



Impact Report 2024

A Message From Jeff

2024 brought its challenges, from commodity price volatility to the ever-changing landscape of the coffee industry. Through it all, our commitment to quality, sustainability, and delivering a premium coffee and tea experience has remained unwavering.

Java Republic was founded with a clear vision: to set new standards in coffee while doing right by **people** and the **planet**. That spirit continues to thrive every day — in our Roastery and on the road — where the buzz of activity, from sourcing green beans to roasting, tasting, and sharing coffee with our community, reminds us why we do what we do

We set ambitious targets across key areas and made strong progress throughout the year, while strengthening relationships at origin, building long-term supplier partnerships, and supporting our customers. We've continued to expand our coffee offering, consistently innovating to keep our range fresh, exciting, and aligned with emerging trends.

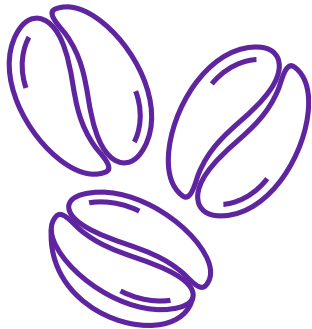
None of this would be possible without the dedication of our team, the trust of our partners, and the loyalty of our customers. We are optimistic about the year ahead and excited to continue growing, innovating, and delighting our customers.



Jeffrey Long,
Managing Director



2024 Highlights



kilos roasted
543,000



Cups of coffee drank
+30 million



Service and Quality Calls
+6,500

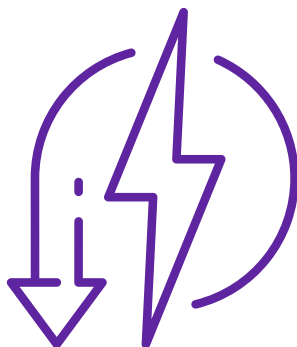
23% Fairtrade or Organic
Coffee/Tea Sales



Origin Trip
Brazil



Absolute YOY waste
reduction of
9%



Absolute YOY energy
reduction of
4.6%

Zero Production waste to
landfill

Achieved:



About Java Republic

Since 1999, our mission has been to craft the finest coffee while staying true to *ethical and sustainable practises*.

Java Republic is built from the ground up to be open and transparent. Literally! Our carbon neutral roastery has floor-to-ceiling glass walls so every stage of our process is visible.

Our people bring unparalleled experience, knowledge and dedication to every aspect of the process.

Our investment in quality is visible in every bean we source and in every stage of our hand-roasting process.

Beyond the roastery, we provide a complete solution for our customers from equipment, coffee, tea, and ancillaries – supported by a nationwide team with offices in Dublin, Cork, and Galway, and representatives across the country.

Sustainability has always been central to who we are. From being the first purpose-built carbon neutral roastery in the world to continuously evolving our ethical sourcing, packaging, and energy practices, we are committed to doing better year after year.

By sharing our progress in this publicly available report, we aim to keep ourselves accountable and transparent for the years ahead.



