

*Impact*

REPORT

2023

*ViCAFE & VIVIKOLA*

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Vivi Kola and ViCAFE are now **ViCOLLECTIVE**. After almost **14 years of shared history**, collaboration, heritage, moments, emotions, and friendship, we have decided to unite what always belonged together.

Both brands will continue to exist within the **ViCOLLECTIVE AG**.

We share human resources, a new home, ideas, and a vision. As one team, we will further develop and explore the brands' identities and establish sustainable operations and products that positively impact our stakeholder network.



# GOVERNANCE



# B CORP

After almost three years of an intense assessment process, ViCOLLECTIVE became part of the global B Corp Community under the specialty coffee brand ViCAFE. Besides the sheer joy of being part of this progressive movement, we also hope to gain access to the smartest and most experienced minds when it comes to building a company that makes a positive impact.

## WHY DID WE CHOOSE THIS CERTIFICATION?

Unlike other industry standards, the B Corp Certification is holistic and looks into every aspect of company activities. It is also stakeholder-oriented and thus represents our way of thinking and acting as a company, involving all stakeholders in the decision-making process.

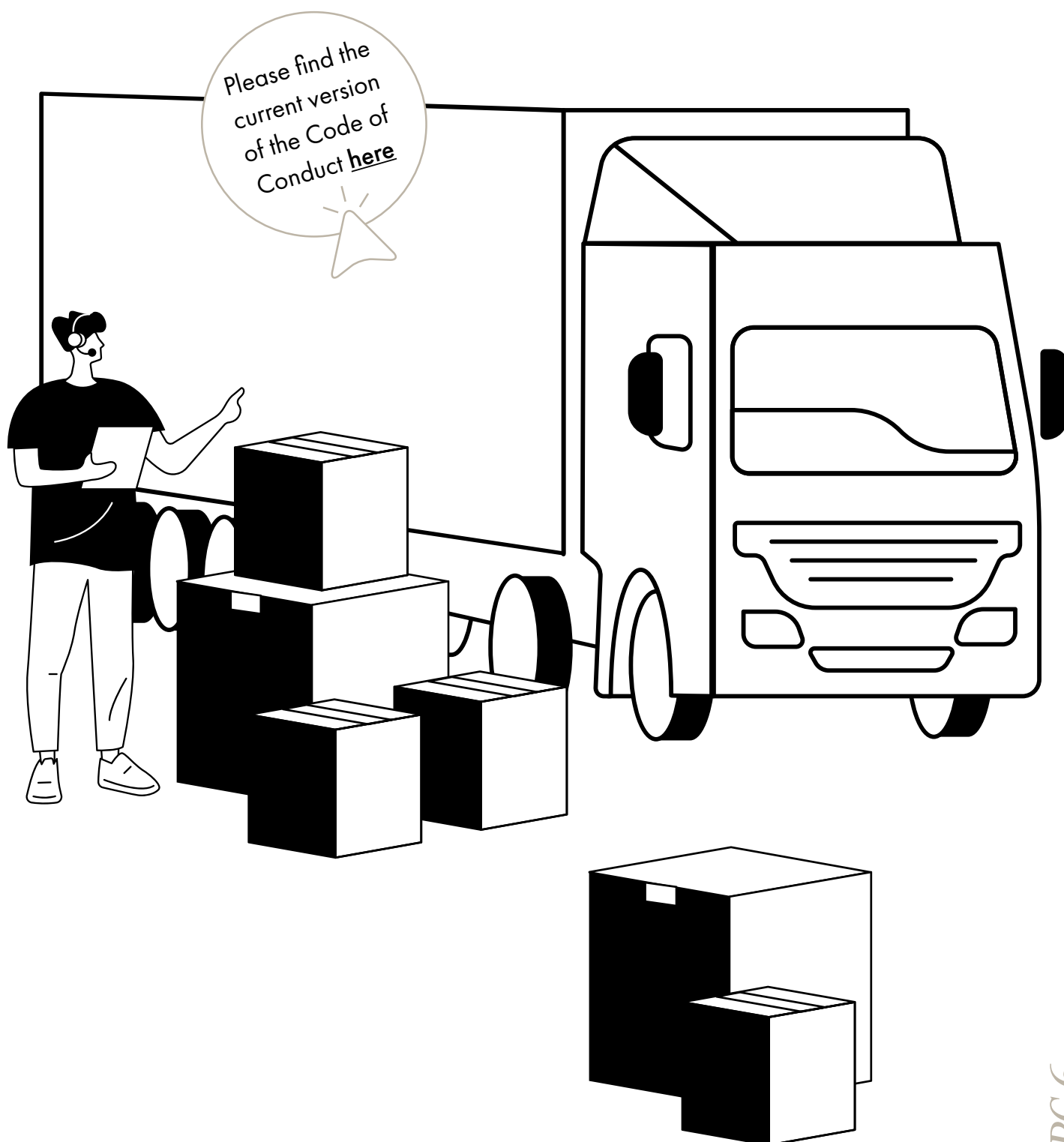
Furthermore, the B Corp framework provides us with a comprehensive and powerful tool to continue improving our impact in all areas of our business.



