



# **Starbucks Corporation Statement on Modern Slavery, Forced Labor, and Child Labor**

FOR FISCAL YEAR 2025

# 2025 Statement on Modern Slavery

This statement is made pursuant to the requirements of Section 54 of the United Kingdom (UK) Modern Slavery Act 2015; Section 9 of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (“The Canada Act”); and the California Transparency in Supply Chain Act of 2010 on behalf of the Starbucks Corporation group of companies (collectively, “Starbucks”), including Starbucks EMEA Ltd, Starbucks Coffee Company (UK) Ltd and Starbucks Coffee Canada, Inc. (“Starbucks Canada”). Globally, Starbucks has policies and programmes designed to prevent, identify, assess, address, and mitigate the risk of forced labor across our operations and value chains that cover both Starbucks EMEA Ltd, Starbucks Coffee Company (UK), and Starbucks Canada. Accordingly, this Statement outlines Starbucks actions to prevent, identify, assess, address, and mitigate forced labor and child labor. The following statement reflects the activities and efforts undertaken to address forced labor by Starbucks during the financial year ending 28 September 2025 (“FY25”).

For the purpose of this Statement, references to modern slavery are inclusive of forced labor, human trafficking, and child labor, in accordance with internationally recognized human rights standards. For more information on our commitment to respecting human rights, please see our [Global Human Rights Statement](#) and our annual [Global Impact Report](#).

## Our Business Structure and Value Chain

The Starbucks group is headquartered in the United States, and the ultimate parent company is Starbucks Corporation. Starbucks has more than 40,000 coffeehouses in 89 markets, which include a mix of company-operated and licensed coffeehouses. We offer a range of products that customers enjoy in our coffeehouses, at home, and on the go – including coffee, handcrafted beverages, merchandise, and food. We sell coffee, tea, food, and related products to licensed coffeehouses for resale to customers. Additionally, we sell a variety of consumer-packaged goods through partnerships with other global brands and joint ventures.

Starbucks operates a large, multi-tier global supply chain built around coffee, other agricultural commodities, manufactured goods, and services. Starbucks has direct relationships with suppliers, vendors, contractors, consultants, agents, distributors, and other providers of goods and services.

Starbucks also has indirect suppliers which may include farmers that do not contract directly with Starbucks, intermediary processors and sub-suppliers of ingredients, packaging, and components to Starbucks direct manufactured goods.

Starbucks EMEA Ltd and Starbucks Coffee Company (UK) Ltd. are subsidiaries of Starbucks Corporation. Starbucks Coffee Company (UK) Ltd is the primary UK operating entity. Within the UK, there are over 1,300 company-operated and licensed coffeehouses, with more than 500 company-operated coffeehouses.

Starbucks Coffee Canada, Inc. is a wholly owned subsidiary of Starbucks Corporation. Starbucks Canada has over 1,400 company-operated and licensed coffeehouses, with more than 20,000 partners (employees) at the company-operated coffeehouses in Canada. Starbucks Canada imports goods produced outside of Canada, including goods from Starbucks Corporation in the U.S. Goods are sold and distributed within Canada, including in company-operated and licensed coffeehouses. In this statement, Starbucks Canada is the sole reporting entity under the Canada Act.

We strive to lead by example through our evolved mission: To be the premier purveyor of the finest coffee in the world, inspiring and nurturing the human spirit — one person, one cup and one neighborhood at a time.

We look forward to continuing to update our stakeholders on our approach to advancing respect for human rights through human rights due diligence, including work to mitigate industry-wide risks of forced labor.

## **Our Human Rights Policies**

Starbucks is committed to advancing respect for human rights consistent with the International Bill of Rights, ILO Core Labor Standards, Children’s Rights and Business Principles, United Nations Guiding Principles on Business and Human Rights, and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises. Starbucks prohibits all forms of forced labor, as outlined in our policies below.

Our Global Human Rights Statement informs the decisions we make that impact our relationships with our key stakeholders, including farmers, suppliers, customers, business partners, and communities.

The Starbucks Board of Directors has responsibility for risk oversight and exercises such oversight directly over certain enterprise-wide risk categories and has delegated oversight responsibility for certain risk categories to its standing Committees. As part of this risk oversight, the Board of Directors, or where relevant, its standing committees, receives updates on our human rights policies, risk management practices, and global programs from members of our executive leadership team, responsible for effective management of human rights issues across the company.

