

Impact Report 2025





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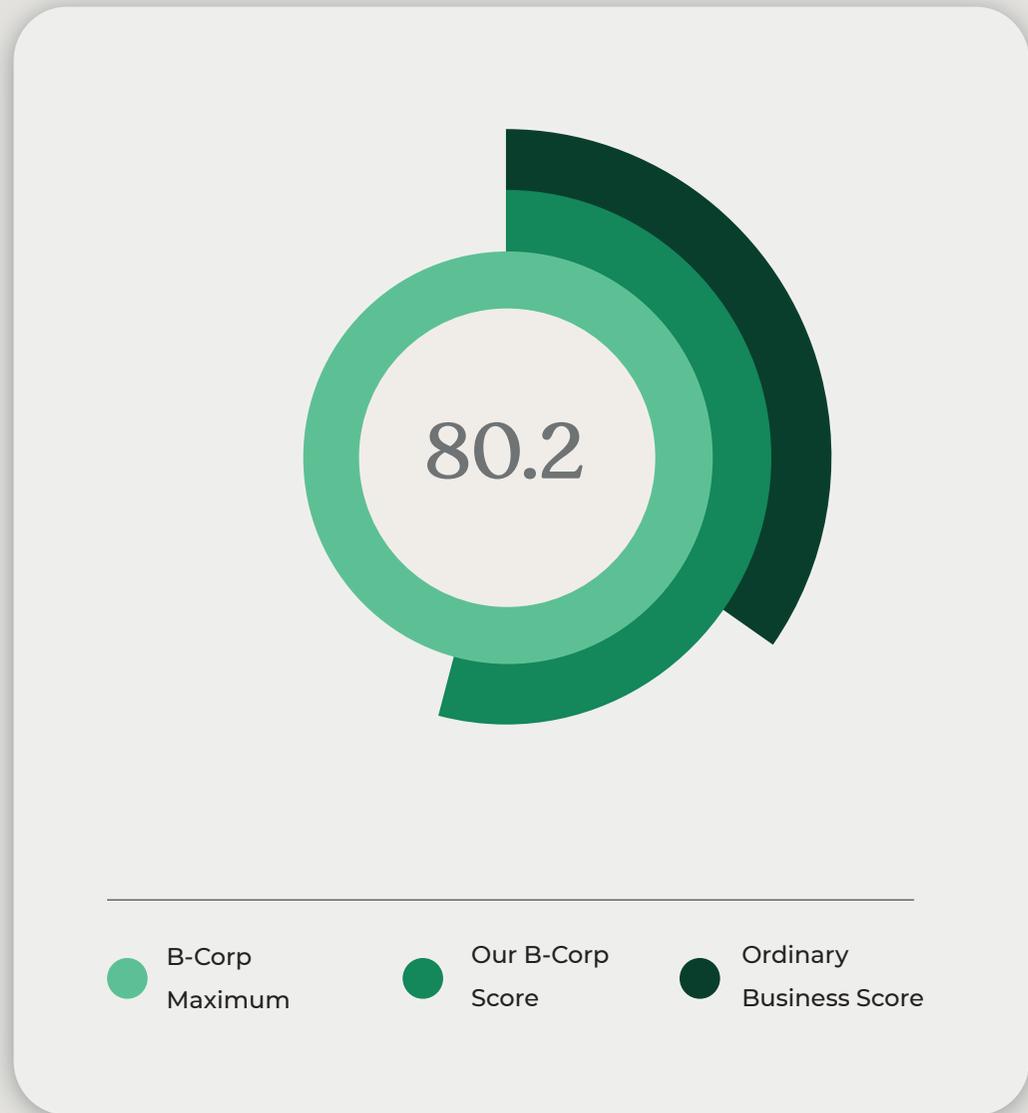
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Introduction

Welcome to our third annual Impact Report! This is our way of being transparent about the progress we have made in 2025 and sets out our sustainability plans in the year ahead.

Our B Corp Score

Based on the B Impact assessment, we earned an overall score of 80.2 when we were assessed at the end of 2023. The median score for ordinary businesses who complete the assessment is currently 50.9.





Looking Back on 2025

2025 saw another successful year where we were happy to see some steady, organic growth, development of our new location the Upper Priory Hall and have a great team of people aboard the good ship Atkinsons!

