

Pushing New Boundaries



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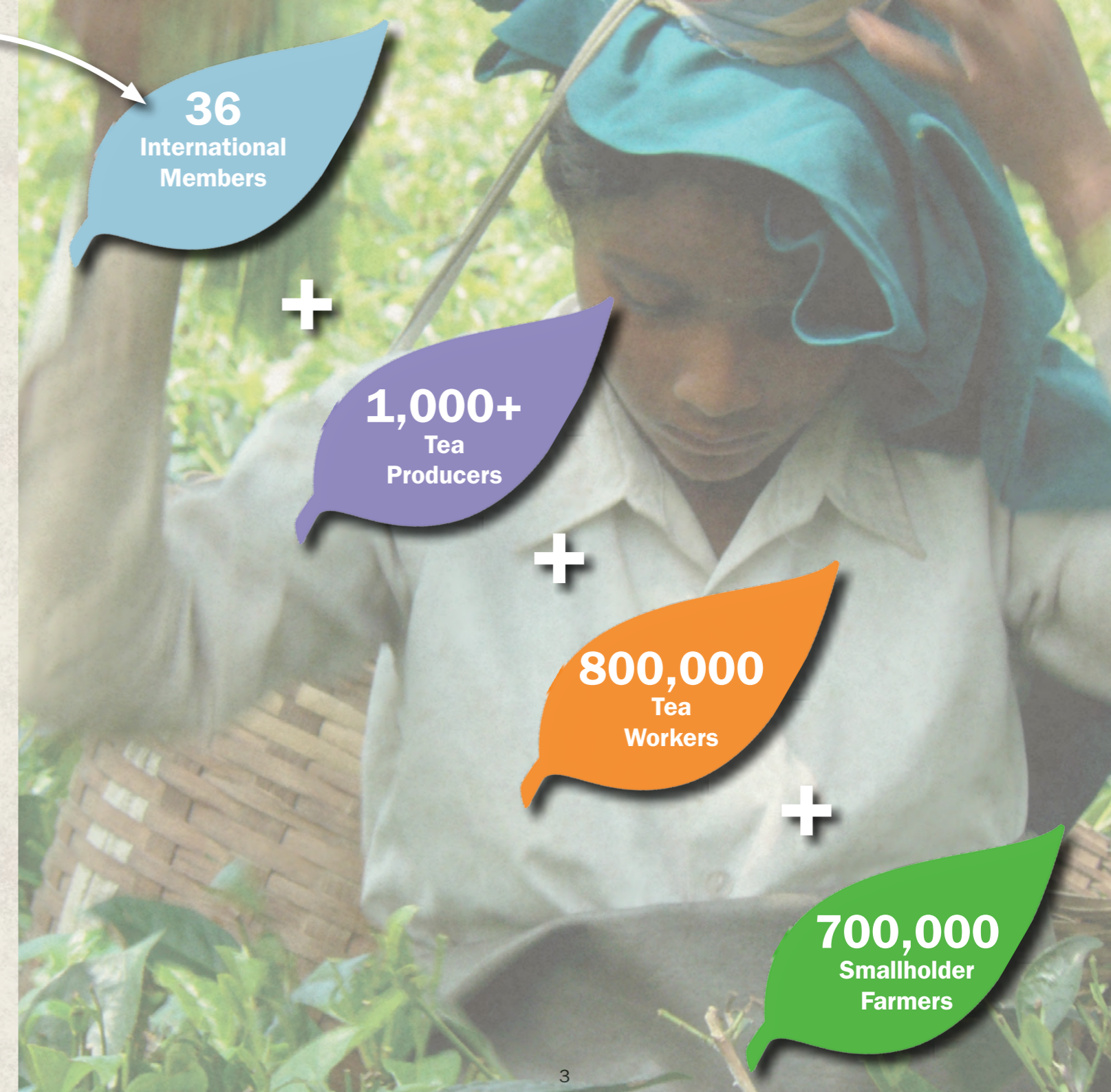
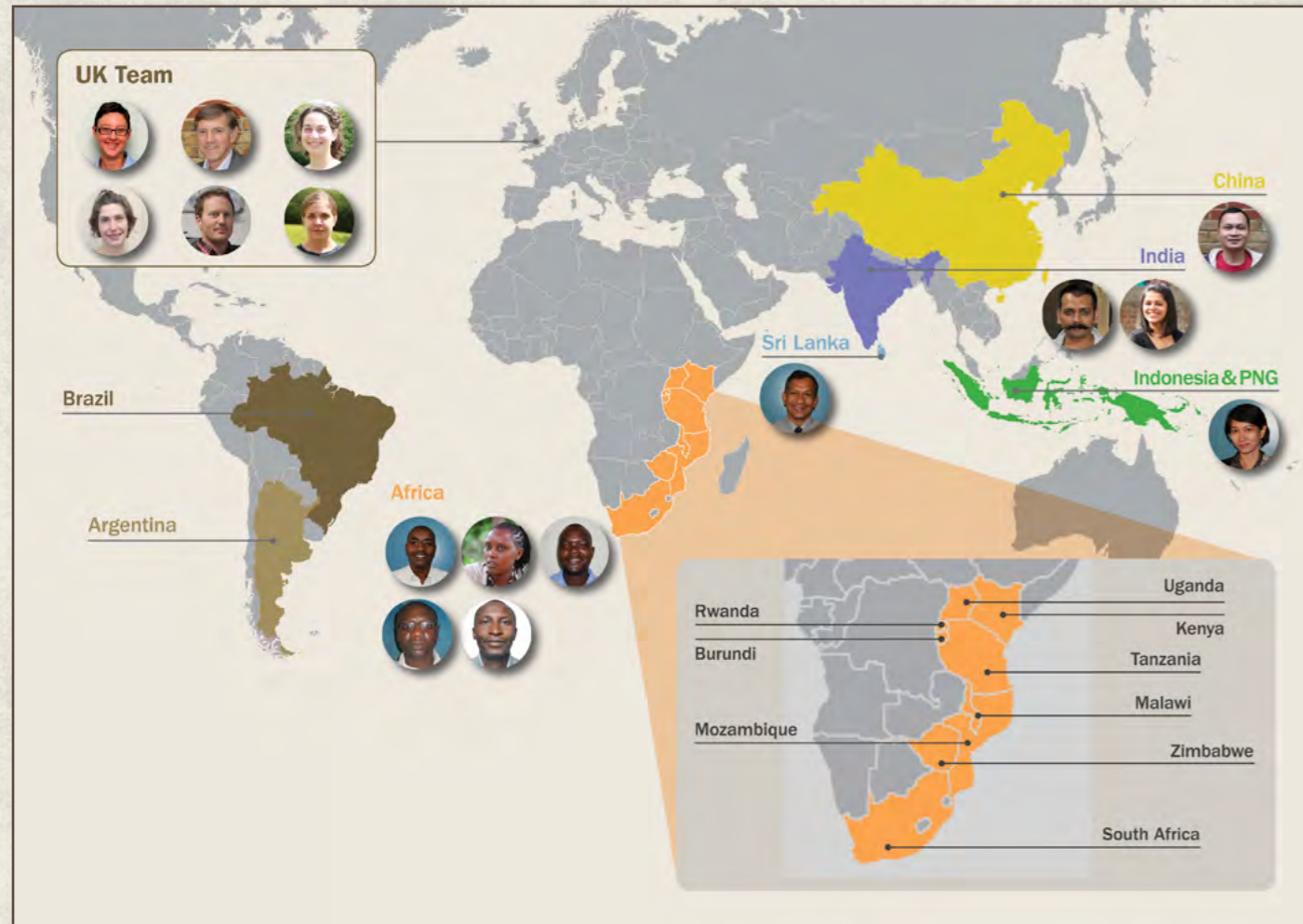
Our Mission

To Improve:

- *the sustainability of the tea industry*
- *the lives and livelihoods of tea workers and smallholder farmers*
- *the environment in which tea is produced and climate change resilience*



An Expanding Team Supporting



36
International
Members

+

1,000+
Tea
Producers

+

800,000
Tea
Workers

+

700,000
Smallholder
Farmers

How We Make a Difference

1

Raising Core Standards

We ensure producers in members' supply chains meet good social and environmental standards. We improve conditions for workers and smallholders, and the way tea estates and factories are managed.