Find our B Corp Profile with the Disclosure [here](#) ⇌

# SUPPLIER CODE OF CONDUCT

In 2023, we updated our Supplier Code of Conduct, unifying standards for all ViCAFE and Vivi Kola suppliers. This code ensures adherence to principles in labor and human rights, guaranteeing safe workplaces and addressing environmental impacts.





WORKERS

# DATA AND KEY METRICS

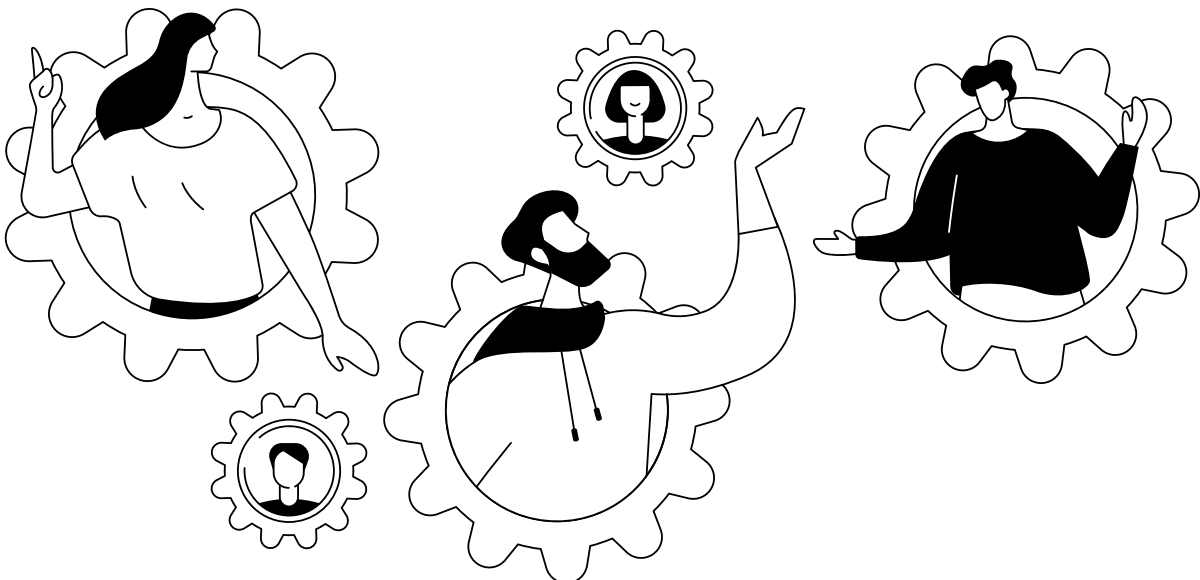
For the second consecutive year, we assessed employee well-being and satisfaction levels among our staff. This year's data combines ViCAFE and Vivi Kola employee data. **95 out of 175 employees took part in the 2023 survey.**

VICAFE KEY FIGURES	2022	2023
Total of Employees (#)	175	204
Total of Employees (FTE)	98.6	99.68
Total of Part-Time Employees	148	176
Number of Employees with hourly wage	137	139
Number of Executive Managers	3	5
Number of Shareholders	9	18
Number of Managers (incl. Store Managers)	21	36
Number of Baristas	135	149
Number of New Employees that joined ViCOLLECTIVE during the year	45	85
Number of employees that left ViCAFE during the year	30	36

