



Data Tables

The following data tables include updates on our progress and provide information associated with our goals.



Partners

Benefits

Compensation	FY24	FY23
Average hourly wage for U.S. hourly partners (\$/hour)	18.73	17.42
% U.S. hourly partners earned above minimum wage	100%	100%
Average total compensation package for U.S. hourly partners (\$/hour)	30	—

Starbucks College Achievement Plan

# partners graduated with college degree (during FY)	2,699	2,275
Graduate 25,000 Starbucks partners from Arizona State University (ASU) by the end of 2025.		
# partners graduated with college degree (since program inception, as of FYE)	14,116	11,400
# partners participating (as of FYE)	26,273	23,438

Training & Development Opportunities

Talent Attraction, Development & Training

Total number of baristas hired in the U.S.	80,865	105,556
Hire internally for 90% of our U.S. retail leadership roles		
% of U.S. retail leadership roles filled from internal partners	63%	69%
Total Employee Turnover (U.S. and Canada)	49%	58%
# Training Hours for Baristas (Barista First 30) (hours per barista)	40	41.5
# partners selected to travel to Hacienda Alsacia for Origin Experience	800	929

Starbucks Global Academy

	FY24	FY23
Coffee Masters		
# course enrollments	4,574	6,969
# course completions (earned the Black Apron) (during FY)	4,375	6,750
# course completions (earned the Black Apron) (since inception)	11,643	10,088
Community Champions		
# course enrollments	1,754	1,596
# course completions	414	374
Greener Apron		
# course enrollments	16,800	15,307
# course completions	9,714	9,162
Starbucks Coffee Academy		
# course enrollments	126,755	153,480
# course completions	73,979	94,928
Third Place Development Series		
# course enrollments	3,185	2,600
# course completions	594	479
To Be Welcoming		
# course enrollments	64,087	36,684
# course completions	49,851	25,616
% enrollees who are partners	74%	61%

Partners

Partner Engagement

Partner Engagement Surveys	FY24	FY23
% partners completed the Partner Experience Survey		
U.S. store partners	80%	65%
Canada store partners	83%	53%
North America non-store partners	91%	92%

Partner Networks

# Partner Networks (globally)	39	32
# Partner Networks (U.S.)	13	13
Active regional chapters (U.S.)	127	116

Civic Engagement Resources

# individuals using Starbucks civic engagement resources (via Starbucks FuelOurDemocracy.com site)	26,392	22,900
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Talent, Inclusion & Belonging

Global Equity in Pay	FY24	FY23
100% gender and racial pay equity in the U.S.		
% gender pay equity in the U.S. (for similar work) <i>Pay metrics can fluctuate throughout the fiscal year. Our pay equity strategies go beyond compliance.</i>	100%	100%
% racial pay equity in the U.S. (for similar work)	100%	100%
% gender median pay ratio in the U.S.	96%	96%
% racial median pay ratio in the U.S.	100%	100%
100% gender equity in pay globally for company-operated markets.		
In FY24, in our global company-operated markets, we achieved gender pay equity (for similar work) in Canada and Japan.	—	—

Partners

Talent, Inclusion & Belonging

Supporting LGBTQIA2+ Partners	FY24	FY23
Representation of U.S. workforce self-identifying as LGBTQIA2+		
Retail	35%	37%
Enterprise	17%	18%
Manufacturing	10%	12%
Score on the Human Rights Campaign Corporate Equality Index	100%	100%

Disability Inclusion

Representation of U.S. workforce self-identifying with a disability		
Retail	14%	14%
Enterprise	11%	11%
Manufacturing	11%	11%
Score on the Disability Equality Index	100%	100%

Veterans & Military Families

Hire 5,000 Veterans and military spouses annually in the U.S.		
# Veterans and military spouses hired	2,500	2,815

[Starbucks Fiscal 2024 Workforce Data](#), including [progress](#) against prior aspirations.

