



STARBUCKS

FISCAL 2023

**GLOBAL**

**IMPACT**

**REPORT**

*human rights*  
*data tables*

## human rights data tables

### Coffee

Starbucks ethical sourcing program for coffee, C.A.F.E. Practices, requires each supply chain to undergo reverification regularly. Today the program represents more than 450,000 farms around the world. A nonconformity as reported in this table is a breach of any one of Starbucks zero tolerance indicators. Multiple nonconformities could be identified in a single location. The number of participating entities change year to year, which may impact the number of reported nonconformities on an annual basis. For each zero tolerance non-conformity brought to our attention through C.A.F.E. Practices, we require swift action by our suppliers and our on-the-ground, third-party partners to pursue corrective actions, including, where appropriate, providing remedy for the impacted individuals. Due to the seasonal nature of coffee production, some zero tolerance indicators may only be closed during the harvest period when the majority of temporary workers are present and therefore fully closing these indicators may require waiting until the next coffee harvest. In the event a zero tolerance indicator cannot be resolved in a timely and comprehensive manner, a supply chain will be considered Non Compliant and not eligible for C.A.F.E. Practices approval until resolution is possible.

ZERO-TOLERANCE INDICATOR	FY23	FY22
# Nonconformities related to wage practices	89	89
# Nonconformities related to traceability requirements	42	68
# Nonconformities related to child labor	59	54
# Nonconformities related to labor intermediaries	4	13
# Nonconformities related to transparency requirements	2	1
# Nonconformities related to banned pesticides	56	23
# Nonconformities related to forced labor, abuse, or unethical recruitment practices	5	13
# Nonconformities related to deforestation	12	7
Total # nonconformities	269	268
% of FY22 nonconformities that have been remediated or closed by the end of the fiscal year	88%	30%*
<i>*The FY22 remediation % has been restated to align with fiscal year dates.</i>		
% of FY23 nonconformities that have been remediated or closed by the end of the fiscal year	34%	—

## Manufactured Goods & Services

Our ethical sourcing program includes our standards for manufactured goods and services, including beverages, food, merchandise, equipment, furniture and logistics providers. Our program includes on-site factory assessments to identify potential or actual violations. Commitment to continuous improvement is the cornerstone of our program and we work with our suppliers to remediate identified violations.

ZERO-TOLERANCE INDICATOR	FY23	FY22
# Nonconformities related to wage practices	20	21
# Nonconformities related to transparency requirements	6	6
# Nonconformities related to access denial into facilities for audits and inspections	2	1
# Nonconformities related to health and safety, including direct and immediate endangerment	0	0
# Nonconformities related to environmental impact	2	0
# Nonconformities related to forced labor	1	6
# Nonconformities related to child labor	5	1
# Nonconformities related to abuse and harassment	0	0
Total # nonconformities	36	35
% of FY22 nonconformities that have been remediated or closed by the end of the fiscal year	80%	26%*
<i>*The FY22 remediation % has been restated to align with fiscal year dates.</i>		
% of FY23 nonconformities that have been remediated or closed by the end of the fiscal year	42%	—

