

ENVIRONMENTAL, SOCIAL & GOVERNANCE

METROPOLITAN LUXURY TEA GROUP



*Metropolitan's Global distribution hub
(Note: Roof is covered with solar panels)*

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LETTER FROM THE PRESIDENT

As a company that deals with agricultural products and a global supply chain, concerns for the environment, sustainability and governance factor into every facet of our business, and every decision we make.

From strategizing with farmers to protect agricultural lands, to promoting sustainable agriculture, implementing carbon avoidance strategies and ensuring a safe, healthy workplace for all, our mission is to constantly improve and evolve the way we do business.

On the following pages you'll find a detailed account of all the programs and certifications we have in place as part of our overall Environmental, Social and Governance practices.

Thank you for your continued support,

Gerry Vandergrift
President
Metropolitan Luxury Tea Group

METROPOLITAN GROUP ENVIRONMENTAL ACTION PROGRAM

OUR MISSION: Everybody and everything in our supply chain from tea farm worker to luxury tea consumer must have a luxury tea benefit.

The scope includes aggressive environmental protection, respectful social awareness and conducting ourselves acknowledging the laws of all the countries where we work.

Working within an agricultural-based industry, the future of our company and more broadly our planet, depends on it.

CARBON STRATEGY

REDUCTION / AVOIDANCE / OFFSET

Metropolitan Group employs a 3-stepped approach to reducing our carbon footprint.

1. Carbon reduction

The goal of our carbon reduction strategy is to reduce the amount of carbon generated by our facilities and procedures. Steps:

INFRASTRUCTURE EFFICIENCY

The Metropolitan Group factory in Toronto Canada, incorporates many design features intended to reduce energy use and cut down on carbon release. These include:



AIR TRANSFER AND RADIANT HEAT

Fans move air throughout the facility where required, cutting down on heating/cooling needs. Radiant heaters help maintain comfort at a lower temperature and reduces energy use.



LED LIGHTING

We have changed our lighting 4 times since 2004. The current LED iteration is 80% more efficient compared to 2004.



HEAT / COOLING LOSS PREVENTION



Internal plastic sheeting walls and clear flexible vinyl slat walls prevent heat loss during the cold months or necessary cooling during the hot months.

ENHANCED HEAT PROTECTION AT SHIPPING DOCKS



Shipping docks are a significant source of heat loss. To reduce this problem, in cold weather we cover the dock plates with used trade show carpets. In addition, all dock doors have been replaced with insulated doors.

LOCKED THERMOSTATS



A small but simple measure that ensures uniform heating or cooling, with no accidental variations that consumes energy unnecessarily.

INTENTIONAL PACKAGING

Metropolitan Group also takes great care to reduce waste and streamline the packaging of our products to ensure minimal use of energy throughout the shipping cycle. Here's how we do it:

MAXIMIZING SHIPPING UTILITY



All bulk teas are vacuum packed using nitrogen gas reducing the packaging size by 15-20%. This allows more tea packages to fit inside each shipping box, significantly reducing shipping waste (and costs). Nitrogen immersed vacuum packing also preserves freshness and extends shelf-life for even less waste.

USE 50% FEWER CARTONS

Our tea bag manufacturing includes robotic rotation doubling the number of tea bags per box (compared to other global tea packers).

The benefits are:

- i) more competitive pricing*
- ii) use 50% fewer cartons*
- iii) optimization of shipping volume.*

Note – we make our cartons from post-consumer waste, not new paper with petro-based inks on the inside.



CARTON UPCYCLING

Cardboard boxes from incoming shipments are reused where possible. When reuse is not possible, we convert the cardboard into packing material.



2. Carbon offsets

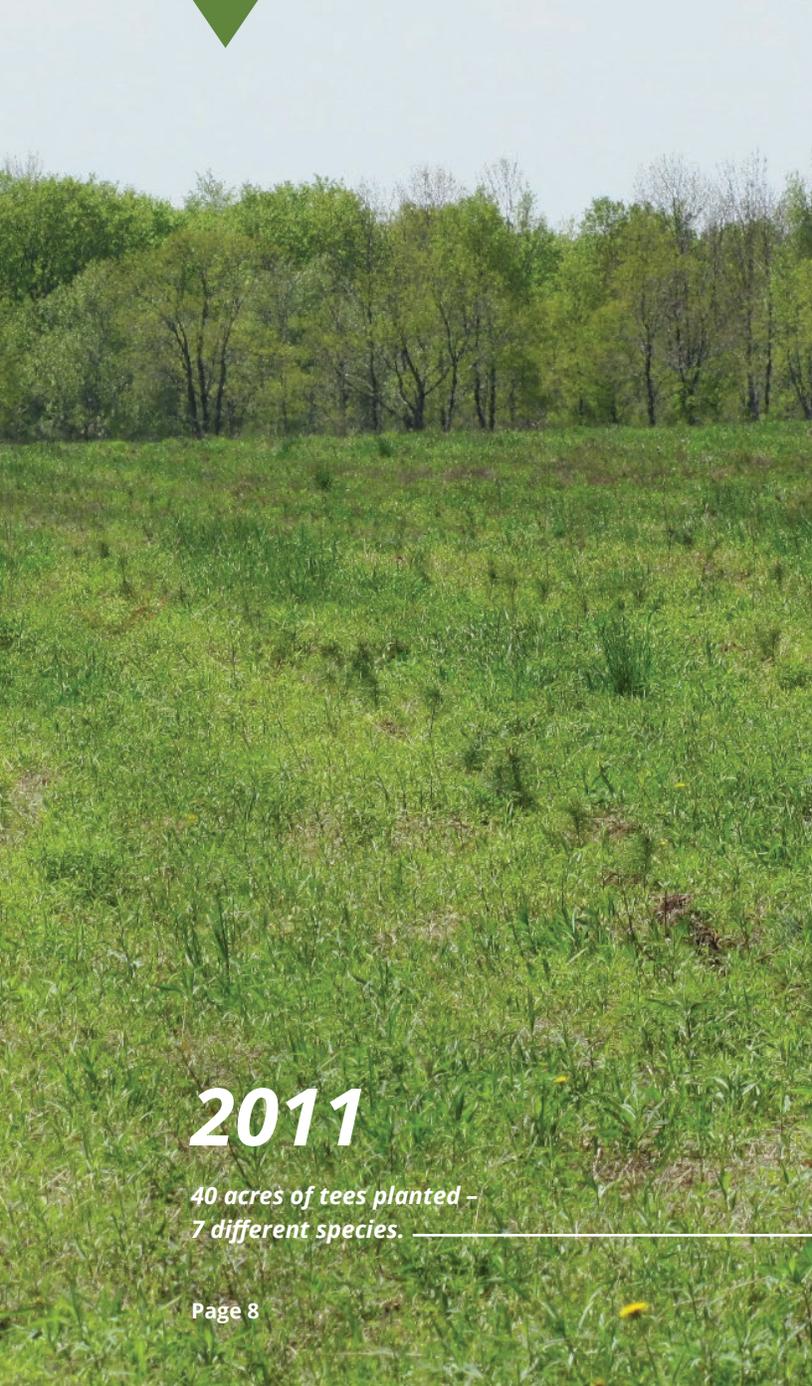
Metropolitan Group is a carbon neutral organization. The ongoing goal of our carbon offset strategy is to reduce our carbon footprint and continue to promote biodiversity in sensitive lands in Ontario.

