



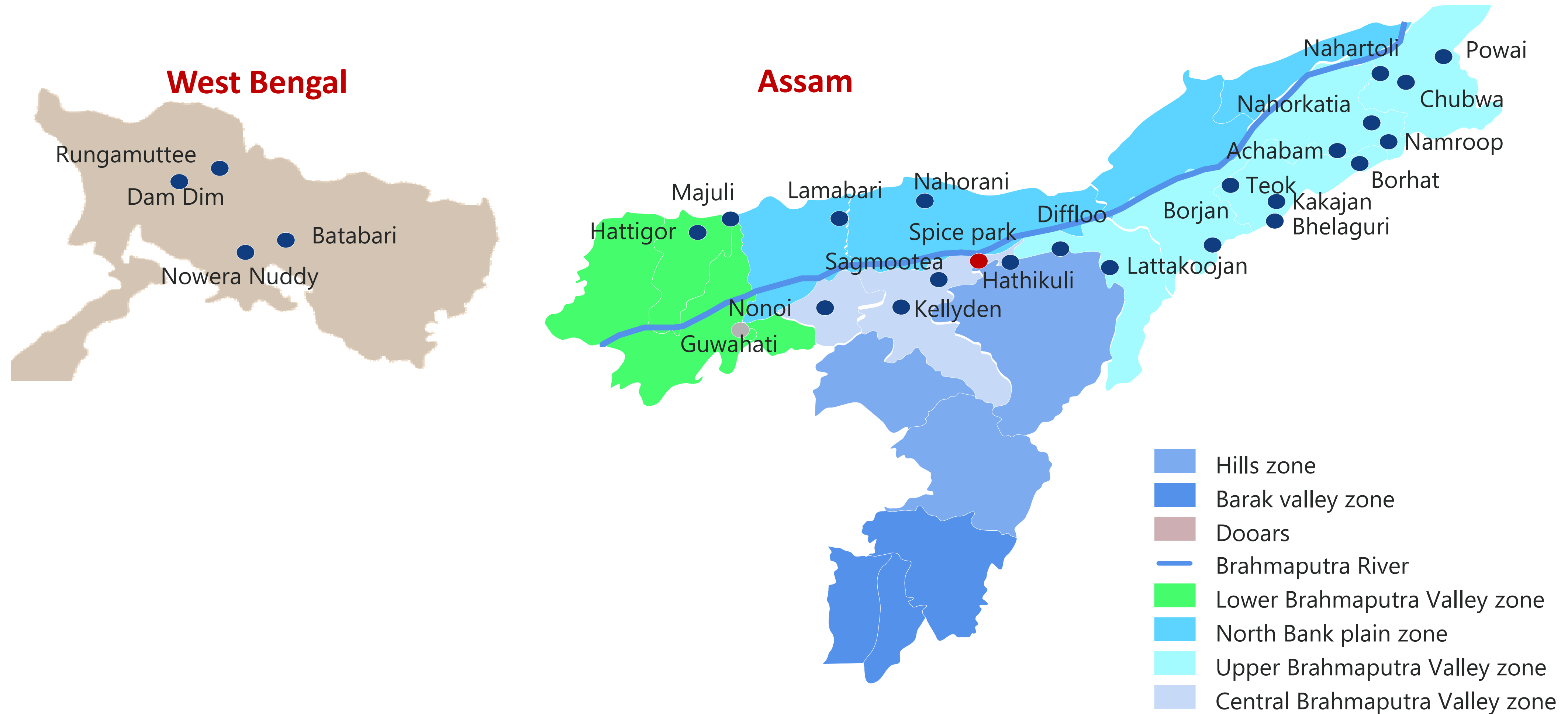
APPL Sustainability, Certifications



AMALGAMATED
PLANTATIONS



Geographical Spread

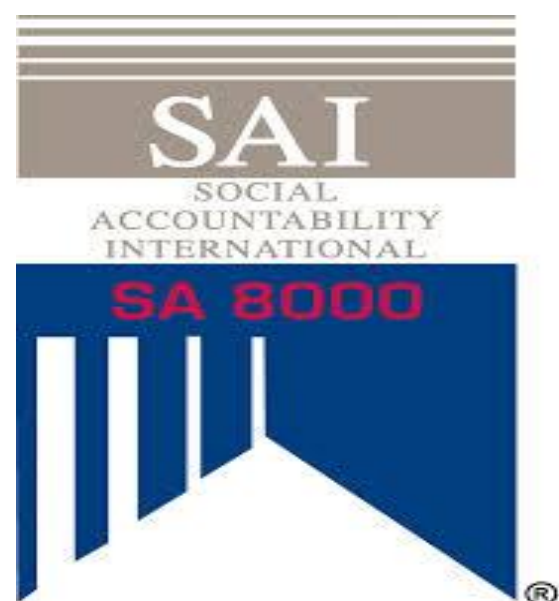


**25 integrated tea estates spread over 1000 Kilometres from Dooars in West Bengal to Upper Assam (covering most districts of Assam).
Contributing to society and economy since 1836.**



Certifications

In our mission and commitment for creating a sustainable eco system along with excellence and perfection we are certified by multiple authorities



- All 25 Estates are Social Accountability Certified.
- C.B. - DNV
- Validity – May 23, 2025



- 24 Estates are TRUSTEA Certified apart from Noweranuddy.
- The STG's for all Assam Estates are verified apart from Borjan.
- C.B. – DNV



- Powai, Namroop, Teok, Borjan, Diffloo, Hathikuli, Sagmootea, Kellyden, Lamabari, Majuli & Noweranuddy Tea Estates are SAN/ Rainforest Alliance Certified. Balance Assam Estates Certification Audits are done in 2023.
- C.B. – IMO Control Private Limited
- Validity – 20th Sept, 2023



- All RA Certified Estates are also ETP Certified by virtue of agreement between RA & ETP.



- ISO 22000 Certification has been withdrawn for all Estates, however, only Hathikuli is certified
- C.B. – DNV
- Validity – March 03, 2025



- Hathikuli Division of Hathikuli TE is Organic Certified. Certification
- C.B. Onecert & IMO
- Validity March 03, 2024

100% certified APPL produce~ Own and PGL teas



APPL – Setting Standards in the Industry

- First Tea plantation company to install street lighting in workers' colonies almost 3 decades ago.
- RHRC Chubwa established in early 1990's is the best equipped hospital in tea plantations with Specialists and 76 beds at very reasonable costs, catering to the APPL workforce and also the rural population of the area.
- First Tea company to be fully certified under SA 8000 – recognised as a leader in social standards.
