

# FOR US, THE PURSUIT OF PROFIT IS CONSISTENT WITH THE PURSUIT OF DOING GOOD



Here's a snapshot of our social impact goals and progress for 2019.

## LEADING IN SUSTAINABILITY

### COFFEE & TEA

FY19 PROGRESS	GOAL
99% ethically sourced coffee	100% ethically sourced coffee
40 million trees distributed since 2015	Provide 100 million coffee trees to farmers by 2025
99% ethically sourced tea <sup>1</sup>	100% ethically sourced tea
160,000+ farmers trained	Train 200,000 farmers by the end of 2020
\$46 million invested in farmer loans; \$20 million in FY19 emergency relief funds	Invest \$50 million in farmer loans by the end of 2020
66,000+ women impacted	Empower at least 250,000 women and families in coffee, tea and cocoa growing communities globally by 2025

### GREENER CUPS & PACKAGING

FY19 PROGRESS	GOAL
12 major cities recycling Starbucks cups; trialing of new cup technologies	Double the recyclability of our cups from 2016–2022; develop 100% compostable and recyclable hot cups by 2022
10% post-consumer fiber in our hot cups	20% recycled content in our hot cups by 2022
2.8% reusability rate in measured markets	Double the use of reusable cups from 2016–2022
Continued rollout of strawless lids and sustainable material straws	Eliminate single-use plastic straws globally by the end of 2020

### GREENER RETAIL

FY19 PROGRESS	GOAL
741 stores globally that reflect the Greener Stores framework	Build and operate 10,000 Greener Stores globally by 2025
14,800 Greener Apron partners	Empower 10,000 partners to be sustainability champions by the end of 2020
72% of global operations powered by renewable energy	Invest in 100% renewable energy to power global operations globally by the end of 2020

<sup>1</sup>As purchased by Starbucks global tea sourcing team.

# CREATING MEANINGFUL OPPORTUNITIES



## PARTNERS

FY19 PROGRESS	GOAL
3,200+ diplomas, with 14,000+ participants	Graduate 25,000 Starbucks partners from Arizona State University (ASU) by the end of 2025
New U.S. and Canada mental health initiative and family support benefits	Continued leadership in innovative, relevant benefits for full- and part-time retail employees
100% pay equity in the U.S.; 100% gender equity in pay in Canada and China	100% global gender pay equity in U.S. and company-owned markets
42% women in senior leadership; 17% people of color in senior leadership	At the senior leadership level, 50% women and a 50% increase in representation by people of color since 2015
~175,000 partners participating in anti-bias training since 2018	Cultivation of inclusion and diversity awareness

## COMMUNITIES

FY19 PROGRESS	GOAL
61,000+ Opportunity Youth hired	Hire 100,000 Opportunity Youth by the end of 2020
~28,000 veterans and military spouses hired	Hire 25,000 veterans and military spouses by 2025
~2,100 refugees hired	Hire 10,000 refugees globally by 2022
\$7.5 billion spent with diverse suppliers since 2000	Stimulate economic development in the communities Starbucks serves while delivering high-quality products and services

# STRENGTHENING OUR COMMUNITIES

## COMMUNITY SUPPORT

FY19 PROGRESS	GOAL
14 Community Stores in the U.S.; 2 in Asia	Open Community Stores in 15 diverse, low to medium income urban communities in the U.S. by the end of 2020
65 Military Family Stores in the U.S.	Create a welcoming space to bring active duty military and their spouses together with their communities
3 Signing Stores globally	Provide employment opportunities for deaf and hard of hearing people and drive greater connection within that community
1,500+ Coffee with a Cop events in Starbucks stores since 2017	Promote dialogue, empathy and stronger neighborhoods by building relationships with law enforcement and first responders
20 million+ meals donated in the U.S., with ~60% of eligible stores participating	Rescue 100% of food available to donate by the end of 2020 in U.S. company-operated stores

## THE STARBUCKS FOUNDATION

FY19 PROGRESS	GOAL
Service Fellows Program launch	Test an innovative community service model
~\$16 million in FY19 grants	Strengthen local communities