



Deutscher Teeverband e.V.

Code of Conduct

German Tea Association

Preamble

The member companies of the German Tea Association (member companies) represent the German tea market, which amounts to approx. one percent of the world's traded tea volume. They produce and deliver a wide range of high quality products. This is done in a fashion that expresses the effort and determination of conducting business activities with the highest possible grade of integrity and honesty and in accordance with applicable laws. The member companies have the commitment to ensure social and ecological balance for all activities by all involved partners in the supply chain of their goods.

The member companies expect a socially responsible and sustainable conduct from all business partners within the value creation chain. All parties involved herein are obliged to implement the national as well as supranational laws and regulations and to comply with them. In case of controversy, generally rules are to be chosen, which are ensuring the more efficient safeguard of men and environment, in social matters, the rules of the International Labour Organisation (ILO). The Code at hand is based on the conventions of the International Labour Organisation (ILO), the Human Rights Declaration by the UNO, the conventions of the UNO on the rights of children and the UN Global Pact.

All signing parties commit themselves to make full use of every means at their disposal to ensure that compliance with the rules fixed in this code is kept in business activities.

Furthermore, the member companies define explicitly:

1. Compliance with the applicable laws of sovereign states

The signing parties recognize and accept the laws and regulations in force of the sovereign states, as long as these are in line with the basic conventions of this code. Everything possible will be done to implement these laws and regulations in the supply chain. This includes minimum standards for the freedom of assembly, collective bargaining, the organisation of employees' representations, minimum wages, working hours standards, non-discrimination, safe and healthy working conditions.

2. Corporate integrity

The business conduct of the signing parties and their employees are free of dishonest methods.

The signing parties must never demand or accept advantages for themselves or others by third parties in conjunction with their activities, nor are they allowed to grant third parties improper advantages themselves.

The signing parties do not make agreements which will restrain the free competition.

3. Conditions of work

3.1 Compensation

The paid wages and social benefits must comply with the applicable laws, binding collective agreements and individual contracts.

3.2 Child labour

The use of child labour in the run of the value creation chain, from cultivation to retail, is strictly prohibited. Child labour refers to all activities executed by children which are dangerous or harmful mentally, physically, socially or morally or interfere with their schooling needs. Generally, all valid definitions by the ILO have to be applied.

3.3 Forced labour

Forced labourers or other persons hired under pressure are not to be used, nor can any other benefit by the use of such persons be accepted. Physical punishment, confinement, threats of violence or other forms of harassment or abuse as a method of discipline or control are prohibited. The use of labourers who are in an official prison rehabilitation scheme is not considered a breach of the code.

3.4 Safety and health

Every supplier within the value creation chain has to offer safe and healthy working conditions to his complete staff and has to regulate for example the handling of dangerous substances. The provision of potable drinking water, appropriate sanitation and access to medical care are regarded a minimum.

4. Environment

The signing parties support and encourage sustainable and responsible operating and cultivation methods.

Practices of agricultural production, the use and handling of energy resources, the wastewater as well as the solid waste management have to be in line with the laws in force or to exceed them.

5. Obligation and implementation

By signature the following parties commit themselves to a co-operation in line with this code:

- all member companies
- the tea suppliers of the member companies at all levels
- supporters of the aims of the code.

All member companies oblige themselves to make this code part of their terms of delivery for all contracts, to verify compliance and in case of grievances, to assist in resolving them.

All tea suppliers commit themselves to fully comply with all regulations of this code and to exhaust all possibilities in order to prevent or stop any significant deviation from the code in the countries of origin. They oblige themselves on their side to forward this code of conduct to all levels of their tea suppliers and have them acknowledge it, by signature or in other appropriate form.

All supporters oblige themselves to notify the German Tea Association in case of detection of any not insignificant violation of the provisions of the code of conduct and to effectively remedy this breach in co-operation with the other signing parties.

6. Consequences of non-compliance

If a member company repeatedly fails to meet its obligations under the present code to an extent which is of not only minor significance, it shall face expulsion from the Association.

If a tea supplier repeatedly fails to meet its obligations under the present code to an extent which is of not only minor significance, it shall face deletion as a signer and the support from the collaboration will be revoked.

If a supporter repeatedly fails to meet its obligations under the present code to an extent which is of not only minor significance, it shall face deletion as a signer and exclusion from the collaboration.

7. Co-operation

This code is not in competition with other national or international codes. An efficient co-operation should be sought if a code has similar objectives and is more efficient.