Starbucks global human rights team is responsible for working across our organization to develop our human rights policies and strategy focused on setting our key commitments, identifying our salient risks, and supporting programs that are designed to embed respect for human rights across our value chain. The human rights team provides leadership updates and drives key decision-making on human rights issues through a cross-functional leadership committee. Teams across the organization have responsibility for implementing due diligence efforts that support our Global Human Rights Statement and commitments. The global human rights team led a cross-functional effort to develop this Statement.

Since 2004, Starbucks has been a member of the U.N. Global Compact. We work to support and advance the principles of the Global Compact's standards on human rights and labor, including forced labor. For more information on our latest Global Compact report, review [here](#).

To further our ongoing efforts to source products and ingredients across our supply chain in line with our human rights commitments, we have established policies and programs with the aim of ensuring that our suppliers uphold our expectations in business ethics, human rights, and environmental standards. We recently updated our Supplier Code of Conduct to better reflect our principles, expectations, and requirements.

Our Supplier Code of Conduct contains detailed guidance on Starbucks standards for respecting labor and human rights. Human rights topics covered include: forced labor and human trafficking, child labor, responsible recruitment, migrant workers, wages, benefits and working hours, freedom of association and collective bargaining, safe and healthy working conditions, and equality and non-discrimination.

Starbucks takes a risk-based approach to verifying compliance with its Supplier Code of Conduct. The Supplier Code of Conduct allows for both announced and unannounced inspection of their records, facilities, and operations. Verification may be conducted by Starbucks or a third party designated by or otherwise acceptable to Starbucks and may include inspections, employee interviews, and a review of records, books, and business practices. Starbucks expectation is that suppliers have a process for timely correction of any nonconformities or violations identified by an internal or external audit, assessment, inspection, investigation, or review. Failure to comply with the Supplier Code, failure to comply with verification activities, or failure to work with Starbucks or a third party to correct noncomplying situations, are grounds for cancellation of open orders, discontinued use of noncomplying sites, or termination of our business relationship.

We conduct training for partners (employees) who support or execute Starbucks sourcing of goods and services and suppliers in scope of that program. The training covers our zero-tolerance approach to forced labor and the process to follow for remediation if an issue is found in our manufacturing supply chain.

Our relevant policies and disclosures include:

- [Global Human Rights Statement](#)
- [Starbucks Standards of Business Conduct](#)
- [Supplier Code of Conduct](#)
- [Starbucks Coffee and Farmer Equity \(C.A.F.E.\) Practices](#)
- [Starbucks Global Impact Report](#)

We work to provide safe, confidential, and accessible grievance channels to all individuals impacted by our operations and products. Starbucks does not tolerate retaliation against or the victimization of anyone who raises concerns or questions regarding a potential violation of our Global Human Rights Statement. Our Ethics and Compliance Helpline, which can be accessed anytime online or by phone, is a resource to ask questions or raise concerns. Available in multiple languages, and accessible locally in many geographies, Partners or individuals that experience or see conduct that is inconsistent with our Global Human Rights Statement may use our Ethics and Compliance Helpline to raise concerns. Reported concerns specifically related to human rights are escalated to the appropriate team at Starbucks.

Starbucks management is responsible for the preparation and integrity of the information reported for FY25. Through a system of internal controls, including a verification process involving internal subject matter experts, we believe this information accurately represents our ongoing commitment to managing risk of forced labor and child labor within our own operations and supply chains.

## Human Rights Impact Assessment

As part of our ongoing human rights due diligence, Starbucks conducts human rights impact assessments as appropriate, including on forced labor, aligned to the UN Guiding Principles on Business and Human Rights.

Starbucks, in partnership with third-party organization Article One, completed its inaugural enterprise-wide independent Human Rights Impact Assessment in 2023, consistent with the OECD Human Rights Due Diligence Framework. The report is made public [here](#). The human rights assessment included a review of publicly available information and internal data to identify and assess potential and actual adverse human rights impacts across Starbucks business and value chain, which included Starbucks operations and supply chain, as well as impacts on customers and local communities. The impacts identified were evaluated against the United Nations Guiding Principles on Business and Human Rights severity criteria to understand which impacts may pose the most severe negative impacts on people. The assessment also considered the likelihood of these events occurring in the future and where Starbucks has sufficient leverage—and may be uniquely positioned—to take action to mitigate these impacts, including through industry collaboration.

As part of our human rights impact assessment, we identified forced labor as a salient risk to workers in our agricultural commodities, manufactured goods, and services supply chains. Across our value chain, in FY25, we [continued to take action](#) and leverage human rights impact assessment learnings and findings.

