

## **Competition compliance policy of trustea program**

*trustea* is an Indian sustainability code and verification system for the tea sector, which addresses some of the challenges faced by Indian tea industry. *trustea* Code enables producers, buyers and others involved in Indian tea businesses to obtain tea that has been produced according to agreed, credible, transparent and measurable criteria.

This Competition Compliance Policy governs the conduct of the participants of the *trustea* program. *trustea* expects all participants to comply with the policy and not to prejudice any of the aims or activities of *trustea* by any departure from it. *trustea* and all participants to *trustea* program are committed to full and fair competition, and *trustea* 's program and activities shall not be used in any way inconsistent with relevant competition laws. In order to promote the compliance with these laws, *trustea* has adopted this Competition Compliance Policy in which the basic rules for competition compliance are set out. Because of the importance of preventing competition law violations, both in the interest of *trustea*, all participants and in the general interest, *trustea* considers acceptance of and compliance with this policy a condition for participation of the *trustea* program. Participants who fail to comply with this policy may be excluded.

### **General**

Meetings of competitors under the guidance of *trustea* are not prevented by competition law. However, participants must not use the forum provided by *trustea* in order to coordinate their commercial activities. Each *trustea* member must exercise its independent business judgement in pricing its products and services, dealing with its customers and suppliers, and choosing markets in which it will compete. Any activity that could create even the appearance of a restriction or distortion of competition must be strictly avoided.

### **No anticompetitive Agreements or Understandings**

*trustea* shall not be used for the purpose of bringing about or attempting to bring about any agreement, understanding or concerted practice, written or oral, formal or informal, express or implied, among competitors regarding:

- Prices, premiums, discounts, or other financial terms or conditions
- Market shares and sales territories
- Output and sales
- Commercial details concerning individual customers or suppliers
- Cost and demand structure
- Investment and marketing plans
- Bidding or refraining from bidding
- Credit conditions or any other terms or conditions of sale
- Exclusionary practices

*trustea* shall not induce or tolerate any discussions or any exchange of commercial information for the purpose or with the probable effect of:

- Increasing, maintaining or stabilising prices and other commercial terms or conditions offered
- Reducing competition with respect to the range, quality or specifications of services offered
- Promoting agreement among competitors with respect to their commercial purchases, including the selection of products or services for purchase, the choice of supplier and the prices they will pay for products or services

#### **No discussions on Competition Sensitive Issues**

No *trustea* conference or activity shall include discussions or dissemination of information among competitors regarding competition sensitive issues. In no case shall participants discuss or disclose information to each other on their individual prices, rates, discount, or other financial and commercial terms and conditions, for any current or prospective products. Neither shall competition sensitive issues be discussed, including participants' financial performance, individual information on any participants' costs, product specifications, anticipated products or individual customer information.

*This prohibition does not cover such information that at the time of discussion has been made publicly available in a legitimate manner, historic information that is at least over one year old, information aggregated by an independent third party or trustea in a way that does not provide participants the possibility to identify what part of the information applies to an individual organisation.*

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