

Statement regarding our tea buying practices

Our responsibility to respect human rights goes beyond our colleagues and our customers. It also includes the communities we operate in and the people who work throughout our supply chain. We work closely with the Ethical Tea Partnership (ETP) and others to address the complex challenges facing tea supply chains and have published the following statement to demonstrate our commitment to responsible tea buying practices.

Our human rights approach

We believe our trade is a force for good, creating jobs and opportunities for people and communities across the world. We have a responsibility to respect the human rights of, and an opportunity to make a difference to, our colleagues, our customers, the communities we operate in and the people who work throughout our supply chain.

We recognise that labour rights violations in global supply chains can be systemic. Addressing them requires an understanding of the root causes and collaboration with suppliers, other retailers, trade unions, NGOs, governments and other industry experts.

We are committed to upholding human rights and support in full the United Nations (UN) Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions on freedom of association and collective bargaining, forced labour, child labour and discrimination at work.

We support our suppliers to comply with the Base Code of the ETI and seek to use our business for good, helping suppliers to improve, contributing to collaborative initiatives, and providing support for communities linked to our supply chain. Our approach on Tea encompasses the following pillars:

Supplier relationships

We continue in our efforts to reduce the number of tea producers and estates that we buy from, creating long term, trusted partnerships with our most strategic producers.

Our tea suppliers must demonstrate a commitment to driving change and enhancing their end-to-end supply chains. This includes having dedicated on the ground expertise, a robust human rights strategy that is reviewed by experts and where appropriate updated regularly, participation in cross industry efforts to improve the tea industry, as well as relevant certifications in place.

Suppliers must also ensure all tea sourcing producers have effective gender policies in place that address sexual harassment and discrimination, increasing women's voices in the workplace, enabling women in leadership, and addressing gender stereotypes.

Certification

All black, green and Rooibos tea is required to be 100% Rainforest Alliance certified. We work closely with Rainforest Alliance to ensure that the standard drives improvement for all producers in our tea supply chain. Engagement with Rainforest Alliance on health and safety risks on tea estates has resulted in the development of a global policy that prescribes which additional risks Certificate Holders need to consider when using heavy machines for harvesting.

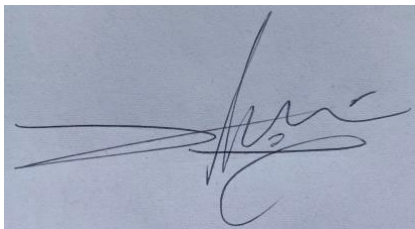
Strategic partnerships

The collaborative nature of our work leads us to engage with a wide range of individuals and organisations who support workers globally to realise their human rights. In some countries, we recognise that there is increasing pressure on human rights defenders, including trade unions. Our [MoU](#) (Memorandum of Understanding) with IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers Association) launched in 2022 is

a shared recognition of the challenges faced by workers in global food supply chains, including workers exercising their rights to be in a trade union and to negotiate collectively.

In 2021 we joined The Women's Safety Accelerator Fund, a bold new programme to address women's safety and gender-based violence in the Indian tea sector. The project has been set up by IDH - the Sustainable Trade Initiative which Tesco will be co-funding to provide resources, tools, technical assistance, and specialised services for tea producers and workers in the tea sector in Assam. More information on our human rights collaborations and multi-stakeholder initiatives is available [here](#).

All of our manufacturers and suppliers globally must comply with the ETI Base code, our human rights requirements for food and grocery non-food suppliers, and our Group Human Rights Policy, which clearly outlines our expectation that respect, dignity and fair treatment be shown towards all workers in our supply chains, verified through the use of audits and certification and we remain committed to regularly reviewing our approach to ensure we continue to improve the lives of tea workers and the long term sustainability the tea sector overall.

A handwritten signature in black ink on a light blue background. The signature is stylized and appears to read 'Kene Umeasiegbu'.

Kene Umeasiegbu
Responsible Sourcing Director