




OUR HOPE FOR THE BETTER WORLD

TALAWAKELLE TEA ESTATE **SDG** REPORT 2021/22







Talawakelle Tea Estates PLC; We are committed towards continuous development in sustainability pillars of economic, environmental and social. Throughout our value chain, we have taken measures to enhance positive sustainable impacts while reducing negative impacts for

The 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) set up in 2015 by the United Nations General Assembly, assist us in guiding, enhancing and strengthening our efforts towards achieving sustainable development.

To achieve that, we have driven our strategic plans on future programmes to & we will give our commitment. We continued to accelerate our sustainability efforts in 2021, even though the year was very challenging due to COVID – 19, economical instability issues.

SDG Report 2021/22 of Talawakelle Tea Estates PLC will provide our stakeholders, the commitment towards achieving the targets

# NO POVERTY

## TOWARDS IMPROVING LIVING STANDARDS



### WHY IT MATTERS

Many families living within estates struggle to make ends meet. Problems such as family disharmony and being unable to afford healthy and balanced meals also run rife. Our company, too, is affected as people, especially the younger generations, are becoming more and more reluctant to be employed at estates, fearing that their economic standing will never improve.

As an entity that is the caretaker to such a large population, we have taken it upon ourselves to ensure the socioeconomic progress of our resident community through various initiatives that enhance their income, and improve the quality of their lives.

### WHAT WE DID

Revenue Maximization through Non – wage model

In 2021/22 we promoted Non – wage model which allows employees to work on contract basis and revenue share model. It increased the earning potentials of residents living in and out of our estates. TTE increased the roll out of the RSM model during the year and it is now being applied successfully across all the estates. This resulted in 40% from the total crop intake out of the total yield during the financial year.

Collected more green leaf from the community in Low Grown Estates has gradually increased due to the motivation and training. As a result, 4,149,581 kg of green leaf were collected from 1,914 suppliers.

For the continuous project of “Home for Every plantation worker” we built 30 new worker houses by spending Rs. 43 Mn. Established co-operative shops to sell/provide the employees and the residents with essential food items and rations on cash and credit basis.

Increased the number of working days up to 25, allowing employees to earn more to fulfil their needs. Introduced the concept of “Pay for Performance” and different incentive systems which allows all manual grade employees, staff to eradicate extreme poverty. As a result of increased earning potentials of the employees, taking loans has been reduction and purchasing power of them has been increased.

Conducted awareness programmes on House hold cash management awareness sessions in fields.

### WHAT WE DO

- Improve the living environment, community capacity building continuously
- Empower youth and women
- Ensure improvements in earning potentials of plantation workers and community
- Ensure no extreme poverty
- Home for Every plantation worker

### WAY FORWARD

The current economic crisis in the country, of which the symptoms are only expected to worsen in the coming period, will require more focus on this goal. As the cost-of-living increases, more people will be pushed into poverty. In this context, our focus on community development under the Home for Every Plantation worker programme will be increased. We will also encourage workers to engage with the Revenue Share Model in order to increase their earnings.

**Invested Rs. 107.4 Mn for the Community development** when compared to the Rs. 97 Mn of the previous year

### RELEVANCE TO OUR STRATEGIC IMPERATIVES





# ZERO HUNGER

TOGETHER, ERADICATING HUNGER

## WHY IT MATTERS

Undernourished and hungry individuals are easily susceptible to diseases, are less productive and consequently, unable to earn enough to improve their livelihoods. Nutritious food, therefore, not only form the basis of good health, but drive increased earnings and improve standards of living.

In order to ensure that our employees and their families at our estates are well nourished and never go hungry, we ensure that they understand the benefits of having balanced diets, and ensure that they have better access to nutritious foods.

