



FARMER BROTHERS  
COFFEE CO

# SUSTAINABILITY REPORT

2024

## LEADERSHIP MESSAGE

This past year has been a turbulent one for the coffee industry, but through it all Farmer Brothers has remained committed to our mission of **building connections over coffee**. This commitment is evident in the dedication of our entire team, who work tirelessly each day to provide our customers with the high-quality products and services they need to drive success in their own businesses.

When we say it's all about the coffee, we mean it. It's about that first sip to get you going in the morning. It's about the warm, comforting aroma at our roastery. It's about the farmers who nurture our beans and everyone and every step in between. Most importantly it is about the deep passion we share for our industry and our commitment to advancing our sustainability goals as we nurture our partnerships with our suppliers, growers and stakeholders who make our progress possible.

Our team members possess a relentless drive to not only reach our corporate sustainability goals, but to support our partners and customers in all we do. While we recognize there is still much work to be done, we have laid a strong foundation to fuel even greater achievements in the future. This progress is deeply rooted in our long-standing heritage of caring for the world around us — a philosophy which fuels our dedication to sustainable, responsible business practices. It is also evident through our global partnerships and Project DIRECT initiative, which continues to help us reduce the carbon footprint of farms through improved operations and equipment, while also working to improve the everyday life of our partners in Central and South America and Africa.

As the first coffee company to align our carbon-reduction targets with the Science Based Targets Initiative (SBTi), we hope to continue to be a champion of sustainable leadership across the industry. By staying true to our mission, fostering collaboration and pushing the boundaries of what's possible, we remain committed to sustainability — today, tomorrow and for generations to come.

Sincerely



John Moore  
President and Chief Executive Officer



## CHAMPIONING SUSTAINABILITY

Sustainability is core to our values at Farmer Brothers. We cultivate connections over coffee and champion sustainability at every step in the value chain - from soil to sip. In 2024, our Portland, Oregon roastery **diverted more than 1 million tons of waste**.

Initiative	Annual Waste Diverted
Composited	742 tons
Landfill	242 tons
Recycled	95 tons
<b>TOTAL</b>	<b>1,079,000 tons</b>

## RESPONSIBLE SOURCING

Although global crop production and market conditions have created challenges related to our responsible sourcing target, we remain committed to responsible sourcing. In 2024, we purchased more than 3.3 million pounds of coffee through direct and fair trade organizations.



**3.3 million pounds**  
of direct and responsibly  
sourced coffees purchase

Farmer Brothers is a proud member of:



Our products with this certification adhere to sustainable agricultural and labor practices, including wildlife protection, water conservation and community relations.



Our products with this certification adhere to sustainable agricultural and labor practices, including wildlife protection, water conservation and community relations.



Our USDA Organic certified coffees are grown under strict environmental guidelines, free from artificial fertilizers and pesticides.



Our Portland, Oregon roasting facility is LEED Silver certified, demonstrating our commitment to sustainable building practices.



Our Portland, Oregon roasting facility is OU Kosher certified, ensuring the highest standard of purity.



Since 2010, our Project DIRECT program has allowed us to work closer with producers where they live and work through direct trade relationships.

**PROJECT DIRECT**

Launched in Colombia, our Project DIRECT initiative was designed to expand and scale our practice of working directly with producer organizations. Through our partnerships, we work to preserve resources, build supplier relationships and aim for balance in natural, human and economic realms.

Since 2010, we have been working with producers where they live and work through direct trade relationships. The result is a more sustainable livelihood and lifestyle for producers around the world and improved opportunities to procure high-quality coffee using sustainable best practices.

**PROJECT DIRECT SPOTLIGHT**



**DTVS COFFEE**  
**SALGAR, COLOMBIA**

**DTVS coffee is advancing sustainable production by integrating environmental conservation, resource efficiency and community engagement. Producers are enhancing climate resilience by improving soil health, protecting water resources and reducing greenhouse gas emissions. Additionally, these families are receiving a cash premium, which positively impacts their quality of life.**



Thanks to the purchase made through our DTVS program:

**491** producers delivered 296,451 kg of dried parchment coffee to produce

**3,295** bags sold to Farmer Brothers

Through these purchases **\$40,679** paid as cash premium in the purchasing station

**\$10,169** invested in sustainable practices



Monetary support isn't the only way Farmer Brothers is supporting local communities. In 2024, our Project Direct and Direct Trade programs also resulted in:



**50 producers**

benefited from our fertilization initiatives



**80 hectares of farmland**

impacted through our cover crop initiative



**3,700 native trees**

planted for our climate resilience initiative

## EMISSION REDUCTION

At Farmer Brothers we know the work we do today directly impacts the lives of our team members, partners and neighbors today, tomorrow, and for decades to come. Our efforts to protect the planet we call home will help ensure a more sustainable life now and for generations to come.

