Photo: Lela Beltrão/Repórter Brasil

STARBUCKS

New cases of modern slavery involving the multinational's coffee suppliers

REPÓRTER BRASIL

Background of problems

Between 1996 and 2024, 3,828 workers were rescued from conditions analogous to slavery on coffee farms in Brazil[1].

Responsible for 37% of global production in the 2024/2025 harvest[2], Brazil sells the raw material harvested in the country to major domestic and international buyers.

In 2023, **Repórter Brasil** published the report "Behind Starbucks' Coffee," which exposed how farms caught with forced labor and other labor violations, such as illegal wage deductions, lack of potable water, and basic protective equipment for harvesting the coffee beans, were part of the company's supply chain[3].

Common to the four properties mentioned in the investigation was their membership in C.A.F.E. Practices (Coffee and Farmer Equity), the company's ethical coffee sourcing program. Created in 2004 in partnership with the organization Conservation International, it evaluates coffee suppliers through over 200 indicators related to transparency, quality, and socio-environmental responsibility[4].

The cases revealed by **Repórter Brasil** were mentioned in a lawsuit filed against Starbucks Corporation by the National Consumers League, based in Washington, D.C., USA[5]. The lawsuit, filed two months after the publication of the investigation, claims that Starbucks deceives American consumers by promoting misleading advertising of "100% ethical sourcing" of the coffees and teas sold in its stores.

In August of this year, a motion by the multinational to dismiss the case was rejected by a judge of the Superior Court of the District of Columbia, where the lawsuit is still ongoing. In its decision, the judge stated that the company presented arguments defending that its "aspirational sentiments about its commitment to ethics speak to its corporate ethos and are 'too general' for a reasonable consumer to rely on them." According to the judge, "the defendant claims that its statements regarding its commitment to ethical sourcing are non-actionable puffery."

Since 2023 has Starbucks made effective changes to identify and combat human rights violations in its supply chain? Are there new cases that highlight failures in this process? This factsheet, divided into five chapters, provides information that helps answer these questions.

The investigation brings new cases of modern slavery involving Starbucks' supply chain, focusing on one of its key partners in Brazil: Cooxupé (Cooperativa Regional de Cafeicultores em Guaxupé). The material also reveals new evidence that at least one producer caught with forced labor remained in the C.A.F.E. Practices program even after being fined.

- **New evidence shows that a property retained its C.A.F.E. Practices certification even after a federal government inspection rescued 20 workers subjected to conditions analogous to slavery at the site.**
- **Five new cases of modern slavery in the 2025 coffee harvest involved farmers connected to one of Starbucks' largest global suppliers in Brazil.**

Photo: Lela Beltrão/Repórter Brasil

New cases: **what do they reveal?**

Fazenda Floresta: certification renewed after slave labor discovery

At Fazenda Floresta, in Heliodora, in the south of Minas Gerais, 20 workers were rescued from conditions analogous to slavery in August 2021[6]. The property belongs to the producer Guilherme Sodré Alckmin Júnior. Documents recently obtained by **Repórter Brasil** indicate that even after Brazilian authorities caught the producer using slave labor, he continued to hold the C.A.F.E Practices seal, Starbucks' programme for verifying good practices. This is the first time that evidence has been made public that Starbucks' seal was maintained for a Brazilian farm even after slave labor was found on the property.

The victims of conditions analogous to slavery at Fazenda Floresta suffered illegal wage deductions, as described in the report by labor inspectors from MTE (Ministry of Labor and Employment). One of the accommodations assigned to the group had no ceiling, showed cracks, and was located next to an area with open sewage, according to the same document, which classified the conditions imposed as degrading.

SLAVE LABOR
What does Brazilian law say?

The crime of "reducing someone to a condition analogous to slavery" is described in Article 149 of Brazil's Criminal Code. Any of the following four elements is sufficient to characterize the crime:

FORCED LABOR

Any activity performed compulsorily, against the worker's will. The employment relationship may be maintained through physical violence, threats, coercion, deception, document withholding or other fraudulent means.

EXHAUSTING WORKING HOURS

Long daily working hours that exhaust the worker to the point of not allowing physical and mental recovery between the end of one workday and the beginning of the next, leading to exhaustion and putting the worker's physical integrity at risk.

DEGRADING WORKING CONDITIONS

When the work environment violates human dignity, with precarious accommodation, poor hygiene, inadequate food, or lack of access to potable water, exposing the worker to physical risks.

