



Ahmad Tea Social Responsibility Standards

Each of our business partners, suppliers and associates has an individual responsibility to uphold each of Ahmad Tea's Social Responsibility Standards ('The Standards') as part of their terms of business with Ahmad Tea ('The Company').

The Company's Standards are as follows and reference made to 'employee' includes company personnel, workers and non-contractual workers:

- 1. Modern Slavery and Human Trafficking.** The Company is committed to anti-slavery and continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships.
- 2. Child labour.** Child labour shall not be used and the minimum age and conditions as set out in International Labour Conventions are to be strictly adhered to. The Company considers the minimum age to be 16 years old.
- 3. Forced and Compulsory Labour.** Forced or compulsory labour shall not be used. All employees are given a copy of their contract which must be signed by their employer. All employees are paid for time worked and no payment is withheld. All persons working must be issued a contract, even if it is a temporary contract and fair payment given for the time worked.
- 4. Prohibition on withholding money and identity documents.** No money owed to an employee or identity documents belonging to them can be withheld by an employer. No money can be deducted from an employee's salary without the written consent of that employee given without duress.
- 5. Working hours.** At least one day off per week is to be provided. Employees shall not be expected to work more than 12 hours per day. Overtime must be approved by the employee and financially compensated in full.
- 6. Remuneration.** Pay shall be equal to or in excess of the legal minimum wage of the country where the work is performed. Pay shall not be withheld for more than one month after the work is performed.
- 7. Health and Safety.** Protective measures must be in place to provide a healthy and safe work environment and to prevent potential accidents and hazardous risks. Local laws shall be complied with and a health and safety officer nominated to report compliance to the Company on an annual basis.
- 8. Right to Water and Sanitation.** Safe drinking water and hygienic sanitation facilities provided to all employees and easily accessed within 15 minutes or less.



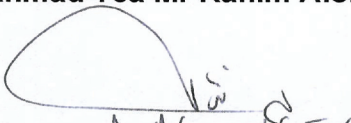
9. **Freedom of Association.** Employees should be given the space to collaborate and address their welfare and employment issues and concerns.
10. **Discrimination.** No discrimination based on race, national origin, caste, religion or belief, gender, disability, sexual orientation, gender reassignment, marital status or civil partnership in the workplace and this includes hiring, remuneration, access to training, promotion, termination or retirement.
11. **Disciplinary Practices and Harassment.** All personnel shall be treated with dignity and respect. No corporal punishment, mental or physical coercion or verbal abuse shall be tolerated. No form of harassment, especially sexual harassment, shall be tolerated.
12. **Anti-Bribery and Corruption.** The Company has a zero-tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all of its business dealings and safeguarding effective systems to counter bribery.
13. **Environment.** The Company encourages environmentally friendly operating and follows a sustainable procurement policy. The Company requests that all recyclable materials are recycled and steps taken towards zero waste manufacturing outcomes.
14. **Whistleblowing.** The Company encourages people to inform us if these Standards are not being complied with. The Company encourages reporting on genuine suspicions people may have and they are legally protected if they do come forward.

We encourage those who believe there is an issue about dishonesty or malpractice which needs investigating but feel uncomfortable using the normal channels to report your concern, please email raisingconcerns@ahmadtea.com

The Company expects a copy of these Standards to be made visible for all workers.

We ask all our business partners to sign and confirm their agreement to uphold Ahmad Tea's Social Responsibility Standards within their own supply chain and business practices.

Chairman of Ahmad Tea Mr Rahim Afshar

Signature..........

Dated.....4/5/2022.....