

A person is shown from the waist down, kneeling in a coffee plantation. They are wearing a dark blue polo shirt, dark shorts, and a silver watch on their left wrist. They are carefully planting a young coffee seedling into a hole in the soil. The background is filled with lush green coffee plants under bright sunlight. A thin green line graphic is overlaid on the image, tracing the path of the seedling's stem and leaves.

NESCAFÉ PLAN 2030

PROGRESS REPORT 2025

NESCAFÉ®



Every cup matters,
to the farmers who grow the beans,
to the teams who roast them,
to you when you drink it.

Every cup matters
because when it is made right
it can help to
Build resilience on farms,
Support nature,
Lower carbon emissions,
Reduce waste,
Empower communities.

**Every cup matters
to help Make your world
a bit better every day.**

Make your world 

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FROM OUR WORLD TO YOURS

Welcome to our Progress Report 2025



AXEL TOUZET

Senior Vice President,
Head of Nestlé Coffee
Brands Strategic
Business Unit

This year marks 15 years of the *Nescafé Plan*. From the very beginning The *Nescafé Plan* has had consistency of purpose – to make our coffee value chain more resilient to climate change and to foster meaningful environmental and social outcomes.

If the purpose has remained unchanged, the implementation and tactics have evolved as we learned alongside farmers and as new insights and data have emerged over time.

The *Nescafé Plan* is not a separate sustainability initiative. It is ingrained into the business and part of Nescafé's brand identity. Making high-quality coffee means that high-quality should be a reflection of everything we do. Supporting farmers and coffee communities is essential to

the journey, as is safeguarding the environment and preserving product freshness. For us, it is about doing things the best way we can.

This year, we are expanding the scope of this progress report to provide a more comprehensive view of our activities, from the field to the Nescafé cup, that thousands of consumers enjoy every day. This includes topics such as manufacturing, distribution and packaging on top of regenerative agriculture.

Our *Nescafé Plan* is not just an environmental strategy but also a social and economic one. Practices that improve soil health and soil fertility help stabilize yields, lower production costs, and reduce financial risk for farming families. They also build confidence that coffee can offer a viable future

Social, economic, and environmental systems determine whether coffee communities can thrive in the long term. This is why our work on regenerative agriculture, livelihoods and income improvement, community resilience, and human rights are so deeply interconnected.

A journey, in other words, from our world to yours.

Building resilience in global supply chains has never been more important. In coffee, 2025 has been another year of unprecedented market conditions. While high prices have benefited farmers, they have prompted faster trading cycles, with less inventory held along the supply chain.

Despite climate change, our supply chain remained resilient and we remained focused on our objectives.

And we have great results to prove it. We have reached more than 50% of coffee coming from farms adopting regenerative agriculture practices in 2025. Increasing our score compared to last year and driving impact at scale. We expect that this strong achievement will help make our coffee supply chain more resilient and lower greenhouse gas (GHG) emissions.

For us, the way we make our coffee matters. As we like to say, **every cup matters to make your world** a better one.



"WE HAVE REACHED
MORE THAN
50%
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AT SCALE."

PROGRESS & HIGHLIGHTS 2025

ACTIONS

BEAN

100,000+

Coffee farmers in 15 countries trained in regenerative agriculture in 2025

1,600+

Field staff, including agronomists, working with coffee farmers in *Nescafé Plan* field programs

400,000+

Hectares covered by *Nescafé Plan* farmer field programs

5.5 MILLION

Trees planted under the Nestlé Global Reforestation Program in our coffee value chains in 2025 (with a cumulative total of over 13 million since 2022)

20.3 MILLION

Coffee plantlets distributed in 2025 (with a cumulative total of about 335 million since 2010) to support better yields and climate adaptation

CUP

98.6%

Renewable electricity sourced in our coffee manufacturing sites

BEYOND

86%

Volume of green coffee sourced covered by due diligence systems for child labor risks

5,000+

Smallholder farmers reached with conditional financial incentive pilot initiatives to support the transition to regenerative agriculture practices across Côte d'Ivoire, Indonesia, Mexico, Honduras and Colombia

9 COUNTRIES

Benefitting from reinforced human rights programs in our value chains (Brazil, Colombia, Côte d'Ivoire, Honduras, Indonesia, Mexico, Philippines, Vietnam, Uganda), through partnerships with The International Labour Organization (ILO), Terre des hommes (Tdh), LRQA, EL CENTRO (promoted by Save the Children), Internacional Cocoa Initiative (ICI), and Maguindanao Development Foundation, Inc. (MDFI)

IMPACTS

94.3%

Of coffee supplies responsibly sourced

53%

Of our green coffee came from farmers adopting regenerative agriculture practices (up from 32% in 2024)

18.3%

GHG emissions reductions across total green coffee vs. 2018 baseline

31%

GHG emissions reductions in our own coffee manufacturing sites



Progress and highlights exclude Nespresso coffee volume

THE NESCAFÉ PLAN IMPACT FRAMEWORK

Our impact framework is our plan on a page. It gives an overview of what the *Nescafé Plan* works to achieve and how it is structured.

