

IMPACT REPORT 2023

Data is from CY2022 and FY2023







Drink Better Coffee™

Acknowledgement of Country

Pablo and Rusty's Coffee Roasters respectfully acknowledges the traditional custodians of the land on which we work, specifically the Wallumedegal or Wallumattagal of the Eora Nation. We pay respect to Elders past and present, and to the history and cultures of all Aboriginal and Torres Strait Islander people.



Table of Contents

Acknowledgement	→ 0	1
Sustainable Development Group		3
Note From Our Founder		4
Our Timeline	0	5
Our Team		6
Our Customers		7
Our Suppliers		8
Our Community		9
Our Environment		0
What's Next	1	1
Thank You		2



Sustainable Development Growth





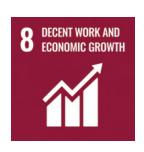














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Can be found on page 6

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Can be found on pages 6, 8



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on pages 7,8,9,10

For more details regarding SDG, please click the link below: https://sdgs.un.org/goals



Note from our Founder

I am proud to say that, as a business, we have continued to push forward with our objective to minimise our negative impact and actively look to do more good in the world and contribute to the restoration of our planet. We don't want to hide from the effects we have; instead, we acknowledge them, strive to reduce them, and do everything we can on the other side to make up for it, and more. We know we have come a long way, but we also recognise that we have so much more to do and will continue to lean in every step of the way.

We are investing heavily in power-saving equipment, partnering with incredible not-for-profit organisations, and aiming for an even higher B Corp score. We are working on initiatives, both large and small, that create momentum. This is now our third Impact Report, articulating not just our heart but also our actions as we aim to become a leading business both in coffee and beyond, demonstrating the positive changes we can make for a better world. We thank the customers we serve, our passionate and dedicated team, the farmers we support, and all our other suppliers and partners who make this journey possible. Onwards!

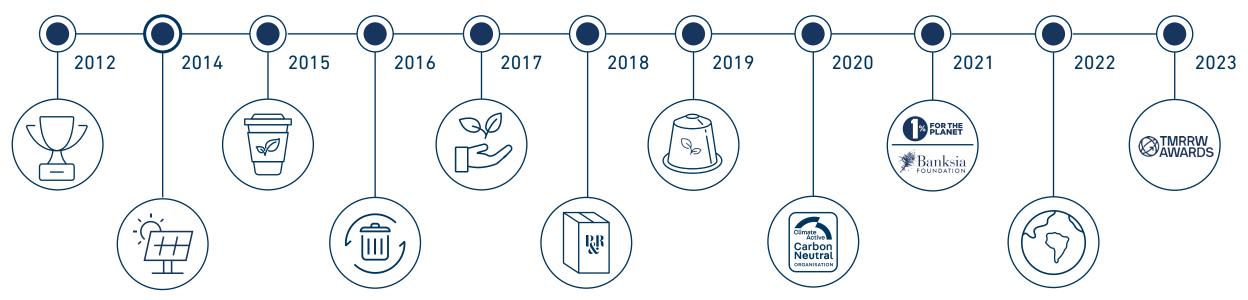


Saxon Wright Founder



Our Timeline

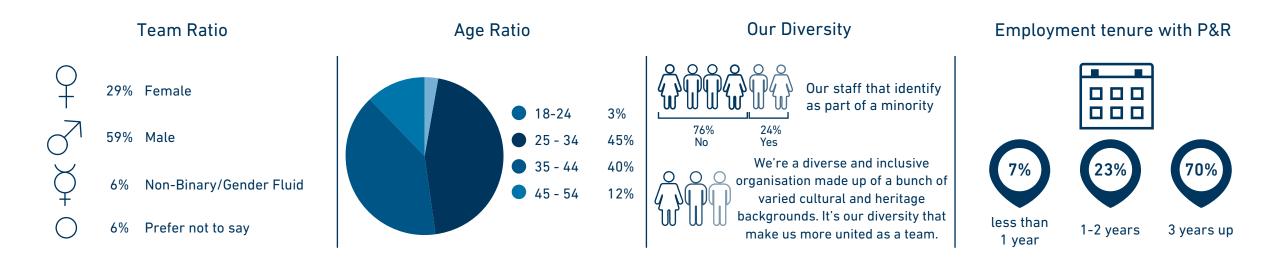
- Fairtrade certified.
 Won NSW Green Globe sustainability award - Small business sustainability and environmental leadership award.
- Collaborated with our partners to shift all single-use cups and lids to fully compostable and biodegradable products.
- Installed our Nitrogen extraction unit to capture nitrogen from the atmosphere.
 We use this in our product packaging for maximum shelf life and sustainability.
- Became one of the first B
 Corp certified coffee
 companies, joining a growing
 movement of certified
 organisations using business
 as a force for good.
- Joined the Carbon Neutral -Plant A Tree Program ™.
- Started developing our range of compostable and biodegradable specialty coffee pods.
- Launched our Nitro Coffee in a can as a more sustainable alternative to plastic bottles.
- One of the first Coffee Roasters in Australia to become 1% for the Planet members, meaning we've committed to donating 1% of our revenue (not profit) to 1% for the Planet member charities. Their purpose is to tackle and raise awareness of the impacts of climate change.
- Nominated for the NSW Banksia award for excellence in Sustainability.
- We were announced as finalists in the TMRRW Awards AU/NZ 2023! A movement that recognises change maker brands and organisations leading the way to a cleaner, greener and better future.



