

## Partnering with Supply-Chain Communities Scorecard

<b>Purchasing</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Fair Trade Certified™ lbs. (nonorganic) purchased	2,511,564	2,593,584	3,584,862
Fair Trade Certified™ organic lbs. purchased	8,058,912	6,988,374	9,111,840
All Fair Trade Certified™ lbs. (organic and nonorganic) purchased	10,570,476	9,581,958	12,696,702
Farm Identified lbs. (non-Fair Trade Certified™) purchased	4,514,500	3,356,406	3,510,874
Conventionally sourced lbs. purchased	16,788,168	20,196,666	24,443,562
<b>Total coffee lbs. purchased</b>	<b>31,873,144</b>	<b>33,135,030</b>	<b>40,651,138</b>
Fair Trade Certified™ lbs. (nonorganic) purchased as a percentage of total lbs. purchased	7.88%	7.83%	8.82%
Fair Trade Certified™ organic lbs. purchased as a percentage of total lbs. purchased	25.28%	21.09%	22.41%
All Fair Trade Certified™ lbs. (organic and nonorganic) purchased as a percentage of total lbs. purchased	33.16%	28.92%	31.23%
Farm Identified lbs. (non-Fair Trade Certified™) purchased as a percentage of total lbs. purchased	14.16%	10.13%	8.64%
Conventionally sourced lbs. purchased as a percentage of total lbs. purchased	52.67%	60.95%	60.13%
<b>Pricing</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Fair Trade Certified™ lbs. (nonorganic) - average price per lb.	\$1.53	\$1.53	\$1.84
Fair Trade Certified™ organic lbs. purchased - average price per lb.	\$1.72	\$1.74	\$2.07
All Fair Trade Certified™ lbs. (organic and nonorganic) purchased - average price per lb.	\$1.68	\$1.69	\$2.01
Farm Identified only - average price per lb.	\$1.41	\$1.41	\$1.75
Conventionally sourced - average price per lb.	\$1.32	\$1.32	\$1.64
<b>Total coffee purchases - average price per lb.</b>	<b>\$1.45</b>	<b>\$1.46</b>	<b>\$1.76</b>
<b>Grantmaking</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Total resources allocated to social and environmental programs (dollars in thousands)	\$1,041	\$1,150	\$1,910
Total resources allocated to social and environmental programs as a percentage of pre-tax income	6.90%	5.30%	5.24%
Total grant/matching donation resources (dollars in thousands)	\$685	\$700	\$1,155
Total grant/matching donation dollars to supply-chain communities (dollars in thousands)	\$374	\$443	\$864

## Supporting Local Communities Scorecard

### Grantmaking

	FY '06	FY '07	FY '08
Total resources allocated to social and environmental programs (dollars in thousands)	\$1,041	\$1,150	\$1,910
Total resources allocated to social and environmental programs as a percentage of pre-tax income	6.90%	5.30%	5.24%
Total grant/matching donation resources (dollars in thousands)	\$685	\$700	\$1,155
Total grant/matching donation dollars to domestic communities (dollars in thousands)	\$310	\$257	\$291

### Employee Volunteerism

	FY '06	FY '07	FY '08
Employees volunteering through CAFE Program	270*	235*	439
Employees volunteering through Dollars-For-Doers Program	NA	NA	20
Total employees volunteering time through employee volunteerism programs	270*	235*	459
Hours volunteered through CAFE Program	4,058*	3,904*	5,708
Hours volunteered through Dollars-For-Doers Program	NA	NA	500
Total hours volunteered through employee volunteerism programs	4,058*	3,904*	6,208
Average number full-time employees	700*	737*	1,043
Participating employees as a percentage of average total full-time employees	38.57%*	31.88%*	44.01%
Average hours volunteered per full-time employee	5.8*	5.3*	6.0
Dollars allocated to CAFE Program volunteer program	\$99,093*	\$94,071*	\$134,427
Dollars allocated to Dollars-For-Doers volunteer program	NA	NA	\$5,000
Total dollars allocated to employee volunteerism programs	\$99,093*	\$94,071*	\$139,427

### In-Kind Donations

	FY '06	FY '07	FY '08
Product donations	\$215,051*	\$318,963*	\$271,434
Donations of equipment and administrative supplies (allocated dollars at cost)	\$41,753*	\$9,752*	\$8,947

\* Specialty Coffee Business Unit only

## Protecting the Environment Scorecard

<b>Waste</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Solid waste to landfill as a percentage of revenue (tons / \$1,000,000)*	2.60	2.31	2.16
<b>Energy</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Direct energy use as a percentage of revenue (therms / \$1,000)	6.8	6.2	4.7
<b>Emissions**</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Scope 1 - direct emissions (short tons)	5,650	7,193	7,385
Scope 2 - purchased electricity (short tons)	581	993	1,614
Scope 3 - indirect emissions (short tons)	8,628	18,476	21,138
Total estimated emissions	14,859	26,662	30,137
Emissions offset (short tons)	15,165	21,219	36,037

\* Specialty Coffee Business Unit only

\*\* Some amounts have been adjusted from prior year's reporting due to improved calculation methodologies.

## Building Demand for Sustainable Products Scorecard

<b>Sales</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Fair Trade Certified™ lbs. (nonorganic) shipped (in thousands)	1,732	1,634	2,341
Fair Trade Certified™ organic lbs. shipped (in thousands)	4,919	5,706	6,433
All Fair Trade Certified™ lbs. (organic and nonorganic) shipped (in thousands)	6,651	7,340	8,774
Total coffee lbs. shipped (in thousands)	24,489	26,818	30,782
Fair Trade Certified™ lbs. (non-organic) shipped as a percentage of total lbs. shipped	7.07%	6.09%	7.61%
Fair Trade Certified™ organic lbs. shipped as a percentage of total lbs. shipped	20.09%	21.28%	20.90%
All Fair Trade Certified™ lbs. (organic and nonorganic) shipped as a percentage of total lbs. shipped	27.16%	27.37%	28.50%

## Creating a Great Place to Work Scorecard

<b>Compensation and Benefits</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Company payment of insurance premiums (percentage, on average)*	90%	90%	90%
Dollars spent on medical benefits as a percentage of payroll*	19.13%	13.80%	13.6%
<b>Hiring and Development</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Internal hiring*	24.20%	25.00%	19.00%
Hours in training / continuing education*	33	40	49
Percentage of full-time employees who have visited coffee-growing communities	22.50%*	18.50%	18%
<b>Safety</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Injury severity (DART rate)*	5.07	4.61	4.68
Workers' compensation claims	60	84	81
Injury frequency (total recordable incidence rate)*	5.64	4.73	4.9
Occupational fatalities	0	0	0
Interstate experience modification factor*	0.79	0.88	0.89
<b>Retention and Satisfaction</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Employee Retention	89%*	91%*	91%
Percentage employees agreeing that GMCR is an "Overall Great Place To Work"	85%	NM**	88%
Percentage employees agreeing that "We have special and unique benefits here"	87%	NM**	86%

\* Specialty Coffee Business Unit only

\*\* We did not use the Great Place to Work® Trust Index® in FY '07