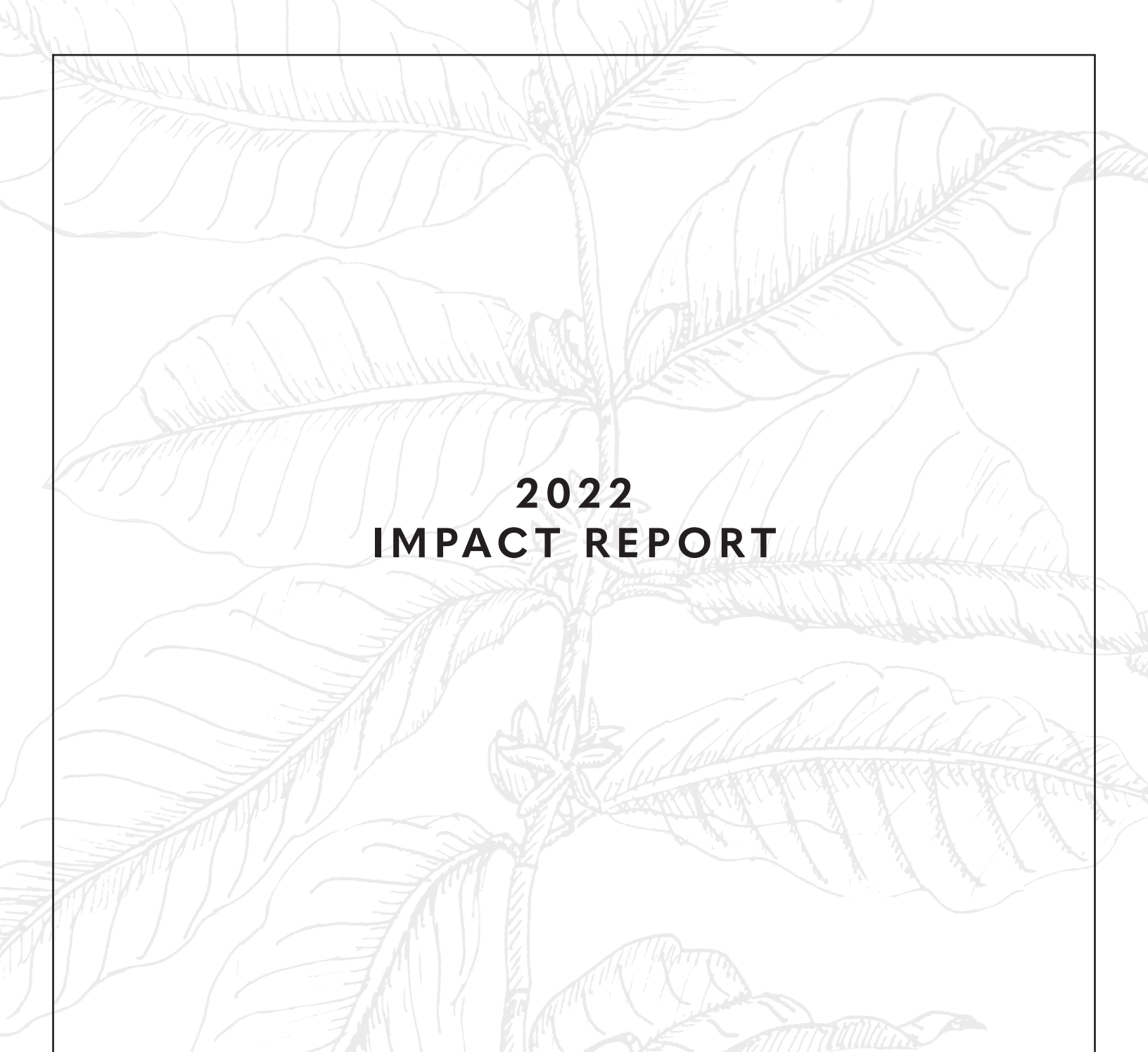




2022 IMPACT REPORT

aldea
- coffee -

Certified



Corporation

This company is committed to
accountability, transparency,
and continuous improvement.