## INTERMODAL TRANSPORTATION ANALYSIS

Metric	Value	Unit
Total Carbon Emissions	730	Metric tons CO <sub>2</sub>
Total CO <sub>2</sub> Loads	779	Loads
Loaded Dray Miles	37,266	Miles
Loaded Rail Miles	1,459,207	Miles
Total Loaded Miles	1,496,473	Miles
Dray Carbon Emissions	100	Metric tons CO <sub>2</sub>
Rail Carbon Emissions	622	Metric tons CO <sub>2</sub>
Reefer Carbon Emissions	8	Metric tons CO <sub>2</sub>
Reefer Fuel Consumption	820	Gallons
Biogenic Carbon Share	3.56%	Percentage

## INTERMODAL TRANSPORTATION BENCHMARK

Category	Current Value	Industry Benchmark	Assessment
Total Carbon per Mile	0.4879 kg/mile	0.42 - 0.50 kg/mile	Within range
Drayage Carbon per Mile	2.68 kg/mile	2.2 - 3.0 kg/mile	Mid-efficient
Rail Carbon per Mile	0.426 kg/mile	0.26 - 0.45 kg/mile	Good efficiency
Total Carbon per Load	937 kg/load	800 - 1,000 kg/load	Standard
Drayage Carbon per	128.4 kg/load	100 - 140 kg/load	Acceptable
Rail Carbon per Load	798 kg/load	700 - 850 kg/load	Good efficiency
Reefer Fuel Efficiency	9.76 kg CO <sub>2</sub> /gallon	9 - 11 kg CO <sub>2</sub> /gallon	Efficient

**OVER-THE-ROAD TRANSPORTATION**

**KEY METRIC BREAKDOWN**

Metric	Value	Unit
Total Carbon Emissions	2,451	Metric tons CO <sub>2</sub>
Total Loads	779	Loads
OTR Loaded Miles	1,318,317	Miles
Total Loaded Miles	1,318,317	Miles
OTR Carbon Emissions	2,446	Metric tons CO <sub>2</sub>
Reefer Carbon Emissions	5	Metric tons CO <sub>2</sub>
Reefer Fuel Consumption	535	Gallons
Biogenic Carbon Share	5.61%	Percentage

**BENCHMARK COMPARISSION**

Category	Current Value	Industry Benchmark	Assessment
Total Carbon per Mile	1.86 kg/mile	1.75 - 2.2 kg/mile	Standard
OTR Carbon per Mile	1.855 kg/mile	1.7 - 2.1 kg/mile	Average Efficiency
Total Carbon per Mile	3,145 kg/mile	3,000 - 3,500 kg/load	Within Range
OTR Carbon per Load	3,138 kg/load	3,000 - 3,400kg /load	Standard
Reefer Fuel Efficiency	9.35 kg CO <sub>2</sub> /gallon	9 - 11 kg CO <sub>2</sub> /gallon	Efficient
Biogenic Carbon Share	5.61%	3 - 6%	Good Renewable Share

## WASTE REDUCTION

Our Revive Service and Restoration team plays an integral role in reducing waste for both Farmer Brothers and the industry as a whole. By prolonging the life of the coffee equipment we have in the field, sometimes as much as four or five times its normal expectancy, we are not only helping keep our customers up and running longer, but also lessening the amount of waste placed in local landfills.

In addition, Revive also works with manufacturers and distributors to provide refurbished equipment for customers needing coffee and tea brewers, as well as other commercial equipment expanding its positive impact well beyond Farmer Brothers.



7,879 pieces

of equipment refurbished and repurposed in 2024



520,000 pounds  
of waste saved from the landfill

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Farmer Brothers is committed to maintaining a safe and healthy work environment for all of our team members and temporary workers. We implement an occupational health and safety management system based on recognized risk management practices. The system covers our team members and temporary workers and complies with all regulatory requirements as set forth by federal and state Occupational Safety and Health Administration (OSHA).

We conduct monthly safety audits at our manufacturing and distribution facilities, followed by corrective action plans to mitigate work hazards. Our structured reporting system allows team members to report hazards through safety committees, direct communication with our risk management department or their immediate supervisors.

In addition to audits, we provide monthly training sessions for workers to voice concerns and receive updates on safety procedures, as well as mandatory annual training focused on:

- Personal protective equipment (PPE)
- Fire extinguisher use
- Emergency action plan
- Forklift certification
- Lock-out-tag-out procedures
- Preventing slips, trips and falls

Suppliers of our Project DIRECT and Fair Trade programs also undergo annual audits for compliance with worker safety standards and are required to adhere to Farmer Brothers' Supplier Standards of Engagement, ensuring compliance with environmental and safety regulations.

Farmer Brothers incident classification follows OSHA guidelines, with reports generated for all work-related incidents. In 2024, Farmer Brothers recorded zero fatalities, zero high consequence injuries and 30 OSHA-recordable work-related injuries.

