

TAYLORS

of Harrogate · since 1886

Our Commitment to Ethical Trading

This document outlines our approach to Ethical Trading across our supply chain, in particular our core commodities of tea and coffee. As a values-based, family owned business we understand the importance of long-term sustainability for the farms and communities we rely upon to supply our products. To support this we're committed to:

- Ensuring our supply chain meets International Labour Standards and the environmental, working and social standards of third party certification.
- Establishing enduring relationships with suppliers who share our values of trading fairly and maintaining the highest standards of quality; being a fair partner and improving the lives and communities of those who trade with us.
- Collaborating and working in partnership with others to combine insights, resources, collective leverage and impact to support the long-term sustainability of our supply chain.
- Ethical conduct and integrity in our business relationships.

Core standards

As a minimum standard, our products are sourced ensuring that International Labour Standards are adhered to. We adopt third party certification schemes (including Rainforest Alliance, Fairtrade and UTZ Certified) to ensure compliance against the Ethical Trading Initiative (ETI) Base Code in the countries from which we source. We are founder members of the Ethical Tea Partnership and continue to raise standards across the tea producing world through their extensive monitoring programme. Together these standards ensure that:

- Employment is freely chosen.
- Freedom of association and the right to collective bargaining are respected.
- Working conditions are safe and hygienic.
- Child labour shall not be used.
- Living wages are paid.
- Working hours are not excessive.
- No discrimination is practised.
- Regular employment is provided.
- No harsh or inhumane treatment is allowed.

Enduring relationships and fair terms of trade

We're committed to enduring relationships with suppliers who share our values of trading fairly and maintaining the highest standards of quality. We commit to paying sustainable prices for quality products, aiming to meet farmers' costs of production as a minimum. Our preference is always to

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develop a direct relationship with farmers ensuring that we have regular face-to-face contact, long-term commercial agreements and investment in sustainable business projects. Our commitment goes beyond the boundary of the farm with investment in community development, social and environmental improvement both in the UK and overseas.

Collaborating for a sustainable supply chain

Because many challenges within our supply chain are driven by multiple-factors and systemic in nature, they can't be solved by any organisation working alone. For this reason, we're committed to being active in collaborative industry projects and partnerships, working with others to combine insights, resources, collective leverage and impact to support the long-term sustainability of our supply chain.

Ethical conduct and integrity

We are resolute in applying the highest standards of ethical conduct and integrity in all of our business activities. Every employee and individual acting on our behalf is responsible for conducting company business honestly and professionally. We are committed to implementing and enforcing effective systems to prevent, monitor and eliminate bribery and corruption, in accordance with the Bribery Act 2010.