



Ten Tree International Inc. (tentree)

Human Rights Policy Statement

This policy statement sets out tentree's commitment and the steps that we are taking to conduct our business responsibly in a manner that safeguards the well-being and fundamental rights of all workers, communities, and individuals throughout our business operations and our value chain.

Our Company

tentree is a lifestyle apparel brand and certified B Corp headquartered in Vancouver, Canada. Each item sold funds tree planting around the world and supports our mission to plant 1 billion trees by 2030. tentree believes in using business as a force for good and strives to create a positive impact in the communities and ecosystems we operate in.

Our Value Chain

Our products are designed in Canada and manufactured in China, India, Vietnam, Indonesia, the Philippines and Turkey¹. tentree is committed to building long-term supplier relationships and working with our manufacturing partners to improve sustainability and socially responsible practices across our value chain. Our Tier 1 supplier list can be found [here](#). tentree also works with a number of planting partners to deliver our tree planting programs, details of which can be found [here](#).

Our Commitment

tentree is committed to respecting and upholding internationally recognised human rights as expressed in the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work. In line with the UN Guiding Principles on Business and Human Rights, we will actively seek to identify, prevent and mitigate adverse human rights' risks and impacts associated with our own operations, supply chain, and other business relationships. This includes, among others, risks associated with; modern slavery, forced labour, child labour, human trafficking, excessive working hours, substandard working conditions, discrimination, lack of freedom of association and retained wages. If such adverse human rights impacts occur, we will work to address them and transparently report on our progress.

Our Approach

We expect all of our employees, manufacturing partners and suppliers² to adhere to business principles consistent with our own, including respecting all internationally recognised human rights. Our approach is to integrate human rights due diligence into our corporate culture and sourcing through internal and external policies and processes, details of which are included below.

Internal Policies & Processes

1. **Recruitment and Onboarding** - The tentree Employee Handbook, which is read and signed by all new employees, outlines;
 - a. Our HR policies, including; Code of Business Conduct and Ethics Policy, and Anti-Discrimination, Anti-Bullying & Harassment Policy.
 - b. Our working terms and conditions, including expectations with regards to equality, diversity, inclusion, anti-bribery/anti-corruption, and professional conduct.

¹ 2023 production countries

² Including planting partners, logistics providers, and other service providers



- c. Our commitment to ethical manufacturing and a link to our supplier [Code of Conduct](#), which specifically addresses the issues of forced labour, modern slavery, child labour and human trafficking, among others.
2. **Training** - We're committed to introducing training for all new and existing employees to raise awareness of modern slavery risks and responsibilities.
3. **Reporting an issue** - employees are encouraged to report any issues to their manager or a member of the HR team. Questions or concerns related to human rights in the supply chain are directed to the Sustainability and CSR team.

External Supplier Policies & Processes

1. **Supplier Code of Conduct³** - tentree has a zero tolerance policy regarding modern slavery in all its forms⁴. This is detailed in our Supplier Code of Conduct (CoC), which is publicly available [here](#). The CoC includes provisions related to human rights, modern slavery and child labor, as well as a dedicated email for workers to raise concerns. The code applies to the whole supply chain, including all factories that produce goods for tentree and sub-suppliers, sub-contractors and farms.
2. **Supplier Onboarding & Due Diligence Processes**
 - a. **Product Supplying Partners** - before entering into agreements with product suppliers we have a risk based due diligence process designed to assess modern slavery risks and compliance with our CoC. The process includes;
 - i. **Preliminary Risk Assessment** - potential suppliers complete an Audit Questionnaire which allows us to pre-screen factories against the CoC
 - ii. **Certification Review** - potential suppliers are asked to provide any existing factory certifications, accreditations or 3rd party audits⁵
 - iii. **Contractual Agreement** - All new suppliers are required to sign tentree's Terms and Conditions of Supply Agreement, wherein the supplier certifies that its factories comply with tentree's CoC and any applicable laws prohibiting slavery and human trafficking.
 - iv. **Audit & Corrective Action** - an on-site audit may be carried out by 3rd party auditors. If any non-compliances are identified suppliers must collaborate with auditors to determine a corrective action plan & appropriate timeline for completion
 - v. **Supply Chain Traceability & Risk Assessment** - Additional risk assessments are carried out on subcontractors and suppliers through Tiers 2-4⁶ based on factors such as location, operations and existing certifications. Some suppliers may be required to complete the Higg Index Facility Social & Labour Module and address areas of concern
 - b. **Other Value Chain Partners** : We recognise that human rights risks may occur in other areas of our business operations, beyond Product Supply Chains. Before working with tentree, potential service providers⁷ may be requested to complete and return a screening questionnaire detailing the policies and due diligence processes they have in place to identify, prevent and mitigate adverse human rights' risks in their own operations and value chain.

³ Tentree's supplier Code of Conduct is based on International Labour Organization core labour standards, UN Guiding principles for business & human rights, and other international treaties, Canadian and extraterritorial legislation (environment, anti slavery or anti corruption laws), customs, norms, and best practices.

⁴ Modern slavery includes forced, child, prison, indentured, bonded and slave labor as well as labor obtained through human trafficking.

⁵ such as Amfori: BSCI, SEDEX / SMETA, SA8000, WRAP.

⁶ This includes laundries, embroidery units, fabric mills, dyehouses, spinners and fiber producers wherever possible.

⁷ Including planting partners, logistics providers, and other service providers



3. **Grievance Mechanism** - tentree has a dedicated email address worker.rights@tentree.com for workers to raise concerns and report any issues. The email address is included in tentree's Code of Conduct, which product supplying partners must post, in the language(s) of their employees, in all major workspaces. Any messages and personal information are kept confidential.

Remediation, Reporting & Continuous Improvement

1. **Remediation** - We take seriously any allegation of human rights abuse in all its forms. Should any adverse human rights impacts or Code of Conduct non-compliances be identified or raised through our grievance mechanism, these will be fully investigated and addressed. We are committed to working collaboratively with all relevant stakeholders to determine an appropriate corrective action plan and cooperate in remediation for affected workers when appropriate. Depending on the scale and nature of the issue identified, stakeholders may include suppliers, trade unions (if active in the workplace), auditors or certifiers, and other stakeholders with relevant expertise such as local NGOs or industry bodies.
2. **Reporting** - We will report transparently on any incidents and actions taken to address them, and will seek to continually improve how we track and communicate about our progress.
3. **Continuous Improvement** - We are committed to improving our approach to human rights due diligence over time. We have systems in place to collect feedback from suppliers on our policies and purchasing practices, and will seek to collaborate with our suppliers, other business partners, multi-stakeholder initiatives and experts to strengthen our social responsibility practices and advance workers' rights across our value chain.

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