



Leaves of Change

Sustainability Report 2025



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Introduction

This report provides an update on sustainability at Van Rees. As a global tea and herbal trading company, we operate across origins and markets, sourcing at origin, managing logistics and quality, and creating blends tailored to our customers' needs. In doing so, we connect producers to markets and navigate the complexity of global tea supply chains.

This role comes with responsibility. From our position, we aim to contribute in a practical and responsible way. This includes providing safe and healthy tea and herbals, and assessing and mitigating social and environmental risks in the supply chains we are connected to.

Over the past year, we have strengthened our approach, supported by improved data and clearer structures. The data reflects our position as of 31 December 2025, while examples illustrate developments across 2025 and into 2026.

This report reflects ongoing progress, outlining the steps we are taking to continuously improve and contribute to connecting the many trails of tea in a responsible way.

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About Van Rees Group

Van Rees Group is a global tea and herbal trading company, sourcing, processing and supplying tea worldwide. With offices across key producing and consuming regions, we connect producers and consumers, delivering teas and herbal infusions that meet our customers' quality expectations.

Our roots in tea go back over two centuries. This heritage continues to shape how we operate today, with a strong focus on quality, long-term relationships and deep knowledge of the global tea supply chain.

Our purpose is to make tea accessible while operating with respect for people and planet. By sourcing at origin, managing logistics and quality, and creating tailored blends, we support our customers while contributing to more transparent and reliable supply chains.



Want to know more? Visit our website!

Read about our heritage at: <https://vanrees.com/our-history/>

Find our company brochure at: <http://vanrees.com/company-brochure/>

Our Core Pillars



Crop to cup craftsmanship

We connect tea producers with brands and consumers worldwide, with deep respect for the craftsmanship behind every tea. Through our expertise in sourcing, tasting, blending, quality assurance and logistics, we translate origin into products that meet diverse customer needs while preserving the character and quality created at origin.



Grow responsibly together

Stable supply chains are built by people who value both business results and the world we work in. We aim to build long-term partnerships that create stability across the supply chain, always seeking the right balance between quality, availability and sustainability. Both in our teas and in our teams.

Global reach, local expertise

With a presence in all major tea origins and markets, we combine global scale with deep local knowledge. This allows us to operate across regions while understanding the specific dynamics, qualities and requirements of each origin and market.



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How we work: the 4 TEAs

ResponsibiliTEA

We take ownership of our work and act with care for people, our planet and the future of tea. We supply safe products, maintain transparent supply chains and strongly support sustainable sourcing.

LoyalTEA

Our people build long careers with us and bring deep expertise and strong networks in the tea industry. This continuity strengthens long-term relationships and makes us a dependable partner in a changing market.

DiversiTEA

We bring together diverse perspectives, cultures and skills across our global organization. By connecting these strengths, we deliver solutions that match the needs and context of customers worldwide.

TEAmwork

We operate as one global team, collaborating across functions and offices. Close cooperation with partners throughout the supply chain ensures consistent service and reliable solutions.

In 2025, we revisited and reaffirmed the core values that guide how we work together as a global organisation. These values form the foundation of our culture and support consistent decision-making across offices and regions.

Through interactive sessions across our offices, colleagues reflected on what connects us and how we collaborate. This resulted in a clearer articulation of our four core values: ResponsibiliTEA, LoyalTEA, DiversiTEA and TEAmwork.

While these values have long been part of our organisation, this process has made them more explicit and widely shared. We will continue to embed them in our daily way of working in the years ahead.

