



Mighty Leaf Tea
Social Responsibility
Initiatives

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Company Social Responsibility Statement

Mighty Leaf Tea Company is fully dedicated to the wellness and sustainability of the individual and the environment in which he or she lives. With a strong commitment to supporting local communities and tea artisans across the globe, the individuals that compose Mighty Leaf Tea and its global giving foundation aim to uphold a higher standard of sustainability. From the handpicked organic tea blends, to the hand-stitched biodegradable silken pouch, the common thread that runs through Mighty Leaf is the human touch. A touch that resonates with the artist within the individual and fosters a more sustainable world.

Fair Trade Statement

Mighty Leaf Tea Company observes what are considered “Fair Trade” practices in their partnerships from field to cup. From their whole leaf biodegradable silken Tea Pouches and loose tea offerings to their organic selections, although not “certified” fair trade by TransFair, the company completed a sustainability audit and are in the process of crafting sourcing credo that will outline for their clients and consumers standards of sourcing and tea-buying practices. Actively involved in the local community and working to enhance quality of life in various tea-growing regions globally, the thread that runs through Mighty Leaf is the human touch.

MLT Sourcing Credo

Mighty Leaf values strong relationships with our supply-chain partners to ensure support of sustainability and economic fairness.

ARTISANAL SUPPORT

1. Ensure workers are not employed for more than 8 hours per day without legitimate currency payment.
2. Strictly enforce an age minimum for all workers.
 - This age may differ for each country and the worker's responsibility. 18 is the most commonly accepted age minimum for workers operating large or dangerous equipment, and a worker with lesser responsibility or heavy lifting should be 16 years old.
3. MLT to enforce a fair and systematic payment method to farmers to ensure workers are, in turn, given fair and regular payment.
4. MLT to establish a set payment minimum for farmers, which fluctuates depending on current tea market.
5. MLT to assure proper wage depending on cost of living in particular country, and social protection from unemployment and sickness or injury.
6. MLT to draw all ingredients directly from growers, therefore eliminating any middlemen, where possible.
7. MLT to insist on proper training for use of any and all farming equipment to ensure the safety of all workers.

SUSTAINABLE FARMING

8. When possible, attend sustainable farming seminar or educate workers with informational materials.
 - If attending a seminar isn't possible, Mighty Leaf Tea Company shall support the development of informational materials on sustainable farming to send to producers.
9. Limit or cease use of any and all pesticides and fertilizers while controlling the flow of sediment, wastewaters, garbage and fuels on and around farmland.
10. Recycle waste and other materials (plastic, aluminum, cardboard, etc.), while enforcing water conservation methods aligned with sustainable farming guidelines.

RETAIL: Focus on Organics

The organic lifestyle involves an emphasis on purity. Organic food and drink employ the purest ingredients untainted by any artificial elements. As a local tea company in Northern California, Mighty Leaf sources single estate teas and crafts artisan blends. Our concern for the environment has served as an impetus for us to evaluate our tea program. In 2006, we transitioned all of our Tea Pouches™ to biodegradable material. In 2007, we began bolstering our organic offerings. We are pleased to introduce a line of 9 organic tea pouches for foodservice in 2008. May you be infused with well-being.

BLACK TEAS { Caffeine }

Organic Breakfast

A robust wide-awake blend of premium black tea leaves. Our take on the classic English Breakfast.

Organic Earl Grey

Gold-tipped buds of rich organic black tea leaves with a twist of citrusy notes of bergamot.

GREEN TEAS { Light Caffeine }

Organic Spring Jasmine

Intoxicating Arabian jasmine blossoms scent smooth organic China green tea leaves.

Organic Hojicha Green Tea

Pan-fired and slow-roasted organic green tea leaves yield a rich, nutty brew.

Organic Green Dragon *(coming Spring '09)*

Pan-fired smooth China Longjing green tea leaves brew a nutty and buttery cup.

HERBAL INFUSIONS { Caffeine Free }

Organic Mint Mélange

Renew and refresh with the finest mint leaves from the Middle Atlas mountain range in Morocco.

Organic African Nectar *(coming Spring '09)*

African Rooibos leaves team with notes of vanilla, mango and blossoms.

Organic Detox Infusion *(coming Spring '09)*

A luscious, detoxifying infusion highlighted by notes of mint and basil. A spa retreat in a cup.

MIGHTY LEAF BRIEF

Focus on Biodegradability & Compostability

Since Mighty Leaf Tea Pouches are crafted of corn-derived PLA, we have posted FAQs below.

Tea Pouch™ Compostability

Mighty Leaf Tea pouches exceed ASTM standards for compostability. Our pouches will decompose into carbon dioxide and water in a controlled composting environment in fewer than 90 days. The string and tag are also compostable and do not need to be removed before discarding.

Food Supply Impact

Our pouches are composed of a type of corn derivative that is not used in food products.

Tea Pouch™ Overwraps & Recycling

Foil laminate overwraps (foodservice packaging) and cello overwraps (retail packaging) are recyclable, but not at all locations. Please check with your recycler first.

Stitching

Each Tea Pouch™ is stitched with an unbleached cotton string, so there are no staples, glue or heat used to seal the pouches.

MLT Good Partner Initiatives for 2007 - 2008

SRI LANKA

The Loinorn Tea Garden features 2,000 sprawling acres of tea leaves that Mighty Leaf features in their iced tea program. In 2007, Mighty Leaf participated in the Loinorn Tea Garden's *Estate Worker Well-Being Program* in several capacities including helping to fund the building of the Loinorn Garden Community Center which provides health activities, children's activities, health exams, seniors and children's health forums and informational gatherings. It will be a center that will also be available for healthcare professionals to give health talks. Additionally, they contributed to the Children's Reading Project at the tea estate which includes eye examinations and reading glass donations for school children.