TREE PLANTING

In response to both the UN's 'Plant for the Planet: The Billion Tree Program', and the Government of Ontario's 50 Million Tree Program, Metropolitan Group planted and continues to maintain 15,000 trees on a tract of abandoned land in Southwestern Ontario. In addition to planting native species, seven different species were planted to promote biodiversity. One more benefit to offsetting our carbon footprint, we're proud to say these trees have also created new habitat for species at risk.



CARBON SEQUESTER FOREST



2011

*40 acres of tees planted –
7 different species.*



TODAY

*A new forest
continues to grow.*



WETLAND PRESERVATION

Adjacent to our tree reserve, the same tract of land is home to 80 acres of historical wetland. Our tree planting initiative helped create a permanent buffer zone around this wetland to protect numerous species of beavers, endangered spotted turtles, endangered black terns and countless other birds and amphibians.

A HOME FOR SPOTTED TURTLES



HUNTING GROUNDS FOR SANDHILL CRANES



PRESERVING 80 ACRES OF MATURE CAROLINIAN FOREST

Adjacent to our tree reserve is our 80-acre tract of Carolinian forest. Not only does it sequester carbon but this natural woodland ensures a continued habitat for deer, fox, porcupine, raccoon, black bear, fishers and many other wildlife.

SPRING



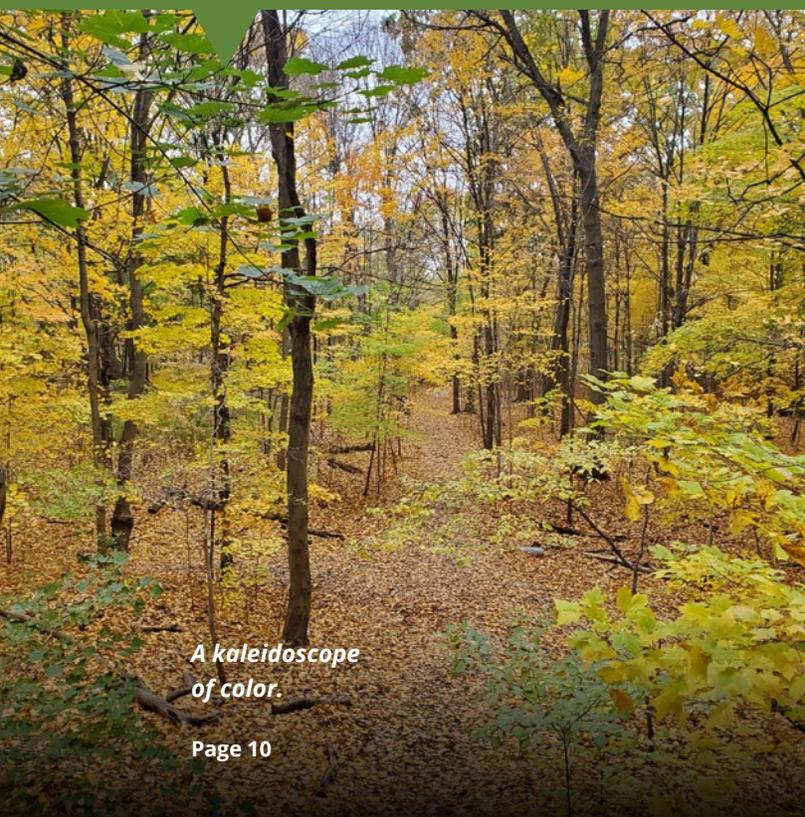
Early spring and the wild leeks are on full display.

SUMMER



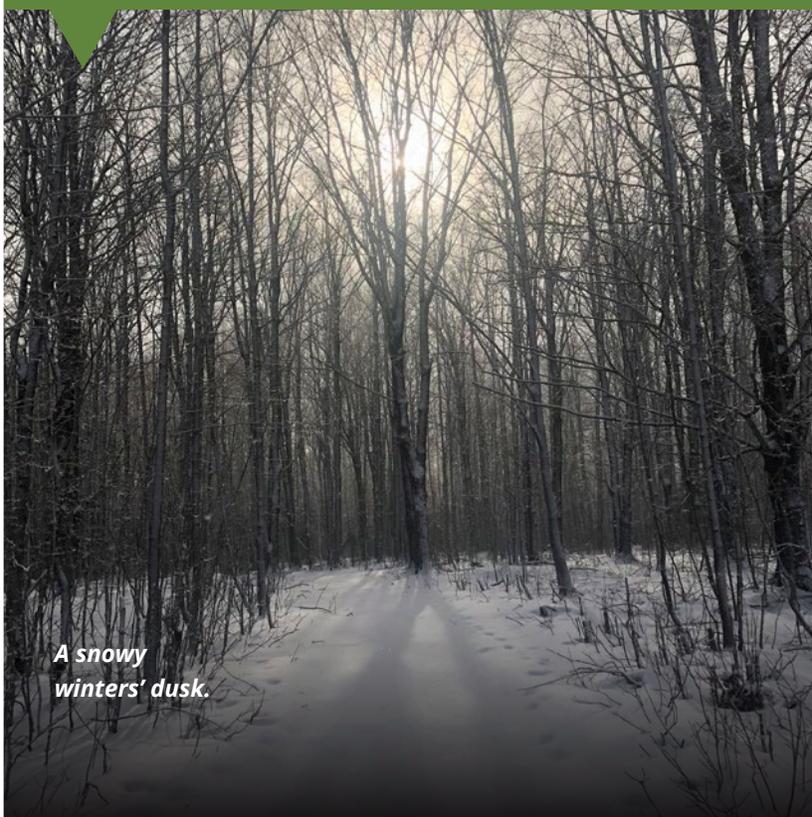
Dappled sunlight streaming through the forest canopy.

AUTUMN



A kaleidoscope of color.

WINTER



A snowy winters' dusk.



Rooftop Solar. 2600 panels and creating a dual purpose for a roof.



3. Carbon avoidance

Alongside our carbon reduction strategy, Metropolitan Group also employs an effective carbon avoidance strategy. Our goal here is to avoid carbon emissions altogether, wherever possible. Since 2012 we operate one of Ontario's largest privately held rooftop solar arrays – an array of 720 Kwh.

SOLAR ENERGY

Located on the roof of our factory in Toronto, Ontario, Canada, Metropolitan Group's solar array generates more than 3x the amount of electricity used by our factory annually. This equates to 800 to 900 Mwh yearly (depending upon how many sunny days we have). Here how this breaks down:

ANNUAL EMISSIONS AVOIDED:



Green manufacturing yesterday, today, tomorrow.