2

Improving Worker Lives & Livelihoods

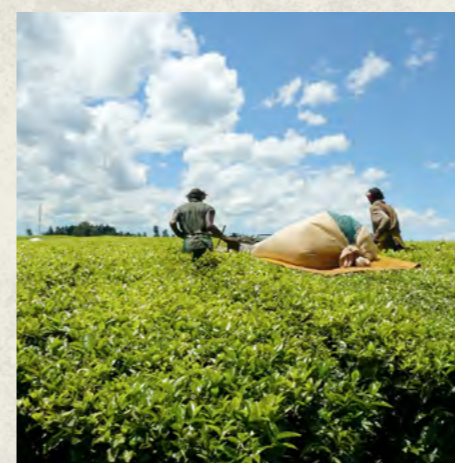
We run training and support programmes that make work places better, fairer, and safer. We also work with partners to reduce poverty and make progress towards the Millennium Development Goals.



3

Improving Smallholder Lives & Livelihoods

We help smallholders achieve better incomes by assisting them to improve quality and productivity, and access to international markets.











4

Climate Change & the Environment

We help producers improve their environmental management systems to protect soil, water, ecosystems, and wildlife. We also help producers and smallholders understand the implications of climate change and ways to maintain tea production in the face of changing weather patterns and growing conditions.

How Our Work Impacts on the UN's Millennium Development Goals (MDGs)

Project and Programmes	Country/region	 1	 2	 3	 4	 5	 6	 7	 8
Raising Core Standards									
Monitoring, auditing, and supporting certification	All	✓		✓	✓	✓		✓	
Reducing discrimination, harassment, and promoting fair work environments	Kenya and Uganda	✓		✓			✓		
Improving recruitment, HR practices, and people management	China, India, and Kenya	✓		✓					
Access to clean water and sanitation	Assam, India							✓	
Improving Worker Lives & Livelihoods									
Improving opportunities for women	Sri Lanka and Kenya	✓		✓	✓	✓			
Leading a coalition on wages & benefits	Malawi, Assam, and Indonesia	✓							
Eliminating child labour and improving children's lives	Africa		✓		✓				
Tackling child exploitation and trafficking	Assam, India	✓	✓	✓					
Improving worker lives and estate facilities	Sri Lanka	✓		✓	✓	✓			
Leadership skills training	Kenya			✓	✓	✓	✓	✓	
Improving Smallholder Lives & Livelihoods									
Embedding good practice farming and new business opportunities	Indonesia	✓		✓				✓	
Securing better livelihoods for smallholder farmers through education and training	Kenya, Malawi, Uganda, Burundi, and Rwanda	✓		✓					
Improving HR rights for workers employed by smallholders farmers	Kenya		✓	✓					
Climate Change & the Environment									
Increasing farmers' resilience to climate change	Kenya and Indonesia	✓						✓	
Improving energy efficiency at processing factories	Kenya							✓	
Improving agrochemical safety	All							✓	
Environmental management and conservation training	India and Sri Lanka							✓	

1

2

3

4

Living wage & in kind benefits research conducted for Malawi, India, & Indonesia. Significant improvements towards a living wage for tea workers in Malawi confirmed by wage experts Richard and Martha Anker.

To date 1,000+ staff trained at KTDA factories. Understanding of issues improved by 70%. Knowledge of grievance procedures improved by 40%. All 64 factories employing 9,000 staff will be trained.

