

At Bigelow Tea, we deliver an uncompromising quantity tea experience that enriches life's everyday moments, while simultaneously doing our part to protect the planet and people who make producing our product possible. As an active member of the Ethical Trade Partnership (ETP), we recognize the importance of and support ETP's mission to help bring about change to benefit all people who work in the tea industry. As a B Corp company, we hold ourselves, and partners, accountable to high standards and collectively use business as a force for good in the following ways:

1. Bigelow Tea is a certified B Corporation which verifies that a business is meeting high standards of performance, accountability, and transparency. A rigorous assessment of our company's practices and outputs is completed triennially and examines five categories: governance, workers, community, the environment, and customers.
2. Bigelow Tea strives to collaborate closely with tea and ingredient suppliers to ensure that the working conditions in our supplier facilities are safe, workers are treated with dignity and respect, and that all business operations are ecologically responsible. Tea and ingredients are only sourced from qualified suppliers who comply with providing safe and quality teas in an ethical manner.
3. The Bigelow Tea Supplier Code of Conduct is a mandatory requirement signed by all vendors confirming compliance of standards applicable to laws and regulations relating to the environment, occupational health and safety, and labor practices. All who sign are subject to audit.
4. Bigelow honors its long-term relationships with suppliers/traders. Upon discovering a shortcoming within any area of Bigelow's Code of Conduct, Bigelow will collaborate with the supplier to implement a time-bound program of improvement leading to conformance. If not corrected, business will cease.
5. Bigelow additionally supports ETP initiatives by actively participating in the GAIN (Global Alliance for Improved Nutrition) program, and other similar initiatives.

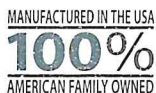
With the same care and dedication that goes into making every Bigelow Tea flavor delicious and good for our consumers, we are equally determined to use our business as a force for good. We will continue to hold ourselves and partners accountable for meeting high standards of verified performance, accountability, and transparency.

Sincerely,



Cindi Bigelow
President & CEO

Proud to Be



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#TeaProudly