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Our Global Presence

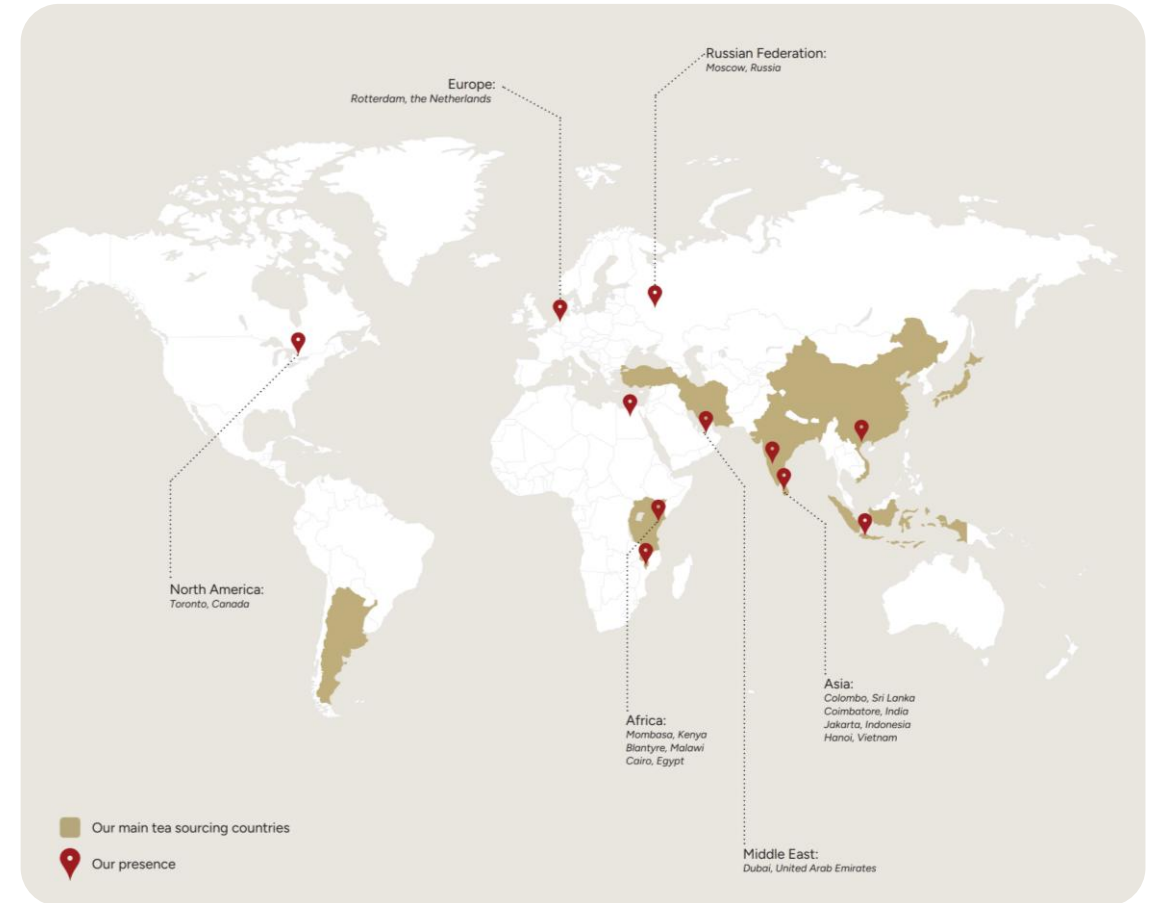
Van Rees Group operates across key tea producing and consuming regions worldwide, connecting origins to markets through an international network of offices.

Tea is grown in diverse regions, each with its own terroir shaped by climate, geography and local practices. These differences result in a wide range of teas with distinct appearance, flavour, aroma, body and colour.

Our presence in these regions allows us to source directly at origin and respond to customer needs across markets.

We are taking a next step in strengthening our network with the establishment of a central hub.

This is to enhance coordination across our operations and to support more efficient collaboration, enabling us to serve our customers in a more consistent and responsive way.



2025 Van Rees Group in numbers

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The **total volume of teas and herbals** we sold was

46.2
million kilograms

We **sourced** tea and herbals from

30
different countries

Global reach, local expertise

We **supplied** tea and herbals to

59
different countries

Our **total sales** were

\$ 122.0 M

The **estimated carbon footprint** of our supply chain was

3.78
kilogram CO₂ equivalent per kilogram purchased product

From crop to cup craftsmanship

100%
plant-based ingredients

We achieved an **EcoVadis sustainability score** of

81%
awarded with a gold medal

Our employees engaged in more than

1.700
hours of training

60%
of our purchased volumes were **sustainably certified**

100% of owned production facilities and **65%** of contracted facilities are GFSI recognized certified (**food safety**)

139 employees work at our 11 offices

37% female **63%** male

Growing responsibly together

99,9%
of the tea and herbal volumes were purchased from suppliers who signed the **Code of Conduct**

