



Talawakelle Tea Estates PLC

ESG Report 2022/23



CONTENTS

01. Our reporting suite

02. About Talawakelle Tea Estates PLC

03. Our ESG Approach

04. ESG Performance Overview

- 05. Environment - Net-positive impact
- 06. Social - Empowering people & communities for social resilience
- 07. Governance - Ethical and responsible governance

08. Environment

- 09. Sustainable Land Management
- 11. Climate Action
- 13. Circular resource management
- 15. Water Stewardship
- 17. Biodiversity conservation and ecosystem restoration

19. Social

- 20. Community Empowerment
- 22. Great Place to Work
- 24. Fair Labor Practices
- 26. Diversity and Inclusion
- 28. Value Chain Management

30. Governance

- 31. Board Diversity and Composition
- 33. Policy compliance
- 35. Accurate Reporting and transparency
- 37. Stakeholder Engagement
- 39. Risk & Opportunity Management

41. Our Commitment to UN SDGs

45. Disclosures for SASB

47. TCFD report

Our Reporting Suite

Welcome to our 2022/23 environmental, social and governance report

For year 1st of April 2022 to 31st March 2023

Our ESG report provides a platform for us to communicate our strategic advancements and future initiatives as we strive to reshape our business and shape the Regenerative Business Model.

About Talawakelle Tea Estates PLC

Talawakelle Tea Estates PLC (TTE) shines as a symbol of excellence, driven by an unwavering quest for perfection and a steadfast dedication to producing the world's finest teas. With 16 estates sprawling across 6,491 hectares of prime tea-growing terrain, our journey takes us through verdant lowlands to misty highlands, where we enjoy the blessings of favorable weather and fertile soil. Our story began in 1992 as Talawakelle Plantation Limited Company, and in 1998, we embarked on an exciting chapter by becoming part of the esteemed Hayleys Group through the acquisition of controlling interest by Hayleys Plantations Services (Pvt) Ltd. In 2000, we proudly transformed into Talawakelle Tea Estates PLC and took our place on the CSE.

About Us

16 TEA ESTATES **2** TEA CUM RUBBER

6,491

HECTARES

LOCATED IN
TALAWAKELLE, NANUOYA
GALLE & DENIYAYA REGIONS

EMPLOYEES **4,273**



1,614
MALES (38%)

2,659
FEMALES (62%)



 **41,976**
RESIDENT POPULATION

Rs **3,070** Mn

INVESTMENT IN
FIELD DEVELOPMENT
1992 TO 2022/23

Rs **2,983** Mn

INVESTMENT IN
INFRASTRUCTURE
1992 TO END 2022/23



GLOBAL ACCREDITATIONS



PRODUCTION VOLUME

 **6.0** Mn Kg of
TEA

OUR PORTFOLIO

	TEA	3,990 Ha
	RUBBER	211 Ha
	COCONUT	43 Ha
	CINNAMON	68 Ha
	TIMBER	720 Ha

Our ESG Approach

Our 2030 Regenerative Agenda, is a comprehensive roadmap to promote sustainability and regenerative practices across all aspects of our business. Our aspirations center on integrating ESG (Environmental, Social, and Governance) to our business with the aim create a more sustainable and resilient future while delivering long-term value to all stakeholders.

The concept of regenerative business extends beyond conventional sustainability by focusing on building systems that not only sustain, but also restore and regenerate natural resources. As such, TTE is reshaping its sustainability agendas to adopt regenerative practices that promote environmental and social well-being and improve business resilience. TTE has always been at the forefront of progressive sustainability and Environmental, Social, and Governance (ESG) practices. However, the company is taking this commitment to the next level by adopting regenerative practices. The concept of regenerative business is not just about sustaining the environment, but also restoring and regenerating the world. To achieve this, TTE adopts a holistic ESG framework that enables us to measure and report on sustainability and regenerative practices. The ESG framework aims to provides a comprehensive and systematic approach to evaluating the company's environmental and social risks and impacts, its social responsibility, and governance practices thereby allowing us to identify areas for improvement and prioritize actions to achieve regenerative business goals. In reshaping our sustainability agenda to embrace regenerative practices, TTE is redefining its strategic imperatives to align with a more sustainable and regenerative future. This involves a transformation of our business models, operations, value chain management, and employee engagement practices by adopting regenerative practices within an ESG framework, TTE aims to promote a more sustainable and equitable future. The company anticipates benefits such as improved risk management, access to new markets, and efficiencies/cost savings, delivering long-term value to stakeholders.





ESG Performance Overview

Environment - Net-positive impact

Sustainable Land Management

Increase **soil organic matter** content by **10.5% by 2030** (1.3%-2023)

Implement **regenerative Agriculture practices** by **100%** of all estates **by 2030** (25%-2023)

Increase the **adoption of permaculture practices** by **100%** of estates **by 2030** (25%-2023)

Climate Action

Achieving **net-zero greenhouse gas emissions by 2030** (40% -2023)

Completion of implementation a **comprehensive climate risk management strategy by 2030** (70% - 2023)

Completion of Implementation a **comprehensive climate adaptation plan by 2030** (70% - 2023)

Water Stewardship

Achieve a **30% reduction in water consumption by 2030** (5%-2023)

Improve **water quality** by reducing the discharge of pollutants into **water bodies by 100% by 2030** (95%-2023)

Implement **watershed management strategies in 100% in all estate by 2030** (70%-2023)

Biodiversity conservation and ecosystem restoration

Implement a **digitally smart ecosystem monitoring program by 2030** (1st stage)

Achieve a **net-positive impact on local ecosystems** by restoring and protecting 100 hectares of land **by 2030** (25Hec-2023)

Completion of Implementation a comprehensive **biodiversity action plan** across all company operations **by 2030** (1st stage-2023)

Circular resource management

Achieve **80% recyclable and compostable product packaging by 2030** (30%-2023)

Increase the **percentage of sustainable input materials** in operations **by 80% by 2030** (40%-2023)

Implement a closed-loop **supply chain system for 75%** of the **organization's supply chain by 2030** (35%-2023)

Social - Empowering people & communities for social resilience

Community Empowerment

Improve the **living environment investment and beneficiaries by 50% by 2030** Community Empowerment

Improve the **living environment investment and beneficiaries by 50% by 2030** (10%-2023)

Improve the **capacity building investment and beneficiaries by 50% by 2030** (10%-2023)

Improve the **Youth Empowerment investment and beneficiaries by 50% by 2030** (10%-2023)

Value Chain Management

By **2030, 50%** of our suppliers will adhere to our **Supplier Code of Conduct** (20%-2023)

By **2030, achieve 97%** of **customer satisfaction rate** (85%-2023)

By **2030, 50%** of our products sourced from and delivered to **ESG performance** concise suppliers and buyers/ Customers (20%-2023)

Great Place to Work

Achieve **5 out 5 best organization** culture audit rating **by 2030** (3.5-2023)

Achieve **99% Great Place to Work** Trust index score **by 2030** (97%-2023)

Diversity and Inclusion

Improve **board diversity** index **by 25% in 2030** (9%-2023)

Improve **work place inclusion** index **by 20% in 2030** (5%-2023)

Increase the **representation of underrepresented groups** in leadership positions **by 25% by 2030** (5%-2023)

Fair Labor Practices

Achieve **90% compliance with fair labor** standards across our supply chain **by 2030** (60%-2023)

Establish **mother and child-friendly** plantations practices by 100% of our estates **by 2030** (70%-2023)

Ensure **Zero work-related accidents** and injuries **by 2030** (50%-2023)

Governance - Ethical and responsible governance

Board Diversity and Composition

Achieve a **board composition** of at least **40% women** and underrepresented minorities **by 2030** (9%-2023)

Establish and function **board diversity and inclusion task force by 2030** (1st stage-2023)

Publish an **annual company diversity report by 2030** (1st Stage-

Policy compliance

Achieve a **zero-tolerance on laws and policies** within the company and its supply chain **by 2030** (1st stage-2023)

Zero major compliance violations by 2030 in overall value chain (1st stage-2023)

Increase **transparency and accountability in financial non-financial reporting** with the goal of achieving full transparency overall value chain **by 2030** (1st stage-2023)

Stakeholder Engagement

Increase **stakeholder engagement ratio by 40% by 2030** (10%-2023)

Improve effectiveness of **regular stakeholder consultations and feedback sessions by 20% by 2030** (5%-2023)

Achieve a **score of 4 out of 5** or higher on **stakeholder engagement indices by 2030**. (2-2023)

Risk & Opportunity Management

Achieve a **20% risk reduction** and **20% opportunity** realizing of the company's overall risk and opportunity profile related to **ESG factors by 2030** (5%-2023)

Increase the identification of **new business opportunities** related to sustainable products and services **by 50% in 2030** (10%-2023)

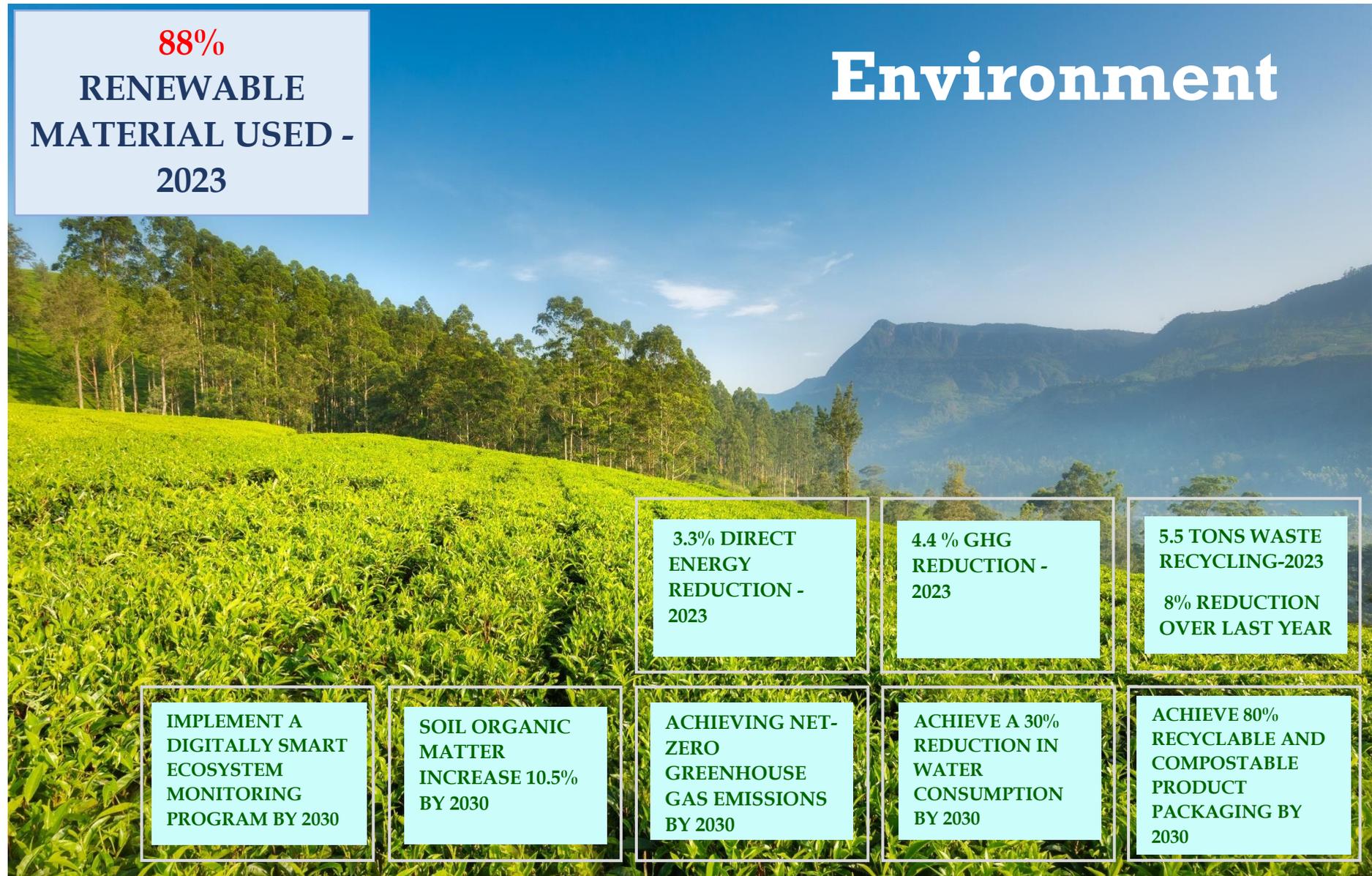
Achieve **90% of ESG rating in 2030** (80%-2023)