Coffee

Ensuring the Future of Coffee for All

Farmer Support Centers	FY24	FY23
# Farmer Support Centers	10	10
# people trained with advanced agronomy techniques	36,628	56,078
# Model Farms (cumulative as of FYE)	70	124

Climate-Tolerant Coffee Trees

Provide 100 million climate-tolerant coffee trees to farmers by 2025.		
# climate-tolerant coffee trees distributed globally	9,973,696	11,081,951
# seedlings provided for farmers (cumulative as of FYE)		
<i>Reflects seedlings provided in Colombia and other countries within FY24, 2,638,900 and 968,694, respectively. Until FY24, seedlings had been provided only in Colombia. Beginning in FY24 we expanded the provision of seedlings to other countries and began accounting for those seedlings in this report.</i>	56,810,680	53,009,280
# Climate-tolerant coffee seeds distributed	6,271,613	—

Childcare Centers for Farming Families

# childcare centers operated (during FY)		
<i>Metric updated from new childcare centers opened, to childcare centers operated. *PY values restated for realignment.</i>	13	14*

Global Farmer Fund	FY24	FY23
Supply \$100 million in farmer loans by the end of 2025 (cumulative as of the fund's inception).		
\$ loans deployed from the Global Farmer Fund (cumulative as of FYE) (\$ millions)	88.3	80.8
\$ loans deployed from the Global Farmer Fund (since FY18) (as of FYE) (\$ millions)*	73.3	65.8

Supplier Lists

[List of coffee suppliers](#)

[List of tea suppliers](#)

[List of cocoa suppliers](#)

Digital Traceability

# bags of coffee traced using online traceability tool	238,872	210,615
# unique visitors accessing online traceability tool	101,946	101,625

*Only subject to external verification since 2018.

Coffee

Ensuring the Future of Coffee for All

Ethical Sourcing of Coffee	FY24	FY23
Committed to source and verify 100% of Starbucks coffee ethically through C.A.F.E. Practices.		
% Starbucks coffee ethically sourced and verified through C.A.F.E Practices <i>Our goal is to source and verify 100% of coffee through C.A.F.E. Practices. We continue to make operational changes to strengthen the program's verification approach.</i>	99.75%	99.7%
Average # farms participating in C.A.F.E. Practices	441,761	463,035

Carbon Reduction & Water Conservation in Green Coffee

# soil samples processed (cumulative as of FYE)	43,929	30,807
Conserve water usage in green coffee processing by 50% by 2030.		
# eco-wet mills contracted (cumulative as of FYE) <i>We continue to refine the methodology we use to calculate the carbon and water footprint of green coffee. This work is critical to our goals in the years to come and connects directly with industry efforts to reduce carbon and water use in coffee processing.</i>	1,643	1,485

Forest Conservation & Restoration

Hectares of forests protected (during FY) <i>*PY value has been restated.</i>	298	1,070*
Hectares of forests restored (during FY)	517	348
# native trees distributed by Global Farmer Support Centers	313,306	156,247

Other Goods & Services

Responsible Sourcing for Tea	FY24	FY23
Committed to 100% responsibly sourced tea.		
% of tea sourced by the global tea sourcing team that is Rainforest Alliance Certified <i>As our sustainability journey continues, 99.95% of Tea (Camelia Sinensis) sourced by our global tea sourcing team was from Rainforest Alliance Certified tea gardens.</i>	99.95%	99.7%

Responsible Sourcing for Cocoa

Committed to responsibly sourced cocoa.		
Total weight of Rainforest Alliance Certified and segregated cocoa beans sourced directly from Cargill and indirectly through Olam (metric tons) <i>We are proud to have increased the amount of responsibly sourced cocoa in our supply chain in FY24. We remain committed to supporting resilient livelihoods for cocoa producers and their families.</i>	25,593	21,790