EVERY CUP MATTERS



FROM BEAN



TO CUP



& BEYOND

	Nature	Climate	Circularity	Communities
CONVICTION	We believe good farming is in harmony with nature	We believe coffee can contribute to lowering carbon emissions	We believe resources are precious	We believe everyone in our supply chain should be respected
ACTIONS	So we promote responsible sourcing and support farmers to transition to regenerative agriculture practices	So we strive to reduce and remove carbon emissions in our own operations and our value chain	So we work to reduce waste and innovate for <u>circularity</u>	So we contribute to building resilient communities and creating better social conditions
GOAL	<p>We contribute to Nestlé’s Responsible Sourcing ambitions, aiming to source 100% of key ingredients volumes to be <u>responsibly sourced</u> by 2030</p> <p>We contribute to Nestlé’s Regenerative Agriculture ambitions, aiming to source 50% of key ingredients from farmers adopting regenerative agriculture practices by 2030</p>	We contribute to Nestlé’s <u>Net Zero Roadmap</u> , aiming to reduce our GHG emissions by 50% by 2030 compared to our 2018 baseline, and to achieve net-zero emissions by 2050		We implement human rights due diligence and on-the-ground interventions, delivered in collaboration with specialized partners
MAIN PARTNERS	<ul style="list-style-type: none"> • 4C Certification • Rainforest Alliance (Monitoring & Evaluation) • CIAT 	<ul style="list-style-type: none"> • Cool Farm Alliance 	<ul style="list-style-type: none"> • European Coffee Federation • Ellen McArthur Foundation 	<ul style="list-style-type: none"> • International Labour Organization • Terre des hommes • Sustainable Food Lab

FROM BEAN TO CUP & BEYOND

Taking action across our entire value chain



Regenerative agriculture

We work with suppliers and farmers to deploy regenerative agriculture practices that help to conserve and restore farmland and its ecosystem (biodiversity, water), improve soil health and soil fertility while benefiting the farmer and communities.

Plantlet distribution

We help farmers to cope with climate change by distributing plantlets of more resistant coffee varieties. This allows farmers to renovate their farms and improve yields.



Soil health

We provide technical assistance on regenerative agriculture practices to make soils healthier. This includes for instance the use of soil cover, composting, and agroforestry to prevent erosion.



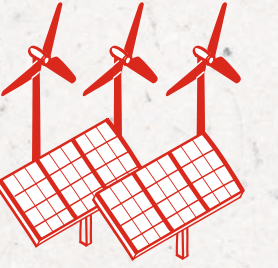
Income improvement

We help improve farmers' incomes by promoting regenerative agriculture practices that can increase productivity, optimize farmer's cost and diversify income through livestock or additional crops.



Renewable electricity

We are sourcing renewable electricity in our coffee manufacturing sites worldwide.



GHG emissions reduction

We aim to reduce GHG emissions from our green coffee and across our operations, from smarter decisions on logistics, to recovering heat and steam when roasting beans, as part of Nestlé's Net Zero Roadmap.



Circularity

We are improving the circularity of our packaging by reducing waste, innovating materials, and driving paperization, and we continue to advance these efforts.



Human rights

We contribute to create safer and more decent working conditions, to support gender equality, and to embed human rights due diligence and fair recruitment practices across our value chain.



Child protection

As part of our human rights strategy, we take a holistic approach to protect children. For example identifying child right's risks and working closely with communities and local systems to address root causes.



FROM BEAN TO CUP AND BEYOND

WE BELIEVE GOOD FARMING IS IN HARMONY WITH NATURE



IMPLEMENTING REGENERATIVE AGRICULTURE

Regenerative agriculture can help to enhance climate change resilience while reducing the carbon footprint of green coffee. It can also help support farmers' incomes and biodiversity in and around farms.

20.3 MILLION
Coffee plantlets distributed in 2025

5.5 MILLION
Tree planted through the Global reforestation program in 2025

Regenerative agriculture

Promoting regenerative agriculture practices has been a priority for the *Nescafé Plan* for several years.

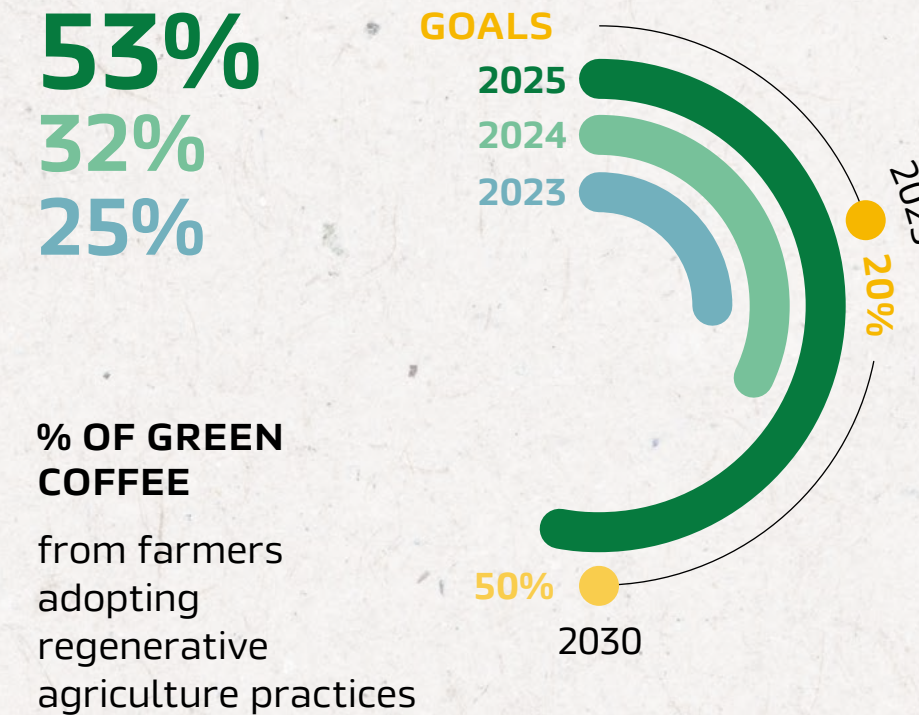
In coffee, the regenerative agriculture package of practices can include for example agroforestry, integrated weed management and optimising fertilisation. Exactly which techniques are promoted to farmers depends on the country, region, and even farm in question. This is because different farm sizes and soil types require different combinations of practices.