Accurate Reporting and transparency

Increase **transparency in corporate governance** with a goal of achieving a **90% positive rating by 2025** (70%-2023)

Implement a **comprehensive ESEG management information system** with a goal of achieving **100% data accuracy and completeness by 2030** (75%-2023)

Improve **ESG transparency** of overall value **by 50% in 2030** (30%-2023)



Sustainable Land Management

Talawakelle Tea Estates PLC (TTEL) is committed to sustainable land management practices that safeguard the environment for future generations. Recognizing the delicate balance between agricultural productivity and environmental sustainability, TTEL has integrated sustainable land management principles into its operations, aiming to achieve a net-positive impact on the environment.

Ambition

Increase soil organic matter content by 10.5% by 2030

Target

TTEL is determined to increase soil organic matter content by 10.5% by 2030, a testament to its unwavering commitment to soil health and long-term sustainability. This ambitious target will be achieved through a comprehensive strategy that includes increasing the application of compost and other organic matter, reducing tillage, planting cover crops, and implementing agroforestry practices.

Completion

Enriching the soil with organic matter is a cornerstone of TTEL's sustainable land management efforts. By increasing soil organic matter content, TTEL will enhance soil fertility, improve water retention capacity, reduce soil erosion, and foster a thriving ecosystem, ultimately contributing to the long-term productivity of its tea estates.

Ambition

Implement regenerative agriculture practices by 100% of all estates by 2030

Target

TTEL is steadfast in its commitment to embracing regenerative agriculture practices on 100% of its estates by 2030. This unwavering dedication to sustainability signifies a paradigm shift in agricultural practices, moving towards a holistic approach that prioritizes soil health, biodiversity, and ecosystem services.

Completion

Adopting regenerative agriculture practices will transform TTEL's tea estates into havens of sustainability. By embracing regenerative principles, TTEL will witness improved soil health, increased biodiversity, reduced reliance on external inputs, and enhanced resilience to climate change, ensuring the long-term viability of its operations.

Ambition

Increase the adoption of permaculture practices by 100% of estates by 2030

Target

TTEL is unwavering in its pursuit of permaculture practices, aiming to implement them on 100% of its estates by 2030. This ambitious goal reflects the company's deep commitment to sustainable land management and its belief in the transformative power of permaculture.

Completion

Integrating permaculture principles into TTEL's operations will unlock a plethora of benefits. Permaculture will not only enhance productivity and reduce environmental impact but also bolster resilience to climate change and promote social and economic well-being, creating a truly sustainable future for TTEL and the communities it serves.



Talawakelle Tea Estates PLC is at the forefront of sustainable land management, driven by an unwavering commitment to environmental stewardship and long-term sustainability. Through its ambitious targets and unwavering dedication to regenerative agriculture and permaculture practices, TTEL is paving the way for a future where environmental harmony and economic prosperity coexist, ensuring a thriving future for generations to come.

Climate Action

Our company, is a pioneer in climate action, demonstrating unwavering leadership in mitigating climate change and adapting to its impacts. The company is committed to achieving net-zero greenhouse gas emissions by 2030, a testament to its deep-rooted environmental responsibility. This ambitious target will be pursued through a comprehensive climate risk management strategy and a robust climate adaptation plan, both set to be fully implemented by 2030.

Ambition

Achieving net-zero greenhouse gas emissions by 2030

Target

TTEL is determined to achieve net-zero greenhouse gas emissions by 2030, setting a bold benchmark for environmental leadership. This transformative goal signifies the company's commitment to curbing its carbon footprint and contributing to a sustainable future.

Completion

To achieve this ambitious target, TTEL is undertaking a multifaceted approach that includes:

- **Energy Efficiency:** Implementing energy-efficient practices across all operations to reduce energy consumption and associated emissions.
- **Renewable Energy:** Transitioning to renewable energy sources, such as solar and wind power, to minimize reliance on fossil fuels and their associated emissions.
- **Carbon Offsetting:** Investing in carbon offset projects to neutralize any remaining emissions and achieve net-zero status.

Ambition

Completion of implementation a comprehensive climate risk management strategy by 2030

Target

TTEL is committed to implementing a comprehensive climate risk management strategy by 2030, ensuring proactive preparedness for the impacts of climate change. This strategy will identify, assess, and mitigate climate-related risks, safeguarding the company's operations and the well-being of its stakeholders.

Completion

To effectively manage climate risks, TTEL will:

- **Identify Climate Risks:** Conduct thorough assessments to identify and prioritize climate-related risks that could impact the company's operations, supply chain, and communities.
- **Assess Risk Impacts:** Evaluate the potential financial, operational, and social impacts of identified climate risks to inform risk mitigation strategies.
- **Develop Mitigation Strategies:** Implement tailored risk mitigation strategies to reduce the likelihood and severity of climate-related impacts.

Ambition

Completion of Implementation a comprehensive climate adaptation plan by 2030

Target

TTEL is dedicated to implementing a comprehensive climate adaptation plan by 2030, ensuring resilience in the face of climate change. This plan will outline proactive measures to adapt operations, infrastructure, and supply chains to the changing climate.

Completion

To enhance climate resilience, TTEL will:

- Assess Adaptation Needs: Conduct vulnerability assessments to identify areas of operations and infrastructure that require adaptation measures.
- Develop Adaptation Strategies: Implement tailored adaptation strategies to enhance resilience to climate-related hazards, such as extreme weather events and water scarcity.
- Monitor and Evaluate: Continuously monitor the effectiveness of adaptation measures and make adjustments as needed to ensure long-term resilience.

CLIMATE
NEUTRAL
NOW



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Talawakelle Tea Estates PLC is a beacon of climate action, demonstrating unwavering commitment to mitigating climate change and adapting to its impacts. Through its ambitious targets and comprehensive climate risk management and adaptation strategies, TTEL is paving the way for a sustainable future, ensuring the long-term viability of its operations and the well-being of its stakeholders amidst a changing climate.

Circular resource management

We as a champion of circular resource management, embracing a holistic approach to resource utilization and waste reduction. The company is committed to achieving 80% recyclable and compostable product packaging by 2030, significantly increasing the use of sustainable input materials, and implementing a closed-loop supply chain system for 75% of its operations by 2030. These ambitious targets demonstrate TTEL's unwavering commitment to minimizing its environmental footprint and transitioning towards a circular economy.

Ambition

Achieve 80% recyclable and compostable product packaging by 2030

Target

TTEL is dedicated to achieving 80% recyclable and compostable product packaging by 2030, setting a high standard for sustainable packaging practices. This ambitious goal reflects the company's commitment to reducing packaging waste and promoting a circular economy.

Completion

To achieve this target, TTEL will:

- **Packaging Redesign:** Redesign packaging materials and structures to enhance recyclability and compostability.
- **Sustainable Sourcing:** Prioritize the procurement of recyclable and compostable packaging materials from sustainable sources.
- **Consumer Education:** Implement consumer education initiatives to promote proper recycling and composting practices.

Ambition

Increase the percentage of sustainable input materials in operations by 80% by 2030

Target

TTEL is committed to increasing the percentage of sustainable input materials in operations by 80% by 2030, significantly reducing its reliance on non-renewable resources. This ambitious goal signifies the company's dedication to promoting sustainability throughout its operations

Completion

To achieve this target, TTEL will:

- **Sustainable Material Sourcing:** Identify and prioritize sustainable alternatives for fertilizers, pesticides, and other input materials.
- **Supplier Engagement:** Collaborate with suppliers to encourage sustainable sourcing and production practices.
- **Life Cycle Assessment:** Conduct life cycle assessments to evaluate the environmental impact of different input materials and select the most sustainable options.

Ambition

Implement a closed-loop supply chain system for 75% of the organization's supply chain by 2030

Target

TTEL is dedicated to implementing a closed-loop supply chain system for 75% of its operations by 2030, minimizing waste generation and maximizing resource utilization. This ambitious goal reflects the company's commitment to circularity and resource efficiency.

Completion

To establish a closed-loop supply chain, TTEL will:

- **Waste Stream Mapping:** Map waste streams to identify opportunities for material recovery and reuse.
- **Partnerships:** Collaborate with partners, including suppliers and waste management companies, to establish closed-loop partnerships.
- **Technology Adoption:** Implement innovative technologies to facilitate material recovery, processing, and reuse.



TTE PLC is demonstrating unwavering leadership in resource stewardship and waste reduction. Through its ambitious targets and comprehensive strategies, TTEL is paving the way for a sustainable future, minimizing its environmental footprint, promoting circularity, and ensuring long-term viability.

Water Stewardship

Recognizing the preciousness of this vital resource and its importance for sustainable agriculture. The company is committed to achieving a 30% reduction in water consumption by 2030, improving water quality by eliminating pollutant discharges into water bodies by 2030, and implementing watershed management strategies in 100% of its estates by 2030. These ambitious targets demonstrate TTEL's unwavering commitment to water conservation, pollution prevention, and watershed protection.

Ambition

Achieve a 30% reduction in water consumption by 2030

Target

TTEL is determined to achieve a 30% reduction in water consumption by 2030, significantly minimizing its freshwater usage and promoting water conservation practices. This ambitious goal reflects the company's commitment to sustainable tea cultivation and environmental stewardship.

Completion

To achieve this target, TTEL will:

- **Water Efficiency Audits:** Conduct comprehensive water efficiency audits to identify areas of water loss and potential conservation opportunities.
- **Water Conservation Practices:** Adopt water conservation practices, including rainwater harvesting, leak detection, and water reuse, to further reduce water consumption.

Ambition

Improve water quality by reducing the discharge of pollutants into water bodies by 100% by 2030

Target

TTEL is committed to improving water quality by eliminating all pollutant discharges into water bodies by 2030, ensuring the protection of freshwater resources. This ambitious goal signifies the company's dedication to environmental responsibility and the well-being of downstream communities.

