



# Impact Report — 2024







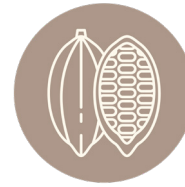
# Hello!

We are Tradin Organic, and we've been supplying the world with organic food ingredients for 30 years. We believe that what we do, requires us to look ahead at least another 30. By then, there are likely 10 billion mouths to feed, and we want as many people as possible to have access to organic food that is nutritious, clean, healthy, and responsibly sourced.

We offer an unparalleled full-service portfolio of certified organic ingredients, products, and solutions and we aim to create positive impact across the value chains we're part of.



**Cocoa**



**Coffee**



**Fruits  
& Vegetables**



**Nuts  
& Seeds**



**Oils**

In 2024, nearly 500 people worked in our offices across Europe and the Americas, as well as in our processing facilities in the Netherlands, Bulgaria and Ethiopia. In Ethiopia, we also have a dedicated sourcing and quality team for coffee, and in Sierra Leone, a staff of 60 manages cocoa sourcing and export. We also have "boots on the ground" in many other regions - field scouts and agronomists who collaborate directly with farmers and processors to help ensure quality and organic integrity. Together, we've built a global network of farmers, suppliers, processors, customers, and other partners.

These alliances, combined with our entrepreneurial mindset, are vital, especially in current dynamic times presenting increasing challenges to the food sector. Climate change is affecting crops, new legal requirements are influencing sourcing practices, and political and societal unrest has disrupted logistics. Through our collaborations and partnerships, we've built resilient value chains that can create a positive impact from field to fork. In this report, we share key progress updates for 2024 and outline our plans for the years ahead.

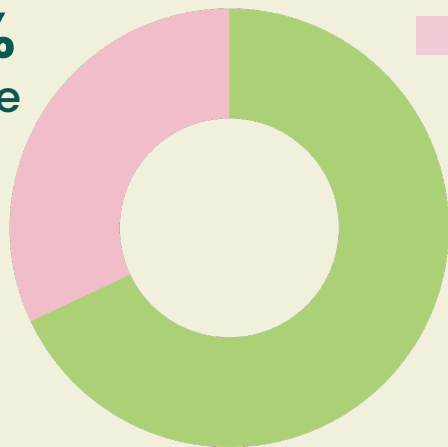
# Tradin Organic At a glance

Sourcing from  
**~300,000**  
farmers of which  
~100,000 farmers supported to date



**433** Employees  
worldwide

**32%**  
female



■ male  
■ female

**68%**  
male

**150** Organic  
Ingredients



**70** Sourcing  
Origins

**354** Suppliers



**20** Supply Chain  
Partnerships

**19** Countries with  
Boots on the  
Grounds

**03** Processing  
Facilities

**106,000** tonnes

of organic ingredients  
delivered to customers







# 1. Impact on nature

## 1.1. Boosting biodiversity

A resilient food system is built on biodiversity – both above and below ground. When we work with farmers, our goal is to see those fields brimming with crops, plants, trees, and to get soils teeming with life – insects, microbes and fungi. Intensive, industrial agriculture takes a heavy toll on nature, but organic agricultural practices are one of the solutions to help achieve a nature-inclusive food system. Across the world, we see (and help) farms thrive without the use of chemical fertilizers or pesticides; producing nutritious, clean organic ingredients of the highest quality, that we source and deliver to our customers.

### 2024

- 200,000+ hectare impacted with organic and regenerative practices to date.
- 3 ongoing (dynamic) agroforestry projects (Sierra Leone, Ethiopia and Peru) to date.
- 3 Regenerative Organic Certified (ROC) ingredients: cocoa, cane sugar and agave (and a fourth coming soon).

To boost biodiversity, our 'boots on the ground' agronomists work continuously with farmers around the world, leveraging organic and regenerative practices. They provide ongoing technical support and can assist with the transition from conventional to organic practices.