EMPLOYEE DIVERSITY	2022	2023
% Employees identify as women	66	65
% of Executive Managers identify as women	0	0
% of Managers (including Store Management) identify as women	47	38.8
% Board Members identify as women	0	0
% Shareholders identify as women	11	5.5
% of Employees identify as part of another underrepresented social group	n.a.	n.a.
Average age of Employees	27.3	29.5
% of Employees that are under the age of 24	35.4	33.8
% of Employees that are over the age of 50	2.85	4.9
Number of different nationalities	10	10



EMPLOYEE SATISFACTION	2022	2023
At ViCAFE there is a generally a positive working atmosphere (1-5)	3.86	3.82
I am satisfied with my current job at ViCAFE (1-5)	3.6	4.13
ViCAFE actively promotes a culture of equal opportunity (1-5)	3.83	4.09
ViCAFE celebrates the diversity of ideas and people in the company	3.81	4.10
Openness is a value that I live and experience every day at ViCAFE (1-5)	4.09	-
I can talk about my socio-cultural background at work without other employees judging me (1-5)	4.56	4.64
I feel appreciated	-	3.83
I am satisfied with my workplace (noise, light, volume, etc.)	3.43	3.67
I am eager to further develop professionally at ViCOLLECTIVE	3.03	3.76
I see realistic opportunities for advancement for myself at ViCOLLECTIVE	3.00	3.20
In the recruitment of ViCOLLECTIVE employees, value is placed on including people from underrepresented groups	3.50	3.85
My personal supervisor has an open ear for my concerns	4.13	4.28
The management is well informed about our concerns and needs	2.94	3.43
My personal supervisor provides constructive criticism that allows me to learn and positively develop in my work	3.98	4.00



# IMPACT GAMES VOL. II


Our monthly team get-togethers now include Impact Games, a yearly educational event. This year, through a gamified approach, employees engaged in a role-play about a potential urban logistics project, representing various stakeholders and debating the project's benefits and challenges.

After an intense debate and many laughs, the groups concluded to postpone the execution of the project and to not interfere with the peaceful life of the local residences.

## FRAUENSTREIKTAG



Every year on June 14th it's Frauentreiktag in Switzerland. Last year, our female staff participated in the nationwide demonstrations against gender inequalities. Their male colleagues covered their shifts in the Espresso Bars, ensuring our support for the third consecutive year.



COMMUNITY



# GREEN COFFEE TABLE

In our first public **Impact Report** ↔ from last year, we disclosed all volumes and prices that we have paid to our partner farmers for green coffee. We are committed to maintaining this transparency moving forward. You are able to find all relevant information in our Green Coffee Table.



# TOTAL COFFEE PURCHASES

Year	2022	2023
Total Coffee Purchases (kg)	147.660	214.350
Weighted avg. FOB price (cts/lbs)	295.43	

FARM	REGION	YEARS OF PARTNER-SHIP	QUALITY	CERTIFICATION	VOLUME IN KG	PRICE FOB CTS/LBS	PRICE EX-FARM GATE CTS/LBS	BENCHMARK PRICE FOB CTS/LBS	KG CO2 / KG
Fazenda da Lagoa	Sul de Minas, Brazil	7	NY 2/3 FC Sc 17/18	RFA, preferred by nature	38350	180	180	155	4.92
Sancoffee	Sul de Minas, Brazil	1	Chocolate Type - (natural)	B Corp	19180	170+45	180	155	4.92
Sancoffee, Nascentes Program (Raquel Aguiar, Ana Carolina)	Sul de Minas, Brazil	1	Chocolate Type - (natural)	B Corp	8850	170+45	175	155	4.92
Fazenda Cachoeira (Miriam Aguiar)	Sul de Minas, Brazil	1	Fine Cup-Scr. 15 UP - (natural)	none	5900	310	270	n.a.	4.92
Finca Los Nogales	Huila, Colombia	7	Excelso (washed)	none	3150	386	330	250	6.56
			Pink Bourbon Microlot (ext. fermentation)	none	840	495	430	395	6.56
Finca San Jeronimo Miramar	Atitlan, Guatemala	5	SHB (washed)	none	52578	311	311	218	6.25
		5	Microlot Slow Jam (honey)	none	4350	350	350	218	6.25
Panama	Atitlan, Guatemala	1	SHB (washed)	none	16422	300	300	218	6.25
Aprolma	La Paz, Honduras	7	SHB (washed)	Organic	8970	337	n.a.	245	7.81
Miju/Alemaju Daniel	Yirgacheffe, Ethiopia	6	Yirgacheffe Grade 1 (natural)	none	3000	440	350	350	14.99
Hunkute	Sidamo, Ethiopia	1	Sidamo Grade 2	none	3000	360		225	14.99