Regenerative agriculture is important because it has the potential to improve soil health and long-term yield resilience, reduce green coffee carbon emissions, diversify farmer incomes, and bolster biodiversity.

The implementation of responsible sourcing programs is fundamental to the *Nescafé Plan*. In 2025, 94.3% of our coffee was responsibly sourced. It means that the green coffee lot is segregated and traceable to an identified farmer unit. It also means that the coffee has been independently certified or verified as being produced in alignment with our Responsible Sourcing Core Requirements.

Beyond this, through our Monitoring & Evaluation (M&E) partnership with the Rainforest Alliance, we assess the adoption of regenerative agriculture practices across farmer units in multiple origins, using a comprehensive farm assessment tool to measure the regenerative agriculture status of each farmer unit.

In 2025, we continued to accelerate and achieved more than 50% of green coffee coming from farmers adopting regenerative agriculture practices. This is a significant step towards supporting the coffee farmers in our value chain to become more resilient and to mitigate risks in our coffee supply chains.



Supporting farmers

We have supported this rapid acceleration of regenerative agriculture practices in our supply chains through the work of 1,600+ field staff – including agronomists. They are enabling 100,000+ farmer training sessions around the world on topics such as measuring and improving soil health, managing organic matter, and limiting pesticide use. It is important to point out that this is a joint learning journey. Our field teams learn a lot from the farmers, while also imparting knowledge to them, in a process of continual and mutual improvement.

We also help farmers to renovate their coffee plots by distributing plantlets of improved coffee varieties. In 2025, we distributed more than 20 million coffee plantlets. These varieties are more resilient to climate change and disease.

Selected insights from the field

Brazil: Brachiaria and crotalaria were planted on the rows between the coffee trees. Their roots help to improve soil porosity, increasing rainwater infiltration and retention. They also protect the soil from the sun.

Vietnam: Distributed more than 13 million coffee plantlets to coffee farmers to support farm renovation and continued productivity, and farming efficiencies.

India: Distributed beekeeping boxes to 850 participating coffee farmers, in partnership with the University of Agriculture and Horticulture Sciences, College of Forestry.



FROM BEAN TO CUP AND BEYOND

WE BELIEVE COFFEE CAN CONTRIBUTE TO LOWERING CARBON EMISSIONS



DRIVING DOWN EMISSIONS AND WASTE

We are reducing emissions in our operations.

98.6%

Renewable electricity sourced in our coffee manufacturing sites

31%

GHG emissions reductions in our manufacturing sites in 2025 (against the 2018 baseline)

18%

GHG emissions reductions in our distribution in 2025 (against the 2018 baseline)

Reducing emissions in our operations

Our largest single source of GHG emissions is our green-coffee supply chain. Within our operations, the three main sources of carbon emissions are in packaging, logistics, and manufacturing.

Reducing energy consumption

One of the areas we are focused on is capturing and reusing energy in our factories. For example, the roasting and drying processes require a lot of heat, steam, and hot water. Insofar as possible, we make sure that these are recycled and used again through heat recovery systems. We are also using digital tools, including artificial intelligence (AI), to identify areas where energy is being wasted, so that we can take corrective action.

Decarbonizing energy usage

In 2025, 98.6% of the electricity used in our coffee manufacturing sites was renewably sourced. While this was largely accomplished through purchasing renewable electricity certificates equivalent to our usage, we are increasingly generating our own on-site renewable electricity. For example our Veracruz coffee factory in Mexico, runs on 100% renewable electricity.

Another way of decarbonizing our operations, reducing waste, and promoting circularity is to replace fossil fuels by spent coffee ground in our boilers. 95% of our instant coffee



producing factories are equipped with such installation.

Logistics with a smaller footprint

We are reducing logistics emissions by maximizing the use of space in vehicles, reducing fuel consumption and switching to lower-emission fuels such as electric engines or hydrogen trucks.

Insights from the factory floor

Spain: Following a 22 million euro investment, our Girona factory installed a second biomass boiler during 2025, meaning that we should be able to reuse the 52,000 tonnes of coffee grounds created by the factory every year as biofuel. This will mean a reduction of 36,000 tons of CO₂e emissions annually.



FROM BEAN TO CUP AND BEYOND
 WE BELIEVE RESOURCES ARE PRECIOUS



**OUR PROGRESS
 IN PACKAGING**

We believe in a circular future and we are investing in making our packaging lighter and easier to recycle.

97%

Less packaging weight in our Nescafé Gold Blend paper refill packs compared to a 200g glass coffee jar