For bigger projects, we have our non-profit Organic Development Services (ODS). Backed by governmental, private and/or customer funding, successful ODS projects include: the launch of Farmer Field Schools, training and equipping of beekeepers and the set up of seedling nurseries. Lastly, we see incredible scaling potential in our partnership with agroforestry-experts ECOTOP; their dynamic agroforestry (DAF) model could transform many unproductive or barren fields into lush, lucrative ones.

### To do list

- Complete the setup of a deforestation prevention system for all our cocoa and coffee origins (EUDR-compliant by the end of 2025).
- Work towards science-based targets on land use, biodiversity and (fresh) water (working group started in 2024).
- Roll out our Dynamic Agroforestry (DAF) solution in any suitable origin – get in touch to partner with us!





## 1.2. Climate resilience

Just last year, multiple climate-related records have been broken, underscoring that we're in a critical decade of rapid change. Across the globe, we are seeing the effects of both gradual shifts and sudden, extreme weather events in agricultural supply chains. Droughts, storms or altered rainfall patterns can damage crops or create conditions for new pests and diseases. Our business—and the livelihoods of our suppliers, partners, and farmers—can only be sustained by adapting to these changing conditions. Our focus is therefore on reducing and mitigating our own footprint, and on strengthening local resilience through on-the-ground projects. We openly share product carbon footprint data with customers and aim to enable more customers to use carbon claims.

### Our Emissions Data



Scope 1 emissions	1,883 tonnes
Scope 2 emissions	3,384 tonnes
Scope 3 emissions	183,185 tonnes

### 2024

- 10% CO2 emission reduction compared to 2022 (baseline year).
- 3 sourcing projects aiming to generate carbon claims (Ethiopia, Sierra Leone, Indonesia).

In our three processing plants, we are continuously working to realize energy efficiency gains. We use renewable energy where possible; purchased or generated on site through solar or biomass. Although further reduction of our scope 1 and 2 emissions is still to be achieved, the first calculations of our scope 3 emissions clearly show this to be our main area of impact. Seeking to set science-based targets, we aim to work with suppliers, logistic and service partners to reduce emissions, and leverage nature-based solutions (such as agroforestry) to inset unavoidable emissions in our own supply chains.

### To do list

- Update current 2030 goal of 30% scope 1 + 2 reduction to science-based targets on scope 1, 2 and 3.
- Offer zero-carbon products or other carbon claims to customers.