METROPOLITAN GROUP'S STRATEGY IN CONTEXT

The effects of global warming and climate change continue to negatively affect all matters of human endeavor. We see this amongst our growers and farmers. Crops are unpredictable, and in some cases completely lost for a year due to extreme heat. Nevertheless, The Metropolitan Luxury Tea Group is proud of the work we've done. Since the company started in 1991, environmental awareness has been good for business. We have found that operating environmentally aware saves money and makes us more competitive.

We estimate that combined between our solar and carbon sequester tree farm, The Metropolitan Tea Group avoids in excess of 1,200,000 Pounds of CO2 annually.

FOR YOUR INFORMATION:

Our solar operation is constantly monitored by Also Energy who also give some statistics to us:

Below is a snapshot of the daily report. At the time of the report:

- Produced 9,150 Mwh of power (annually we produce enough power for nearly 100 households for a year.)
- Equivalent of planting 161,804 trees
- Saving 710,067 gallons of gasoline
- Saving 4.57 Million gallons of water

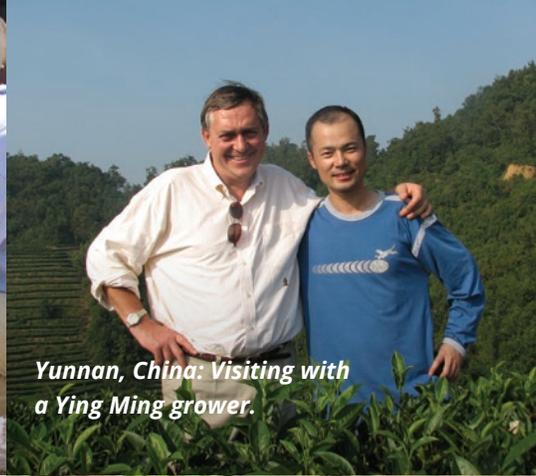


SOCIAL ACTION FAIR TREATMENT FAIR TRADING

Since we first opened our doors, Metropolitan Group has always supported fair treatment and trading everywhere we do business. Periodic onsite audits of our growers and supplier facilities ensure that at every stage of the product lifecycle, ethical treatment of workers and communities is paramount. These visits also strengthen the relationships that allow us to bring you the best teas on the planet.



Lover's Leap, Sri Lanka: sorting raw leaf for processing.



Yunnan, China: Visiting with a Ying Ming grower.



Petchabun, Thailand: Our processor supports small farmers in the region buying their lemon grass.



Cape Province, South Africa : Good paying jobs created in rural South Africa.



Dimbula, Sri Lanka: Joking around with estate staff during an audit.



Travencore, South India: High yielding and drought resistant tea bushes ready for replanting.

OUR ACTIONS: Fair Pricing, Fair Treatment and Grower Audits



Izmir, Turkey: Inspecting our herb growers sorting equipment.



Meru, Kenya: Happy staff, fair treatment, reinvesting for the future = long-term luxury tea.



Colombo, Sri Lanka: Tea masters explaining the why's of their processes.



Dongguan, China: Quality inspection at our tin box maker.



Travencore, South India: Welcome ceremony before an audit.



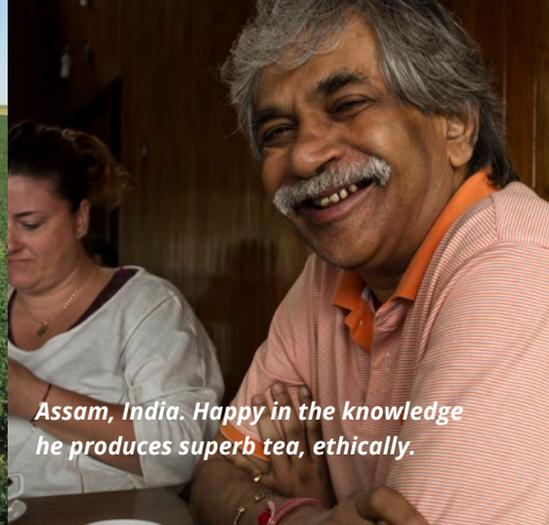
Darjeeling, India: Staff, visitors and auditors gather for a cultural evening.



Yunnan, China: Audit at our Puerh supplier.



Washington, USA: Our peppermint farmer outstanding in his field.



Assam, India. Happy in the knowledge he produces superb tea, ethically.



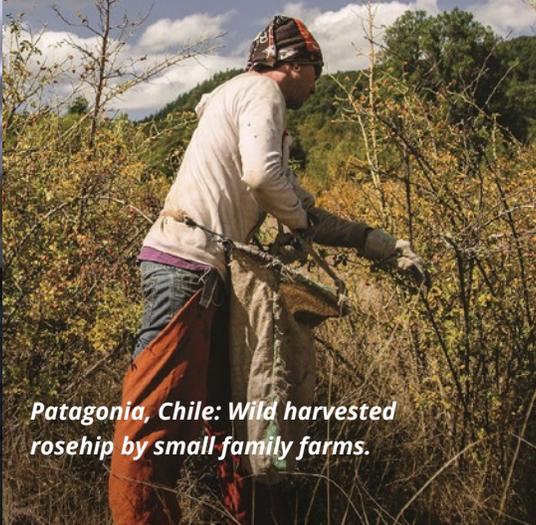
Assam, India: Working with our organic farmer.



Travancore, South India: Metro Tea staff on an audit and learn mission.



Fayoum, Egypt: The best camomile. We work closely with our grower.



Patagonia, Chile: Wild harvested rosehip by small family farms.



Uva, Sri Lanka: Our grower ensures fair accounting of leaf harvest.



Nandi, Kenya: The farmer inspecting his luxurious crop.



Assam, India: audit wrap-up discussion with the farmer.



Gujarat, India: Discussing quality improvement with our Moringa farmer.

FAIR TREATMENT, FAIR PRACTICES, FAIR TRADING

As a luxury tea buyer, packer and manufacturer, we rely on our farmer partners producing the best and that they will be there for us during the next seasonal peak. Tea and herb farms are essentially small villages where workers and their families may live for many generations. In these cases, all our tea growers provide education and schools for their staff. On small family farms, the family's children (when not in school) often help their parents. This teaches them skills and helps the family.

