



# IMPACT REPORT 2022

*Data is from CY2021 and FY2022*

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, present and emerging and to the history and cultures of all Aboriginal and Torres Strait Islander people.

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# Sustainable Development Goals



**1** NO  
POVERTY



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**2** ZERO  
HUNGER



**3** GOOD HEALTH  
AND WELL-BEING



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on page 6,7



**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY



Can be found  
on page 6,9



**6** CLEAN WATER  
AND SANITATION



**7** AFFORDABLE AND  
CLEAN ENERGY



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on page 10



**8** DECENT WORK AND  
ECONOMIC GROWTH



Can be found  
on page 6



**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



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on page 11



**10** REDUCED  
INEQUALITIES



Can be found  
on page 6



**11** SUSTAINABLE CITIES  
AND COMMUNITIES



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on page 10



**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



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on page 9



**13** CLIMATE  
ACTION



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on pages  
7,8,9,10,11



**14** LIFE  
BELOW WATER



**15** LIFE  
ON LAND



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**17** PARTNERSHIPS  
FOR THE GOALS



Can be found  
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

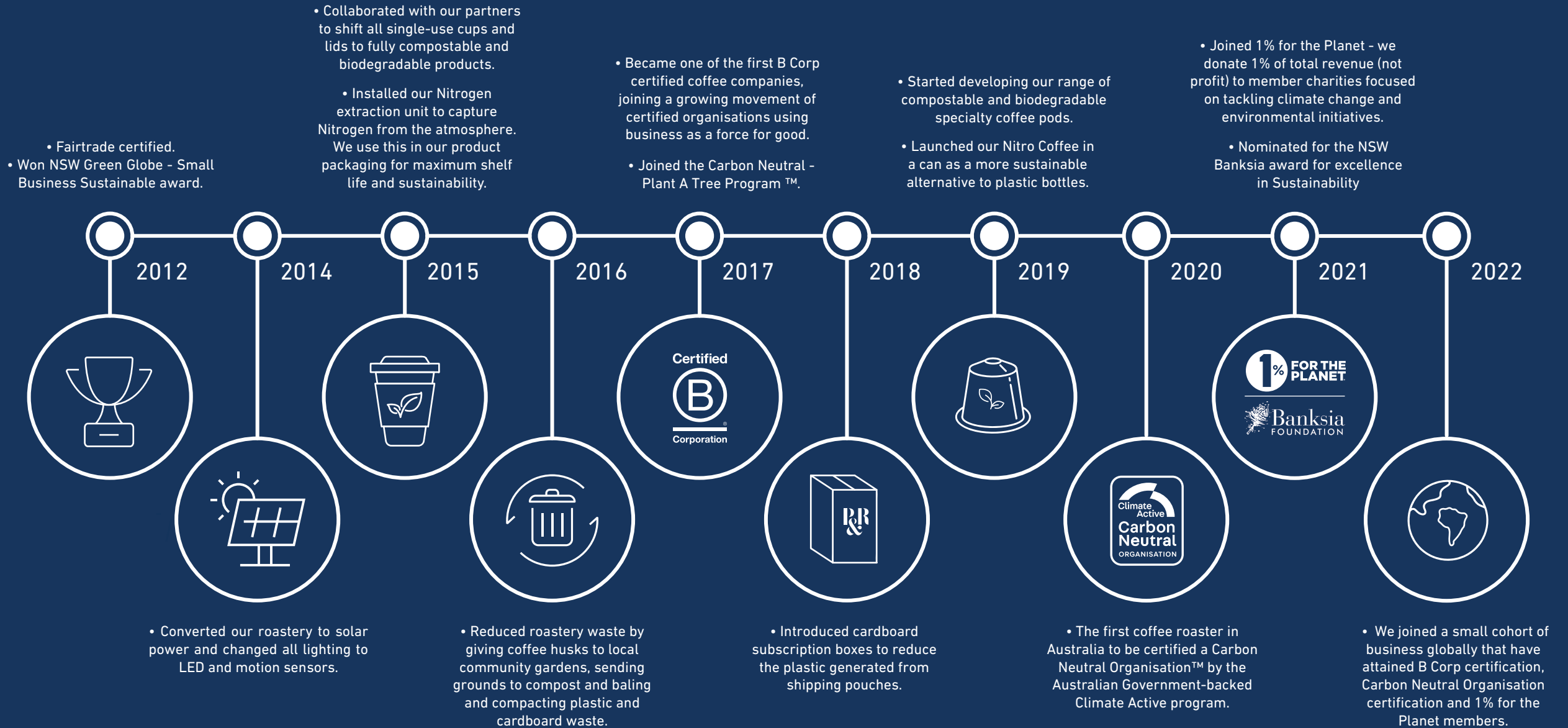
Our sustainability journey continues to evolve as we seek to play a positive role in our community, both locally and abroad. We continue to push ourselves as a business to improve what we do and also go beyond. We are already tracking ahead of our goals by becoming a 1% for the Planet member, a milestone that we are very proud of and that we know will create a significant and lasting impact. We also want to partner with other businesses and organisations that are pushing the limits of what is possible in creating a better future.

This is our second Impact Report that will help to hold ourselves accountable whilst inspiring our coffee loving community. It also serves to highlight some of the key milestones and activities that go on behind the scenes through the year back here at P&R. We are so grateful to all our staff, customers and wholesale partners who are on this journey with us. We are not there yet, there is still so much to do, however as a business we are committed to building on the momentum we have and, as best we can, demonstrating that a business can positively impact both people and the world around us.