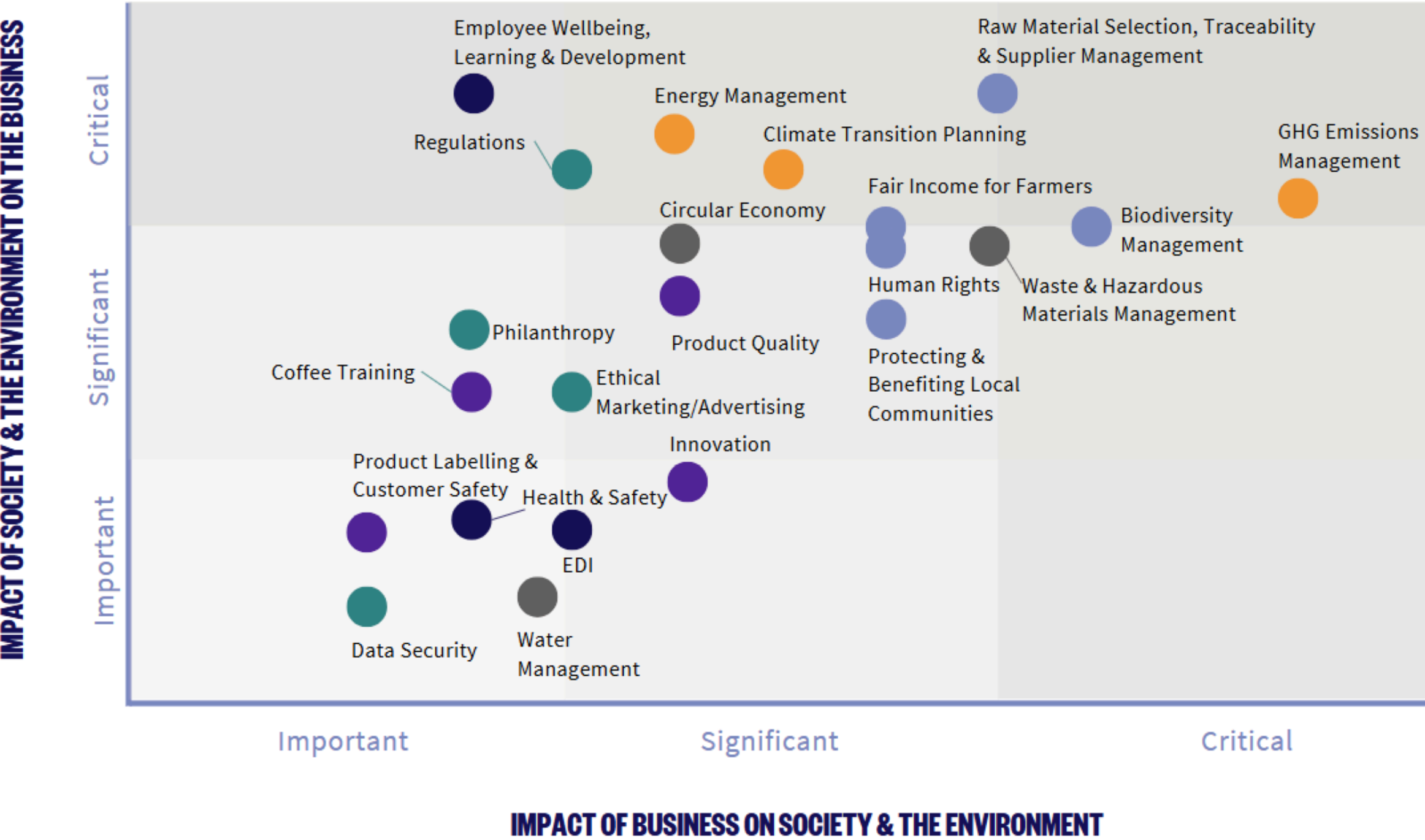
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What's Important

Materiality Matrix



We carried out a materiality assessment to identify the social, environmental, and governance issues where we can have the greatest impact.

The process included a leadership workshop, stakeholder engagement, and research using recognised third-party tools.

- Climate Action
- Inclusive, Fair & Thriving Workplace
- Product Excellence
- Care for Origin/Ethical Sourcing
- Resource Conservation
- Good Governance & Ethics

Each topic was assessed based on its scale, severity, likelihood, and related risks and opportunities. From this, we identified our most material themes, mapped our current activities, and are now reviewing our strategy to ensure these priorities guide our future actions.



Care for Origin

The coffee industry faces challenges from climate change, deforestation, and unfair labour conditions. With demand rising, farming communities and the environment are under increasing pressure.

At Java Republic, we believe it's our responsibility to source coffee that supports both **people and the planet**. We work with partners who share our values through Fairtrade, direct trade, and organic certification, ensuring fair treatment of workers and responsible land use.

We prioritise producers using sustainable farming methods, protecting biodiversity and preventing deforestation. By forecasting and bulk ordering, we help create stability for farmers.

Transparency and traceability are central to our approach: all suppliers are approved and reviewed twice a year, not only for quality but also for their ethical and environmental practices.

Looking ahead...