47%
of our suppliers have been **externally audited** on sustainability topics

92%
of our employees have **permanent contracts**

At all our offices we experienced

0
severe injuries on the workforce

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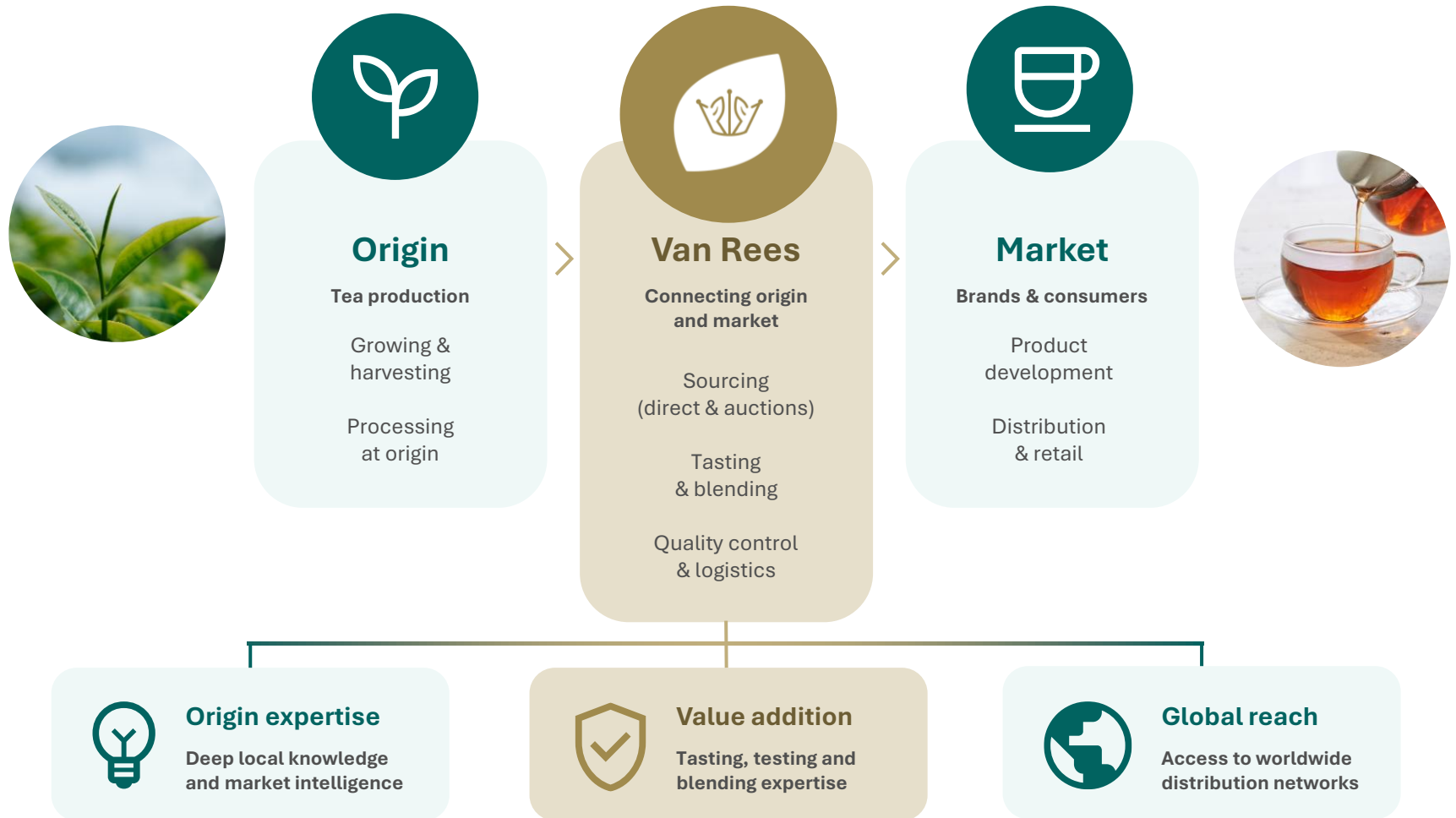
Connecting the Trails of Tea

Connecting the trails of tea means bringing together the many origins, traditions and markets that shape the global tea landscape. From sourcing at origin to delivering tailored products, we connect producers and customers across regions, bridging differences in taste, quality and requirements.

Understanding and connecting these different origins is at the core of our expertise. By sourcing, tasting and blending across regions, we make this diversity accessible and deliver teas that match the needs of our customers.

These trails span a wide range of tea origins, each with its own character. In East Africa, Kenya produces bold, brisk CTC teas, while Malawi is known for its bright and lively black teas. Argentina produces mild teas, often used in blends and iced tea. In Asia, Sri Lanka is known for its bright, high-grown teas and full-bodied low-grown varieties, while India offers malty Assam teas, floral Darjeelings and strong CTC teas. In Southeast Asia, Indonesia and Vietnam contribute lighter, often more floral teas, alongside smooth green and black teas. China, finally, brings the greatest diversity of styles, from delicate green teas to complex black and oolong teas.

Our Role in the Value Chain



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Tasting and blending

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At Van Rees, tasting and blending are at the core of what we do. As part of our role in the value chain, we source, select and manage quality across large volumes of tea, connecting origin and market through expertise and experience built over more than 200 years.

Every day, our tea tasters stand in tasting rooms lined with long rows of cups, each representing a batch of tea from an upcoming auction or a direct supplier offering. The dry leaf is first examined by eye and by hand, assessing its appearance, size and consistency.