The formula is simple: **Be Fair, Be Ethical, Be Transparent and Supportive.**

OUR PILLARS OF FAIR PRACTICES – THROUGHOUT OUR SUPPLY CHAIN

- **BEST** grower in their region
- **COMPLIANT** to laws
- **EDUCATION** facilities for workers
- **ENVIRONMENTAL** action ongoing
- **FAIR** price paid for best quality
- **FAIR** salary compensation
- **GLOBAL** food safety certifications
- **MEDICAL** facility access for all staff
- **NO** child labor
- **POSITIVE** outlook on tea and herbs
- **PROPER** attire for the job
- **SAFE** working conditions
- **SUITABLE** housing given or available
- **SUPPORTIVE** of our farmer families
- **RE-INVESTMENT** for a bright future
- **RESPECT** for all
- **WELL** financed to handle all issues

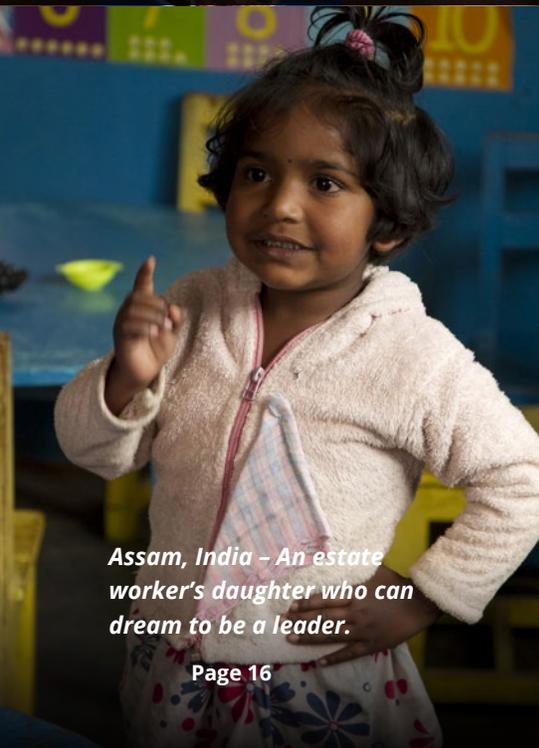
SOME OF OUR PILLARS IN ACTION



Nilgiri, South India – Baby care center at Havukal Estate, Nilgiri.



Darjeeling, India – Workers' children walking through Risheehat on the way to estate school.



Assam, India – An estate worker's daughter who can dream to be a leader.



Nilgiri, South India – Havukal elementary school: 'Welcome Metro Tea'.



Yunnan, China: School across the road from our Ying Ming tea grower's farm. ("I promise, I will behave").



Kericho, Kenya – Elementary school on Kapchorua Tea estate.



Nuwara Eliya, Sri Lanka – Primary school class on Courtlodge Tea Estate.

ETHICAL TEA PARTNERSHIP: MEMBER IN GOOD STANDING

In 2003, Metropolitan Luxury Tea Group became the first non-UK company to obtain membership with the Ethical Tea Partnership. This important organization monitors and regulates the living and working conditions on tea farms around the world.

In regions where Ethical Tea Partnership does not have a presence our regular farm site visits and commensurate audits ensure Fair Trading and Fair Treatment.

Metropolitan Luxury Tea Group does not belong to Fair Trade for a variety of reasons:

- In our travels we have seen Fair Trade certified farms that have left us agog.
- FT seems to have a strong financial motive for companies to use their branding logo

In general, FT's priorities in many cases run counter to our policies.





HOUSING, MEDICAL FACILITIES, RELIGIOUS TOLERANCE

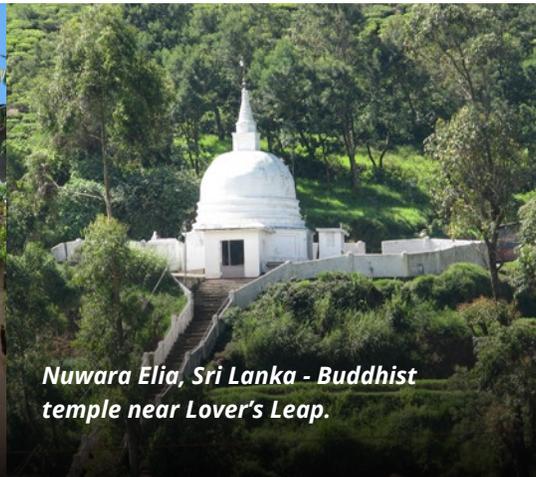
We have growers in more than 35 countries around the world. Generally, the farms are in rural zones with poor access to medical facilities and housing. In addition to this, in some areas where we buy raw materials, there can be religious intolerance.

WHAT DO WE DO?

We have been in the tea trade long enough to know who the good growers are and which growers may run counter to our goals. We actively work with growers who provide housing and medical facilities if they are in remote areas, or, they have processes in place to make this available to all their staff utilizing the local infrastructure. In addition to this, we have an expectation of religious tolerance towards differences amongst their staff.



Nuwara Elia, Sri Lanka - Christian church, near Lover's Leap.



Nuwara Elia, Sri Lanka - Buddhist temple near Lover's Leap.



Nuwara Elia, Sri Lanka - Hindu temple, near Lover's Leap.



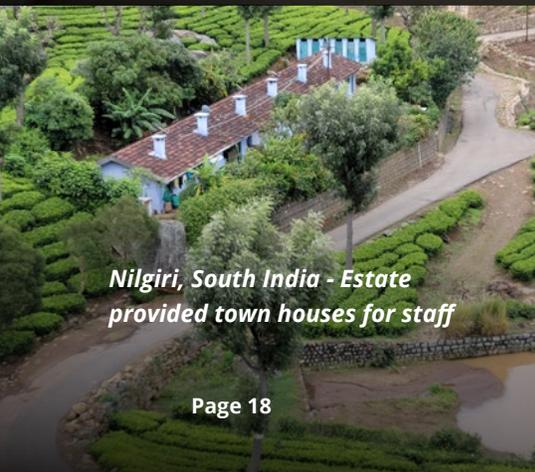
Nigiri, South India - 10 bed hospital at Havukal Estate.



Kiambu, Kenya - Medical clinic near Kambaa Tea Factory.



Assam, India - Salonah Estate, the sign says it all.



Nilgiri, South India - Estate provided town houses for staff



Kandy, Sri Lanka - Carolina Estate



Kericho, Kenya - Changoi Tea Estate housing.

HABITAT CONSERVATION, HARMONY WITH NATURE

Our tea growers have a strong conviction that what is good for the land is good for the tea and tea estate staff. They take great pride maintaining habitat so that wildlife on and around their farms also have a place they can call home. Their view is we share the land.

Metropolitan Tea also shares this conviction.



Kericho, Kenya – Man-made pond for fish and a place the tea estate staff (aka members) can enjoy fishing.



Nilgiri, India – Oh, oh.. Time to get into the Land Rover during our tea estate audit.



Meru, Kenya – estate roadside flowers provide healthy snacking spots for butterflies.



Travancore, India – A resplendent (and endangered) Hornbill on the organic tea estate lands.



Ontario, Canada – Rose Breasted Grosbeak at the bird feeder on Metro's Carbon Sequester Forest lands.



Travancore, India – One of the elephants from the herd that lives on and near our grower's organic tea and spice farm.



Nilgiri, India – Throughout the Nilgiri tea estate district, Indian Bison are free to roam (please stand back!).



