



Dear Sipology Community,

As members of the Ethical Tea Partnership, I am proud to announce that Sipology by Steeped Tea is committed to upholding the best social and economic practices in all aspects of our operations, including our relationships with suppliers. As a CEO, I understand the importance of creating a sustainable and responsible supply chain, and I am pleased to share with you some of the steps we are taking to achieve this goal.

We have implemented responsible purchasing practices throughout our procurement processes, ensuring that we select suppliers who share our values and commitment to ethical and sustainable tea production practices. Our supplier code of conduct outlines our expectations for our suppliers, including their responsibility to respect human rights, provide safe working conditions, and minimize their environmental impact. We have implemented a preferred audit framework to evaluate our suppliers' compliance with our code of conduct on a regular basis.

In addition to these measures, we are committed to purchasing certified tea wherever possible. We believe that certification provides a reliable and transparent way for us to ensure that the tea we purchase meets our high standards for social and environmental responsibility. We work closely with our suppliers to encourage them to obtain certification and to support them in their efforts to do so.

We recognize that creating a sustainable and responsible supply chain is an ongoing process, requiring continuous effort and engagement. As such, we are committed to consistent communication with our suppliers, listening to their feedback, and working collaboratively to identify areas for improvement and to find solutions that benefit everyone involved.

We believe that by working together with our suppliers, we can create a more sustainable and responsible supply chain that benefits all stakeholders, from farmers and workers to consumers and shareholders. Thank you for your support and trust in our company.

Sincerely,

Hatem Jahshan

CEO of Sipology by Steeped Tea