Project in partnership with UNICEF to protect 25,000 children & adolescents from exploitation & trafficking across 350 communities. 10,000 community members will be empowered with knowledge on the issue.

Project run on 13 estates in partnership with CARE. First female plucking team supervisors on two estates. Women now collect their own wages. 90% of all workers felt economic and social opportunities had improved.

In Kenya over 100,000 farmers trained on climate change adaptation measures. 3,500,000 trees & 600,000 drought/frost resistant tea bushes planted/distributed. In Indonesia 2 smallholder cooperatives we've worked with have improved their productivity & income by more than double in some cases.

Raising Core Standards

- The ETP Standard covers all key social (including all relevant **ILO requirements**) and environmental issues associated with tea
- Our Auditing and Improvement Programme is free to producers in our members' supply chains
- We use local third-party **independent auditors**

Social Provisions

- Freely Chosen Employment
- Freedom of Association and the Right to Collective Bargaining
- Health and Safety
- Child Labour
- Wages and Benefits
- Working Hours
- Discrimination
- Regular Employment
- Disciplinary and Grievance Procedures

Environmental Provisions

- Environmental Management Systems
- Agrochemicals
- Soil Conservation
- Ecosystem Conservation
- Water Conservation
- Energy Use
- Waste Management



In the last year
average audit
scores have
improved by **11%**

We also help producers to achieve certification and verification to the following international standards:



Raising Core Standards

Building Good Foundations, China

In China, ETP is supporting producers to strengthen key systems and approaches around managing their workforce and good human resource (HR) practice, occupational health and safety (OSH), and environmental management.

To enable Chinese producers to meet international standards, ETP's Regional Manager has been providing producers with professional occupational health and safety training and HR management training.

The HR training was developed in partnership with a Chinese HR specialist and covers working hours, contractual issues, hiring, grievance and disciplinary procedures, and wages and benefits.

As part of the project, a toolkit with practical guides and contractual templates was produced that helps Chinese producers readily implement and embed systematic record keeping and other good practices.

The training and practical support from ETP staff enables the producers to make the changes required to raise their standards and achieve good scoresheet third-party audits.



Improving Worker Lives & Livelihoods

Empowering Women



In Sri Lanka a 3 year partnership with CARE on 13 ETP - monitored estates delivered wide-ranging benefits:

- Reformed worker-management relationships
- Reduced domestic violence and alcoholism
- Improved opportunities for women, including more women picking up their wages, leadership roles in forums, and the first female supervisors appointed on two estates
- Improved productivity (25%)
- Improved estate services e.g. crèches
- 90% of workers felt economic and social opportunities had improved



In Kenya we're tackling harassment and discrimination across KTDA's 64 factories:

- To date over 1,000 KTDA staff out of a total workforce of 9,000 have been trained
- Gender committees established at all KTDA factories
- Female representation on each factory's board now compulsory
- Understanding of issues improved by 70%
- Knowledge of grievance procedures improved by 40%
- System introduced that allows female smallholder farmers to collect payments for green leaf

Improving Worker Lives & Livelihoods

Wages & Benefits

Although audits confirm that tea workers are receiving legally agreed wages, concerns continue to be raised about pay and benefits on tea estates. So in order to shine a light on the issues, in 2012, ETP and Oxfam convened a consortium, which assessed the pay and benefits of workers on tea plantations in Malawi, India, and Indonesia.

The resulting report 'Understanding Wage Issues in the Tea Industry' identified the systemic problems that are locking in low wages and outlined how the project participants will use their various spheres of influence to tackle the issues raised.

The report has influenced approaches on wages in a number of countries and led to important follow-up processes.

For example, ETP was asked to help facilitate the development of a living wage benchmark for rural Malawi by wage experts Richard and Martha Anker, in collaboration with Fairtrade, Rainforest Alliance, and Utz Certified. Encouragingly, the Ankers found that after eight years of little change there have been significant rises in real wages for Malawian tea workers since 2012.