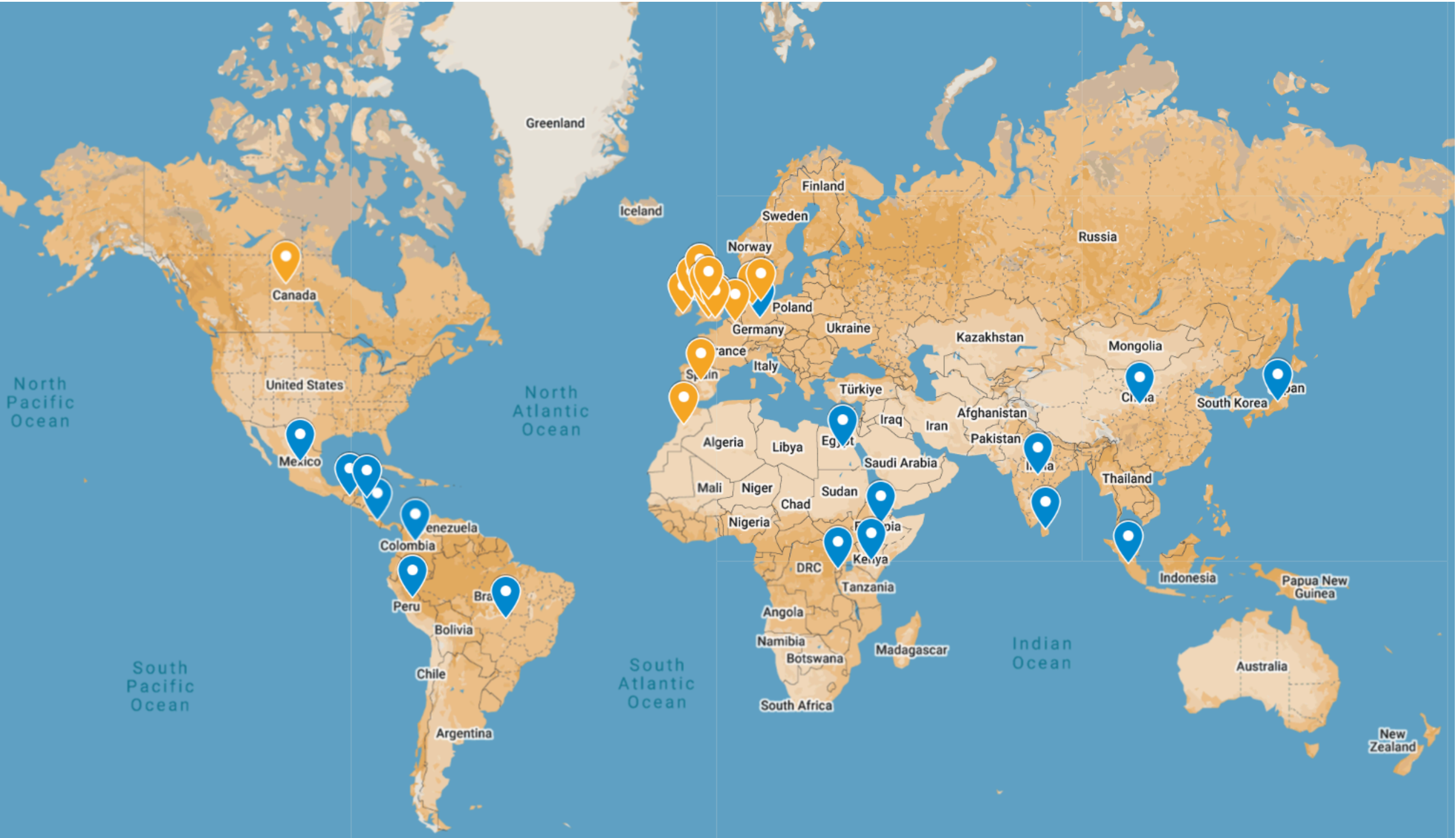
- By the end of 2025, we aim for 20% of our total green coffee to carry internationally recognised environmental and ethical certifications (e.g., Rainforest Alliance, Fairtrade, Organic).

- In 2025, we will also launch a Supplier Code of Conduct, establishing minimum standards on human rights, labour practices, and environmental responsibility across our supply chain.

Jolanta Turowska, Quality & Sustainability Manager,
Rwanda Origin Trip



Origins



Significant tier 1 supplier locations:

- Ireland
- UK
- Germany
- Morocco
- Belgium

Growers/producer locations:

Coffee:

- Colombia (2)
- Costa Rica
- Guatemala (3)
- Mexico (2)
- Peru (3)
- Ethiopia
- Indonesia (2)
- Honduras (2)
- Brazil (3)
- Rwanda

Tea:

- China (6)
- Germany (6)
- Egypt
- Japan
- Sri Lanka
- India

This year we strengthened our Social and Environmental Purchasing Policy and NPD screening, extending them to cover office, café, and machinery purchases, with added focus on local suppliers and diverse ownership.



Brazil Origin Trip

Purpose & Why Brazil

- Chosen for its pivotal role in global coffee and climate dynamics.
- Witness firsthand the challenges local farmers face and identify how we could deepen our support.
- Connect our blend (Mestizo) to its roots and build real relationships with people at origin, creating long-term trust.