{Photo available upon request}

PHILIPPINES

Mighty Leaf released the Abaca Collection in 2006, featuring boxes hand-crafted by Distant Village artisans from the Philippines. In conjunction with the launch of the new collection, Mighty Leaf supported educational programs for the children of several artisan families, which then continued in 2007. From Distant Village interviews with artisan workers, Mighty Leaf discovered that 80% of the average worker's monthly income is spent for the education of their children, so the scholarship fund and educational support provides the artisan families financial relief, ultimately contributing to a healthier work / life balance, and enabling artisan families and their children an opportunity to succeed in life.

{Photo available upon request}

MOROCCO

Mighty Leaf's Marrakesh Mint features native Moroccan *nana mint*, giving the tea a rich chocolate mint flavor profile that is smooth without being bright. As a result of Mighty Leaf's connection with the region they've funded an afternoon tea program at a local orphanage in Marrakesh in 2007. Every afternoon, 268 children enjoy a delicious offering of tea and milk, and snacks of bread with butter and marmalade. The afternoon tea becomes a welcome daily ritual, giving the children time to relax and rejuvenate.

{Photo available upon request}

Okayti Darjeeling Partnership



Mighty Leaf Tea entered into a tea partnership with the Okayti Tea Estate in Darjeeling India in the fall of 2007. Fifteen hectares (37 acres) of land were cleared of old plants in a virgin area of the Okayti estate reserved for Mighty Leaf organic tea production. With the soil readied to receive the small tea plantings, it will take 3-5 years before the tea plants can be harvested on the Mighty Leaf mountainside. In the meantime, Okayti Darjeeling tea will be implemented into Mighty Leaf's Organic Darjeeling Estate tea, both available in Tea Pouches and loose tea.

Through partners in the tea world, Mighty Leaf Tea co-founders Gary Shinner and Jill Portman ventured to Okayti in the Darjeeling region of Northeast India.

Located in the mystical Mirik Valley– its lush gardens spread out over undulating terrain rising from 4000 to 6500 feet. Waterfalls and pine trees dot the hillsides complementing the natural beauty of the Himalayas rising up behind the valley. What they discovered was a tea estate that mirrored Mighty Leaf- a young innovative company emerging in its field. Okayti's model allows Mighty Leaf to go direct instead of using middlemen and auctions. This process entails comfort in knowing how tea field employees are treated as well as better control of tea from source to Tea Pouch. It also allows Mighty Leaf to be involved in customizing the teas, giving the option of picking young clonal leaves for white, green or black tea production.

Originally called Rangdoo, the Okayti Estate dates back to the early 1800's as tea producing land. The tea produced became so popular among British aristocrats that connoisseurs began calling it the "The Only Okay Tea" and eventually the name Okayti was coined. As the tea garden became decrepit, the Kumbhat family came on board and turned around the land. This also revitalized the community by providing them with new jobs. Their spirituality contributed to a great sense of peace and fulfillment that transformed Shinner and Portman's experience as almost spiritual. Happy, healthy and spiritually-fulfilled best characterizes the tea field workers at Okayti.

The Darjeeling leaves from Okayti brewed a complexity of flavor with a floral bouquet and a grain-like flavor profile reminiscent of baked bread. Often called the "Champagne of Teas," the highly sought after Darjeeling teas hail from this mountainous region nestled near the Himalayas. In 2010, Shinner and Portman will return to connect with the tea community at Okayti and visit their budding harvest.

In 2008, Mighty Leaf made great strides in addressing our corporate responsibility. We believe each choice for the environment, for the organic lifestyle and in favor of our tea-growing partners equates to a shared effort to renew the world around us. As the manufacturer of artisan-crafted whole leaf teas, we bring the same passion and commitment for the artistry of tea to our social responsibility activities and initiatives.

As the second most consumed beverage in the world, we understand the power of tea. Its power reaches into the ability to connect people around the world and also provide a ritual that promotes community and moments of contemplation. A cup of tea is where the tea farmer and sipper meet. There is power in that human connection.

In recognition of our artisan-crafted approach and the artistry inherent in all cultures, we introduce the **Mighty Leaf Tea Foundation**. The foundation's aim will be to support the fostering of long-term prosperity for artisans and their communities locally, regionally and globally in tea-growing regions through monetary program support. The Mighty Leaf Tea Foundation was formed to partner with other artisans around the world with equal passion in their fields and help contribute to their success and the bolstering of their communities and culture through the arts. The Mighty Leaf Foundation also will promote and encourage sustainable farming and production methods for tea-growing regions around the world through corporate partnerships and sourcing practices, as outlined in our sourcing credo.

2008-2009 Foundation Recipients:

- **Common Threads**: educates children on the importance of nutrition and physical well-being, and fosters an appreciation of cultural diversity through cooking.
- **The Art of Elysium**: encourages working actors, artists and musicians to volunteer their time and talent to children who are battling serious medical conditions.
- **Aid to Artisans**: India's craft sector is critical to the country's economy, employing one of the largest workforces- second only to agriculture. MLTF is working with their Artisan Enterprise Alliance Development Program that works with Indian artisans.
- **James Beard Foundation**: exists to celebrate, preserve and nurture America's culinary heritage and diversity in order to elevate the appreciation of culinary excellence.

By sustaining creative aspects of artisans the MLTF extends support into establishing a stronger society within these communities and the communities at large to include economical, social and spiritual benefits. The far-reaching benefits of this will ripple out into the sustainability and promotion of goodwill in the world. Get infused™ with us.

Best Regards,

Gary Shinner, CEO