One by one, the infusions are assessed. The colour and brightness of the liquor are checked, before the aroma is carefully smelled. The tea is then tasted, with a quick slurp to spread it across the palate for a full evaluation of flavour, strength, mouthfeel and balance.

Working through these long rows, comparing teas side by side, our tasters build a precise understanding of each batch. This enables them to determine its quality, recognise its distinctive characteristics, and assess how it fits a specific customer requirement or contributes to a blend.



This practice has deep roots in tea trading traditions across producing countries and markets. While tools and scale have evolved, the fundamentals remain the same: careful sensory evaluation, expert judgement and consistency over time.

By combining teas from different origins, we create blends with specific flavour profiles tailored to our customers' needs. One origin may provide body, another aroma, another colour or strength. As tea is a natural product and varies by season and origin, blending allows us to maintain a consistent profile throughout the year.



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Tea trends

At Van Rees, we operate at the intersection of origin and market. Tea is increasingly used across a wide range of applications, from classic blends to modern drinks and functional products. Here are some of the trends we see.



1

Tea as a functional ingredient

Tea is increasingly valued for its natural functionality. Green tea, herbal infusions and decaffeinated teas are used in products focused on energy, relaxation and well-being.

This drives the need for consistent quality, defined flavour profiles and reliable sourcing across different applications.



2

Ready-to-drink and convenience formats

Ready-to-drink teas, cold brews and concentrates continue to grow, driven by convenience and new consumption moments.

These applications require teas that perform consistently in processing, with stable color, clarity and taste.



3

New tea-based drinks and hybrid concepts

Tea is increasingly used in combination with other ingredients. Applications such as matcha-based drinks, bubble tea and sparkling tea expand tea into new categories.

This requires distinctive profiles that remain recognisable in more complex recipes.



4

Sustainability as a baseline

Across markets, expectations around traceability and responsible sourcing continue to increase. These are no longer differentiators, but basic requirements.

This requires transparency across the supply chain and keeping up with evolving standards and regulations.



5

Reinventing everyday tea

Traditional tea remains a core category, especially in black tea. At the same time, expectations around quality, consistency and value continue to rise.

Blending plays a key role in delivering a stable and reliable product that meets these expectations across origins and seasons.

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Responsible Corporate Governance

Operating across global tea supply chains requires clear structures, consistent standards and a strong sense of responsibility. Responsible corporate governance helps us organise this in a practical and transparent way.

Our approach combines formal frameworks with the way we work in practice. This includes Codes of Conduct and policies aligned with international standards, including the OECD Guidelines for Multinational Enterprises. It also covers how we make decisions, manage risks and engage with colleagues and partners.

Over the past year, we have continued to strengthen these elements and further embed them across our organisation. This supports a more consistent and accountable way of working.

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Our policies define how we manage key risks and responsibilities across our operations and supply chains.

Quality and Food Safety: We are committed to supplying safe, high-quality products that meet customer and regulatory requirements. This is supported by robust management systems, training, and continuous monitoring and improvement across our operations and supply chain.

Human Rights: We are committed to respecting human rights and addressing potential impacts in our value chains. This includes applying due diligence, identifying risks, and taking steps to prevent or mitigate adverse impacts where possible.

Environment: We are committed to assessing our environmental impact and reducing it where possible. This includes identifying risks related to climate, resources and biodiversity, and working with partners to support continuous improvement.



Find these policies on our website

In 2025, we updated our internal Health & Safety Policy, with increased attention to local risk management across our operations.

As each location operates in a different environment and has its own role in the supply chain, the policy places greater emphasis on identifying and addressing location-specific risks.

The policy sets out how we aim to provide safe, healthy and responsible workplaces. It focuses on preventing accidents and work-related illness, while promoting a culture of awareness, care and shared responsibility. This includes workplace risk assessments, incident reporting and follow-up, and ensuring that all locations have appropriate safety procedures and emergency preparedness in place.

The policy places stronger emphasis on employee well-being, including both physical and mental health, and on creating an open environment where concerns can be raised and addressed.

All our policies are aligned with the broader framework of the Acomo Group and guide how we approach responsible business practices.

Material topics

Diversity & Inclusion

Promoting a culture of mutual respect with no tolerance for discrimination or harassment.

Talent attraction, retention and development

Offering opportunities for professional development and making employees feel valued and empowered to thrive.

Safe and secure working conditions

Creating and maintaining a working environment that support physical and mental well-being.

Responsible corporate governance & Ethics

Ensuring transparency, accountability, and integrity in business operations.

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Our people are central to how we operate as a global organisation. Working across different regions and roles requires collaboration, trust and the ability to take ownership.