DEBT BONDAGE

Creation of indebtment mechanisms to prevent a worker from terminating the employment relationship and leaving the workplace. These debts are often illegal.

Source: Ministry of Labor and Employment, Normative Instruction No. 2, November 2021

As a result of the case, the producer was included in the Dirty List of slave labor in April 2023, a government-issued register that lists employers responsible for slave labor practices. This list is used as a reference by various companies and certifiers who publicly commit to limiting commercial relationships with employers listed.

However, even after being included in the Dirty List, the property continued with the C.A.F.E. Practices certification. This is what the producer claims in a legal document from October 2023, obtained by **Repórter Brasil** in August of this year. In the lawsuit, filed by the Brazilian subsidiary of the European multinational Louis Dreyfus Company (LDC) against Alckmin Junior, the producer's defense stated that Fazenda Floresta held the C.A.F.E. Practices certification at that time, valid until July 2024.

DIRTY LIST

Created in November 2003, the Registry of Employers who have subjected workers to conditions analogous to slavery – popularly known as the Dirty List of slave labor – is updated twice a year by the federal government. Names are included after those penalized exercise their right to defense in two administrative instances and remain on the list for two years.

LDC is listed among Starbucks' suppliers[7]. The lawsuit requested the cancellation of three coffee sales contracts signed with Alckmin Júnior in 2020 for the delivery of 1.2 thousand sacks of coffee in future harvests. The documents, accessed by **Repórter Brasil**, indicated that the coffee delivered should be C.A.F.E. Practices and Rainforest Alliance certified batches.

The request for termination occurred for two reasons: the inclusion of the employer on the Dirty List, which LDC claimed was a violation of its Supplier Code of Conduct, and the non-delivery of the product by Alckmin Júnior. According to the defense of the producer, the coffee was not delivered due to frosts on the plantation.

In a notification to the company, the producer's lawyers described the relationship with LDC as "healthy, fair, balanced, trustworthy, and primarily in good faith," which led to the inclusion of Fazenda Floresta in the C.A.F.E. Practices program via the European multinational. The defense also highlighted that Fazenda Floresta had undergone multiple audits since 2018 and that "after the Ministry of Labor inspection in August 2021, verification visits from companies and certifiers confirmed compliance with the legislation," according to the producer's legal counsel at the time.

Alckmin Júnior remained on the Dirty List at least until October 2024. The employer went to court to annul the slave labor fine and his inclusion in the register. The producer lost in both the first and second instances and is now awaiting the final appeal judgment at the Superior Labor Court.

Repórter Brasil reached out to Alckmin Júnior through his lawyer, but the producer declined to comment, stating that all pertinent information had already been provided to the court.

LDC confirmed it became aware of the case in 2021 and inspected the site at the time. It also stated that it suspended new purchases from the producer and that, in 2023, it terminated the contracts due to the producer's inclusion on the Dirty List. The company confirmed that Alckmin Júnior is no longer a supplier.

Starbucks was asked about the case by **Repórter Brasil**, which presented documents where the producer claimed to have remained in the program even after being included on the Dirty List. However, the company did not comment on the specific case, providing only generic information about its coffee sourcing policies in Brazil (see the chapter "What Starbucks Says").

Slave labor on farms of Cooxupé cooperative members

In the past two years, investigations published by **Repórter Brasil** have revealed cases of slave labor on farms belonging to 11 producers members of Cooxupé[8]. The largest arabica coffee cooperative in the world, Cooxupé exported 80% of the coffee it received from its cooperatives in 2024[9].

Starbucks is cited as one of Cooxupé's main international clients[10] and is listed in the company's coffee supplier list[11]. In May of this year, Starbucks representatives visited Cooxupé's facilities in Guaxupé, the municipality where the cooperative is based. Sustainability actions related to the cooperative's members and the C.A.F.E. Practices program were two of the topics discussed during the visit, according to a social media post from the meeting[12].

Information provided by MTE to **Repórter Brasil** indicates that, during the 2025 coffee harvest, which ended in September, 15 cases of forced labor were discovered on Brazilian coffee farms. Of these, five involved producers from Cooxupé[13]. Among the 81 victims rescued from farms connected to the cooperative were a 12-year-old child, a 16-year-old teenager, and a 72-year-old elderly person, according to inspection reports and violation records accessed by **Repórter Brasil**.