## WHAT WE DO

- Special care to pregnant, lactating women, disabled people
- Promote and follow SMART agricultural and HR practice
- Promote to do home gardening to become more self-sustained.
- Provide food to workers from estates (grains, “kanda”, sweet potatoes, boiled egg)
- continuous education & monitoring on nutrition, balanced diet
- Provide Mid-day meal to manual grade employees

## WHAT WE DID

In this year, we

Conducted compulsory medical check-ups monthly for pregnant, lactating women and on having healthy nutritious food; specially on iron rich food for healthier life for both mother and child.

Conducted “End Hunger” awareness programmes about Food security & importance of having healthy diets at CDCs and fields.

Conducted 960 informal demonstrations on low cost, iron rich and nutritious food for the estate employees and residents to educate them on developing their immunity systems

### Invested Rs. 7.2 Mn on food security & Nutrition

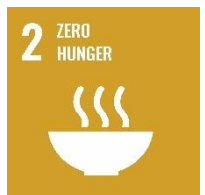
when compared to the investment of Rs. 6.4 Mn in previous financial year.

## WAY FORWARD

We are already liaising with suppliers of essential food items to work out a plan to have items such as milk powder delivered to our estates so that they may be distributed among the necessary groups. Under the guidance of our top management, we have also implemented a large-scale home gardening programme to ensure food security in anticipation of a food shortage. We also intend to explore the option of enhancing the Co-operative shops network at our estates to ensure residents have easy access to food and other essential items.



RELEVANCE TO OUR STRATEGIC IMPERATIVES



# GOOD HEALTH & WELLBEING

INSPIRING COMMUNITY TO LIVE A HEALTHY & HAPPY LIFE

## WHY IT MATTERS

Healthy people are the foundation of resilient and healthy entities. When people have inadequate access to health facilities, or have low awareness about the importance of maintaining their own health and well-being, it's a serious impediment to socioeconomic progression.

Identifying this vital role that good health plays in driving us forward, we offer our employees with ample opportunities to for them to educate themselves on making better, healthier life choices, to test and screen themselves, and to obtain healthcare where necessary.

## WHAT WE DO

- Conduct health and safety programmes under RA certification
- Educate & encourage employees to attend at work for increased earnings
- Ensure a conducive working environment for employees
- Digitalization of field operations
- Provide newly designed tea harvesting baskets to employees to avoid ergonomic health impacts

**Zero Maternal Mortality Rate**

**Zero Still Birth Rate**

**55 Health and Safety Awareness Programmes** when compared to the 15 programmes in previous year

**1536 Clinics** for pregnant mothers and children

**1 Newly Designed Tea Harvesting Baskets per employee per year**

## WHAT WE DID

This year, we conducted educational and awareness programmes informing the employees about Zero Anemia, Maternal malnutrition & underweight children for a healthy life” .

Conducted health and safety awareness programmes. It effects on reduction of workplace injuries. Specially, a reduction of alcohol usage of estate residents can be seen as a result of ours continuously educating employees on the demerits of alcohol consumption. Conducted eye clinics for 1000 employees at Nanu Oya region and in many other estates. Among them for 300 employees, spectacles were provided free of charge.

Apart from that medical camps and blood donation camps were also conducted in order to avoid number of deaths or no. of diseases from communicable and non-communicable diseases.

We digitalized our field operations by transforming manual activities into machinery works, providing them with newly designed ergonomically friendly tea harvesting baskets from all our efforts we try to ensure the health and wellbeing of our employees and all residents at all age.



## WAY FORWARD

In FY 2022/23, the threat of COVID-19 is expected to lessen further. However, the shortage of essential food items and medicines will be a serious obstacle in ensuring good health and well-being. We will continue to invest in periodic medical screening programmes in the coming year as well.

