

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.

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Sustainable Development Growth



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

Note from our Founder

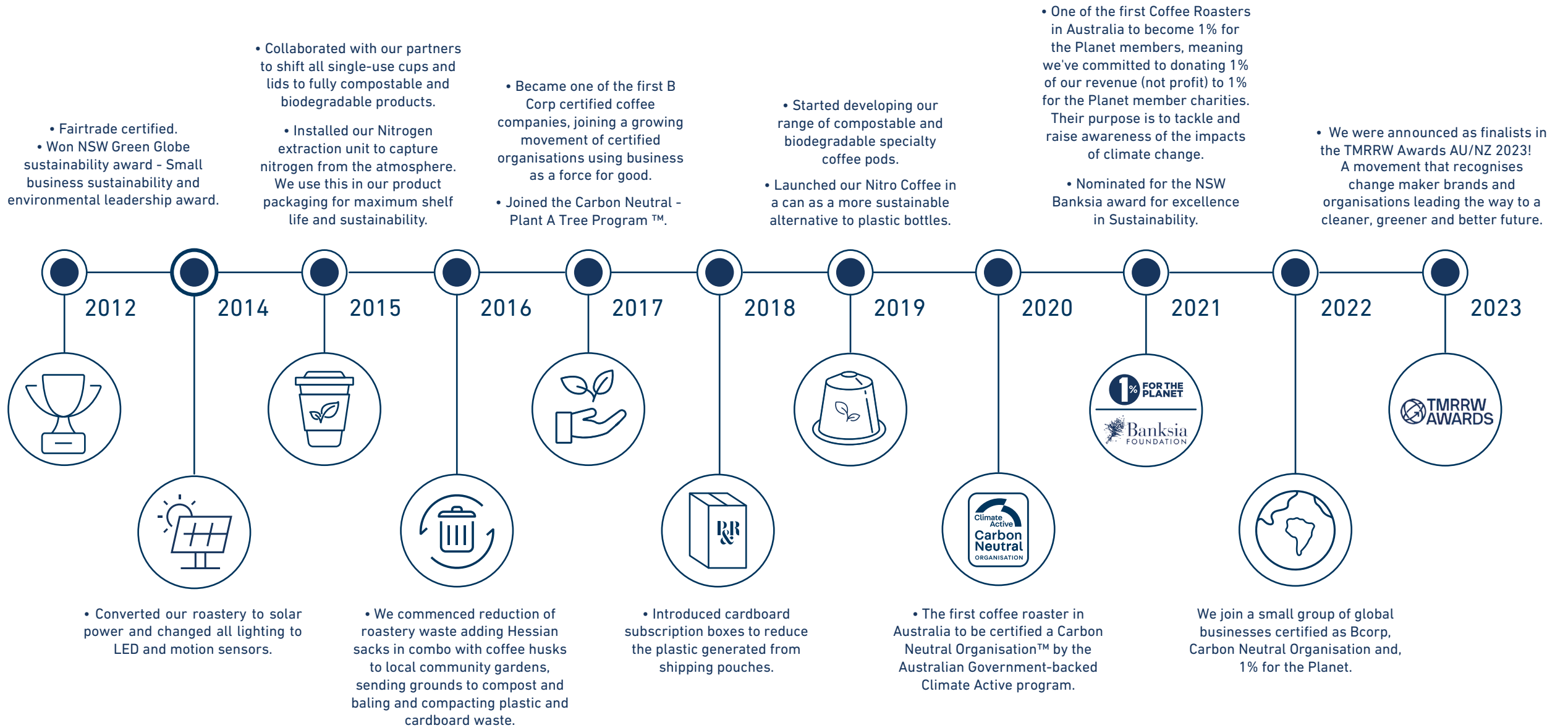
I am proud to say that, as a business, we have continued to push forward with our objective to minimise our negative impact and actively look to do more good in the world and contribute to the restoration of our planet. We don't want to hide from the effects we have; instead, we acknowledge them, strive 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!