70%

Less packaging in our paper-based, compostable Nescafé Dolce Gusto Neo pods¹

A culture of materials science

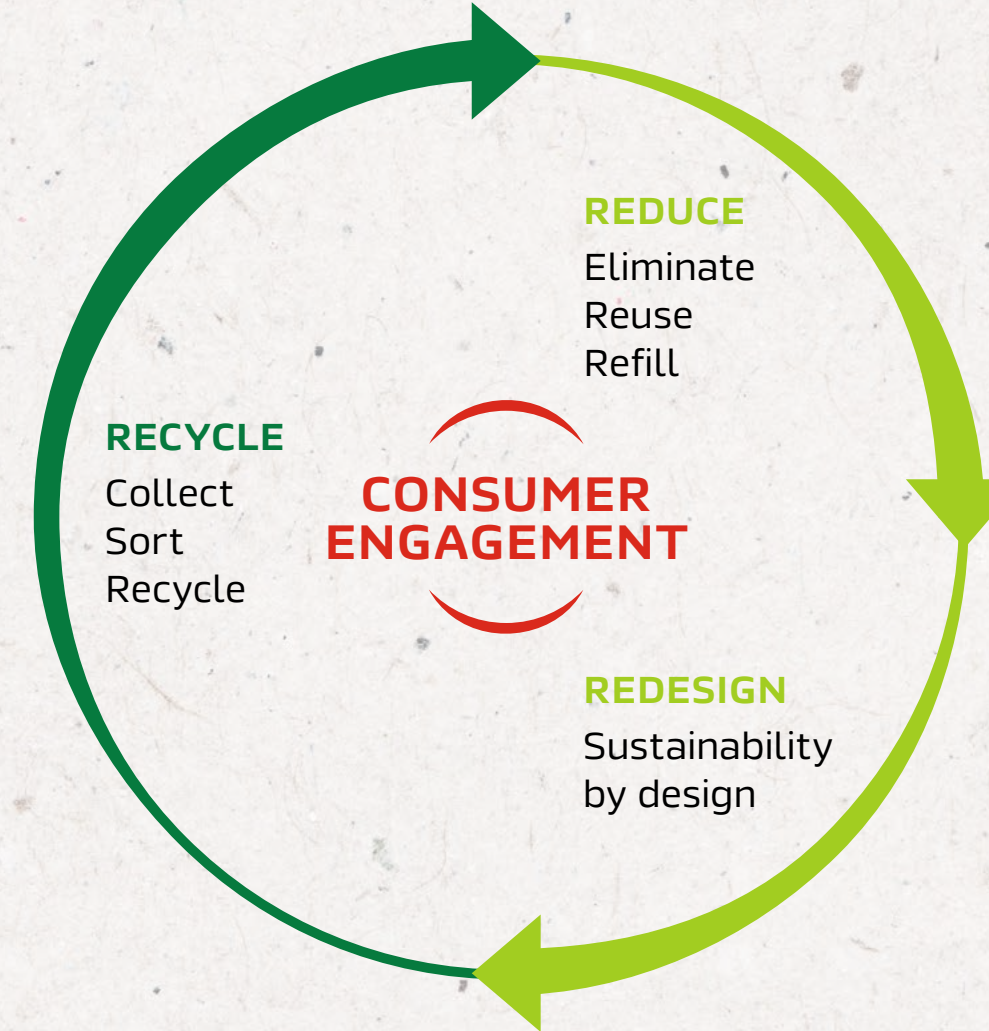
We proactively address packaging and waste management challenges by reducing unnecessary packaging, designing better packaging and funding fair collection systems. Nescafé benefits tremendously from access to Nestlé’s Institute of Packaging Science for these innovations. Opened in 2019 in Lausanne, Switzerland, the institute is notable for its in-house structure. It was established to help with the development and evaluation of packaging materials and to help Nestlé achieve its packaging commitments. Our work with them and external colleagues has produced important innovations in recent years like the following examples.

Nescafé Gold Blend paper refill packs

First launched in the UK in 2024, our recyclable paper refill packs (doypacks), reduce packaging weight by 97% compared to a traditional 200g glass coffee jar.

Developing this solution required overcoming significant technical challenges. Soluble coffee is highly sensitive, so the material needed has to have strong moisture barrier properties to keep it dry and airtight, while remaining flexible and durable enough for handling and transport. We also worked closely with suppliers to upgrade existing packing machines, ensuring they could fill the packs tightly without tearing them.

After years of research and a successful UK rollout, we are expanding the use of these refill packs in the future.



BETTER SYSTEM

Supporting infrastructure and system building to support waste-free future

LESS PACKAGING & BETTER PACKAGING

Reducing our use of virgin plastic packaging and pioneering alternative packaging materials to facilitate recycling

As with the refill packs, the challenge for Neo was protecting the product quality – keeping air and moisture from reaching the coffee, while also allowing the pod to be compostable. Paper alone is not waterproof, but standard laminate is not biodegradable. So this required the development of a new biolaminate. We achieved this over the course of several years of research with the help of specialist partners, including academic support from Zurich University of Applied Sciences, Switzerland.

Insights from the shop floor

International: Neo, which had previously been available in France, Portugal, and Switzerland, expanded to Belgium, Netherlands, Japan, and Korea in 2025. This gives ever-more consumers the option of home composting their coffee pods.

The compostable coffee pod

Since Nescafé Dolce Gusto launched Neo, the brand’s next-generation home coffee machine, in 2023, the concept has gone from strength to strength.

Using home-compostable, paper-based coffee pods, Neo uses up to 70% less packaging than previous Nescafé Dolce Gusto capsule¹, while the machine is made with at least 30% recycled materials. The system also boasts at 25% lower carbon footprint per cup of Espresso coffee (40ml).²



1. Based on a comparison of the Gen1 capsule vs Pod S size format.

2. Based on a cup of Nescafé Dolce Gusto Neo Espresso (40ml) vs previous Nescafé Dolce Gusto systems. LCA results may vary based on local EOL context.

FROM BEAN TO CUP AND BEYOND

WE BELIEVE EVERYONE IN OUR SUPPLY CHAIN SHOULD BE RESPECTED



DRIVING SOCIAL IMPACT

Coffee is, above all, about people. It is shaped by the choices and support of millions of farming families and workers, and by the communities and landscapes that sustain them.

