

Typhoo Tea Limited Ethical Trading Statement

Typhoo has been actively involved in ethical supply chain initiatives since 1992 with our QAP (Quality Assurance Programme). Typhoo was instrumental in the formation of the Ethical Trading Initiative (ETI), an organisation where business, unions and charity organisations work together on ethical trading in supply chains. We monitor our suppliers against the ETI Base Code (the same code that the Ethical Tea Partnership base their code upon, who are also members of the ETI, as are The Fairtrade Foundation).

Typhoo is proud of its pioneering participation in ETI and believes that the scheme has allowed it to make progress on ethical sourcing. Typhoo deals directly with suppliers and tea estates in order to influence and monitor their ethical performance. This has delivered significant benefits including the introduction of terms and conditions for workers including, greater wage transparency and improvements to housing, sanitation and access to water, as well as a focus on the elimination of discrimination against women and illegal disciplinary practices. At Typhoo we have a long tradition of working closely with our suppliers. Our dedicated team travel throughout the World to source teas for our blends. By keeping in regular contact with the best estates we always ensure that we have the pick of the crop. We play an active role at all levels of tea manufacture, from the selection of plant varieties, to evaluation of new dryers, to experiments with packaging material.

While Typhoo takes ethical trading seriously, we also recognise the importance of product quality/food safety concerns and educating our suppliers in the importance of an environmentally friendly approach. Several tea suppliers have already benefited from Typhoo's QAP by improving their manufacturing standards, making Typhoo unique in its approach.

Typhoo supports suppliers by providing advice on following the ethical code and improving the working conditions of its workers. Health & Safety training sessions with suppliers explains the requirements and practical solutions. Typhoo has also introduced a new initiative to train internal auditors within tea suppliers to conduct regular self inspections to drive continual improvements. We will continue to invest in QAP as we firmly believe that working directly with the tea estates and their workers is the most established process that has pioneered ethically sourced tea.

Appendix

ETI/QAP Base Code:

- 1). Employment is freely chosen
- 2). Freedom of association and the right to collective bargaining are respected
- 3). Working Conditions are safe & hygienic
- 4). Child Labour shall not be used
- 5). Living wages are paid
- 6). Working hours are not excessive
- 7). No Discrimination is practiced
- 8). Regular employment is provided
- 9). No harsh or inhumane treatment is allowed.