

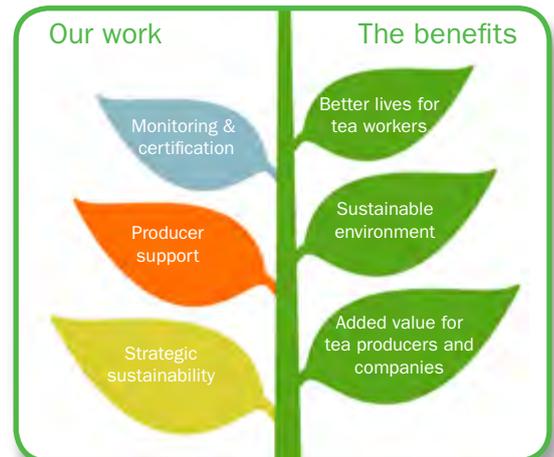
# Introducing Ethical Tea Partnership

[www.ethicalteapartnership.org](http://www.ethicalteapartnership.org)

Ethical Tea Partnership is a not-for-profit membership organisation with 15 years' experience of working with tea producers and tea companies.

We run three sustainability programmes to help us achieve our vision of *a thriving tea industry that is socially just and environmentally sustainable*.

- Established 1997
- 24 international members
- Regional staff in the main tea producing regions
- Engaging with circa 1,000 estates and producers
- Programme free of charge to producers



## Monitoring & Certification

We help tea producers to meet international social and environmental standards:



## Producer Support

We provide training and support in 5 key areas that producers often find difficult:

- Factory health & safety
- Agrochemical management
- Working practices
- Gender
- Environmental management

## Strategic Sustainability

We tackle big sustainability issues beyond the normal scope of auditing & certification programmes.

By addressing issues such as climate change and social development, our projects are helping to safeguard future tea supply chains and workers' livelihoods.

*“Co-operation amongst environmental and social standards systems is essential if they are to fulfil their potential in scaling up impact. ETP's collaboration with independent third-party certification systems, and the fact that it brings together such a large proportion of the tea industry, gives it the potential to enable significant change in the tea sector.”*

Sasha Courville, Executive Director, ISEAL Alliance



## Promoting equal and fair treatment of workers in tea factories, Kenya

Abusive behaviour in the form of discrimination and harassment are hard to identify through the audit process. In Kenya we're addressing such problems by rolling out the Ethical Trading Initiative (ETI) *Supervisor Management Training*. The aim of the training is to promote the equal treatment of workers, and to improve the overall people management skills of supervisors and managers.

The programme has led to 11 newly qualified ETI trainers, and to date over 150 supervisors from 26 KTDA (Kenya Tea Development Agency) factories have been trained.

### Benefits include:

- Skills to identify & rectify abusive behaviour
- Improved people-management skills
- Better and fairer work environments
- Improved staff morale
- Increased productivity



## Working with smallholders to improve leaf quality & productivity, Indonesia

In Indonesia we're helping more than 1,000 smallholder farmers to secure a sustainable livelihood from tea production. The project, in partnership with the Dutch Government-funded Sustainable Trade Initiative (IDH), helps farmers to improve their quality and productivity. It also supports farmers to understand the criteria of international social and environmental standards so they can access export supply chains.

### Measures include:

- Demonstration plots that show good practice tea farming
- A tea bush nursery project that will supply over 500,000 tea plants to smallholders each year
- Access to micro-finance (via Rabobank) for input materials such as fertilisers
- Providing training on international social and environmental standards to help secure access to markets



*"ETP's model is a great foundation for all future Indonesian smallholder projects. Using a number of different experts means that smallholders receive the best information and advice on the issues that hinder them. In addition, access to micro-finance means that they can invest in materials when they're required."*

Mr Sultoni, Executive Director, Indonesian Tea Board

## Improving worker-management relationships on tea estates, Sri Lanka

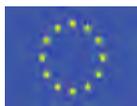
In Sri Lanka the relationship between workers and management can be ‘strained’ especially during wage negotiations. Our partnership with Care International on 13 ETP-monitored estates has improved the way that managers and workers interact with one another.



Using a proven approach by Care, ‘Community Development Forums’ bring workers, management, trade union officials and village representatives together to facilitate better working conditions, estate improvements and develop joint estate plans.

### Benefits include:

- Better worker-management relationships
- Improved productivity
- Fewer problems during wage negotiations
- Female career opportunities
- Programmes that tackle alcoholism
- Increased worker morale & dignity



## Helping tea farmers to adapt to climate change, Kenya

One of the biggest threats to sustainable agriculture is climate change. The tea sector is at particular risk due to the geography of tea growing regions, and because tea is primarily a rain-fed crop. In Kenya we’re partnering the German Development Agency (GIZ) and working with a number of organisations to help 50,000 farmers prepare for the impacts of climate change.



This involves the development of a climate change adaptation toolkit and training a pool of ‘lead farmers’ to deliver the training.

### Measures include:

- Using more drought-tolerant tea varieties
- Best practice farming (e.g. soil management, and water management and harvesting)
- Switching to crops that are better suited to the predicted climates

*“Climate change is affecting us now and will continue to do so in the future. Therefore the work that ETP and GIZ are doing is very important as it will help tea producers to be better prepared for change. Ultimately this work will help to safeguard tea supply and secure livelihoods.”*

Keith Writer, Bettys & Taylors

## Improving standards on key issues, India



Health and safety and environmental management are two key areas covered by the ETP Global Standard that many producers struggle with. ETP's partnership with expert trainers is helping to tackle both these issues at scale.

*"It is both heartening and encouraging to see the ETP run awareness courses covering Environmental Management in the tea industry and Occupational Health & Safety. The courses are well executed and beneficial to the participants."*

Ashok Bhargava, Managing Director, Apeejay Tea Group

## Scaling up the reach & scope of our programmes in China

Since 2007 ETP has been working in China in the key tea producing regions: Zhejiang, Hunan, Jiangxi, Guangxi, Fujian, Anhui & Yunnan.

As sustainability in China has risen up the agenda, ETP has expanded its support programmes from factory health and safety, and the safe use of agrochemical training, through to initiatives that are improving employment and HR practices.



## Cross-regional learning & support

A new dimension to ETP's role in recent years is the facilitation of exchange visits for producers. Such visits demonstrate good practice first hand, show practical solutions to real issues, and highlight the social and environmental principals required by ETP and other standards.

ETP arranged for key members of the Burundian tea industry to visit Kenya to learn from their peers about practical and efficient ways of meeting international standards. Producers from Zimbabwe used a similar visit to gain insight into best environmental and waste management systems.

Best practice exchange visits between producers in North and South India have also been arranged. *"Visiting other plantations helps towards better management systems being introduced and making plantations a better place to work for all its employees, even for companies like ourselves, which have achieved a high level of compliance in various certification programmes."*

Managing Director, Craigmore Plantations

### OUR MEMBERS

