

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR TATA CONSUMER PRODUCTS GB LIMITED & TATA CONSUMER PRODUCTS UK GROUP LIMITED FOR THE FINANCIAL YEAR ENDING 31 MARCH 2026

This Slavery and Human Trafficking Statement (“**Statement**”) for the financial year ending **31st March 2026** is being made by Tata Consumer Products GB Limited (**Tata Consumer Products GB / “GB”**) and its immediate UK parent company Tata Consumer Products UK Group Limited (“**UK Group**”) pursuant to Section 54(1) of the Modern Slavery Act 2015 (**MSA**). GB and UK Group are both part of the Tata Consumer Products Group (“**TCP Group**”). This Statement includes information about our business that is only relevant since 31st March 2026.

We similarly report in Canada pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

BUSINESS STRUCTURE AND SUPPLY CHAINS

Tata Consumer Products GB is a British beverage manufacturer and food distributor, and its parent company UK Group is an intermediate holding company that also indirectly owns our US, Canadian and other international businesses, and this Statement sets out the steps that both GB and UK Group’s international businesses are taking to combat any risks of slavery and human trafficking taking place within our operations and supply chains.

Our Brands



In the UK we have three core tea brands: Tetley, teapigs and Good Earth which are sold in the UK and other markets around the world.

In addition to our core brands, we have an Indian tea brand Tata Tea which is part of our authentic World Foods Portfolio. It is produced and exported from India by our ultimate Indian parent company, Tata Consumer Products Limited (“**TCPL**”), along with Tata Salt and Tata Sampann spices and pulses, Desi Chinese brand Ching’s Secret, and Organic India organic teas and herbal supplements.

The majority of GB’s teas are produced at our UK factory in the North-East of England. Raw teas for this factory are imported into the Port of Tyne, where we have a dedicated warehouse, and exported from there to multiple customers around the world, including to customers of UK Group’s Canadian, Australian, and US subsidiary businesses.

Tata Tea is produced at our factory in Cochin and is also sent to customers around the world, including to UK customers, and to customers of UK Group’s US, Canadian and Australian subsidiaries. UK Group’s

Bangladeshi subsidiary, Tata Consumer Products Bangladesh Limited, buys all its tea for domestic sales from the Chittagong Tea Auction. We also utilise two co-packers, Halssen & Lyon in Germany, packing teapigs, and Multeafil in Poland for Good Earth and teapigs.

Ching's Secret is manufactured in India at TCP Group facilities in Nashik, Kandla and Vapi. Organic India teas, herbs and wellness products are produced at TCP Group's factory in Barabanki outside Lucknow. Organic India has direct relations with thousands of small farmers across India whom they support with fair prices, healthcare, training and improved infrastructure.

The location of GB's staff is split mainly between our tea factory in the North-East of England and our offices in Greenford, Greater London, and some staff are home based.

Sourcing

In line with our 'For Better' philosophy all our products are sourced responsibly. Our buying and blending team currently source approximately 27 million kilogrammes of tea from approximately 150 different suppliers. Africa is our most significant sourcing region, with around 65% of our teas sourced from Kenya and 20% from Malawi, the rest is sourced from different countries around the world, including India. Once raw tea has been sourced, tea is brought from origin to market via a tightly controlled supply chain including shipping, blending, packing, transporting, and supplying product to supermarkets and other sales channels.

OUR POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

Tata Business and Human Rights Code of Practice & Policy

The TCP Group has affirmed its commitment to human rights through the **Tata Consumer Products Human Rights Code of Practice** ([Human Rights Code of Practice.pdf](#)), which has undergone independent third party assurance and assessment for alignment with the UN Guiding Principles on Business and Human Rights, the Tata Code of Conduct, and ISO 26000.

GB seeks to require suppliers to adhere to TCP Group's Business and Human Rights Policy (<https://www.tataconsumer.com/sites/g/files/gfwr1q316/files/2021-10/business-and-human-rights-policy.pdf>) at all times and comply with its salient human rights including no child or forced labour; providing equal opportunity and fair wages; providing health and safety, clean air and water; considering human rights in the value chain, rights of indigenous people; migrant labour; and persons with disabilities, observing the right to privacy, and having no regard for contemporary forms of slavery.

Tata Code of Conduct

At the commencement of their employment and afterwards as an annual refresher, all Group employees are required to complete a training module on the Tata Code of Conduct, sign a commitment to uphold the Code, and complete annual refresher training. The Tata Code of Conduct reflects our commitment to act ethically and with integrity in all business relationships.

