

STARBUCKS

# GLOBAL IMPACT REPORT

FISCAL 2023



progress report  
data tables

## Benefits

COMPENSATION	FY23	FY22
Average hourly wage for U.S. hourly partners (\$/hour)	17.42	17.00
% U.S. hourly partners earned above minimum wage	100%	100%
STARBUCKS COLLEGE ACHIEVEMENT PLAN		
# partners graduated with <a href="#">college degree</a> (during FY)	<2,300	>2,100
<b>Goal: Graduate 25,000 Starbucks partners from Arizona State University (ASU) by the end of 2025.</b>		
# partners graduated with college degree (since program inception, as of FYE)	<11,400	>9,100
# partners participating (as of FYE)	>23,400	>23,000

## Training & Development

TALENT ATTRACTION, DEVELOPMENT & TRAINING	FY23	FY22
Total number of baristas hired in the U.S.	<105,600	>160,000
% of U.S. retail leadership roles filled from internal partners	69%	60%
Total employee turnover (U.S. and Canada)	58%	65%
# training hours for baristas (Barista First 30) (hours per barista)	41.5	42
# partners selected to travel to Hacienda Alsacia for <a href="#">Origin Experience</a>	>900	800
STARBUCKS GLOBAL ACADEMY		
Coffee Masters		
# <a href="#">enrollments</a>	<7,000	<2,500
# course completions (earned the Black Apron) (during FY)	<6,800	<1,500
# course completions (earned the Black Apron) (since inception, as of FYE)	<10,100	>4,500

STARBUCKS GLOBAL ACADEMY   CONTINUED	FY23	FY22
<b>Community Champion</b>		
# <a href="#">course enrollments</a>	<1,600	—
<b>Greener Apron</b>		
# course enrollments	>15,300	>15,000
# course completions	<9,200	<9,900
<b>Starbucks Coffee Academy</b>		
# course enrollments	<153,500	<150,000
# course completions	>94,900	>96,900
<b>Third Place Development Series</b>		
# course enrollments	2,600	<3,000
# course completions	<500	>300
<b>To Be Welcoming</b>		
<b>Goal: 100,000 total enrollees in To Be Welcoming to cultivate inclusion, diversity and equity awareness.</b>		
# course enrollments	<36,700	>21,000
<i>We exceeded our goal of enrolling 100,000 cumulative learners in FY22, and remain committed to offering the course to partners, customers and community members through the Starbucks Global Academy.</i>		
# course completions	>25,600	>12,000
% enrollees who are partners	61%	81%

## Partner Engagement

PARTNER ENGAGEMENT SURVEYS	FY23	FY22
<b>% partners completed the Partner Experience Survey</b>		
U.S. store partners	65%	43%
Canada store partners	53%	54%
North America non-store partners	92%	86%
PARTNER NETWORKS	FY23	FY22
# Partner Networks (globally)	32	26
# <u>Partner Networks</u> (U.S.)	13	12
Active regional chapters (U.S.)	116	114
CIVIC ENGAGEMENT RESOURCES	FY23	FY22
# partners using civic education resources (via Starbucks <a href="https://FuelOurDemocracy.com">FuelOurDemocracy.com</a> site)	<23,000	>17,000

## Inclusion, Diversity &amp; Equity

RACIAL & SOCIAL EQUITY GOALS & REPRESENTATION*	FY23	FY22
<b>Representation of women in retail roles (U.S.)</b>		
<b>Goal: At least 55% women in all retail roles (regional vice president, regional director, district manager, store manager, shift supervisor, barista) by 2025.</b>		
regional vice president	52%	63%
regional director	51%	50%
district manager	60%	61%
store manager	68%	68%
shift supervisor	71%	71%
barista	73%	73%
<b>Representation of POC in retail roles (U.S.)</b>		
<b>Goal: At least 40% People of Color (POC) representation in all retail roles (regional vice president, regional director, district manager, store manager, shift supervisor, barista) by 2025.</b>		
regional vice president	38%	31%
regional director	37%	32%
district manager	36%	33%
store manager	42%	39%
shift supervisor	48%	47%
barista	54%	53%
<i>Our commitments to achieving diverse representation in our retail, manufacturing and corporate roles and equity in pay across race and gender in the U.S. and globally in company-operated markets reinforce our promises to build bridges and create environments where all are welcome. There is still more to be done, and we are committed to taking further actions toward tangible and lasting change.</i>		

\*Use our [interactive tool](#) to view additional demographic data of Starbucks partners.