# Impact Map 2024

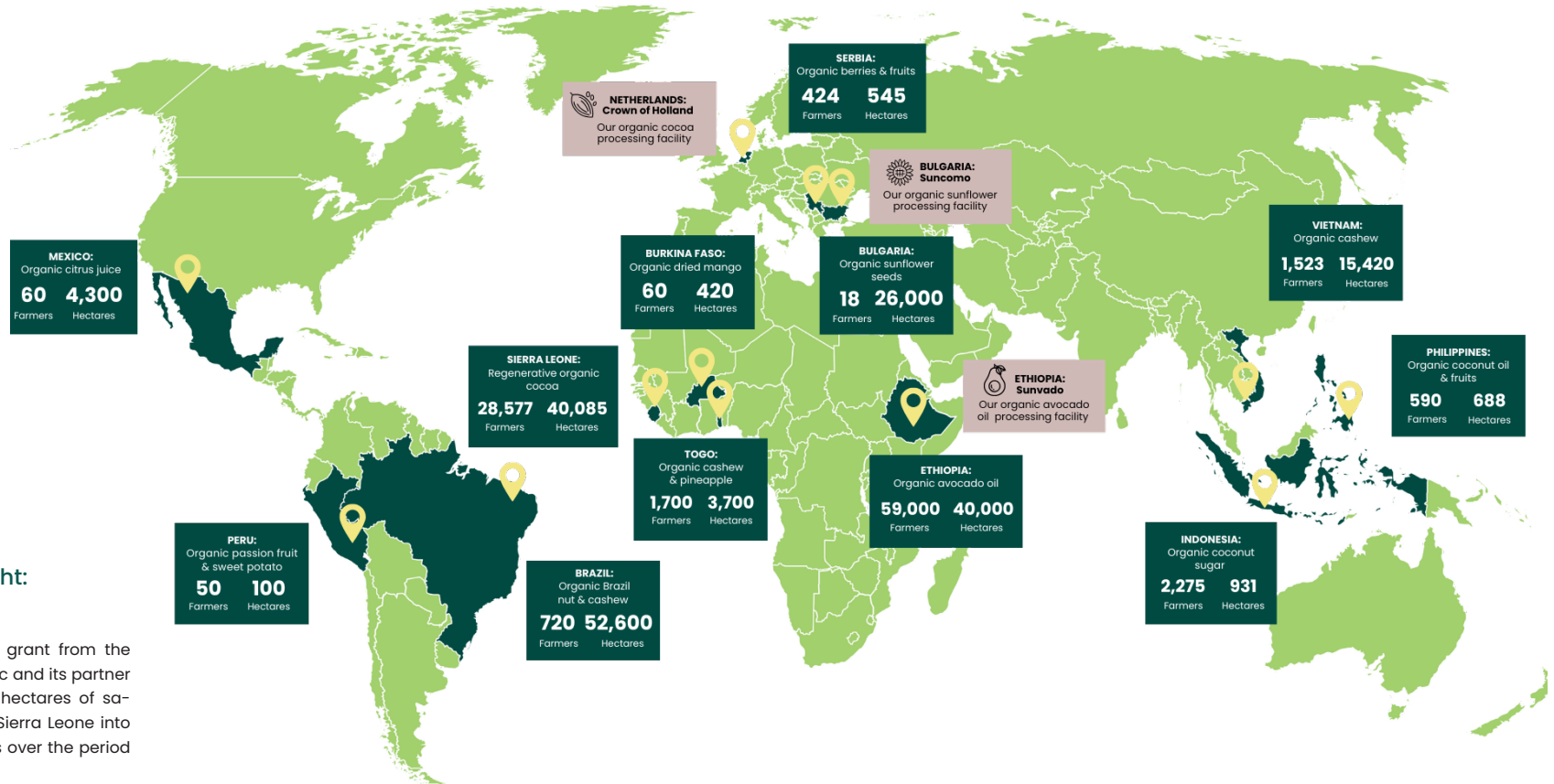
## Project Highlight: INDONESIA

In 2024, we kicked off a 3-year project funded by the Dutch Government's Social Sustainability Fund (RVO) to advance our organic coconut sugar partnership in Indonesia. In addition to training and capacity building, we are looking into cleaner cookstoves that improve working conditions and introducing dwarf trees to generate carbon insets.



The activities are aimed at increasing the (living) income of the farming communities and strengthen the position of women and youth.

- 2 local supplier partners.
- 2000+ farmer families in scope, actual reach will be based on costs of interventions.
- Open to customer participation!



## Project Highlight: SIERRA LEONE

Supported by a €1.85 million grant from the European Union, Tradin Organic and its partner ECOTOP aim to convert 1,100 hectares of savannah and idle farmland in Sierra Leone into dynamic agroforestry systems over the period 2023–2027.

### Proportion of plots and surface area in agroforestry

From 2023 to 2024, a total of **374 dynamic agroforestry plots** were established, covering a total of **93.5 hectares**.

Each DAF plot is approx. **2,500 m<sup>2</sup>** in size, with the following plant distribution per plot:



Our impact projects are managed through our non-profit entity Organic Development Services (ODS). We also partner with Organic Development Finance (ODF), an impact investment fund that offers suppliers access to affordable finance. In 2024, ODF secured its largest investment to date – a €10 million debt facility from Invest International.



\*This map includes our active projects only – engaging about 100,000 farmers. Our estimation is we purchase ingredients from at least another 200,000.





## 2. Impact on people

### 2.1. Safeguarding human rights and communities

The supply chains we work in are often complex, as we work with smallholder farmers and local processors whenever possible. Given we operate on a global scale, we acknowledge the risks connected to the origins and journey of our ingredients. We want to ensure that everyone – from farm to factory to office – works under safe and fair conditions, and we hold our project partners and suppliers to the same standards. In addition, we want to actively support the communities around the estimated 300,000 farmers we source from. Through premiums and bonuses, training and social projects we strive to strengthen local capacity and improve livelihoods.