## RELEVANCE TO OUR STRATEGIC IMPERATIVES

**3** GOOD HEALTH AND WELL-BEING



# QUALITY EDUCATION

## CONTINUOUS LEARNING TOWARDS SUCCESSFUL FUTURE

### WHY IT MATTERS

Proper education drives socioeconomic progress and is a vital factor that will help people escape the vicious cycle of poverty. In order to tackle the many poverty-related problems that our estate resident communities experience, ensuring they have access to good educational facilities, including primary, tertiary and vocational education is a must. This will help them lead a meaningful and dignified life

### WHAT WE DO

- Build community capacity
- Empower youth
- Provide access to free and quality education
- Provide vocational and tertiary education/ funds/scholarships
- Fully Qualified CDO in preschools and child care - strategy
- PM - Free English course - 3 months - 3 , 4 months - last 2 years Improve the living environment, community capacity

### WHAT WE DID

In the financial year of 2021/22, we contributed towards ensuring inclusive and equitable quality education by conducting educational, career development & guidance programmes for school children and youth with the support of other service providers. 600 Children obtained the educational assistance from our company.

As a result of over 100 awareness programmes which were aimed at informing the importance of having education and proper schooling, the school dropout rate of estate resident children has been reduced significantly to 1%.

We assisted and guided 1000 students to install DP Education Application to their electronic devices, smart phones and computers

As a company who do a "Womb to Tomb", we always try to create better future for the family and prosperous children.

### 9 New Scholarships

For university selected & O/L passed students

### 578 Educational Assistance Programmes

to students & youth

### 3559 Beneficiaries

when compared to the 97 Mn of the

### WHAT WE DO

### WAY FORWARD

To better reach this goal, we will insist parents at estates to enrol their children to all levels of school as they may be reluctant to do so given the various poverty related problems they face. We also intend to collaborate with our business partners to provide employment opportunities to the youth so that they can reach their fullest potential.



### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Nurturing our people
- Operational Excellence





# GENDER EQUILITY

EMPOWERED WITH THE DIGNITY



## 65 Women Employees

were rewarded and recognition

## 192 Discussions

For women with Estate Managers

## 6 One day programmes for Men

Addressing Gender based violence

## 3104: 2175

Women: Men ratio

## Certified – Best Work Places in Sri Lanka For Women 2021 by Great Place to Work

Talawakelle is one of the Best Companies in Sri Lanka for Women among 10

## WHY IT MATTERS

Our workforce is predominantly female, manual grade employees who, with their dextrous hands, source the green leaves that sets off the process of manufacturing our high-quality teas. Identifying that gender inequality seriously impedes social progression, we ensure they receive the proper remuneration for their hard work, that working conditions are safe for them, and that they have the needed support to achieve their own ambitions.

## WAY FORWARD

Considerable progress has been made on this front. But the role of women in ensuring the progression of society is still underestimated by many. We hope to further our progress to work on the foundations we have laid to ensure gender equality in the coming year. Going beyond our scope, we will probe more into how gender equality is ensured both up and down our value chain.

## WHAT WE DO

- Conduct Women Empowerment programmes
- Ensure human right violation and or any kind of discrimination within the organization
- Conduct training & awareness programmes addressing domestic violence, sexual & other exploitation both men & women
- Open door policy to address women grievances.

## WHAT WE DID

Training & Awareness Programmes

In the discussing year, we have provided rewards and recognition to over 65 women manual grade employees for the performance through Best plucker competition.

From all our commitment within the year has created a conducive work environment is created within the plantation industry. Men are sensitized on the importance of ensuring gender equality and the attitude, respect towards women has been increased.

Also, within the time period, there were no violence and/or gender-based harassments recorded because we have a strong zero tolerance Human Rights policy. The support and guidance given by us, has made the women employees highly motivated and their engagement on training sessions has been increased.

Conducted over 20 informal leadership sessions to women manual grade employees.

Celebrated women's Day estate wise.

## RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Nurturing our people
- Operational Excellence



# CLEAN WATER & SANITATION

## PROVIDING ACCESS TO CLEAN PORTABLE WATER TO EVERYONE

### WHY IT MATTERS

Water is essential to health and nourishment. When people have access to clean and safe water, it ensures food security, peace and poverty reduction. We are committed to ensuring that our resident communities have access to good water. Our commitment also extends to ensuring that all sources of water are protected and that our operations have minimal negative impact on them.