> **Cooxupé is listed among the 100 largest agribusiness companies in Brazil by Forbes magazine. Of the 6.6 million sacks of coffee received from its members in 2024, 80% were exported. Starbucks is cited as one of the cooperative's main clients abroad**

When the report was published, Cooxupé stated it had blocked the registration of the five producers. It also stated that it "does not sell coffee from properties that violate labor laws" and that all cooperatives must comply with the cooperative's Ethical Conduct Code and Integrity Program, "which includes strict adherence to current labor laws."

In the same report, **Repórter Brasil** asked Starbucks if the five Cooxupé producers involved in modern slavery this year were part of or had ever been part of its coffee sourcing program. The company did not respond to the question.

Starbucks stated only that it buys coffee from "a small fraction" of Cooxupé members' farms and only from those verified through its C.A.F.E. Practices program, which it claims includes "rigorous audits."

Do cooperatives "do everything within their power"?

The number of slave labor cases involving Cooxupé producers is relatively small compared to the more than 20,000 members of the cooperative. At the same time, it is well known that labor inspections conducted by Brazilian authorities do not address all the complaints linked to the sector.

"Between 20% and 40% of the forced labor complaints addressed by Adere involve Cooxupé producers," evaluates Jorge Ferreira dos Santos, coordinator of Adere-MG (Articulação dos Empregados Rurais do Estado de Minas Gerais), an organization that receives reports of labor violations in the field and alerts the authorities.

In the past thirty years, 349 Brazilian coffee farms have been inspected by the Minister of Labor[14]. This number is equivalent to only 0.1% of the total 264,300 rural establishments dedicated to coffee cultivation in the country[15].

Days after the **Repórter Brasil**'s report on the five Cooxupé producers was published, a statement signed by the president of the National Coffee Council[16], an organization representing the interests of the sector, pointed out that "cooperatives are not out in the field harvesting the crop" and that the hiring of workers is the responsibility of individual producers. "In other words, everything cooperatives can do is done to punish the cooperatives caught in such conditions," said a part of the statement[17].

"This claim that they adopt all the appropriate practices does not hold up," says Fernanda Drummond, a defender of socio-environmental rights at the Conectas organization. "If cooperatives adopted all the practices, they would be transparent about who they buy from and who they sell coffee to," she adds.

"Neither Adere nor several unions we are in contact with in many municipalities have ever been consulted by cooperatives or certifiers about slave labor cases in the sector," says Jorge dos Santos. "Cooperatives are not giving due attention to such a serious problem in their supply chains," says the Adere-MG coordinator.

In his view, there is no significant effort to identify forced labor cases among their members and suppliers, despite the immense precariousness of labor in coffee farming.

For Drummond, the identified cases only represent the number of cases that civil society has managed to publicize and highlight the supply relationship with Cooxupé. "There is no transparency, which is essential, not only for those who are genuinely concerned, but also for those who do not hide or fear having an irregularity pointed out in their supply chain," she says.

"We are talking about the largest cooperative [in Brazil]. This is not just any cooperative," she points out. "If a large cooperative, with the economic capacity to control and trace, still detects some cases [of slave labor], this is very symbolic of what is permeating the entire coffee chain."

In 2018, Conectas and Adere-MG reported six global coffee companies to the OECD's National Contact Point (PCN) in Brazil[18]. The motivation for the report was forced labor cases on coffee farms in southern Minas Gerais. The PCN is the OECD mechanism responsible for investigating allegations of non-compliance with the OECD Guidelines for Multinational Enterprises[19].

Starbucks was one of the six companies, but the case against it was not accepted by the mechanism at the time. According to the justification presented by the PCN Brazil in 2018, the "identified context" in the allegations from the organizations and the company itself showed that Starbucks "engages in good practices."

Starbucks "knew or should have known" about modern slavery cases

Starbucks' relationship with Cooxupé is also highlighted in an ongoing lawsuit against the company in the United States District Court for the District of Columbia.[20]. Filed by the NGO International Rights Advocates (IRAdvocates) in April of this year, the lawsuit demands that the multinational compensate eight workers rescued from conditions analogous to slavery on coffee farms in Minas Gerais. According to the lawsuit, Cooxupé is the connection between the farms with forced labor findings and Starbucks.

One of the cases described occurred at the Córrego do Jacu and Paquera sites in Juruaia (MG). The two sites were inspected on June 17, 2024. Six workers were rescued, including a teenager. At the time of the discovery, **Repórter Brasil** showed that the producer fined for forced labor was a Cooxupé member[21].

