Tiba Tempeh Ltd

Responsible Lobbying Policy

Version 1.0 | July 2026 | Approved by the Board of Directors

Policy Owner	Alexandra Longton, Co-Founder and Managing Director
Accountable Body	Board of Directors
Applies To	All workers, directors, and anyone acting on behalf of Tiba Tempeh
Review Frequency	Annually
Next Review Date	July 2027
Published	tibatempeh.com

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1. Declaration of Current Lobbying Activity

Tiba Tempeh Ltd does not currently engage in any lobbying activity. The company has not made any direct or indirect representations to government, policymakers, or regulatory bodies, and has not signed any petitions, open letters, or industry body statements on policy matters.

This declaration is made publicly and is reviewed annually by the Board of Directors. Should Tiba Tempeh's position change, this policy sets out the principles and governance framework that would apply to any future lobbying activity.

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2. Our Approach to Responsible Lobbying

2.1 Purpose of Any Future Lobbying

If Tiba Tempeh were to engage in any form of lobbying or policy advocacy in the future, it would do so only where the activity is intended to contribute to a positive impact on society or the environment, consistent with the company's mission to help people eat better with natural, nutritious foods and our commitment to environmental sustainability.

Tiba Tempeh will never engage in lobbying activity that conflicts with its B Corp certification, its Human Rights Policy, or its broader social and environmental commitments.

2.2 Evidence-Based Approach

Any lobbying or policy advocacy undertaken by Tiba Tempeh will be based on reliable and scientific data. This means:

- All claims made in policy representations will be substantiated by independently verified data, such as My Emissions carbon verification, Soil Association organic certification data, or peer-reviewed research
- We will not make exaggerated or unsubstantiated claims in any policy context
- We will be transparent about the sources of data underpinning any policy positions we take

2.3 Financial and In-Kind Political Contributions

Tiba Tempeh does not make, and will not make, any financial or in-kind contributions to political parties, political campaigns, or individual politicians in any jurisdiction. This prohibition applies to:

- Direct financial donations to political parties or candidates
- In-kind contributions including the provision of services, products, or staff time for political purposes
- Payments to intermediaries that are intended to fund political activity

Any request for a political contribution, however framed, must be declined and reported immediately to Alexandra Longton, Managing Director.

2.4 Anti-Corruption and Anti-Bribery

Tiba Tempeh has zero tolerance for corruption and bribery in any form. In the context of government affairs and lobbying, this means:

- No payments, gifts, or benefits will be offered to government officials, policymakers, or regulators in connection with any lobbying activity
- All interactions with public officials will be conducted openly, honestly, and in compliance with applicable anti-bribery legislation including the UK Bribery Act 2010
- Any suspected breach of this principle must be reported immediately through the company's Grievance Procedure

2.5 Responsible Lobbying Through Intermediary Organisations

If Tiba Tempeh were to work with any trade associations, industry bodies, or other intermediary organisations that engage in policy advocacy on behalf of their members, the following controls would apply:

- Before joining or continuing membership of any organisation that engages in policy advocacy, Tiba Tempeh will review that organisation's lobbying positions to ensure they are consistent with this policy
- Where an intermediary organisation takes a lobbying position that conflicts with Tiba Tempeh's values or this policy, Tiba Tempeh will raise its concerns directly with the organisation or, if necessary, suspend or terminate its membership
- Tiba Tempeh will not allow any intermediary to lobby on its behalf without explicit prior approval from the Managing Director

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3. Governance, Controls, and Risk Management

3.1 Accountability

Alexandra Longton, Co-Founder and Managing Director, is accountable for enforcing this policy. The Board of Directors provides oversight and formally reviews and approves this policy on an annual basis.

3.2 How This Policy Is Embedded

This policy is communicated to all workers as part of onboarding and is accessible to all staff at all times via the company's shared document system. All workers are expected to be familiar with and comply with this policy. Any worker asked to engage in lobbying or government affairs activity on behalf of Tiba Tempeh must seek prior approval from the Managing Director and ensure compliance with this policy.

3.3 Identifying, Managing, and Monitoring Risks

Given that Tiba Tempeh does not currently engage in lobbying, the risk of non-compliance is low. The following monitoring practices are in place:

- The Managing Director is responsible for ensuring no lobbying activity takes place without prior approval and compliance with this policy
- Any membership of industry bodies or trade associations is reviewed annually to assess whether those organisations engage in policy advocacy and whether their positions are consistent with this policy
- This policy is reviewed annually by the Board of Directors, at which point any lobbying or advocacy activity in the previous 12 months is declared and assessed for compliance

3.4 Evaluating Compliance

Compliance with this policy is evaluated as part of the annual Board ESG Review. The Board will confirm at each annual review whether any lobbying or advocacy activity has taken place, whether it was conducted in accordance with this policy, and whether any risks of non-compliance were identified or remediated.

3.5 Raising Concerns

Any worker, supplier, customer, or other stakeholder who has a concern about Tiba Tempeh's business conduct or lobbying practices can raise it through the company's Grievance Procedure, which is publicly available at tibatempeh.com. Concerns may also be raised directly with Alexandra Longton, Managing Director, at hello@tibatempeh.com.

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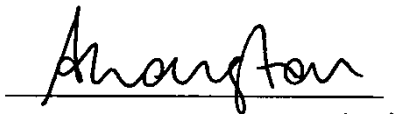
4. Approval and Publication

This policy has been approved by the Board of Directors and is published publicly at tibatempeh.com. It is reviewed and reapproved by the Board annually.

Approved by Alexandra Longton, Co-Founder and Managing Director

On behalf of Tiba Tempeh Ltd Board of Directors

Date July 2026

Signature