Completion

To achieve this target, TTEL will:

- **Wastewater Treatment:** Implement effective wastewater treatment systems to prevent the discharge of pollutants from its operations.
- **Runoff Management:** Implement runoff management practices, such as vegetative buffers and sediment traps, to minimize pollutant runoff from agricultural activities.
- **Pesticide Management:** Adopt

Ambition

Implement watershed management strategies in 100% of all estates by 2030

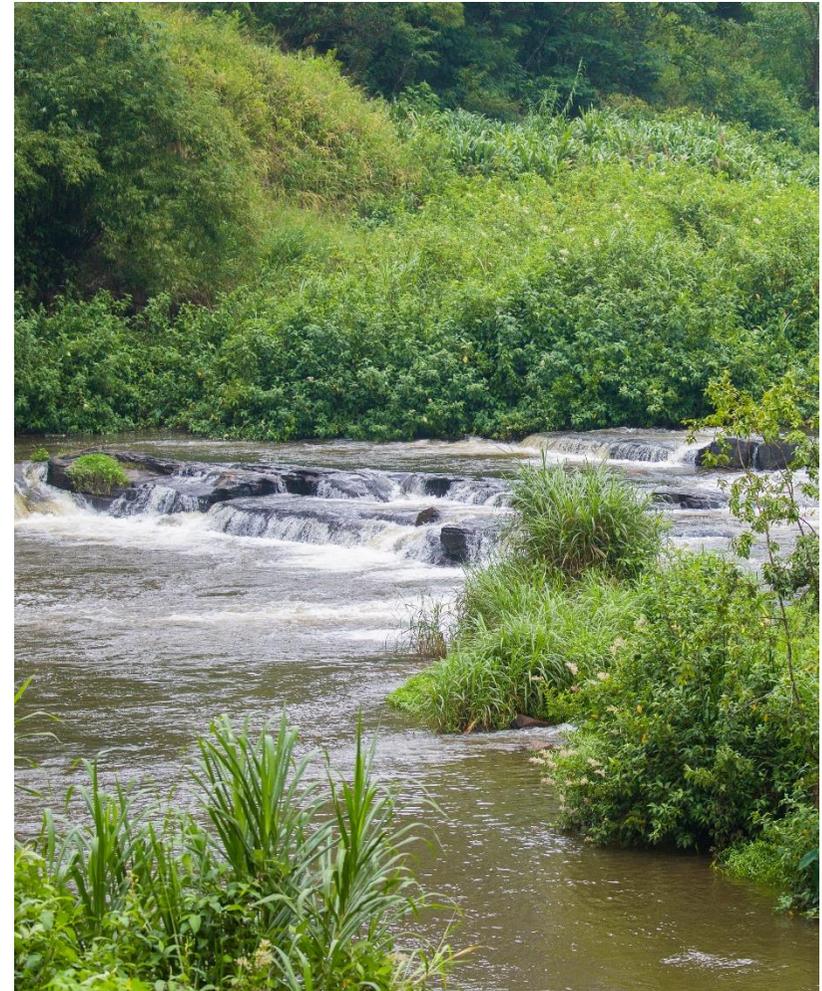
Target

TTEL is dedicated to implementing watershed management strategies in 100% of its estates by 2030, ensuring the long-term health and sustainability of the watersheds that support its operations. This ambitious goal reflects the company's commitment to holistic water stewardship and the well-being of communities that depend on these watersheds.

Completion

To implement watershed management strategies, TTEL will:

- **Watershed Assessments:** Conduct comprehensive watershed assessments to identify key challenges and opportunities for improvement.
- **Stakeholder Engagement:** Collaborate with stakeholders, including local communities, government agencies, and NGOs, to develop and implement watershed management plans.
- **Conservation and Restoration:** Implement conservation and restoration activities, such as reforestation, riparian buffer establishment, and soil erosion control, to enhance watershed health.



Demonstrating unwavering commitment to water conservation, pollution prevention, and watershed protection, through its ambitious targets and comprehensive strategies, TTEL is paving the way for a sustainable future, ensuring the availability and quality of water for its operations, downstream communities, and future generations.

Biodiversity conservation and ecosystem restoration

Through biodiversity conservation and ecosystem restoration, recognizing the interconnectedness of healthy ecosystems and sustainable agriculture, the company is committed to protect the biodiversity. Implementing a digitally smart ecosystem-monitoring program by 2030, achieving a net-positive impact on local ecosystems by restoring and protecting 100 hectares of land by 2030, and completing a comprehensive biodiversity action plan across all company operations by 2030. These ambitious targets demonstrate TTEL's unwavering dedication to biodiversity preservation, ecosystem restoration, and sustainable practices.

Ambition

Implement a digitally smart ecosystem monitoring program by 2030

Target

TTEL is determined to implement a digitally smart ecosystem monitoring program by 2030, enabling real-time monitoring and data-driven decision-making for effective biodiversity conservation. This ambitious goal reflects the company's commitment to leveraging technology for environmental stewardship.

Completion

To achieve this target, TTEL will:

- Establish Monitoring Infrastructure: Install sensors, remote cameras, and other monitoring devices to collect data on biodiversity indicators.
- Adaptive Management: Utilize data insights to inform adaptive management decisions and prioritize conservation efforts.

Ambition

Achieve a net-positive impact on local ecosystems by restoring and protecting 100 hectares of land by 2030

Target

TTEL is committed to achieving a net-positive impact on local ecosystems by restoring and protecting 100 hectares of land by 2030, demonstrating its dedication to environmental restoration and sustainable land management. This ambitious goal signifies the company's commitment to enhancing ecosystem services and supporting local biodiversity.

Completion

To achieve this target, TTEL will:

- Habitat Restoration: Identify and prioritize areas for restoration, including degraded forests, riparian zones, and native habitats.
- Reforestation: Implement reforestation initiatives using native tree species to enhance biodiversity and ecosystem functions.

Ambition

Completion of Implementation a comprehensive biodiversity action plan across all company operations by 2030

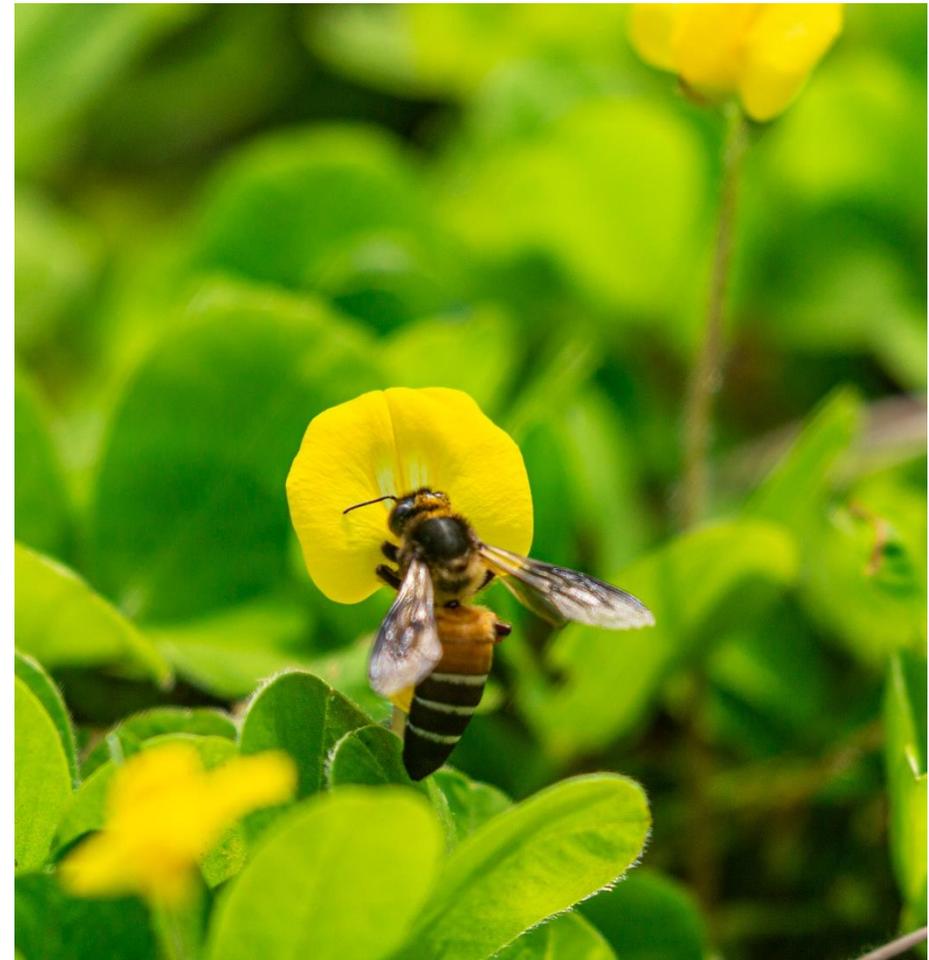
Target

TTEL is dedicated to completing a comprehensive biodiversity action plan across all company operations by 2030, ensuring that biodiversity conservation is integrated into every aspect of its business. This ambitious goal reflects the company's commitment to holistic environmental stewardship and long-term sustainability.

Completion

To develop and implement a comprehensive biodiversity action plan, TTEL will:

- **Conduct Biodiversity Assessments:** Conduct comprehensive biodiversity assessments to identify priority species, habitats, and threats.
- **Set Measurable Targets:** Set measurable targets for biodiversity conservation and establish a monitoring framework to track progress.
- **Integrated Management:** Integrate biodiversity conservation into all aspects of company operations, including sourcing, production, and community engagement.



Talawakelle Tea Estates PLC is a leader in biodiversity conservation and ecosystem restoration, demonstrating unwavering commitment to preserving biodiversity, restoring ecosystems, and promoting sustainable practices. Through its ambitious targets and comprehensive strategies, TTEL is paving the way for a sustainable future, ensuring the health and vitality of local ecosystems for generations to come.



165.4 MN
INVESTMENT IN
A HOME FOR
EVERY
PLANTATION
WORKER - 2023

Social

86% CUSTOMER SATISFACTION - 2023

101 NEW CUSTOMERS - 2023

RS. 930.96 MN PAYMENTS TO MSME SUPPLIERS OF BOUGHT LEAF

81 TOTAL INTERNAL & EXTERNAL AUDITS FOR SYSTEM COOMPLIANCE AND CERTIFICATIONNS

IMPROVE THE LIVING ENVIRONMENT INVESTMENT AND BENEFICIARIES BY 50% BY 2030

ACHIEVE 5 OUT OF 5 BEST ORGANIZATION CULTURE AUDIT RATING BY 2030

ACHIEVE 90% COMPLIANCE WITH FAIR LABOR STANDARDS ACROSS OUR SUPPLY CHAIN BY 2030

BY 2030, 50% OF OUR SUPPLIERS WILL ADHERE TO OUR SUPPLIER CODE OF CONDUCT.

Community Empowerment

Recognizing the interconnectedness of its operations and the well-being of the communities that surround its estates, the company is committed to improving the living environment, capacity building, youth empowerment, and health and nutrition of local communities by 50% by 2030. These ambitious targets demonstrate TTEL's unwavering dedication to social responsibility and the advancement of its neighboring communities.

Ambition

Improve the living environment investment and beneficiaries by 50% by 2030

Target

TTEL is determined to improve the living environment investment and beneficiaries by 50% by 2030, significantly enhancing the quality of life for residents in neighboring communities. This ambitious goal reflects the company's commitment to sustainable development and social impact.

Completion

To achieve this target, TTEL will:

- **Infrastructure Development:** Invest in infrastructure projects, such as clean water supply, sanitation facilities, and road improvements, to enhance community living conditions.
- **Community Engagement:** Collaborate with local communities to identify and prioritize infrastructure needs and ensure sustainable management of infrastructure projects.
- **Sustainable Livelihoods:** Support initiatives that promote sustainable livelihoods and economic opportunities for community members.