"Defendant Starbucks had knowledge of the forced labor and trafficking violations of Cooxupé and its member farms," says IRAdvocates in the lawsuit.

"It is shocking to me that Starbucks continues to claim that they are fully complying with their own standards of C.A.F.E. Practices and their own Code of Conduct when the facts are clear that violations are common," says Terrence Collingsworth, founder and executive director of IRAdvocates, commenting on the new cases of slave labor identified by **Repórter Brasil** among Cooxupé members.

Collingsworth explains that, according to U.S. law, Starbucks' responsibility for the identified violations can be discussed under the TVPRA (Trafficking Victims Protection Reauthorization Act), which allows lawsuits against companies headquartered or operating in the United States for crimes committed outside the country. Based on the TVPRA, argues the IRAdvocates director, "Starbucks knew or should have known that coffee from its 'Tier 1' supplier, Cooxupé, is harvested by workers who are subjected to trafficking and forced labor."

In addition to this law, two other legal theories could potentially hold Starbucks legally accountable, explains Collingsworth. The first is "unjust enrichment," based on receiving profits from exploited workers. The second is "negligent supervision," which assumes that Starbucks should have been aware of the forced labor and trafficking conditions on Cooxupé member farms, but still did not take appropriate measures in response.

System designed to fail

Starbucks' connection to forced labor cases linked to Cooxupé also prompted a complaint from the NGO Coffee Watch to the CBP (Customs and Border Protection), the U.S. customs agency[22]. This complaint is based on Section 307 of the 1930 Tariff Act, a U.S. federal law that prohibits the importation of products made with forced labor[23].

"Starbucks was told over and over that it had these problems and that the problems were documented in very public ways. Yet, Starbucks did not repair its systems [for coffee purchasing] treating these cases of slavery as like random bad apples," says Etelle Higonnet, founder and director of Coffee Watch. "But they're not random bad apples that should come as a surprise. They are the manifestation of a completely broken system that was designed to fail. No grievances [mechanisms], no unions, no system for workers to demand better conditions or report abuses, no traceability, very low pay. What do you think was going to happen?" she adds.

For Higonnet, by maintaining these conditions in its coffee supply chain, Cooxupé, the C.A.F.E. Practices program, and Starbucks are "creating conditions for failure."

When contacted again, Starbucks did not provide specific comments regarding Cooxupé. The company stated that it "remains committed" to working with suppliers to improve labor practices and highlighted that, in Brazil, it operates a Producer Support Center that provides training on social responsibility for coffee producers and suppliers regarding Brazilian labor legislation.

The company also stated that it continuously reviews and strengthens the C.A.F.E. Practices program and its due diligence approach, working with organizations with "relevant expertise in remediation and implementing recommendations, both at the supplier and farm levels."

The full statement from Starbucks can be read in the chapter "What Starbucks Says."

Caught with slave labor sold coffee with certification

A case of forced labor at Sítio Douradinha, in São Pedro da União (MG), was another instance involving a coffee producer who was a member of Cooxupé. In July 2023, 11 workers were rescued from conditions analogous to slavery on the property[24].

The farm is divided into two areas, one managed by Jurandir Marques Bueno, a Cooxupé member since 1989, and the other by his nephew, Rafael de Lima Bueno, a member since 2006, according to documents attached to the inspection report, obtained by **Repórter Brasil**.

According to the document, the rescued workers were paid by production, but the total harvested by each worker was controlled by the "gato," a term for intermediaries of labor in rural areas in Brazil. The "gato" controlled the production using cards: according to a photo attached to the inspection report, the cards referred to production at Sítio Douradinha and Sítio Arrudas, registered in the name of Lima Bueno.

Workers with members of the inspection operation at Sitio Douradinha, in Minas Gerais

Photo: MTE

“The workers themselves did not have records of their daily production and were unable to report to the inspection how much coffee they had harvested or how much they had been paid for their work,” says the labor inspection report.

In the document, the fiscal auditors point out that the first complaint about the working conditions at Sítio Douradinha was received in 2021, but the lack of staff to investigate the situation in person meant that the property was only inspected during the 2023 harvest.

Lima Bueno was included in the Dirty List in April 2024, as reported by **Repórter Brasil** at the time.