### 142 Inspectional Visits

By PHI & MOH for monitoring portable water

### 270 Training Sessions

On cleaning houses and surrounding environment

### 831 Awareness programmes

Addressing Personal hygiene & sanitation

### WHAT WE DO

- Ensure proactive drinking water and sanitation within all our location
- Conserve natural water bodies including rivers, water falls, streams, ponds, etc
- Conduct training programmes on Solid waste management, ensuring residents no to discharge waste it to water bodies.
- Conduct training programmes on sanitation and personal hygiene
- self -help housing projects
- repairs & maintenance of existing drinking water projects
- Waste water treatment projects
- Water Retention System – Rain Water Harvesting
- The Chemical Free Buffer Zones
- Protecting The Drinking Water Sources
- Periodic Water Testing
- Riverine Forestry



### WAY FORWARD

Our impact on water is already low. We will continue to maintain this as we expand on how we responsibly source water and discharge of it.

Because of our commitment towards protecting water bodies, few NGOs will collaborate with us for water projects in two estates.

### WHAT WE DID

We gave priority on appointing care takers to protect existing water projects by investing 30,000 per month. It allowed the continuous supply of drinking water without any interruption.

From the inspectional visits by PHIs and MOHs, we always try to improve the hygiene practices of our employees. For instance, regular instructions to drink warm water, to use recyclable water bottles.

Total number of protected water resources is 147.

94% compliance of waste water discharge

Established 96 waste water treatment units

### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Nurturing our people
- Environmental Stewardship & Climate Action





# AFFORDABLE & CLEAN ENERGY

## OFFERING PEOPLE THE OPPORTUNITY TO ACCESS CLEAN ENERGY

### WHY IT MATTERS

The process of manufacturing tea is highly energy intensive. We have identified that our dependence on conventional sources of energy emits large amounts of greenhouse gases that cause climate change, and thereby affect our sustenance as well as the livelihoods of our people and wider society. To support this SDG, we are engaged in the production of renewable energy and increasing energy efficiency.

### WHAT WE DID

We Installed solar panels at Deniyaya, Calsay and Dessford estate, investing Rs.39.9 Mn in the year of 2021/22.

Invested 134.7 Mn for installation of Mini hydro power plants.

As a result of our contribution towards accessing clean energy, we have generated 291,385 kwh than the yearly expected unit of 723,441 kwh.

### WHAT WE DID

### WAY FORWARD

In the coming year, given that natural forces will be in our favour, we expect to increase the quantity of energy generated through our 2 mini hydro power plants. The addition of 3 new solar energy generation systems in the past year will increase the contribution we make to the local grid as well. Leveraging out tested practices in driving energy efficiency we also hope to further reduce the energy intensity of our operations.