5,000+

Farmers across five countries part of our conditional financial incentives pilot

9 COUNTRIES

Benefitting from reinforced human rights programs through partnerships with specialised organisations

Supporting communities to thrive

Social, economic, and environmental systems determine whether coffee communities can thrive in the long term. This is why our work on regenerative agriculture, livelihoods and income improvement, community resilience, and human rights are so deeply interconnected.

Regeneration as a social and economic pathway

For us, regenerative agriculture is not just an environmental strategy but also a social and economic one. Practices that improve soil health and soil fertility help stabilize yields, lower production costs, and reduce financial risk for farming families. They also build confidence that coffee can offer a viable future.

This is why improving farmers' incomes is central to our approach. We combine agronomic support with incentives that reward regenerative agriculture practices, enable income diversification and help enable access to finance and markets. As incomes stabilize, vulnerability decreases, creating space for stronger communities to flourish.

Communities as engines of change

Regenerative agriculture practices such as composting, agroforestry, and farm renovation open opportunities for youth employment, local service groups, and small enterprises. Across *Nescafé Plan* origins, community structures, including

youth groups, women's savings and loan associations, and service providers, play a critical role in strengthening social cohesion and rural economies.

Human rights: embedded, not added

Human rights are not an isolated workstream within the *Nescafé Plan*. They are embedded across the entire approach. More resilient livelihoods, stable incomes, and empowered communities reduce the underlying risks that can lead to human rights issues, including child labor, unsafe working conditions, and gender-based inequalities.

At the same time, robust Human Rights Due Diligence (HRDD) systems help identify, prevent, and address risks where they persist.

By combining due diligence with community-level and systems-level interventions, Nescafé aims to tackle root causes. This also includes applying a gender-sensitive lens across all interventions, recognizing that women often face distinct barriers but are also key agents of change within households and communities.

A reinforcing system for lasting impact

The strength of the *Nescafé Plan* lies in how these elements reinforce one another. Regenerative agriculture practices support income stability; more stable incomes enable investment and well-being; community-based services create jobs and collective solutions; and effective public systems strengthen accountability. Together, they form an integrated approach to address complex challenges.



FROM BEAN TO CUP AND BEYOND

WE BELIEVE EVERYONE IN OUR SUPPLY CHAIN SHOULD BE RESPECTED



BUILDING CAPACITY TO PROTECT CHILDREN

For us, this belief sits at the heart of our human rights ambition: *protecting children's rights is not only the right thing to do, it's essential to the future of farming communities.*

A shared framework to promote child protection

We work with Terre des hommes (Tdh) as our strategic partner for child protection across our sourcing regions. In 2025, we co-developed the *Nescafé Plan Child Protection Framework* to establish a clear and consistent way of working across our operations. The framework offers an integrated approach to identifying and addressing child protection risks, while strengthening the systems designed to keep children safe. It embeds child protection into our sourcing practices by aligning key actors – communities, suppliers, and public authorities – around a common way of working.

Like all human rights issues, child protection cannot be addressed in isolation. It requires coordinated action that reinforces the systems children depend on, within their families, communities, and the public institutions. Our model therefore focuses on strengthening existing community structures and government child-protection systems.

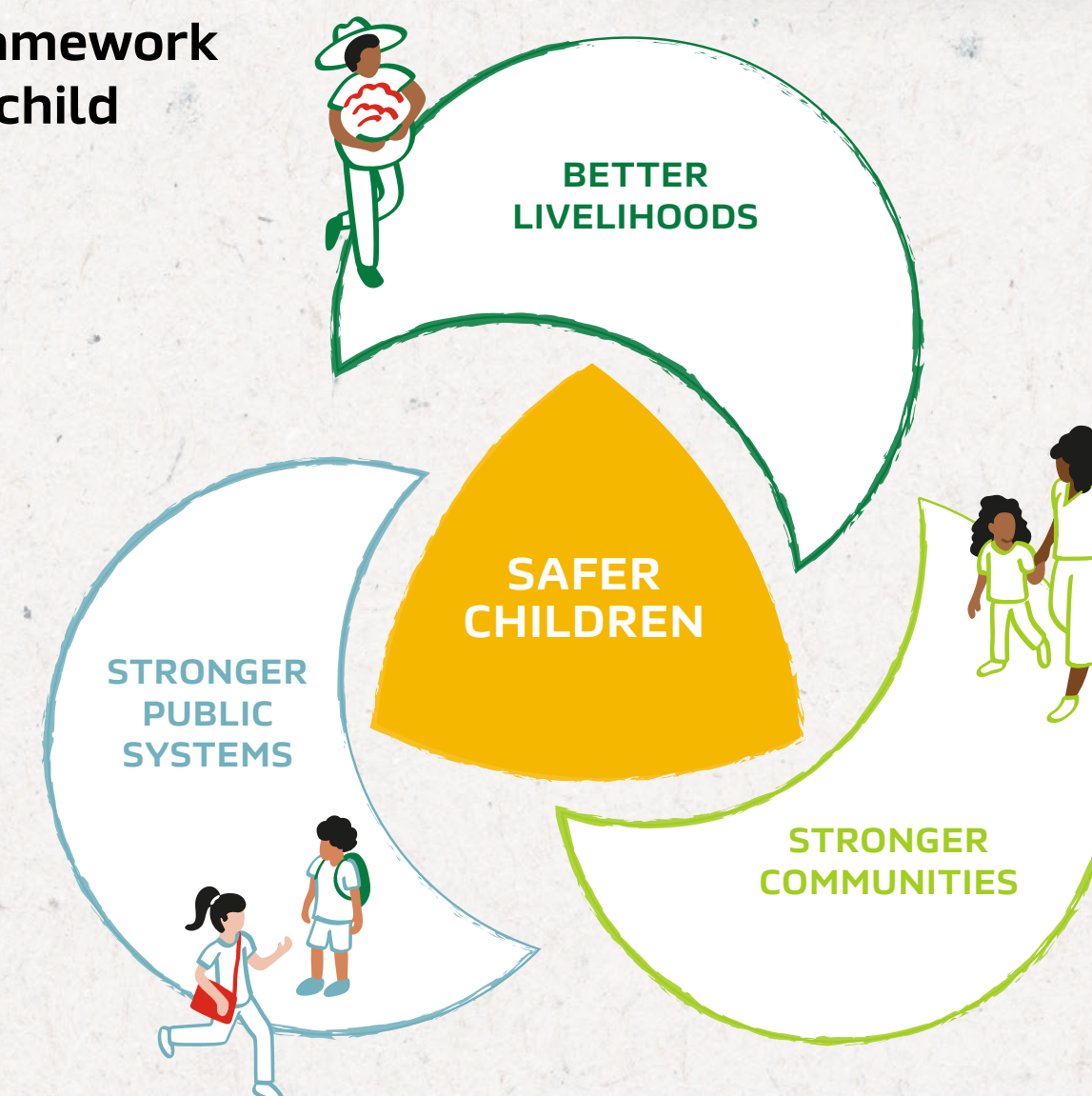
Families, teachers, local officials, and social workers already bring deep knowledge of how their communities function. Our role is to help connect and reinforce these efforts, so children receive holistic support, not fragmented help. By working through the systems that already exist, we can reinforce local capacity, ensure solutions remain familiar and culturally rooted, and build long term viability.