We visited seven farms across Minas Gerais, from small family-run plots to large-scale estates. Highlights included:

- **Sítio Baixadão:** high-altitude farm producing award-winning coffees.
- **Rancho São Benedito:** multi-generational farm still led by its 96-year-old founder.
- **Sítio Três Barras & Maranhão:** family farms showcasing new varietals and female empowerment through *Donas do Café*.
- **Fazendas Caxambú & Aracaçú:** pioneers in sustainability, biodiversity, and scientific drying methods.
- **Fazenda Faxinal:** a large commercial operation balancing coffee, avocados, and native forest conservation.

Looking ahead...

In 2025, we will support SMC's **Donas do Café Project** – an initiative that empowers women coffee producers through training, resources, and market access.

By backing this program, we aim to:

- Champion **gender equity** at origin.
- Ensure a more **resilient, sustainable supply chain** in the face of climate change.



Producer Spotlight: Rwanda Kinini

Rwanda Kinini Coffee is more than just a specialty coffee; it represents a project centred on sustainability, empowerment, and outstanding quality.

Grown in the Rulindo District of Rwanda, Kinini coffee is produced by a cooperative of over 620 farmers, 85% of whom are women. At Java Republic, we are proud to supply this incredible coffee and support its mission.

Recently, we had the honour of hosting Jacqueline Turner, co-founder of R & B Import Export, at our roastery. Her insights into the journey of the Kinini coffee left us inspired and reaffirmed our commitment to ethical and sustainable coffee sourcing.



Kinini started as the charity New Beginning in 2008, aiming to support Rwandan citizens in Kinini village, who were displaced by the 1994 genocide.

In 2012, Jacqueline Turner and Malcolm founded R&B Import Export to create a sustainable revenue stream for the charity, recognising that coffee farming was the key to achieving this goal.

Since then, 10% of the price that coffee importers pay for the coffee goes to A New Beginning Rwanda, funding projects like healthcare, clean water access, and school infrastructure.



“There is coffee, there is loyalty and there is trust – now we have to choose who we work with”

- Jacqueline Turner on selectively choosing coffee traders who share her vision

***“
I work with women in the village and the money goes into the women’s account. Since we started working with the women in the village, kids started going back to school, houses were improved, and they started getting health insurance. The women look after the coffee, how they look after their baby – with love”***



The Connection Between Quality & Ethical Sourcing

Quality has always been, and will always be of utmost importance to us! We firmly believe that our focus on quality has many benefits from a social and environmental perspective:

- **Better income for farmers:** High-quality coffee attracts higher prices, giving farmers greater financial security and the ability to invest in sustainable practices.
- **Greater transparency:** Specialty coffee can be traced back to its origin, encouraging accountability and ethical conduct throughout the supply chain.
- **Environmental benefits:** Many specialty producers use organic techniques, plant coffee in shaded environments, and prioritise soil and water conservation.
- **Social responsibility:** The specialty sector often aligns with fair and direct trade principles, ensuring that producers receive a fair share of profits.
- **Ongoing education and innovation:** Farmers are supported through training and resources, helping them to improve quality and adopt more sustainable farming methods.

Looking ahead...

100% of our all-green coffee purchases aiming to be specialty coffee (above 80 points by SCA grading system) by 2027.



Product Excellence

Quality:

Every morning, our Quality team cups 8–20 coffees to ensure every batch of coffee roasted meets the highest standard.

Support:

We work closely with our customers to select the perfect coffee, ancillaries and equipment, and conduct follow-up quality audits with corrective actions to serve the perfect cup.

Service:

We partner with leading brands to deliver state-of-the-art coffee equipment. Our expert service technicians maintain equipment to keep them performing at their best, while our Quality team partners with customers to refine recipes, optimise brewing, and maintain premium coffee quality.

Training:

Our Quality team are certified by the Specialty Coffee Association (SCA), offering courses for every skill set. Our training facility was awarded the title of Premier Training Campus by the SCA in 2018 - we were the first roastery in Ireland to achieve this status.

Innovation:

We continually review new technology and equipment to help customers serve high quality coffee efficiently. Our team tracks global flavour trends through trade shows and supplier visits, also creating a Seasonal Drinks Range each season to keep menus fresh, exciting, and on-trend.



Gerry Hughes, Head of Coffee.

