GENDER, YOUTH + INDIGENOUS PEOPLES

Actions
- Identify marginalized populations and engage
- Identify barriers and needs
- Training (leadership, management, skills, GAP, etc.)
- PO governance and membership requirements
- Business development and organization strengthening
- Develop credit and savings programs
- Develop policy and legal support
- Monitoring and adapting

Outputs
- % of women / indigenous people / youth participating / with leadership roles
- Percent of women/indigenous people/youth accessing inputs
- Percent of women/indigenous people/youth accessing services
- Percent women/indigenous people/youth

Outcomes
- Increased representation of women, youth + minorities in decision making + planning with in value chains
- Increased representation of women, youth + minorities in decision making + planning within communities
- Increased adoption of good agricultural practices
- Professionalist among farmers and cooperatives (farmer organization)

Impacts
- Increased representation of women, youth + minorities in decision making + planning with in value chains
- Increased representation of women, youth + minorities in decision making + planning within communities
- Increased adoption of good agricultural practices
- Professionalist among farmers and cooperatives (farmer organization)

Improved Livelihoods

Sustained Supply of Coffee

Nature Conservation

Investments
- $ Invested in gender programs
- $ Invested in indigenous people programs
- $ Invested in youth engagement programs

Enabling Conditions
- Supportive policies (land tenure, human rights, etc.)
- Social science research + capacity

Impacts
- Improved / maintained productivity/acre (SDG 12)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased / maintained forest cover (SDG16)
**COMPASS POINTS**

**Improved Livelihoods**

**Sustained Supply of Coffee**

**Nature Conservation**

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**Actions**
- Identify education and/or medical care gaps
- Implement education + medical care/WASH interventions (schools, teachers, school fees, clinic workers, sanitation, training, etc.)
- Integrate natural resource management + WASH in school curriculum
- Promote education + health care best practices via standard + supplier programs
- Develop M-E framework + verify + monitor results

**Outputs**
- Number of children in school
- Percent of farms with access to medical care
- Percent increased awareness of natural resource management and WASH best practices among farmers
- Percent of farms complying with education + health care best practices

**Outcomes**
- Increased access to education
- Increased access to medical care
- Increased education levels of farm households
- Increased uptake of best practices for education and health
- Increased uptake of best practices for water, biodiversity and forest conservation

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates / education levels (SDG4)

**Investments**
- $ Invested in educational/social and health programs
- $ Invested in best practices training

**Enabling Conditions**
- Supportive policies.
- Infrastructure
- Technical training + capacity

**Outputs**
- Number of children in school
- Percent of farms with access to medical care
- Percent increased awareness of natural resource management and WASH best practices among farmers
- Percent of farms complying with education + health care best practices

**Outcomes**
- Increased access to education
- Increased access to medical care
- Increased education levels of farm households
- Increased uptake of best practices for education and health
- Increased uptake of best practices for water, biodiversity and forest conservation

**Impacts**
- Improved / maintained productivity/acre (SDG 12)

**Investments**
- $ Invested in educational/social and health programs
- $ Invested in best practices training

**Enabling Conditions**
- Supportive policies.
- Infrastructure
- Technical training + capacity
**Labor**

**Actions**
- Establish + communicate supply chain codes of conduct
- Research labor flows, conditions, + living wage at country-level
- Conduct supply chain mapping/traceability
- Audit/measure/track compliance to norms
- Remediate non-compliances
- Train workers + farm owners on rights + labor best practices
- Increase capacity of supply chain actors to support compliance
- Establish grievance mechanisms
- Engage government agencies on policy/regulations

**Outputs**
- Diagnostic on labor conditions at country level w/ identified hotspots
- % traceable purchases
- % compliance to norms
- # of workers + farm owners trained on rights + labor best practices
- % of workers aware of specific rights
- % coverage of grievance mechanisms
- Use of grievance mechanisms
- # incidences reported, by severity
- % of total export volume in compliance w/ benchmarked code of conduct
- Results from pilot projects confirming the business case for labor interventions
- Average worker wage (and as % of living wage)

**Outcomes**
- Improved compliance
- Reduced non-compliances reported/reduced severity
- Improved worker wages
- Improved worker retention/reduced worker scarcity
- Improved farm performance (productivity, quality, cost savings)

**Impacts**
- Eradication of child and forced labor from coffee (SDG 8)
- Improved labor conditions (wages, rights, health & safety) (SDG 1, 8)
- Improved worker health and safety (SDG 3)
- Empowerment of women and indigenous communities (SDG 5,10)