Integrated into our broader social impact strategy

Child protection is woven into the *Nescafé Plan's* wider work on farmer resilience and livelihoods, advancing gender equality, and ensuring a robust HRDD system, all of which help address the systemic factors that increase children's vulnerability and ensure that protection efforts align with the broader social and economic realities of farming communities.

When families have more stable livelihoods, when women have a stronger voice, and when communities can access education and basic services, children are safer. This integrated approach reflects the core principle of the *Nescafé Plan*: investing in people's well-being so communities can grow stronger and more resilient over time.

A shared framework to promote child protection



Our partners

We collaborate with different specialized human rights partners and rely on global strategic partners to advance our two strategic priorities: promoting workers' rights and child protection, which guide our global approach. We advance our efforts on worker's rights in collaboration with the International Labour Organization (ILO), jointly designing impact pathways and developing measures of progress in dialogue with local actors. Terre des hommes supports our work on child protection, supporting the design of impact pathways, as well as the development of robust measurement frameworks to track progress and impact.

Different origins, different realities

Every coffee origin has its own story. The risks children face, and the best ways to address them, vary widely. That’s why our approach is tailored.

In Honduras, we have put childcare initiatives in place to provide a safe space for the children of migrant workers during harvest time. Here, we also help to ensure they can receive education.



In the Philippines, many children in coffee-growing communities do not have birth certificates. Without this basic document, they may be unable to access schooling, healthcare, or essential services later in life. Through local partners, we help families navigate the paperwork so children can move through life without administrative barriers.

In Côte d’Ivoire, children in coffee-growing communities sometimes need help to access remedial education if they have missed school, or if their parents were unable to send them to start with. In 2025, we set up five new ‘bridging classes’,

helping 94 out-of-school children resume their mainstream education. We also delivered school kits to 4,000 children, helping their families cope with school-related costs, and launched eight book clubs, reaching 730 children with weekly reading activities.



These are different contexts, but the principle is the same: listen locally, respond locally, and build solutions that communities can carry forward.



Collective action to scale impact

To turn this holistic approach into something practical and scalable, Terre des hommes developed the Child Rights Monitoring and Remediation System (CRMRS). In 2024, *Nescafé Plan* and Nespresso Sustainable Quality Plan, helped launch the Coffee Coalition for Children’s Rights in Uganda, guided technically by Tdh.

This coalition brings together supply chain partners, community structures, public authorities, and local civil society around one shared system.

Building on this collaborative model *Nescafé Plan* aims to continue investing in pre-competitive coalitions that pool resources, learn together, and extend a harmonized approach across wider landscapes.

In 2026, supported by the Sustainable Swiss Coffee Platform (SSCP), Safeguarding Futures will be launched as a Tdh-led coffee coalition in Mexico, strengthening community-based and public child protection systems through collective action.

The Child Rights Monitoring Remediations System (CRMRS): A Shared System to Protect Children

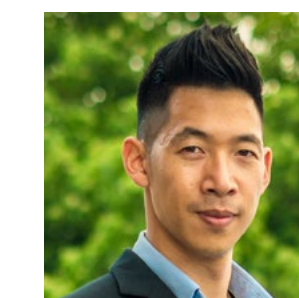
The CRMRS provides a clear, structured, community rooted process to help all actors:

- Monitor and identify child protection issues affecting children
- Address the root causes that lead to child protection issues

- Refer cases safely to appropriate services
- Ensure follow-up and adequate support

What makes this model unique is its reliance on *collective ownership*. It is anchored through trained local social workers, embedded within the public child protection system, and supported through a wider network of community members. Digital tools deepen the system’s impact by helping track patterns, monitor risks, and guide more targeted interventions over time.

“We believe in supporting systems that protect children today and help secure better opportunities for the future. Our partnership with Nescafé reinforces this belief by integrating the company’s child protection efforts on the ground with the community and public State systems already in place.”



