



# Benefit Corporation

Annual Sustainability Report

2022 - 2024

# Vision

It's Amavida's vision to be recognized as a leader in our industry by our customers, employees, community, and suppliers.

Amavida will work with coffee producers around the world to improve their quality of life by:

- Building markets to support their products.
- Educating communities on the needs of producers and the importance of organic, fair-trade products.
- Supporting and contributing to the visions and mission of Cooperative Coffees and On The Ground Global.

## Mission

Amavida will strive to be the best sustainable coffee and tea provider in our communities by:

- Running a profitable and financially healthy company.
- Helping our producers better their lives through continued support and trading practices.
- Improving the image and profits of our customers through our product offerings.
- Consistently producing and supplying products and keeping our customers, employees, and suppliers by earning their trust and loyalty.
- Learning and adopting means to protect our environment.
- Improving our communities in a proactive manner and when called upon.

## Beliefs and Values

Commitment to our beliefs and values:

- We will always conduct business with the highest regard to ethics.
- We will provide our customers with an unconditional satisfaction guarantee on our products, or their money will be returned.
- We will always strive to support our community by using local suppliers, hiring employees from the community, and contributing to community events when possible.
- We will always strive to support our suppliers and farmers through fair practices and loyalty.
- We will always strive to provide our employees with the best work environment possible for their personal growth and security.

# Measuring Progress and Looking Ahead

## B Impact Assessment

Amavida Coffee and Trading Company is a Certified B Corp and Florida Benefit Corporation that has been measuring and reporting impact using the B Corp Impact Assessment (BIA) since 2014.

2021 B Corp Score

111.2

Dear valued stakeholders,

I am writing to provide an update on our company over the past two years. Not only has Amavida seen significant expansion in terms of our geographical footprint, with the opening of our new location in Birmingham, AL, but also, we witnessed tremendous internal development in our employees' professional and personal growth. We are proud to say that our team is now more skilled and knowledgeable than ever, and we look forward to continued growth in this area.

In addition, I am pleased to announce that we have once again achieved B Corp certification (May 2023). This certification is a testament to our commitment to using business as a force for good and our dedication to making a positive impact on society and the environment. It is worth noting that due to the rigorous and lengthy process of obtaining B Corp certification, this year's sustainability report will cover the combined period of 2022-2024.

Finally, as the year 2024 begins, so does the celebration of Amavida's 20<sup>th</sup> year in business! Our gratitude is beyond what words can express, nevertheless – Thank you for your continued support and partnership as we continue to grow and make a difference in the world.

Sincerely,  
Jennifer Pawlik, Benefit Officer



## Goals for 2024

- ▶ Improve Employee Benefits (e.g., Offer Group Health Care Plan)
- ▶ Invest in Personal and Professional Development
- ▶ Understand Opportunities To Improve and Support Water Conservation Initiatives
- ▶ Expand Giving and Volunteer Programs
- ▶ Become Advocates in Sustainability
- ▶ Improve Governance by Expanding Board

## Ongoing Challenges

- ▶ Navigating Inflation, Staffing and Supply Chain
- ▶ Managing Cash Flow
- ▶ Changes with Impact Partners (e.g. Taking Root and Arcadia Power)

# Workforce

## Leadership and Financial Health

Amavida is an independent, family and female owned organization established in 2004.

At the end of 2022, the team was made of 42 full-time, 22 part-time, and 4 seasonal employees, including founders.

The company is committed to hiring local and offering internal promotion as an avenue for professional growth. Additionally, all employees earn at or above living wage.



## Career Development

On average each employee spends 20+ hours on training a year.

Professional development and life-long learning opportunities are built into the career pathways designed for Amavida employees.

## Wellness

We offer incentives for workers to complete health risk assessments or participate in health and wellness activities through a bonus program.

HealthiestYou benefit accessible to all employees.

To create a culture which promotes healthy living and quality of life for people who for our workforce, Amavida offers supplemental benefits like a free fruits and veggies programs, or counseling support based on individual needs.

