



Sustainability Report 2022



Trabocca

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Our Purpose: Vision and Mission

Captivated by the new coffee flavors he experienced in Ethiopia, Menno Simons founded Trabocca: a coffee bean importer with a strong focus on Ethiopian specialty coffee. Bringing the first organic certified Ethiopian coffee to the market or introducing Eco-pulpers to the Ethiopian wetmills; flavor, quality and fair products that benefit all in the supply-chain have always been the foundation upon which Trabocca was built.

Trabocca aims to...

Discover, develop and efficiently deliver the coffee roasters need. To work together with farmers, cooperatives and exporters to provide high quality coffee to roasters worldwide. We are dedicated to improving the whole supply chain, by facilitating functional relationships between farmers and roasters, and by contributing to a thriving coffee community.

Our core values are:

- Ensuring we have a strong team
- Create long-term partnerships with suppliers and customers
- Source good quality products
- Facilitate sustainability



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Trabocca's Social Responsibility

As a trader, Trabocca plays a connecting role in the supply chain. In our road to sustainable growth, we focus not only on our business, but also the people that work for us and with us. Trabocca wants to be the most reliable and efficient partner for our suppliers and customers, while contributing to thriving coffee communities.

Our sustainability framework and guidelines are based on the United Nation's Sustainable Development Goals (SDGs). Our framework is divided into:

1. Being a good employer
2. Reducing our environmental footprint
3. Creating sustainable supply chains
4. Delivering safe and healthy, quality products

As a part of Acom, part of our impact and performance are part of the Acom annual reports, which are based on the internationally recognized GRI (Global Reporting Initiative) Standards, available on their [website](#).

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Employer: Happy People

In the end it's the people that make the business, and we want to provide employees with the opportunity and freedom to develop and grow.

Diversity and inclusion are part of our core principles, which are laid in our [Code of Conduct](#).

For any misconducts or grievances an external grievance and whistleblower procedure is in place.

Trabocca has 3 offices, one in Amsterdam, one in Addis Ababa and one in Minneapolis. Our total team consists of [29 employees](#).

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Indicator	Definition	SDG	2021 Baseline	2022
Performance Review	The percentage of employees receiving annual performance and career development reviews	3 – good health and wellbeing 8 – decent work and economic growth	100%	100%
Male to Female Ratio	The total number of employees, m/f/x in FTE and headcount	5 – gender equality	29 permanent M: 19/18.8 FTE F: 10/9.7 FTE X: 0	29 permanent M: 19/18.8 FTE F: 10/9.7 FTE X: 0
Temporary Worker Ratio	The total headcount held by non-permanent workers	8 – decent work and economic growth	29 permanent Zero temporary	29 permanent Zero temporary
Employee Turnover	The total number and rate of new employee hires, and employee turnover	8 – decent work and economic growth	New hires: 3 Leavers: 2 Hiring rate: 10.3% Turnover rate: 6.89%	New Hires: 3 Leavers: 3 Hiring rate: $3/29 = 10,3\%$ Turnover rate: $3/29 = 10,3\%$
Age Structure	The age structure of employees, number of employees per age group	10 – reduced inequalities	Under 30: 7 30-39: 11 40-49: 5 50+: 7	under 30: 7 30-39: 11 40-49: 5 50+: 7
Nationalities	The number of different nationalities	10 – reduced inequalities	Dutch, British, Belgian, Ethiopian, US	Dutch, British, Belgian, Ethiopian, US, Indonesian
Employee Training	The number of educational programmes and/or training that employees have received in the reporting year	4 – quality education	46 total trainings	60 total trainings



Changes and trends

We did not see any major changes in employee turnover, age structure and nationality, as well as male to female ratio in 2022 compared to 2021.

We kept investing in internal education, to ensure continuing development of the team, as well as ensuring we stay up to date on regulation and protocol changes.

