

VAN REES GROUP COVID-19 STATEMENT

31 March 2020

Dear Business Friends,

Van Rees Group B.V.

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The threat from the Coronavirus is now beyond comprehension. The risk to human lives remains the first and foremost concern for all of us. Our hope is that human lives will return to normalcy as soon as possible.

It is well understood that our ability to control this virus heavily depends of how governments, organizations and individuals react to this threat and take precautions. The precautionary action we take within the coming weeks can slow down its spread and avoid further destruction to human lives and the world in general.

Firstly, Van Rees, as a reliable and a responsible supplier of tea to the world, like to wish all our staff, our clients and their families the strength and courage to face this calamitous time.

"Stay safe and stay healthy" is our wish to all of you.

Secondly, we like to state that all precautionary measures were implemented throughout our global network since the initial outbreak of the Virus. We take responsibility by strictly following the measures and guidelines of the Worth Health Organisation (WHO) and the National Governments. A Covid-19 coronavirus team has been established and monitors the situation closely on basis of a Global Risk analysis done. Our approach has been "people before business" whilst taking all possible steps to continue the business and secure deliveries to our customers within limited available space.

Steps taken

- 1) Implementation sanitation programmes in line with WHO guidelines in all Van Rees offices/production locations; a.o. hand sanitisation, no physical greeting, disinfectant gel, tissue boxes provided to staff.
- 2) Thorough introduction of social hygiene in sourcing offices and implementation of new tasting method.
- 3) Increased sanitation at workspace.
- 4) Practice social distancing not only at work but as a "life style".
- 5) Work from home in all Van Rees offices across the world.
- 6) Air travel to all staff prohibited until further notice.
- 7) Limited visitors and only on approval.



8) Admission of any person suffering from any symptoms related to this virus or having travelled to high risk areas is completely prohibited. Any such member of staff to Self-isolate for 14 days and/or seek medical assistance.

Production/auction centres

We are also mindful of the importance of servicing the needs of our customers within the available space. Therefore, participation at auctions and continuation of production work is carried out in all centres, subject to laws and regulations of the government and strict company guidelines. We have reduced the use of or have completely eliminated temporary labour. Globally, teams are split in shifts to ensure continuation.

All relevant staff has been issued these guidelines and they are monitored by the Management team of Van Rees Group on a weekly basis via skype calls.

Sharing of information

We understand the importance of sharing general and trade related information during these times from great uncertainty. Sharing of information within the network is done through regular Skype calls and respective managing directors/traders are encouraged to share with the relevant clients.

We continue to monitor the developments and adopt timely measures to suit the changing needs.

These are calamitous times and we need to stay strong and remain calm in the midst of all danger. We need to understand the need of the hour and rise to the occasion. We see this as a time for building and not as a time for profiting. What we build will remain much longer during times like this.

In spite all the troubles, we remain committed to the well-being of our staff, to serve our clients to the best of our ability. We are also determined to do what we can to help our clients overcome these challenges and continue their journey in tea with Van Rees.

Once again I wish you - Stay safe, and stay healthy.

Rajith De Mel

Valm regards,

Managing Director