Over the past year, we have taken steps to further support our employees. This includes increased attention to training and development, improvements in gender balance across the organisation, and laying the foundation for a more consistent approach to performance reviews and remuneration.

At the same time, we continue to focus on creating a safe and respectful working environment, where employees are encouraged to contribute, develop their skills and take responsibility in their roles.

92% of our employees have **permanent contracts**. Of our 139 employees, **37% are female** and **63% male**. Together they spent **more than 1.700 hours on training and development (2025)**.

Over the past year, we have strengthened our internal structure for raising ideas, suggestions, concerns and grievances across the organisation.

We established a Group-level Social Reporting Point. This provides a central and accessible channel for employees and stakeholders to raise social or integrity-related topics, ranging from early signals and suggestions to more formal concerns. The aim is to lower the threshold for speaking up and to encourage dialogue at an early stage.

This structure complements existing local mechanisms, such as office-level committees and direct dialogue, and allows for escalation where needed. The Acomo Whistleblower Procedure remains available to all employees and stakeholders.

To support follow-up and continuous improvement, a Social Committee is in place to strengthen our approach and embed attention for social topics in our organisation.



More about: Whistleblower Procedure



Early 2026, Van Rees Group was awarded the EcoVadis Gold Medal, placing us in the top 5% of assessed companies worldwide, with a score of 81/100.

EcoVadis assesses how sustainability is embedded in an organisation, covering themes such as environment, labour and human rights, ethics and sustainable procurement.

The improved rating (from bronze to gold) reflects our efforts to strengthen governance, reporting and risk management, and to translate our commitments into practical systems and processes across our organization.



Our context

We use the United Nations Sustainable Development Goals (SDGs) framework to understand the challenges and dependencies within our global supply chains.

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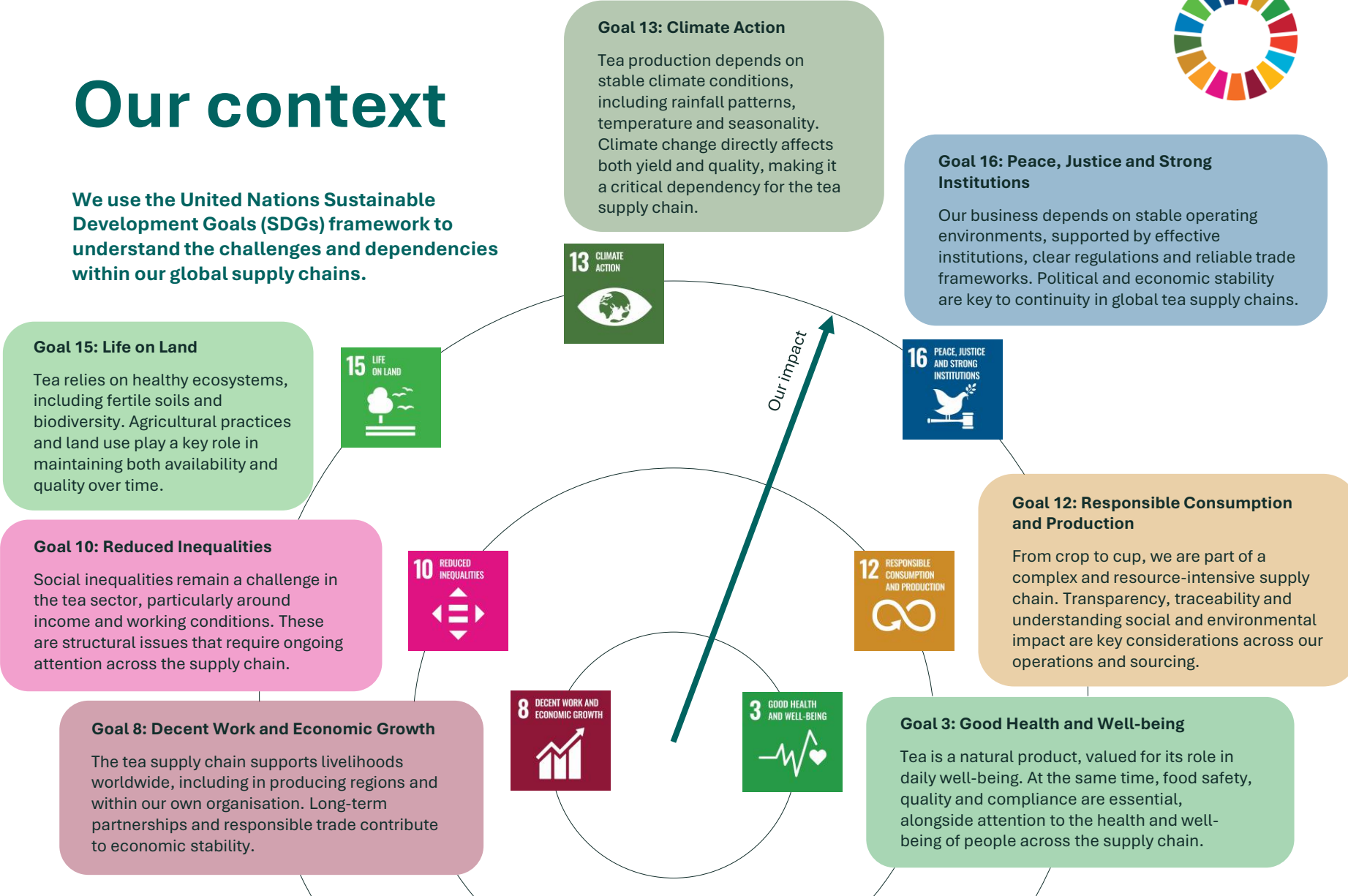
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Our Impact