## Engagement and Satisfaction

Paid Time Off is offered to all full-time employees at Amavida. The amount of PTO increases based on the number of consecutive years a person has been a full-time employee.

To support and encourage stewardship, we offer 20 hours of Paid Volunteer Service Time to full-time team members and have now expanded eligibility to part-time staff too (as of January 2024)!

Amavida is committed to work-life balance! Employees are full-time at 28 hours a week and very rarely exceed 40 hours a week.

# Community

## Designed to Give

Donations totaled over \$22k in 2022 and more than \$26k in 2023!

**On the Ground Global**  
Support Sustainable coffee communities across the globe.

**Equal Justice Initiative**  
Advocate for social justice.

**Local Community**  
South Walton Turtle Watch, Choctawhatchee Basin Alliance, The Seaside Institute, The Rosemary Beach Foundation, Point Washington Medical Clinic, Junior League of Panama City, Historic St Andrews Waterfront Partnership and more!

## Entrepreneurship and Education

It is regular for Amavida to host internships and speak at local schools, as well as to mentor students through University like the University of Florida, and to partner B Corp organizations like Florida for Good in areas of sustainability and entrepreneurship.

We welcome opportunities to present on paths to carbon and plastic neutrality in our industry and other business sectors through webinars, podcast and other means.

## Sustainable Supply Chain

Preference is given to sourcing from ethical, independent, local organizations, and that are from underserved communities.

In 2022, over 35% of spending was with local suppliers.

More than 74% of the materials and products Amavida purchases have third-party social or environmental certifications or are from suppliers with a similar company level certification.

Began banking with Climate First Bank to establish more ethical and value aligned financial services.

## Better Trade

Over 130,692 lbs. of ethically sourced green coffee was imported by Amavida in 2022.

To support small-scale farmers, we provide support such as:

A premium is paid beyond market price for community support and development.

Input materials come from a contract that is signed and executed for the next year.

Pricing of the product is determined collaboratively with the supplier.



# Environment



## Carbon Responsible

### 100% Carbon Responsible

Measured and offset company-wide CO2 emissions (429 tCO2 in 2021, 502 in 2022, and 330 in 2023; including Scope 1, 2 and 3) via investment in agronomy work with On the Ground Global. We are devoted to continue work to reduce and offset emissions annually.

### Carbon, Climate and Coffee Initiative

Additional premium paid per lb. of coffee imported with Cooperative Coffees and invested in regenerative soil and agroforestry projects through an impact fund.

## Powered by Renewable Energy

### Invest in Electric Energy Offset

All electrical energy use is powered by wind energy via Arcadia Power, with the exception of our Birmingham location, though we expect to find new avenues to take responsibility for electric energy use in 2024.

### Added On-Site Solar

In November of 2021, the complete installation of on-site solar at Amavida's roaster, distribution center and premier training campus was complete with Optimus Solar.

### Expanding Fleet of Electric Vehicles

In September 2022, the first EV was introduced into the company's fleet, which now includes 2 electric vehicles and one hybrid.

## Seeking A Waste Free Future

### Certified Plastic Neutral

Funded recovery and reclamation of an equal amount of plastic (26,130 lbs. in 2022 and 24,271 lbs. in 2023) as used in our products and workplace through rePurpose Global and with Impact Partners, like Laut Yang Tenang in Indonesia.

### More Coffee, Less Packaging

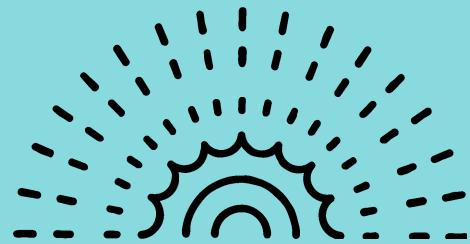
Source and reduce packaging materials where possible.

### Alabama's First Zero Waste Events

In 2023, Amavida sponsored multiple, first of their kind, "Zero Waste Events" in AL. These events were hosted in partnership with organizations like Birmingham Southern University (Darter Festival) and Food+.

### All-in-all

Over 18.5 metric tons of materials recycled and prevented from landfill or oceans.



# Thank You!

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