Once again, climate change has continued to have damaging effects on crops, resulting in supply shortages and some record high coffee and tea prices. This reminds us even more of the importance of doing our part to promote sustainable practices both at home and with our producers at origin.

We also saw the effects of a turbulent geopolitical period which affected shipping channels and coffee supply across the globe. Despite this we managed to keep our range topped up with some world class coffees. We built on our long standing relationships with producers, we roasted more and brewed more coffee than ever and saw good staff retention and tenure-ship.

2025 in Numbers

56,454

Kgs of Coffee Purchased

5

Locations

9

Countries
Sourced From

2,224

Batches of Coffee Roasted

117,986

Cups of Coffee Made

165

Wholesale Customers

7,661

Online Orders

29,000

Bags of Coffee Sold

People

Atkinsons wouldn't be what it is today without the help of some great people. That's why we always try to create a positive impact for the people that our business affects. This includes staff, customers, members of the local community and people in our supply chain.



Our Team

This year we managed to keep a high retention rate and an average tenure above the UK average. We've been proud to work with a fantastic team of 43 people spread across 5 locations in Lancaster.

Staff Benefits

In 2025 we completed our first year offering our Employee Assistance Program to staff, helping with issues around stress, anxiety and depression. This helped with services such as life support, legal and medical information and bereavement support. This year we want to go further. We'll aim to ;

Conduct an employee satisfaction and engagement survey and benchmark against industry standards.

Aim to enhance our benefits package around areas such as leave entitlement.

50/50

Women to Men in our
Management Team

43

Members of Staff

70%

Staff Retention rate

5

Year Average Tenure

Local Community

Wherever possible to aim to give back to the local community that has been such a big part of Atkinsons over our long history. This includes donating hampers for local charities, volunteer work, supporting the local arts with free use of facilities and making monthly cash donations to charities.

Escape to Make

As well as offering free use of our events space we also decided to make monthly donations to a local charity, Escape 2 Make. E2M aims to help 11-18s, from all walks of life in the Lancaster & Morecambe area to escape from boredom, social media, loneliness and any pressure at school or home by providing free creative activities.

These take the form of: year-round ongoing clubs, school holiday programs and outreach workshops in the local community. Twice per year these result in community events like festivals, cabarets, fairs and markets, hosted by local artists and businesses. All the activities are inclusive and free and designed to help young people make things, make friends and make a difference in the community.

£3,675

Raised for Charity

Cultural Engagement

We are an active promoter of local creative talent, sponsoring of Lancaster Jazz Festival and Love Lancaster Live Music Festival, offering our venues at reduced rate rates to enable start-up promoters like Fold. We are already planning further involvement with Lancaster's Festival scene act as a venue for the Litfest and Dino-fest!

Re Generate

#ReGenerate At the end of the year we became a Founder Partner of Regenerate Cumbria, an initiative that enables purpose-led businesses and business leaders to move beyond sustainability and to create real change in the local economy and landscape. We have since set up a Lancaster Hub that will act as a lightning rod to attract our local business and academic community to share regenerative ideas and turn them into actions.

Voluntary Work

We've taken part in pro bono work with Lancaster University Management School, presenting 6-10 lectures a year, mentoring and field trip exercises to degree and post-grad international students around topics on the use of UNSDGs in a family business.





Global Community

Coffee makes up for around half our total purchases, sourced through a range of importers from Co-operatives and small holder farms across the world. We believe in building long term relationships with these producers to help provide financial stability for years to come.

GUATEMALA

Pensativo

Now our longest standing relationship coffee, we've been buying coffee from the Pensativo Co-op for 8 years. Not long after our origin trip back in 2018, farmers in the region were badly affected by a huge eruption of nearby volcano, Fuego. Despite this they have come back stronger than ever and last year this became our top selling coffee.

As part of the Fedecocagua group of Co-operatives members have benefited from access to agronomists, processing machinery, micro financing, small scale rejuvenation products and fertilizer where needed.





WORLD COFFEE
RESEARCH

Creating the future of coffee

CHECKOFF PROGRAM

World Coffee Research

“The WCR Checkoff Program is a way for Roasters to invest pennies per pound to ensure the future of coffee with a contribution calibrated to their purchase volume.”

£500

Donated to WCR Checkoff Program

Last year we became proud members of World Coffee Research, an industry-driven agricultural research organisation focused on helping to grow, protect and enhance supplies of coffee while improving the livelihoods of the families who produce it.

