

Rooibos Bpk. / Rooibos Ltd.

Reg.Nr. 1993/005745/06

Posbus / P.O. Box 64; Rooiboslaan / Rooibos Avenue; Clanwilliam, 8135

Tel: (027) 482 2155; Faks / Fax: (027) 482 1844

Webblad / Website: www.rooibosltd.co.za



Date: 27 May 2024

To Whom it May Concern,

DECLARATION - ROOIBOS LIMITED SEDEX 4-PILLAR CERTIFICATION NUMBER ZC 1073652

Herewith Rooibos Limited can declare that we participate in the Sedex 4-Pillar audit on an annual basis. Sedex is one of the world's leading ethical trade service providers, working to improve working conditions in global supply chains. It provides practical tools, services and a community network to help us improve our responsible and sustainable business practices, and source responsibly. Sedex developed Sedex Members Ethical Trade Audit (SMETA) as an audit methodology for ethical trade.

Using SMETA, companies identify good practices in employment conditions. With this audit, Rooibos Limited is providing evidence to our customers that we have a commitment to ethical trading, which is increasingly important to consumers.

SEDEX is important to Rooibos Limited for the following reasons:

1. **Ethical Accountability:** A SEDEX certification demonstrates our commitment to ethical labour practices, human rights and environmental responsibility.
2. **Supply Chain Transparency:** SEDEX provides a platform for sharing supply chain data, promoting transparency and collaboration among suppliers and buyers.
3. **Risk Mitigation:** By addressing ethical and environmental risks, the SEDEX certification help prevent disruption and legal issues in the supply chain.

It ensures that we can legally claim our products are 'fair trade' by demonstrating our ethical stance. Rooibos Limited is audited on an annual basis on the SMETA 4-pillar standard.

A SMETA 4-Pillar audit comprises of:

1. **Labour Standards:** Ensuring fair wages, safe working conditions and ethical labour practices.
2. **Health and Safety:** Implementing measures to protect the health and safety of workers.
3. **Environment:** Reducing the environmental impact of our operations and promoting sustainable practices.
4. **Business Ethics:** Upholding ethical conduct and in integrity in all aspects of our business.

This declaration serves as a commitment to promoting fair labour practices, supporting worker well-being, and fostering a responsible and sustainable supply chain. By adhering to these principles, we strive to make a positive impact on the lives of workers in our supply chain while maintaining the integrity of our business operations.

SOUTH AFRICA
Rooibos Limited
PO Box 64, Clanwilliam, 8135
Tel: +27 27 482 2155
Fax: +27 27 482 1844
Email: info@rooibosltd.co.za

SRI LANKA
Rooibos Ltd Sri Lanka
Cell: +94 77 381 5770
Email: tharanga@rooibosltd.com

USA
Rooibos North America LLC
Tel: 714-747-9286
Email: hugh@rooibosna.com
Web: www.rooibosna.com

CHINA
Rooibos Ltd China
Tel: +8613051895055
WeChat: kieranvz
Email: kieran@rooibosltd.com
Web: www.rooiboslimited.cn

JAPAN
Rooibos Marketing Limited Japan
Tel: +81 463 80 8877
Fax: +81 463 80 8878
Email: online@rooibosmj.com
Web: www.rooibosmj.com



The preferred supplier of Rooibos to the world since 1954.

Should you require further information, please do not hesitate to contact us.

Kind regards

A handwritten signature in black ink, appearing to read 'L. Slabber', with a small dot at the end.

Liezel Slabber

QUALITY ASSURANCE MANAGER