- Converted our roastery to solar power and changed all lighting to LED and motion sensors.
- We commenced reduction of roastery waste adding Hessian sacks in combo with coffee husks to local community gardens, sending grounds to compost and baling and compacting plastic and cardboard waste.
- Introduced cardboard subscription boxes to reduce the plastic generated from shipping pouches.
- The first coffee roaster in Australia to be certified a Carbon Neutral Organisation™ by the Australian Government-backed Climate Active program.
- We join a small group of global businesses certified as Bcorp, Carbon Neutral Organisation and, 1% for the Planet.



Our Team



Anti-bullying Policy



We're committed to providing a safe workplace with a Zero-tolerance Anti-bullying Policy alongside a Whistleblower Policy. We also provide ongoing and mandatory anti-bullying training for all of our staff.

Volunteer and Training Leave



From helping out with bush fire recovery to planting trees or spending the time on professional training and development, our team members are encouraged to use their Volunteer and Training Leave.

Employee Assistance Program (EAP)



Uprise is an Employee Assistance Program (EAP), a digital resilience app with an option to use a dedicated wellbeing coach. We offer this resource to our team because we value employee wellness.

Bonus Leave



804.5 hours

All permanent staff get one week of extra bonus leave per year. This is how many bonus leave hours were used in 2023.





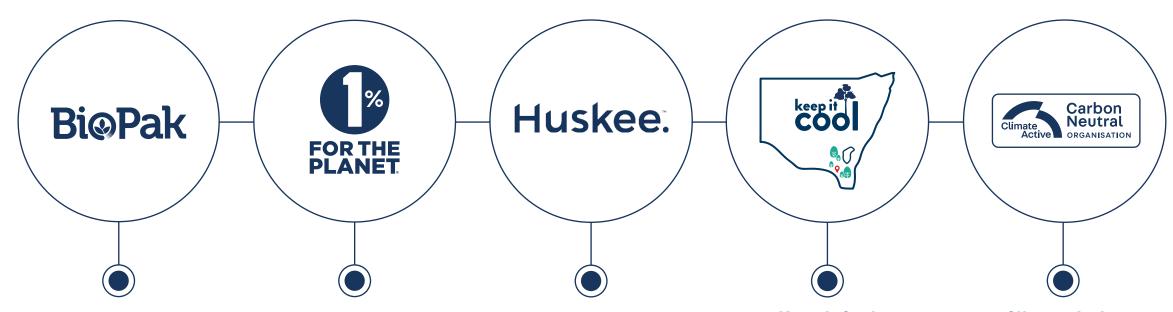








Our Customers



Cup Program - BioPak

We have partnered with BioPak for more than 10 years. We source all of our takeaway cups and lids from them helping us minimise our carbon footprint as much as possible.

BioPak products are certified compostable, meaning they can be composted either domestically or commercially. By committing to using BioPak products, we are minimising our impact on single-use land fill.

1% for The Planet

Under the 1% for The Planet program, our customers' contribution underscores our ongoing commitment to making a positive impact on the health and sustainability of our planet. Their support not only demonstrates the collective effort towards environmental responsibility but also reinforces our dedication to implementing meaningful initiatives that benefit both our communities and the world at large. We are grateful for their partnership in our mission to create a more sustainable future.

Huskee cup

Our customers have made a substantial impact by choosing to enjoy their coffee in Huskee cups.
Over 3,700 cups having been purchased by both our Cafe Partners and Online Community.
We thank our customers and community for their conscious choices and commitment to reducing environmental impact—one Huskee cup at a time.

Keep it Cool

Our customers help support us in planting trees through actions like choosing to donate their P&R Reward Points to plant a tree and supporting donation campaigns. We partner with 1% for the Planet, a certified not-for-profit organisation, and Keep It Cool, planting trees in the Snowy Mountains region of NSW. These native and region-specific trees provide habitat for local fauna and also help rebuild the biosphere while pulling carbon directly from the atmosphere.

Climate Active

By offsetting 3,464 tonnes of carbon through Carbon Active, we ran a Carbon Neutral business in 2022, combatting climate change and protecting the environment. Carbon offsetting is by no means a perfect solution; however, we recognise it's a part of the journey towards being a more sustainable organisation.