Nilgiri, India – A family of sloth bears checking us out as we audit the tea fields.



Nilgiri, India – A black panther surveying his domain on Havukal Tea Estate.



Yunnan, China – Black, moving, long and thin – Careful!!



Assam, India – Shade trees and tea bushes provide a home and playground for a troop of Assamese Macaques.

FORESTRY FOR HABITAT, CO2 ABSORPTION, MICRO CLIMATE CREATION AND FOSSIL FUEL REDUCTION

Wild forests are encouraged to prevent soil erosion, provide a micro climate surrounding the tea estate and of course a home for local birds and other fauna They provide cooling as well as encourage clouds which may give ever so important rain. On some remote farms fast growing eucalyptus is grown in managed forests as a source of fuel for the tea dryers replacing fossil fuels. Then to make things even better!... tea estates (tea bushes are basically pruned trees) and surrounding forests absorb CO2.



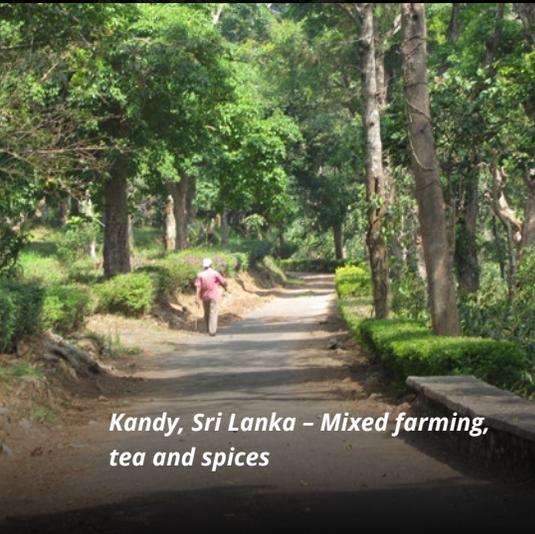
Meru, Kenya – Eucalyptus, fast growing with high calorific value for heat used to dry farm produce.



Meru, Kenya – Harvested eucalyptus drying to perfection.



Meru, Kenya – A boiler used to provide heat for withering and tea drying.



Kandy, Sri Lanka – Mixed farming, tea and spices



Kiambu, Kenya – Healthy and vigorous forests create a micro climate for the tea.



Ontario, Canada – Some of Metro's 15,000 planted trees growing well.



Ontario, Canada – Flowers on the forest floor attract many honey bees.



Kerala, India – Pepper, cardamom and forestry in harmony



Kiambu, Kenya – Agapanthus to help control erosion

RESPONSIBLE TEA AND HERB PRODUCTION

OUR RULE OF THUMB:

EXCEPTIONAL TEAS & HERBS ARE NOT PRODUCED BY A WORKFORCE UNDER DURESS

In our experience, luxury teas are produced by a healthy and fairly compensated workforce – one with a vested economic and social interest in their product.



*Darjeeling, India
Risheehat Tea Estate.*

CONTINUOUS CROP AND SOCIAL RESPONSIBILITY

- In most areas tea and herbs are year round crops
- Tea, herb and spice plants are perennials living long lives

Benefits:

- Stable rural employment
- Infrastructure maintained
- Promotes good agricultural practices



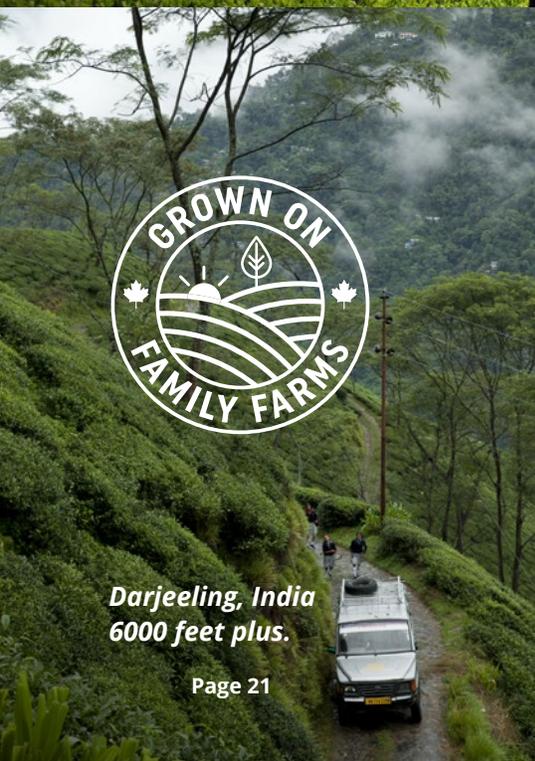
*Kyushu, Japan
Very high standards.*

LUXURY TEA VS PESTICIDES, PESTICIDE FREE, ORGANIC, FERTILIZERS

- High altitude teas are grown pesticide free
- Where altitude not possible we insist on the globe's strictest MRLs
- Organic tea farming can drop yields by 30-50%

Our Strategy:

- Heavy reliance on high altitude tea and herbs – pesticide free
- Encourage use of natural fertilizers and nitrogen
 - Higher yield promotes continuous employment for rural workers.
 - Fertilizers give higher quality products which give farmers higher returns.
- Have a huge range of organic but charge more for it – give clients a choice



*Darjeeling, India
6000 feet plus.*



*Nuwara Eliya, Sri Lanka
Lovers Leap Estate.*



*Kiambu, Kenya – Tea is a
continuous crop providing
jobs for millions.*



*Darjeeling, India
– Margaret's Hope,
bushes planted
in 1862.*

SUSTAINABLE & COMPOSTABLE TEA PRODUCTS

Metropolitan Group since its inception more than 3 decades ago, has always focused on and pioneered sustainable tea products. Most recently, we are especially proud of to be one of the first global tea manufacturers to have 100% compostable luxury whole leaf tea bags with barrier properties that are equal to or better than existing materials. Hospitality, Retail and Private Label.

We are not resting on our laurels, home compostable is imminent.

Following are some of the highlights.

COMPOSTABLE PYRAMID TEA BAGS – HOSPITALITY AND RETAIL

- Made from plant material – no plastic
- Bulk packing available
- Extra-long string
- 100% commercially compostable
- Home compostable imminent



*Woven tea bag
(clear material)*



*Non-Woven tea bag
(opaque material)*

COMPOSTABLE NAKED TEA BAGS AND PACKAGING – PRIVATE LABEL

- Curated and bespoke client blends
- Made from plant material – no plastic
- Exceptional barrier properties
- Extra-long string
- Nitrogen flushed – 5 year shelf life
- 100% commercially compostable
- Home compostable imminent



100% compostable – tea, tea bag material, silver pouch, box



COMPOSTABLE INDIVIDUALLY WRAPPED PYRAMID TEA BAGS – HOSPITALITY AND RETAIL

- Made from plant material – no plastic
- Exceptional barrier properties
- Robotic rotation – 2x more tea bags/carton
- Compostable inks
- Nitrogen flushed – 5 year shelf life
- 100% commercially compostable
- Home compostable imminent



Robotized packing – 108% more tea bags in the same size box that a ‘mermaid’ uses

Tea bag envelopes are now certified



100% compostable – box, envelope, tea bag

GOVERNANCE

The Metropolitan Tea Group takes significant steps towards implementing sound corporate governance practices. We celebrate the importance of good governance in achieving our business objectives and the trust of our customers, suppliers, and the engine of our operation, our employees. As part of our commitment to transparency, accountability and ethical behaviour, we operate under an established set of policies and procedures to guide our operations.

