



Kaweri Coffee Plantation Q&A

1. How committed is Kaweri to being a good neighbor and responsible employer in the region?

Kaweri Coffee Plantation is an important employer and economic driver in the Mubende region and currently employs around 500 people from the surrounding area on a full-time basis. In addition, there are 400 to 800 employees who perform various tasks on the farm on a daily basis or in a "task" system. During the harvest season, up to 2,500 additional people are working on the plantation. We pay wages which have been agreed upon with the trade union, and it goes without saying that the plantation pays the statutory social security contributions and complies with local legal regulations and pertinent international standards. In addition to compulsory training on hygiene and work safety, the employees at Kaweri also receive advanced training, for example in computer skills. In 2001 and 2002, Kaweri financed two new schools, some of which have since been renovated. In addition, Kaweri has laid water pipes in neighboring villages and enabled boreholes to be drilled for water supply and supplies the local population from the surrounding villages with fresh drinking water from the plantation free of charge. Furthermore, six freely accessible drinking water wells have been drilled to supply additional people. The farm has also set up a health station. Here, all employees and their families, as well as people from the neighborhood, receive free medical treatment and medication. Kaweri has ensured that the main roads in the area connecting villages and the plantation have been expanded or repaired. Ever since the founding of Kaweri, the preservation of the 650 hectares of highland rainforest located on the land with its unique biodiversity has been an important priority. Since the surrounding area of the farm is largely deforested, many animals, including monkeys, wild cats and antelopes, are now at home on the Kaweri site. Established biological corridors allow the animals to move through the property. The farm is now an important sanctuary for them; about a quarter of Kaweri's total area is protected in their interest, and a large area of the plantation is not farmed.

2. How is the relationship between Kaweri and the local community?

From the very beginning, Kaweri Coffee Plantation has involved the people of the surrounding area in the project - both on the political and on the personal neighborly level. A close dialogue is therefore maintained at regular meetings between the village councils and representatives of Kaweri. Together, a lot has been achieved since the plantation was founded. Kaweri is an important and respected corporate citizen in Uganda and in the Mubende region. Together



with the farm's approximately 500 permanent employees, NKG is working to ensure that the cultivation of Robusta coffee in Uganda is ecologically, socially and economically sustainable, so that future generations can also benefit from coffee cultivation in the region.

3. To what extent do social, ecological and economic concerns find a place in NKG's business strategy? Is there an existing Corporate Responsibility policy?

We work with full commitment in all group companies to constantly improve and develop our actions. Since 2017, we have written down our values and beliefs as the basis of our business in our [NKG Code of Conduct](#), while we have been already following these business practices for decades. This has been and will continue to be an integral part of our value-oriented corporate culture. In order to continue to fulfill our responsibility for a growing, sustainable coffee industry in the future, we have, among other things, launched the [NKG Responsible Business Program](#). The program sets concrete goals that define responsible and sustainable business practices and the strategic framework for the future, within which we can be a good neighbor to local communities and a responsible employer to our employees. As part of our active commitment, we have created two initiatives - NKG Bloom and NKG Verified - to serve the needs of coffee growers and coffee buyers around the world. For further information please visit: [Responsibly sourced coffees, traceable supply chains - Introducing NKG Bloom & NKG Verified | Neumann Kaffee Gruppe \(NKG\)](#)

4. In addition to Uganda, NKG operates two other farms in Brazil and Mexico. How is NKG engaged on the other two farms?

The three NKG coffee farms in Brazil, Mexico and Uganda cover a total area of approximately 7,700 hectares, of which more than 20 % is not commercially exploited but protected in the form of biological corridors and nature reserves. On our other two farms, [Fazenda da Lagoa in Brazil](#) and [Finca La Puebla in Mexico](#), we also invest in sustainable, future-oriented agriculture and focus on the well-being of our employees and the protection of biodiversity. In Mexico, for example, we offer free medical care as well as an elementary school and a kindergarten for the children of the workers living on the farm. In Brazil, many measures are being taken to maintain healthy biodiversity. For example, forest and wetland areas cover about 30 % of the total farm area, contributing to biological diversity.