# Supply Chain Due Diligence

We recognize that some supply chains may present inherent, industry-wide risks of forced labor, child labor, and other potentially hazardous working conditions, and we work to adopt approaches that are designed to prevent and mitigate these risks where we identify them. We have conducted human rights impact assessments, established forced labor policies as part of our Global Human Rights Statement and Supplier Code of Conduct, and implemented sourcing programs that assess for human rights risks, a description of which is set out below. Starbucks has maintained and operated programs that aim to help identify, prevent, and mitigate adverse human rights impacts, as well as partnered with external organizations on remediation.

We expect suppliers to establish and maintain effective grievance mechanisms and complaints procedures to receive and respond to concerns relating to the topics discussed in the Supplier Code, expecting that they provide access to remedy consistent with the United Nations Guiding Principles on Business and Human Rights.

Starbucks works to trace its supply chain for some commodities, and we take a risk-based approach to gaining greater traceability of suppliers beyond Tier 1.

Starbucks has also contracted an independent service provider to undertake a supply chain risk mapping exercise to identify gaps in our supply chain assessments and traceability and continue to apply our risk-based approach to prioritize further due diligence efforts.

## Our Approach to Responsible Sourcing

We remain committed to implementing our responsible sourcing program globally. Our approach includes the specific efforts set out below, including responsible purchasing practices, farmer support efforts, social responsibility standards for suppliers, and environmental programs.

## Coffee

We work to source premium arabica coffee responsibly. We do this by setting clear expectations, reviewing and verifying how our coffee is grown and traded, and working with farmers and suppliers to improve practices over time.

More than 20 years ago, in partnership with Conservation International, we pioneered one of the coffee industry's first sourcing programs that reflected our ambition to responsibly source coffee: Coffee and Farmer Equity (C.A.F.E.) Practices. The program helps assess and improve how coffee is grown, processed and traded across our green coffee supply chain. It provides a set of checkpoints against which farms are assessed through an independent third-party verification process designed to identify and address risks. As of FY25, nearly 400,000 coffee farms are part of supply chains verified against the C.A.F.E. Practices standard, a process overseen by SCS Global Services.

In FY25, more than 99% of Starbucks coffee was sourced from C.A.F.E. Practices-verified supply chains. More information about C.A.F.E. Practices can be found here: [C.A.F.E. Practices standard](#).

C.A.F.E. Practices includes a zero tolerance indicator for any form of forced labor and child labor. For zero tolerance non-conformity issues brought to our attention through C.A.F.E. Practices, we require our suppliers and our on-the-ground, third-party partners to pursue corrective actions. Due to the seasonal nature of coffee production, some zero tolerance indicators may only be resolved during the harvest period when the majority of temporary workers are present and therefore fully resolving these indicators may require waiting until the next coffee harvest. In the event a zero-tolerance indicator cannot be resolved in a timely manner, a supply chain will be considered non-compliant and not eligible for C.A.F.E. Practices approval until resolution is possible. We do not buy from supply chains undertaking corrective actions to fix zero-tolerance indicators, and commercial relationships are suspended until a zero-tolerance issue is considered resolved. Our annual [Global Impact Report](#) includes additional information.

During FY25, Starbucks operated 10 Farmer Support Centers in coffee-producing countries around the world where Starbucks agronomists and other partners (employees) in-region work with farmers to learn and implement the latest findings and best practices in agronomy, quality and social responsibility. In FY25, over 40,000 people were trained through the Farmer Support Centers. In Guatemala, we have partnered with suppliers and external organizations to work to mitigate child labor risk by supporting childcare centers that operate during the coffee harvest. In FY25, we supported the operation of 13 childcare centers.

## ***Advancing Respect for Human Rights in our Brazil Coffee Supply Chain***

Brazil is one of our key coffee sourcing regions, where we also have salient human rights risks like other companies sourcing coffee from the country. Building on the results of Starbucks Human Rights Impact Assessment, Starbucks works to understand risk at a regional level in key coffee sourcing origins, including in Brazil. There, we have invested in assessments and targeted steps designed to strengthen protections for workers and advance respect for human rights.

### *Our Journey So Far*

**Collective Action:** We have prioritized working with expert organizations to prevent and mitigate human rights risks in Brazil. Earlier initiatives that began in 2020 focused on work to improve living and working conditions on farms led by Global Coffee Platform Brazil and responsible labor recruitment efforts led by Verite.

**Expanding Local Support:** In 2021, we opened our 10th Farmer Support Center in Varginha, Minas Gerais, providing resources and collaboration opportunities for local coffee producers as well as deepening our local engagement.