In 2025 WCR carried out work at a cooperative coffee nursery in Chirinos, Peru, during a wave of innovative seed-lot development and variety trials. Like in other coffee producing countries, Peruvian farmers face many challenges, including rising fertilizer costs, climate change impacts, market volatility and pests and disease.

This work resulted in establishing 10 new seed lots in Cajamarca which will produce enough seeds to grow up to four million healthy, genetically conforming trees annually by as early as 2028 - enough to renovate around 1,000 coffee farms each year.

Cooperatives participating in the project also receive training to ensure best practices for healthy, traceable seed production and to maintain their genetic quality for the future.



Coffee Purchasing in 2025

\$4.50/lb - £7.19/kg

Our average green coffee
buying price

\$3.67/lb - £5.50/kg

Average coffee commodity price

28

Producers we purchased from

16

Producers we purchased from
for 2 years or more

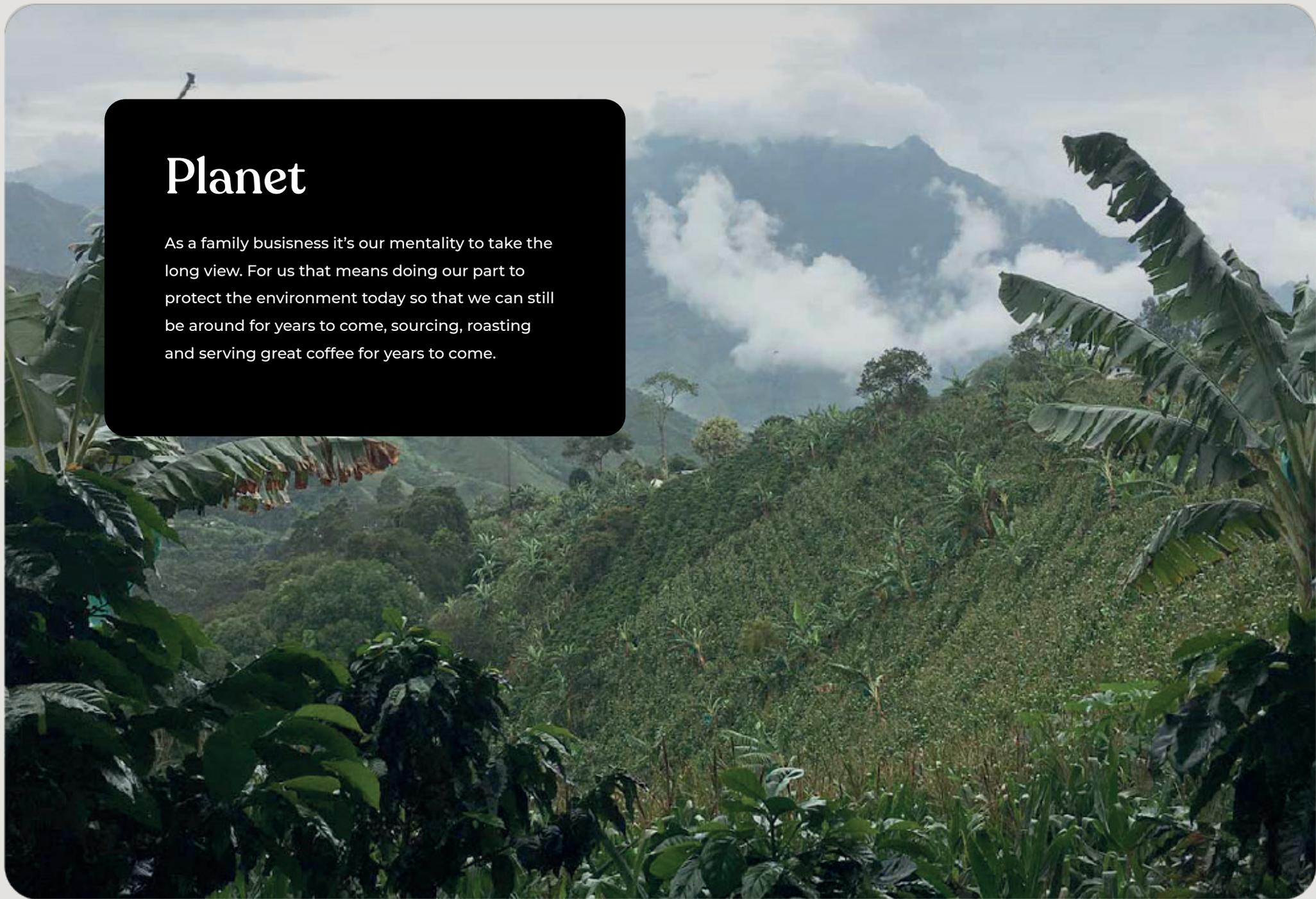
56,454

Kg of Green Coffee Purchased

Guatemala	50%
Brazil	26%
Colombia	12%
Ethiopia	6.0%
Rwanda	2.7%
Costa Rica	2.0%
Kenya	0.8%
Peru	0.3%
Yemen	0.2%

Planet

As a family business it's our mentality to take the long view. For us that means doing our part to protect the environment today so that we can still be around for years to come, sourcing, roasting and serving great coffee for years to come.



Circular Economy

In 2025 we continued our efforts to reduce our waste to landfill by managing and reusing waste where possible in our cafe, retail, online and wholesale operations.

Using our Environmental Management System, we helped customers reuse a record number of coffee and tea bags in our shop and continued to collect food waste in our cafes with WasteM-anaged. Once collected, this goes on to be converted into renewable energy using anaerobic biodigestion.

We also launched our new range of packaging more widely recyclable across the UK, made from a single piece of LDPE post consumer recycled plastic.



4,561

Coffee and tea bags recycled
with Terracycle

3,948

Bags refilled in our locations

2,080kg

Food Waste Collected and
Converted into Renewable Energy

What we did in 2025