Responsible Sourcing for Manufactured Goods & Services

# facility assessments conducted	357	400
# suppliers in program	1,468	1,464
% transparency into facilities assessed	95%	95%
# facility workers	132,723	121,289

Coffee

Other Goods & Services

Sustainable Dairy	FY24	FY23
\$ invested in U.S. Dairy Net Zero Initiative (during FY) (\$ millions) <i>Starbucks is committed to invest \$10 million in the U.S. Dairy Net Zero Initiative.</i>	2	2
\$ invested in U.S. Dairy Net Zero Initiative (cumulative as of FYE) (\$ millions)	8	6

Animal Welfare

100% cage-free eggs and egg products in company-operated stores.		
% cage-free eggs (U.S. and Canada company-operated stores, inclusive of branded products supplied to licensee business partners)	100%	100%
% cage-free eggs (EMEA and U.K. company-operated stores) <i>In Asia markets where Starbucks operates, such as China and Japan, cage-free egg production is limited and supply is not yet widely available.</i>	100%	99.9%
% poultry raised without routine-use of medically important antibiotics (U.S. company-operated stores)	100%	99.9%
We have met our stated goal of 100% group-housed pork by 2024 for Starbucks branded products in the U.S. and Canada.		
% pork defined as “group-housed” (U.S. and Canada company-operated stores, inclusive of branded products supplied to licensee business partners) <i>While our aspiration of phasing out the excessive use of gestation stalls for the sows in our supply chain by 2030 has presented challenges, we remain committed to making progress in service of our animal welfare-friendly practices and will continue to re-evaluate our 2030 sow housing commitment.</i>	100%	76%

Suppliers at Starbucks	FY24	FY23
\$1.5 billion in Tier 1 diverse supplier spend by 2030.		
\$ spend with Tier 1 diverse suppliers (during FY) (\$ billions)	>1.1	>1
\$ spend with Tier 1 diverse suppliers (cumulative since 2000) (as of FYE) (\$ billions)	>11	>10
# jobs supported by supplier diversity program (during FY)	>8,650	>8,600
\$ labor income: total direct, indirect and induced economic impact from supplier diversity program (\$ billions)	2	<1.8
Allocate 15% of paid media investment to minority-owned and targeted media companies.		
% of paid media investment with minority-owned and targeted media companies.	17%	22%

Starbucks works with a range of suppliers — including businesses owned and operated by a woman, minority, Veteran, person with disability, LGBTQ, or socio-economically disadvantaged small businesses.

Community

The Starbucks Foundation

Overall Grants	FY24	FY23
\$ total grants awarded (\$ millions)	21.4	24

Origin Grants

Empower 1 million women and girls in coffee, tea and cocoa growing communities by 2030.		
# women and girls in origin communities positively impacted (cumulative as of FYE)	>600,000	>450,000*
<i>*PY value has been restated.</i>		
\$ grants awarded in support of women and girls in origin communities (\$ millions)	4	<7
# countries reached by origin grants	8	9

Neighborhood Grants

Award 25,000 hyperlocal grants to support nonprofits by 2030 through the Neighborhood Grants and Global Community Impact Grants portfolio.		
# hyperlocal grants awarded to nonprofits nominated by Starbucks partners (cumulative as of FYE)	>13,000	>10,000
\$ hyperlocal grants awarded to nonprofits nominated by Starbucks partners (\$ millions)	>5.3	>5.1
# nominations by Starbucks partners	>33,000	>39,000

Youth Grants	FY24	FY23
# youth impacted (cumulative as of FYE)	>800,000	<700,000
\$ grants awarded to U.S. organizations serving youth nationally (\$ millions)	0.8	3

Global Community Impact Grants

Award 25,000 hyperlocal grants to support nonprofits by 2030 through the Neighborhood Grants and Global Community Impact Grants portfolio with a commitment to invest \$30 million by 2030.		
# hyperlocal grants awarded to nonprofits (cumulative as of FYE)	>270	<190
\$ grants awarded to impact communities that we serve outside of the U.S. and Canada (\$ millions)	>3.3	>3.9*
<i>*This value includes donations from licensee business partners amounting to \$900,000.</i>		
# international markets reached	46	46