At Van Rees, we consider it important to understand our impact within the global tea supply chain and to contribute to positive developments where possible.

Operating within complex and interconnected supply chains, we recognise that many challenges are systemic and cannot be addressed by one party alone. At the same time, we actively use our position to drive improvements where we can, in collaboration with partners across the value chain.

We focus on the areas where we can make a difference. This includes decreasing the negative impact of our own operations, using tools to assess risks in the supply chain, and supporting partners in their sustainable sourcing efforts.

This chapter outlines recent developments across our three key themes:

- **A Safe and Healthy Cup of Tea**, on product quality and food safety;
- **Value from Crop to Cup**, on due diligence and transparency and traceability through sustainable certification;
- **Reducing our Environmental Footprint**, on direct and indirect carbon emissions.

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A Safe and Healthy Cup of Tea

Tea is a natural agricultural product, shaped by growing conditions, climate, and farming practices. To maintain plant health, farmers rely on fertilizers and crop protection methods to manage pests, diseases, and soil fertility. These practices are essential to sustain tea production at scale and to secure consistent supply.

At the same time, they can influence the presence of residues in the final product, meaning that tea may contain trace amounts of substances that are strictly regulated in food safety legislation around the world.

Maximum Residue Levels (MRLs) define the highest amount of a substance legally permitted in food products. These limits vary across markets and are continuously evolving. At the same time, many customers apply their own specifications, often going beyond legal requirements. Navigating this complex and changing landscape is a key responsibility within our role in the tea supply chain.

From sourcing to final delivery, we work to ensure that the teas we supply comply with applicable food safety legislation as well as customer-specific requirements. This requires a combination of origin knowledge, careful supplier selection, laboratory testing, and continuous monitoring of regulatory developments.

By managing these factors, we aim to safeguard not only compliance, but also the trust of our customers and the integrity of the products we deliver: safe for consumption and aligned with quality expectations.

Material topics

Product quality & Food safety

Providing healthy and nutritious products and minimize food safety risks for customers and consumers.

Health & Nutrition

Providing healthy and nutritious products, that contribute to the quality of life of consumers.

Relevant policies



[Go to our Quality & Food Safety Policy](#)



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Highlight 2025: Strengthening food safety in our own operations

In 2025, Van Rees India achieved quality and food safety certification according to the FSSC 22000 standard. This is a Global Food Safety Initiative (GFSI) recognized scheme. It demonstrates that strong food safety management systems are in place, including hazard analysis and risk-based controls.

The certification confirms that our self-operated warehousing and blending activities meet high international standards. It covers safe handling, storage and processing of tea. FSSC 22000 requires clear procedures for traceability, hygiene, monitoring and continuous improvement.

All Van Rees self-operated blending and warehousing facilities are certified to GFSI-recognized standards. Next to India, this includes our facilities in Sri Lanka and Canada. In other location we work with carefully selected and trusted partners who meet our requirements.



Highlight 2025: Managing food safety across the supply chain

Food safety goes beyond our own operations. Managing risks across the full supply chain is equally important. In 2025, Van Rees Rotterdam achieved IFS Broker certification. This is also a GFSI-recognized standard. It confirms the strength of our sourcing and trading processes.

The standard focuses on the structured evaluation and monitoring of partners across the supply chains. This includes raw material suppliers, logistics providers, processing partners and laboratories. It ensures that food safety risks are identified and managed throughout the supply chain and that procedures for traceability and recalls are in place.

Food fraud risks per product category and origin are also part of our assessments. This helps identify vulnerabilities such as adulteration, substitution or misrepresentation. Based on these insights, we define mitigation measures and monitoring where needed.