Ambition

Improve the capacity building investment and beneficiaries by 50% by 2030

Target

TTEL is committed to improving the capacity building investment and beneficiaries by 50% by 2030, empowering individuals and communities to achieve their full potential. This ambitious goal signifies the company's dedication to education, skill development, and social empowerment.

Completion

To achieve this target, TTEL will:

- **Vocational Training:** Provide vocational training programs in agriculture, hospitality, and other relevant fields to enhance employment opportunities.
- **Entrepreneurship Support:** Offer mentorship, financial assistance, and business development training to support local entrepreneurs.
- **Digital Literacy:** Conduct digital literacy training to bridge the digital divide and empower community members with technology skills.

Ambition

Improve the Youth Empowerment investment and beneficiaries by 50% by 2030

Target

TTEL is dedicated to improving the youth empowerment investment and beneficiaries by 50% by 2030, fostering a generation of empowered and engaged youth. This ambitious goal reflects the company's commitment to investing in the future of its communities.

Completion

To achieve this target, TTEL will:

- **Education and Scholarships:** Provide scholarships and educational support for underprivileged youth to pursue higher education.
- **Leadership Development:** Offer leadership training and mentorship programs to empower youth to take on leadership roles in their communities.
- **Recreation and Sports:** Support youth-centered recreation and sports programs to promote physical well-being and social cohesion.

Ambition

Improve the Health and Nutrition investment and beneficiaries by 50% by 2030

Target

TTEL is committed to improving the health and nutrition investment and beneficiaries by 50% by 2030, ensuring access to quality healthcare and promoting healthy lifestyles. This ambitious goal signifies the company's dedication to the well-being of local communities.

Completion

To achieve this target, TTEL will:

- **Healthcare Access:** Support healthcare facilities and provide health screenings and awareness campaigns to improve access to quality healthcare.
- **Nutritional Programs:** Implement nutritional programs, including school meal programs and nutrition education campaigns, to promote healthy eating habits.
- **Preventive Care:** Promote preventive care initiatives, such as vaccination drives and health checkups, to reduce the burden of preventable diseases.

Fostering community empowerment, displaying steadfast dedication to social responsibility and the progress of its local communities, with our ambitious goals and all-encompassing strategies, TTEL is spearheading efforts toward a sustainable future, prioritizing the welfare, empowerment, and prosperity of the communities within its reach

Great Place to Work.

TTE PLC is committed to fostering a workplace culture that is conducive to employee engagement, satisfaction, and productivity. The company is setting ambitious targets to achieve a 5 out of 5 best organization culture audit rating by 2030 and a 99% Great Place to Work Trust Index score by 2030. These targets demonstrate TTEL's dedication to creating a workplace where employees feel valued, respected, and empowered to reach their full potential.

Ambition

Achieve 5 out of 5 best organization culture audit rating by 2030

Target

TTEL is determined to achieve a 5 out of 5 best organization culture audit rating by 2030, signifying an exceptional workplace culture that fosters employee satisfaction, engagement, and productivity. This ambitious goal reflects the company's commitment to creating a world-class workplace environment.

Completion

To achieve this target, TTEL will:

- Employee Engagement: Conduct regular employee engagement surveys and focus groups to gather feedback and identify areas for improvement.
- Culture Assessment: Implement a comprehensive culture assessment to evaluate the company's current culture and identify strengths and areas for development.
- Culture Transformation: Implement culture transformation initiatives, such as leadership development, communication training, and employee recognition programs, to align company values with employee expectations.

Ambition

Achieve 99% Great Place to Work Trust Index score by 2030

Target

TTEL is committed to achieving a 99% Great Place to Work Trust Index score by 2030, indicating exceptionally high levels of employee trust and confidence in the company's leadership and management. This ambitious goal signifies the company's dedication to building a culture of transparency, accountability, and open communication.

Completion

To achieve this target, TTEL will:

- Transparency: Foster a culture of transparency by openly communicating company plans, decisions, and financial performance with employees.
- Employee Empowerment: Empower employees to make decisions, take ownership of their work, and contribute to the company's success.
- Open Communication: Encourage open and honest communication between employees and management, creating a safe space for feedback and constructive dialogue.

Ambition

Achieve 99% Great Place to Work Trust Index score by 2030

Target

TTEL is committed to achieving a 99% Great Place to Work Trust Index score by 2030, indicating exceptionally high levels of employee trust and confidence in the company's leadership and management. This ambitious goal signifies the company's dedication to building a culture of transparency, accountability, and open communication.

Completion

To achieve this target, TTEL will:

- **Transparency:** Foster a culture of transparency by openly communicating company plans, decisions, and financial performance with employees.
- **Employee Empowerment:** Empower employees to make decisions, take ownership of their work, and contribute to the company's success.
- **Open Communication:** Encourage open and honest communication between employees and management, creating a safe space for feedback and constructive dialogue.

We are a leader in creating a Great Place to Work, demonstrating unwavering commitment to employee engagement, satisfaction, and trust. Through its ambitious targets and comprehensive strategies, TTEL is paving the way for a sustainable future, attracting and retaining top talent, and ensuring a thriving workplace for generations to come.



Fair Labor Practices

Upholding ethical and sustainable practices throughout its supply chain, ensuring fair labor standards, mother and child-friendly plantations practices, and zero work-related accidents and injuries, the company is setting ambitious targets to achieve 90% compliance with fair labor standards across its supply chain by 2030, establish mother and child-friendly plantations practices by 100% of its estates by 2030, and eliminate work-related accidents and injuries entirely by 2030. These ambitious targets reflect TTEL's unwavering dedication to ethical sourcing, worker well-being, and workplace safety.

Ambition

Achieve 90% compliance with fair labor standards across our supply chain by 2030

Target

TTEL is committed to ensuring that all suppliers and partners adhere to fair labor practices, encompassing aspects like working hours, wages, overtime, non-discrimination, and freedom of association. This target reflects the company's commitment to ethical sourcing and responsible supply chain management.

Completion

To achieve this target, TTEL will implement a multi-pronged approach:

- **Robust Fair Labor Practices Policy:** Establish a comprehensive fair labor practices policy outlining clear standards for all suppliers and partners.
- **Regular Audits and Assessments:** Conduct regular audits and assessments of all suppliers and partners to verify compliance with fair labor standards.
- **Grievance Mechanism:** Establish a transparent and accessible grievance mechanism for workers to report violations of fair labor standards.

Ambition

Establish mother and child-friendly plantations practices by 100% of our estates by 2030

Target

TTEL is dedicated to creating a supportive environment for mothers and children on its plantations. This target reflects the company's commitment to the well-being of its workers' families and the sustainability of its operations.

Completion

To achieve this target, TTEL will implement a comprehensive plan:

- **Flexible Work Arrangements:** Implement flexible work arrangements, such as part-time or flexible hours, to accommodate working mothers' needs.
- **Childcare Facilities:** Provide safe and accessible childcare facilities on or near plantations to ensure children are well-cared for while their parents' work.
- **Breastfeeding Breaks:** Designate breastfeeding breaks and spaces for nursing mothers to support breastfeeding practices.

Ambition

Ensure Zero work-related accidents and injuries by 2030

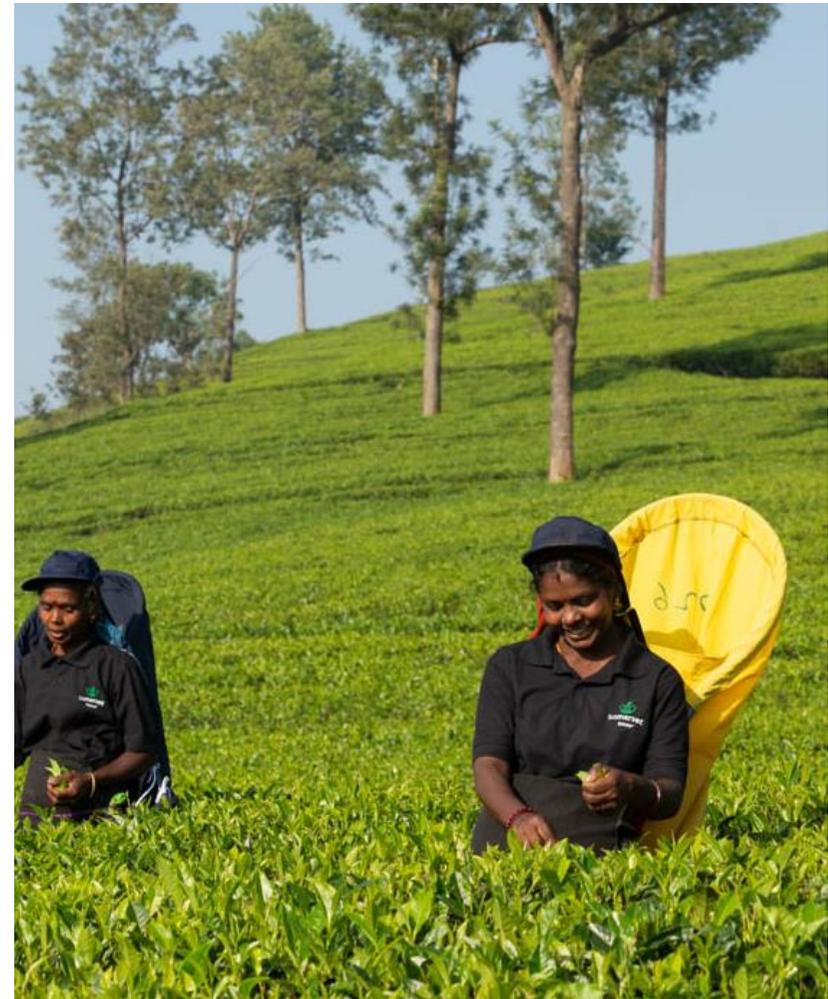
Target

TTEL is committed to eliminating work-related accidents and injuries, ensuring the safety of its workers and the sustainability of its operations.

Completion

To achieve this target, TTEL will implement a stringent safety management system:

- OHS Management System: Implement a comprehensive occupational health and safety (OHS) management system to identify, assess, and control workplace hazards.
- Risk Assessments: Conduct regular risk assessments to identify potential hazards and implement appropriate control measures to prevent accidents and injuries.
- OHS Training and Awareness: Provide training and resources to workers on OHS hazards, safe work practices, and emergency procedures.
- Incident Reporting and Investigation: Establish a reporting system for work-related accidents and injuries. Promptly investigate and address reported incidents to prevent recurrence.



TTE PLC a leader in ethical and sustainable supply chain practices, prioritizing fair labor standards, mother and child-friendly plantations practices, and zero work-related accidents and injuries. Through its ambitious targets and comprehensive strategies, TTEL is demonstrating its commitment to worker well-being, workplace safety, and long-term sustainability. The company's dedication to these principles will not only benefit its workers and their families but also contribute to the overall well-being of the communities it serves.

Diversity and Inclusion

Our company committed to fostering a diverse and inclusive workplace that values and respects the unique contributions of all employees. The company is setting ambitious targets to improve its workplace diversity index by 25% in 2030, improve its workplace inclusion index by 20% in 2030, and increase the representation of underrepresented groups in leadership positions by 25% by 2030. These targets reflect TTEL's dedication to creating a workplace where everyone feels valued, respected, and empowered to contribute their full potential.

Ambition

Improve workplace diversity index by 25% in 2030

Target

TTEL is committed to increasing the diversity of its workforce by expanding representation across various demographic groups, including gender, ethnicity, nationality, age, and sexual orientation. This target reflects the company's belief that a diverse workforce fosters innovation, creativity, and better decision-making.

