

Starbucks takes seriously our responsibility to ethical sourcing and transparency within our supply chain. Our tea suppliers are required to acknowledge Starbucks [Supplier Code of Conduct, Standards of Business Conduct](#) as well as [Starbucks Global Human Rights Statement](#). Specific to our tea suppliers, they are also required to have a current Rainforest Alliance Certificate. The Rainforest Alliance 2017 standard as well as the Rainforest Alliance 2020 Program ensures freedom of association and collective bargaining rights are protected on Rainforest Alliance certificate holders. Rainforest Alliance Certification also includes requirements to pay the legal minimum wage and that there is progress towards a Living Wage.

Specific to this report: We take allegations like these extremely seriously. As soon as we became aware of the allegations in this report, we engaged our tea suppliers, Rainforest Alliance and the Ethical Tea Partnership to understand circumstances behind the article and the allegations. We can confirm we received teas from some of the gardens listed in the Daily Mirror article, and despite our very low sourcing volume of our global tea from these estates, we thoroughly investigate any allegation that is in conflict with our ethical sourcing commitment and supplier code of conduct. We can also confirm all of these historical purchases were Rainforest Alliance Certified. Starbucks has not received teas from tea gardens named in the World Socialist Website.

To continue to improve human rights and reporting within our tea supply chain, Starbucks is actively taking the following steps:

- Reinforce with all tea suppliers and brokers that they must be informing us proactively if human rights related concerns occur in the future related to any gardens supplying to Starbucks.
- Track and confirm gardens supplying tea to Starbucks that are currently undergoing their Rainforest Alliance recertification satisfactorily complete re-certification against the new Rainforest Alliance 2020 Sustainable Agriculture Standard (SAS) in order to continue supplying tea to Starbucks. Starbucks has confirmed that the 16 gardens that have delivered tea have recently completed or are in the process of obtaining their renewal certification according to the new Rainforest Alliance standard. A requirement to obtain certification under the new Rainforest Alliance Certification standard is to:
 - Comply with the established current minimum wage and
 - Close any nonconformities that were temporarily granted an exception while the court case was in process.
- Failure to comply, or failure to work with Starbucks or a third party to correct non-complying situations, are grounds for cancellation of open orders, discontinued use of non-complying production sites, or termination of our business relationship.

Starbucks remains committed to 100% responsible sourcing in our tea supply chain and supporting all our coffee, tea and cocoa communities, and the farmers and workers who produce the ingredients needed to operate our business. In FY22, 99% of tea sourced by Global Coffee, Tea & Cocoa, the company's global tea sourcing team, was verified responsibly sourced from Rainforest Alliance Certified gardens. Rainforest Alliance certification includes requirements to pay the legal minimum wage and that there is progress towards a Living Wage. You can read more about this sourcing in our latest [Global Environment & Social Impact Report](#). (The Starbucks FY22 Global Environment & Social Impact is due to publish April 2023)

Regards,

Jason Adams
sr manager – global tea