Education

In 2022 we invested a lot of time in Food Safety, Certification and Product training of the entire team. What happens during the production of coffee, and all steps in the supply chain? And how does that influence both the product quality as well as the food safety of the product? We also spent time on better understanding the decaffeination process.

We invested in our Quality team especially, by having 2 of them follow the CQI processing course level 1 and 2. We believe that this course will help our QA team better understand the products we buy, and help understand and help correct any quality issues we see in our products. Our new Quality team member in Amsterdam followed the SCA roasting course level 1, to level up her sample roasting skills.

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Reducing our environmental footprint

The direct environmental footprint of Trabocca is relatively small. We do not produce any products. We move most coffees per sea freight, which has a much lower impact compared to air freight.

Trabocca is Fair for Life certified, which includes environmental standards. We use green energy, limit use of electricity when possible in our office building and recycle where possible.

Together with our mother company Tradin Organic and Acomo we adhere to the Acomo environmental policy. First steps are being made to develop the systems to best capture indicators and monitor data.

Additionally, we are working together with external partners, researching CO2 inset and offset options for ourselves, but mainly for suppliers and customers.

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Responsible Sourcing

Trabocca sources coffee from all over the world. In 2022 we sourced from 51 different producers in 17 different countries.

This brings various challenges and opportunities regarding social and environmental issues in different areas. Our supplier Code of Conduct outlines our shared ethical standards for conducting business, and considers ethics, labor, social and environmental aspects when sourcing coffee and services.

All our coffee and service suppliers are asked to sign our code of conduct. In this we state our expectations regarding business integrity, labor practices, human rights, health and safety, and environmental management. It is referenced to the OECD Guidelines.

Beyond our code of conduct, a large share of our products is certified, either organic, to a specific social standard, or in many cases, both.

Certifications have the benefit that there are checks and balances in place, that are being audited by a third party, the certifying body. Every year we try to boost our Fairtrade and Fair for Life portfolio. Find out more on the [certifications](#) we offer.

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Indicator	Definition	SDG	2021 Baseline	2022
Suppliers that signed the Code of Conduct	The percentage of suppliers that have signed the Code of Conduct	12 – responsible production and consumption	99%	100%
Social certification, Either a companywide social certificate such as BRC, or Rainforest Alliance, Fairtrade, Fairtrade USA, Fair for Life certification	The percentage of suppliers from whom we have purchased coffee with a social certificate linked & The percentage of total batches purchased that have a social certificate linked	12 – responsible production and consumption	34.5% of the suppliers have a social certificate 25.7% of the total batches Trabocca bought have a social certificate (2,327,292 KG)	39% of the suppliers have a social certificate 12% of the total batches Trabocca bought have a social certificate (752,383 KG)
Purchased volume of sustainable products (certified organic, Rainforest Alliance, Fairtrade, Fairtrade USA, Fair for Life)	The percentage of certified products purchased	12 – responsible production and consumption	42.5% of purchased batches 44.9% of the volume in KGs	31% of purchased batches 50% of the volume in KGs
SDG related projects	Number of SDG related projects	Multiple	7 projects total	6 projects total
Industry innovation and infrastructure	The number of customers that we facilitate payments to World Coffee Research for & Total WCR premium paid	9 – industry, innovation, infrastructure 17 – partnership for the goals	19 customers pay a premium, either per KG or per lbs on their purchases from Trabocca. 576.612KG total	11 customers pay a premium, either per KG or per lbs on their purchases from Trabocca Total USD 9977.07



Changes and trends

100% Of our suppliers have signed the supplier code of conduct. Additionally, Trabocca has increased the percentage of suppliers we source from that carry a social certificate.

However, we did buy fewer actual batches with a social certificate. We also see a decrease in purchases of sustainable products, certified organic and/or social. This decrease in percentage of sustainable batches certified is due to an increase of smaller volume batches, that were purchased as uncertified coffee. Looking at total volume in KGs, rather than number of individual batches, we see that 50% of our volume in KGs is certified. Which is an increase, compared to last year's volume in KGs.

