



Ahmad Tea builds working relationships based on dignity and respect and we aim to enrich the standard of living for all connected to our brand. We do also recognise the limitations we have as a brand to improve working conditions outside our direct supply chain. That is why we work with the Ethical Tea Partnership and directly with local community organisations in each tea sourcing country to have a greater impact. It is important that governments, local authorities and other stakeholders within the tea value chain, such as retailers, do play their role in improving the lives of those in tea.

Ahmad Tea and our suppliers share a signed and agreed set of [Social Responsibility Standards](#) which informs the way we do business together and collaboratively monitor our supply chain.

Ahmad Tea's Social Responsibility Standards includes provisions against modern slavery, human trafficking, child labour, forced and compulsory labour, non-discrimination, payment of wages and overtime and enhanced whistleblowing procedures. This forms the basis of every procurement contract and sale of goods we have in place.

Our Social Responsibility Standards also forms the basis for our procurement of our teas and we require tea producers to work with us to audit their practices and report to us accordingly. In the case of a suspected breach, we work with the garden to understand what corrective action and improved safeguarding will be made. Our country team visits the gardens to ensure grievances have been meaningfully remedied.

For information on how we monitor risk of modern slavery and related human rights in our supply chain please refer [here](#).

Signed.....

**Dr Ebraham Afshar, Managing Director for Ahmad Tea on the 14<sup>th</sup> June 2023.**