At the time, Cooxupé did not comment on the specific case, stating only that it does not trade coffee from properties that do not comply with labor laws and that “in the event that a producer’s name is added to the list of non-compliance,” commercial activities are suspended by the cooperative. Producer Rafael de Lima Bueno could not be reached by the report for comment on the case.

At the time, Starbucks stated that it reviews each publication of the Dirty List and takes immediate action, “including the suspension of the status of a farm certified by C.A.F.E. Practices.” However, the company did not specifically answer whether it received coffee from this producer.

After the publication, **Repórter Brasil** gained access to fiscal documents regarding coffee sales from the producer responsible for employing slave labor on the property. The documents record coffee sales from Sítio Arrudas – another area of the producer’s land, where, according to the inspection, the rescued group also worked – to Cooxupé between 2020 and 2023. They show that the supplied beans were certified.

One of the invoices, from the 2023 harvest, lists the producer as “CCP” certified and includes a certification identification number – a unique registration for each certified producer – consistent with the C.A.F.E. Practices pattern, composed of five numbers, followed by two letters and two numbers. However, **Repórter Brasil** could not confirm whether the number in question actually belongs to a Starbucks program registration and whether the abbreviation “CCP” stands for “C.A.F.E. Practices Certification.”

Repórter Brasil presented the documents to Starbucks, but the company again did not confirm or deny whether Rafael Lima was certified by Starbucks’ good practices program. The company’s full statement can be read in the final chapter of this report.

Photos: MTE

Workers’ accommodation at Sítio Douradinha. The rescued group also harvested coffee at Sítio Arrudas, a property certified for good practices

Photo: Pexels Dom

Starbucks' promises

In different statements to **Repórter Brasil** over the past two years, Starbucks has stated that it is "deeply concerned" with the well-being of workers in coffee-producing regions and that it would continue collaborating with local partners and non-governmental organizations to improve working conditions in the sector.

In December 2023, one month after the publication of the report "Behind Starbucks' Coffee" by **Repórter Brasil**, Starbucks shared, for the first time, the results of an Human Rights Impact Assessment produced by a consultancy firm hired by the multinational[25].

The assessment identified "relevant risks"[26] in three categories: partners (Starbucks employees and subsidiaries), the supply chain, and consumers/community. The highest number of risks (ten out of the 13 listed) was concentrated in the "supply chain" category, with the following "relevant risks" identified: forced labor and child labor, fair wages, adequate living standard, freedom of assembly and association, working conditions and hours, discrimination, healthy environment, rights of mothers & children, right to life & security of person, and arbitrary arrest.

To mitigate the identified "relevant risks," the hired consultancy made five recommendations to Starbucks: 1) develop a consistent due diligence approach to identify and mitigate risks in its supply chain, 2) expand the reach and depth of C.A.F.E. Practices; 3) review human rights policies, including codes of conduct; 4) create risk mitigation action plans tailored to specific commodities and regions; 5) increase training on the company's human rights policies among business partners.

Although emphasizing that "some of these impacts are caused by broader factors, such as the lack of basic social services and protection, inadequate infrastructure, barriers to educational opportunities, and market volatility," the consultancy did not include in its recommendations any public engagement from the company in dialogue tables and negotiations with local authorities, social organizations, or trade union entities.

Photo: Lela Beltrão/Repórter Brasil

Challenges and recommendations

Organizations around the world have been structuring recommendations to ensure decent work in the coffee sector.

> **According to the ILO, decent work is characterized by ensuring fair wages, social security and protection, the right to association, and equality of opportunities and treatment.**

In a diagnosis of the sector[27], published in August 2024, the ILO (International Labour Organization) identified seven key challenges in the sector in Brazil:

- **Informality of seasonal workers hired for coffee harvest**
- **Recruitment of seasonal workers based on verbal agreements, false promises, or frauds**
- **Vulnerability to health and safety risks for workers in accommodations and at work fronts**
- **Lack of coordination in public policies to promote decent work**
- **Gaps in the certification process of farms**
- **Lack of transparency from suppliers at the farm level**
- **Imbalance in power relations and workers' bargaining capacity**

The organization listed recommendations for the identified problems, such as creating awareness-raising actions for producers about decent work principles, responsible business conduct, and a "zero tolerance" policy for informality. The ILO also recommended that certifiers adopt grievance mechanisms – spaces where workers can file complaints or seek legal advice – and that certification holders prove the formalization of seasonal workers' contracts. The ILO further suggested strengthening collective bargaining processes and trade unions, which should be consulted in the governance processes of certifications.

