

TATA GLOBAL BEVERAGES

TATA GLOBAL BEVERAGES GB LIMITED

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2015/2016

1. Tata Global Beverages GB Limited (“Tata Global Beverages” or “we”) is committed to improving its practices to combat slavery and human trafficking.

PART A: ORGANISATION’S STRUCTURE AND BUSINESS

2. Tata Global Beverages group is a multi-national group of companies with Tata Global Beverages GB Limited being the main operating business in the UK. This statement is being made by Tata Global Beverages GB Limited on behalf of itself and its affiliates.
3. Tata Global Beverages is an English tea beverage manufacturer with ‘Tetley’ tea being its largest branded tea sold in the UK and around the world. The vast majority of raw tea used to produce Tetley tea is sourced from Africa with the rest from various countries around the world.
4. Once the raw tea and coffee has been sourced, a sophisticated supply chain is required to bring the tea and coffee to market. This requires, blending, packing and transporting the produce to supermarkets or other onward distribution processes. Our manufacturers and packers are based in various countries, including Russia, India, Czech Republic, Poland and Spain.

PART B: OUR POLICIES AND STRATEGY ON SLAVERY AND HUMAN TRAFFICKING

5. Our Tata Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. The Tata Code of Conduct states: *“We shall respect the human rights and dignity of all our stakeholders. It further states: “We do not employ children at our workplaces. We do not use forced labor in any form.”*
6. At the commencement of any employment with Tata Global Beverages, employees are required to acknowledge they have received and read the Tata Code of Conduct and certify they will comply with the provisions at all times during their employment.

PART C: DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

7. As part of our objective to identify and mitigate risk we:
 - a. Identify and assess potential risk areas in our supply chains.

TATA GLOBAL BEVERAGES

- b. Mitigate the risk of slavery and human trafficking occurring in our supply chains.
 - c. Monitor potential risk areas in our supply chains.
8. We are very aware of our responsibilities to the people who grow and pick our tea, and of our responsibility to help sustain the environment on tea estates. One of the ways in which we are fulfilling these responsibilities is through our collaboration with the Rainforest Alliance.
 9. At the start of 2010, Tetley announced its commitment to purchase all of the tea for its branded tea bag and loose tea products from Rainforest Alliance Certified™ farms. All Tetley branded black, green and red (Rooibos) tea, including flavoured and decaffeinated varieties, will be part of the certification programme which is scheduled for completion by the end of 2016.
 10. Rainforest Alliance Certified farms are managed according to rigorous environmental, social and economic criteria designed to protect workers, their families, local communities and increase livelihoods. Farms seeking Rainforest Alliance certification are regularly audited by members of the Rainforest Alliance team or one of its international partners in the Sustainable Agriculture Network (SAN). These visits, along with occasional surprise audits, ensure that farmers are complying with the SAN's comprehensive guidelines and are working toward continual improvement. Farms that have earned the Rainforest Alliance Certified seal are taking steps to, amongst other things; ensure the well-being of workers and their families by facilitating access to education and healthcare.
 11. At Tetley, we are committed to ensuring a better life for our farmers, better tea for the consumer and a better environment for everyone. Tetley is one of the founding members of the Ethical Tea Partnership (ETP), helping to create a thriving, global tea industry that is socially fair and environmentally sustainable. The ETP uses independent monitors to assess how estates are performing against the social and environmental criteria laid out in the ETP standard.
 12. The ETP standard covers the following social and environmental principles:
 - Social Provisions
 - Environmental Provisions
 - Freely Chosen Employment
 - Freedom of Association and the Right to Collective Bargaining
 - Health and Safety
 - Child Labour
 - Wages and Benefits
 - Working Hours
 - Discrimination
 - Regular Employment

TATA GLOBAL BEVERAGES

- Disciplinary and Grievance Procedures

13. Since it was founded in 1997 the ETP has worked on a wide range of issues that have brought about long lasting improvements for people who live and work on tea estates.

PART D: MANAGING SUPPLY CHAIN RISK

14. We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, the following departments are all alive to the issues around modern slavery and human trafficking and are required to immediately escalate any concerns they may have in this regard: Tea Buying, Legal, Audit and Compliance, Human Resources and Procurement.
15. We expect our suppliers to respect fundamental human rights, to treat their workforce fairly, with respect and dignity and evaluate the effectiveness of our policies and strategies by measuring against high performance indicators.

PART E: TRAINING

16. Tata Global Beverages continually seeks to educate its team members responsible for buying, blending and supply chain management about the ethics and principles underlining its standards relating to social issues including slavery and human trafficking.

PART F: FURTHER STEPS

17. We undertake periodic reviews of our processes with a view to driving improvement and making changes where the circumstances require. We will continue this process and our efforts to combat slavery and human trafficking. To learn more about Tata Global Beverages responsible business practices, please visit:
<http://www.tataglobalbeverages.com/sustainability> which details our various social sustainability initiatives.
18. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2016.

Signed..... *NJS Humm* Position..... *REGIONAL PRESIDENT - ENBA*

Date..... *30/6/2016*

Tata Global Beverages GB Limited