Aldea has been a Certified B Corp since 2020, 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 sections

- CUSTOMERS
- ENVIRONMENT
- COMMUNITY
- GOVERNANCE
- WORKERS

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.

96.8%
CUSTOMER
SATISFACTION
RATE IN 2022.



ENVIRONMENT

Land, Office, & Plant.

In 2022, we purchased our own warehouse roasting facility, that allows us to work within a more energy efficient space. Our new building allows for energy savings especially with insulation, lighting, better heat controls, etc.

Transportation, Distribution, & Suppliers.

698

ORDERS PACKED WITH
REUSED PACKAGING
SUPPLIES.

6,702

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

43,560

POUNDS OF COMPOST
COLLECTED BY LOCAL
FARMERS.

PURPOSEFUL/LOCAL
SOURCING

GREEN COFFEE

DIRECT TRADE RELATIONSHIPS THROUGH ALDEA DEVELOPMENT,
COFFEE QUEST, AND TANZANIA TEAM. SHIPPED VIA OCEAN FREIGHT.

MILK

COUNTRY DAIRY - 27.3 MILES

BAKED GOODS

LAUGHING TREE BAKERY - 32.4 MILES

LAVENDER

LAVENDER HILL FARM - 190.1 MILES

HONEY

HUDSONVILLE HONEY - 17.4 MILES

ENVIRONMENT



GOVERNANCE

We have continued to build on our development of policies. We have created a policy dispatch system to release information to the staff in a formalized manner, and have created a database system to ensure these resources are constantly available to all staff members. Through this process, we have also been able to document our relationship with Aldea Development more than ever before.

WHAT WE
HAVE BEEN
WORKING
TOWARDS:

- Formalizing information distribution & access
- Writing long-term policies
- Making Aldea the best place for an employee to work.
- Utilizing & applying the knowledge our advisory board shares.



PICTURED:

ALDEA TEAM MEMBER BRITTANY GOODE (RIGHT), WITH OUR ADVISORY BOARD'S ENVIRONMENTAL REPRESENTATIVE, KELLY PARKER (LEFT).

COMMUNITY

The word “Aldea” means community in Spanish. Community has always been the cornerstone of Aldea Coffee. We believe that by fostering a vibrant and inclusive community, we can amplify our positive impact, ensuring that our business reflects the principles that define us as a B Corp. Our team volunteers at community events, and one of our staff is a member of the Grand Haven Sustainability and Energy Committee, which allows for our relationship with the city of Grand Haven to be better than ever.



162.5+
VOLUNTEER HOURS
IN OUR COMMUNITY

\$29,388
REVENUE SHARE TO
ALDEA DEVELOPMENT.

GOALS

WORKERS

83.3

B CORP SCORE AT
TIME OF CERTIFICATION

115

GOAL SCORE AT
RECERTIFICATION

116.8

RECERTIFICATION
STARTING POINT SCORE

GOALS
WE ARE
WORKING
TOWARDS:

- Bringing more recycling and composting options to the West Michigan area.
- Facilitating green coffee sales for Aldea Development.
- Further developing our relationships with the cities of Grand Haven & Muskegon.
- Developing relationships with more coffee origins
- Purchasing more green coffee than any year prior

At Aldea Coffee, our staff is at the heart
of our mission to create a positive impact

\$14,694

REVENUE SHARING
AMOUNT SPLIT BETWEEN ALL
FULL-TIME EMPLOYEES

\$15

MINIMUM WAGE
ACROSS THE BOARD

8%

PERCENTAGE OF EMPLOYEES
ABOVE LIVING WAGE IN 2022

\$250

ANNUAL WELLNESS STIPEND OF-
FERED TO FULL-TIME EMPLOYEES

20

HOURS OF PAID VOLUNTEER
TIME AVAILABLE TO ALL
EMPLOYEES ANNUALLY

66+

HRS OF PROFESSIONAL DEVELOPMENT
/ EDUCATION PROVIDED TO STAFF.

8

JOBS CREATED IN 2022

