



OUR BUYING POLICIES

We are a business built on the belief that **'everyone deserves a fair shot'**. The product of this belief is delicious specialty grade coffees.

Our values are simple: **be straight up – be invested – be fair and fearless.**

We strive to have our purpose and values at the core of our business decisions. We also believe everyone achieves more when we work together, so choosing who we trade with is important to us. This is how our values show up in our buying decisions:

Being straight up:

- we seek out suppliers and partners who share our beliefs and values
- quality of product matters to us, we stand behind every product we produce so we ask our suppliers to do the same
- we make decisions not just on price, we also consider how a supplier's business is operated. Companies with certifications like BCorp and being a Carbon Neutral Company get our respect and attention.

Being invested:

- we are committed to long term supplier relationships, not fly by night type arrangements.
- we know the importance of investing in our local communities, working with local suppliers is one way we do this.
- we expect all of our suppliers to follow our Supplier Code of Conduct. Suppliers from whom we buy more than £12,000 per annum will be asked to send us a signed copy.

Be fair and fearless:

- we support businesses doing great things, and love to support those owned and/or managed by women, ethnic minorities and those in low socio-economic areas.
- we work with businesses of all sizes, if you are small independently owned business, this is not an issue for us, so are we.
- we aren't afraid of feedback as we always believe there is room for improvement in every business. If you think we need to be aware of something that doesn't fit our buying policy or are a supplier we don't yet work with but likes what you read here, please get in touch.

We hope this makes clear what we value and whether we are the right partner for your business too.