- In 2025 we launched a new range of coffee and tea packaging with even better recyclable properties. These new bags are made of one piece of LDPE plastic, making them more widely recyclable for curbside collection and drop off points around the UK. A QR code on the back of the bag takes customers to a map showing where their nearest recycling point is, benefiting our online and wholesale customers nationally. This particular material is made from 85% post consumer recycled material meaning it has a much lower carbon footprint compared to virgin LDPE.
- In 2025 we continued to recycle customers' used bags with Terracycle and managed to recycle 4,561 bags.
- We continued to give coffee sacks out for free in our shop.
- We use Wastemanaged to collect our spent coffee grounds and food waste. Once this waste is collected it is taken to an anaerobic digester where it is converted into renewable energy.

Looking Ahead

- All our coffee now comes to us in sacks or boxes lined with plastic Grainpro bags. Although these are great for preserving the freshness of green coffee they are not great for the environment. In 2026 we will carry on our search for ways to recycle these Grainpro bags.



Climate Change

We can see the damaging effects climate change has had not just at home but for our producers at origin, where unpredictable weather can result in poor crops and uncertainty for farmers. That's why we're committed to doing our part to reduce our carbon footprint wherever possible.

In 2025 we tracked our Carbon Footprint for the 3rd consecutive year. This time in more detail than ever before, tracking our scope 1, 2 and 3 greenhouse gas emissions audited by Ardea Eco-Innovation.

We continued roasting all our coffee on our trusty Loring Coffee Roaster. Up to 80% more efficient compared to conventional roasters, it produces less emissions and cut down on gas consumption. In our new Upper Hall location and in our offices we also installed a range of infrared heaters helping reduce our gas and heating usage.

Carbon Footprint Report 2025

17.00 tCO₂e

Scope 1 Emissions

Direct emissions from on-site energy usage.

13.62 tCO₂e

Scope 2 Emissions

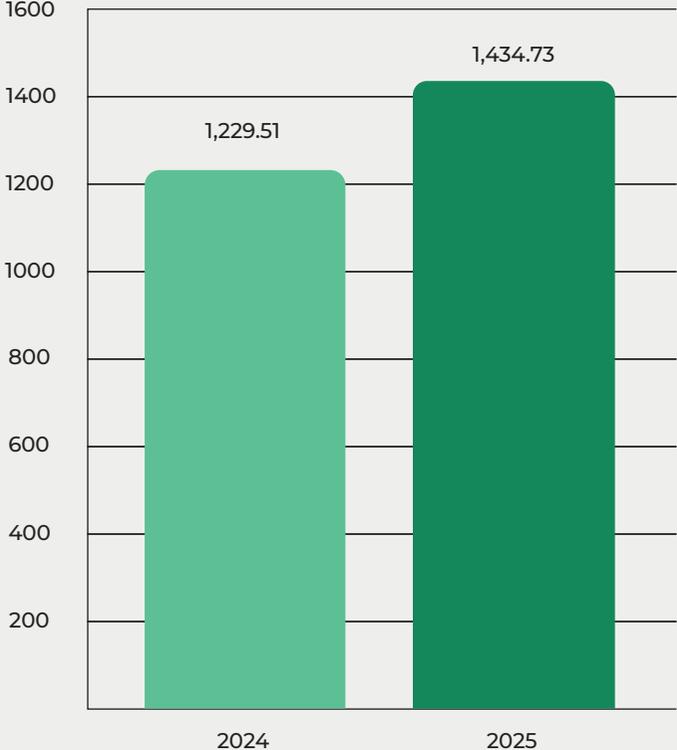
Indirect emissions from the generation of energy used by the company.