RACIAL & SOCIAL EQUITY GOALS & REPRESENTATION   CONTINUED		FY23	FY22
<b>Representation of women in enterprise roles (U.S.)</b>			
<b>Goal: At least 50% women for all enterprise roles (senior vice president+, vice president, director, manager, individual contributor) by 2025.</b>			
senior vice president+	47%	57%	
vice president	58%	55%	
director	60%	59%	
manager	55%	55%	
individual contributor	56%	55%	
<b>Representation of POC in enterprise roles (U.S.)</b>			
<b>Goal: At least 30% POC representation for all enterprise roles (senior vice president+, vice president, director, manager, individual contributor) by 2025.</b>			
senior vice president+	33%	27%	
vice president	33%	30%	
director	29%	27%	
manager	32%	31%	
individual contributor	41%	38%	
<i>Our commitments to achieving diverse representation in our retail, manufacturing and corporate roles and equity in pay across race and gender in the U.S. and globally in company-operated markets reinforce our promises to build bridges and create environments where all are welcome. There is still more to be done, and we are committed to taking further actions toward tangible and lasting change.</i>			

RACIAL & SOCIAL EQUITY GOALS & REPRESENTATION   CONTINUED		FY23	FY22
<b>Representation of women in manufacturing roles (U.S.)</b>			
<b>Goal: At least 30% women in all manufacturing roles (director, manager, individual contributor) by 2025.</b>			
director		14%	14%
manager		27%	29%
individual contributor		33%	33%
<b>Representation of POC in manufacturing roles (U.S.)</b>			
<b>Goal: At least 40% POC representation in all manufacturing roles (director, manager, individual contributor) by 2025.</b>			
director		14%	29%
manager		28%	30%
individual contributor		47%	43%
<i>Our commitments to achieving diverse representation in our retail, manufacturing and corporate roles and equity in pay across race and gender in the U.S. and globally in company-operated markets reinforce our promises to build bridges and create environments where all are welcome. There is still more to be done, and we are committed to taking further actions toward tangible and lasting change.</i>			
<b>Representation of age in total workforce — retail (U.S.)</b>			
under 30		82%	82%
30–50		16%	15%
above 50		2%	3%
<b>Representation of age in total workforce — enterprise (U.S.)</b>			
under 30		9%	18%
30–50		70%	61%
above 50		22%	20%

RACIAL & SOCIAL EQUITY GOALS & REPRESENTATION   CONTINUED		FY23	FY22
<b>Representation of age in total workforce — manufacturing (U.S.)</b>			
under 30	17%	17%	
30–50	57%	52%	
above 50	26%	32%	
% board members identifying as POC	55%	38%	
% board members identifying as female	27%	25%	
<b>GLOBAL EQUITY IN PAY</b>			
<b>Goal: 100% gender and racial pay equity in the U.S.*</b>			
% gender pay equity in the U.S. (for similar work)	100%	100%	
% racial pay equity in the U.S. (for similar work)	100%	100%	
% gender median pay ratio in the U.S.	96%	100%	
% racial median pay ratio in the U.S.	100%	100%	
<b>Goal: 100% gender equity in pay globally for company-operated markets.</b>			
% gender pay equity in global company-operated markets (for similar work)	—	—	
<i>In FY23, in our global company-operated markets, we have achieved gender equity in pay in Canada, Japan, Switzerland and Austria.</i>			
<b>SUPPORTING LGBTQIA2+ PARTNERS</b>			
<b>Representation of U.S. workforce self-identifying as LGBTQIA2+</b>			
retail %	37%	36%	
enterprise %	18%	22%	
manufacturing %	12%	11%	
Score on the Human Rights Campaign Corporate Equality Index	100%	100%	

\*Pay metrics can fluctuate throughout the fiscal year. Our pay equity strategies go beyond compliance. Read more about how Starbucks is addressing the gender pay gap [here](#).

DISABILITY INCLUSION	FY23	FY22
Score on the <a href="#">Disability Equality Index</a>	100%	100%
<b>Representation of U.S. workforce self-identifying with disability</b>		
retail %	14%	14%
enterprise %	11%	11%
manufacturing %	11%	13%
<b>REFUGEE SUPPORT</b>		
<b>Goal: Hire 10,000 refugees globally by 2022.</b>		
# Refugees hired in U.S., Canada and EMEA (during FY)	<1,100	>1,100
# Refugees hired in U.S., Canada and EMEA (cumulative as of FYE)	>5,500	>4,000
<i>While we did not meet our goal of hiring 10,000 refugees globally, we remain committed to the refugee community and staying transparent with partners, customers and stakeholders on our progress. Our support goes beyond employment opportunities to include funding to support humanitarian assistance, resources and services that help refugees find safety and rebuild their lives.</i>		
<b>VETERANS &amp; MILITARY FAMILIES</b>		
<b>Goal: Hire 5,000 Veterans and military spouses annually in the U.S.</b>		
# Veterans and military spouses hired	>2,800	<4,600
<i>Our intentional hiring commitments are intended to welcome new partners across Starbucks roles from communities that may experience barriers to employment. While we did not meet our goal of hiring 5,000 Veterans and military spouses in FY23, we continued our support of military and Veteran communities through our donations to nonprofit organizations that serve these communities, and our Military Family Stores. We strive to meet our hiring commitments by fostering deep connections to the military and Veteran communities.</i>		



TM