



NKG Policy Statement on Regenerative Agriculture

Neumann Kaffee Gruppe (NKG) is a global group of coffee companies united by a shared purpose: working passionately for and with coffee. With more than 40 companies in 28 countries and over 3,300 employees, we bring together a remarkable diversity of cultures and perspectives to serve coffee growers and coffee buyers around the world.

Coffee links people and the environment at every stage—from cultivation to consumption. We recognize that our activities across the coffee value chain influence both communities and ecosystems, particularly in coffee-growing regions. We are committed to responsible practices that support environmental sustainability alongside positive outcomes for people.

This Policy Statement on Regenerative Agriculture sets out our commitment to advancing farming practices that restore and sustain ecosystems. It forms part of our Human Rights and Environmental Due Diligence (HREDD) approach and complements the NKG Code of Conduct, which establishes the foundation for responsible and ethical conduct throughout NKG. It is supported by the NKG Technical Guidebook on Regenerative Agriculture, which provides practical guidance for implementation.

As a family-owned, globally operating green coffee service group, we act with long-term perspective, guided by deep convictions, strong relationships, and the highest professional standards. Coffee is our purpose, passion and motivation – and our responsibility.

We're all about coffee. Today. Tomorrow. Together.

Our Commitment

Regenerative agriculture is a key concept towards responsible and sustainable coffee production. Climate change, soil degradation, biodiversity loss, and increasing pressure on natural resources pose significant risks to coffee production and the livelihoods of farming communities. At NKG, we are committed to advancing agricultural approaches that strengthen ecosystem function and climate resilience and support sustainable farmer livelihoods across operations and supply chains.

We promote practices that improve soil health, protect biodiversity and forest, enhance water stewardship, and increase the resilience of coffee farming systems. Through this approach, we aim to contribute to the long-term sustainability and stability of coffee production landscapes while supporting the people who depend on them.

Our commitment is reflected in our efforts to support farmers in adapting to climate change, stabilizing yields, and strengthening farm resilience, while building long-term relationships and securing future supply. We empower our Farmer Service Units (FSUs) and field teams to engage with farmers through training, extension services, and practical guidance on regenerative practices. At the same time, we work to reduce environmental and climate-related risks in our supply chains and address their social implications.

We also seek to enhance coffee quality and consistency through improved farming practices, respond to evolving customer expectations for regenerative and resilient sourcing, and align with suppliers and partners to drive shared goals and effective implementation. By fostering partnerships and multi-stakeholder collaboration, we aim to scale impactful initiatives that protect and restore ecosystems, strengthen livelihoods, and support a more resilient coffee sector overall.



Scope of Applicability

This Policy Statement applies to all NKG entities, operations, and activities related to coffee production, agronomy, and farmer support within NKG's supply chains. It is complemented by NKG Technical Guidebook Regenerative Agriculture ([here](#)), which provides more technical details.

It is relevant for NKG employees and functions involved in sustainability, agronomy, sourcing, and farmer services, including NKG's Farmer Service Units (FSUs), field teams, and coffee farms.

NKG also expects its business partners, suppliers, and service providers to uphold principles consistent with this Policy as part of its commitment to ethical and responsible business conduct across its global value chain.

Principles for implementation

The following principles should guide the planning, implementation and evaluation of Regenerative Agriculture programs and projects in NKG's supply chains and operations.

Farmer Agency

All regenerative agriculture interventions within NKG should strengthen the agency of farmers and farming families, recognizing them as the primary decision-makers over their land, livelihoods, and risk exposure. Measures should be co-developed with farming households and offer genuine choice, enabling them to decide whether, how, and at what pace regenerative practices are adopted, based on household priorities, capacities, and resources. This includes valuing local knowledge, supporting income diversification, and providing accessible information that enables informed decision-making and outcomes such as productivity, resilience, and economic stability.

