

RESPONSIBLE SOURCING - TEA



JUNE 2022



Our responsible sourcing policy for tea

Our commitment

Our Code of Conduct¹ and our Human Rights Policy² underpin our commitment to conduct business with integrity, to respect universal human rights and to uphold core labour principles. These commitments cover all our supply chains, from raw materials to packaging and indirect procurement.

Through our Sourced with Care Programme, we source from tea gardens and smallholder farms which strive to ensure workers have decent and safe workplaces, people have adequate living standards, women are empowered and respected, children are protected, communities thrive, and the environment is preserved.

Our approach

Transparent sources

Twinings does not own any plantations and never has done. Instead, we source tea from producers around the world. The majority of our sources of supply have been supplying Twinings with tea for more than a decade as our preference is to develop long term partnerships to ensure quality tea and sustainable development.

We have full traceability for all regions, which means we know exactly which tea estates and farms our tea comes from and since 2018 we publish our sourcing list³.

Third party verification

As a minimum, Twinings only source from tea gardens and farms that have been independently certified by robust sustainability standards (such as Rainforest Alliance, Fairtrade or equivalent).

Beyond compliance

Twinings then assess the conditions and needs of community in our supply chain, through our Twinings Community Needs Assessment (TCNA). The TCNA was developed in consultation with expert organisations and goes beyond traditional compliance with a human rights lense in communities we source from (covering housing, water and sanitation, health and nutrition, gender, children's rights, labour relations, natural resources, livelihoods, farming practices and land rights). This is an holistic process which includes areas both within and outside the direct responsibility of producers, to get a

¹ <https://www.sourcedwithcare.com/media/cwknqifx/two-code-of-conduct-2022.pdf>

² [Microsoft Word - Human rights policy \(sourcedwithcare.com\)](#)

³ [Sourcing Map | Twinings Sourced With Care](#)

thorough understanding of conditions on the ground. The process is participatory and inclusive by involving focus group discussions and interviews with local community. Each tea garden we source from has TCNA, every 2-3 years. Joint action plans are then developed following each TCNA to ensure conditions are improved and issues are addressed in a timely manner.

Impact on the ground

Through Twinings Sourced with Care programme⁴, our interventions make a positive long-lasting impact in the communities we source from, from improving access to water and sanitation to enhancing income and empowering women.

Twinings regional Social Impact team, are experts based in key sourcing geographies responsible for conducting the TCNAs, ensuring appropriate improvements are taken, working with other to address issues and engaging with local stakeholders.

Collaboration for change

Industry-wide change will only happen if all our work can be scaled up and leveraged. We partner with producers, NGOs, expert organizations, government agencies, industry bodies and civil society to drive change and address community needs in a tailored and sustainable way, whilst also contributing to global development priorities.

We are also a founding member of the Ethical Tea Partnership⁵ to enable us to change and challenge systemic issues across the sector.

⁴ www.sourcedwithcare.com

⁵ www.ethicalteapartnership.org