

## Declaration of Principles on Respecting Human Rights

### Our conviction

Ostfriesische Tee Gesellschaft GmbH & Co. KG (OTG) purchases more than 200 different kinds of raw materials from more than 90 countries for its teas, offering its products around the world. The cultivation and harvesting methods as well as the local conditions differ greatly between the three segments of black and green teas, herbal and fruit infusions and rooibos tea. All of our segments share our conviction that responsibility starts at the tea's very origins, e.g. with the people who grow and harvest it.

We know that we will only be successful in the long term if our business activity is in harmony with economical, ecological and social aspects. As a family-owned business, proximity, responsibility for the world we live in as well as reliable relationships with our employees, customers, suppliers, business partners and stakeholders are central aspects of our entrepreneurial alignment and characterise our daily action.

We want all of our raw and other materials to be cultivated, harvested and produced without violating any human rights. Therefore, we consider ourselves responsible for working towards compliance with human rights along our global delivery and value chains. We are aware that respect for human rights is of particular importance in the places of origin of our teas, where child labour, wages insufficient to secure a livelihood as well as inadequate occupational safety and health standards are some of the greatest risks connected to violation of human rights.

We are committed to the UN Guiding Principles on Business and Human Rights. We want to make specific contributions to achieving the Sustainable Development Goals (SDGs) of the United Nations. Apart from this, the following framework stipulations are essential standards and directives for us:

- United Nations (UN) Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- UN Women's Rights Convention
- Core Labour Standards of the International Labour Organization (ILO)
- OECD guidelines for multinational companies
- Principles of the UN Global Compact
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights

## Implementation of diligence obligation regarding human rights

Compliance with these principles is of existential relevance for a successful future of the OTG. As a result, they are also reflected in our own and the superordinate frameworks of our parent company, Laurens Spethmann Holding Aktiengesellschaft & Co. KG (LSH):

- LSH Foundation: Summary of our values and guidelines
- LSH Code of Conduct: Rules for own employees
- OTG Code of Conduct: Requirements to our suppliers

Compliance with these directives is mandatory for all of our employees and business partners. It is subject to their own responsibility. We do not tolerate any violations of the rules named or any applicable laws and human rights conventions and consistently prosecute them. They may lead to consequences under employment or criminal law, up to termination of the employment or business relationship.

We also verify compliance with our social standards and human rights periodically on site and reserve the right to perform audit processes at any time. In order to allow our employees or third parties to anonymously report violations of human rights and applicable law at any time, we have designated an internal compliance officer and created an external whistle-blower office (PRO HONORE e.V.). We will thoroughly follow up on any information provided.

We want to anchor respect for and warranty of human rights in all processes of our organisation. To this end, we raise awareness among our employees, suppliers and business partners, e. g. with trainings and information material. In particular in the tea cultivation countries that are important to us, we regularly draw attention to human-rights-related subjects directly with the producers and make our expectations very clear.

We are also a member of the Ethical Tea Partnership (ETP). The ETP is the only international non-profit organisation dedicated exclusively to the tea industry. Together with its more than 50 international members (tea companies) and cooperation partners (NGOs, governments and trade unions), it works to establish social and ecological standards in tea production and to create transparency. Regional structures and excellent networking give the ETP direct access on site and ensure that support is made available where it is needed.

We also perform specific project work in the countries of origin that are strategically important to us in order to contribute in a targeted manner to improving the living and working conditions for people on site.

## Outlook

We are aware the implementation of the diligence obligation regarding human rights is an ongoing process of development. Even though we only trade a very small amount of the global tea volume, we want to cooperate with our partners to continue to drive responsible action on the entire tea market and to achieve sustainable change along the value chain. We use our sustainability and progress reports to inform the public about our understanding of sustainable, responsible corporate management and our activities in this area. This also includes that we inspect our value chain even more closely for human-rights-related risks in order to fully live up to our responsibility.

Seevetal, July 2024

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