ETP, Oxfam, the Tea Association of Malawi and our development partners, IDH and GIZ, are now co-ordinating a strategic programme to improve the competitiveness of the Malawian industry so that workers can receive a living wage and smallholders can thrive (see p 17).



Improving Smallholder Lives & Livelihoods

Increasing Impact Through Farmer Field Schools (FFSs)

Adapting to Climate Change - Kenya

giz

- 10 Cooperatives
- 100,000 Smallholders
- Training resources developed
- Content added to the FFS curriculum

6 FFSs Established - Rwanda

- 2 Cooperatives
- 8,450 Smallholders

Improving Farming Practices - India

- Introduction of new farmer support programmes

Expansion of FFS Programme - Africa

- Kenya: 32,500 smallholders
- Malawi: 7,000 smallholders
- Uganda: 1,000 smallholders

Raising Standards - Burundi

- 25,000 Smallholders

Livelihoods - Indonesia

- 2 Cooperatives
- 1,500 Smallholders

idh
the sustainable trade initiative

Since April 2012, we have supported 10 smallholder groups comprising of 45,000 farmers on Rainforest Alliance certification in Kenya, Malawi, and Uganda.

Improving Smallholder Lives & Livelihoods

The Experience of Indonesia



- 500,000 affordable tea bushes distributed
- Improvements in productivity and income - more than double in some cases
- 1,442 other farmers trained on good agricultural practices
- Factories now making daily payments to farmers
- \$150,000 in affordable loans agreed
- Better understanding of markets & certification
- One farmer won the Governor's Medal for his productivity improvements
- Cooperatives from across Indonesia are visiting the project's lead farmers for information & advice

Climate Change & the Environment

Helping Farmers Adapt to Climate Change, Kenya



- 100,000+ farmers trained on climate change adaptation & good agricultural practices
- Training embedded in KTDA Farmer Field School syllabus (potentially reaching 500,000 farmers)
- 3,500,000+ trees planted
- 600,000 drought & frost resistant tea clones ready for farmers
- 25,000+ energy efficient stoves installed
- 2,500+ rainwater harvesting and/or drip irrigation systems installed
- Project has won various environmental awards

Climate Change & the Environment

Improving the Safe Use of Agrochemicals

We train workers and smallholder farmers to use agrochemicals correctly to minimise risk to themselves, others, and the environment.

In China we partnered with the Tea Research Institute of the Chinese Academy of Agricultural Science (TRICASS) who provided the training.

The course was developed by agrochemical experts CropLife Asia and covered:

- Reading and understanding product labels
- Correct storage, mixing, and spraying of agrochemicals
- Maintenance of spraying equipment in order to minimise leaks
- Correct disposal of chemical containers and packaging

While the goal of the training was to improve agrochemical safety, many farmers have recorded a reduction in agrochemical use with obvious cost benefits.

Similar training programmes have also been carried out in India with producer group head office and in Sri Lanka across 30 tea estates.

In Sri Lanka an additional element of the training helped raise awareness about the dangers of agrochemicals with school children living on tea estates.