Completion

To achieve this target, TTEL will implement a comprehensive diversity strategy:

- Diversity Recruitment: Implement targeted recruitment strategies to attract and hire qualified individuals from underrepresented groups.
- Unconscious Bias Training: Provide unconscious bias training to all employees to raise awareness and promote inclusive hiring practices.
- Inclusive Workplace Culture: Foster an inclusive workplace culture that celebrates diversity and respects individual differences

Ambition

Improve workplace inclusion index by 20% in 2030

Target

TTEL is dedicated to creating a workplace where all employees feel valued, respected, and empowered to participate fully in the company's success. This target reflects the company's belief that an inclusive workplace leads to increased engagement, satisfaction, and productivity.

Completion

To achieve this target, TTEL will implement a comprehensive inclusion strategy:

- Employee Engagement Surveys: Conduct regular employee engagement surveys to gather feedback and identify areas for improvement in inclusion.
- Employee Resource Groups (ERGs): Establish ERGs to provide support, networking opportunities, and a sense of community for underrepresented groups.
- Inclusive Communication: Ensure that communication is accessible, clear, and respectful of all employees, regardless of their background or identity.

Ambition

Increase the representation of underrepresented groups in leadership positions by 25% by 2030.

Target

TTEL is committed to increasing the representation of underrepresented groups in leadership positions, ensuring that all employees have equal opportunities for advancement. This target reflects the company's belief that a diverse leadership team leads to better decision-making and a more representative company culture.

Completion

To achieve this target, TTEL will implement a comprehensive leadership development strategy:

- Leadership Development Programs: Provide leadership development programs and mentorship opportunities for employees from underrepresented groups.
- Succession Planning: Integrate diversity and inclusion considerations into succession planning to ensure a diverse pipeline of future leaders.
- Sponsorship Programs: Implement sponsorship programs to connect high-potential employees from underrepresented groups with senior leaders.



Talawakelle Tea Estates PLC is a leader in fostering a diverse and inclusive workplace, demonstrating a strong commitment to equity, belonging, and opportunity. Through its ambitious targets and comprehensive strategies, TTEL is paving the way for a sustainable future, attracting and retaining top talent, and ensuring a thriving workplace for generations to come.

Value Chain Management

We are committed to ethical and sustainable practices throughout its value chain, ensuring responsible sourcing, customer satisfaction, and environmentally and socially responsible sourcing and partnerships. The company is setting ambitious targets to achieve 50% supplier adherence to its Supplier Code of Conduct by 2030, achieve a 97% customer satisfaction rate by 2030, and source 50% of its products from ESG-compliant suppliers and customers by 2030. These ambitious targets reflect TTEL's dedication to ethical sourcing, customer-centricity, and environmental and social responsibility.

Ambition

By 2030, 50% of our suppliers will adhere to our Supplier Code of Conduct.

Target

TTEL is committed to ensuring that all suppliers adhere to its Supplier Code of Conduct, encompassing ethical labor practices, environmental sustainability, and responsible business conduct. This target reflects the company's belief that responsible sourcing is essential for long-term sustainability and brand reputation.

Completion

To achieve this target, TTEL will implement a comprehensive responsible sourcing strategy:

- **Supplier Onboarding:** Strengthen supplier onboarding processes to ensure adherence to the Supplier Code of Conduct from the start.
- **Supplier Audits and Assessments:** Conduct regular audits and assessments of suppliers to verify compliance with the Supplier Code of Conduct.
- **Supplier Engagement:** Engage with suppliers to identify areas for improvement and collaborate on sustainable solutions.

Ambition

By 2030, achieve a 97% customer satisfaction rate.

Target

TTEL is dedicated to consistently exceeding customer expectations and achieving a 97% customer satisfaction rate by 2030. This target reflects the company's belief that customer satisfaction is essential for long-term growth and market leadership.

Completion

To achieve this target, TTEL will implement a customer-centric strategy:

- **Customer Feedback:** Actively collect and analyze customer feedback through surveys, focus groups, and social media interactions.
- **Customer Relationship Management (CRM):** Implement a robust CRM system to track customer interactions, preferences, and satisfaction levels.
- **Continuous Improvement:** Continuously improve products, services, and customer experiences based on customer feedback and market trends.
- **Customer Support:** Provide exceptional customer support through multiple channels, ensuring prompt and effective resolution of customer inquiries and issues.

Ambition

By 2030, 50% of our products sourced from and delivered to ESG performance-conscious suppliers and buyers/customers.

Target

TTEL is committed to sourcing 50% of its products from and delivering products to ESG-compliant suppliers and buyers/customers by 2030. This target reflects the company's belief that ESG performance is a critical factor in sustainable sourcing and partnerships.

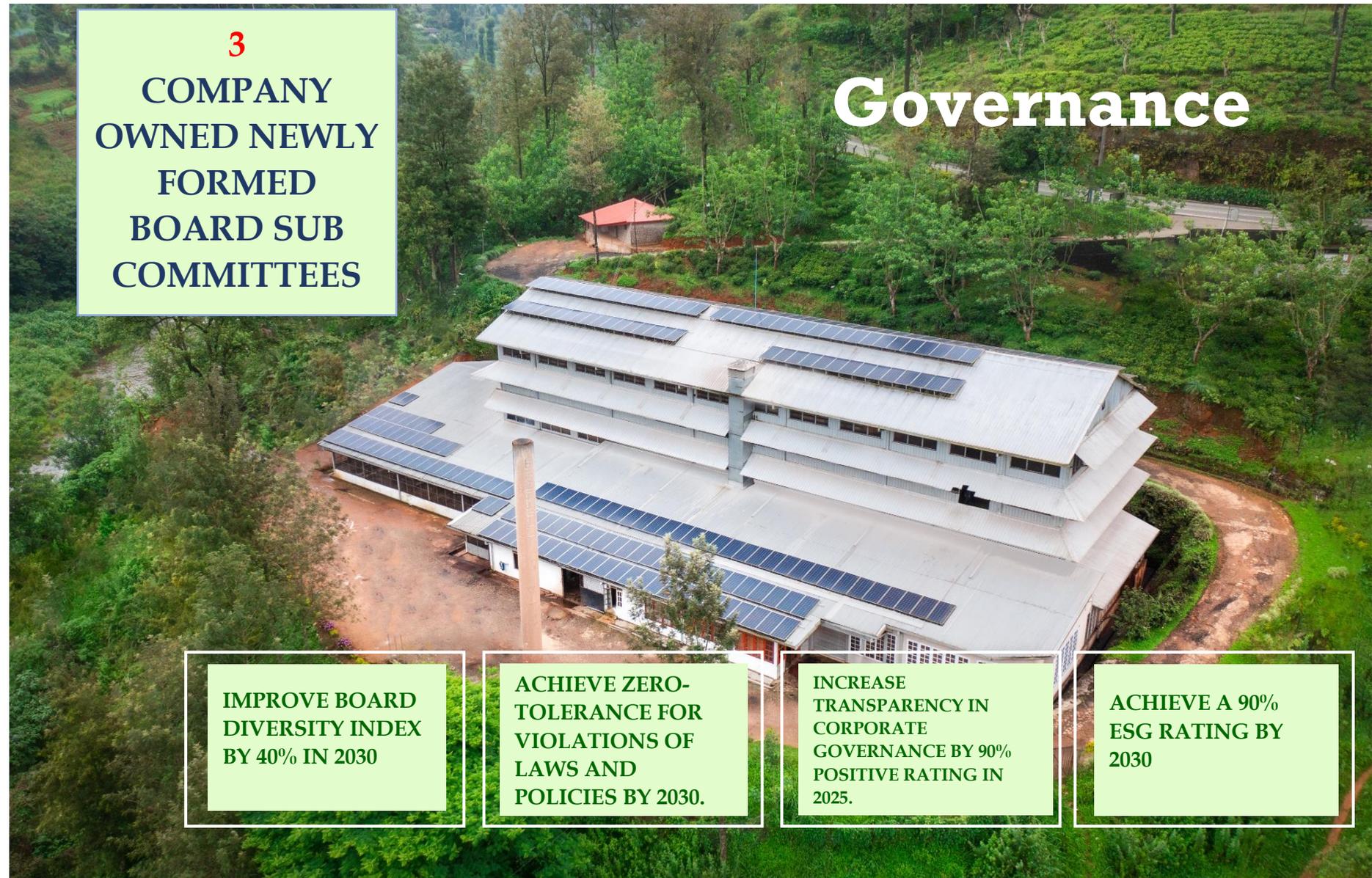
Completion

To achieve this target, TTEL will implement an ESG-focused sourcing strategy:

- ESG Evaluation Criteria: Integrate ESG evaluation criteria into supplier and customer selection processes.
- ESG Performance Monitoring: Monitor ESG performance of suppliers and customers through regular audits and assessments.
- ESG Collaboration: Collaborate with suppliers and customers to enhance ESG practices and achieve shared sustainability goals.
- Transparency and Reporting: Publicly disclose ESG performance and commitments in annual reports and sustainability reports.



TTE PLC is a leader in value chain management, demonstrating a strong commitment to responsible sourcing, customer satisfaction, and environmental and social responsibility. Through its ambitious targets and comprehensive strategies, TTEL is paving the way for a sustainable future, attracting and retaining ESG-conscious partners, and ensuring a thriving value chain for generations to come.



3
COMPANY OWNED NEWLY FORMED BOARD SUB COMMITTEES

Governance

IMPROVE BOARD DIVERSITY INDEX BY 40% IN 2030

ACHIEVE ZERO-TOLERANCE FOR VIOLATIONS OF LAWS AND POLICIES BY 2030.

INCREASE TRANSPARENCY IN CORPORATE GOVERNANCE BY 90% POSITIVE RATING IN 2025.

ACHIEVE A 90% ESG RATING BY 2030

Board Diversity and Composition

We are committed to fostering a diverse and inclusive board that reflects the broader community and brings a wide range of perspectives to the decision-making process. The company is setting ambitious targets to improve its board diversity index by 40% in 2030, establish and function a board diversity and inclusion task force by 2030, and publish an annual company diversity report by 2030. These ambitious targets reflect TTEL's dedication to corporate governance, transparency, and inclusive leadership.

Ambition

Improve Board diversity index by 40% in 2030

Target

TTEL is committed to increasing the diversity of its board, expanding representation across various demographic groups, including gender, ethnicity, nationality, age, and professional background. This target reflects the company's belief that a diverse board fosters better decision-making, risk management, and stakeholder engagement.

Completion

To achieve this target, TTEL will implement a comprehensive board diversity strategy:

- Diversity-Focused Board Recruitment: Implement targeted recruitment strategies to attract and hire qualified board members from underrepresented groups.
- Diversity Audit and Assessment: Conduct regular diversity audits and assessments to evaluate the current composition of the board and identify areas for improvement.
- Diversity Training: Provide unconscious bias training to board members to raise awareness and promote inclusive decision-making practices.

Ambition

Establish and function a board diversity and inclusion task force by 2030

Target

TTEL is committed to establishing and functioning a dedicated board diversity and inclusion task force by 2030. This task force will be responsible for developing and implementing strategies to enhance board diversity, promoting an inclusive board culture, and ensuring accountability for progress.