The Code of Conduct specifically states: "***We shall respect the human rights and dignity of all our stakeholders.*** It further states: "***We do not employ children at our workplaces. We do not use forced labor in any form.***"

TCP Group companies including ourselves aim to conduct the appropriate levels of diligence in accordance with applicable law in the relevant jurisdiction to ensure that prior to commencing their roles with us, our employees possess the legal ability to work for us. This includes checking where applicable that each

employee has the appropriate right to work documentation and is of the minimum legal age to work. [tcoc-booklet-2015_0.pdf \(tataconsumer.com\)](#).

Tata Supplier Code of Conduct ("SCOC")

For our major tea suppliers this requirement is documented in our Procurement policy which the business must adhere to. Under this, suppliers commit to ensuring that working conditions for their employees are safe, healthy, and hygienic, including unrestricted access to drinking water and toilet facilities.

Under the SCOC, Suppliers must implement appropriate controls, safety procedures, and preventative maintenance and protocols for providing appropriate protective equipment in compliance with all applicable laws and regulations, they must also take all appropriate measures to prevent accidents and minimise hazards.

TRAINING ON SLAVERY, FORCED AND CHILD LABOUR AND HUMAN TRAFFICKING

TCP Group has a global cross-functional **Business and Human Rights Working Group ("Working Group")** which works to help us put the Group's policies into practice.

The Working Group's objectives include the provision of training to support an awareness and understanding of human rights risks in our business and its supply chains, and the assessment, monitoring and review of those risks.

The Working Group aims to educate relevant staff who are responsible for sourcing and buying raw materials, and supply chain management, on slavery, forced and child labour, and human trafficking. The objectives of the Working Group's training programme include:

- providing colleagues with an understanding of the scope of human rights issues;
- training colleagues on how to identify such issues in the supply chain;
- providing examples of red flag warning signs; and
- reminding colleagues of our internal reporting procedures.

A Business & Human Rights training module created by the Tata Sustainability Group is used to train and educate relevant teams.

OUR DUE DILIGENCE PROCESSES

Ethics and Compliance Helpline and Whistle-blower Policy

TCP Group recognises and respects each employee's right to freedom of association, including the right to join trade unions. TCP Group encourages its employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of the Tata Code of Conduct, policies or law, including any human rights abuses. We also encourage reporting of any event (actual or potential) of misconduct that is not reflective of our values and principles. Avenues available for raising concerns include:

- immediate line manager or Human Resources team
- designated ethics officers within TCP Group
- through TCP Group's confidential and independent Ethics and Compliance Helpline and Whistle-blower Policy

If any such issues were reported, the relevant TCP Group company would undertake an immediate and thorough investigation into the concerns raised. If the investigation confirmed the concerns to be true, we would take firm action to address the issues and protect those affected. For the period covered by this Statement, TCP Group has not received any reports of forced, compulsory, slave, trafficked or bonded labour in our operations through its whistleblowing procedure.

Grievance

Grievance redressal forms part of our Supplier Code of Conduct agreement. Where internal and external stakeholders identify material breaches of the Code's requirements, whether through their employees or third parties, our Ethics & Compliance Helpline Process includes the following reporting mechanisms available to all:

Phone:

India	- 1800 3000 0053
US and Canada	- 1-844-371-0217
UK	- 0808-234-1815

If we are made aware of an incident which suggests a supplier is falling short of its obligations in this area, we will contact them to understand the circumstances of the issue and the steps being taken to support those involved and impacted, and the measures being taken to mitigate risk and to protect workers.

TCP Group's own internal audits also aim to pick up such issues, and any high-risk items are investigated and reported to the Directors for the relevant TCP Group company affected.

If the relevant TCP Group company is made aware of an incident which suggests a supplier is falling short of its obligations in this area, that TCP Group company would contact the supplier to understand the circumstances of the issue and the steps being taken to support those involved and impacted, and the measures being taken to mitigate risk and to protect workers.

A third-party partner may in some cases be brought in to provide an independent view of the validity and robustness of the steps being taken.

Modern Slavery and Trafficking Compliance Clauses in our Contracts

We aim to incorporate anti-slavery clauses into all our major supply contracts whereby suppliers are required to commit that:

- ✓ they shall comply with the Modern Slavery Act 2015;
- ✓ neither the supplier nor any of its officers, employees, agents or subcontractors is aware of any circumstances within its supply chain that could give rise to an investigation relating to an alleged offence under the MSA or prosecution under the MSA;
- ✓ they have implemented due diligence procedures to ensure compliance with the MSA in its business and supply chain; and
- ✓ for the avoidance of doubt, the supplier undertakes not to purchase any resource or raw materials or products that have been sourced from producers or manufacturers using forced or child labour in its operations or practices.