Disaster Philanthropy

\$ grants awarded to promote resilience and uplift communities impacted by disaster (\$ millions)	>4.2	4.6
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Community

Company Programs for Community Support

Community Stores	FY24	FY23
# Community Stores in the U.S. opened in FY	8	11
# Community Stores in the U.S. opened cumulatively as of FYE	46	39
# Community Stores in international markets opened in FY	14	16
# Community Stores in international markets opened cumulatively as of FYE	50	36*

**PY value has been restated.*

Military Family Stores

Open 250 Military Family Stores by 2025 with 100 of these new stores on military bases (U.S.).		
# Military Family Stores opened in FY	105	17
# Military Family Stores opened cumulatively as of FYE	238	130

Increase over prior year reflects inclusion of 93 Licensed Military Family Stores; previously, licensed stores were not included in FY23 data.

Signing Stores

# Signing Stores globally opened cumulatively as of FYE	26	20*
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**PY value has been restated.*

Community Resilience Fund

Invest \$100 million in 12 cities by 2025.		
\$ invested in the Community Resilience Fund (cumulative as of FYE) (\$ millions)	45.5	40

Food Waste Reduction & Hunger Relief	FY24	FY23
Reduce food waste by 50% by 2030.		
% company-operated stores in the U.S. with FoodShare food donation program available	100%	100%
% company-operated stores in Canada with FoodShare food donation program available	100%	100%
Weight of food diverted from waste streams in the U.S. (millions lbs)	11.9	9.4
# meals donated in the U.S. (millions) (1.2 lbs = 1 meal)	9.9	7.8
Weight of food diverted from waste streams in Canada (millions lbs)	1.4	1.3
# meals donated in Canada (millions) (1 lb = 1 meal)	1.4	1.3
\$ invested in food waste reduction and hunger relief efforts in FY (\$ millions)	16.5	11.6
Reinvest \$100M into hunger relief efforts by 2030.		
\$ invested in food waste reduction and hunger relief efforts cumulatively since FY16 (as of FYE) (\$ millions)	89.1	72.6

Community

Company Programs for Community Support

Community Champion Program	FY24	FY23
# partners engaged as Community Champions (U.S. and Canada)	16,523	16,697
# nonprofits supported (U.S. and Canada)	5,480	5,368
# partner volunteer hours (U.S. and Canada)	169,712	153,817
# partners engaged as Community Champions (international)	34,466	21,344
# nonprofits supported (international)	506	583
# partner volunteer hours (international)	335,438	253,661
Giving Match Program		
\$ donated by Starbucks to nonprofit organizations through the Giving Match program (\$ millions)	2.2	1.8

Environment

2030 Goals

Climate	FY24	FY23
By 2030, using FY19 as our baseline, 50% absolute reduction in scope 1, 2 and 3 greenhouse (GHG) emissions, representing all of Starbucks direct operations and value chain.		
% change in total emissions from FY19 baseline	3%	2%
% change in total emissions per \$ of revenue from FY19 baseline	-25%	-25%

Water

By 2030, using FY19 as our baseline, 50% of water withdrawals conserved or replenished across Starbucks direct operations, stores, packaging and agricultural supply chain, prioritizing action in high-risk water basins while supporting watershed health, ecosystem resilience and water equity.		
% change in total water withdrawal from FY19 baseline	-1%	-2%
% change in total water withdrawal per \$ of revenue from FY19 baseline	-27%	-28%
Starbucks seeks to empower 5 million people through community-driven solutions with a focus on women, girls and marginalized groups through water, sanitation and hygiene (WASH).		
# people empowered through community-driven solutions with a focus on women, girls and marginalized groups through water, sanitation and hygiene (WASH) (cumulative as of FYE)	343,089	—
<i>Note: FY24 data is not inclusive of data reported by WaterEquity investments, as this data will be reported to Starbucks following the publication of this report. This data will be incorporated into the cumulative figure reported in the FY25 Global Impact Report.</i>		
\$ to support new and ongoing water stewardship projects (\$ millions)	2.1	1.1