As regenerative agriculture entails transition costs and uncertainty, farming households should not bear these risks alone. Strengthening farmer agency requires shared responsibility and risk-sharing mechanisms, including technical support, appropriate financing, and fair incentives. NKG contributes by expanding the options available to farming families without prescribing uniform pathways, ensuring continued participation remains a deliberate and voluntary household choice.

Context Sensitivity

Regenerative Agriculture must be grounded in the specific ecological, social, and economic context of each coffee landscape where NKG operates. This is ensured through strong local involvement, particularly by NKG's FSUs and field teams, whose ownership of planning and implementation anchors interventions in local knowledge and experience.

Factors such as climate, soil, water patterns, and altitude, as well as cultural traditions, farmer knowledge, governance, farm size, market access, and resource availability, influence which practices are feasible and sustainable. Respecting these differences ensures that regenerative systems are ecologically appropriate, socially relevant, and economically viable, supporting long-term resilience. Additional guidance may be sought from local coffee institutes and research partners with whom NKG collaborates.



Focus on Climate Change Adaptation

NKG views Regenerative Agriculture as a key means to strengthen climate adaptation and farm resilience. While climate mitigation is important, interventions should not be driven solely by carbon benefits if they conflict with productivity or farmer needs.

Where possible, mitigation and adaptation should go hand in hand: well-adapted, diverse shade systems can sequester carbon while improving microclimates, reducing erosion, and strengthening long-term farm resilience.

Alignment with Industry Standards & Guidebooks

The coffee sector already benefits from a wide range of industry standards and technical handbooks that define key principles of regenerative and sustainable agriculture and offer practical recommendations for implementation. NKG promotes and participates in these initiatives to contribute to sector alignment in terms of definition of which practices constitute Regenerative Agriculture, the use of common terminology and common approaches to monitoring of practices and outcomes.

A consolidated list of documents is provided as related literature at the end of this policy. These resources collectively form a robust body of knowledge that supports the design and implementation of Regenerative Agriculture programs. They should be actively consulted by NKG's FSUs, field teams, and suppliers, as references when planning interventions or developing farmer support materials.

Alignment with Regulations & Certifications

All Regenerative Agriculture practices and activities within NKG must comply with applicable local and national laws, as well as relevant international requirements for coffee production and trade. In addition, certification and verification schemes—including NKG's proprietary NKG Verified scheme—address elements of Regenerative Agriculture, either explicitly or implicitly, and coffee produced under these schemes must meet their respective requirements.

Together with sector frameworks such as the Global Coffee Platform (GCP) Coffee Sustainability Reference Code, these standards not only define criteria for certified or verified supply chains but also provide guidance to strengthen responsible and regenerative practices in non-certified coffee production.

Safeguards and Do-No-Harm

All Regenerative Agriculture interventions within NKG are guided by a Do-No-Harm lens, ensuring that well-intended actions do not lead to unintended social, environmental, or economic harm.

Socially, interventions must respect land and resource rights, including those of indigenous peoples and local communities, promote equity and inclusion, and ensure that participation in carbon or biodiversity schemes is voluntary, transparent, and based on fair terms. Where relevant, practices such as agroforestry or intercropping should strengthen local food security and household resilience.

Environmentally, interventions must avoid ecosystem degradation, protect soil and water resources, and maintain biodiversity and habitat connectivity. Only coffee varieties and other plant species should be promoted that are suited to ecosystems and conditions. Before new varieties or species are introduced or propagated, the expected added value and potential risks must be assessed.



Economically, they should be viable over the medium to long term, avoid dependency on ongoing subsidies, consider transition-phase constraints, and balance productivity, quality, and risk in line with farmer ambitions and market conditions.

