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

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.

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.

Improving Smallholder Lives & Livelihoods
We help smallholders achieve better incomes by assisting them to improve quality and productivity, and access to international markets.

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)

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

### 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.

### 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.

### 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.

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.

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%

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.

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

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

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Improving Smallholder Lives & Livelihoods
Increasing Impact Through Farmer Field Schools (FFSs)

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

Expansion of FFS Programme - Africa
- Kenya: 32,500 smallholders
- Malawi: 7,000 smallholders
- Uganda: 1,000 smallholders

Improving Farming Practices - India
- Introduction of new farmer support programmes

Livelihoods - Indonesia
- 2 Cooperatives
- 1,500 Smallholders

Raising Standards - Burundi
- 25,000 Smallholders

6 FFSs Established - Rwanda
- 2 Cooperatives
- 8,450 Smallholders

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.
Like many other rural communities, tea communities in Assam face many challenges, particularly in relation to child protection.

More than 80 million Indian children a year – 41% of the child population leave school without completing eight years of education, and 43% of girls are married before they are 18.

ETP has been working in India for many years and we have become increasingly aware of some of the more hidden issues facing tea communities, including the vulnerability of young people to trafficking and offers of work in cities, which turn out to be highly exploitative.

In September 2014, ETP and UNICEF 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
The Number One Tea & Sustainability Conference

Save the date

TEAM UP 2015

Tuesday
16 June 2015