

Completed by (name of company): REWE Group

Date: 24.09.2021

General information on the commitments of REWE Group in its tea supply chain

Through a clear strategic commitment and appropriate measures, REWE Group aims to actively contribute to reducing and resolving social and ecological impacts of its supply chain operations. Therefore, REWE Group regularly assesses the risks of human rights violations in its supply chains. On the one hand, these assessments are based on external hotspot analyses for raw material supply chains which are carried out exclusively for REWE Group. When it comes to identifying deeper risks and mitigating measures, the assessment and experience of the responsible employees and the external stakeholder advisory board for sustainability are taken into account – they are experts in their fields and are in close contact with stakeholders such as non-governmental organisations or suppliers.

Tea based on a risk analysis regarding human rights and environmental topics was identified as critical raw material. However, tea supply chains are rather complex and REWE Group does not directly source tea from the originating countries. In order to minimize human rights and environmental risks in our tea supply chains, REWE Group therefore relies on external certifications such as Rainforest Alliance. In 2020 100 % of our black and green tea articles were certified according to a sustainability standard.

All our requirements regarding tea are summarized in our guideline on tea products:

<https://www.rewe-group.com/content/uploads/2019/10/guideline-tea-products-09-04-2021.pdf?t=2021072509>

SUPPLY CHAIN TRANSPARENCY

Note: Tea in this section refers to tea originating from the Camellia sinensis plant*

1. **Current practice:** To what extent does your company currently publicly disclose supplier lists for tea* sourced by your company? (Please select one of the following options)
 - a. Fully Yes | No
If Yes, please share relevant links:
 - b. Partially Yes | No
If Yes, please specify what is disclosed (e.g. only direct suppliers, specific regions):
Please share relevant links:
 - c. Not at all Yes | No
2. **Future commitment:** Are you willing to commit to annually updating your complete tea* supplier lists in the prescribed format (attached) and making them available publicly?

Yes | No

Note: Please understand that we cannot publish supplier data for reasons of data protection.

Please share a full list of suppliers in the attached format (*Tea supplier list template.xlsx*) with us by 24 September 2021.

OWN COMPANY POLICY: HUMAN RIGHTS IN YOUR SUPPLY CHAIN

1. Freedom of Association and Collective Bargaining

- a. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically guarantee the protection of the right to freedom of association *in your supply chain*?

Yes | No

If Yes, please share any relevant documents or clauses in your agreements with suppliers that you use for this purpose. (REWE Group Supplier Code of Conduct: <https://www.rewe-group.com/content/uploads/2021/06/rewe-group-supplier-code-of-conduct-en.pdf?t=2021091701>)

- b. Has your company previously taken remedial action in response to allegations regarding threats to freedom of association *in your supply chain*? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

- c. Is your company (or any of its subsidiaries) part of active collective bargaining agreements with labour unions *in your supply chain*? Yes | No

If Yes, please provide details of the countries, estates and/or factories involved.

2. Wage payments

- a. Has your company publicly made a commitment to guarantee payment of living wages throughout your tea supply chain? Yes | No

If you answered Yes, please share:

- i. The source or methodology for the living wage numbers that you use for this purpose
- ii. The year by which you expect to achieve the commitment
- iii. A link to the webpage or copy of the document where the public commitment is published

- b. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically guarantee the following with respect to wages paid to workers *in your supply chain*? (Please select all that apply)

Criteria	Y/N
Payment of legally mandated minimum wages (excluding in-kind benefits)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
No pay discrimination/ Equal payment for equal work	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Payment of legally mandated severance (excluding in-kind benefits)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Maternity leave entitlement with full pay	<input type="checkbox"/> Yes <input type="checkbox"/> No
Sick leave entitlement with full pay	<input type="checkbox"/> Yes <input type="checkbox"/> No

If you answered Yes to any of the above criteria, please share any relevant documents or clauses in your agreements with suppliers that you use for this purpose. (REWE Group Supplier Code of Conduct [please see link above], Rainforest Alliance Sustainable Agriculture Standard – Supply Chain Requirements: <https://www.rainforest-alliance.org/wp-content/uploads/2020/06/Rainforest-Alliance-2020-Sustainable-Agriculture-Standard-Supply-Chain-Requirements.pdf>)

- c. Has your company previously taken remedial action in response to allegations regarding non-payment of due wages or severance *in your supply chain*? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

3. Discrimination, violence and harassment

- a. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically guarantee the protection of *workers in your supply chain* from workplace discrimination, violence and harassment?
 Yes | No

If Yes, please share any relevant documents or clauses in your agreements with suppliers that you use for this purpose.

