An Overview of the Ethical Tea Partnership

The Ethical Tea Partnership (ETP) is a not for profit membership organisation that works to improve tea sustainability, the lives and livelihoods of tea workers and smallholder farmers, and the environment in which tea is produced. Our vision is of a thriving tea industry that is socially just and environmentally sustainable.

Key Facts:
• Established 1997 - originally called the Tea Sourcing Partnership
• 40 international member companies, global tea brands, boutique labels, and retailers
• An international team of expert staff in the main tea producing regions (see map)
• Engaging with more than 1,000 estates/producers
• Working with more than 700,000 farmers
• Our programmes are free to producers

1. Raising Core Standards
We ensure producers in our members’ supply chains meet international social and environmental standards. We improve conditions for workers, 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 work with partners to reduce poverty and make progress towards the Millennium Development Goals. We also run programmes that tackle complex and at times sensitive issues that go beyond the boundaries of the tea sector.

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

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.

About ETP Membership
Membership of ETP is open to any company involved in the sourcing, trading, or packing of tea that can demonstrate full control over product sourcing and traceability. Prospective members are required to provide a full list of their sources of tea to the Secretariat of the ETP.

TEAM UP
Together with the Sustainable Trade Initiative (IDH), we host TEAM UP, the number one tea and sustainability event of the year. TEAM UP brings together all the key players from across the value chain in order to improve tea sustainability. TEAM UP 2016 will take place in London on Tuesday 16 June.
**Raising Core Standards**

The ETP Global Standard covers all key social (including all relevant ILO requirements) and environmental issues associated with tea:

**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

We run training programmes on key sustainability issues that producers commonly struggle with, e.g. health and safety, safe use of agrochemicals, good human resource management practices, and robust environmental practices.

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

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

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**Improving Worker Lives and Livelihoods: Empowering Women**

Many issues we’re helping to tackle go beyond the boundaries of the tea sector and are widespread in the countries we operate in. These include discrimination of women/minority groups and a lack of opportunities for young people, especially girls. We work with a range of carefully selected partner organisations to address these issues and others for the benefit of tea workers and their communities.

**In Sri Lanka a 3 year partnership with CARE on 13 estates delivered wide-ranging benefits:**
- Reformed worker-management relationships
- Reduced domestic violence and alcoholism
- Improved opportunities for women, including better control of household finances, leadership roles in communities, and better career opportunities
- 25% improvement in workforce productivity and better estate services, e.g. crèches
- 90% of workers felt economic and social opportunities had improved

We’re tackling harassment and discrimination at tea processing factories including those at Kenya’s largest smallholder cooperative, KTDA:
- Over 1,000 members of KTDA's 9,000 staff have been trained
- Gender committees established at all KTDA factories and female representation on each factory’s board is now compulsory
- Women now work in traditionally male roles such as driving trucks
- System introduced to allow female smallholder farmers to collect payments for green leaf

*Kenya Tea Development Agency*
Improving Worker Lives and Livelihoods: The Malawi 2020 Tea Revitalization Programme

Together with Oxfam, IDH the Sustainable Trade Initiative, GIZ (German Development Agency) and the Tea Association of Malawi (TAML), we’re leading a coalition of stakeholders from across the entire tea value chain to create a competitive Malawian tea industry where workers earn a living wage and smallholders are thriving.

The project was developed in response to concerns raised by NGOs about low wages in garment and agricultural supply chains including tea. In order to understand the real situation on the ground, ETP, Oxfam, and IDH commissioned a report that assessed the wages of tea workers against international benchmarks for Indonesia, India, and Malawi. This was followed up by detailed analysis for rural tea growing areas of southern Malawi by wage experts Richard and Martha Anker. Their report found that while significant progress in recent years has been made to improve tea worker wages in Malawi, there is still a long way to go before workers receive a living wage.

During the build up to the TEAM UP 2015 tea sustainability conference, all key value chain stakeholders of the Malawi tea industry signed an MoU committing their support to the Malawi 2020 Plan, which was announced at TEAM UP.

Key objectives include:

- An industry that is investing in its future and its workforce
- Significant improvement in wages and benefits for workers - supply chain commitment towards a living wage by 2020
- Improvements in smallholder farming practices, yields, quality, income, and income diversification
- A healthier, motivated, and productive workforce, with greater opportunities for women
- An improved wage-setting process with greater worker representation

Improving Worker Lives and Livelihoods: Protecting Children from Exploitation & Trafficking, Assam

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 the more hidden issues facing tea communities, including the vulnerability of young people to trafficking and offers of work in cities, which often 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 programme is working with 350 communities and more than 100 tea estates to:

- Equip more than 25,000 girls with the knowledge and life skills to help them secure a better future and reduce their vulnerability to violence, abuse, and exploitation
- Give more than 10,000 community members knowledge and training on child protection
- Raise family awareness in each community about child rights and the support available to help them educate and protect their children
- Work with state and district government to improve the quality of education and the effectiveness of child protection policies and structures
Improving Smallholder Lives and Livelihoods
While smallholders are increasingly important to world tea production, many struggle to make a decent living from tea. Our first major capacity building programme in partnership with IDH the Sustainable Trade Initiative focused on supporting more than 1,000 smallholders from 3 cooperatives in West Java and West Sumatra to achieve better incomes by improving tea quality and productivity, and access to international markets. As part of the project we developed a tea bush nursery supplying 500,000 affordable and higher yielding tea bushes to farmers. We also trained farmers on good practice farming to better manage soil, water, and cropping practices. The project has resulted in higher yields and farmer incomes – more than double in some cases. In addition, $150,000 of affordable loans have been arranged through the project and factories now pay farmers on a daily basis for their leaf.

We’re also partnering with IDH and Tata Global Beverages in Kenya, Uganda, and Malawi to roll out training through farmer field schools to improve incomes and livelihoods. The training covers composting and agrochemical management, energy conservation and climate change adaptation, income diversification by growing food crops and rearing livestock, business skills training, bee keeping, health and nutrition, waste management, and HIV/AIDS awareness among other things.

Similar farmer field school programmes are also being run in partnership with IDH and Taylors of Harrogate in Rwanda. The experience from all these programmes provides us with a solid platform to plan and run similar activities in India, China, and Sri Lanka.

Climate Change & the Environment: Helping Farmers Adapt to Changing Weather Patterns, Kenya
The effects of climate change are increasingly affecting how and where tea can be grown. This is having serious consequences for the people who depend on tea farming for a living. In Kenya 60% of tea is produced by smallholders who are particularly vulnerable due to limited finance for investing in drought/frost resistant tea bushes, input materials such as fertilisers, and water harvesting and irrigation systems.

Our three-year project in partnership with GIZ (German Development Agency) provided training and support to tea farmers supplying Kenya Tea Development Agency (KTDA) factories and led to a number of achievements:

• 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 supplied to farmers
• 25,000+ energy efficient stoves installed
• 2,500+ rainwater harvesting and/or drip irrigation systems installed
• Project has won various environmental awards