**Brazil-Specific Human Rights Action Plan:** In 2024, we developed a Brazil-specific human rights action plan, and in 2025 continued to implement that plan. Outlined below is what the action plan focuses on:

**Assessing Risk:** We are partnering with a third-party to conduct a human rights risk assessment in Brazil. This includes hundreds of interviews with workers and management to identify key risks and root causes. Insights will guide strategies to prevent and mitigate risks across the supply chain.

**Building Capacity:** Through a two-year training program with National Rural Learning Service (SENAR-MG), a non-profit rural vocational training institution in Brazil, we are providing training for C.A.F.E. Practices farmers on working conditions and health and safety requirements.

**Supporting a Grievance Mechanism:** In 2025, Starbucks and two other external partners funded Nossa Voz in Brazil, supporting ongoing operations and expansion of a pilot worker-centered grievance mechanism operated by expert risk organization LRQA. It was originally conceived and supported by the Global Fund to End Modern Slavery and LRQA and funded by the US Department of Labor. Currently about 55 farms participate, and we're working to expand engagement.

**Engaging at the Industry Level:** We collaborate with industry and human rights experts to address systemic labor challenges. Our Farmer Support Center participates in multi-stakeholder events, shares tools and resources, and engages in dialogue on sustainability and working conditions. Starbucks is also a member of InPACTO, the National Pact Institute working toward the eradication of forced labor in Brazil by working on key strategies, such as bringing together stakeholders across the Brazilian coffee sector, identifying risk areas, and promoting collective actions.

## **Cocoa**

In FY25, Starbucks central cocoa purchasing team sourced 24,915 metric tons of cocoa from farmers who achieved Rainforest Alliance certification, which sets human rights and environmental requirements aligned to global due diligence frameworks. Because of lower demand, sourcing volume of Rainforest Alliance certified cocoa was slightly lower than in FY24.

Starbucks is committed to working with sector initiatives to advance effective solutions and strengthen our contribution to the cocoa sector as a member of the International Cocoa Initiative, the Swiss Platform for Sustainable Cocoa, and the World Cocoa Foundation, and as outlined further below.

Addressing the salient challenges across the cocoa industry requires aligned collective action. We are a signatory of the Cocoa and Forests Initiative Framework, focused on collectively ending cocoa-related deforestation.

## **Tea**

In FY25, Starbucks central tea buying team sourced 2,848 metric tons of tea from farmers who achieve Rainforest Alliance certification, an increase from the previous year.

As members of the Ethical Tea Partnership (ETP) since 2005, we collaborate with others in the industry to share information and support their work to identify and mitigate industry-wide issues.

## ***Other Sourcing of Goods and Services***

Our responsible sourcing program of manufactured goods and services includes beverages, food, merchandise, equipment, furniture, and logistics providers. Continuous improvement is the cornerstone of our program, and regular on-site facility assessments based on risk to identify potential or actual violations of our standards have been a key part of our strategy since 2006.

In FY25, we conducted over 300 facility assessments with 150,000 workers achieving 98% transparency in facilities assessed. We focus on where we have risk and work to take action when issues arise. If concerns arise with a supplier's practices, we aim to support them to resolve the issues. We retain the right to suspend business until the issues are fully addressed and resolved. Additional information on non-conformities can be found below. In FY25, Starbucks has continued to expand its supply chain due diligence for manufactured goods and services by bringing more suppliers into the responsible sourcing program, including Tier 1 suppliers for critical international licensees.

We work to partner with expert organizations to inform our work to address risks where we identify them. In FY25, our memberships with AIM-Progress and Retail Industry Leaders Association included participation with other industry leaders in various working groups to collectively address human rights risks across supply chains.

## Stakeholder Engagement and Industry Collaboration

During FY25, Starbucks maintained collaborative engagement with the following organizations and initiatives:

- The Cocoa and Forest Initiative (CFI): The [CFI](#) aims to protect and restore forests that have been degraded, address the root causes of deforestation by investing in sustainable agriculture and improved incomes of cocoa farmers, and focus on strong community engagement and social inclusion. It particularly focuses on women and youth to promote an inclusive community using management models. Since 2022, Starbucks has been a signatory to the Cocoa and Forest Initiative Framework.

