

ethical & responsible sourcing

SHORT STATEMENT

From tea workers to farmers and their families, DAVIDsTEA wants everyone involved in the tea industry to benefit from safe, fair and equitable working conditions. We consciously choose partners who share our values and commitment to ethical sourcing. Our robust supplier guidelines ensure our tea meets strict quality standards and manufacturing practices. As a sustainable tea company, we're committed to supply chain due diligence by

- working closely with our suppliers to review their codes of conduct and ensure they source their raw materials ethically and sustainably, and
- taking part in committees within the tea industry that support and advocate for transparency, such as the those through the Ethical Tea Partnership and the Tea & Herbal Association of Canada.

We're dedicated to continue developing and improving our programs to ensure we can identify and assess risk, always working to create positive impact within our supply chain.

LONG STATEMENT

From tea workers to farmers and their families, DAVIDsTEA wants everyone involved in the tea industry to benefit from safe, fair and equitable working conditions. We consciously choose partners who share our values and commitment to ethical sourcing.

Our tea and tea blends are sourced through a trusted network of suppliers, composed of tea blenders and brokers, that share our commitment to ethical sourcing. Before partnering with a potential supplier, each one undergoes a robust supplier approval program. This program encompasses regulatory and quality assurance aspects as well as certifications required to supply tea to DAVIDsTEA. These required certifications ensure that the suppliers of raw materials (tea and tea blends) conform to food safety standards and the ethical payment and treatment of farmers.

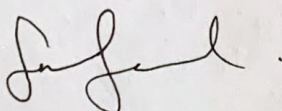
DAVIDsTEA recognizes that limitations exist in the certification process relating to the adoption of new published standards by Rainforest Alliance (UTZ) and Fair Trade. As a measure of consideration, we have continued to source our tea from our pre-approved supplier list and have not on-boarded nor purchased *Camellia sinensis* from new suppliers. Additionally, as a sustainable tea company, we're committed to supply chain due diligence by

- working closely with our suppliers to review their codes of conduct and ensure they source their raw materials ethically and sustainably, and

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- taking part in committees within the tea industry that support and advocate for supply chain due diligence & transparency, such as the those through the Ethical Tea Partnership and the Tea & Herbal Association of Canada.

We're dedicated to continue developing and improving our programs to ensure we can identify, asses and mitigate risk, always working to create positive impact within our supply chain.

Signature: 

Title: Chief Executive Officer and Chief Brand Officer

Date: May 24, 2023