



Benefit Corporation

Annual Sustainability Report 2021 - 2022



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 BIA Score <i>* pending verification from B Lab</i>	183
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Growth is experienced in different ways, which are not always outward or upward. This past year (2021) and in the year to come we are focusing inward. It is the people within the organization who move us closer towards our vision and deserve to be honored for any of our achievements. For these reasons and more, we are devoted to invest further in their well-being and professional development.

Along with this, we are highly focused on continuously improving our supply alignment and procurement practices, as well as, expanding initiatives to protect the environment.

It is with bottomless gratitude I thank our team, suppliers, customers, and community for believing in our mission and supporting the work we do.

Sincerely,
Jennifer Pawlik, Benefit Officer



Goals for 2022-2023

- ▶ Improve Employee Benefits (e.g., 401k matching 4%)
- ▶ Invest in Personal and Professional Development
- ▶ Understand Opportunities To Improve and Support Water Conservation Initiatives
- ▶ Introduce Electric Vehicles into the fleet
- ▶ Expand Giving and Volunteer Programs
- ▶ Become Advocates in Sustainability
- ▶ Establish Ethical Banking Services
- ▶ Improve Governance by Expanding Board and Educating on Financial and Strategic Planning Literacy

Ongoing Challenges

- ▶ Navigating Inflation, Staffing and Supply Chain
- ▶ Managing Cash Flow

Workforce

Leadership and Financial Health

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

At the end of 2021, the team was made of 38 full-time, 8 part-time, and 8 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.

In 2021 we introduced 401(k) benefit for full-time team members.

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.

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 \$20,389 in 2021!

Non-profits that were supported include:

On the Ground Global

Support Sustainable coffee communities across the globe.

Equal Justice Initiative

Advocate for social justice.

Local Community

South Walton Turtle Watch, The Seaside Institute, The Rosemary Beach Foundation, Point Washington Medical Clinic, Junior League of Panama City, and more!

Sustainable Supply Chain

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

In 2021, 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.



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.

Better Trade

Over 115,000 lbs. of ethically sourced green coffee was imported by Amavida in 2021

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 (342 tCO2 including Scope 1, 2 and 3) via Taking Root and are devoted to continuing work to reduce, calculate 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.

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.

Seeking A Waste Free Future

Certified Plastic Neutral

Funded recovery and reclamation of an equal amount of plastic (17,184 lbs.) as used in our products and workplace through rePurpose Global and with Impact Partners like Taka Taka Solutions in Kenya and Laut Yang Tenang in Indonesia.

More Coffee, Less Packaging

Source and reduce packaging materials where possible.

All-in-all

Over 14.5 metric tons of materials recycled and prevented from landfill or oceans.





Thank You!

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