World Coffee Research

The number of our customers purchasing coffee with a World Coffee Research (WCR) premium has declined. Trabocca has been supporting WCR since 2017. We strongly believe in the mission of WCR to "grow, protect and enhance supplies of quality coffee while improving the livelihoods of the families who product it".

Would you like to support WCR through your green coffee purchase? Please reach out to your sales contact, or email info@trabocca.com for the options.

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Delivering safe and healthy products

Ensuring everybody can enjoy a cup of coffee, also means ensuring the coffees we purchase and sell adhere to food safety regulations and fall within the certification standards that are linked to specific batches.

To ensure this Trabocca has a solid Food Safety Management system in place, that is reviewed and improved every year. Read more on our system [here](#).

We register all issues and complaints. Based on trend analyses, performed every quarter, we create corrective actions.

All our coffee and service suppliers go through an approval procedure, before we work with them, and they go through a yearly performance assessment.

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Indicator	Definition	SDG	2021 Baseline	2022
Third party production facilities certified according to food safety standards	The percentage of third-party production facilities contracted by Trabocca that are certified according to a food safety standard - FSSC22000 - IFS - BRC - SQF - GMP+	3 – good health and wellbeing	100%	100%
Recall	The number of food safety-related recalls issues	3 - good health and wellbeing	Zero	Zero
Quality issues	Number of quality related complaints received	3 - good health and wellbeing	16	19



Changes and trends

Although our indicator results have not significantly changed, we did see quite some changes in this landscape. The EU had a large regulation change relating to the EU organic regulations, and some food safety regulation changes. The USA saw some important maximum level residue (MRL) changes as well.

We received more requests from coffee roasters to share our food safety protocols and certificates of analysis, and received more supplier questionnaires for us to fill in. Due to our strong quality controls, Trabocca could easily handle and answer these requests.

We saw a small increase in total number of quality related issues, with an increase in analytical deviations, where we saw a few batches with too high moisture level, or too small a screensize, compared to what was contracted.



Projects: supporting farmers in the field

Of course, there is much more that can be done, than just certifications or a good price.

Trabocca has multiple projects we are working on.

Organic Vanilla Production in Ethiopia

Organic vanilla is a very valuable product. We want to bring this valuable commodity to Ethiopia. Together with a producing partner we have set up a vanilla farm, providing training and seedlings.

SDG: 8 – decent work and economic growth

Impact: This project has been running since 2018. Due to conflict in the area development of the project is slow. But the vanilla is flowering beautifully, and we received the first samples.

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Kenya WUR fermentation – Nyamindi Project

We have been running multiple experimental trials in the last few years. But we still do not understand why one batch scores above 90, while others barely reach 85. Together with our partners in Kenya and the University of Wageningen we ran a fermentation trial in 2022 on the fly crop and the main crop in Kenya.

The aim is to understand the chemical processes that take place during fermentation, and their influence on the sensory profile. With this understanding we hope to create fermentation knowledge and protocols, to be freely shared with producers worldwide to increase their coffee quality and worth. The trials were finalized, and data results are being analyzed.

Partners: University of Wageningen, Rockbern, Bocca Coffee Roasters, Kambarare Estate, Mutero Estate

SDG: 1 – end poverty ,3 – good health and wellbeing ,8 – decent work and economic growth, 9 – industry, innovation, and infrastructure, 10 – reduced inequalities

Impact: We have received Seed Money to start this project in 2022, working with Kambarare Estate and Mutero Estate, better understanding their processes, and sharing outcomes of the data analyses with them.

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School project

Our supplier Tade GG contacted us to see if we would want to cooperate in creating better education conditions at 2 schools (900+ students at Kumure school, and 900+ students at Suke Quto school) surrounding Suke Quto Ethiopia. Coffee roasters donated and paid premiums on their Suke Quto purchases to help realize this project.