- The Rainforest Alliance: [The Rainforest Alliance](#) is an international non-profit organization working at the intersection of business, agriculture, and forests to make responsible business the new normal. It aims to build an alliance to protect forests, improve the livelihoods of farmers and forest communities, promote their human rights, and help them mitigate and adapt to the climate crisis. In order to achieve and maintain Rainforest Alliance certification, farms must undergo annual audits against a rigorous standard with detailed environmental, economic, and social requirements. The Rainforest Alliance [2020 certification program](#) promotes an [assess-and-address](#) approach and grievance mechanism for tackling human rights issues.
- This approach requires certificate holders to set up a committee responsible for assessing and mitigating risks of child labor, forced labor, discrimination, and workplace violence and harassment. The committee will monitor for signs of these violations and have access to training on how to remediate cases if identified through the Rainforest Alliance program. Additional information on Rainforest Alliance Certified cocoa is [available here](#), and Rainforest Alliance Certified tea is [available here](#).
- Ethical Tea Partnership. The [Ethical Tea Partnership](#) is a global membership organization that works to tackle tea's most pressing issues across economics, equality, and the environment.
- Conservation International ([CI](#)): Starbucks has engaged with CI for more than 20 years, developing and applying the set of environmental, social, and economic guidelines we use to source coffee. These guidelines, known as Coffee and Farmer Equity (C.A.F.E.) Practices, help us to evaluate and reward producers of high-quality, socially responsible and sustainably grown coffee. In addition to C.A.F.E. Practices, our partnership goes beyond the coffee farm to incorporate steps designed to protect rich, surrounding landscapes. By piloting innovative projects with coffee-growing communities, we are working to improve coffee production and conserve and restore natural forests.
- International Cocoa Initiative (ICI): [ICI](#) works together with its members to innovate, catalyze and support the development and scale-up of effective policies and practices that are designed to promote human rights and that prevent or remediate child labor and forced labor.

- Swiss Platform for Sustainable Cocoa (SWISSCO): [SWISSCO](#) fosters collaboration between the cocoa and chocolate industry, the public sector, non-governmental organizations, and research institutes. Together, the members of the Cocoa Platform actively engage to work to improve the living conditions of cocoa farmers, to protect natural resources, and to promote biodiversity in cocoa producing countries. Participation, partnership, and transparency contribute to a sustainable cocoa value chain, for both present and future generations.
- AIM-Progress: AIM-Progress is a network of fast-moving consumer goods (FMCG) businesses that leads the way in responsible sourcing practices. The coalition fosters collaboration and co-creation among member companies and with partner organizations. Members get practical support on industry human rights best practice, supplier engagement, and risk management. Together, as leaders in the FMCG sector, we co-create solutions for issues that are difficult to address individually
- Retail Industry Leaders Association (RILA): For more than 20 years, RILA members have implemented due diligence measures to support responsible manufacturing around the world. When we discover evidence of forced labor, RILA members work together to advance stronger protections for workers and better and safer working conditions around the world.

## Forward Looking Statements

The following presentations contain forward-looking statements. Forward-looking statements are subject to various risks and uncertainties that could cause our actual results to differ materially from these statements and should be considered in conjunction with cautionary statements and risk factor discussions in our filings with the SEC, including our most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. Starbucks assumes no obligation to update any of these forward-looking statements or information, which are made as of their respective dates.

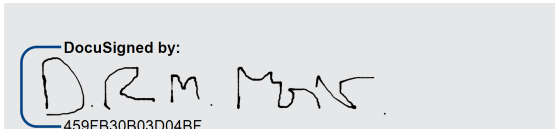
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# Approval of this statement

This statement is made pursuant to the requirements of Section 54 of the UK Modern Slavery Act 2015; Section 9 of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act; and the California Transparency in Supply Chains Act of 2010, and constitutes our transparency in supply chain statement for Starbucks for the fiscal year ending 28 September 2025.

This statement was approved by the Board of Starbucks EMEA Ltd on **24 March 2026** [DATE] and the Board of Starbucks Coffee Company (UK) Ltd on **26 March 2026** [DATE]

Signed,

A DocuSigned signature block for Duncan Moir. It features a blue DocuSigned logo, the text "DocuSigned by:", a handwritten signature "D.R.M. Moir", and a long alphanumeric hash "459FB30B03D04BF..." below the signature.

Duncan Moir  
president, Starbucks EMEA Ltd

Signed,

A DocuSigned signature block for Alex Rayner. It features a blue DocuSigned logo, the text "DocuSigned by:", a handwritten signature "Alex Rayner", and a long alphanumeric hash "9A60409FA17441A..." below the signature.

Alex Rayner  
general manager, Starbucks  
Coffee Company (UK) Limited

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This statement was approved by the Board of Directors of Starbucks Coffee Canada, Inc. pursuant to Section 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act on \_\_\_\_\_[DATE].

Signed,

DocuSigned by:  
  
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Lori Digulla  
director and senior vice president  
Starbucks Coffee Canada

I have authority to bind Starbucks Coffee Canada, Inc.