1404.09 tCO₂e

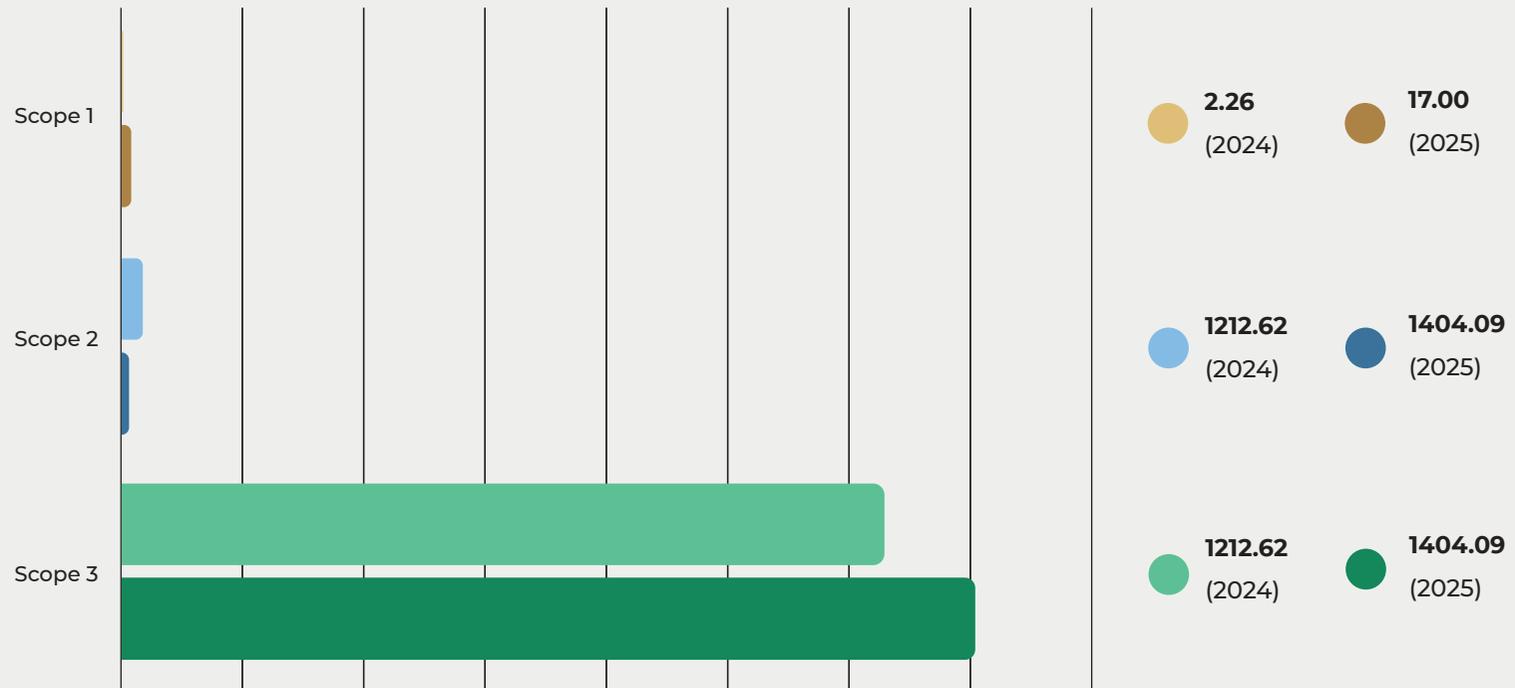
Scope 3 Emissions

Indirect emissions from energy and water supply, business travel, purchased goods and transport.