#### 2024

- 36% of suppliers have passed an ethical audit (such as Fairtrade, Rainforest Alliance or Sedex SMETA).
- 20% of volume was purchased with a social certificate (Fairtrade, Flo, Rainforest Alliance and others).
- 25 new VSLAs (farmer-run Village Saving and Loan Associations) established in Sierra Leone, getting to a total of 82 (25 more planned for 2025).

To raise awareness, measure performance, and drive improvements, we have established a robust supply chain due diligence system. Our approach aligns with the OECD-guidelines, and we use Tradin Organic audits and the Sedex platform (including its Radar feature) to continuously monitor risks, analyze origins, and evaluate suppliers. Beyond the actors in our direct supply chain, we also recognize the importance of investing in and supporting the communities. This includes increasing overall living income, and protecting children and keeping them in school, such as through the Village Saving and Loans Associations within our Child Protection Program in Sierra Leone.

#### To do list

- Enforce Sedex and/or Tradin Organic audits for suppliers in all high-risk origins.
- Build awareness and access in our supply chains to grievance mechanisms, including our own group's SPEAK UP! Platform.
- Develop a living income roadmap, starting with a study in our sourcing project in Indonesia (in 2025-2027).





## 2.2. Being a good employer

Our culture is central to achieving our mission and business goals. Our people represent Tradin Organic and our values within our network; and help shape the organic sector and its future. By fostering flexibility and autonomy, safeguarding a healthy work-life balance, and rewarding an entrepreneurial mindset, we strive to attract and retain talent. We are committed to embracing equity and inclusion, ensuring our team reflects the diversity of the communities we serve and overall, building meaningful connections around the world.

### 2024

- Research into living wage benchmarking for all our operating countries (to be reported for 2025).
- Recognition tool developed to reward colleagues showing our company values in action (USA, launched in 2024).
- Works Council proposal for vitality budget approved (Netherlands, to be set up in 2025).

In our processing plants, we uphold strict health and safety standards through regular audits. For colleagues traveling to remote sourcing projects, we provide specialized training, insurance, and a 24/7 helpline. All employees are invited to share feedback through our annual Global Employee Engagement Survey (EES). Regular communication and year-end performance development reviews play a vital role in aligning goals, tracking progress, and identifying opportunities for continued development. Through these processes, we strive to ensure the wellbeing, continuous growth and effectiveness of all our employees.

### To do list

- Rolling out a new learning & development program, which will include dedicated training on sustainability and impact.
- Sharpen our diversity, equity and inclusion initiatives.
- Keep organizing engaging team-building and festive events!





## 3. Impact through quality & traceability

### 3.1. Rigorous quality assurance

At Tradin Organic, quality is at the heart of everything we do. To grow the organic and certified market, trust in labeling is crucial. Today's shoppers actively seek nutrient-rich food options free from synthetic fertilizers, pesticides, and genetically modified organisms (GMOs). We implement strict quality control measures to ensure organic integrity, food safety, and adherence to all relevant certifications throughout the production process.

#### 2024

- Retained quality and food safety certifications (FSSC 22000, BRC, and GMP+) and a wide range of product certifications.
- 7,000+ samples tested on various aspects, such as pesticide analysis in accredited laboratories.
- \$1 million spent on testing per year.

We have a global network of more than 100 quality management professionals, including a dedicated team of 25 in-house officers. They work according to our Quality Control Circle of checks at every stage of our supply chains. The procedure includes a Vendor Approval Process, independent sampling at origin, sample testing in accredited laboratories, checks in warehouses, and batch blocking until all results are known and approved.

As we consider quality and food safety the priority of our entire company, we actively work to build a culture of high awareness. All staff members are engaged through regular training, presentations and questionnaires. These efforts help us to consistently deliver safe, natural ingredients to our customers.

