

Aldea -coffeeCertified



Corporation

This company meets the highest standards of social and environmental impact

Aldea has been a Certified B Corp for two years, and in that time the certification has provided a beacon to guide every decision we make as a company. Aldea Coffee is part of a community of business leaders working to make a positive impact locally and globally. Since our inception in 2015, reaching B Corp certification is one of our greatest achievements.

We have split our Impact Report up into the five sections of the B Corp assessment to highlight specific areas of achievement.

impact report sectino

CUSTOMERS
ENVIRONMENT
COMMUNITY
GOVERNANCE

WORKERS

# **CUSTOMERS**

At Aldea Coffee, we are deeply committed to exceptional customer care because we believe that fostering meaningful connections with our customers is not only integral to our business model but also aligns with our B Corp goals. Our dedication to providing exceptional service not only enhances our customers' experience but also reinforces our commitment to creating a positive impact, ensuring that every interaction reflects our core values and the sustainable, ethical practices that define us as a B Corp.

97%

CUSTOMER SATISFACTION RATE IN 2021.



# **ENVIRONMENT**

Our supply chain is one of our main focuses. The closer to home a product is made, the more sustainable it is. Here is a list of some of the items we source that are produced right here in Michigan:

michigan made:

MILK
HONEY
EGGS
APPLES
LAVENDER
COOKIES
MAPLE SYRUP







1,700 +

REUSABLE MUGS USED,
DIVERTING THOUSANDS
OF SINGLE-USE CUPS
FROM THE LANDFILL.

# COMMUNITY

The word "Aldea" means community in Spanish. Community
has always been the cornerstone of Aldea Coffee.

Here are some ways we carry this out:

237 VOLUNTEER
HOURS IN OUR
COMMUNITY,
AND A PRESENCE
AT COMMUNITY
FOCUSED EVENTS.











REVENUE SHARE TO ALDEA DEVELOPMENT

## **GOVERNANCE**

Governance became a main focus for us this year. We aim to meet with our Advisory board three times a year, and are working towards the governance goals listed below.

# WHAT WE HAVE BEEN WORKING TOWARDS:

- Building a finalized handbook
- Writing long-term policies
- Making Aldea the best place for an employee to work.
- Utilizing & applying the knowledge our advisory board shares.



### PICTURED:

A VIRTUAL ADVISORY BOARD MEETING. WE MEET WITH OUR ADVISORY BOARD 3 TIMES A YEAR.

## **WORKERS**

At Aldea Coffee, our staff is at the heart of our mission to create a positive impact as a B Corp. We place a premium on nurturing a dedicated and engaged team, as evidenced by our low turnover rate. Our commitment to our staff's well-being and growth not only enhances our workplace environment but also underscores our alignment with B Corp goals. We believe that investing in our team translates into a more sustainable and socially responsible business, reflecting our values in every aspect of our operations.





\$11,499

REVENUE SHARING
AMOUNT SPLIT BETWEEN
ALL FULL-TIME EMPLOYEES

