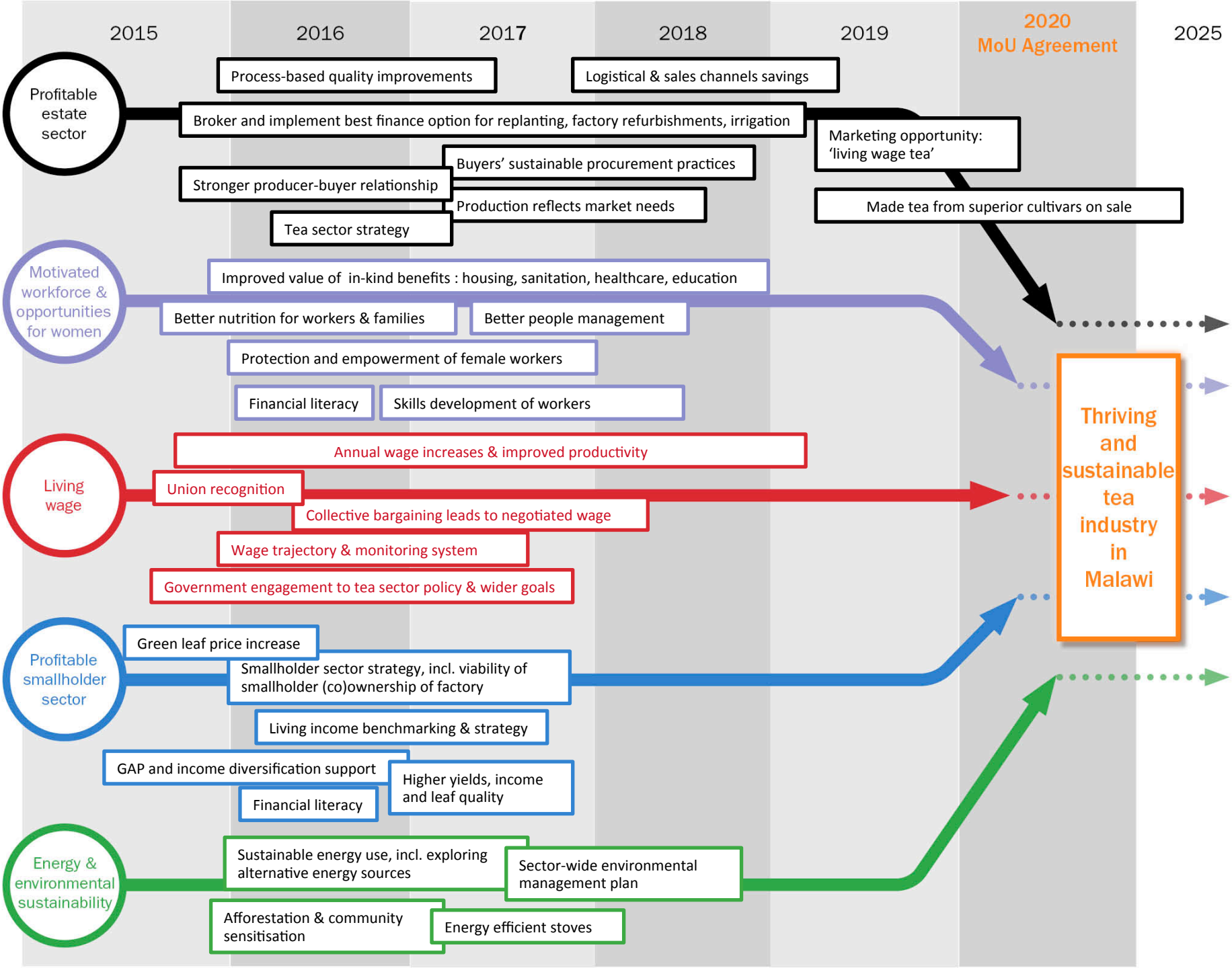
2015
2016
2017
2018
2019
2020
MoU Agreement
2025
Profitable estate sector
Process-based quality improvements
Logistical & sales channels savings
Broker and implement best finance option for replanting, factory refurbishments, irrigation
Marketing opportunity: 'living wage tea'
Buyers' sustainable procurement practices
Stronger producer-buyer relationship
Production reflects market needs
Made tea from superior cultivars on sale
Tea sector strategy
Motivated workforce & opportunities for women
Improved value of in-kind benefits : housing, sanitation, healthcare, education
Better nutrition for workers & families
Better people management
Protection and empowerment of female workers
Financial literacy
Skills development of workers
Living wage
Annual wage increases & improved productivity
Union recognition
Collective bargaining leads to negotiated wage
Wage trajectory & monitoring system
Government engagement to tea sector policy & wider goals
Profitable smallholder sector
Green leaf price increase
Smallholder sector strategy, incl. viability of smallholder (co)ownership of factory
Living income benchmarking & strategy
GAP and income diversification support
Higher yields, income and leaf quality
Financial literacy
Energy & environmental sustainability
Sustainable energy use, incl. exploring alternative energy sources
Sector-wide environmental management plan
Afforestation & community sensitisation
Energy efficient stoves
Thriving and sustainable tea industry in Malawi