Our Suppliers

landfill

Beans purchased Using recycable Money spent on Biodegradable **Purchasing** Fairtrade from minority or Producing women-owned farms compostable pods cardboard shippers B Corp suppliers cups sold Fairtrade coffee premium paid ŖŖ FAIRTRADE Saved 190 kgs Saved 816 kgs of \$613,000 \$44,234 1,500 kgs 11,350 kgs of 78,064 kgs of of plastics and plastic packaging plastics avoided green coffee Fairtrade premium aluminum from in 2022













Our Community

B Corp

We're proud to be part of the B Corp community. A group of for-profit organisations that are committed to using business as a force for good. We meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. We're actively involved in the B Corp community, from events, advocacy and collaborations with fellow B Corps aiming to raise awareness and amplify the impact of the B Corp movement.

Certified Greening Australia SURFRIDER FOUNDATION AUSTRALIA

Greening Australia and Surfrider

We contributed \$11,200 towards Greening Australia and \$10,945 towards Surfrider. Greening Australia delivers large-scale landscape restoration across Australia, covering thousands of hectares of land and protecting hundreds of species of native plants and wildlife. Surfrider is a conservation initiative dedicated to clean oceans and protecting Australia's coast lines.

1% For the Planet

Imagine harnessing 1% of the revenue (not profit) of thousands of businesses across the globe and then directing these funds to organisations on the frontlines tackling the impacts of man-made climate change.

Thanks to the support of our Team and community we become 1% for the Planet Members. We go beyond direct donations to 1% for the Planet movement and their certified Non for Profit partners. We also supply coffee products to their certified not-for-profit partners like Oz Harvest, and the Bob Brown Foundation helping to support the great work they do.



OzHarvest

We partnered with OzHarvest to get products that may end up in waste in the hands of people that will be able to enjoy them. In total, we contributed over \$50,000 in product donations. OzHarvest is Australia's leading food rescue organisation. They save surplus food and deliver it to charities that help people in need.

Greener for Business

We partnered with Greener to help us, our business partners and our community continue on their sustainability journey. Greener makes it easy for businesses to focus on energy, waste, shipping, appliances, packaging, transport and more. It allows businesses to take small steps towards sustainability while also reducing costs in many instances.



"Our partnership with Pablo & Rusty's has been nothing short of a game-changer for our humble little school cafe program at Epping Boys High School. Every student (and staff member) who has attended this training has benefited on so many levels. From seeing the roasting and packing machinery in action; hearing the passion and mastery of craft in the voices of the Roastery crew; gaining a greater understanding of our place in a sustainable world and how to integrate and prioritise this thinking in business; to feeling the atmosphere of a workplace as it should be - happy, social, warm, friendly, professional, inclusive, forward-thinking and inspirational."

Simon Percy, School Counsellor - Epping Boys School















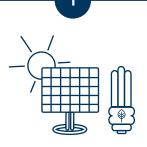








Our Environment



Solar panels

We've generated 35.27 MWh from our rooftop solar panels in 2023. We exported 1,211 kWh to the grid and used 34.07 MWh from our panels. Consumption from our solar panels equaled 19% of our total power consumption. The remaining on-grid use was carbon offset.



\$100k Contributions

Thanks to our community's strong support, we've contributed over \$120k to the 1% for the Planet movement, directly or through certified Environmental Partner organizations. This financial commitment actively addresses the impact of man-made climate change. Our commitment extends beyond financial contributions, embracing diverse efforts like volunteering, advocacy, and education, emphasizing dedication to a sustainable future.



Carbon offset

We were able to purchase 3,464 verified carbon units to offset our CO2 emissions. These were both Australian and international carbon-offsetting initiatives. We partnered with the team at Pangolin Associates who helped us find the best initiatives to support from setting up wind farms to tree planting programs.



Bob Brown Foundation Conservation Efforts

We donated \$13k to aid BBFs conservation for the takayna/Tarkine Rainforest in Tasmania and provided \$10k in products to support the BBF Team. Through our efforts including backing the Run for the takayna Ultratrail event, enabling BBF to uphold legal representation and on-the-ground action for protecting the takayna/Tarkine and other environmentally significant areas.



Grounds from brewing saved from landfill

Last year we commercially composted 23 tonnes of coffee grounds as a biproduct of our coffee brewing, diverting it from landfill and repurposing it to improve soil health. These grounds are also collected by our local gardening and permaculture community. They are an excellent source

of nitrogen for gardens.













What's Next?

Our commitment is to continually reduce our footprint and improve our positive impact. We have set ourselves some ambitious milestones for the coming years, so that together with our partners and communities, we can make a significant difference.

By December 2025,





We achieved 1%FTP earlier than we'd planned.



Attain a B Corp Score of 100+ points.



All packaging will be compostable or recycable.







Thank You!

We extend our sincere gratitude to our valued customers and community for the unwavering trust and support bestowed upon our brand and initiatives. A heartfelt appreciation goes out to the entire P&R staff team for their dedicated efforts. A special acknowledgment is reserved for the Impact Report Team, including Abdullah, Vincent, Servando, Chris and Mark, for their considerable time and dedication in crafting this impactful report. Thank you all.

www.pabloandrustys.com.au