As part of these clauses, we are retaining the right to invoke sanctions against suppliers who fail to comply with these commitments, including the termination of the business relationship.

Supply chain visibility

TCP Group is committed to transparency across its supply chain, and companies within TCP Group are members of SEDEX, with participation in this platform providing visibility tools of the sustainability performance within TCP Group's business and in relation to parts of our supply chain.

SUPPORTING COMMUNITIES

We are attuned to our responsibilities to the communities where we source ingredients for our products and of our responsibility to help sustain the environment on these farms. One of the ways in which we are fulfilling these responsibilities is through TCP GB's collaboration with key partners including Rainforest Alliance and the Ethical Tea Partnership.

Rainforest Alliance Certification

In line with TCP GB's ambition to only buy teas from estates that have been certified and independently audited by the Rainforest Alliance, 100% of all TETLEY branded black and green tea and red/rooibos tea, including flavoured and decaffeinated varieties, that we sell into Europe, US and Canada are Rainforest Alliance Certified™. As of May, 2026, 80% of tea sourced for teapigs are also Rainforest Alliance Certified.

As part of the certification process independent auditors verify that the tea estates in our supply chain meet requirements for:

- No form of forced, compulsory, slave, trafficked or bonded labour;
- No use of prisoners or soldiers;
- No debts, threats, monetary fines or penalties used;
- Regular working hours do not exceed 48 hrs a week except for security guards who work 10 hrs a day and the overtime is paid. There is an hour break for every 6 hrs worked and a rest day for every 6 days worked;
- All overtime is voluntary and total hours worked should not exceed 60 hrs a week;
- All overtime is paid at the rate required by applicable law or as collectively negotiated, whichever is higher. In absence of applicable law for higher overtime pay, overtime is paid at 1.5 times the regular wage level; and
- Pregnant women and nursing mothers are not assigned heavy duties and once relocated to lighter duties, remuneration is not deducted.

A copy of the Rainforest Alliance Sustainable Agriculture Standard Farm Requirements can be found on the Rainforest Alliance website at [Rainforest Alliance Sustainable Agriculture Standard - Farm Requirements](#)

Ethical Tea Partnership

TCP GB is one of the founding members of the Ethical Tea Partnership (ETP), a membership organisation helping to create a thriving, global tea industry that is socially fair and environmentally sustainable. Since it was founded in 1997, ETP has worked on a wide range of issues that have brought about long-lasting improvements for people who live and work on tea estates. Working in partnership with the ETP, TCP GB is supporting a number of projects to support tea communities.

Lighting to make a difference

Through our Kuwala project with the Ethical Tea Partnership we have given solar lamps to families working on the estates of two of our biggest suppliers in Malawi. Close to 6,000 families have received lights enabling them to meet outside after dark and do tasks that they would otherwise be unable to do once darkness falls, this includes being able to extend the trading hours of small businesses and adults being able to complete their work and children their homework for school. The lamps are also creating jobs, with some 45 people now trained to service and repair the lamps, so they have as long a life as possible.

Savings & Loans

In Malawi, families that cannot access affordable loans can struggle to pay for basic things like school, healthcare, and everyday essentials like food or home repairs.

TCP GB has provided three years of support for an initiative with ETP enabling people living and working on tea estates in Malawi to set up and run their own system of banking. Called Village Savings Loan Associations (VSLA), they are like community banks where workers get together to save money as a group. Each group has a leader who is trained on the rules of how to run the VSLA, and the group is given tips on ways to grow their income.

Once set up, savers get interest on their savings, they can access their own money and request loans to start their own business.

143 VSLAs were formed over the 3 years of support, 50% of savers are women, 41% have been able to use their savings to buy a cell phone; and 50% have been able to add iron sheeting to their homes for the first time.

Income diversification

Since 2023 Tetley has been supporting a new programme with the Ethical Tea Partnership (ETP) known as Project Mthunzi meaning 'shade'. Local smallholders are given seedlings to plant, based on which will benefit their smallholding the most. The farmers can choose from either boundary, shade or fruit trees.

The fruit from the trees can be sold locally for additional income. Over time, as the trees mature, they help remove carbon from the atmosphere, contributing to climate mitigation and environmental sustainability. As of February 2026, more than 330,726 seedlings were planted. The project has reached 8,712 farmers through interventions in agroforestry, beekeeping, financial literacy, and gender-responsive household management.