Waste	FY24	FY23
By 2030, using FY19 as our baseline, our goal is a 50% reduction in waste sent to landfill from stores and direct operations		
% change in waste sent to landfill from FY19 baseline	6%	8%
% change in waste sent to landfill per \$ of revenue from FY19 baseline	-23%	-21%

Cups & Packaging

Reducing Packaging Waste

100% of customer facing packaging reusable, recyclable, or compostable by 2030.		
% of customer facing packaging that is reusable, recyclable or compostable	27%	24%
Starbucks customer facing packaging sourced from 50% recycled materials by 2030.		
% of customer facing packaging made from recycled materials or biobased plastics	23%	26%
50% reduction in virgin fossil fuel derived sources for customer packaging from FY19 baseline by 2030.		
% change in virgin fossil fuel derived materials in customer facing packaging from FY19 baseline	8%	11%
% of beverages sold in reusable cups (global company-operated stores)	2.6%	2%

Environment

Greener Stores

Greener Stores	FY24	FY23
Build and operate 10,000 Greener Stores globally by 2025.		
# Total Greener Stores verified globally	9,396	6,091
# Greener Stores verified in North America	7,367	5,488
# Greener Stores verified in international regions	2,029	603

Renewable Electricity

Company-owned facilities powered by renewable electricity		
Global	72%	75%
U.S.	100%	100%
Canada	100%	100%
EMEA	100%	100%
Japan	100%	100%

Environment

Annual update of environmental performance:^{1,2,3} The following metrics represent detailed reporting of Starbucks environmental performance in FY19, the baseline year for our 2030 environmental targets, FY23 and FY24. Methodological updates and data improvements reflected in the FY24 metrics were applied to the FY19 and FY23 results, which therefore may differ from the data previously reported.

Energy Consumption (MWh)	FY19	FY23	FY24
Total Energy Consumption, direct operations⁴	2,773,012	2,880,385	2,914,476
Total purchased electricity, direct operations	2,014,969	2,116,591	2,238,157
Percent renewable	69%	75%	72%
Total fuel consumed, direct operations ⁵	758,043	768,088	676,320
Greenhouse Gas Emissions (mtCO₂e)^{6,7}			
Scope 1	339,713	389,825	395,666
Scope 2			
market-based	324,413	261,831	319,058
location-based	812,413	797,746	862,698
<i>sub-total scope 1 + 2 market-based emissions</i>	<i>664,126</i>	<i>660,657</i>	<i>714,723</i>

¹The scope of these data is global unless otherwise noted; Direct operations refers to an operational control boundary, inclusive of company owned stores, corporate offices, and manufacturing and distribution facilities; This includes global wholly-owned and partially-owned subsidiaries over which Starbucks has management and operational control; Direct operations excludes licensed stores.

²We have updated the methodologies used to develop our environmental inventories; These updates included improved data quality and availability, changes to emissions and water factors, and other methodological changes.

³Where possible, reported data aligns with our fiscal year. In some cases, for example utility bills, the data aligns to the nearest month rather than the exact fiscal year end and start dates.

⁴In gigajoules, total energy consumption in FY24 equals 10,492,114 GJ, and total fuel consumed in FY24 equals 2,434,752 GJ.

⁵Fuel types consumed include natural gas, stationary diesel, propane, aviation fuel, and mobile vehicle fuel.