Completion

To achieve this target, TTEL will implement a task force establishment and function strategy:

- Task Force Composition: Establish a task force with board members representing diverse perspectives and expertise in diversity and inclusion.
- Task Force Charter: Develop a clear task force charter outlining its objectives, responsibilities, and reporting structure.
- Board Engagement: Regularly present task force findings and recommendations to the full board for consideration and action.

Ambition

Publish an annual company diversity report by 2030

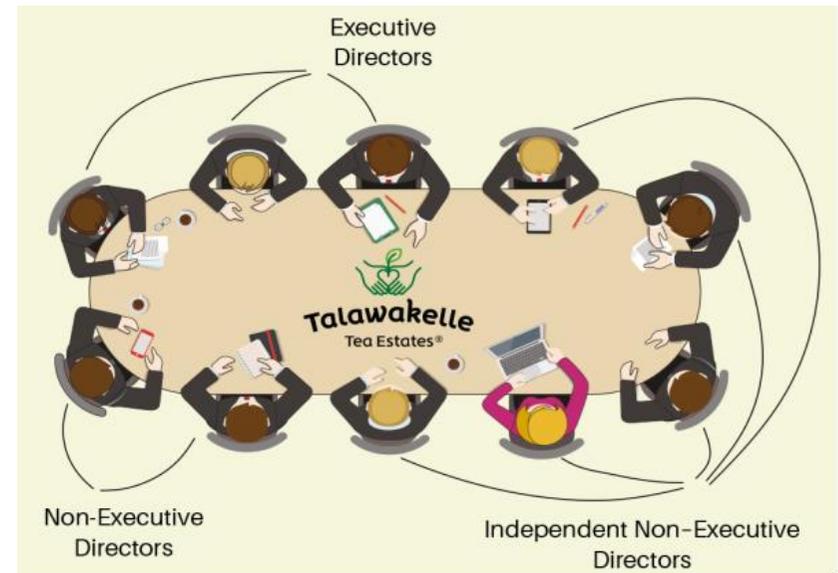
Target

TTEL is committed to publishing an annual company diversity report starting in 2030. This report will provide transparent and comprehensive information on the company's diversity initiatives, progress, and goals.

Completion

To achieve this target, TTEL will implement a diversity reporting strategy:

- **Data Collection and Analysis:** Collect and analyze diversity data on the company's workforce, board composition, and supplier network.
- **Report Development:** Develop a comprehensive diversity report that includes data, analysis, and progress towards diversity goals.
- **Public Disclosure:** Publicly disclose the company diversity report on the company's website and other relevant channels.
- **Stakeholder Engagement:** Engage with stakeholders to discuss the diversity report, address feedback, and demonstrate commitment to diversity and inclusion.



We as a leader in board diversity and inclusion, demonstrating a strong commitment to corporate governance, transparency, and inclusive leadership. Through its ambitious targets and comprehensive strategies, TTEL is setting a benchmark for other companies to follow and fostering a more diverse and inclusive leadership landscape.

Policy compliance

Talawakelle Tea Estates PLC (TTEL) is committed to ethical and sustainable practices throughout its operations, ensuring compliance with all applicable laws and regulations, promoting transparency and accountability in financial and non-financial reporting, and achieving full transparency across its entire value chain by 2030. The company is setting ambitious targets to achieve zero-tolerance for violations of laws and policies within the company and its supply chain by 2030, eliminate major compliance violations in the overall value chain by 2030, and achieve full transparency in financial and non-financial reporting by 2030. These ambitious targets reflect TTEL's unwavering dedication to ethical conduct, transparency, and accountability.

Ambition

Achieve zero-tolerance for violations of laws and policies within the company and its supply chain by 2030.

Target

TTEL is committed to ensuring that all company operations and those of its suppliers adhere to all applicable laws, regulations, and internal policies. This target reflects the company's belief that ethical conduct and compliance are essential for long-term sustainability, brand reputation, and stakeholder trust.

Completion

To achieve this target, TTEL will implement a comprehensive compliance management system:

- **Compliance Policy:** Establish and implement a comprehensive compliance policy outlining the company's commitment to compliance, expectations for employees and suppliers, and reporting procedures.
- **Compliance Monitoring:** Continuously monitor compliance through internal audits, external assessments, and whistleblowing mechanisms.

Ambition

Eliminate major compliance violations in the overall value chain by 2030

Target

TTEL is committed to eliminating major compliance violations across its entire value chain, including all suppliers, partners, and contractors. This target reflects the company's belief that a culture of compliance must extend beyond its direct operations to ensure responsible and ethical practices throughout its network.

Completion

To achieve this target, TTEL will implement a comprehensive value chain compliance strategy:

- **Supply Chain Risk Assessment:** Conduct regular risk assessments to identify potential compliance risks within the supply chain.
- **Supplier Code of Conduct:** Establish and implement a Supplier Code of Conduct, clearly outlining compliance expectations for all suppliers.
- **Supplier Audits and Assessments:** Conduct regular audits and assessments of suppliers to verify compliance with the Supplier Code of Conduct and applicable laws and regulations.

Ambition

Achieve full transparency in financial and non-financial reporting by 2030

Target

TTEL is committed to providing transparent and comprehensive financial and non-financial reporting to all stakeholders, including investors, employees, customers, and the broader community. This target reflects the company's belief that transparency is essential for building trust, accountability, and sustainable long-term growth.

Completion

To achieve this target, TTEL will implement a comprehensive transparency strategy:

- **Enhanced Financial Reporting:** Enhance financial reporting by providing detailed and disaggregated information on financial performance, risks, and sustainability initiatives.
- **Stakeholder Engagement:** Actively engage with stakeholders to gather feedback on reporting content and ensure that reporting meets their information needs.
- **Independent Assurance:** Seek independent assurance from external auditors to verify the accuracy and completeness of financial and non-financial reporting.



As a leader in promoting policy compliance, transparency, and accountability, demonstrating a strong commitment to ethical conduct, stakeholder trust, and sustainable business practices. Through its ambitious targets and comprehensive strategies, TTEL is setting a benchmark for other companies to follow and contributing to a more transparent, accountable, and sustainable business landscape.

Accurate Reporting and transparency

Talawakelle Tea Estates PLC (TTEL) is committed to upholding transparency, accuracy, and comprehensiveness in its corporate governance, environmental, social, and governance (ESG) management, and overall value chain disclosures. The company is setting ambitious targets to increase transparency in corporate governance with a goal of achieving a 90% positive rating by 2025, implement a comprehensive ESG management information system (MIS) with a goal of achieving 100% data accuracy and completeness by 2030, and improve ESG transparency of overall value by 50% in 2030. These ambitious targets reflect TTEL's dedication to stakeholder engagement, accountability, and sustainable business practices.

Ambition

Increase transparency in corporate governance with a goal of achieving a 90% positive rating by 2025.

Target

TTEL is committed to enhancing transparency in its corporate governance practices, ensuring that stakeholders have access to clear, accurate, and timely information about the company's operations, policies, and decision-making processes. This target reflects the company's belief that transparency is essential for building trust, fostering shareholder confidence, and maintaining a strong reputation.

Completion

To achieve this target, TTEL will implement a comprehensive transparency strategy:

- **Stakeholder Engagement:** Actively engage with stakeholders, including investors, employees, customers, and NGOs, to gather feedback on transparency efforts and identify areas for improvement.

Ambition

Implement a comprehensive ESG management information system (MIS) with a goal of achieving 100% data accuracy and completeness by 2030

Target

TTEL is committed to establishing a robust ESG MIS that effectively collects, manages, and analyzes ESG data to support informed decision-making, track progress towards sustainability goals, and enhance ESG reporting. This target reflects the company's belief that reliable and accurate ESG data is essential for effective ESG management and stakeholder engagement.

Completion

- To achieve this target, TTEL will implement a comprehensive ESG MIS strategy:
- **Data Collection:** Establish standardized data collection processes to ensure the accuracy, consistency, and timeliness of ESG data from various sources within the company and its value chain.
- **Data Quality Assurance:** Implement data quality assurance procedures to verify the accuracy, completeness, and consistency of ESG data throughout the data lifecycle.

Ambition

Improve ESG transparency of overall value by 50% in 2030.

Target

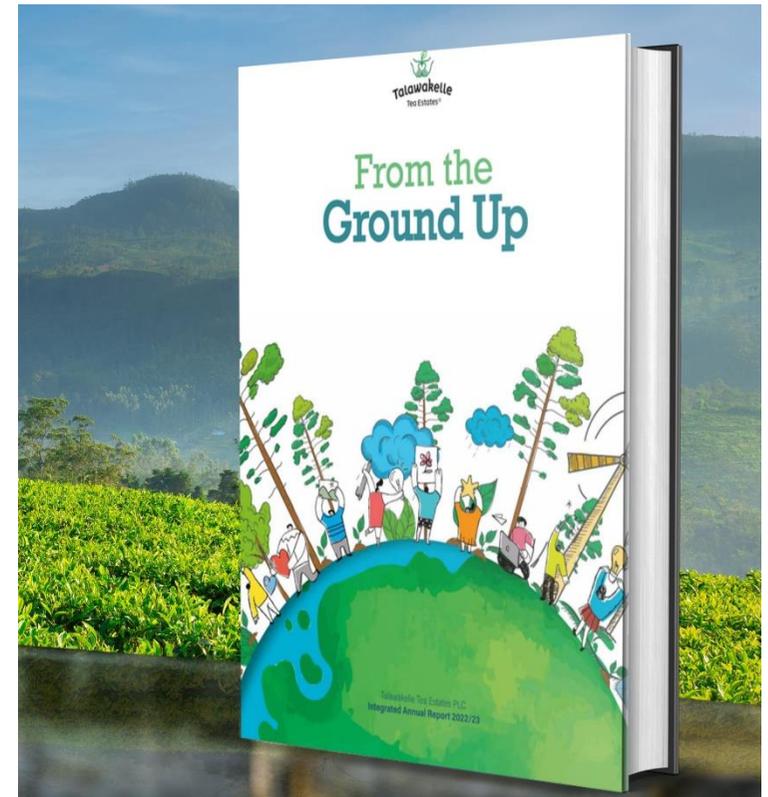
TTEL is committed to enhancing ESG transparency across its entire value chain, ensuring that stakeholders have access to information about the ESG performance of its suppliers, partners, and contractors. This target reflects the company's belief that transparency is essential for minimizing ESG risks, promoting sustainable sourcing practices, and demonstrating a commitment to responsible business conduct.

Completion

To achieve this target, TTEL will implement a comprehensive value chain ESG transparency strategy:

- **Supplier ESG Assessments:** Conduct regular ESG assessments of suppliers to evaluate their ESG performance, identify areas for improvement, and encourage adoption of sustainable practices.
- **ESG Performance Reporting:** Require suppliers to submit regular ESG performance reports that align with recognized ESG reporting frameworks, such as the GRI Standards.
- **Transparency in Sourcing Decisions:** Integrate ESG considerations into sourcing decisions and communicate these considerations to stakeholders.
- **Collaboration and Capacity Building:** Collaborate with suppliers and value chain partners to enhance their ESG capabilities and provide training and resources to support their ESG efforts.

As a prominent leader in promoting accurate reporting and transparency, demonstrating a strong commitment to stakeholder engagement, accountability, and sustainable business practices. Through its ambitious targets and comprehensive strategies, TTEL is setting a benchmark for other companies



Stakeholder Engagement

Talawakelle Tea Estates PLC (TTEL) is committed to fostering meaningful and effective stakeholder engagement, recognizing the importance of collaboration and dialogue in achieving sustainable business practices and long-term success. The company is setting ambitious targets to increase its stakeholder engagement ratio by 40% by 2030, improve the effectiveness of regular stakeholder consultations and feedback sessions by 20% by 2030, and achieve a score of 4 out of 5 or higher on stakeholder engagement indices by 2030. These ambitious targets reflect TTEL's dedication to building strong relationships with its stakeholders, understanding their perspectives, and incorporating their feedback into decision-making processes.