Supporting women

Our ultimate Indian parent company, TCPL, is one of the funding partners of the UNICEF-ETP project in Assam that works to improve the lives of children, young people, and women living in the state's tea communities. The UNICEF-ETP Improving Lives programme aims to tackle the systemic issues affecting women and children in 206 tea estates across eight districts of Assam, which represents over one-fourth of formal tea estates in the region. The project has expanded to education, health and nutrition, and water & sanitation challenges

teapigs - Educational opportunities for vulnerable people in Rwanda

By working with a charity called the Point Foundation, our teapigs business continues to help fund educational opportunities for vulnerable people in Rwanda, raising over £900,000 to date. This has ranged from support to fund schools; sponsoring vulnerable children through university education; funding vocational skills training; providing donations to help fund equipment, animals and training for local community farming

projects in Rwanda. Visit <https://www.teapigs.co.uk/pages/ethical-scheme> to learn more about teapigs' ethical schemes.

Good Earth - supporting 1% for the Planet, Bright Green Futures.

As a member of 1% for the Planet, Good Earth contributes a portion of sales to support environmental organisations working to protect and restore the natural world. Raising £75,000 since 2022, Good Earth partnered with Bright Green Futures, helping inspire and educate young people on sustainability and environmental stewardship. In August, 2026, Good Earth launched a new partnership with Wellbeing of Women, a UK charity dedicated to improving women's health and wellbeing through research, education, and advocacy. Through this partnership, we aim to raise awareness and support initiatives that improve health and wellbeing outcomes for women.

RISK ASSESSMENTS

TCP GB's risk assessment process is dynamic and prioritises human rights and environmental sustainability. TCB GB proactively identify and address risks such as forced and child labour, discrimination, unsafe working conditions, and environmental degradation.

By partnering with independent experts to map TCP GB's supply chain, TCP GB gains a clearer view of potential risks and aligns its approach with internationally recognised human rights standards, such as the UN Guiding Principles on Business and Human Rights.

TCP GB is committed to transparency and continuous improvement. As a Sedex member, TCP GB securely shares data with customers and suppliers to identify risks, track progress, and demonstrate compliance with international standards; strengthening trust and supporting responsible sourcing across our supply chain.

While TCP GB works hard to identify and address risks, TCP GB recognise that no system can eliminate them entirely. Even with strong mitigation measures in place, challenges will persist. What matters is TCP GB's commitment to staying informed, remaining vigilant, and trusting our supply chain partners to work with us and others across the industry to drive continual improvement.

Supply Chains

Our supply chains for our Tetley and Good Earth teas that we sell into Europe, US and Canada are 100% Rainforest Alliance certified, and our teapigs supply chain is 80% Rainforest Alliance certified.

In relation to Tata Consumer Products Bangladesh Limited, all its teas are purchased at the Chittagong Tea Auction, and all such teas are sourced from tea gardens that are registered with the Tea Board of Bangladesh, which is under the oversight of the Bangladeshi Ministry of Commerce.

In relation to UK Group's South African subsidiary, Joekels Tea Packers (Proprietary) Limited ("**Joekels**"), 100% of the teas Joekels uses for its Tetley teas are Rainforest Alliance certified, and the rooibos tea that Joekels sources from Cape Rooibos within South Africa is processed at a plant audited by the Rainforest Alliance.

Our continued work with the Ethical Tea Partnership and the Rainforest Alliance supports our commitment to buy tea which has been ethically produced and sourced.

PUBLISHING OUR STATEMENTS

Our Statement is published on our UK and global websites which can be found at:

1. www.tetley.co.uk
2. www.tataconsumerproducts.com
3. www.goodearth.co.uk
4. www.teapigs.co.uk
5. www.Organic-India.co.uk

A link to our modern slavery statement can be found on the homepages of each of the above websites. Copies of our previous statements remain on our www.tataconsumerproducts.com website and can be viewed at any time (follow the link <https://www.tataconsumer.com/modern-slavery-statement--uk>).

Should there be any difficulty in accessing our websites, please send a written request marked for the attention of the Company Secretary, Tata Consumer Products GB Limited, 325 Oldfield Lane North, Middlesex, UB6 0AZ.

WHAT ELSE

To learn more about Tata Consumer Products' responsible business practices, please visit: <http://www.tataconsumerproducts.com/sustainability> which details our various social sustainability initiatives. This statement has been approved by the boards of directors of Tata Consumer Products GB Limited and Tata Consumer Products UK Group Limited.

For and on behalf of Tata Consumer Products GB Limited

Signed..... 

Print Name..... ADAM BURTON

Position: Director.....

Date..... 30.9.2026

For and on behalf of Tata Consumer Products UK Group Limited

Signed..... 

Print Name..... ADAM BURTON

Position: Director.....

Date..... 30.9.2026