- b. Has your company previously taken remedial action in response to allegations regarding violence and harassment in the workplace *in your supply chain*? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

4. Occupational Safety, Health & the Environment (OSH&E) rights

- a. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically address the following OSH&E rights in your supply chain? (Please select all that apply)

Criteria	Yes/ No
Access to safe drinking water and sanitation for all employees	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Reducing health hazards including the use of harmful chemicals (herbicides)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
No minimum quantity for plucking required to earn the basic wage	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

If Yes, please share any relevant documents or clauses in your agreement with suppliers that you use for this purpose. *(Rainforest Alliance Sustainable Agriculture Standard – Supply Chain Requirements [please see link above])*

- b. Has your company previously taken remedial action in response to allegations of OSH&E issues in your supply chain? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

5. **Grievance redressal mechanism:** Does your company have a grievance redressal mechanism that can be directly accessed by any worker in your supply chain?

Yes | No

If Yes, please provide the following information regarding the mechanism in place

- Name, designation, phone number and email address of the person employed by your company responsible for handling the complaints
- Maximum duration before a response must be given on the complaint (in days)
- Link to or recent copy of publicly available data on the practical operation of the mechanism, such as the number and type of grievances filed, addressed, and resolved

PURCHASING PRACTICES

6. Sourcing

Note: For this section, please only include tea (Camellia sinensis) sourced by your company for sale under its own name/ brand.*

- a. Please share the total volume of tea* sourced by your company in 2020 (in metric tonnes).

230 Metric tons: This is a rough estimate as we do not purchase the raw product (Camellia sinensis), but rather shelf ready packaged tea products. The stated number refers to our mono tea products based on Camellia sinensis.

- b. Please share the top five countries by sourcing volume, for tea* sourced by your company in 2020 (in metric tonnes).

Source	Metric Tonnes
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Country 1 (please specify): India	
Country 2 (please specify): Sri Lanka	
Country 3 (please specify): China	
Country 4 (please specify): East Africa	
Country 5 (please specify):	

- c. How much of the total tea* sourced by your company in 2020 came from the following entities? (in metric tonnes).

Source	Metric Tonnes
Independent packers/ blenders	-
Auction houses	-
Directly from estates	-
Directly from bought-leaf factories	-
Intermediary traders (excluding those packing and/or blending for your company)	-
Others (please specify):	-

7. **Certification:** Did your company in 2020 source tea* certified by an independent, internationally recognised certification body (e.g., Fairtrade, Rainforest Alliance/ UTZ etc.)? **Yes** | No

If Yes, please complete the following table to indicate type of certification by volume.

Certification	Includes wage premium	Metric Tonnes
FLOCERT/ Fairtrade	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Rainforest Alliance/ UTZ	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	225 (This is an estimated value)
Other (please specify): Naturland	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	5 (This is an estimated value)
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Please also share the following information about your company's operations in the tea sector:

ABOUT THE COMPANY

8. **Type of company:** Which of the following categories, if any, describes the activities of your company, its subsidiaries or holding company)? (Please select all that apply.)

Category	Yes/No
Tea producer	<input type="checkbox"/> Yes <input type="checkbox"/> No
Tea packer/ blender	<input type="checkbox"/> Yes <input type="checkbox"/> No
Tea retailer	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

9. **Brand names:** Does your company, its subsidiaries or its holding company own any tea brands?
 Yes | No

If Yes, please provide a list of any tea brands that are owned by your company, its subsidiaries or holding company.

- Ja!
- Mayfair
- REWE Bio
- Naturgut

10. **Revenue and market capitalisation:**

- a. Please share the total revenue from tea earned by your company in 2020. (in USD)
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- b. Please share the latest market capitalisation or estimation of your company's market value (in USD)
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11. **Any other comments (optional):** Please share any other information that you consider pertinent to your company's tea operations, its purchasing practices, human rights challenges or commitments in your supply chain. Please provide relevant documentation, where available.
 Please see above (General information on the commitments of REWE Group in its tea supply chain).