Ambition

Increase stakeholder engagement ratio by 40% by 2030

Target

TTEL is committed to expanding the reach of its stakeholder engagement efforts, actively engaging with a wider range of stakeholders, including investors, employees, customers, suppliers, communities, NGOs, and government representatives. This target reflects the company's belief that a broad and inclusive stakeholder engagement approach is essential for understanding diverse perspectives, addressing key issues, and building trust.

Completion

To achieve this target, TTEL will implement a comprehensive stakeholder engagement strategy:

- Stakeholder Identification and Mapping: Identify and map all relevant stakeholders, including their interests, concerns, and communication preferences.
- Stakeholder Engagement Channels: Develop and utilize a variety of stakeholder engagement channels, including one-on-one meetings, focus groups, workshops, surveys, and online platforms.

Ambition

Improve the effectiveness of regular stakeholder consultations and feedback sessions by 20% by 2030

Target

TTEL is committed to strengthening the quality and impact of its stakeholder consultations and feedback sessions, ensuring that stakeholders feel heard, their perspectives are valued, and their feedback is incorporated into decision-making processes. This target reflects the company's belief that effective stakeholder engagement involves active listening, constructive dialogue, and timely follow-up.

Completion

To achieve this target, TTEL will implement a comprehensive stakeholder consultation and feedback effectiveness strategy:

- Clear Objectives and Agendas: Clearly define the objectives and agendas for stakeholder consultations and feedback sessions.
- Feedback Analysis and Reporting: Analyze stakeholder feedback systematically, identify common themes, and prepare comprehensive reports for internal dissemination.

Ambition

Achieve a score of 4 out of 5 or higher on stakeholder engagement indices by 2030

Target

TTEL is committed to achieving a leading position in stakeholder engagement, recognized for its high-quality engagement practices, transparent communication, and responsiveness to stakeholder needs. This target reflects the company's ambition to be a benchmark for other companies in fostering meaningful stakeholder engagement.

Completion

To achieve this target, TTEL will implement a comprehensive stakeholder engagement excellence strategy:

- **Benchmarking and Assessment:** Conduct regular benchmarking and assessments of stakeholder engagement practices against industry standards and leading companies.
- **Continuous Improvement:** Continuously improve stakeholder engagement processes based on feedback, lessons learned, and emerging best practices.
- **External Recognition:** Seek external recognition for stakeholder engagement excellence through participation in recognized awards and rankings.
- **Embedding Stakeholder Engagement in Company Culture:** Integrate stakeholder engagement principles and practices into the company's culture, values, and overall business strategy



Risk & Opportunity Management

We are dedicated to integrating environmental, social, and governance (ESG) factors into its risk management and opportunity identification processes. The company is setting ambitious targets to achieve a 20% risk reduction and 20% opportunity realization of its overall risk and opportunity profile related to ESG factors by 2030, increase the identification of new business opportunities related to sustainable products and services by 50% in 2030, and achieve a 90% ESG rating by 2030. These ambitious targets reflect TTEL's commitment to sustainable business practices, ESG-driven risk management, and leveraging ESG opportunities for long-term growth.

Ambition

Achieve a 20% risk reduction and 20% opportunity realization of the company's overall risk and opportunity profile related to ESG factors by 2030

Target

TTEL is committed to integrating ESG considerations into its risk management framework, identifying, assessing, and mitigating ESG-related risks while proactively seeking opportunities to enhance its ESG performance and create value. This target reflects the company's belief that ESG factors can significantly impact business operations, financial performance, and long-term sustainability.

Completion

To achieve this target, TTEL will implement an ESG-focused risk management strategy:

- **ESG Risk Identification:** Identify and assess ESG-related risks across the company's operations, including environmental risks, social risks, and governance risks.
- **ESG Risk Mitigation:** Develop and implement appropriate ESG risk mitigation strategies, such as adopting sustainable practices, implementing responsible sourcing policies.

Ambition

Increase the identification of new business opportunities related to sustainable products and services by 50% in 2030

Target

TTEL is committed to identifying and pursuing new business opportunities that align with the principles of sustainability and address evolving customer demands for eco-friendly products and services. This target reflects the company's belief that sustainability is not only an environmental imperative but also a source of competitive advantage and business growth.

Completion

To achieve this target, TTEL will implement a sustainable business opportunity identification strategy:

- **Market Research:** Conduct thorough market research to identify emerging trends, consumer preferences, and regulatory requirements related to sustainable products and services.
- **Opportunity Evaluation:** Evaluate potential sustainable business opportunities based on their market potential, financial viability, and alignment with the company's strategic goals.

Ambition

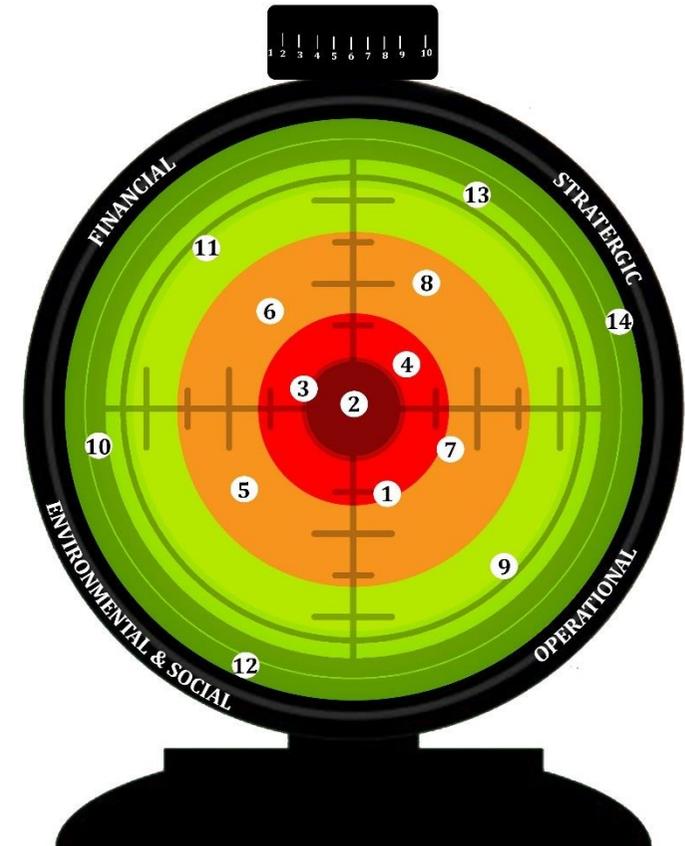
Achieve a 90% ESG rating by 2030

Target

TTEL is committed to achieving a high ESG rating, demonstrating its commitment to environmental responsibility, social responsibility, and corporate governance excellence. This target reflects the company's belief that a strong ESG rating will enhance its reputation, attract socially responsible investors, and create long-term value for stakeholders.

Completion

- To achieve this target, TTEL will implement a comprehensive ESG improvement strategy:
- ESG Policy Framework: Establish a robust ESG policy framework that outlines the company's commitment to ESG principles, sets clear ESG goals, and defines accountability for ESG performance.
- ESG Performance Measurement: Implement a comprehensive ESG performance measurement system, tracking key ESG indicators and aligning with recognized ESG reporting frameworks.
- ESG Performance Improvement: Develop and implement targeted initiatives to enhance the company's ESG performance across all relevant areas, including environmental impact reduction, social responsibility initiatives, and governance enhancements.
- ESG Disclosure and Transparency: Publicly disclose ESG performance data and initiatives through sustainability reports, annual reports, and other relevant channels to ensure transparency and stakeholder engagement.



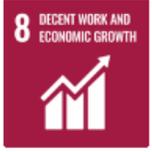
We are setting the standard for integrating sustainability into its business operations. By focusing on ESG-focused risk management, sustainable business opportunities, and achieving a high ESG rating, TTEL is demonstrating a strong commitment to environmental responsibility, social responsibility, and corporate governance excellence. These ambitious targets and comprehensive strategies are propelling TTEL towards a sustainable future, ensuring long-term growth and value creation for all stakeholders.

Our Commitment to UN SDGs



Our Commitment to UN SDGs

SDG		Link to SDG		Our Commitment	Key Highlights
		Target	Indicator		
End poverty in all its forms everywhere		1.1	1.1.1	Enhancing the residential surroundings, fostering community development, and empowering the youth within the framework of the "Home for Every Plantation Worker" initiative strive for ongoing enhancements in the living standards and income opportunities for plantation workers, their families, and the surrounding community.	<ul style="list-style-type: none"> High wage scale, comparing to minimum wage 20.1 Mn Community development investment
		1.3	1.3.1		
		1.4	1.4.1		
		1.5	1.5.1 1.5.2		
End hunger, achieve food security and improved nutrition and promote sustainable agriculture		2.1	2.1.1	Within the "Home for Every Plantation Worker" initiative, the emphasis on health and nutrition revolves around ensuring food security and meeting the nutritional needs of the workforce and the associated community. Special attention is given to children, pregnant and lactating women, and older individuals. Our sustainable agriculture management system is geared towards boosting productivity and enhancing the community's capacity to adapt to climate change.	<ul style="list-style-type: none"> 138.6 Mn Investment on food security and Nutrition 538,568 no's of beneficiaries 3.6% increase yield per hectare
		2.2	2.1.2 2.2.1 2.2.2		
		2.4	2.4.1		
Ensure healthy lives and promote well-being for all at all ages		3.1	3.1.1	The "Home for Every Plantation Worker" program addresses health and nutrition, while the health and safety program under the Rainforest Alliance certification is geared towards enhancing the well-being and safety metrics of both our workforce and the plantation community.	<ul style="list-style-type: none"> 0 Maternal Mortality Rate and Still birth rate Reduce Female Anemic rate Rs. 13.7 Mn investment on total training
			3.1.2		
		3.2	3.2.1		
			3.2.2		
		3.5	3.5.2		
3.9	3.9.1 3.9.2				
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		4.1	4.1.1	The "Home for Every Plantation Worker" program guarantees access to tuition-free and high-quality education, vocational training, and tertiary education, including university education for the plantation community, as part of community capacity building and youth empowerment efforts.	<ul style="list-style-type: none"> 1,666 of Vocational training Support schooling for dropouts Offer resources like digital board & stationary, equipment.
		4.2	4.2.2		
		4.3	4.3.1		
		4.4	4.4.1		
		4.6	4.6.1		
Achieve gender equality and empower all women and girls		5.1	5.1.1	The company's social policies support and align with the United Nations "Women's Empowerment Principles," ensuring the prevention of any form of discrimination or violation of human rights within the organization. Ongoing training and awareness programs specifically target issues such as domestic violence, sexual exploitation, and other forms of abuse within the plantation sector community.	<ul style="list-style-type: none"> Training and awareness on human rights and gender equality 1967:2858 women men ratio of work force
		5.2	5.2.1 5.2.2		
		5.3	5.3.1		
		5.5	5.5.2		

