



## **STATEMENT OF OUR TEA BUYING PRACTICES**

As a proud member of the Ethical Tea Partnership (ETP), we've published this statement, endorsed by our Managing Directors, to provide a summary of our commitment to responsible tea buying practices.

For over 125 years, our family business has worked with people who share our ideals regarding their relationship with their workforce, treating their fellow worker fairly and with respect, and offering equal opportunity. While our approach is regularly reviewed and will continue to evolve, the key pillars to our responsible sourcing approach are as follows:

### **THOMPSON'S SOURCING APPROACH**

At Thompson's Tea, we ensure that our company values are placed at the heart of our sourcing. We source our leaves from growers whom we can trust and who share our high moral standards. Furthermore, for generations we have been working closely with some of the finest tea brokers in the world to ensure that this happens, and we will continue to blend high quality tea leaves with a fair and sustainable approach.

### **CERTIFICATION**

The tea gardens from which we source our leaves meet our own ethical standards and those of the renowned and respected tea brokers with whom we partner. Furthermore, the vast majority of the tea gardens from which we source our leaves carry either Rainforest Alliance or Fairtrade certification. We plan to continue this sourcing policy.

### **OUR HUMAN RIGHTS APPROACH**

Our approach to sourcing is through strong relationships, often established over many decades. Our relationships have been formed through personal contact and garden visits, with a clear understanding of challenges and mutual aspirations, and a preparedness to financially reward a better product alongside better practices.

### **INVESTING IN OUR VALUE CHAIN**

Our company's stance on high quality is one which requires us to source better tea leaves. This can only be achieved by paying higher prices to secure these teas and by forming close relationships with the grower. Paying more better enables the grower to enhance the working conditions of their workers, be it better housing, hospitals or indeed children's classrooms. Also, in some growing regions, smallholders will benefit as a direct result of a higher price being achieved for their crops.

We remain committed to regularly reviewing and strengthening how we work with suppliers and others to support the long-term sustainability of the sector – for the benefit of all.

Ross Thompson  
Joint Managing Director