

# RESPONSIBLE SOURCING – HERBS AND SPICES

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JULY 2022

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# Our responsible sourcing policy for herbs and spices

## Our commitment

Our Code of Conduct<sup>1</sup> and our Human Rights Policy<sup>2</sup> underpin our commitment to conduct business with integrity, to respect universal human rights and to uphold core labour principles. These commitments cover all our supply chains, from raw materials to packaging and indirect procurement.

Our aim is to ensure that our herbs and spices are ethically sourced and that we drive positive change for the communities in our herbs and spices supply chain.

## Our approach

We source over 60 herbs and spices, each one from several origins across the world. We are working on a tiered approach based on the volume and type of items, focusing on ingredients where we can have the biggest impact while driving a level of transparency across our whole supply chain.

### Transparent sources

We map where our raw materials come from, all the way back to the farm, plantation, forest, wild collection area or other places of origin<sup>3</sup>.

We are working with existing and future suppliers to ensure **full transparency by 2025, for all our priority items<sup>4</sup>**.

### Third party verification

We aim to source from sites that meet our sustainable sourcing requirements (at farms and wild harvesting sites and not just the processing sites):

- Third party sustainable certification (Rainforest Alliance, UTZ Certified, Fair Wild, Fairtrade or equivalent standards)
- In low risks origins only: audits (SMETA or Twinings commissioned social audits)
- If a few isolated cases, assessments (see TCNA below) can be used to confirm minimum standards to keep diversity of small suppliers.

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<sup>1</sup> <https://www.sourcedwithcare.com/media/cwknqifx/two-code-of-conduct-2022.pdf>

<sup>2</sup> [Microsoft Word - Human rights policy \(sourcedwithcare.com\)](#)

<sup>3</sup> [Sourcing Map | Twinings Sourced With Care](#)

<sup>4</sup> High priority items: Blackberry leaves, Camomile, Cardamom, Cinnamon, Ginger, Lemon Grass, Hibiscus, Lemon Peel, Linden, Orange, Peppermint, Rooibos, Rosehip, Spearmint, Turmeric, Vanilla (January 2022)

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**Our goal is for all our priority items to be sustainably sourced by 2025.** We will also continue to review our other items to drive sustainable sourcing beyond 2025.

### **Beyond compliance**

Twining's then assesses the conditions and needs of community in our supply chain, through our Twining's Community Needs Assessment (TCNA). The TCNA was developed in consultation with expert organisations and goes beyond traditional compliance with a human rights lens in communities we source from (covering housing, water and sanitation, health and nutrition, gender, children's rights, labour relations, natural resources, livelihoods, farming practices and land rights). This is a holistic process which includes areas both within and outside the direct responsibility of producers, to get a thorough understanding of conditions on the ground. The process is participatory and inclusive by involving focus group discussions and interviews with local communities.

Based on our tiered approach, we are conducting **TCNA in key origins of our priority items by 2025**. Joint action plans are then developed following each TCNA to ensure conditions are improved and issues are addressed in a timely manner and learning are shared with other sources in that origin.

### **Impact on the ground**

Through Twining's Sourced with Care programme<sup>5</sup>, our interventions make a positive long-lasting impact in the communities we source from, from improving access to water and sanitation to enhancing income and empowering women.

Twining's local Social Impact team, are experts based in key sourcing geographies and are responsible for conducting the TCNAs, ensuring appropriate improvements are taken, working with other to address issues and engaging with local stakeholders.

### **Collaboration**

We partner with producers, NGOs, expert organizations, government agencies, industry bodies and civil society to drive change and address community needs in a tailored and sustainable way, whilst also contributing to global development priorities.

We are also a member of the Sustainable Spices Initiative<sup>6</sup> to enable us to change and challenge systemic issues across the sector.

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<sup>5</sup> [www.sourcedwithcare.com](http://www.sourcedwithcare.com)

<sup>6</sup> [Sustainable Spices Initiative - IDH - the sustainable trade initiative \(idhsustainabletrade.com\)](http://sustainabletradeinitiative.com)