Introducing
Ethical Tea Partnership

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
- 28 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:

![Certification Logos]

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 System
- Agrochemicals
- Soil Conservation
- Ecosystem Conservation
- Water Conservation
- Energy Use
- Waste Management

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.

Our work
The benefits

Monitoring & certification
Better lives for tea workers

Producer support
Sustainable environment

Strategic sustainability
Added value for tea producers and companies

Monitoring & Certification

Producer Support

Strategic Sustainability

Social Provisions

Environmental Provisions

Certifications Logos

Map of Tea Producing Regions

China
India
Indonesia & PNG
Brazil
Uganda
Kenya
Tanzania
Malawi
Zimbabwe
South Africa
Addressing low wages in the tea industry

ETP has been leading a ground-breaking project with Oxfam that produced the report Understanding wages in the tea industry. This was the first time that such a multi-stakeholder partnership involving companies, producers, NGOs, certification bodies, and donor agencies have worked together on wage issues in the tea sector.

The report assessed wages and benefits in Malawi, India, and Indonesia against national and international benchmarks, analysed wage-setting processes, and identified the systemic problems that are locking in low wages.

Given the structure of the industry, the importance of the domestic market in places like India and the way wages are negotiated and set in producing countries, there is no straightforward route or easy lever that will lead to quick results.

We are very pleased that the release of the report has led to a widening of the coalition with producers and retailers coming on board. Together with Oxfam, we will continue to utilise our expertise, networks, and influence to contribute to change.

Improving smallholder livelihoods, Indonesia see full project report

While smallholders are increasingly important to world tea production, many of them struggle to make a decent living from tea. We’ve been partnering with IDH - The Sustainable Trade Initiative, and working with 3 smallholder cooperatives from West Java and West Sumatra, and the factories they supply, on a three-year project to help more than 1,000 farmers make better livings from tea.

Working with a wide range of organisations the project provides access to good practice farming, increased cooperative support, and access to micro-finance. The project also links farmers to ETP member companies and certification bodies to help them understand market requirements and international standards respectively.

Local experts and demonstration plots in each of the regions have have been key to farmers producing better quality & more tea.

Key achievements
- Significant improvements in income - more than double in some cases
- Good practice disseminated across local communities - lead farmers have trained almost 1,500 of their peers
- Spread of good practice nationally as smallholder groups from across Indonesia visited the project’s demonstration plots
- Indonesian Tea Board has advocated the approaches to the Minstry of Labour & Trade
- Improved payment time frames and access to affordable finance for smallholders
Harnessing momentum, China

Over the past few years we’ve continued to build on our occupational health & safety and agrochemical training programmes, which has led to significant improvements on social and labour issues.

In response to rapid changes in the Chinese labour market, and to help producers achieve high standards in ETP audits, we initiated a project that helps producers improve their human resource management practices.

The course, which was developed by an experienced Chinese HR specialist, covers working hours; contractual issues such as hiring, grievance, and disciplinary procedures; and wages and benefits, and ensures that producers meet both local and international requirements.

To help producers readily implement and embed systematic record keeping and other good practices, a human resources toolkit was developed as part of the programme.

Expanding climate change adaptation strategies across East Africa

Climate change is one of the biggest threats to sustainable tea production and a key area that we’re addressing. Our flagship climate change project with the German development agency GIZ is now in its third year. With additional support from retailer M&S, the project has expanded and is now supporting 80,000 smallholder tea farmers that supply KTDA to adapt to climate change.

Using KTDA’s support structures, farmers have made a range of practical improvements to their farming practices. Since the start of the project KTDA extension officers have also increased their knowledge on climate change and how to effectively integrate adaptation techniques into broader extension support. Their work, together with a range of training materials (see left), is inspiring local communities to implement a number of new climate change initiatives.

**Measures include:**

- Training on soil, water and bush management
- The use of composting, mulching, and shade trees
- Water harvesting, conservation, and drip irrigation
- Crop diversification & introduction of kitchen gardens
- Access to drought and frost resistant tea clones
- Fuel wood conservation & access to energy efficient stoves
Institutionalising good practices

We’ve been running occupational health & safety (OHS) and environmental management training courses using local partners in China, India and Sri Lanka for a number of years.

In India, head office management is responsible for overseeing practices on a number of estates. Our training approach has therefore evolved from training estates in different geographical locations, to tailored courses for plantation companies and train-the-trainer approaches. These approaches enable good systems and practices to be effectively embedded across companies and factories.

We’ve also developed an OHS course specifically for the Sri Lankan tea sector in partnership with World University Service of Canada (WUSC) and Sri Lankan National Institute for Safety and Health (NIOSH). This vocational training course empowers mid-level management to take responsibility for managing OHS systems effectively and helps to ensure better and safer work places.

In it’s first year, 18 employees from 5 regional plantation companies received a vocational qualification, and due to its success, the course is being run for a second successive year. Since managers often move between different estates, they will embed good systems and practices in each location they are responsible for, thereby extending the impacts across Sri Lanka.

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 practice 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