These are outlined as follows:

FSSC 22000

Metropolitan Group follows and complies with all standards outlined by The Food Safety System Certification (FSSC 22000), an ISO-based management system recognized by the Global Food Safety Initiative (GFSI). FSSC 22000 defines requirements for integrated processes that work together to control and minimize food safety hazards.



FSSC 22000 is a more robust food safety initiative and replaces our HACCP program. FSSC 22000 has all the elements of HACCP, and then some!

FSSC 22000 compliance includes:

- Establishing a traceability system for all products (down to the tea bag level)
- Measuring and quantifying the success of our food safety efforts.
- Planning and compliance throughout our factory of our food safety system

Certificate CA19/81827453

The Food Safety Management System of

The Metropolitan Tea Company Ltd.

41 Butterick Road, Toronto, Ontario, M8W 4W4, Canada
has been assessed and certified as meeting the requirements of

Food Safety System Certification FSSC 22000

Certification scheme for food safety management systems consisting of the following elements:
ISO 22000:2018, ISO/TS22002-1:2009 and Additional FSSC 22000 requirements (version 5.1).

This certificate is applicable for the scope of
Blending and packing of herbal, flavoured and non-flavoured loose bulk tea and tea bags, whole and grinded teas.

Food Category CIV - Processing of ambient stable products

This certificate is valid from 16 August 2022 until 16 August 2025 and remains valid subject to satisfactory surveillance audits.
Date of Certification decision 11 August 2022
Issue Date 14 August 2022
Issue 4. Certified since 16 August 2019

Authorised by



Global Head – Certification Services
SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350-6666 - www.sgs.com
Validity of this certificate can be verified in the FSSC 22000 database of certified organizations available on www.fssc22000.com.



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ORGANIC CERTIFICATIONS

As a manufacturer, handler and packer of organic products, The Metropolitan Tea Group's organic program has been in place since 2011. The plan is audited yearly by Pro-Cert, our Certifying Body (CB) who in turn is audited by the federal Canadian Food Inspection Agency (CFIA). The CFIA has equivalency agreements with the (United States Department of Agriculture (USDA), European Union (EU organic production regulation EC No 834/2007) and Japan (Ministry of Agriculture).



COR – Canadian Organic Regime



NOP – National Organic Program



EU – EU Organic



JAS – Japanese Agriculture Standards

Organic		Organic Programs				Equivalency Arrangements		
Products	Brand Name	COR (310)	COR (312)	NOP	CARTV	USCOEA	EU EQ	JAS EQ
Ayurvedic Butterfly Pea Flower Bliss	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ayurvedic Calm + Peace	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ayurvedic Cumin Coriander & Fennel	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ayurvedic Cumin Coriander Fennel With Ginger	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ayurvedic Herbal Turmeric	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ayurvedic Stomach Relief & Liver Support	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Bancha	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bark-Alder Buckthorn: Cut, MM 3-7	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bay Laurel Leaves	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bella Coola	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Bella Coola Iced Tea	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Berry Berry	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Berry Berry Iced Tea	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Bilberry	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bitter Fennel Seeds	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Black Organic Earl Grey Matcha	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Black Organic English Breakfast Matcha	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Black Pepper Cut	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Black Pepper Whole	The Metropolitan Tea Company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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Doc. # PC-01-0 Process (1P), Version 15, F. Rev'd: 08/2021

Certificate of Conformity

Canada Organic Regime
The Metropolitan Tea Company Ltd.
 41 Butterick Road, Toronto, ON M8W 4W4

Reg # 13-651

Pro-Cert Organic Systems Ltd. (Pro-Cert) hereby certifies that the above operation is compliant with the Canada Organic Regime (COR) including Part 13 of the Safe Food for Canadians Regulations (SFCR), the General Principles and Management Standards (CAN/CGSB-32.310) and the Permitted Substances Lists (CAN/CGSB-32.311) and/or the Aquaculture – General Principles Management Standards and Permitted Substances List (CAN/CGSB-32.312). This certification is based on the evaluation of: (i) an application containing the organic production plan, (ii) an inspection of the operation, (iii) production records and (iv) such tests or other information deemed essential by the certifying agent. This certification remains in effect until suspended or cancelled by Pro-Cert Organic Systems Ltd. pursuant to Part 13 of the Safe Food for Canadians Regulations (SFCR).

Category of Organic Certification: Processed Products

Certified Products:

See the attached detailed Organic Production Summary

Date of Certification: October 19, 2013
Date by which the operator shall submit application for subsequent annual inspection: August 18, 2023
Date of Issue: February 13, 2023

Byron Hamm
Byron Hamm, B.Sc., P.Ag., Certification Manager

Pro-Cert Organic Systems Ltd. - Eastern Regional Office
 2311 Elm Tree Rd, Box 74 Cambrey ON Canada K0M 1E0
www.pro-cert.org

Certification Scheme: #6 according to ISO/IEC 17067:2013
 CFIA Accreditation # C090004623
 Doc. # PC-01-01, Version 15, F. Rev'd: 08/2021

VEGAN, KOSHER & HALAL CERTIFICATION

The majority of all ingredients that are used by us in various tea blends whether they be client custom blends or our own, are certified Kosher, Vegan and Halal. We undergo regular audits and visits (usually 3 times per year) to ensure that these certifications statuses are maintained.



KOSHER

All the ingredients used in our teas and blends, and the processes used to create them, are reviewed by a certifying Rabbi to ensure orthodox kosher-compliance.



VEGAN

All of our vegan-certified products are certified by third party Vegan certification bodies and are clearly marked with a VegeCert symbol. What's more, our products are 100% traceable back to each individual grower since we maintain such tight control of our supply chain.



HALAL

All our Halal certified products are certified by HMA Canada. Each raw material used and the commensurate products are reviewed and certified by an HMA nominated Imam to ensure compliance to Halal standards.



Kashruth Council of Canada

LETTER OF CERTIFICATION

The following products manufactured by the company named below are certified kosher with the following certification requirements.