Partners: participating roasters, Tade GG

SDG: 4 – quality education

Impact: This project has been running since 2016. At Kumure School a new 4 room block has been built, as well as a toilet, and a surrounding tin wall with a gate for security. 300 desks were purchased. At Suke Quto School a cement floor was put in, 2 new blocks were built, as well as a toilet. The schools have been transferred to the local government, and the project was closed in early 2023.

Read more [here](#).

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Health Clinic

This project was a cooperation between a coffee roaster and a supplier, where the roaster donated to help build a health clinic at the Ibrahim Hussien washing station in Ethiopia.

Partners: participating roasters, Ibrahim Hussien

SDG: 3 – good health and wellbeing

Impact: This project has been running since 2019. The clinic building has been finished.

Aces stoves

Many smallholders cook on fires, and indoor smoke is a major health threat. African Clean Energy provides clean cloves. Smallholders were able to buy these clean stoves at a discount, due to participating roasters donating to pay part of the stove.

Partners: African Clean Energy, Thiriku Cooperative, participating roasters

SDG: 7 – affordable and clean energy

Impact: We sold all of the 386 stoves to Kenyan smallholders.



Living Income project

We want to ensure that all people working in the coffee industry make a living income. However, it is difficult to know what a living income is. With the Living Income Project we are measuring cost of production and cost of living for smallholder farmers in Guji in Ethiopia. With this input, we will create programs to close the living income gap.

Partners: Simon Levelt, Fairfood, TRACE by Fairfood, Moredocofe, Tade GG

SDG: 1 – no poverty, 2 – zero hunger, 8 – decent work and economic growth, 10 – reduced inequalities

Impact: this project has been running in since 2021 and has reached around 300 smallholder farmers.

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Living Income in Guji, Ethiopia

During the 2021/2022 harvest period we measured cost of production and cost of living. Additionally we paid for a local living income benchmark, performed by the [Global Living Wage Coalition](#).

We saw that not all smallholders earn a living income. Looking into the data, it seemed that mostly non-cooperative member farmers earned an income lower than the living income benchmark done for the region.

Additionally, yields from coffee trees is relatively low, and not many farmers diversify into other products, or have a strong fertilization or pruning procedure in place. We found that cooperative members more often prune their trees, and dry process their own cherry.

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Revisualizing and redefining Trabocca projects

Currently Trabocca is in the process of reducing our social projects, and we expect the number of social projects we will report on in the next sustainability report to be lower. This is so we can focus projects with the highest impact.

We want to create a strong and stable policy on which projects we invest in, and how. We are a bridge builder, between the consumer, the roaster and the coffee producers.

We want the foundations of the future Trabocca projects to be built on the principle of partnership.

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The future: reporting to goals

Sustainable projects and trying to make specialty coffee a viable business for all involved in the supply chain has been part of the Trabocca DNA from the beginning. That does not mean there is no room for improvement.

Our sustainable indicators are a moving target, and are continuously evaluated and updated. As we grow, we learn. In the next few years Trabocca will focus on creating a strong sourcing policy, which includes labor conditions and environmental aspects, such as limiting deforestation.

We will rebuild our social project scheme. And we will determine our policy on our own environmental footprint in the supply chain.

Thank you for letting us be part of your coffee journey.

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Links & References:

Corporate policies:

- [Our company code of conduct](#)
- [Our human rights policy](#)
- [Our environmental policy](#)
- [Our grievance and whistleblower policy](#)
- You can speak up and report any concern you have on business standards that you believe are not in line with our code of conduct [here](#)

Sourcing policies:

- [Our supplier code of conduct](#)
- Our Due Diligence policies concerning ethical sourcing and deforestation can be sent [on request](#)

Trabocca's information pages:

- [Our projects](#)
- [Our certifications](#)
- [Our online portal, including factsheets on our coffees](#)
- Information on our food safety management system can be sent [on request](#)