

Code of Conduct

Trustea Sustainable Tea Foundation
www.trustea.org



Our Mission

trustea is committed to promoting sustainability, ethical practices, and responsible sourcing in the Indian tea sector. Our mission aligns with the principles of human rights, fair labor practices, environmental stewardship, and good governance. We work collaboratively with our stakeholders to ensure the implementation of the trustea Code, which upholds social, environmental, and economic sustainability.

We share with our partners the goal of fostering a tea industry that is safe, equitable, and sustainable for all. To this end, we commit to the following Code of Conduct:

Corporate Governance

We understand corporate governance as the foundation for responsible, transparent, and accountable business practices. Our decisions and operations are guided by:

- Integrity, fairness, and impartiality
- Compliance with all applicable legal requirements
- Ethical leadership and responsible decision-making
- Transparent communication with all stakeholders

We commit to upholding high standards of corporate governance for the benefit of all stakeholders involved in the tea value chain.

Business Ethics

trustea maintains a zero-tolerance policy towards any form of unethical behavior, including corruption, bribery, or fraudulent practices. Our approach to business ethics includes:

- Promoting fair competition and integrity across the supply chain
- Adhering to ethical marketing and communication practices
- Ensuring confidentiality and safeguarding stakeholder information
- Encouraging suppliers and partners to adopt and implement similar ethical standards

We expect our partners to join us in upholding these responsible sourcing principles to ensure a sustainable and trustworthy practices in tea sector. Refer-

<https://trustea.org/uploads/guidlines/17313084451.pdf>

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Human Rights

We respect and uphold internationally recognized human rights standards, including those set forth in the Universal Declaration of Human Rights. Our commitment entails:

- Treating all individuals with dignity and respect
- Prohibiting discrimination, harassment, and abuse
- Ensuring freedom of thought, expression, and association
- Supporting inclusive practices that empower marginalized communities

trustea partners are expected to respect these principles and promote a workplace culture rooted in human dignity.

Labor Practices

The well-being of workers is central to our vision of a sustainable tea industry. In line with the core conventions of the International Labour Organization (ILO), trustea ensures:

- Safe and healthy working conditions for all employees
- Fair wages and working hours in accordance with legal requirements
- Protection of workers' rights to freedom of association and collective bargaining
- Strict prohibition of child labor, forced labor, and any form of exploitation

We work with stakeholders to build capacities, raise awareness, and foster continuous improvements in labor conditions.

Environmental Responsibility

The tea sector relies on natural resources, and we recognize our duty to protect the environment. Our environmental commitments include:

- Reducing energy consumption and minimizing greenhouse gas emissions
- Promoting water conservation and responsible waste management practices
- Encouraging the adoption of environmentally friendly farming techniques
- Supporting biodiversity and ecosystem preservation in tea-growing regions

We collaborate with stakeholders to implement sustainable practices that mitigate environmental impact.

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Community and Social Development

trustea acknowledges the tea industry's role in community development. We strive to maximize our positive social impact by:

- Creating employment and skills development opportunities
- Supporting community initiatives that promote education and health
- Encouraging gender equality and the inclusion of vulnerable groups
- Partnering with local organizations to address community-specific challenges

We believe that sustainable tea production can be a driver of social and economic development.

Our Commitment

trustea is dedicated to continuous improvement in all aspects of our operations. We commit to regularly reviewing and updating our Code of Conduct to reflect evolving best practices and stakeholder expectations.

To ensure the credibility of our sustainability efforts, we welcome feedback and encourage stakeholders to report any concerns regarding compliance with this Code. Confidentiality will be maintained, and necessary actions will be taken in response to any identified breaches.

For inquiries or to report a concern, please contact: support@trustea.org

Together, we can build a more sustainable, ethical, and resilient tea industry in India.

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