Product	Status	Requires	UKD ID
DECAFF PEACH APRICOT	Pareve	COR 992	COR162559
DECAFF SENDAI LEMON GREEN	Pareve	COR 992	COR163475
DECAFF STRAWBERRY	Pareve	COR 992	COR220049
DEEP PURPLE CORNFLOWER PETALS	Pareve	COR 992	COR887988
DIGESTIVE BLUE (Digest + Purify)	Pareve	COR 992	COR950639
DORIAN GREY	Pareve	COR 992	COR890863
DOUBLE CREAM EARL GREY	Pareve	COR 992	COR397106
DRAGON PEARLS	Pareve	COR 992	COR339209
DRAGONMOON	Pareve	COR 992	COR487688
DRAGONWELL	Pareve	COR 992	COR901189
DUNG TI OOLONG	Pareve	COR 992	COR596362
DUTCH LICORICE	Pareve	COR 992	COR257992
DYRAABA	Pareve	COR 992	COR594396
EARL GREEN	Pareve	COR 992	COR229854
EARL GREY	Pareve	COR 992	COR221753
EARL GREY MATCHA	Pareve	COR 992	COR502220
EARL GREY TBC	Pareve	COR 992	COR781856

The Metropolitan Tea Company Ltd.
41 Butterick Road
Toronto, Ontario
Canada, M8W 4W4

Expires: February 29 2024

David Rosen
RABBI DAVID ROSEN
KASHRUS ADMINISTRATOR

NOTE: Unauthorized use of the COR symbol is a violation of applicable food labeling statutes and copyright law.
Letter # 2116113771
May 16, 2023

3200 DUFFERIN STREET #308 | TORONTO, ON M6A 3B2 | 416.635.9550 | INFO@COR.CA | WWW.COR.CA



Halal Monitoring Authority (HMA)

Inspect, monitor, certify halal consumables

The most authentic Halal certifier in Canada

The Metropolitan Tea Company Ltd.
41 Butterick Road,
Toronto, ON
M8W 4W4

May 11, 2023

HMA HALAL CERTIFICATION / VERIFICATION

This is to verify that **The Metropolitan Tea Company Ltd.** is certified by the HMA. All products that bear the HMA SEAL meet HMA standards. Please note that products are only certified as long as they bear proper HMA identification such as the HMA logo and labels on their packaging, and the company is listed on the HMA website.

Please feel free to contact the Halal Monitoring Authority (HMA) at info@hmacanada.org if you have any further questions or concerns.

Products:

- METZ - Cochin Masala Chai 951
- METZ - Decaf Breakfast 512D
- METZ - Grand Breakfast 512
- METZ - Orange Pekoe 940
- METZ - Cream Earl Grey 988
- METZ - Long Island Strawberry 950
- METZ - Cucumber Melon 90G
- METZ - Mediterranean Blue 976
- METZ - Salted Caramel 90P
- METZ - Pomegranate Vanilla 945
- METZ - Japan Sencha Mikado 92B
- METZ - Strawberry Kiwi 928
- METZ - Angel Falls Mist 932
- METZ - Organic English Breakfast 004
- METZ - Organic Earl Grey 906
- METZ - Organic Kyoto Cherry Rose 131
- METZ - Organic Bourbon Street Vanilla 946
- METZ - Organic Turmeric Ginger Peach 90H
- METZ - Organic Ayurvedic Balance 936
- METZ - Organic Lemon Ginger 954
- METZ - Organic Jasmine Gold Dragon 520
- METZ - Organic Blue Nile Chamomile 971
- METZ - Organic Cascade Peppermint 051
- METZ - Organic Berry Berry 931



Vegan & Vegetarian Certification

LETTER OF CERTIFICATION

The Metropolitan Tea Company Ltd.
41 Butterick Road, Toronto, Ontario, Canada, M8W 4W4

Product	Status
DIGESTIVE BLUE (Digest + Purify)	Vegan
DORIAN GREY	Vegan
DOUBLE CREAM EARL GREY	Vegan
DRAGON PEARLS	Vegan
DRAGONMOON	Vegan
DRAGONWELL	Vegan
DUNG TI OOLONG	Vegan
DUTCH LICORICE	Vegan
DYRAABA	Vegan
EARL GREEN	Vegan
EARL GREY	Vegan
EARL GREY MATCHA	Vegan
EARL GREY TBC	Vegan
EARL GREY WELLNESS	Vegan
EARTHLY PARADISE	Vegan

The Metropolitan Tea Company Ltd.
41 Butterick Road, Toronto, Ontario, Canada, M8W 4W4

Expires: February 29, 2024

Richard Rabkin
RICHARD RABKIN
MANAGING DIRECTOR

Unauthorized use of the VegeCert symbol is a violation of applicable food labeling statutes and copyright law.

3200 DUFFERIN ST #308 | TORONTO, ON | INFO@VEGECERT.COM | WWW.VEGECERT.COM

CTPAT

Metropolitan Tea has been a member of CTPAT since 2005. We are Tier 2 CTPAT meaning that we have passed several on site audits by officials from the US Dept. of Homeland Security (DHS). Our long-standing compliance to the rigorous rules covering all matters of food security and security of factory operations allows our goods to travel smoothly across borders.

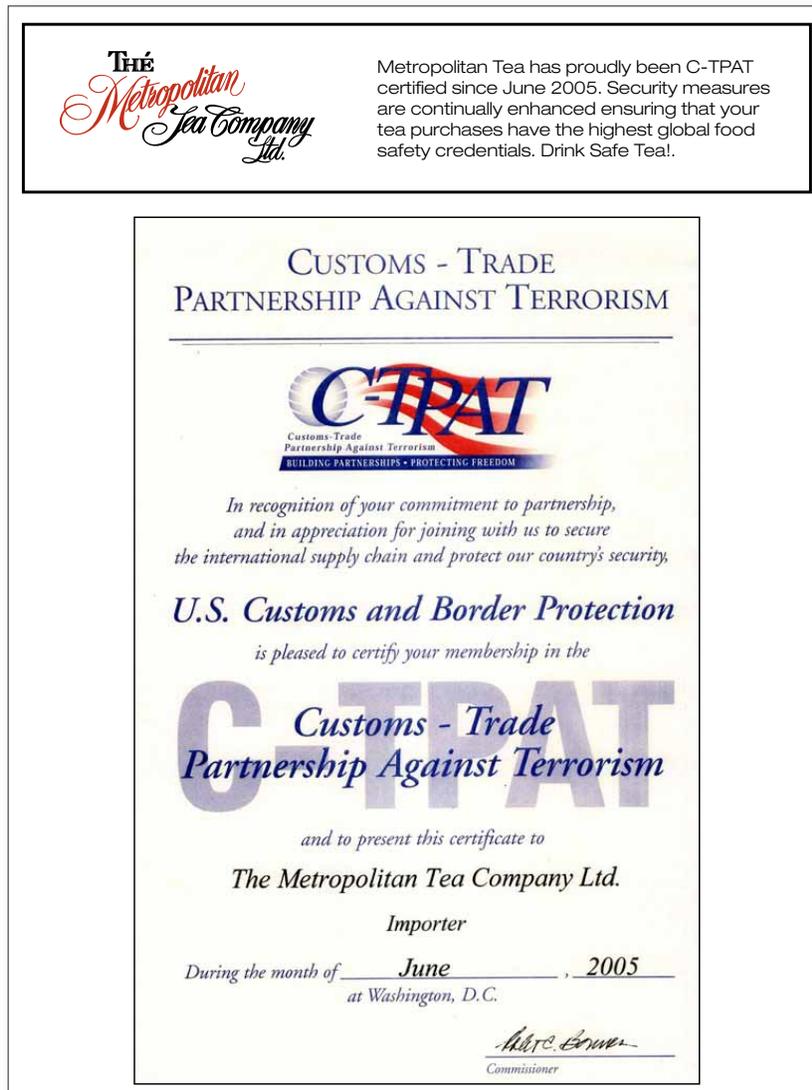


WHAT IS CTPAT?