⁶Starbucks uses global warming potential (GWP) values from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4), Fifth Assessment Report (AR5) and Sixth Assessment Report (AR6); More detailed climate-related disclosures are available in Starbucks CDP Report

⁷FY24 footprint metrics have been third-party verified by Burns and McDonnell; Their report is available on page 58.

Environment

Greenhouse Gas Emissions (mtCO ₂ e) ^{6, 7}	FY19	FY23	FY24
Scope 3⁸			
1 – Purchased goods and services ^{9, 10}	8,028,484	7,584,821	7,847,195
2 – Capital goods	152,055	134,571	169,524
3 – Fuel- and energy-related activities	223,536	231,542	236,268
4 – Upstream transportation and distribution	631,913	628,718	597,093
5 – Waste generated in operations	286,973	333,346	369,215
6 – Business travel	28,876	24,750	26,977
7 – Employee commuting	521,776	676,650	633,228
8 – Upstream leased assets ¹¹	<i>Not relevant</i>		
9 – Downstream transportation and distribution	404,082	632,919	605,903
10 – Processing of sold products	167,975	183,025	169,005
11 – Use of sold products	59,782	46,074	38,951
12 – End-of-life treatment of sold products	191,843	213,510	225,051
13 – Downstream leased assets ¹²	<i>Not relevant</i>		
14 – Franchises ¹³	1,307,999	1,439,826	1,368,198
15 – Investments	213,820	328,537	253,507
<i>subtotal scope 3 emissions</i>	<i>12,219,113</i>	<i>12,458,289</i>	<i>12,540,117</i>
Total emissions (scope 1 + 2 market-based + 3)	12,883,240	13,118,945	13,254,840
Percent of total GHG emissions from green coffee purchases	15%	12%	12%
Percent of total GHG emissions from fluid dairy purchases	13%	13%	13%

⁸Where required for Scope 3 GHG emissions calculations, Scope 2 location-based (not market-based) GHG emissions values are utilized.

⁹Category 1 emissions include land use change (LUC) emissions for purchases of coffee, tea, cocoa, dairy, food, and other beverage ingredients.

¹⁰Category 1 emissions include the emissions from the goods and services purchased by Starbucks Corporation; Purchases made by licensees for key commodities are included in category 14 as recommended by the GHG Protocol.

¹¹Emissions associated with Starbucks upstream leased assets are included in scopes 1 & 2.

¹²Starbucks downstream leased assets are considered de minimis.

¹³Starbucks category 14 boundary has been updated to include only licensees' Scope 1 (direct emissions), Scope 2 (purchased electricity), and Scope 3, category 1 (purchased goods and services (PG&S)) GHG emissions; For PG&S, only items where Starbucks has operational control are included.

Environment

Dairy Methane (mtCO ₂ e) ¹⁴	FY19	FY23	FY24
Scope 3 agricultural dairy methane emissions	731,681	749,095	772,775
Scope 3 agricultural dairy methane emissions – Enteric fermentation	446,716	443,011	459,757
Scope 3 agricultural dairy methane emissions – Manure	279,555	300,636	307,359
Scope 3 agricultural dairy methane emissions – Feed	5,409	5,448	5,659
Percentage of Scope 3 emissions from agricultural dairy methane	6%	6%	6%
Percentage of Scope 1 and 3 emissions from agricultural dairy methane	6%	6%	6%

Water Withdrawals (megaliters)⁷

Total water withdrawal	504,727	493,044	500,826
Direct operations ^{15, 16}	22,865	24,642	20,281
Percent water withdrawn from high-risk basins ¹⁷	<i>Not calculated</i>	<i>Not calculated</i>	37%
Indirect: licensed stores ¹⁶	16,959	25,539	21,690
Percent water withdrawn from high-risk basins ¹⁷	<i>Not calculated</i>	<i>Not calculated</i>	36%
Indirect: packaging and agricultural commodities purchased ¹⁸	464,903	442,863	458,855
Percent change in total water withdrawal from FY19 baseline		-2%	-1%