FARM	REGION	YEARS OF PARTNERSHIP	QUALITY	CERTIFICATION	VOLUME IN KG	PRICE FOB CTS/LBS	PRICE EX-FARM GATE CTS/LBS	BENCHMARK PRICE FOB CTS/LBS	KG CO2 / KG
Chania/Oreti Estate	Thika, Kenya	2	AB+ (washed)	none	7320	413	363	280	5.96
Ciumenene	Kiambu, Kenya	2	Microlot AB+ (washed)	none	720	493	443	295	5.96
Rwenzori Cluster	Bugoye, Uganda	1	Screen 15UP (washed)	none	4200	291	n.a.	217	5.96
Mondul Coffee Estates	Monduli District, Tanzania	6	AB+ / Nyuki/Mzinga (washed)	CP	1800	377	377	244	12.81
			AB+ / Asali (honey)		4200				
Bynecool Cluster	Chikmagalur, India	2	Mon-sooned A natural	RFA, AAA	17000	NPP	NPP	235	8.57
			Specialty Mon-sooned AA (natural)	RFA	5000	NPP	NPP		
Yellikodige Estate	Chikmagalur, India	1	AB+ (washed, 48 anaerobic fermentation)	Demeter	1800	530	530	210	8.57
Aspinwall (Exporter)	Chikmagalur, India	2	Standard Mon-sooned A	none	1000	NPP	NPP	270	8.57
Wih Bersih/Orang Utan Coffee Project	Gayo Highlands, Indonesia	6	Grade 1, TP (wet hulled)	Indonesian Organic	6720	360	n.a.	321	14.8

1 - We requested the consent of the coffee farmers for the publication of the data.

2 - The benchmark price is defined as the Arabica exchange price and the local quality differential on the contract date.

3 - NPP: no permission to publish

# B IMPACT BUSINESS MODEL - SUPPLY CHAIN POVERTY ALLEVIATION

At the heart of ViCAFE's identity are our strong relationship with our coffee partners. As defined by B Lab, our coffee farmers fall under the category of underserved suppliers, largely because coffee is predominantly cultivated in Least Developed Countries. We are committed to supporting these marginalized groups by helping coffee farmers run their farms sustainably and profitably. To achieve this, we forge long-term partnerships and employ a Cost+ model, ensuring all value chain participants earn enough to cover costs, investments, and make a profit.

## COLONIALISM IN COFFEE

Colonialism led to the rapid and widespread distribution of coffee. Simultaneously it created inhumane socioeconomic systems that continue to fuel inequalities today. Today's distribution from Indonesia to Colombia directly affects these historic production sites and trade routes. Our coffee portfolio at ViCAFE is consistently representative: five of our current 16 coffee partners have an obvious colonial connection. In addition, 14 of the 16 partners came into contact with coffee after it was brought to these countries by European traders. In the context of coffee sourcing, we advocate an honest approach to this issue and place human relations at eye-level at the center of our efforts. In 2023, ViCAFE contributed to the exhibition "Blinde Flecken - Zürich und der Kolonialismus" with a contribution about the history of coffee trade.

Read more about colonialism in coffee in [here](#) ↔

## ORIGIN - DESTINATION TRIPS

Sourcing trips are not a one-way-street. This year, we thought it was time to turn the tables and host coffee farmers in Zurich. We had the pleasure to welcome Oscar Hernandez from Finca Los Nogales in Colombia and Ashrita from the Bynemara Cluster in India. They shared their expertise and learned about our operations, enhancing mutual understanding and collaboration. Their visits included working in our Espresso Bars, co-developing new roast profiles, exploring our local community and even climbing the snowy Rigi.

