

## **Finlays' response to allegations of human rights violations in the tea supply chain – August 2023**

Firstly, in regards to the news report about an injury alleged to have taken place at Namdang Tea Estate, our suppliers have confirmed this is a case of mistaken identity/error in reporting. The news report relates to an incident at Samdang Tea Estate located at Doomdooma, not Namdang Tea Estate. The news report also specifically identifies the Company owning the Estate and we can confirm it is not our suppliers McLeod Russel India Limited (MRIL). There has been no accident at Namdang Tea Estate as reported in the said news item. Samdang is not part of the Finlays supply chain.

With regards to the incident at Dufflaghur tea estate where a worker was killed involving heavy machinery, we can confirm this tea estate is part of our supply chain and we that have bought tea from McLeod Russel India Limited (MRIL) that was produced on this site in previous years, though we have not purchased anything since the reported incident took place.

Finlays takes health and safety extremely seriously throughout our supply chain and we have liaised with MRIL to understand the circumstances around the incident and the actions MRIL is taking. This includes an internal investigation, support of the police and government investigations being undertaken, support being given to the family of the individual involved, and additional health & safety measures being put in place on the site.

We are continuing to work closely with our supplier in Assam to understand further information on the case and any more steps being taken to avoid similar incidents in future. Finlays has a Supplier Relationship Management programme which assesses all tea producers across our group supply chain. This includes identifying and minimising risk in the supply chain overall and building resilience throughout the supply chain.