100% of our self-operated production facilities where we blend and package tea and herbals are certified according to **very strict Global Food Safety Initiative (GFSI) recognized standards.**

65% third party production facilities are certified according to the same high GFSI recognized food safety standards (2025). Others are certified to relevant ISO, GMP and HACCP standards and operate under clearly defined quality and food safety requirements.

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Value from Crop to Cup

Tea is grown in regions where it provides income and employment, often in developing countries. At the same time, tea production has social and environmental impacts, including working conditions, wages, land use, biodiversity and the use of natural resources.

Ensuring that tea remains a sustainable product in the future requires attention to these impacts across the full supply chain. For us, this means focusing on due diligence and transparency.

We continuously improve how we assess risks, increase transparency in our supply chains and strengthen internal dialogue on sustainability. These steps help us make more informed sourcing decisions and contribute to more responsible supply chains over time.

Material topics

Product traceability & Transparency

Conducting due diligence in our supply chain and increase its transparency.

Human rights and fair labor practices in the value chain

Honoring ethical business practices, labor standards, and social and environmental aspects when purchasing products and services.

Biodiversity

Honoring environmentally sustainable practices when purchasing products and services.

Relevant policies



Find our Human Rights and Environmental Policy online



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Highlight 2025: Strengthening due diligence in our supply chains

We use a structured due diligence approach to better understand sustainability risks in our supply chains. This includes working with a Supplier Code of Conduct and performing periodic risk assessments.

All suppliers are asked to commit to our Supplier Code of Conduct. This commitment is renewed at least every three years. In 2025, we started translating the Code into local languages. This supports more meaningful local dialogue on the expectations we set.

In addition, we strengthened our risk assessment approach. In 2025, we completed our first Van Rees Group wide supplier risk assessment via the Sedex platform. The outcomes provide an overview of potential risks and form an additional input for sourcing decisions.

Next to this, we started a pilot with Nala Earth to explore how nature impact assessments can support our strategy.

99,9% of the purchased volumes of tea and herbals in 2025 were purchased from suppliers who signed the Van Rees Supplier Code of Conduct.



Go to the Code of Conduct for Suppliers



Highlight 2025: Supporting women in Malawian tea communities

Tea production depends heavily on manual labour. In Malawi, both men and women work on tea estates. An often-overlooked challenge for the female workforce is the combination of physically demanding work, income depending on daily output, and menstrual health. Without access to suitable sanitary products, women experience discomfort, health risks, missed workdays and loss of income.



In 2025, Van Rees supported Ufulu, a not-for-profit organization in Malawi. Ufulu provides menstrual cups and training to women and girls in tea communities we source from. These cups offer a safe and reusable solution for up to 10 years.

This support helps improve menstrual health and reduce absenteeism. It also lowers the need to spend money on sanitary products, supporting women in maintaining their income and enabling girls to stay in school. Through this initiative, we aim to contribute, in a small but tangible way, to improving conditions in tea communities.

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Sustainable sourcing is a key part of how we can support our customers. Requirements may relate to certification, traceability or specific sourcing standards. Our role is to help navigate these requirements and provide solutions that fit their needs.

Van Rees is certified according to Rainforest Alliance, Fairtrade and organic standards. We work with certified producers and verified supply chains, and where needed, develop tailored sourcing approaches together with our customers.

60%* of our purchased volume of tea and herbals in 2025 was certified according to one of the certification schemes mentioned on this page.

47%* of our suppliers in 2025 were part of supply chains with sustainability certification.

** Statistics in this report are based on data from our own ERP system.*



The Rainforest Alliance aims to create a more sustainable world by using social and market forces to protect nature and improve the lives of farmers and forest communities.

Rainforest Alliance Certified crops are produced according to standards on environmental (e.g. soil health, biodiversity, responsible water use, use of agrochemicals), social (e.g. child and forced labor, training and education), and economic sustainability (e.g. fair wages, sustainability differential).

More info: www.rainforest-alliance.org.



Fairtrade contributes to sustainable development for certified producers by enabling fairer trading conditions, social change and environmental protection. Fairtrade certified ingredients are traded, audited and sourced from Fairtrade producers.

More info: www.fairtrade.net.

Organic certified products are grown without synthetic pesticides, herbicides, or chemical fertilizers. The certification guarantees strict environmental and farming standards across the entire tea-growing process, protecting both consumers and our planet. Our certifications include EU, USDA and Canadian organic.

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Our environmental footprint

Our environmental footprint reflects the impact we have on climate and the environment through the way we operate. It is shaped by how resources are used, how products are sourced and handled, and how emissions and waste are generated across our activities.

This footprint consists of several components. It includes carbon emissions, but also water and material use, and how we manage waste from our own operations.