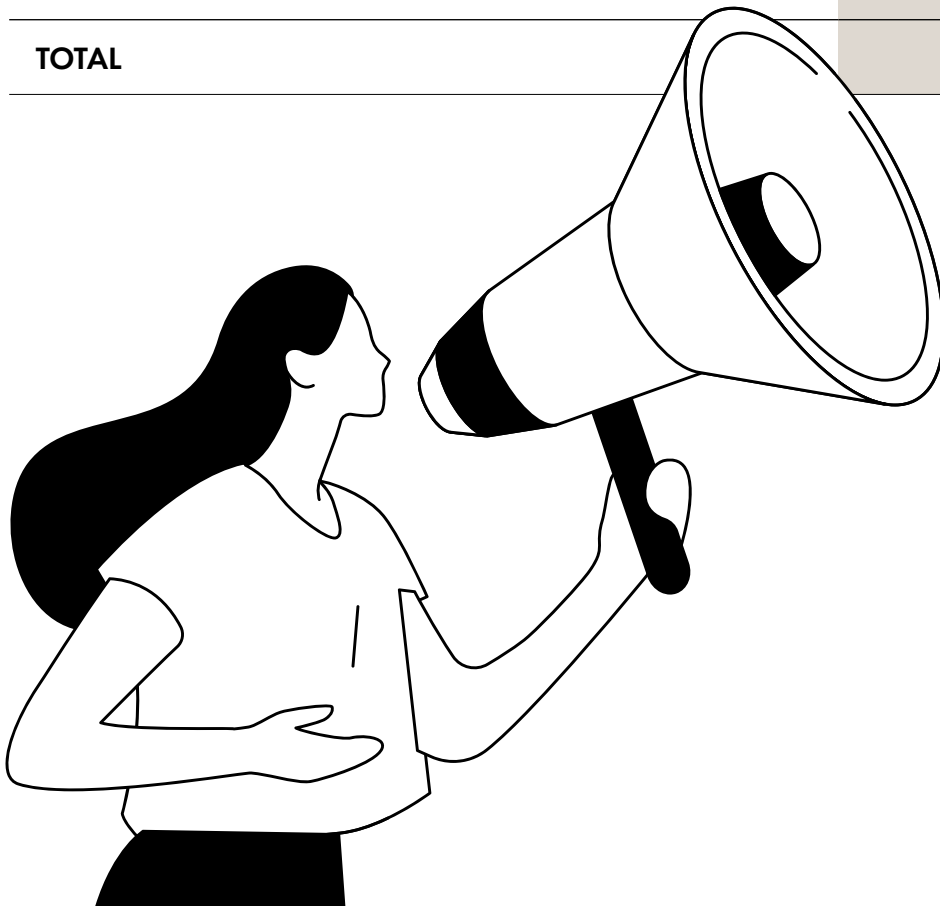
# ViFOUNDATION

Together with our farmer partners and the ViFOUNDATION, we continue to promote progressive agricultural methods that not only sustain their businesses financially, but socially and ecologically too; following the principles and ideas of agroecology.

## OUR PLEDGE

In July 2023, ViCAFE made a pledge to donate 0.50 CHF/kg of coffee roasted to the ViFOUNDATION. The following table shows the amounts that have been donated by ViCAFE to the ViFOUNDATION in the second half of 2023.

MONTH	Amount donated in CHF
July	11,498.80
August	5,444.50
September	5,789.00
October	5,210.00
November - December	12,584.00
<b>TOTAL</b>	<b>40,526,30</b>



# MONDUL AFFORESTATION PROGRAM

The module Afforestation Program entered its second year of implementation. The table provides an overview of the project's progress. Count of bird species was chosen as a success indicator for the project. A high number of different bird species can serve as a good predictor of high biodiversity.

YEAR	PLANTED ACRES	PLANTED TREES	SURVIVAL RATE OF TREES IN %	BIRD SPECIES COUNT
2021	-	-	-	33
2022	26.5	32.664	69.58	39
2023	26	19.956	70.9	46



**Where:** MONDUL COFFEE ESTATE, TANZANIA

**When:** 2023-ONGOING

**Budget:** USD 29.061



# CLOSING THE EQUITY CIRCLE - FARMER PARTICIPATION PROGRAM

Our Financial Participation Program helps coffee farmers gain financial resilience by linking their earnings to ViCOLLECTIVE's value. In a pilot program, we granted Oscar Hernandez an equity-like derivative linked to the share price of ViCOLLECTIVE AG.