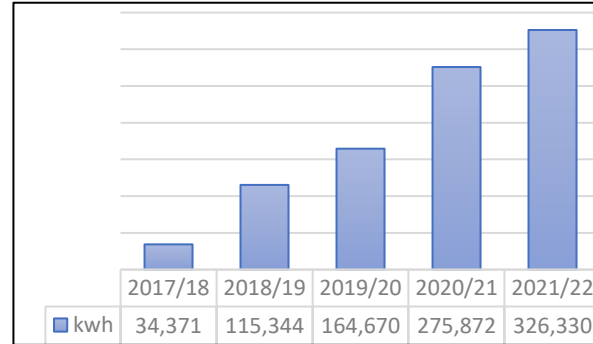


Figure 257: Solar electricity generation

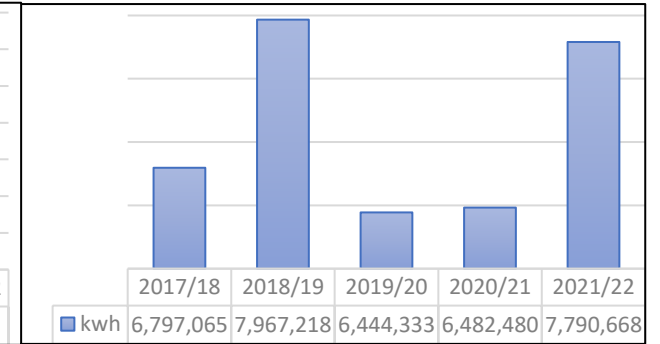


Figure 1: Hydro electricity generation

### WHAT WE DO

- Generate & consume renewable energy
- Increase energy efficiency while reducing energy intensity
- Supply of affordable, reliable energy to plantation community

**Rs. 69.5 Mn investment**  
On solar panel installation



### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Environmental Stewardship &



# DECENT WORK & ECONOMIC GROWTH

## GREATER PRODUCTIVITY FOR A STRONGER ECONOMIC GROWTH

### WHY IT MATTERS

The work environment we have created for our employees is one that is productive both for them and for the wider organisation. In addition to providing them with fair remuneration for their contribution, we also ensure that their work environments are safe while supporting the upliftment of their economic standards and enabling personal development.

### WAY FORWARD

The macroeconomic factors at play today are sure to profoundly affect both the professional and personal lives of our employees. We will continue to implement interventions that ensure employees' have a conducive and safe working environment that contributes both to the success of the organisation as well as to their own personal socioeconomic development. Forced labour will also not be tolerated under any circumstances.



### WHAT WE DID

#### Incentive schemes

By providing various incentive schemes, we have created more opportunities to our employees in there, as well as company for higher economic growth.

By collaborating with Department of Labour Sri Lanka we conducted training and awareness sessions on transparency, accountability in working environment.

We ensured the fullest co-operation between the employee and employer such that to have a good understanding among them.

Having a decent work environment driven company which has continuous improvement in productivity as well as profitability, has led us to win the "Great Place to Work"

### By Great Place to Work, We were certified as

- Great Place to Work – Certified (March 2021 – February 2022)  
Talawakelle is the First Plantation Company in Sri Lanka to be Certified
- Best Work Places in Sri Lanka 2021  
Talawakelle is one of the Companies in Sri Lanka among the Best 40
- Asia's Best Work Places 2021  
Talawakelle is the 2nd Best Work Place in Asia in Large Category  
First Plantation Company in Sri Lanka Certified as Asia's Best Work Place
- Best Public Limited Company in Sri Lanka 2021  
Extra Large Enterprise Category in Sri Lanka 2021– **GOLD**

### 30% Earning

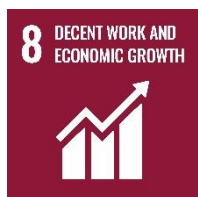
Increased due to increased no.of working days

### WHAT WE DO

- Sustainable economic growth
- Allocate resources efficiently
- Ensure labour management practices and compliance
- Ensure workplace health & safety
- Best plucker competition and rewarding
- Offering more dignify job to the employees
- Implement the concept of "Pay for Performance" and non-wage model to increase earnings.
- Provide fair reasonable remuneration for all

### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Winning with the customer
- Operational Excellence
- Nurturing our people
- Business Diversification





# INDUSTRY, INNOVATION & INFRASTRUCTURE

## BUILD A CULTURE OF INNOVATION FOR BUSINESS GROWTH



**30 New Worker Houses** were built investing Rs.43 Mn.

**124.3 Mn Investment** on building Kiruwanaganga Tea Factory

### WAY FORWARD

We will continue to innovate on our existing processes by drawing on the ideas of our employees and the knowledge and finding generated by experts and institutions. Sustainable industrialisation and digitisation will be at the core of such initiatives.