Resource Conservation

Reducing Waste

In our production area, we are working to achieve zero waste. We have set a stretch target of 30% L/kg reduction in waste by 2028 (compared to a 2023 baseline). Here are some of the initiatives we have implemented to help us reach our goals:

- We have secured a partnership to turn 100% of our coffee chaff into compost.
- We have partnered with our label supplier to reuse the cardboard cores of our packaging foils.
- Our freshly ground coffee used for quality checks is donated to Focus Ireland. We send up to 10kg of coffee a month to the charity along with donating barista equipment.
- Used hessian sacks are given away to local businesses or non-profit organisations like Dog Trust.
- Recycling infrastructure and monthly monitoring of waste.
- Introduced electronic pallet wrapping to increase wrapping efficiency and save materials.
- Coffee grounds are made available to the public and are used in a variety of ways including handmade soap produced by a local independent business.

Thanks to our regular monitoring, we now know where we have most room for improvement. In the first year of our waste reduction programme, we saw a reduction of 11% in total waste per kg sold (L/kg), exceeding our year one target by 4%.



We operate zero production waste to landfill - in collaboration with The Green Edge Company, 100% of our coffee chaff is repurposed

Resource Conservation

Circular Economy

Of course, our efforts are not limited to waste created on-site. Moving to fully recyclable packaging is the next step in Java Republic's sustainability journey. This change supports waste reduction and enables our customers to make more environmentally responsible choices.

When it comes to the products we produce at Java Republic, we aim to have fully recyclable primary and secondary packaging by the end of 2025. For all goods we purchase, we aim to reach 100% recyclable packaging by the end of 2027. The first step in reaching these targets was a review of our purchasing policies and our new product development criteria. And, of course, lots of testing!

Here are some of the successes:

- Swapped our non-recyclable filter foil with a new recyclable flat valve system.
- Introduced recyclable stand pouches for the vast majority of our hand-packed products.
- Now offering some of our customers bulk orders in paper bags.
- Our cafes have switched from foil packaging to reusable containers – in 2024 we saved 252m of foil!

Looking ahead...

By 2025, every piece of primary and secondary packaging used for our in-house manufactured finished products will be either recyclable or compostable. All in-house manufactured finished product packaging — both primary and secondary — will be recyclable or compostable, supporting our zero-waste ambitions.



Sustainability Club

Driving everyday impact from the inside out

Who We Are: The Sustainability Club is a voluntary group of coffee people from across Java Republic. United by a shared passion for making a difference, we bring together ideas, energy and action to support our company’s ESG (Environmental, Social, Governance) goals.

What We’ve Been Up To:



Planted seeds using used coffee grounds and coffee chaff as natural fertiliser.



Partnered with Bean Around, female-led student start-up, repurposing used coffee grounds into soap.



Celebrated National Bee Day by learning about bees and building bee hotels to put into bushes around our roastery and office.



Every meeting includes training and company updates to keep everyone informed on what's happening at the company.