**Investments**
- $ invested in projects to improve labor conditions and worker welfare
- $ invested in responsible sourcing programs

**Enabling Conditions**
- Supportive laws + policies (e.g. minimum wage, overtime, anti-discrimination, health + safety)
- Strong local enforcement mechanisms
- Consumer-side regulations + laws (e.g. TETF act)
- Culture encouraging voicing grievances, including from marginalized populations
- Established business case for labor interventions
- Institutional alliances

**Compass Points**
- Improved Livelihoods
- Sustained Supply of Coffee
- Nature Conservation
**COMPASS POINTS**

**Improved Livelihoods**

- Improved / maintained productivity/acre (SDG 12)
- Reduced GHG emissions (SDG13)
- Improved water quality + availability (SDG6)
- Increased / maintained forest cover (SDG15)
- Increased use of renewable energy / energy efficiency (SDG7)

**Sustained Supply of Coffee**

- Improved farmer / household income + profitability (SDG1)
- Increased food security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates / education levels (SDG4)
- Gender equity / reduced domestic violence (SDG5)
- Improved working conditions (SDG8)

**Nature Conservation**

- Reduced greenhouse gas emissions
- Increased conservation of primary forest and other high conservation value areas
- Increased adoption of soil conservation practices
- Increased adoption of water conservation practices
- Increased adoption of climate smart practices for coffee
- Diversification of farms (adaptation)

**Actions**

- Climate risk assessment
- Adaptation plans / curriculum development
- Training on climate smart practices
- Credit + access to technical innovations (varieties, shade trees, irrigation, etc.)
- Disaster relief
- Monitoring + adapting
- Renewable energy
- REDD+ project

**Outputs**

- Number of farmers participating
- Number of hectares under climate smart agriculture practices
- Number of farms or ha in a carbon mitigation project

**Outcomes**

- Diversification of farms (adaptation)
- Increased adoption of climate smart practices for coffee
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest and other high conservation value areas
- Reduced greenhouse gas emissions

**Impacts**

- Improved farmer / household income + profitability (SDG1)
- Increased food security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates / education levels (SDG4)
- Gender equity / reduced domestic violence (SDG5)
- Improved working conditions (SDG8)

**Investments**

- $ Invested in climate adaptation
- $ Invested in climate mitigation

**Enabling Conditions**

- Supportive policies.
- Research + science
- Demand for carbon credits
**WATER ACCESS + CONSERVATION: WATER**

**Actions**
- Assess water risks
- Inform watershed management plans
- Improve access to potable water in producing communities
- Train producers on good water management practices
- Improve access to credit + technical innovations (wastewater processing, drip irrigation, etc.)
- Monitor + adapt

**Outputs**
- Number of communities participating
- Number of improved water sources
- Number of people with sustainable access to water
- Number of farmers receiving credit +/or applying new technology
- Number of improved wet mill facilities
- Number of farmers trained on improved practices (forest, soil + water conservation)

**Outcomes**
- Increased access to potable water
- Improved farm and mill infrastructure (SDG9)
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest and other high conservation value areas
- Reduced greenhouse gas emissions

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Improved worker health and safety (SDG3)
- Decreased infant mortality rates (SDG3)
- Improved working conditions (SDG8)

**Investments**
- $ Invested in water access
- $ Invested in water resource management
- $ Invested in water conservation

**Enabling Conditions**
- Supportive + enforced policies.
- Research + science

**Actions**
- Assess water risks
- Inform watershed management plans
- Improve access to potable water in producing communities
- Train producers on good water management practices
- Improve access to credit + technical innovations (wastewater processing, drip irrigation, etc.)
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**Outputs**
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**Outcomes**
- Increased access to potable water
- Improved farm and mill infrastructure (SDG9)
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest and other high conservation value areas
- Reduced greenhouse gas emissions

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Improved worker health and safety (SDG3)
- Decreased infant mortality rates (SDG3)
- Improved working conditions (SDG8)

**Investments**
- $ Invested in water access
- $ Invested in water resource management
- $ Invested in water conservation

**Enabling Conditions**
- Supportive + enforced policies.
- Research + science

**WATER ACCESS + CONSERVATION: WATER**

**Improved Livelihoods**

**Sustained Supply of Coffee**

**Nature Conservation**
FOREST CONSERVATION + RESTORATION

**COMPASS POINTS**

**Improved Livelihoods**

**Sustained Supply of Coffee**

**Nature Conservation**

**Actions**
- Develop + deliver restoration training materials
- Identify farmers for participation
- Establish benchmark/baseline values
- Identify + secure financial incentives for restoration
- Develop + implement restoration plans