ROY TJAN
Child rights and business global advisor, Terre des Hommes

SAFER WORK, STRONGER SUPPLY CHAIN: PARTNERING FOR HEALTH & SAFETY AND WORKERS' RIGHTS

Nescafé Plan and the International Labour Organization (ILO) are working together to reduce health and safety risks and promote workers' rights in the coffee supply chain.



KRISTINA KURTHS

Project Manager,
Vision Zero Fund,
International Labour
Organization



OCKERT DUPPER

Global Programme Manager,
Vision Zero Fund,
International Labour
Organization

Every day, workplace accidents claim an estimated 1,000 lives worldwide highlighting the urgent need to strengthen occupational safety and health. In response to this stark reality, the G7 (Canada, France, Germany, Italy, Japan, the United Kingdom, and the United States of America) launched the Vision Zero Fund in 2015, an ambitious initiative dedicated to improving health and safety across global supply chains. The International Labour Organization (ILO), the United Nation's specialized agency for setting labor standards, was entrusted with its administration and implementation.

In coffee farming, occupational safety and health (OSH) challenges are widespread yet often overlooked. At the same time, OSH offers a practical and accessible

starting point for improvement. By addressing everyday risks and working conditions, stakeholders can open the door to broader conversations and support progress on workers' rights more generally. The ILO partners with enterprises to mobilize resources, knowledge and expertise, based on a shared commitment to advancing decent work. Within this framework, its collaboration with *Nescafé Plan* seeks to address systemic challenges in the coffee sector. One of the key challenges in the coffee sector is the wide geographic and social diversity of producing regions. Coffee is grown in countries as varied as Brazil and China, Ethiopia and Indonesia, Vietnam and Uganda. As a result, the challenges faced across Nescafé's value chain differ significantly, ranging



**VISION
ZERO
FUND**



from gaps in occupational safety and health in some contexts to the need for formal employment contracts and employment injury insurance in others.

Through its partnership with *Nescafé Plan*, the ILO leverages its principles, standards, and mandate, enabling dialogue and joint action among governments, employers, and workers. This provides a solid foundation for identifying and addressing decent work deficits across coffee-producing countries.

Connecting the field to sectoral and national action

The ILO is uniquely positioned to bring together stakeholders at the national level, ensuring that data and evidence generated through the partnership inform public policy development.

In doing so, the partnership with *Nescafé Plan* contributes to dialogue and progress on national and sectoral policies, strengthens institutional processes, and supports the effective application of labor laws. This represents a significant opportunity to improve working conditions for people across the coffee sector.

Within this partnership, surveys and assessments are used to identify decent work gaps and guide interventions, reflecting a shared commitment to evidence-based approaches. This means that, rather than promoting changes without understanding local realities, approaches are developed in consultation with farmers and grounded in their experiences and needs. By fostering a sense of ownership, this process supports more effective and sustainable improvements over time.

Training approach

Farmer training on OSH is delivered through the ILO's *Work Improvement in Neighbourhood Development (WIND)* methodology, a practical and participatory approach that enables farmers and workers to identify hazards, prioritize risks, and make simple, effective improvements. Training is delivered through a cascade model in collaboration with *Nescafé Plan* teams, using materials adapted to local coffee growing contexts. Farmer group leaders in Vietnam and Indonesia now lead sessions within their own communities and support follow-up monitoring, helping ensure training is relevant, accessible, and quickly put into practice at farm level.

Pilot initiatives are also strengthening local ownership of OSH by engaging both farmers and community leaders in efforts that extend beyond individual farms. By sharing OSH knowledge throughout their networks, these leaders are helping to build safer working environments across entire communities, with early signs of positive spillovers to neighboring farming areas. Together, these actions are fostering a culture of safety that supports long term resilience, improved working conditions, and more sustainable agricultural livelihoods.



“Working in partnership with the ILO helps strengthen efforts to translate *Nescafé Plan* commitment to human rights into tangible improvements for coffee-growing communities.”



MARTA GAROFALO

Green Coffee Human Rights and Social Impact Lead, Nescafé





Indonesia

In Indonesia, coffee farmers face a range of everyday risks, such as handling chemicals and operating machinery without protection to heavy lifting, sun exposure, and encounters with insects and other animals.

In 2025, 83 farmers, workers, suppliers, and agronomists took part in occupational safety and health training based on the ILO's WIND approach. A core group of participants now acts as peer trainers, spreading safer practices and helping to embed lasting improvements across coffee-growing communities.

The partnership with *Nescafé Plan* also aims to increase awareness of health coverage and employment injury insurance, reaching farmers who often lack access to these protections. At the same time, outreach highlights fieldwork hazards such as exposure to venomous snakes and chemicals.

Building on these efforts, the ILO is collaborating with Indonesia's Ministry of Manpower to promote formal employment contracts for informal farm workers, reinforcing labor protections and supporting safer, fairer conditions across the sector.

Vietnam

While it is still early to measure impact in Indonesia, the approach builds on a program the ILO began with *Nescafé* in Vietnam in 2021. There, trainers and advisors in the Central Highlands received OSH training alongside guidance on national labor law. Participants included *Nescafé Plan's* agri-services team, farmers, and members of the Farmers', Women's, and Youth Unions. Through this program, 20,000 farmers were reached.

20,000

Farmers have received training on OSH and the national labor law in Vietnam

The OSH training applies a gender lens, recognizing that women often face different workplace risks. To address that, the training promotes inclusive solutions and emphasizes that all farm work, regardless of local tradition or perception, require careful attention to safety and health.

Awareness-raising materials developed with *Nescafé Plan* are designed for broad use across the sector. They cover key issues such as written employment contracts, improved worker accommodation, and ending the retention of workers' personal documents during harvest.