Operational Waste (thousand metric tons)^{7, 19}

Total weight of non-hazardous operational waste²⁰	920	1,074	1,068
Percent of total waste generated from direct operations ²¹	73%	77%	79%
Percent of total waste generated from licensed stores ²²	27%	23%	21%
Waste sent to landfill/incineration	644	694	681
Waste diverted from landfill ²³	276	380	387
Waste diverted – Recycling	196	283	293
Waste diverted – Composting	74	92	88
Waste diverted – Other	5	5	7
Percent total non-hazardous operational waste, diverted	30%	35%	36%

¹⁴Starbucks is reporting dairy methane metrics in accordance with the Dairy Methane Action Alliance (DMAA) disclosure framework.

¹⁵Water withdrawal from stores is calculated using both primary data and estimations; Where primary data are not available, water withdrawal is estimated by applying an average water withdrawal factor derived from withdrawal at U.S. and Canada company-owned stores.

¹⁶Starbucks withdraws water strictly from local water utilities or similar relevant entities, and as such, all of our water withdrawals are categorized as sourced from third-party water.

¹⁷Refers to water withdrawals from facilities located in regions of high or extremely-high baseline water stress as defined by WRI Aqueduct tool, which was used to conduct our global water risk assessment. FY23 values have not been not re-calculated due to changes in methodology.

¹⁸Water withdrawals from packaging and agricultural commodities are estimated using commodity-specific water withdrawal factors from the World Food Lifecycle Database (WFLDB). Previously, Starbucks used water impact factors that incorporated water scarcity data. Reporting of this category aligns with our GHG inventory, scope 3, category 1.

¹⁹Starbucks does not report on waste discarded by customers out of our stores.

²⁰In FY24 Starbucks removed liquid waste – defined as beverage products (e.g., milk) disposed of via sink drainage – from its waste boundary.

²¹Reporting of this category aligns with the GHG inventory scope 3, category 5.

²²Licensed store non-hazardous waste generation is estimated based on company-owned store information; This does not include construction and demolition waste or electronic waste; Reporting of this category aligns with the GHG inventory, scope 3, category 14.

²³We measure diversion as waste materials recycled, remarketed, composted, donated, or remarketed; Diversion does not include materials sent to landfill or incineration (with or without energy recovery).

Environment

Packaging Materials (thousand metric tons) ²⁴	FY19	FY23	FY24
Total weight of packaging material	345	387	383
Percent of packaging materials reusable, recyclable or compostable	47%	49%	50%
Total weight of packaging materials sold in Starbucks company-operated stores ²⁵	298	322	322
Total weight of packaging materials sold in licensed stores ²⁶	47	66	61
Total weight of plastic packaging materials²⁷	132	158	152
Total weight of virgin plastic packaging materials	125	142	139
Percent change in virgin plastic packaging materials from FY19 baseline		14%	11%
Percent of plastic packaging that is reusable, recyclable or compostable ²⁸	17%	22%	22%
Percent of post-consumer recycled content used in plastic packaging	3%	3%	3%
Total weight of customer facing packaging²⁹	203	217	214
Total weight of customer facing packaging – paper	105	104	105
Total weight of customer facing packaging – plastic	92	111	106
Total weight of customer facing packaging – other ³⁰	6	1	2
Percent of customer facing packaging that is reusable, recyclable or compostable	22%	24%	27%
Percent of customer facing packaging made from recycled materials or biobased plastics	23%	26%	23%
Percent change in virgin fossil fuel derived from plastic materials in customer facing packaging from FY19 baseline³¹		11%	8%

²⁴Data represent packaging materials used in our direct operations and licensed stores and all other packaging materials purchased by Starbucks Corporation; This aligns with our GHG Inventory and Ellen MacArthur Foundation Global Commitment reporting boundaries; Starbucks branded products sold outside of our stores are part of a licensed model of the Global Coffee Alliance with Nestlé and are included in the data; The Starbucks branded packaging, including global ready-to-drink businesses operate under collaborative relationships with PepsiCo and others, used by Channel Development business partners are part of their commitments and reporting.