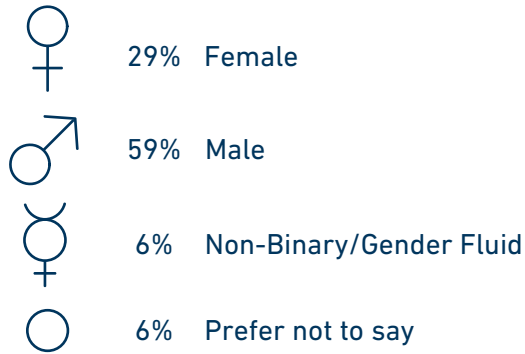
Saxon Wright
Founder

Our Timeline

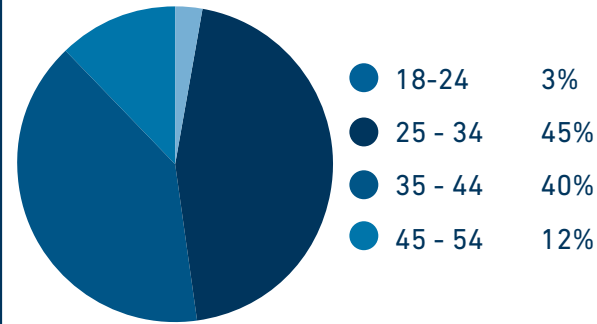


Our Team

Team Ratio



Age Ratio



Our Diversity



Employment tenure with P&R



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)



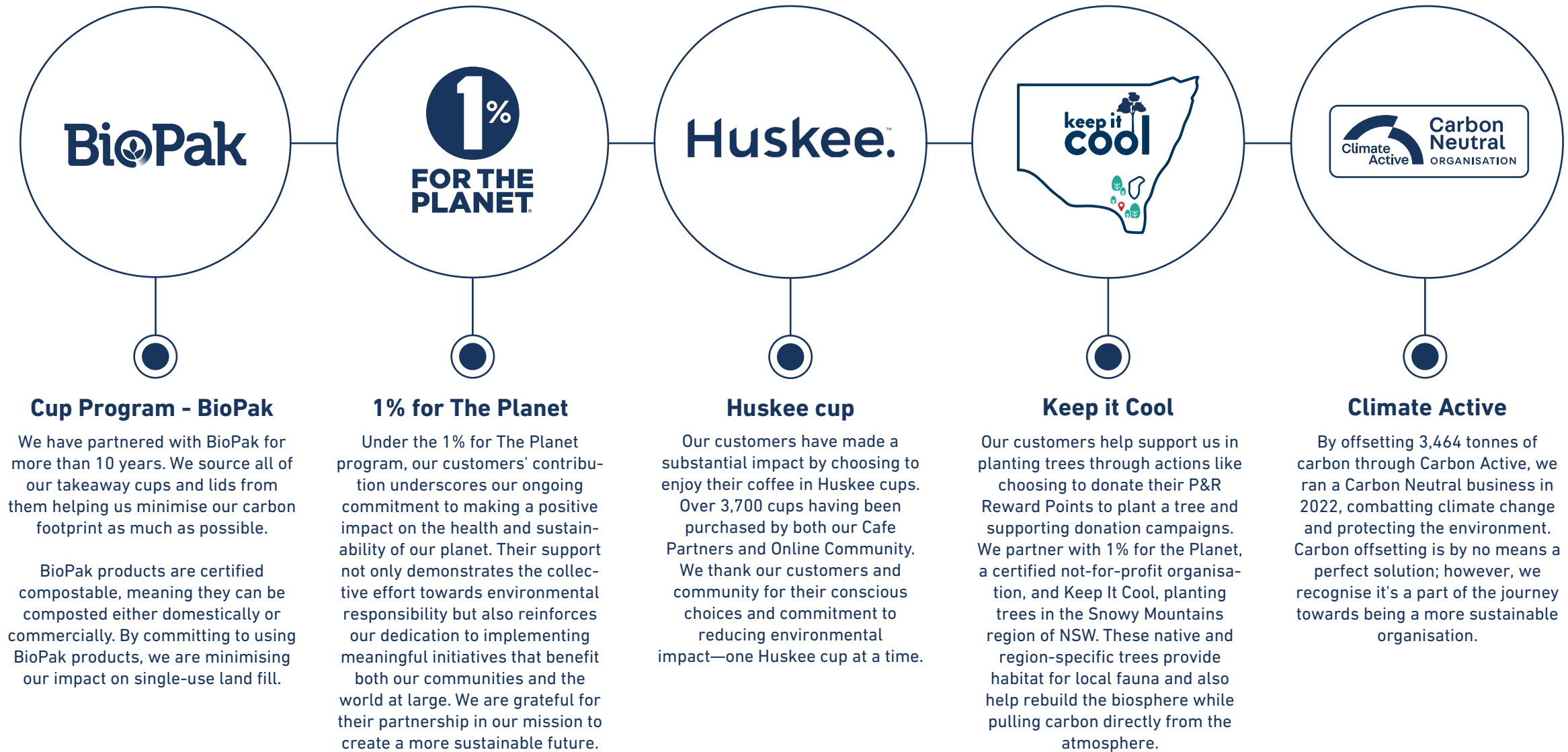
Uprise is an Employee Assistance Program (EAP), a digital resilience app with an option to use a dedicated wellbeing coach. We offer this resource to our team because we value employee wellness.