**Outputs**
- # farmers gaining financial benefit from restoration
- # hectares restored
- Yield (area remaining under production)

**Outcomes**
- Improved biodiversity ++
- Ecosystem services/ greater C sequestration
- Complete restoration of non-productive coffee areas to natural forests
- Conservation or mitigation credits established
- Conservation easements issued
- Conservation in lieu fee programs exist + are available for wetland + streambank restoration

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Increased food security (SDG2)
- Improved working conditions (SDG8)
- Improved water, soil quality to community (SDG6)

**Inputs**
- # farmers gaining financial benefit from restoration
- # hectares restored
- Yield (area remaining under production)

**Investments**
- Develop coffee habitat credits
- Develop conservation / mitigation banks
- Develop easement programs
- Develop in lieu fee programs

**Enabling Conditions**
- Financial Partners
- Government Partners
- Platforms for identification, certification + exchange of habitat credits
- Awareness + implementation of training among farmers
- Platforms for conservation easements
- Cooperation of local coops
- Available + affordable expert knowledge on habitat assessment
- Remote sensing capacity

**Impact**
- Improved / maintained productivity/acre (SDG 12)

**Impacts**
- Improved water quality + availability (SDG6)
- Increased / maintained forest cover (SDG3) + thereby reduced GHG emissions (SDG13)
**TECHNICAL ASSISTANCE**

**Actions**
- Identify skills gaps/training needs of farmers
- Identify or develop relevant training material
- Train technicians on best practices & teaching methodologies
- Train producers on best practices (workshops, farm visits)
- Develop support materials to reinforce best practices
- Develop farmer action plans
- Monitor adoption of new skills

**Outputs**
- Number of farmers receiving support
- Number of farmer groups strengthened
- Number of workshops or individual visits
- Number of TA hours received per farmer

**Outcomes**
- Increased adoption of best practices (# of hectares)
- Improved farm performance: productivity, quality, cost savings

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Increased Food Security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates / education levels (SDG4)
- Gender equity / reduced domestic violence (SDG5)
- Improved working conditions (SDG8)
- Improved / maintained productivity/acre (SDG12)
- Increased / maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)

**Investments**
- $ Invested in training on best practices
- $ Invested in establishment of demo plots
- $ Invested in training materials

**Enabling Conditions**
- Coordination of TA programs
- Research + local knowledge
- Infrastructure

**COMPASS POINTS**

- Improved Livelihoods
- Sustained Supply of Coffee
- Nature Conservation
Actions
- Nurseries established
- Seedlings produced
- Farmers identified
- Renovation plans developed
- Farmers trained
- Seedlings distributed

Outputs
- Number of trees planted + percent plantlets surviving through year 1
- Number of hectares renovated
- Number of farmers participating

Outcomes
- Improved farm infrastructure (new trees)
- Improved farm performance: productivity, quality, cost savings due to efficiency gains

Impacts
- Improved / maintained productivity/acre (SDG 12)
- Improved / maintained forest cover (SDG 16)
- Improved water quality + availability (SDG 6)
- Reduced GHG emissions (SDG 13)

Investments
- $ Invested in training on best practices

Enabling Conditions
- Research into new varieties
- Finance partners
- Availability of inputs

COMPASS POINTS
Improved Livelihoods
Sustained Supply of Coffee
Nature Conservation
ACCESS TO INPUTS

**Actions**
- Identify key inputs needed
- Identify nurseries and establish relationships with input distributors
- Support negotiation of bulk distribution rates
- Communicate input options to farmers
- Farmer training on proper use of inputs

**Outputs**
- Number of farmers receiving inputs
- Number of farmers receiving training
- Number of farmer groups strengthened
- Number of trees, bags of product, tools, etc. sold / provided

**Outcomes**
- Increased adoption of best practices (# of hectares)
- Improved farm performance: productivity, quality, cost savings due to efficiency gains

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Improved / maintained productivity/acre (SDG 12)
- Increased / maintained forest cover (SDG16)

