

SUSTAINABLE GREEN COFFEE POLICY

WHAT THIS POLICY COVERS

- I. COMMITMENT TO SUSTAINABLE GREEN COFFEE PROCUREMENT
- II. SCOPE AND COMPLIANCE
- III. COFFEE SUSTAINABILITY PILLARS
 - Responsibly Selected Coffee Initiative
 - Generations Programme
- IV. DUE DILIGENCE AND MONITORING OF CONTINUOUS IMPROVEMENT
- V. FINANCIAL RESILIENCE AND SUPPLY CHAIN STABILITY
- VI. MONITORING, REPORTING, AND CONTINUOUS IMPROVEMENT
- VII. GOVERNANCE



Issue Date: October 7, 2025
Next review: October 2026

SUSTAINABLE GREEN COFFEE POLICY



I. COMMITMENT TO SUSTAINABLE GREEN COFFEE PROCUREMENT

As a company dedicated to excellence, we believe that high quality coffee goes hand in hand with responsible sourcing. At Julius Meinl 1862 GmbH (hereafter abbreviated as 'Julius Meinl'), we are therefore committed to sourcing 100% responsibly selected green coffee for roasting at our production sites in Vienna and Vicenza by the end of 2025.

In addition to green coffee which we roast in our own plants, we purchase on both a global and local level minor volumes of finished coffee products such as instant coffee and small volumes of green coffee roasted locally for regional market needs. Our goal is to expand our Responsibly Selected Coffee Initiative (RSCI) to include all Julius Meinl-branded coffee products by the end of 2028.

With our commitment to responsibly selected coffee, we are aligned with internationally recognised sustainability criteria, taking the Global Coffee Platform's Coffee Sustainability Reference Code (Coffee SR Code) as the foundation of our RSCI. To monitor the continuous improvement, which is mandated by the Coffee SR Code, we conduct additional due diligence through the non-profit organisation Enveritas.

By adhering to this Sustainable Green Coffee Policy, and working closely with farmer proxies, suppliers, and multi-stakeholder sustainability initiatives, we aim to contribute to a more sustainable coffee sector through our green coffee purchasing practices. This includes safeguarding the well-being of farmers, protecting the environment, and ensuring long-term economic viability for all stakeholders involved in our coffee supply chain.

II. SCOPE AND COMPLIANCE

This Policy applies to all green coffee which is globally procured and roasted in Vienna and Vicenza and, from 2029 onwards, to all Julius Meinl-branded coffee products.

As a baseline, Julius Meinl is committed to full compliance with all applicable laws and regulations across our global operations. This includes, for example and not limited to, adherence to the European Union Deforestation Regulation (EUDR), where we ensure traceability, transparency, and deforestation-free sourcing of green coffee. Additionally, we are developing a systematic risk assessment approach which will guide us in effectively addressing those supply chains with the highest sustainability risks, reflecting our commitment to responsible business practices.



III. COFFEE SUSTAINABILITY PILLARS

Our commitment to sustainability in green coffee revolves around two pillars: our Responsibly Selected Coffee Initiative (RSCI) and our Generations Programme. While our RSCI provides a broad foundation for sustainability across all coffee purchases, the Generations Programme allows us to dive deeper into specific coffee-growing regions.



Responsibly Selected Coffee Initiative

For us at Julius Meinl, responsibly selected coffee refers to green coffee produced under sustainability schemes that are recognised by the Global Coffee Platform as equivalent to their [Coffee SR Code](#) (find more information on the equivalence mechanism process and a full list of currently recognised schemes [here](#)).

The Coffee SR Code defines sustainability at the field level through 12 key principles and associated practices that cover economic, social, and environmental dimensions. Our RSCI targets:

- **By the end of 2025:** Achieve 100% responsibly selected coffee for all globally purchased green coffee roasted at our production sites in Vienna and Vicenza. This means achieving at least 80% responsibly selected coffee throughout 2025, and reaching 100% from the start of 2026 onward.
- **By the end of 2028:** Expand our RSCI to include all Julius Meinl-branded coffee products, including e.g. instant coffee.