²⁵Reporting of this category aligns with packaging materials reported in the GHG inventory under scope 3, category 1.

²⁶Reporting of this category aligns with packaging materials reported in the GHG inventory under scope 3, category 14.

²⁷FY19 and FY23 inventories have been recalculated to align with methodology changes and data quality improvements made as part of the FY24 inventory; These results may differ from what has been previously submitted to Ellen MacArthur Foundation Global Commitment and WWF ReSource Plastic and we anticipate restating these metrics in our 2024 reporting to these organizations.

²⁸In assessing the recyclability of our portfolio, Starbucks has aligned with the New Plastics Economy 2024 Recycling Rate Survey results.

²⁹Customer facing packaging is packaging designed to accompany a customer transaction.

³⁰In reporting for this category, “other” material includes aluminum, steel, glass, textile, and wood.

³¹Starbucks defines virgin plastic packaging material as any plastic material that is neither biobased nor made with recycled content.

Human Rights

Starbucks ethical sourcing program for coffee, C.A.F.E. Practices, requires each supply chain to undergo reverification regularly. Today the program represents more than 440,000 farms around the world. A nonconformity as reported in this table is a breach of any one of Starbucks zero tolerance indicators. Multiple nonconformities could be identified in a single location. The number of participating entities change year to year, which may impact the number of reported nonconformities on an annual basis. For each zero tolerance non-conformity brought to our attention through C.A.F.E. Practices, we require swift action by our suppliers and our on-the-ground, third-party partners to pursue corrective actions, including, where appropriate, providing remedy for the impacted individuals. Due to the seasonal nature of coffee production, some zero tolerance indicators may only be closed during the harvest period when the majority of temporary workers are present and therefore fully closing these indicators may require waiting until the next coffee harvest. In the event a zero tolerance indicator cannot be resolved in a timely and comprehensive manner, a supply chain will be considered Non Compliant and not eligible for C.A.F.E. Practices approval until resolution is possible.

Coffee Supply Chains

Zero-Tolerance Indicator	FY24	FY23
# Nonconformities related to wage practices	65	89
# Nonconformities related to traceability requirements	27	42
# Nonconformities related to child labor	56	59
# Nonconformities related to labor intermediaries	4	4
# Nonconformities related to transparency requirements	4	2
# Nonconformities related to banned pesticides	19	56
# Nonconformities related to forced labor, abuse, or unethical recruitment practices	2	5
# Nonconformities related to deforestation	1	12
Total # nonconformities	178	269
% of FY23 nonconformities that have been remediated or closed by FYE	84%	34%
% of FY24 nonconformities that have been remediated or closed by FYE	37%	—

Human Rights

Our ethical sourcing program includes our standards for manufactured goods and services, including beverages, food, merchandise, equipment, furniture and logistics providers. Our program includes on-site factory assessments to identify potential or actual violations. Commitment to continuous improvement is the cornerstone of our program and we work with our suppliers to remediate identified violations.

Manufactured Goods & Services Supply Chains

Zero-Tolerance Indicator	FY24	FY23
# Nonconformities related to wage practices	32	20
# Nonconformities related to transparency requirements	11	6
# Nonconformities related to access denial into facilities for audits and inspections	3	2
# Nonconformities related to health and safety, including direct and immediate endangerment	1	0
# Nonconformities related to environmental impact	0	2
# Nonconformities related to forced labor	0	1
# Nonconformities related to child labor	3	5
# Nonconformities related to abuse and harassment	1	0
# Nonconformities related to continuous improvement	1	0
Total # nonconformities	52	36
% of FY23 nonconformities that have been remediated or closed by FYE	75%	42%
% of FY24 nonconformities that have been remediated or closed by FYE	69%	—



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