CTPAT is a voluntary supply-chain security program led by U.S. Customs and Border Protection. In order to participate in the program, Metropolitan Group maintains a fully documented process outlining the ways we determine and alleviate risk throughout our international supply chain. Most importantly, operationally we do what our documented procedures say we do!

Our compliance program includes:

- Continuous hazard analysis testing
- Screening of all suppliers in their countries of origin
- Detailed employee background checks
- Extremely high levels of logistics security



Our CTPAT program status with the Government of the United States is recognized by the following countries through a Mutual Recognition Agreement with DHS.

- Canada
- European Union
- Japan
- New Zealand
- United Kingdom
- Brazil
- Guatemala
- Jordan
- Peru
- Uruguay
- Colombia
- India
- Mexico
- Singapore
- Dominian Republic
- Israel
- Korea
- Republic of Taiwan

SUSTAINABILITY AND ENVIRONMENTAL CREDENTIALS

The Metropolitan Tea Group has additional elements that we consider to be very important and part of our corporate identity.



No Plastic

Products that carry this logo are guaranteed not to contain petro-based plastics and are 100% compostable.



Grown On Family Farms

All the raw materials that are used in our various tea blends are grown on farms that are owned by families with whom we have had a long association or Co-operatives of some form. We know that these families take great pride in their work and produce raw materials that are in the top 10% of available quality in their region of the world.



Solar Powered Facility

We have been solar powered since 2012.



Wetland Preservation

In 2010 we bought an abandoned farm on which there was an 80 acre wetland (32 Ha). We have signed agreements with the Province of Ontario that the wetland will not be developed as it is considered provincially significant (anyway, why would you want to, it is home to animals, amphibians, fish and birds, some of which are listed as endangered – they too can benefit from luxury tea).



Carbon Sequester Forest

On the 200 acre farm that was purchased in 2010, there is an 80 acre (32 Ha) Carolinian Forest. We also planted 15,000 trees on 40 acres (16 Ha). Both parcels also have agreements with the Province of Ontario that they will not be developed. Together, these 1000's of trees absorb significant amounts of carbon.

OTHER AGENCIES WHICH HAVE OVERSIGHT ON OUR FOOD MANUFACTURING ACTIVITIES:

USFDA and the FSVP
Foreign Supplier
Verification Program

CFIA and the FSC
Safe Food for Canadians

**City of Toronto
and DineSafe**
A Toronto Public Health
food safety program
that inspects all
establishments
preparing food.

**Ontario Ministry
of Labour**
A Province of
Ontario oversight
body ensuring a safe
workplace.

COMPANY POLICIES

EQUITY, GENDER EQUALITY, DIVERSITY AND INCLUSION

Metropolitan Group is guided by the principles of equity, diversity, and inclusion in all aspects of our organization. We believe we are stronger when we not only celebrate our many differences, values, and voices, but include them in our day-to-day operations. This means we actively work to understand and remove barriers to equity and inclusion, whether systematic, physical, or otherwise.

Further, in all aspects of our business, Metropolitan Group is committed to our adherence to the *Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act*. As such, we view our operations through the lens of equity for all. This includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise

Perhaps what sums our values best are the following nuanced points:

- i) There are more than 30 different cultures and religions represented by our workforce
- ii) The average tenure of our staff is in excess of 10 years



PENSION – LONG TERM CARE FOR STAFF WELL-BEING

- Every full-time team member is enrolled into the plan.

HEALTH PLAN – SHORT-TERM AND LONG-TERM CARING

- Inclusive government health plan (OHIP).
- Short-term and long-term disability program.
- Metropolitan Group tops up with eye and dental health, prescriptions, paid sick leave and more.

EQUITABLE BONUS PLANS – FAIR

Unlike many organizations with a top-heavy bonus structure, Metropolitan Group offers various unique and equitable bonuses. Any company wide bonuses are paid equally to all regardless of the staff member position.

TRAINING & EDUCATION – CONSTANT

- Sales staff encouraged to complete Professional Sales Association courses.
- Reimbursement (portion) of job/industry education courses taken at colleges and universities.
- Government approved Health and Safety courses conducted regularly.
- Regular internal training for FSSC 22000, CTPAT, Organic, ERP, WHIMIS.
- Site safety training.
- Regular fire drill training.
- Regular training of technical staff by OEM equipment makers.
- Problem resolution training.

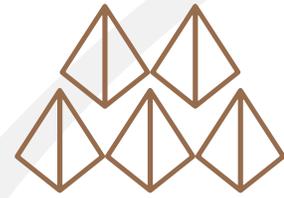
100% PUBLIC TRANSIT SUBSIDIES – EQUIVALENT OF MONTHLY TTC PASS

- All staff receive this monthly subsidy to encourage carbon footprint reduction.

EV CHARGING STATIONS – SINCE 2012

- Encourages EV purchases for those that require a vehicle.





METZ TEA
ULTRA LUXURY

To learn more about our Environmental, Social or Governance programs, or to inquire about the background of a specific Metropolitan or METZ product, please contact us.

CANADA

Metropolitan Tea Group
41 Butterick Road
Toronto, Ontario
Canada, M8W 4W4

Phone: 1 416 588 0089

Toll Free Phone: 1 800 388 0351

Fax: 1 416 588 7040

Toll Free Fax: 1 800 319 8327

Email: sales@metrotea.com

USA

Metropolitan Tea Group
60 Industrial Parkway,
Suite 776
Cheektowaga, New York
USA, 14227

Phone: 1 416 588 0089

Toll Free Phone: 1 800 388 0351

Fax: 1 416 588 7040

Toll Free Fax: 1 800 319 8327

Email: sales@metrotea.com

UK & EUROPE

Metropolitan Tea Group
Blackthorne Road
Poyle, Berkshire
UK, SL30DA

Toll Free Phone:

+44 (0) 800 043 0351

Toll Free Fax:

+44 (0) 800 043 0122

Email: sales@metrotea.com

HONG KONG (METZ & M21)

95 How Ming Street
Kwun Tong, Kowloon

Phone:

+852 2793 2500

Email: Queenie@lyh.co

REST OF THE WORLD

Phone: +1 416 588 0089

Fax: +1 416 588 7040

Email: sales@metrotea.com