Bonus Leave



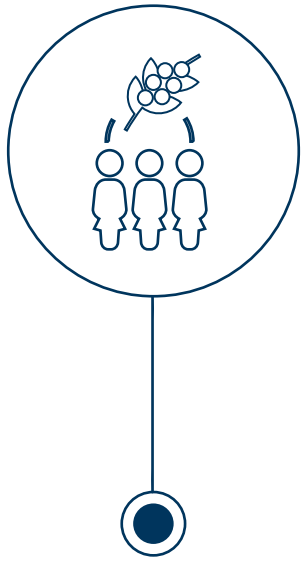
All permanent staff get one week of extra bonus leave per year. This is how many bonus leave hours were used in 2023.

Our Customers



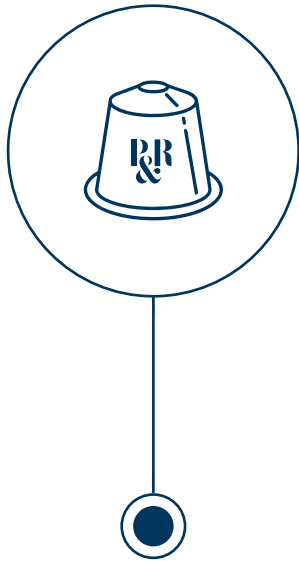
Our Suppliers

Beans purchased from minority or women-owned farms



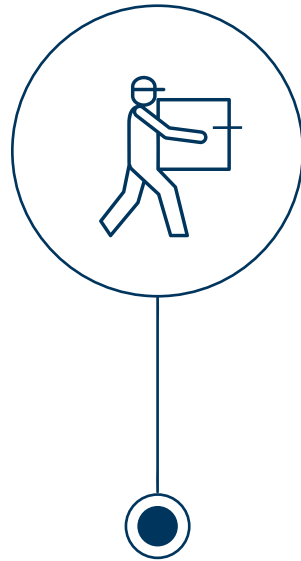
1,500 kgs

Producing compostable pods



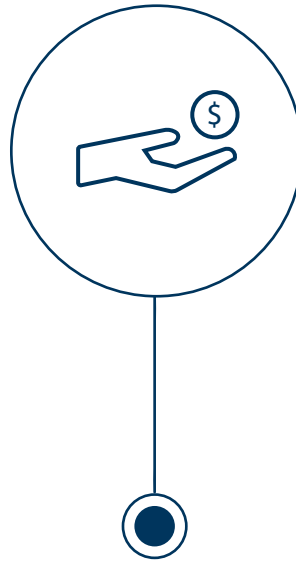
Saved 190 kgs of plastics and aluminum from landfill

Using recyclable cardboard shippers



Saved 816 kgs of plastic packaging in 2022

Money spent on B Corp suppliers



\$613,000

Biodegradable cups sold



11,350 kgs of plastics avoided

Purchasing Fairtrade coffee



78,064 kgs of green coffee

Fairtrade premium paid



\$44,234 Fairtrade premium



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.



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.

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.

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.

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.

Epping Boys training

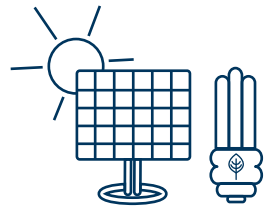
"Our partnership with Pablo & Rusty's has been nothing short of a game-changer for our humble little school cafe program at Epping Boys High School. Every student (and staff member) who has attended this training has benefited on so many levels. From seeing the roasting and packing machinery in action; 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

1



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.

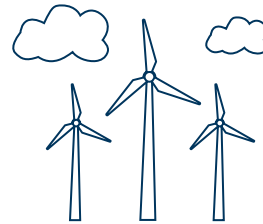
2



\$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.

3



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.

4



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.

5



Grounds from brewing saved from landfill

Last year we commercially composted 23 tonnes of coffee grounds as a byproduct 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 recyclable.

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