#### To do list

- Support our 3rd party production facilities that want to get certified according to GFSI (or equivalent) food safety standards (91% already certified).
- Integrate new sustainability requirements in the Vendor Approval Process, such as ethical disclosures and deforestation-free sourcing.



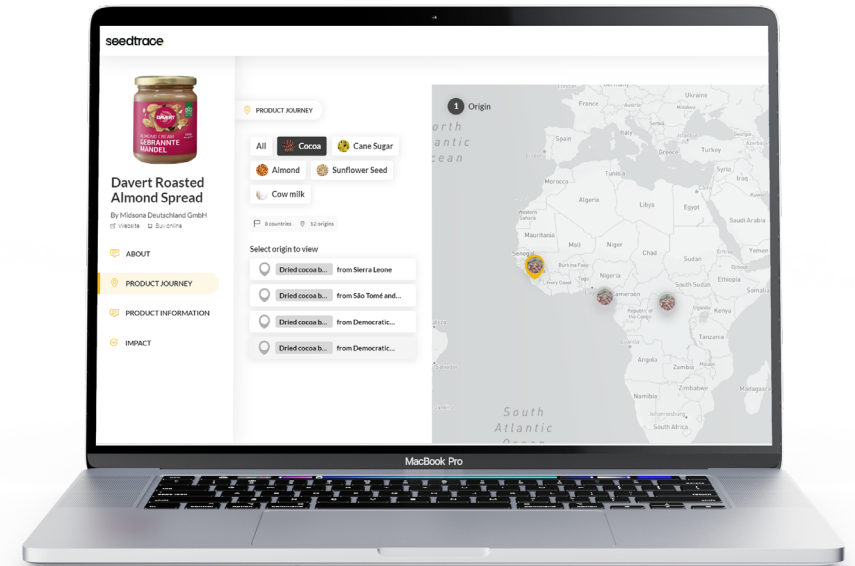


## 3.2. Traceability and trust through collaboration

We believe transparency is a cornerstone of sustainability. By connecting producers, manufacturers, and ultimately consumers to traceable, responsibly sourced ingredients, we are helping shape an industry where transparency and trust take center stage. Therefore, we did not hesitate when our long-term customer Midsona asked us to collaborate on a traceability project on the Seedtrace platform.

By tracing every ingredient in Midsona's Davert Roasted Almond Spread—including the cocoa we supply from Sierra Leone — the complete origin-to-consumer journey was mapped out. An interactive story about the product and its ingredients, accessible through a QR code on the final product, connects consumers to the product; strengthening trust and deepening understanding of the product's impact.

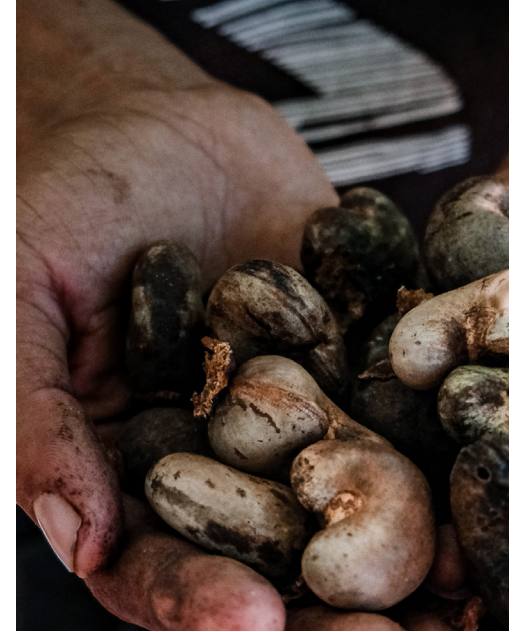
This level of transparency fosters accountability, ensures ethical sourcing, and bolsters consumer confidence. The success of this project paved the way for further collaboration, and the mapping of additional ingredient journeys.



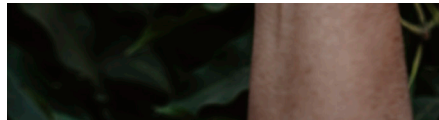
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read more!







**Let's create impact together**  
Get in touch to find out how



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