Beyond OSH, a seasonal worker contract template was distributed to 20,000 farm households, supporting the formalization of employment arrangements. Survey results show strong uptake: in November 2025, 83% of 460 farmers surveyed reported using the template. The ILO also continues to work with government agencies to encourage policy and system-level improvements in this area to benefit workers across the sector.

“Evidence-based and participatory approaches are essential to achieving lasting improvements in working conditions. Partnerships such as the one with *Nescafé* play a key role in enabling these approaches to be implemented effectively and at scale.”

OCKERT DUPPER

Global Programme Manager,
Vision Zero Fund, International
Labour Organization



Looking forward: Latin America

In 2026, the partnership with *Nescafé Plan* expands to Latin America with the launch of a new two-year project, *From Fair Recruitment to Worker Protection in Coffee Supply Chains*, focused on promoting labor rights in Brazil, Colombia, and Mexico.

Drawing on its standard-setting role and convening power, the ILO will facilitate social dialogue among governments,

employers' organizations, and workers' groups to identify and address the main drivers of decent work gaps and labor-related risks in coffee supply chains.

Based on these insights, the project will implement targeted interventions at the country level to strengthen fair recruitment practices and labor rights. These efforts will also support global knowledge-sharing, helping to improve conditions across coffee supply chains worldwide.

“Since joining the training program run by the ILO and Nescafé, I’ve become much more aware of the occupational risks in my daily coffee growing work. I’ve learned that with a few simple precautions, we farmers can prevent many serious accidents. Even small changes—like installing guards on hazardous machinery—can make a big difference in keeping operators safe.”



DO NGOC ANH

Lead farmer, Dak Lak province, Viet Nam

Vision Zero Fund is part of **Safety & Health for All**, an ILO flagship program building a culture of safe, healthy work.

“Before joining the training, I only knew the basic safety instructions for using pesticides. Now I understand that occupational safety and health is essential throughout the entire coffee production process—from maintaining the farm and harvesting, to drying and packaging the beans. I’ve also learned that good Occupational Safety and Health practices not only prevent injuries and illness but can actually help us work more efficiently and improve productivity.”



SUPARMAN

Coffee farmer, Tanggamus District, Indonesia



GLOSSARY

Agroforestry

The intentional integration of trees and shrubs into farming systems to increase soil health, shade, and biodiversity.

Agronomist

An agricultural expert in various aspects of plant biology, soil science, and environmental management to enhance the efficiency and effectiveness of farming operations.

Circularity

Practices that optimize resource use and reduce waste across the production and consumption cycle, promoting sustainability and economic efficiency.

Farmer unit

A group of identified farmers, organized and managed by a specific entity. This is the starting point for traceability of green coffee lots.

Green coffee

Coffee beans that have not yet been roasted.

Greenhouse gases (GHGs)

Substances in the atmosphere that trap heat close to Earth's surface, causing the greenhouse effect. The primary GHGs are water vapor, carbon dioxide, nitrous oxide, methane, and ozone.

Human Rights and Environmental Due Diligence (HREDD)

A continuous process to identify, prevent, and mitigate human rights and environmental risks and impacts.

Regenerative agriculture

In line with the Sustainable Agriculture Initiative Platform, Nestlé defines "regenerative agriculture" as an approach to farming which aims to conserve and restore natural resources, primarily soil, as well as water and biodiversity, while capturing carbon in soils and plant biomass, and to support farmers' livelihoods. Examples of regenerative agriculture practices include reduced tillage and agroforestry.

Renewable electricity

Electrical energy generated from sources that are naturally replenished on a human timescale (such as solar, wind, and biomass), ensuring consistent availability without depleting future resources.

Farm renovation

Helping farmers to renew their farms by rejuvenating coffee trees, or planting new coffee plantlets – improving incomes and climate resilience.

Resilience

As defined by the United Nations Food and Agriculture Organization (FAO), resilience is the ability to prevent disasters and crises as well as to

anticipate, absorb, accommodate or recover from them in a timely, efficient, and sustainable manner. This includes protecting, restoring, and improving livelihoods systems in the face of threats that impact agriculture, nutrition, food security, and food safety.

Responsibly sourced

For Nescafé, responsible sourcing means coffee lots are traceable to the first aggregation entity forming the farmer units where the coffee was grown, and are independently certified or verified as produced in accordance with sustainability standards validated as equivalent to our Nestlé Responsible Sourcing Core Requirements. This involves applying our environmental and human rights requirements at the different stages of our supply chain. Examples of these requirements include that land and resources of Indigenous peoples and local communities are respected and that no deforestation and no conversion of forests and other ecosystems occur in our supply chain.

Smallholder

A farmer who cultivates a small-sized farm.

Our Reporting Scope and Methodology for ESG Key Performance Indicators document and can be found in the Nestlé non-financial statement 2025.

REFERENCES

REFERENCES BY CHAPTER

Bean

1. [Coffee sourcing](#) (Nestlé.com)

Cup

1. [Nescafé refill pack](#) (Nestlé UK website)
2. [Nescafé Dolce Gusto Neo](#) (Nestlé Switzerland - French or German)

Beyond

1. [Coffee prices in 2025](#) (World Bank)

Partner Pages (ILO)

1. [ILO & Nescafé Partnership in Indonesia](#) (ILO blog)
2. [ILO & Nescafé Partnership in Vietnam](#) (ILO blog)

FURTHER READING

[Nestlé Non-Financial Statement 2025](#)

[2025 Nestlé Creating Shared Value](#)

[Nestlé approach to sustainability](#)

[Nestlé Net Zero Roadmap](#)

[Nestlé Responsible Sourcing
Core Requirements](#)

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