### WHY IT MATTERS

The socioeconomic growth of our communities, as well as our business success cannot be achieved without prudent investments in infrastructure. In a highly competitive and volatile business environment, sustainable investments also ensure resilience.

### WHAT WE DO

- Adopt new technology and management concepts
- Estate community infrastructure development
- Industry innovations
- Maintenance of a Digital performance Evaluation system
- Establish digital green leaf weighing systems
- Provide electronic ID to be used when weighing plucked green leaf.

### WHAT WE DID

In 2021/22 we invested more in Building factories, infrastructure facilities and new worker houses for the betterment of our company as well as for enhancing the livelihoods our caring 41,489 community within our estates.

Project/ Activity	Investment in Rs. Mn	
	2021/22	2020/21
Road development	2.2	2.5
New machinery & Equipment	13.5	33.3

The strategic plans and resource allocation has been directly affected on increasing our production capacity & facilities, improving equipment and other manufacturing infrastructure in order to strengthen core competencies needed to produce superior quality output.

We also have taken measures to sustain our Digital performance evaluation programmes which drives from the Field operations, then to an Online system and finally provide the access to download data from check roll & payroll systems daily on time. This has increased the Transparency, speediness & accurate decision making on the performance of harvesters.

### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Operational Excellence
- Business Diversification



# REDUCED INEQUALITIES

## BREAKING THE BONDS

### WHY IT MATTERS

Inequalities affect a person's sense of personal fulfilment and their perception of self-worth. When people are subjected to inequalities on such bases such as sex, age, gender, class, ethnicity and religion, it may result in crime, hatred, disease and environmental harm. At TTE, we are committed to ensuring that no one is excluded from having equal opportunities at life.

### Zero Incidents

were recorded in workplace harassments, violence or any other discriminative issues

### WHAT WE DO

- Adhere to Human Right & Social Policy of TTE.
- Avoid any kind of discrimination and equal opportunity & treatment in employment and new recruitments
- Practice well-structured non – discrimination management systems
- Build Ethnic integration among all employees of the company.

### WAY FORWARD

With the experience and vision of our dedicated team that ensures non violation of human rights and non-discrimination in line with the many frameworks and our company policies, we will continue to reduce inequalities on any basis.



Figure 259 : Differently Able - Mr. S. Karthigas involved in the non-wage basis plucking

### WHAT WE DID

We are an equal opportunity employer, with recruitments taking place based on objective criteria. Stringent non-discriminatory policies ensure that race, age and gender have no bearing on the recruitment process.

Internal transfers and promotions are given precedence, ahead of external hiring.

28 employees were promoted during the reporting period.

Employment opportunities are offered to residents on our estates fostering a cordial relationship with the Group while driving socio-economic development. Approximately 80% of estate management and 98% of staff at the estate supervisory grade is hired from the local community.

### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Nurturing our people





# SUSTAINABLE CITIES & COMMUNITIES

## CITIES IN BALANCE WITH THEIR COUNTRYSIDE

### WHY IT MATTERS

The solutions to many global problems can be found in sustainable urban life. The reduction of poverty, equal access to infrastructure, and access to quality education are among these. Spaces of sustainable life also ensure better resilience against natural disasters and enhance security of public life.

### WHAT WE DO

- Improve and maintain minimum living conditions of our plantation community
- Estate level disaster management
- Risk mitigation
- Ensure adequate, affordable housing and basic services to all employees and community.

### WAY FORWARD

As part of Home for Every Plantation Worker programme, we will continue to develop our communities with an emphasis on being sustainable by providing a majority of essential systems within our estates itself.

Key areas addressed	Investment (Rs. Mn)	Beneficiaries
Community Capacity Building	33.7	34,694
Health & Nutrition	7.2	219,287
Youth Empowerment	1	48,285

### WHAT WE DID

In the year, we invested more in building new worker houses, renovating buildings, road development projects where all our estate community can access for those basic services.

We also formed estate level disaster management teams and continuously capacity development of those teams.