- First tea plantation company to have worker shareholders 70% of the workforce held shares of the company.
- First in the industry to create Estate Employee Council (EEC) to have an open forum to discuss issues on the estate with 50% representation of Women and covering all segments of the Management, Staff & Workforce.
- APPL hospitals are considered the best in each of their respective districts and are recognised by the Government as Model hospitals for industry to emulate.
- APPL is one of the few tea plantation companies in India to convert the Crèches into learning centres for the children with modern audio-visual teaching facilities
- APPL & APPL Foundation are the first choice for civil society organisations to bring in new programs for social change into the industry and APPL & APPL Foundation are currently running Health and Welfare projects with the following organisations (amongst others), particularly Women centric Health programs.
 - UNICEF & UN Women
 - Stitching Serra Foundation
 - Gram Tarang
 - Barefoot College International and Starbucks Foundation
 - HP Foundation
 - GAIN
- Started SIRISH, a cultural festival to revive and preserve the unique Culture of the Tea Tribes.



EMPLOYEE DATA

APPL has the following permanent employee strength:

Emp Category	Kolkata	Guwahati	Estates / Factory	Packeting Operation	Total
Managers	26	39	179	32	276
Staff/Officers			1,087	88	1,175
Workers/sub staff		5	29,524		29,529
Total	26	44	30,790	120	30,980

***Out of the Total Workforce 74 employees are Specially - abled**

Gender ratio of Estate workforce is favourable with 60% female workers and in plucking operation the ratio is 90% female. Female workers are literally the backbone of the Estate functioning and over the last few years have been finding a place in the Supervisory category as well.



