



The REPUBLIC of TEA®

May 1, 2023

Ethical Tea Partnership
The Green House
244-254 Cambridge Heath Road
London
E2 9DA

To Whom it May Concern:

I am writing to express the commitment that my company, The Republic of Tea, along with our Board of Advisors, Executive Leadership Team, and Operations Managers, align our supply chain objectives to the objectives and rules of the Ethical Tea Partnership. As a current member of this partnership, The Republic of Tea can confidently assert that 90% of our tea offerings are purchased through suppliers that are also members of the Ethical Tea Partnership.

For the remaining volume of tea that we purchase from non-members, we utilize partnerships that have been forged over three decades with trusted gardens and brokers. Additionally, we arrange visits to gardens on a periodic basis to observe firsthand the conditions under which our tea is grown, harvested, processed, and shipped to our docks. These inspections also serve as part of our larger, detailed vendor qualification program in accordance with SQF Level 2 guidance and the FDA Foreign Supplier Verification Program.

We vehemently reject and condemn human rights abuses and the exploitation of labor in tea growing regions. We have focused a large portion of our annual philanthropic contributions to improving the lives of the tea workers abroad and are proud of our work on the Women of Sri Lanka and GAIN projects.

Be well,

Todd B. Rubin
Minister of Evolution
President & CEO