Climate Action

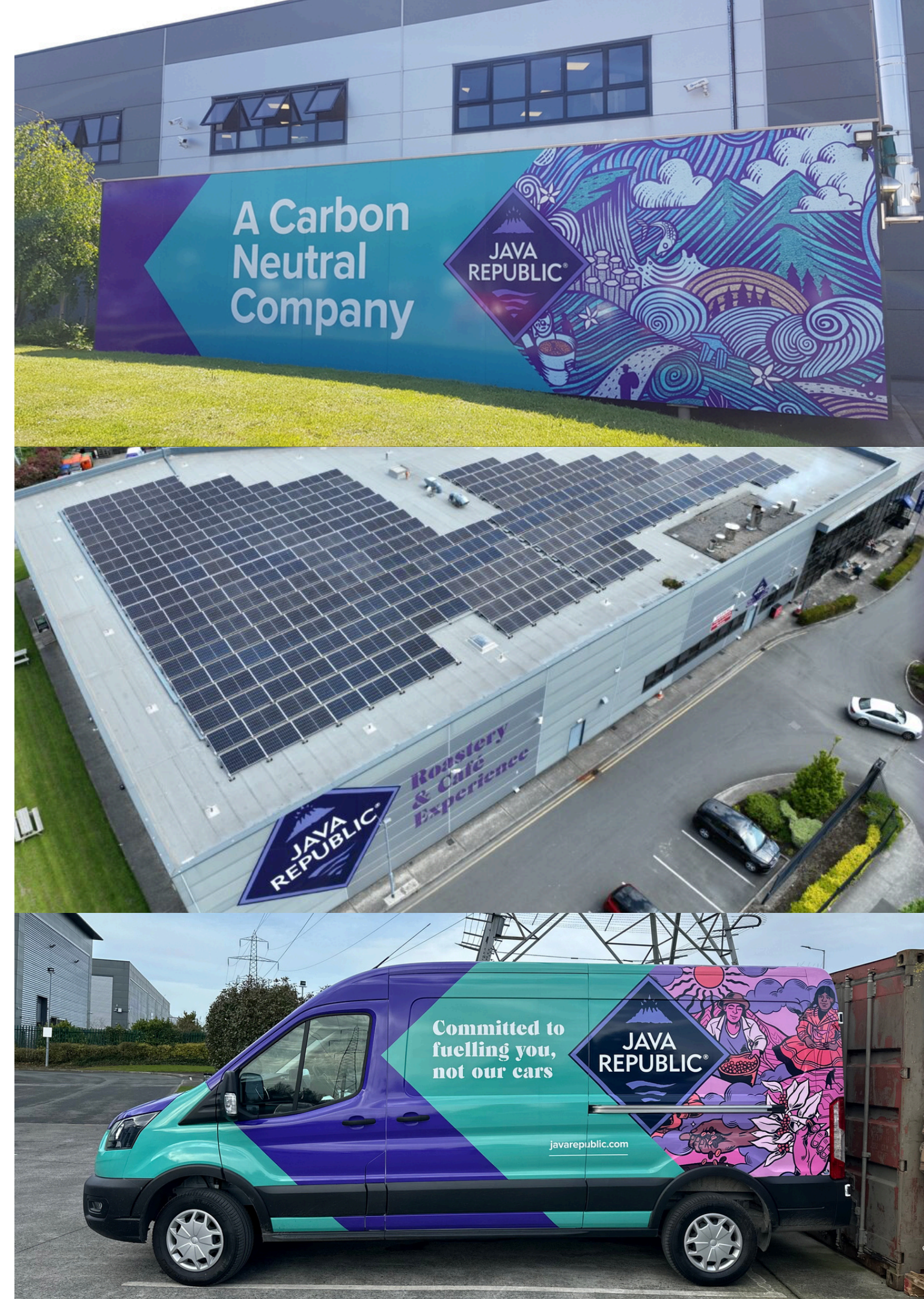
Our roastery at Ballycoolin is a purpose-built low carbon facility. Since we started operating here, our goal has always been to reduce our emissions as much as possible and to make this a carbon neutral production site. That term has evolved in the last few years and we are evolving as well, rather than speaking in terms of carbon neutrality, we are shifting towards a science-aligned net zero approach.

What steps have we taken so far?

- In 2008, we installed an energy cabin which consisted of a containerised wood pellet boiler to provide hot water and heating for the building and roastery. We burn 13.5 tonnes of pellets each year, providing the equivalent of 60 kWh gas units.
- In 2023, we installed 315 rooftop solar panels in our Roastery and we aim to produce over 100,000 kWh of energy per year, which will represent 40% of Java's total energy requirements.
- In 2023, we conducted a review of our systems in the Roastery, including our afterburners and roasting systems. By working on identified opportunities, we were able to reduce gas usage by 12% compared to the same period in 2019.
- To date, we have transitioned 75% of our lighting to LED.
- All of our grid electricity comes from 100% renewable sources.
- We now have 4 electric vehicles and 9 company vehicles fuelled by hydrogenated vegetable oil (HVO)

Looking ahead...