These actions, however, are particularly directed at the first links in the supply chain – producers and their direct suppliers.

The main recommendation to international buyers, such as Starbucks, is in transparency actions regarding supplier properties. "Although some companies have full traceability of their business, disclosing suppliers down to the farm level remains a paradigm to be addressed," says the ILO. "In this context, the opacity of the supply chain links hinders social control and creates shields for accountability."

In this context, the organization suggests:

- **Adoption of a human rights due diligence policy**
- **Disclosure of suppliers down to the farm level**
- **Adoption of a "zero tolerance" policy for forced labor, informality, and intermediaries in the hiring of seasonal workers**
- **Commitment to promoting decent wages**

A preliminary document, still unpublished, produced by the NGO Coffee Watch and accessed by **Repórter Brasil**, makes similar recommendations. In consultation with other organizations and unions, the report lists the following demands for companies in the sector:

- **Investment in training programs for producers and cooperatives on the fundamental rights of workers**
- **Ensuring that workers on coffee-producing farms have signed and received a copy of their employment contract**
- **Remuneration of suppliers in a way that guarantees fair prices to producers and decent wages to workers**
- **Providing financial and technical assistance to producers to make improvements on their properties**

"The first [point] to be made is to publicly acknowledge that there is a very serious problem in the supply chain," says Jorge dos Santos, from Adere-MG. Evaluating the problem from a local perspective, the organization argues that cooperatives and buying companies should:

- **Encourage the establishment of collective agreements and conventions between workers' unions and farm representatives focused on the coffee harvest**
- **Ensure technical assistance to coffee farmers on health and safety regulations during the harvest, as well as accounting assistance for the formal hiring of labor**
- **Provide assistance to producers so that migrant workers are hired in their municipalities of origin**
- **Conduct campaigns against forced labor and labor rights violations on coffee farms in Brazil**

"Adere is available to help in this campaign. Not to prevent the complaints from reaching or to prevent farmers from being fined, but to prevent the crime of forced labor from happening in coffee farming," points out Jorge dos Santos.

For Fernanda Drummond from Conectas, the reduction of forced labor risk will only be achieved if companies – such as Starbucks and its local suppliers – engage in dialogue with workers' organizations and other civil society actors.

"Some organizations working at the grassroots level know where these violations are happening, where these producers are who refuse to comply with Brazilian labor laws," she explains. "If they [companies in the sector] don't engage in dialogue and don't do participatory work, they can't know the reality in the field," she evaluates.

Photo: Lela Beltrão/Repórter Brasil

Photo: Asael Pena - Unsplash

What Starbucks says

Response from the company on October 6, 2025, to questions specifically sent for the production of this factsheet

We take any allegations of human rights impacts very seriously. Suppliers are required to comply with Starbucks' Supplier Code of Conduct, and we actively engage with farms to monitor adherence to our standards. We remain committed to working with our suppliers to ensure they meet our expectations. Furthermore, we immediately suspend any farm found in violation of our zero-tolerance criteria until evidence of remediation of the non-compliance is provided.

In Brazil, we regularly monitor the Employer Registry. We have procedures in place to ensure prompt reviews and actions in the event of updates.

Starbucks is committed to the responsible sourcing of coffee, including helping to promote respect for human rights for the people working on the farms from which we source. The foundation of our work is the C.A.F.E. Practices verification program, developed in collaboration with Conservation International. The program evaluates farms based on economic, social, and environmental criteria—all designed to promote transparent, profitable, and sustainable practices, while helping protect the well-being of coffee farmers and workers, their families, and communities. C.A.F.E. Practices includes terms and conditions for the verification of responsibly sourced coffee, including traceability, operational standards for verification and third-party audits, as well as remediation of zero-tolerance occurrences.

We continuously review and strengthen our coffee procurement program and our due diligence approach, in addition to working with external organizations with relevant expertise in remediation and implementation of recommendations, both at the supplier and farm levels.

Starbucks remains committed to working with our suppliers to advance labor practices and maintains ten Producer Support Centers in coffee-growing regions, where world-renowned agronomists share best practices with farmers and offer free access to education and resources. Specifically in Brazil, the team at our Producer Support Center offers regular workshops focused on Social Responsibility for coffee producers and suppliers on Brazilian Labor Legislation. You can read more about the Producer Support Center here.

NOTES

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