**Investments**
- $ Invested in purchase of inputs
- $ Invested in improving access to inputs

**Enabling Conditions**
- Product research + development
- Distribution infrastructure
- Supportive policy environment

**COMPASS POINTS**
- Improved Livelihoods
- Sustained Supply of Coffee
- Nature Conservation
**Access to Finance**

**Actions**
- Identify specific needs for loan / insurance products
- Establishment of loan / insurance criteria and conditions
- Communication of products to farmers
- Loan application and due diligence
- Provision of accompanying TA (where necessary)

**Outputs**
- Number of loans issued
- Percent of farmers receiving loans
- Value of loans $
- Percent of farmers with crop insurance policies

**Outcomes**
- Improved cash flows
- Improved farm + mill infrastructure (SDG9)
- Increased adoption of good agricultural practices

**Impacts**
- Improved farmer / household income + profitability (SDG1)

**Investments**
- $ Invested in loan products / funds
- $ Invested in insurance / pools

**Enabling Conditions**
- Financial infrastructure
- Supportive policy environment
- Land tenure
- Research

**Outputs**
- Number of loans issued
- Percent of farmers receiving loans
- Value of loans $
- Percent of farmers with crop insurance policies

**Outcomes**
- Improved cash flows
- Improved farm + mill infrastructure (SDG9)
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**Impacts**
- Improved / maintained productivity/acre (SDG12)

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- Research

**Outcomes**
- Improved cash flows
- Improved farm + mill infrastructure (SDG9)
- Increased adoption of good agricultural practices

**Impacts**
- Improved / maintained productivity/acre (SDG12)
**PRODUCER COUNTRY POLICY**

**Actions**
- Identify key stakeholders and conduct multi-stakeholder consultation
- Align and advocate for supportive policies
- Develop and implement farmer support programs
- Design + implement conservation incentive programs
- Develop + implement M+E program

**Outputs**
- Number of various actors from stakeholder categories participating in drafting and consultation process
- Number of stakeholder consultation sessions convened
- Number of farmers receiving training about sustainable practices
- Number of farmers implementing sustainable practices

**Outcomes**
- Improved labor conditions
- Increased access to education
- Increased access to medical services
- Increased representation of women, youth and minorities in value chain
- Increased adoption of good agricultural practices
- Improved farm and mill infrastructure (SDG9)
- Improved market access
- Improved farmer organization
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest and other high conservation value areas
- Reduced greenhouse gas emissions

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Increased Food Security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates / education levels (SDG4)
- Gender equity / reduced domestic violence (SDG5)
- Improved working conditions (SDG8)
- Improved / maintained productivity per hectare (SDG 12)
- Increased / maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)

**Investments**
- $ Investment to develop and implement national or subnational sustainable coffee strategy/plan/policy

**Enabling Conditions**
- Extension services
- Supportive policy environment / alignment across ministries / alignment across the sector

**Outcomes**
- Improved labor conditions
- Increased access to education
- Increased access to medical services
- Increased representation of women, youth and minorities in value chain
- Increased adoption of good agricultural practices
- Improved farm and mill infrastructure (SDG9)
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- Reduced GHG emissions (SDG13)

**COMPASS POINTS**

**Improved Livelihoods**

**Sustained Supply of Coffee**

**Nature Conservation**
STANDARDS / CERTIFICATION

**Actions**
- Convene stakeholders
- Identify best practices
- Communicate best practices
- Train producers on best practices
- Verify performance
- Train and approve assurance
- Monitor results

**Outputs**
- Number of farmers participating
- Number of workers participating on farms
- Pounds of green coffee produced in compliance with a standard
- Number of hectares complying with a standard

**Outcomes**
- Improved labor conditions
- Increased access to education
- Increased access to medical services
- Increased representation of women, youth and minorities in value chain
- Improved price received for coffee exceeds cost of production
- Improved purchases of sustainable coffee in markets
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest and other high conservation value areas
- Reduced greenhouse gas emissions

**Impacts**
- Improved / maintained productivity/acre (SDG 12)

**Investments**
- $ Invested in standard-setting, policy and systems
- $ Invested in standard roll-out and training
- $ Invested in farmer capacity building + organization

**Enabling Conditions**
- Research on best practices
- Supportive policy environment
- Platforms for dialogue

**Compass Points**
- Improved Livelihoods
- Sustained Supply of Coffee
- Nature Conservation

**Impacts**
- Improved farmer / household income + profitability (SDG1)
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- Improved / maintained productivity/acre (SDG 12)
- Increased water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased use of renewable energy / energy efficiency (SDG7)
**SOURCING**