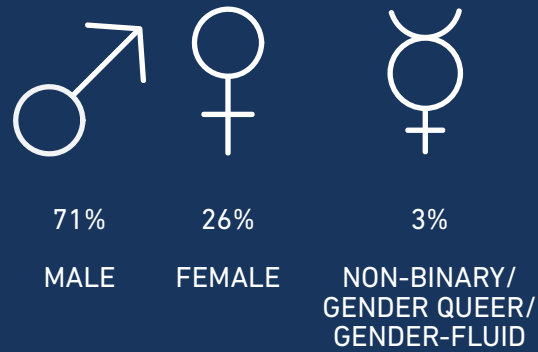
**Saxon Wright**  
Founder

# Our Timeline

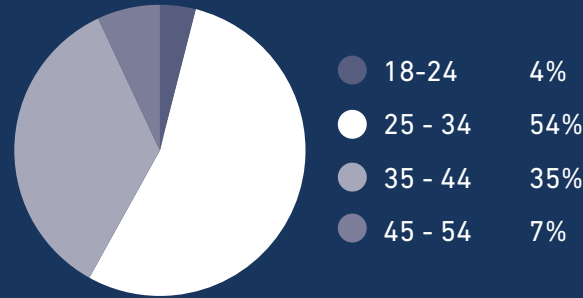


# Our Team

## 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, a digital, resilience and wellbeing app with an option for our team members to work with dedicated wellbeing coaches and trained mental health professionals.

## Bonus Leave



All permanent staff get one week of extra bonus leave per year. This is how many bonus leave hours were used in 2022.

# Our Customers



## Cup Program - BioPak

We have partnered with BioPak for 10 years. We source all of our takeaway cups and lids from them because their products help us to minimise our carbon footprint as much as possible.

BioPak products are recyclable or compostable meaning that they are certified to be composted either domestically or commercially. By committing to using BioPak products we are minimising our impact of single use packaging ensuring the end of life of these materials doesn't harm the environment.

## Carbon Offset and Waste Reduction via BioPak

We have offset 161,599 kg of carbon which is equivalent to driving 608,139 km in a new car. Reducing carbon emissions mitigates climate change.

## Shift Away From Printed Coffee Cards

54% reduction of printed coffee cards by moving to a digital coffee card program. By using a QR code system we have reduced the need to print 100,000 coffee cards.

## Planting Trees with Keep It Cool

Our customers help us plant thousands of trees, meaning we actually get down in the dirt and plant trees on their behalf. We partner with 1% for the Planet certified not-for profit Keep It Cool planting trees with them in the Snowy Mountains region of NSW. These native and region-specific trees provide habitat for local fauna and also help rebuild the biosphere whilst pulling carbon directly from the atmosphere.



# Our Suppliers

Beans purchased from minority or women-owned farms



11,040 kg

Producing compostable pods



Saved 270 kg of plastics and aluminium from landfill

Using recycable cardboard shippers



Saved 751 kg of plastic packaging per year

Money spent on B Corp suppliers



\$504,000

Biodegradable cups sold



10,847 kg of plastics avoided

Purchasing Fairtrade coffee



79,210 kgs of green coffee

Fairtrade premium paid



\$33,954 Fairtrade premium

# Our Community

## B Corp

We're proud to be part of the B Corp community. For-profit organisations who 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.



## #Cans4Carers

We owe a lot of gratitude to our frontline health and emergency service workers. They keep our country going. To keep them going, we have given over 588 cans (49 cases) of our Nitro coffee to make sure they are well caffeinated as they serve our communities.

## 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 not-for-profit partners we also supply coffee to their certified non for profit members like Oz Harvest and Bob Brown Foundation helping to support the great work they do.



## SES Donation

Many parts of Australia have been devastated by flooding and natural campaigns. We donated over \$3700 directly to SES Services across Australia via various campaigns. These funds help support the volunteers across these organisations. We also donated cases of Nitro coffee directly to SES units up and down the east coast of Australia.

## WWF Campaign

We joined 100 leading Australian businesses to support WWF- Australia United We Shine campaign advocating for Australia to become a Renewable Energy Super Power. This campaign received national attention helping to raise awareness of the need to transition to renewable energy sources of which Australia has in abundance.



## 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 25.25 MWh from our rooftop solar panels in 2022.

We exported 42 kWh to the grid and used 25.21 MWh from our panels. Consumption from our solar panels equaled 29% of our total power consumption. The remaining on-grid use was carbon offset.

2



## \$100k Contributions

Thanks to the support of our customers and community we've donated over 100k dollars to 1% for the Planet movement either directly or via their certified not-for-profit partner organisation. These funds go directly to reduce, mitigate and raise awareness of the impact of man-made climate change.

3



## Carbon offset

We were able to purchase 3,105 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 over \$10k to support BBF's conservation efforts in preserving and protecting the Tarkine/Takayna Rainforest in Tasmania. Through our donation campaign, BBF can continue to carry out legal representation and on-the-ground support for this area of natural beauty.

5



## Grounds from brewing saved from landfill

Last year we commercially composted 2250 kg 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 over the coming years so that, together with our partners and communities, we can make a significant difference.

By December 2025, we will...



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 would like to send our heartfelt thanks to our customers and community for the trust and support that you have given our brand and initiatives. Of course, thanks to all the P&R staff team for everything you do. A special mention to our Impact Report Team; Vincent, Harland, Servando, Mark and Chris. Thanks for all the time and effort that's gone into putting this impact report together.

**Pablo&Rusty's**  
COFFEE ROASTERS