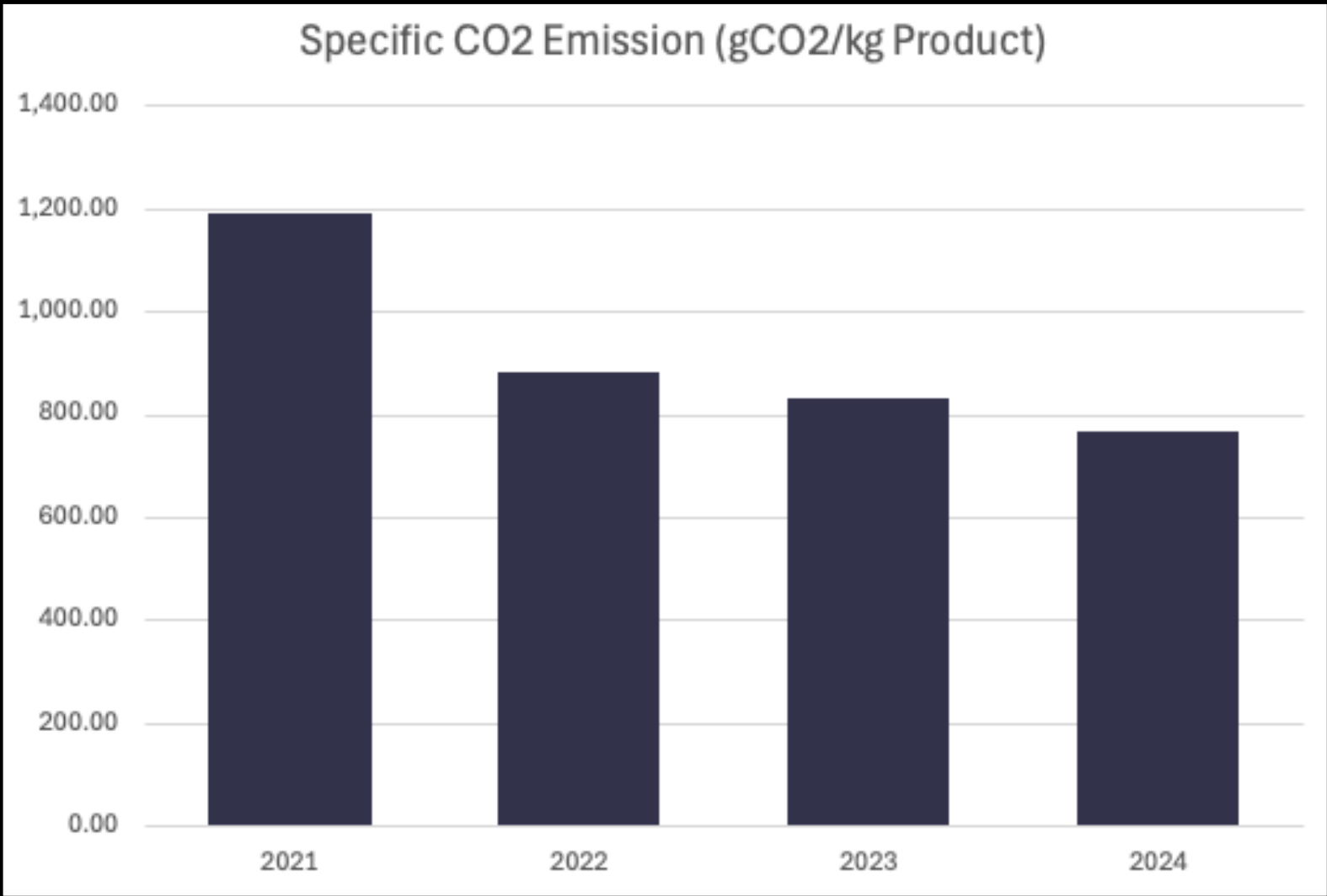
We aim to have 100% LED lighting in 2025.



Climate Action

We are on the journey to Net Zero. Net Zero emissions means that the amount of greenhouse gases released into the atmosphere from human activities is balanced by the amount removed from the atmosphere. When emissions and removals are equal, the “net” impact on the atmosphere is zero.

A business carbon footprint is a measurement of its carbon impact on the planet. Essentially, it is the total amount of greenhouse gases (GHG’s) we emit directly or indirectly through our business activities. We do it by measuring our Scope 1, 2 & 3 values:
(including CO2 emissions from natural gas, electricity, vehicle diesel/petrol, water, waste and flights.)



Looking ahead...

Reducing 5% minimum annually (Scope 1, 2 & 3 Emissions Category), 25% CO2e by 2028.

According to the Solar System Monitoring Annual Report, our performance achievement for 2024 was 28%.

22,903 - This Year

The number of kilograms of CO2 you have offset with Solar PV.

31,447 - Lifetime

1,636 - This Year

The number of Evergreen trees it would take to offset this much Carbon annually.

2,246 - Lifetime

15.7 - This Year

The number of Households’ annual electricity usage you have offset.

21.5 - Lifetime

Climate Investments

We do what we can to make our facilities as energy efficient as possible and have a long-term strategy for a low-carbon fleet, but we know there is more work to be done.



Since 2010 we participate in Carbon Clear Projects customised for us by Eco Act.

To complement our carbon reduction strategies, we have invested in projects with the aim of sequestering and avoiding carbon emissions. In 2024, we invested just over €9,000 in a project in Niger through Eco Act.

The project itself aims to plant 8,000 hectares of Senegal Acacia (gum acacia) trees across 26 sites, as well as creating co-benefits for local communities. Since it began in 2005, it has planted approx. 7,299 hectares under the supervision of World Bank.