### Actions
- Engage suppliers
- Define required practices / criteria and harmonize
- Communicate requirements to suppliers / training
- Create assurance mechanism
- Train auditors
- Verify performance
- Database + analyze results

### Outputs
- Number of farmers participating
- Pounds of green coffee purchased
- Number of hectares in program

### Outcomes
- Improved labor conditions
- Increased access to education
- Increased access to medical care
- Increased representation of women, youth and minorities in value chain and community
- Professionalism among farmers and cooperatives
- Increased adoptions of good agricultural practices
- Improved farm and mill infrastructure (SDG9)
- Improved market access
- Improved prices received for coffee
- Increased purchases of sustainable coffee in markets
- Increased conservation of primary forest and other high conservation value areas
- Increased adoption of soil conservation practices
- Increased adoption of water conservation practices

### Impacts
- Increased Food Security (SDG2)
- Decreased Infant Mortality Rates (SDG3)
- Increased Literacy Rates / Education Levels (SDG3)
- Gender Equity / Reduced Domestic Violence (SDG5)
- Improved Working Conditions (SDG8)
- Improved farmer / household income + profitability (SDG1)
- Improved / maintained productivity per hectare (SDG 12)
- Increased / maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased use of renewable energy / energy efficiency (SDG7)

### Investments
- $ premiums paid
- $ invested to develop sourcing strategy

### Enabling Conditions
- Supply availability + transparency
- Supportive policy environment
- Technical assistance capacity
- Farmer organization + market access
- Credit availability

### Compass Points
- Improved Livelihoods
- Sustained Supply of Coffee
- Nature Conservation

**SUSTAINABLE COFFEE CHALLENGE**
CONSUMER COUNTRY POLICY

**COMPASS POINTS**
- Improved Livelihoods
- Sustained Supply of Coffee
- Nature Conservation

**CONSUMER COUNTRY POLICY**

**Actions**
- Multi-stakeholder consultation in development and drafting of policy
- Number of training materials for government procurement officials
- Number of workshops conducted with government procurement officials
- Design and implement development assistance strategy for sustainable coffee
- Due diligence system for policy implementation

**Outputs**
- Percent increased investment of suppliers in supply chain assurance and due diligence (duty to respect)
- Percent of publicly procured coffee that is sustainably sourced
- $ invested in sustainable coffee via development assistance

**Impacts**
- Improved farmer / household income + profitability (SDG1)
- Improved / maintained productivity per hectare (SDG 12)
- Increased / maintained forest cover (SDG16)
- Increased use of renewable energy / energy efficiency (SDG7)

**Investments**
- $ Investment to develop and implement Green Public Procurement policy/guidelines
- $ Invested in development assistance for sustainable coffee

**Enabling Conditions**
- Procurement targets
- Supportive trade policy
- Supportive overseas development assistance program
- Sector level alignment in support of sustainability

**Outcomes**
- Professionalism among farmers and cooperatives
- Increased adoptions of good agricultural practices
- Improved farm and mill infrastructure (SDG9)
- Improved market access
- Improved prices received for coffee
- Increased purchases of sustainable coffee in markets

**Impacts**
- Increased use of renewable energy / energy efficiency (SDG7)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)

**Outputs**
- Percent increased investment of suppliers in supply chain assurance and due diligence (duty to respect)
- Percent of publicly procured coffee that is sustainably sourced
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**Impacts**
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<thead>
<tr>
<th>Actions</th>
<th>Outputs</th>
<th>Outcomes</th>
</tr>
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<tbody>
<tr>
<td>• Establish collaborative partnership on consumer</td>
<td>• Number of consumers reached through campaign</td>
<td>• Increase in purchase and consumption of ‘sustainable’ coffee in relation to conventional coffee</td>
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<tr>
<td>• Identify target consumers</td>
<td>• Number of consumers/people participating in discussions</td>
<td></td>
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<tr>
<td>• Identify most effective communications vehicles</td>
<td>• Increased consumer knowledge and awareness about sustainability in coffee sector</td>
<td></td>
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<tr>
<td>• Develop and disseminate communications materials</td>
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</thead>
<tbody>
<tr>
<td>• $ Invested in sector-wide/pre-competitive consumer education campaign or program</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Enabling Conditions | | |
|---------------------||-
| • Research on consumer behavior | | |

| Impacts | |
|---------|-
| • Increased investment by private sector actors in sustainability programs | |
| • Diminished gap between supply of sustainable coffee + market uptake | |