Conducted periodical risk assessment and risk mitigation actions were taken in order to reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by natural, water-related disasters. Our teams took proper actions where possible to protect our employees, poor and people from vulnerable situations

Since many of our employees live on our estates, we have established collaborations with the Plantation Human Development Trust, Estate Worker Housing Cooperative Societies (EWHCS) and the National Housing Development Authority, to facilitate progressive development of their living environment. Provisions through our social welfare programme include:

- 7 perch land for eligible workers free of charge.
- Assistance provided to clear the land and obtain approvals for building a house.
- Electricity and water supply.
- Construction of proper drainage systems and issuance of waste management bins.
- Allocation of plots for growing vegetables.
- Common facilities for animal husbandry.



### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Nurturing our people
- Operational Excellence



# RESPONSIBLE CONSUMPTION AND PRODUCTION

## LESS IS MORE

### WHY IT MATTERS

As a tea producer, our material consumption is significant. So is our production. Therefore, being responsible in how we consume and produce will definitely guide us in achieving better resource efficiency, and ensure that the activities within the lifecycle of our business do not compromise on the needs of the future generations.

### WHAT WE DO

- Maintain efficient material footprint
- Sustainable resource allocation
- Maximum possible use of recycle & reuse materials
- Maximize the raw material utilization
- Use alternative renewable resources
- Increase recycle material usage

### WAY FORWARD

We intend to further reduce our dependence on non-renewable materials, while opting for local sources as the current crisis has shown us the value in doing so. As part of a wider digitalisation process at the estate-level, there will be a focus on further integration of digital technology to increase process efficiency and thereby reduce wastage.



### WHAT WE DID

#### Material Consumption Management

We followed a regular monitoring on materials; fertilizer, agrochemicals and Dolomite (used for field operations), Green leaf, firewood & briquettes (for processing operations) and packing materials. One of a major concern of that is to increase the upcycling level of material use. We also reduced wastage and increased the use of recycled material. Following graph will depict the progress of our responsible material consumption.

#### Weed Buyback program

Given the limited availability of agro-chemicals during the year we initiated this programme to improve weed management. Employees were remunerated based on the quantity of weeds removed.

#### Enriching the soil through organic compost

Given the limited availability of fertilizer during the year, we initiated several programmes to enhance the fertility of soil organically. This included the application of compost by auguring holes in the soil around the tea bushes and the addition of bulk manure to the soil.

**25,673 MT**

Raw material consumption

**89% Renewable materials 25,673 MT**

Consumed when compared to that of 84% renewable materials usage in 2020/21.

**25,673 MT**

Raw material consumption

### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Winning with the customer
- Operational Excellence
- Environmental Stewardship & Climate Action
- Business Diversification





# CLIMATE ACTION

## SOLUTION, NOT POLLUTION

### WHY IT MATTERS

Severe weather events have the potentiality to seriously damage human lives and property. As a developing nation with a tropical climate, Sri Lanka is especially at risk. Our resident communities are particularly vulnerable given their socioeconomic standing. Further, our business which works very closely with the environment is also heavily susceptible to the effects of an impending climate crisis.

We are aware that failing to act now will have grave consequences. Additionally, we will miss out on a plethora of opportunities that make good business sense.

### WHAT WE DO

- TTE Climate emergency action plan
- Practice UN Climate Neutral initiatives
- Reduce GHG emission

#### Science Based Targets

Verified & approved from SBTi

37.1% Absolute emission reduction

Scope 1 & 2

44.3% Absolute emission reduction

Scope 3

Low-Carbon Zero-emission & biogenic energy sources out of total energy consumption 87% and increase 1.6%

Renewable energy 139%

Renewable energy generation against to total electricity consumption and increased 19%

#### Science Based Targets

Verified & approved from SBTi



### WHAT WE DID

Reduced 6,509 Tco2e GHG Emission through renewable energy projects.