Broadening Our Impact

Protecting Children from Exploitation & Trafficking, Assam

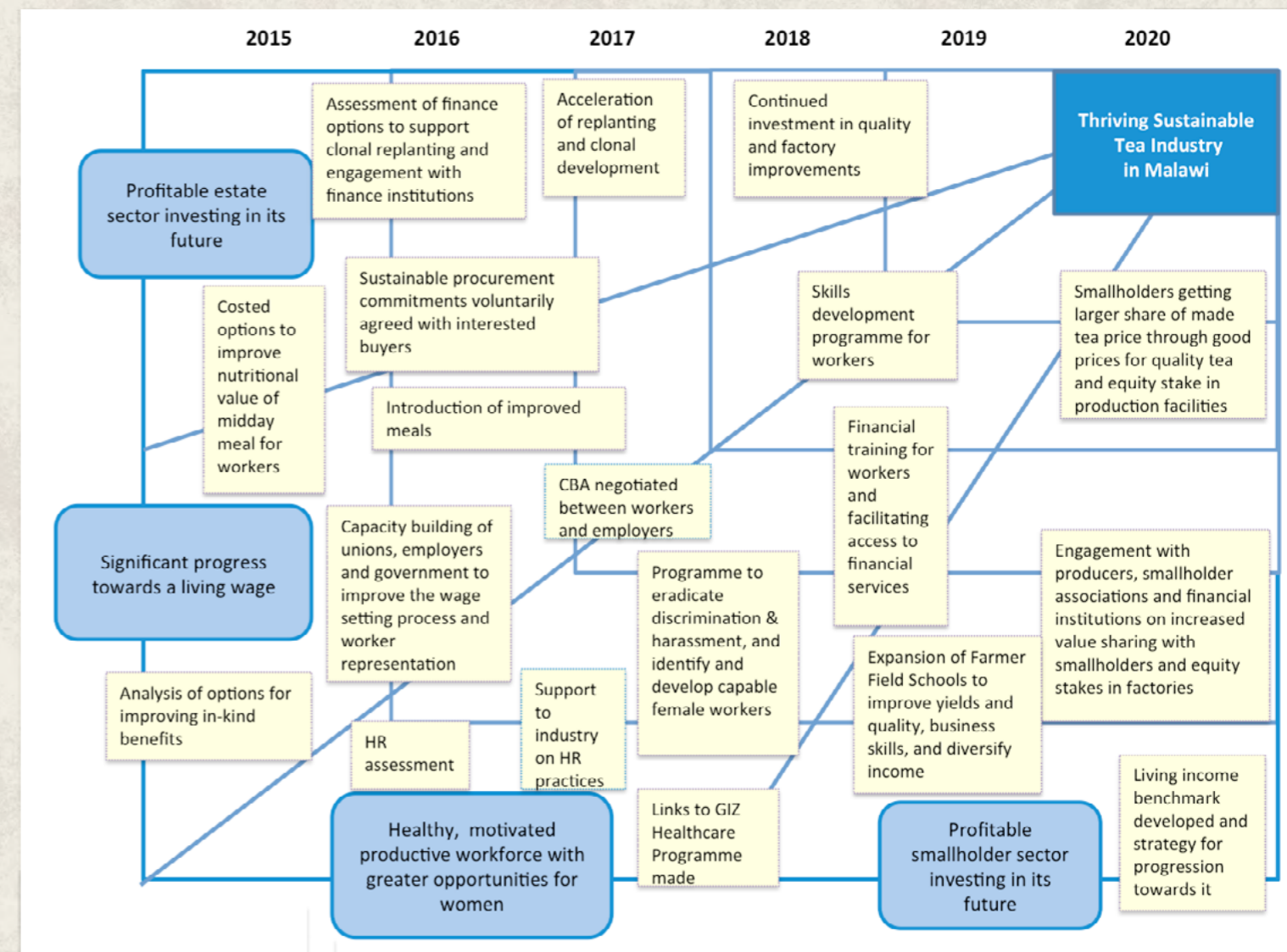
launched a ground-breaking three-year programme to help protect and change the lives of thousands of children living in three districts of Assam.

The three-year Assam programme will work with 350 communities linked to more than 100 tea estates, and will:

- Equip more than 25,000 girls with the knowledge and ‘life skills’ that will help them secure a better future and reduce their vulnerability to violence, abuse and exploitation
- Give more than 10,000 community members the knowledge and training to protect children from all forms of violence, abuse and exploitation
- Make families in each community aware of children’s rights and the support they can call on to help educate and protect their children
- Work with state and district government to improve the quality of education and the effectiveness of child protection policies

Broadening Our Impact

Malawi 2020



The Number One Tea & Sustainability Conference



TEAM UP 2014
CHAIN
REACTIONS