***Where:*** COLOMBIA

***When:*** 2024-ONGOING

***Budget:*** USD 3500



# RWENZORI'S POTENTIAL

The Rwenzori Mountains is a mountain range located on the border between Uganda and the Democratic Republic of the Congo (DRC). The ViFOUNDATION promotes composting in the Rwenzoris through model farms and training materials, aiming to improve local farming practices. By demonstrating the benefits of composting, we train local farmers and agronomists to enhance soil health and productivity.



***Where:* UGANDA,  
RWENZORI MOUNTAINS**

***When:* 2024-2025**

***Budget:* USD 4436**

# URBAN PRODUCTION & NEW HEADQUARTER

## B IMPACT BUSINESS MODEL - LOCAL ECONOMIC DEVELOPMENT

We systematically build local value chains. We are aware that coffee often has to travel thousands of kilometers to reach our roastery. However, with other products, we try to work as locally as possible. This not only has a positive impact on our footprint but also allows us to build closer and more familiar relationships - both with suppliers and customers.

We actively participate in our community. In November 2023, we moved to our new home at **Werkstadt Areal Zurich**, a hub for urban production. Here, we are in good company among other forward-thinking manufacturing companies and producers from Zurich like QWSTION, Zuriga and Soeder.

This location allows us to roast coffee and bake in the heart of Zurich, reducing our environmental footprint and fostering closer relationships with our customers and suppliers. We strongly believe that urban production can contribute to a thriving city in terms of creating infrastructure, mixed urban environments, interesting workplaces and jobs, as well as reducing the stress commuting puts on our employees and the whole city logistics.

We are active members in the **Made in Zurich Initiative** ↔ that fosters and brings together the urban production community in Zurich.

Once a year, all urban production companies that are part of MiZi open their doors to the public on the **Day of Urban Production** ↔, which is always an annual highlight for us.



With MiZi, we continue with the action group to discuss impact-related topics, chances and challenges for urban production companies in Zurich.



# MICRO-TOWN PRODUCTION WITH VIVI KOLA

Our Vivi Kola bottling plant in Eglisau maintains the heritage of the brand in its hometown in the north of Zurich and contributes to local production. By producing Vivi Kola at its place of origin, we support the local economy and preserve the brand's historical significance.





ENVIRONMENT

# CO2 AND ENERGY

For the third consecutive year, ClimatePartner has calculated our Corporate Carbon Footprint. For the past two years, we have known the footprint for all scopes of ViCAFE's operations. For this year, we have included all of Vivi Kola's operations in the calculation. Therefore, it is the first Corporate Carbon Footprint estimate for ViCOLLECTIVE AG as a whole entity.

The fiscal year marked the construction of our new headquarters at Werkstadt Areal. We calculate CO2 emissions for the construction on a spend-based basis, attributing CO2 calculated to every CHF invested in our new roastery, bakery, coffee bar, and offices. These emissions are attributed to ViCAFE's operations.

YEAR	CORPORATE CARBON FOOTPRINT (IN T CO2E)	CHANGE TO PREVIOUS YEAR	SCOPE 1 (IN T CO2E)	SCOPE 2	SCOPE 3
2021	1,834.4 only ViCAFE	-	33.1 (1.8%)	24.2 (1.3%)	1777.1 (96.9%)
2022	2,200.4 only ViCAFE	+20.00%	27.5 (1.3%)	28.7 (1.3%)	2144.1 (97.4%)
2023	3,890.5 ViCOLLECTIVE AG	+76.00%	161.1 (4.1%)	2.52 (0.1%)	3726.1 (95.8%)