Pillars of Regenerative Agriculture

Soil

NKG advocates a structured approach to soil health, grounded in a deep understanding of a farm's soil, crop condition, and overall farm system. This knowledge forms the foundation for any targeted action. Soil is viewed by NKG as the critical starting point for Regenerative Agriculture — the area where meaningful impact can be achieved most quickly and on a scale. To realize these objectives, NKG identifies the following key activity areas as most relevant:

- Integrated Nutrient Management, with strong emphasis on circular use of organic waste and biomass
- Soil Cover and Integrated Weed Management
- Integrated Pest Management
- Biochar

Biodiversity

NKG promotes a systematic approach to biodiversity management that strengthens ecological functions on coffee farms and across landscapes by combining resilient and productive farm-system design with the protection and restoration of natural habitats on and around coffee farms. NKG recognizes biodiversity as a foundation of productive and climate-resilient coffee systems. Farming coffee in a productive and sustainable way, reduces pressure to further expand cultivation into natural ecosystems. NKG sees the following areas as most relevant:

- Planned, cyclical and gradual renovation, rejuvenation and rehabilitation
- High-quality seedling production in NKG nurseries using environmentally friendly methods like Ecopil
- Productive agroforestry and intercropping that maximizes coffee ecosystem benefits
- Holistic ecosystems and biodiversity conservation

Water

NKG promotes a systematic approach to water management that safeguards water resources, enhances water efficiency, and protects aquatic ecosystems across coffee landscapes. NKG recognizes water as a critical foundation of productive, resilient coffee systems and emphasizes that sustainable water use reduces pressure on rivers, wetlands, and groundwater while supporting farm resilience under increasing climate variability. NKG sees the following areas as most relevant:

- Freshwater Management
- Wastewater Management

Resilient Farmer Livelihoods

NKG views Regenerative Agriculture primarily as a practical approach to strengthening the long-term resilience of coffee farmer livelihoods, particularly in the face of climate change. Through improved agronomic practices and more resilient farm systems, Regenerative Agriculture can help stabilize or increase productivity while reducing reliance on external inputs and improving farm profitability.



Stable yields and lower production costs translate into more reliable producer incomes, which are essential to keep coffee farming an attractive choice for current and future generations.

NKG approaches farmer livelihoods holistically. While Regenerative Agriculture provides the methodological framework for agronomic and farm-level interventions, these efforts must be complemented by initiatives that strengthen farm management as a viable business, support diversified household income opportunities, and contribute to broader sector efforts toward more equitable value distribution. This includes a realistic and transparent dialogue about long-term prospects. In some regions, climate change or structural constraints may significantly challenge the future suitability of coffee production. In these cases, Regenerative Agriculture must also include open discussions about diversification strategies and alternative income opportunities, that strengthen overall farm and household resilience. This logic applies to smallholder farmers particularly, but also holds true for larger farms, including NKG-owned farms.

Reporting Misconducts

NKG places great importance on compliance with all applicable laws, regulations, and internal requirements. These standards protect the company as well as every individual who works for or with NKG. It is therefore essential that any suspected misconduct, unsafe situation, or potential risk is reported immediately to a supervisor or the local Compliance Representative.

You may also contact the NG Group Compliance team at compliance@nkg.coffee for further assistance. In addition, NKG operates an independent Integrity reporting platform that allows you to submit reports anonymously.

NKG does not tolerate any form of retaliation against individuals who report concerns in good faith. All reports and suspicions are treated confidentially and contribute to our ongoing commitment to maintaining a safe, ethical, and compliant workplace.

Governance

This statement is complemented by the NKG Technical Guidebook Regenerative Agriculture. It is supported by, and interacts with, key NKG documents, including the NKG Code of Conduct, the NKG Supplier Code of Conduct, and our broader framework of internal Group policies. As our due diligence processes continue to evolve, this Statement is considered a living document and will be reviewed and updated accordingly.

For questions regarding this Regenerative Agriculture Policy Statement, please contact Group Sustainability at sustainability@nkg.coffee.

The NKG Board of Management approves this Statement and oversees its strategic direction. Group Sustainability is responsible for guiding Regenerative Agriculture implementation, monitoring progress, and supporting the development of related policies. All NKG Group Companies are responsible for implementing the standards set out in this Statement and aligning local procedures and practices accordingly.

The NKG Policy Statement on Regenerative Agriculture is adopted by the NKG Board of Management on 06/05/2026.