SUSTAINABLE GREEN COFFEE POLICY



Generations Programme

Our Generations Programme unites projects in several countries of coffee origin. As of 2025, the Generations Programme encompasses projects in Colombia, Uganda, Honduras and India. Each project is tailor-made in collaboration with our project partners to address region-specific challenges, such as yield improvement, reduced use of synthetic fertilisers, climate resilience, and economic stability of farmers. These initiatives support farming communities in origin countries by improving livelihoods, promoting sustainable practices, and preserving coffee-growing knowledge for future generations while securing stable, high-quality coffee supplies.



IV. DUE DILIGENCE AND MONITORING OF CONTINUOUS IMPROVEMENT

All coffee suppliers are requested to conform with our Supplier Code of Conduct. In addition to the principles set forth in the Supplier Code of Conduct, we ensure the integrity of our RSCI and the continuous improvement of the impact of our suppliers' sustainability schemes through a robust due diligence process.

We engage the independent, non-profit organisation Enveritas to conduct field assessments along our green coffee supply chains. Sustainability schemes that undergo second-party assurance, typically the corporate sustainability schemes from our suppliers, are assessed every three years. Third-party certified coffee supply chains (e.g. Fairtrade or Rainforest Alliance certified) do not undergo the additional Enveritas assessment from our end, as they already have an independent third-party assessment.

The assessments by Enveritas:

- Provide a sample-based evaluation of sustainability conditions at the farm level.
- Rotate coverage across different supply chains to ensure a full cycle of assessment every three years.
- Generate reports highlighting key sustainability risks, challenges, and areas for improvement.
- Facilitate transparent dialogue with suppliers to collaboratively improve sustainability and quality.

Assessment results are shared transparently with our suppliers to collaboratively address any challenges and drive continuous improvement of the respective schemes' impact. In case concerns should arise from these assessments, we engage proactively with suppliers to address and remediate the issues. Through this approach we focus on aligning with international norms and standards for working conditions, gender equality, and overall sustainability.



SUSTAINABLE GREEN COFFEE POLICY



V. FINANCIAL RESILIENCE AND SUPPLY CHAIN STABILITY

A stable and secure supply chain is essential to ensuring the long-term sustainability of coffee sourcing. Julius Meinl is committed to a procurement strategy that combines economic resilience with our sustainability ambitions, ensuring the company remains future-proof.

To maintain financial stability while sourcing responsibly selected coffee, we:

- Implement strategic sourcing and long-term supplier partnerships to enable resilience towards market volatility risks.
- Ensuring financial stability of Julius Meinl to respect our financial commitment to stakeholders.

To safeguard our coffee supply chain against disruptions, we:

- Diversify sourcing regions to reduce dependency on any single origin and mitigate risks related to climate change, political instability, and economic fluctuations.
- Maintain a robust supplier evaluation process to ensure compliance with both sustainability and financial stability requirements.
- Work closely with suppliers to enhance logistical efficiency and reduce supply chain bottlenecks.
- Proactively embed compliance requirements into procurement strategies from the outset.

VI. MONITORING, REPORTING, AND CONTINUOUS IMPROVEMENT

We report annually on our progress and challenges in sustainable green coffee procurement, in alignment with the European Sustainability Reporting Standards, through our sustainability report. Furthermore, we will regularly review and refine this Policy and respective practices in alignment with evolving industry standards, stakeholder expectations, and new insights from our due diligence assessments.

VII. GOVERNANCE

The implementation of this Policy is overseen by our Director for Green Coffee Sourcing, reporting to the Corporate Operations Officer and by our Global Sustainability Director, reporting directly to the CEO of Julius Meinl 1862 GmbH.



Approved by:

Nicolas Charmillot
Director Green Coffee Sourcing
Julius Meinl 1862 GmbH

Carina Needham
Global Sustainability Director
Julius Meinl 1862 GmbH