

Completed by Starbucks Coffee Company (TEA):

Date: 8 November, 2021

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: [We regularly disclose specific regions and specific estates in which we have active social and sustainability projects.](#)

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

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.

Link: [Starbucks Supplier Standards](#)

- 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

Our [Global Human Rights Statement](#) details the expectations of suppliers throughout our Supply Chain, including our commitment to pursue sustainable livelihoods within our Supply Chain to achieve a decent standard of living. We require all of our suppliers to pledge compliance with our [Supplier Code of Conduct](#), and we work to integrate our human rights commitment throughout our ethical sourcing programs and standards, which include [Third party certifications for all tea suppliers, including Rainforest Alliance](#). The latest [2020 Rainforest Alliance Standard](#) includes provisions and protections to wages, with further commitments to [assess living wages](#) and work to close any gaps through a variety of initiatives.

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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Maternity leave entitlement with full pay	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Sick leave entitlement with full pay	<input checked="" 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.

Link: [Supplier Code of Conduct](#)

Link: [Rainforest Alliance Audit Standard](#)

- 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.

Link: [Supplier Code of Conduct](#)

Link: [Starbucks Supplier Standards](#)

Link: [Rainforest Alliance Human Rights Standard](#)

- 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.

We are committed to providing remedy in cases where we may have caused or contributed to an adverse human rights impact across our value chain.

Link: [Starbucks Global Human Rights Statement](#)

Link: [Starbucks Supplier Standards](#)

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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Reducing health hazards including the use of harmful chemicals (herbicides)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

No minimum quantity for plucking required to earn the basic wage	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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If Yes, please share any relevant documents or clauses in your agreement with suppliers that you use for this purpose.

Link: [Rainforest Alliance Audit Standard](#)

Proper PPE and awareness are outlined in **Supplier Standards** **Link:** [Starbucks Supplier Standards](#)

- 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

We are committed to providing safe, confidential and accessible grievance channels to all individuals impacted by our operations and products. Starbucks does not tolerate retaliation against or the victimization of anyone who raises concerns or questions regarding a potential violation of our Global Human Rights Statement.

We are committed to providing remedy in cases where we may have caused or contributed to an adverse human rights impact across our value chain. As part of this commitment, we will not obstruct access to other remedies and we will work with our Supply Chain and Business Partners to remedy adverse impacts that we are directly linked to. In line with our value of continuous improvement, Starbucks is committed to incorporating the lessons we learn from instances where we may have caused or contributed to harm and communicating the changes we introduce to prevent repeating harms.

Our [Ethics and Compliance Helpline](#), which can be accessed anytime online or by phone, is a resource to ask questions or raise concerns. Available in multiple languages, and accessible locally in many geographies, Partners or individuals that experience or see conduct that is inconsistent with our Global Human Rights Statement may use our Ethics and Compliance Helpline to raise concerns. Reported concerns specifically related to human rights are escalated to the appropriate team at Starbucks.

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

- a. Name, designation, phone number and email address of the person employed by your company responsible for handling the complaints
- b. Maximum duration before a response must be given on the complaint (in days)

- c. 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). **4,357 MT (fiscal 2020)**
- b. Please share the top five countries by sourcing volume, for tea* sourced by your company in 2020 (in metric tonnes).

Source	Metric Tonnes
China	1,952
India	687
Japan	650
Indonesia	544
Kenya	188

- 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	n/a
Rainforest Alliance/ UTZ	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	4,007

Other (please specify):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	n/a
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 checked="" type="checkbox"/> No
Tea packer/ blender	<input checked="" 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. **Teavana**

10. **Revenue and market capitalisation:**

- a. Please share the total revenue from tea earned by your company in 2020. (in USD)
- b. Please share the latest market capitalisation or estimation of your company's market value (in USD)

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 note that all volume metrics are based on Starbucks' Fiscal Year 2020, which runs from October 2019 through end of September 2020.
- Supply Chain Transparency list includes all tea estates/factories who actively supply tea to Starbucks Coffee Company, as well as supplier sites that are approved and may supply tea in the

future. We propose using our annual ETP supply chain list as our source document going forward.

- Starbucks is committed to sourcing 100% of our Tea (*Camelia sinensis*) from farms & estates who maintain a valid Rainforest Alliance/UTZ certificate. In FY20, we confirmed 99.7% of tea purchased and received during our fiscal 2020 were sourced from RA certified farms. We leverage the Rainforest Alliance standard to track compliance to a wide range of social, economic, and environmental issues where applicable.
- For the last 15 years, we have partnered with NGOs such as Mercy Corp, CARE International, and through our Starbucks Foundation Grants to implement social and sustainability focused projects across multiple tea origins including India (Assam), Sri Lanka, Kenya, Malawi, China (Yunnan & Guizhou), and upcoming project in Indonesia.