**Total GHG Emissions
in Tonnes CO₂e**



GHG Emissions in Tonnes CO₂e by Scope

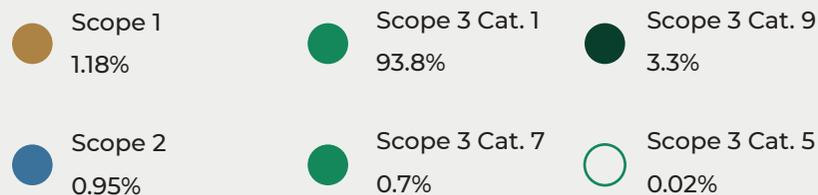
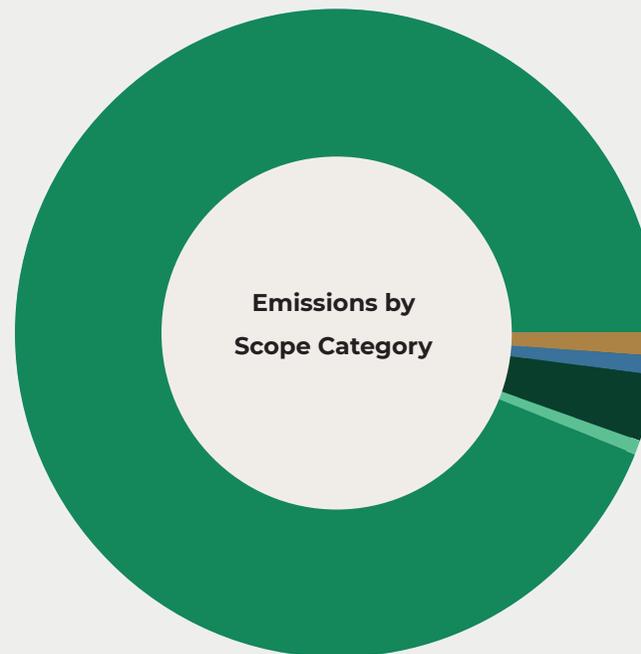


Benchmarking and Intensity Metrics

This year's Carbon Footprint Report was carried out by Ardea Eco-Innovation, undertaken to the minimum requirements of the UK Government Carbon Reduction Plan. This requires calculation of emissions in Scope 1, Scope 2 and 5 categories of Scope 3. In 2025 we saw again that our footprint was overwhelmingly driven by Scope 3 emissions, with the largest contributor coming from Category 1, Purchased Goods and Services (coffee, milk, tea and water).

The intensity metrics below provide a context to assess our performance and set a baseline to compare against for future years.

Year	2025
Total Tonnes CO ₂ e	1,434.73
Tonnes CO ₂ e per Employee	30.53
Tonnes CO ₂ e per £1m Turnover	591.88



Website Carbon Rating

The average estimated emissions per website visit, for atkinsonscoffee.com, were 1.8967 gCO₂e per page view. This was calculated using three independent online website carbon calculators. Based on 67,000 visitors in 2025, this equates to total annual emissions of approximately 0.1138 tCO₂e.

These emissions have not been included within the organisational boundary of this assessment, as they fall outside the defined project scope. However, they have been calculated to demonstrate that digital activities also give rise to greenhouse gas emissions. The associated emissions have been offset on behalf of Atkinson's through Ardea Eco-innovation's Click Net Zero project.

Goals for the future

- Introduce incentive to encourage staff to use public transport where possible.
- Where possible, prioritise high efficiency equipment that contributes to Scope 1 and Scope 2 emissions. Ensure that heating systems, appliances and other energy-using equipment is maintained, upgraded and replaced with the most efficient available options.
- Complete a full Scope 3 assessment in 2026. There are 15 categories of Scope 3 emissions defined by the GHG Protocol, of which six are currently being analysed. Expanding coverage will provide a more accurate picture of our footprint. Though this may initially increase reported emissions, it would reflect improved transparency rather than a decline in performance.
- Improve sustainability and carbon management training within the team to help strengthen day to day practices. Develop our EMS (Environmental Management System) to help us set achievable goals and help everyone from Directors, Managers and baristas to work towards reducing our carbon footprint.
- Consider developing a companywide Sustainable Procurement Policy taking source location and transportation routes into account.

ATKINSONS
COFFEE ROASTERS

Thank you!

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