<p>Ensure availability and sustainable management of water and sanitation for all</p>		<p>6.1 6.2 6.3 6.4 6.5 6.6</p>	<p>6.1.1 6.2.2 6.3.1 6.3.2 6.4.1 6.4.2 6.5.1 6.5.2 6.6.1</p>	<p>Our integrated water management system guarantees proactive water stewardship across all our locations. Initiatives in water stewardship center on the preservation of natural water bodies, enhancing water efficiency, and providing clean water and sanitation for the community.</p>	<ul style="list-style-type: none"> • 147 water sources protection • 97 percent compliance of waste water discharge • Rain water harvesting within fields and factories • 96 Waste water treatment units within fields and factories
<p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>		<p>7.1 7.2 7.3</p>	<p>7.1.1 7.2.1 7.3.1</p>	<p>Our energy management policy and associated procedures aim to boost the proportion of clean and renewable energy in our overall energy mix. We are consistently striving to improve energy efficiency and intensity in production, adhering to the ISO 50001:2018 energy management standard. Within the 'Home for Every Plantation Worker' program, the focus on the living environment is to guarantee the availability of affordable, reliable, sustainable, and modern energy for our plantation community.</p>	<ul style="list-style-type: none"> • 8546 Mkh Renewable energy generation • Our entire high grown production is achieving energy intensity above industry benchmarks. • 3.3% direct energy reduction
<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>		<p>8.2 8.3 8.4 8.5 8.6 8.7 8.8</p>	<p>8.2.1 8.3.1 8.4.1 8.5.1 8.6.1 8.7.1 8.8.1</p>	<p>Ensuring sustainable economic growth through resource efficiency, the focal points of our economic sustainability pillar include promoting decent jobs and a productivity-oriented labor management approach. Estate safety committees actively strive to maintain workplace health and safety standards. The company's approach to labor relations ensures adherence to compliance and best practices in labor management.</p>	<ul style="list-style-type: none"> • Decreased of agro chemical while achieving increment of yield per hectare. • 88.3% of renewable material consumption on total material usage • Rs.1 Mn investment in Youth empowerment programmes
<p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>		<p>9.1 9.2 9.4</p>	<p>9.1.1 9.2.1 9.2.2 9.4.1</p>	<p>Investment and the development of infrastructure using new technology and management concepts are crucial strategic priorities in our comprehensive business approach. This encompasses the development of community infrastructure within estates, such as roads, housing, and other facilities. The integration of new technological advancements also contributes to innovation within the industry, further supporting these priorities.</p>	<ul style="list-style-type: none"> • Rs. 5.6 Mn investment in improving living environment. • 2.5 million investments for road development • 63% capacity utilization 5.1Mn kg Production
<p>Reduce inequality within and among countries</p>		<p>10.2 10.3</p>	<p>10.2.1 10.3.1</p>	<p>Our "Human Rights Policy" and social policy offer explicit guidance to prevent any form of discrimination in employment and new hiring processes.</p>	<ul style="list-style-type: none"> • Well-structured non-discrimination management systems • Dedicated team to ensure compliance enhancement on human right and relevant policies

<p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>		<p>11.1 11.5</p>	<p>11.1.1 11.5.1</p>	<p>Enhancing and sustaining the basic living standards of our plantation community is addressed through the "Home for Every Plantation Worker" program. The estate-level disaster management plan and the implementation of risk mitigation measures aim to minimize the community's impact from various disasters.</p>	<ul style="list-style-type: none"> • Formed estate level disaster management teams and continuously capacity development of those team • Periodical risk assessment and risk mitigation action taken
<p>Ensure sustainable consumption and production patterns</p>		<p>12.1 12.2 12.3 12.4 12.5 12.6 12.8</p>	<p>12.1.1 12.2.1 12.3.1 12.4.1 12.5.1 12.6.1 12.8.1</p>	<p>Our managerial strategy for resources and sustainable value creation through capital emphasizes the promotion of sustainable consumption and production patterns. Prioritizing an efficient material footprint and maximizing the utilization of recycled and reusable materials are central to our approach, with a commitment to transparency maintained through public sustainability reports.</p>	<ul style="list-style-type: none"> • Reduction of production foot print • Use of IoT for increase production efficiency reduce wastage • 5.5 Tons waste recycling
<p>Take urgent action to combat climate change and its impacts</p>		<p>13.2 13.3</p>	<p>13.2.1 13.3.1 13.3.2</p>	<p>The TTE climate emergency action plan is dedicated to diminishing greenhouse gas emissions by adopting the UN Climate Neutral Now initiatives, employing the measures of measuring, reducing, and contributing. Our emission reduction goals align with the Science Based Target initiatives, and these strategies are seamlessly integrated.</p>	<ul style="list-style-type: none"> • 6836 tCO₂e total GHG saving • Obtain "Gold" status for all stages of Measure, reduce and contribution phases according UN climate neutral now initiatives • Became Climate neutral organization • 25 PETs collection points
<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>		<p>15.1 15.2 15.3 15.4 15.5 15.9</p>	<p>15.1.1 15.1.2 15.2.1 15.3.1 15.4.1 15.4.2 15.5.1 15.9.1</p>	<p>Our approach to ecosystems and biodiversity conservation aims to prevent any degradation, ensuring zero harm, and is certified by Rainforest Alliance and ISO 14001:2015. Our forestry management strategy includes ecosystem restoration efforts to promote biodiversity enhancement.</p>	<ul style="list-style-type: none"> • Over 7,000 Native plants planted • 5 Hectare restored • Established financial partnership and collaboration for reforestation activities

Not reported due to outside the Scope of Operation





Disclosures for Sustainability Accounting Standards Board

Disclosures for Sustainability Accounting Standards Board (SASB)

Talawakelle Tea Estates PLC (TTEL) is committed to sustainable business practices and corporate governance excellence. The company's SASB disclosures are aligned with the SASB Agriculture Standard and address the four key topics of agricultural product management, labor practices, land and natural resource management, and governance. TTEL's SASB disclosures are comprehensive and transparent, and they demonstrate the company's commitment to ESG principles.

Topic	Accounting Metric	Unit of Measure	Code	Disclosure
Greenhouse Gas Emissions	Gross global Scope 1 emissions	tCO2e	FB-AG-110a.1	4004
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	-	FB-AG-110a.2	Refer Page 11
	Fleet fuel consumed	GJ	FB-AG-110a.3	7,670
	Percentage renewable (total renewable energy % from the fleet fuel consumed)	%		-
Energy Management	(1) Operational energy consumed	GJ	FB-AG-130a.1	191,677
	(2) Percentage grid electricity	%		6%
	(3) Percentage renewable	%		92%
Food Safety	Global Food Safety Initiative (GFSI) (Only ISO 22000:2018 Audits-Non GFSI recognized)	-	FB-AG-250a.1	14
	(1) non-conformance rate and associated corrective action rate for (a) major and (b) minor non-conformances	-		Major - 0 Minor - Average 7 non confirm per audit
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	%	FB-AG-250a.2	N/A
	(1) Number of recalls issued	Number	FB-AG-250a.3	0
	(2) total amount of food product recalled	MT		0
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	Percentage (%) by cost	FB-AG-430a.1	RA - 86%
	Suppliers' social and environmental responsibility audit	Rate	FB-AG-430a.2	N/A
	(1) non-conformance rate	Rate		N/A
	(2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate		N/A
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	-	FB-AG-430b.1	N/A
Ingredient sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	-	FB-AG-440a.1	Refer Page 11
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	-		0%
Activity Metrics				
Production by principal crop		MT	FB-AG-000.A	5,197
Tea		MT		4,402
Rubber		MT		701
Other		MT		94
Number of processing facilities		Number	FB-AG-000.B	15
Total land area under active production		Hectares	FB-AG-000.C	3,956
Cost of agricultural products sourced externally		Rs. mn	FB-AG-000.D	976



Climate-Related Financial Disclosures Report

Disclosures for Task Force on Climate-Related Financial Disclosures (TCFD) report

The board's oversight of climate-related risks and opportunities

The TTE Board recognizes the importance of sustainable development to the company and its stakeholders. The Group Management Committee (GMC) oversees how TTE manages its material ESG matters, including climate change. The Audit Committee provides guidance on these issues and reviews the principal risks, including those pertaining to climate change.

The Company's ESG report and Integrated annual report provides a comprehensive account of its sustainability strategy and initiatives.



Management's role in assessing and managing climate-related risks and opportunities

The Sustainability Department is responsible for identifying global, local, and industry trends in ESG and adapting them to complement the company's activities. The department also devises, implements, and monitors low-carbon initiatives, sets targets, and identifies and manages climate-related risks.

The Sustainability Department submits periodical updates to the Board through the Managing Director on the company's sustainability initiatives, risks, and opportunities.

The climate-related risks and opportunities the organization has identified over the short, medium, and long term.

TTE has identified the following climate-related risks and opportunities:

Short to medium term risks:

- Introduction of policy initiatives to limit emission-intensive activities
- Reputational risks
- Substitution of current products and services with lower-emission ones

Physical risks:

- Increased risk of extreme weather events
- Rising mean temperatures
- Increased severity of natural disasters

Opportunities:

- Access to new markets
- Changes in customer preferences
- Access to more efficient and lower-emission sources of energy

Strategy

The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

TTE's business is highly sensitive to climate change. The company's risks include:

- Increased costs due to GHG emission regulations, carbon pricing, and fuel costs
- Reputational damage if the company is perceived as not doing enough to mitigate the impacts of climate change
- Costs associated with developing and adopting new technologies and practices to mitigate the impacts of climate change
- Business disruption due to extreme weather events

TTE's opportunities include:

- Access to new markets for sustainable products and services
- Reduced operational costs through investment in lower-emission sources of energy

TTE considers contributing to improve climate impacts as a strategic business imperative. The company has set Science Based Targets (SBTI) to limit global temperature rise to 1.5°C. TTE is also working to reduce its emissions by employing a low-carbon business model developed according to UN Carbon Neutral Now.

The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. TTE's strategy is resilient to climate change because it is focused on reducing emissions and investing in renewable energy. The company is also working to diversify its supply chain and develop drought-tolerant tea varieties.

Risk Management

The organization's processes for identifying and assessing climate-related risks.

TTE identifies and assesses climate-related risks through an annual analysis of its operating context and a materiality assessment. The company also encourages its employees at all levels to identify risks within their scope.

TTE's risk management process includes the following steps:

1. Identify and assess risks
2. Evaluate the likelihood and impact of risks
3. Develop and implement risk mitigation strategies
4. Monitor and review risks

The organization's processes for managing climate-related risks.

TTE manages climate-related risks by developing and implementing risk mitigation strategies. The company's risk mitigation strategies include:

- Investing in renewable energy and energy efficiency
- Diversifying its supply chain
- Developing drought-tolerant tea varieties
- Implementing water conservation measures

TTE also monitors and reviews its risks on a regular basis to ensure that its risk mitigation strategies are effective.

Metrics and Targets

The metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

TTE tracks the following climate-related metrics:

- Greenhouse gas emissions
- Energy and material use
- Water consumption
- Soil erosion
- Biodiversity

TTE has set the following climate-related targets:

- Reduce greenhouse gas emissions by 50% by 2030
- Reduce water consumption by 10% by 2030
- Protect 100% of its plantations for biodiversity
- Plant 1 million trees by 2030 through ecosystem restoration programme

TTE uses these metrics and targets to assess and manage its climate-related risks and opportunities.

Conclusion

TTE is committed to addressing the climate crisis and managing its climate-related risks and opportunities in a responsible manner. The company's TCFD report demonstrates its commitment to transparency and accountability on climate



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