## CARBON FOOTPRINTS BY BRAND (IN T CO2E)

CARBON FOOTPRINT VICAPE	CARBON FOOTPRINT VIVI KOLA	TOTAL CORPORATE CARBON FOOTPRINT
3408.5	481.3	3,890.5



## MAIN CARBON EMISSION DRIVERS IN PROCUREMENT EXCL. ASSETS - VICAFE (IN T CO<sup>2</sup>E)

YEAR	GREEN COFFEE	ESPRESSO BARS (MILK, MILK ALTERNATIVES)	BAKED GOODS	PACKAGING (TAKE-AWAY CUPS, LIDS ETC.)	BEVERAGES	OTHER
2021	951.7 (80.59%)	121.33 (10.3%)	30.51 (2.59%)	-	63.96 (5.43%)	40.8 (3.59%)
2022	763.7 (66.15%)	233.7 (20.25%)	46.1 (4%)	41.4 (3.59%)	46.1 (4%)	23.1 (2%)
2023	1,673.59 (82%)	265.25 (13%)	81.7 (2%)	40.8 (1%)	40.8 (3.59%)	40.8 (3.59%)

## MAIN CARBON EMISSION DRIVERS IN SCOPE 3 EXCL. ASSETS - VIVI KOLA (IN T CO<sup>2</sup>E)

INGREDIENTS	PACKAGING	FLEET	REST
221.28 (46.4%)	127.33 (26.7%)	45.69 (9.6%)	82.5 (17.3%)



## SHARE OF EMISSION PRIMARY PACKAGING VIVI KOLA

PACKAGING MATERIAL	SHARE OF EMISSIONS
GLASS (REUSABLE)	3%
PET	48%
ALUMINUM	49%

The Werkstadt Areal aligns with EWZ's climate-friendly construction vision and meets high standards of energy efficiency and management.

Several of its green policies were integrated into building Halle Q.

- 100% renewable energy
- Solar panels with maximum capacity of 405MWh for the production and the Zurich Altstetten community
- Cooling with roof water
- Preserving and creating cool spots
- Diverse native vegetation to prevent heat islands
- Use of second-hand materials for construction

## MAIN CARBON EMISSION DRIVERS IN SCOPE 3 EXCL. ASSETS - VIVI KOLA (IN T CO<sup>2</sup>E)

	2021	2022	2023
ELECTRICITY FROM RENEWABLE SOURCES (ALL LOCATIONS)	100%	100%	100%

# WATER AND ELECTRICITY FROM EGLISAU

The Vivi Kola bottling plant is powered by electricity generated in the hydroelectric power plant only a few kilometers downstream. We source water for our craft sodas directly from the Mineralquelle Eglisau.

For three years, Vivi Kola has offset its Scope 1 and 2 emissions by supporting Swiss NGO Solafrika. **Solafrika** ↔ builds microscale photovoltaic systems in rural Africa. Their goal is to increase the initial electrification rate among the (rural) population in sub-Saharan Africa

# TRUCK POWERED BY GAS

All the drinks that we produce in Eglisau are distributed to our clients in our own Vivi Kola truck that is powered by biogas.





# REUSABLE GLASS BOTTLES

Our truck not only distributes all the Vivi Kola bottles to our clients, but also picks them up. Our sodas are filled into multi-use glass bottles that can be returned once consumed. All the bottles that are returned are cleaned in our Bottling Plant in Eglisau. A bottle can be reused up to 40 times.

# DEMETER CERTIFIED ROASTERY

In 2023, our roastery achieved Demeter certification, reflecting high standards in biodynamic agriculture. We also sourced our first Demeter-certified coffee from India, supporting a group of young farmers in the Indian Chikmagalur region who are committed to reversing climate change through their biodynamic farming practices.



A thick, white, curved line that starts from the top left and curves downwards and to the right, ending near the bottom right. It is set against a solid, muted brown background.

CUSTOMERS



We appreciate the support of our loyal customers in our journey to build a sustainable business. We're happy to share that the use of plant-based milk alternatives, particularly **Gutsch** ↔, in our ViCAFE Espresso Bars has increased again.

INDICATOR	2022	2023
% of Products (Flat White, Chai, Hot Chocolate) that are plant-based	31%*	31%*
% Customers who brought their own cup	8%	5,2%

\*total volume of dairy milk purchased in relation to total plant-based milk alternatives purchased in 2023.



## *And that's our 2023 Import Report wrapped!*

Thank you for taking the time to read through this year's edition. We will continue to rigorously review our value chains to make them even more transparent and sustainable, further nurture and intensify the already good relationships, improve our structures to be a welcoming place for happy employees, and ensure that we do not carelessly squander the things we have already achieved.

*For more information, questions and  
advice get in touch with us*

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*We look forward to sharing  
2024's report with you next/soon!*