



RE: Joint LIPTON Teas and Infusions and IUF Memorandum of Understanding (MOU)

This joint MOU has been agreed between LIPTON Teas and Infusions and the IUF. LIPTON Teas and Infusions recognizes the IUF as the internationally representative body of unionized workers within its worldwide operations.

LIPTON Teas and Infusions is committed to ensuring that throughout LIPTON Teas and Infusions' worldwide operations workers can freely exercise their internationally recognized workers' rights and in particular their rights to union membership and collective bargaining without fear of retaliation, repression, or any other form of discrimination. LIPTON Teas and Infusions recognizes its obligation to reasonably act to ensure that these rights are similarly respected by enterprises with whom LIPTON Teas and Infusions has a business relationship, as set out in the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including those providing products, operations and/or services to LIPTON Teas and Infusions.

In order to permanently monitor workers' effective access to the rights mentioned above, LIPTON Teas and Infusions and the IUF affirm their commitment to continue the regular meetings between senior corporate management and representatives of the IUF, on a biannual basis, with one of those two meetings to include a worksite visit. LIPTON Teas and Infusions agrees to bear reasonable costs of participation of IUF's representatives. Issues concerning human and trade union rights arising within LIPTON Teas and Infusions' operations shall form a standing item for these meetings. Due to the nature of the work on tea estates, this will be a standing agenda item. Other issues to be included on a case-by-case basis.

Between meetings, LIPTON Teas and Infusions' senior P&O leaders will maintain ongoing communication with IUF representatives as frequently as deemed necessary by the parties.

This MoU will be subject to ongoing review within the existing engagement process. Any party may terminate the provisions contained by providing the other party 90 days due notice of such intent.

Signed on 24th January 2024 on behalf of:

LIPTON Teas and Infusions

IUF

Nathalie Roos
Chief Executive Officer

Matt Stripe
Chief People Officer

Sue Longley
General Secretary