



Modern Slavery Statement – 2024-2025

Kenya Tea Industries Ltd is committed to combating modern slavery and human trafficking within our operations and supply chain. As a responsible tea packer based in West Bromwich, we recognize our duty to ensure that the workers producing and supplying our tea are treated fairly and ethically.

This statement is under Section 54 of the **UK Modern Slavery Act 2015** and outlines the steps we have taken to prevent modern slavery in our business and supply chain.

Our Business and Supply Chain

Kenya Tea Industries Ltd is a small business that blends and packs high-quality tea under our brand, KENTEA. We source our tea exclusively from Kenya and local UK brokers, working closely with farmers, cooperatives, and certified suppliers to ensure ethical and sustainable practices. We acknowledge the risks of labour exploitation in agricultural supply chains, particularly in tea-growing regions. Therefore, we are committed to transparency and working only with suppliers who meet our ethical standards.

Our Policies and Commitments

To uphold our ethical responsibilities, we have established the following policies:

- **Ethical Sourcing Policy:** We ensure that all our suppliers adhere to responsible labour and environmental practices, prioritizing worker welfare.
- **Supplier Code of Conduct**—We require our suppliers to comply with strict labour standards, including no forced or child labour, fair wages, and safe working conditions.
- **Whistleblowing Policy** – Encourages employees, suppliers, and stakeholders to report unethical practices confidentially.
- **Human Rights Policy** – Aligns with international labour rights standards to ensure respect for human dignity across our supply chain.

Certifications and Supplier Engagement

As part of our commitment to ethical sourcing, we work with certified suppliers and partners, including:

- **Fairtrade** – Ensuring farmers receive fair prices and are supported through social and economic initiatives.
- **Rainforest Alliance** – Promoting sustainable farming practices that protect people and the environment.
- **Ethical Tea Partnership** – Collaborating with industry stakeholders to improve working conditions and sustainability in the tea sector.

We require all suppliers to hold at least one of these certifications to ensure adherence to internationally recognized labour and sustainability standards.

Risk Assessment and Due Diligence

We regularly assess our supply chain to identify and mitigate risks related to modern slavery. Our due diligence measures include:

- **Supplier Audits and Assessments** – Conduct periodic checks on supplier compliance with ethical labour practices.
- **Contractual Obligations** – Embedding anti-slavery clauses in supplier agreements.
- **Farmer and Worker Engagement** – Working closely with tea producers in Kenya to support ethical employment practices.

Training and Awareness

To strengthen our efforts, we provide training to our employees and key suppliers, covering:

- Recognizing modern slavery risks in the tea supply chain.
- Understanding Fairtrade, Rainforest Alliance, and Ethical Tea Partnership standards.
- Reporting and addressing unethical labour practices.

Monitoring and Performance Indicators

We measure our progress through:

- The number of supplier audits conducted and compliance levels.
- Reports received on unethical labour practices and actions taken.
- Continuous improvement of policies based on industry developments.

Future Commitments

We will continue enhancing our ethical sourcing policies, engaging with industry partners, and improving supply chain transparency. Our goal is to further support sustainable and fair labour practices within the Kenyan tea industry.

This statement has been approved by the Directors of Kenya Tea Industries Ltd and will be reviewed annually to ensure continued effectiveness.

Mohinder Saimbhi

Mohinder Saimbhi
Managing Director
Thursday, 06 February 2025