#### Energy Management & Renewable Energy Generation

We focused on reducing our greenhouse gas emission by minimising the fossil fuel dependency at our estates and the generation of renewable energy; solar & hydro power.

We have generated total of 326,330 kwh electricity from solar and total of 7,790,668 kwh electricity from our hydro power plants.

We used firewood & briquettes to operate tea driers. Optimizing natural light in factories, installation of Variable Speed Drivers (VSD) are few measures we took for responsible energy consumption.

We circulated Company instructions on good agricultural practices.

Maintained Central Environmental Authority (CEA) approved Effluent Treatment Plants and renewed the Environmental protection Licenses.

### WAY FORWARD

As an industry leader in driving climate action, we are guided by UN Climate Neutral Now and the SBTi. We will continue to drive our emission reduction efforts and in line with these frameworks and ensure that we also increase awareness on the importance of individual level action in the climate crisis. Our comprehensive GHG monitoring process will be of great assistance in this regard.

### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Environmental Stewardship &





### WHY IT MATTERS

Our estates are situated in close proximity to sensitive natural systems. Forests that are home to endangered and native species border them. We are committed to preserving their distinct value as we have identified their significance in the natural order of things. Well managed terrestrial environments will in turn also ensure that our communities are safe and healthy.

### WHY IT MATTERS

#### WHAT WE DO

- Ensure zero ecosystems and biodiversity degradation through conservation implication approach
- Maintain assurance of Rainforest Alliance and ISO Certifications
- Ecosystem restoration projects & Environmental investments
- Sustainable Forest Management & Conservation
- Tree Planting Initiative
- GPS mapping & Biodiversity assessment
- Conservation of Riparian habitats

### WAY FORWARD

By continuous monitoring of the species of fauna and flora at our estates, we will ensure that such species are protected. Additionally, we will focus on broadening the initiatives we take in this regard, with an emphasis on forming strategic partnerships that advocate the same goal.

### WHAT WE DID

We conducted Training and awareness to staff and the estate community on conservation and protection of ecosystems.

Protected biodiversity areas with a 5-meter chemical free buffer zone near water ways, vegetarian barriers and green belts.

Completed the 3rd phase of the project “Ecosystem Restoration of St. Clair Falls”, resulting of 2,078 newly planted trees for a total of 18,138 trees.

This project focuses on preserving, improving, and restoring the high conservation value area of St. Clair falls catchment area with a self-sustaining business model for forest restoration and ecosystem.

Sustainable raw material consumption

This year we have consumed 89% of renewable materials when compared to the previous year 84% of the consumption from the total, also we have reduced the use of non-renewable materials from 15% to 11%.

As a responsible plantation company, we believe that investing in a self-sustaining business model to restore an ailing forest ecosystem is an investment in provision of clean water, improved livelihoods, enhanced biodiversity while combating climate change.

### Rs. 48 Mn Investment

On prevention and environmental management cost

343,396 Trees planted

2 Hectares Eco system restoration

2,078 Native Trees planted

### RELEVANCE TO OUR STRATEGIC IMPERATIVES

- Environmental Stewardship &





# Our commitment to the SDGs

## Summary

Talawakelle Tea Estates PLC is committed to sustainability. While we are aware that our stakeholders expect us to do business in a manner that ensures our sustenance, and thereby continue to create value for them well in to the long-term, sustainability for us, is a far more crucial consideration in our modus operandi. It is one of the fundamental drivers of our commercial success. As such, Environmental, Social and Governance matters & metrics are firmly embedded into our business model.

In this context, the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) set up in 2015 by the United Nations General Assembly, provide us with the perfect blueprint in guiding, enhancing and strengthening our efforts towards achieving sustainable development.

Following is a summary of the SDG report, highlighting the progress we have made during FY 2021/22. We have also indicated how the SDGs align with our strategic imperatives., For the full report, scan the QR code provided below.



These SDGs are outside the scope of our operations