It is reported that the project has created 71,487 jobs, partially through the development of the Arabic gum industry in Niger. One of the reasons we selected this project is that 80% of the revenues from the sale of the carbon credits are shared with the local villages. As well as removing CO₂, this project aims to combat desertification.

**Our investments in these programmes does not negate the GHG emissions of our products or our value chain but remain an important part of our overall climate action plan.*



The Senegal Acacia (gum acacia) tree. Image source: Britannica

Inclusive, Fair & Thriving Workplace



Dublin: 62



Galway: 5



Cork: 7



Other: 4

Workplace Benefits:

- Pension scheme, Income Protection, SCA-certified coffee training, Employee Service Awards Programme, product discounts.

Employee Wellbeing:

- Trialled an Employee Assistance Programme
- Reduced the working week from 40->37.5
- Flexible working hours
- Hybrid working models
- Cycle to work scheme launched
- Introduced a quarterly MVP Award
- We have a goal of running four coffee culture and wellbeing events a year. This year we hosted six!

Looking ahead...

In 2025, we will launch an Employee Engagement and Inclusion Survey. In addition, we will formalise one annual Charity Volunteer Day per employee, reinforcing our commitment to community impact.



Roastery, Café and Office in Dublin 15.

Good Governance and Ethics

Governance

Java Republic was founded in 1999 by Irish entrepreneur David McKernan. Fast forward to today and there are over 1,000 venues serving Java Republic across Ireland. In 2019, Java Republic joined forces with Cafento, a leading Spanish coffee company owned by the Rodriguez Pelaez family and led by CEO Paula Rodriguez Pelaez. Java Republic is under the umbrella of Cafento International which is run by Managing Director, Emma Brett. This strategic partnership has strengthened our capabilities while preserving our core values and Irish identity.

The day-to-day operations of Java Republic are overseen by Jeffrey Long, Managing Director, and John Newell, Finance and Operations Director. They are supported by an experienced and long-serving management team, dedicated to delivering excellence in every cup.

Certifications

We currently hold certifications with BRC - BRC A and BRCGS - Irish Organic Trust, Fairtrade Foundation Certification, Soil Association and Origin Green.



We follow a 5-year sustainability plan verified by Origin Green, ensuring third-party accountability across all operations.

Annual assessments since 2009, independently verified by Carbon Twelve, guide our reduction strategies.



Good Governance and Ethics

Not only do we aim to support coffee communities at origin, but we also strive to provide support locally in Ireland, where our coffee beans are roasted and distributed. In order to achieve this, throughout the years we have partnered with a number of organisations and are very proud of our work with them.

Focus Ireland

Part of our quality procedures at Java Republic includes conducting Agron Tests, which is a method of determining roast consistency. Conducting these tests results in the production of coffee grounds as a bi-product.

In 2023, we entered into a partnership with Focus Ireland which sees us delivering all of this ground coffee to their Dublin base every month. We have also donated coffee equipment to the charity and hosted Barista Training for their staff.

Focus Ireland provides support to the homeless and their families in Ireland. Our **monthly donation of ground coffee** is used in The Coffee Shop, a service that provides nutritional, good quality and affordable food and drink in a safe environment to those experiencing homelessness.

In October 2024, some of our team participated in the 'Shine A Light Sleepout' and fundraised over €11,000 for Focus Ireland.



Good Governance and Ethics

Field of Dreams

In April 2023 our team in the South-West of Ireland kicked off our partnership with Field of Dreams. A branch of Down Syndrome Ireland, Field of Dreams was built in 2017 to meet the ongoing needs of adults with Down Syndrome across Cork City and County. Their vision is to provide opportunities for adults with Down Syndrome for ongoing learning and growth, and in turn a life of greater independence and self-reliance.

We deliver ongoing barista training to the young people at Field of Dreams, as well as supporting them at various fundraising events, volunteer days and more.

Oberstown Children Detention Campus

Our partnership started in 2019 and the Java Republic programme was a pioneering initiative for the Oberstown Campus, which is always seeking to expand its educational offering for young people from traditional methods of learning to practical and skills-based training.

The Coffee Education Programme saw the set-up of a mini café area in the Home Economics room. The programme enables young people in Oberstown to meet the market requirements for new baristas. Young people taking part in the programme will go through an intensive full-day training session with an Authorised Specialty Coffee Association Trainer from Java Republic. Graduates of the programme will get the opportunity to visit our roastery and receive a Java Republic Academy Certificate.





Thank You

