outstanding Latin
American coffee from
small farmers, determined
to reward passion and
recognise excellence.
They form an integral part
of the communities where
they work, ensuring that
everybody wins—from the
coffee pickers to coffee
drinkers.

Huskee

We stock reusable coffee cups made from the coffee husk which is a byproduct in coffee bean production.

Terracaps

A coffee capsule made from 96% renewable raw materials which are GMO, gluten-free, and vegan. The capsules can be commercially composted.

A-Side Studio



We work with
A-Side for our brand
communications. As
a creative agency
they use the power of
communication and
art direction to make a
positive impact on the
world.

Ecotricity

As "Britain's greenest energy company", Ecotricity actively build new sources of green electricity rather than simply trading green certificates.

Ridan Composting Ltd

An innovative eco company designing and building better solutions for recycling food waste into compost. Ridan is helping us save 10 tonnes of food waste per year with our new composter.

Ellis Jute

Our used coffee sacks are sent to Ellis Jute where they can be recycled and repurposed, used in construction and agriculture to help control soil erosion, weed control, and seed protection, and can be used as felt and underfelt, carpet backing, hanging basket liner, and fertiliser.

Decent Packaging



organisation where
"everything is simply made
from plants". Compostable
waste from Decent is
collected by First Mile
and put in an Autoclave
(to expedite the breaking
down of the packaging
materials) before going
through the standard
Anaerobic Digestion
process which produces
fertiliser and green energy.

A carbon zero certified

Tevi

Our new composter was made possible thanks to Tevi. The project supports enterprises to minimise their waste in smart and innovative ways as part of the global transition towards a circular economy.

Skinflint



Skinflint is a champion of reuse and circularity, and scours the world to source and restore unique and historic vintage lights. When we moved to the new roastery, we chose Skinflint lighting.

DPD

DPD are ahead of their competitors in terms of corporate social responsibility. Their 'Driving Change' commitment means that every parcel delivered is carbon neutral.

Local Businesses

We work with a whole host of incredible local businesses to source high quality products for our cafes. For example, Da Bara Bakery provide our pastries; florist Emma Edkins constructs bouquets and table displays; we've committed to selling talented local potter Sam Marks Ceramics across all our sites, and local joiner PJ Lincoln helped us to refit our offices and roastery café.

Rio Nuevo: Source cocoa beans directly from small scale farmers in Ecuador to make their chocolate here in Cornwall.

Verdant Brewing: Independent and Cornish based, Verdant brew delicious beers just down the road from our Roastery in Penryn.

Trink Dairy: We are fortunate in Cornwall to have grass fed cows producing high quality milk on our doorstep. Trink bottle their milk on site before delivering to our roastery and cafes, with total food miles of just 15 miles from cow to cup.









RÍO NUEVO





In 2021 we became co-chairs of B Local Cornwall. B Locals are formed in cities or regions where there are multiple B Corps and B Leaders who have expressed an interest in working together. Through this partnership, we connect with business and individuals across Cornwall and the South West, and help them on their positive impact journey.

In 2021 we supported B Corp at their first ever UK pop-up shop in London. The week-long pop-up taught consumers about conscious purchases and raised awareness about the brands benefiting people and the planet.

So far in 2022 we have already contributed to the hugely successful Boardroom 2030 event at the Eden Project. The event introduced new voices to business, connecting young people with owners and entrepreneurs interested in looking to the future.

We look forward to developing many more exciting events and initiatives alongside our co-chairs in 2022 and beyond.





2022 & Beyond

We are going to recertify in 2023, and our aim is to significantly improve our B Corp score, with the goal of achieving 120 points at recertification.

This is no mean feat, but we didn't join B Corp just to celebrate our success. We'll look to identify areas where we can do more, and constantly strive to make progress.

The Queen's Award

We are also very humbled to have won the Queens Award for Enterprise in Sustainable Development for 2022.

Acknowledging the industry-leading achievements in sustainability, society and the environment, the award reflects everything at the heart of Origin.

To maintain this momentum, and hold ourselves continuously accountable, we plan to apply again in 2023.

"When we talk about sustainability at Origin Coffee we talk about it in terms of each and every aspect of business operations — nothing escapes scrutiny. Asking how we can do things better, for people and the planet, is ingrained in our thinking and seeing the impact of our actions and inspiring other businesses to follow in our footsteps is a fantastic reward. It is a huge privilege to receive this award and is to the credit of the whole team."

-Tom Sobey, Founder of Origin Coffee