Our own footprint represents only a small part of the total impact across the supply chain. Between the crop and your cup, impacts occur at multiple stages. These include farming, processing, transport, packaging, brewing and end-of-life treatment.

We assess our environmental footprint by distinguishing between impacts from our own operations and impacts in the broader supply chain. This helps us understand where we can take action.

The Greenhouse Gas (GHG) Protocol is the most widely used framework for measuring and managing carbon emissions. It distinguishes three scopes:

- **Scope 1** – Direct emissions from company-owned sources (e.g., fuel combustion in tea factories).
- **Scope 2** – Indirect emissions from purchased electricity, steam, heating, or cooling.
- **Scope 3** – All other indirect emissions in the value chain, including farming, transportation, packaging, and consumer use.



Material topics

Climate change

Being aware of your own carbon footprint and making a conscious effort to reduce greenhouse gas emissions.

Relevant policies



Find our Environmental Policy online

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Environmental impacts from our self-operated facilities

Our Scope 1 and 2 emissions mainly come from energy use in our own warehousing and blending facilities. By tracking these emissions, we gain insight into how efficiently we operate and where improvements are possible.

To assess our performance, we monitor emissions, energy use, water consumption, waste generation and packaging use per kilogram of processed tea.

From 2024 to 2025, our environmental impact per kilogram of processed tea showed a slight increase for energy use, greenhouse gas emissions and water use. This is mainly explained by lower processing volumes at our self-operated facilities in 2025. Lower volumes reduce operational efficiency, as fixed energy use is spread over fewer processed kilograms.

	2022	2023	2024	2025	Difference between 2024 and 2025	
Greenhouse gas emissions (Scope 1 & Scope 2)						
GHG emission intensity (kg CO ₂ /kg)	0.016	0.020	0.021	0.022	+6 %	▼
Energy consumption						
Energy intensity (MJ/kg)	0.18	0.21	0.20	0.21	+4 %	▼
Water consumption						
Water use intensity (m ³ /kg)	0.00053	0.00061	0.00050	0.00066	+32 %	▼
Waste production						
Total waste per kg product (kg/kg)	0.0173	0.0153	0.0151	0.0151	0 %	=
Percentage of waste separation (%)	95.0	97.3	98.9	99.7%	+1 %	▲
Primary packaging material per type						
Package-to-product ratio (kg/kg)	0.080	0.063	0.061	0.034	-45 %	▲

Environmental impact from our owned processing and warehousing facilities. The arrows in the last column show whether we improved our practices (green) or not (red).



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Carbon emissions in our supply chain

The largest part of our carbon footprint comes from Scope 3 emissions in the supply chain. These emissions mainly occur during tea cultivation and processing in origin countries (> 95% of our upstream carbon footprint) and partly from overseas/long distance transportation (2-3%).

In 2025, we further refined our Scope 3 calculations using improved emission factors from the HowGood database. This provides a more accurate representation of emissions and a good basis for further specification of suppliers' footprints.

Differences in emission factors between origins are influenced by various factors, such as:

- Agricultural practices and input use;
- Energy use in processing;
- Yield levels per hectare;
- Local infrastructure and energy mix.

Based on this updated methodology our supply chain's emissions were 3.78 kg CO₂e per kg purchased tea and herbals in 2025



Highlight 2025: Giving tea dust a second life

During tea processing and blending, fine fractions such as tea dust (not the grade 'dust', but actual waste) are generated. While not suitable for consumption, this material still has value.

At our facilities in Blantyre, Malawi, we collect this tea dust and provide it to tea estate nurseries in the Mulanje region. With the support of a local NGO, it is composted and mixed into nursery soils.

This improves soil structure, supports microbial activity and helps retain moisture, contributing to stronger plant development. Local nurseries also use the tea dust to grow fruit trees and fast-growing species for reforestation and alternative firewood sources.

By returning organic material to the soil, this initiative reduces waste and supports circular use of resources. While still small-scale, it shows how practical, local solutions can contribute to improving environmental outcomes over time.



About Van Rees Group

Connecting the Trails of Tea

Responsible Corporate Governance

Our Impact

A Safe and Healthy Cup of Tea

Value from Crop to Cup

Reducing our Environmental Footprint

Thank You

Thank you

This report reflects our ongoing efforts to better understand and manage our impact across the tea supply chain. It shows where we have made progress, and where further steps are needed.

As a global tea and herbal trading company, we operate in complex supply chains. Many of the challenges we are connected to are systemic and require collaboration across the industry. At the same time, we continue to strengthen our own approach, improve transparency and support responsible sourcing.

We thank our colleagues, suppliers, customers and partners for their continued collaboration. By working together, we aim to contribute, step by step, to more responsible and resilient tea supply chains.