SOCIAL INFRASTRUCTURE

Facilities	No of Facilities Assam	No of Facilities Dooars	Total
Worker Quarters	15,394	3821	19215
School with mid-day meals	73	12	85
No of Crèches	44	9	53
No of Mobile Crèches	23	6	29
Hospitals	22	4	26
Dispensaries	20	1	21
No of Hospital / Dispensary Beds	891	153	1044
No of Doctors	22	4	26
No of Ambulances	27	5	32



HEALTH RELATED INDICES - APPL

	Particulars	2021-22	2022-23	India Current Figure	Remarks
1	Population	151783	156181		
2	Birth Rate	11.06	10.17	16.94 /1000 population	Better than Indian Average
3	Death Rate	8.57	8.75	9.44 /1000 population	Better than Indian Average
4	Maternal Mortality Rate (No of Maternal Deaths per 10000 live births)	0.00	0.00	97 /10000 live births	Better than Indian Average
5	Infant Mortality Rate (Death of an Infant before his/her 1st Birth day)	5.36	5.04	26.61/1000 live births	Better than Indian Average
6	Still Birth Rate (a baby who dies after 28 weeks of gestation , but before or during delivery)	13.51	11.21	9.7/1000 births	Higher than Indian Average
7	Hypertension	872	1122		
8	Diabetes	51	54		
9	Malignancy	29	32		
	Communicable Diseases				
10	Diarrhoea/Dysentery	12959	17101		
11	RTI	20265	28124		
13	TB	432	515		
14	TB Rate (No of TB cases/100000 population)	284	329	188/100000 population	Higher than Indian Average



Women's Safety Action In Agricultural Value Chains



As 65% of our workers are Women & abiding by the SHWW Act and our Policy, we at Amalgamated Plantations Private Limited, are committed to providing and promoting a productive and fulfilling work environment in which employees can realize their maximum potential in the workplace to maintain a safe, congenial, positive and productive working environment by making the workplace free from sexual harassment.

The spirit of mutual trust and respect and an environment free from sexual harassment is central to our policy. APPL is committed to protect the dignity and respect of every individual.

At APPL, we have zero tolerance for sexual harassment at the workplace.

Working actively with the WASF (IDH) on the Global Women Safety Framework



Muskan Girls Club - APPL



In 2020, Muskaan Girls Club were recognized by ABITA in their 130th AGM and received the **Best club award for Assam**.

They were also selected by APPL Foundation to make an awareness video on COVID-19.



Achievements - APPL



Vandana Urang, daughter of Sri Bikram Urang, an employee of Namroop Tea Estate, is 18 years old pursuing her Bachelor's Degree in Political Science at Namrup College. She is an active member of the Muskaan Adolescent Girls Club. She is a leading social activist and spearheads a lot of social issues undertaken by the club. And due to her hard and effective work, the **Chief Minister of Assam, Sri Sarbananda Sonowal** appreciated her work and in recognition, the CM gave her an opportunity to share her opinion and views on a larger and wider platform. She got the opportunity to handle the Chief Minister's Twitter account for one day on the occasion of World Children's Day between 9-11 am on Friday 20th November 2020. She shared her views on "Reimagining Education in Assam in the post pandemic world"; spoke about the need for good Environment and Innovative teaching methods along with awareness of Drug abuse in schools.



PROJECT JALODHRI

- Project Jalodhri is a multi-sectoral initiative of Tata Water Mission and Tata Consumer Products Limited (TCPL) in gardens of APPL. It supports the Sustainable Development Goal, SDG 6 'Clean Water and Sanitation' for everyone. It integrates livelihood with water and food security, sustainable agriculture, sustainable forestry, and renewable energy into the developmental paradigm of the community. The programme was implemented by Centre for Microfinance and Livelihood (CML) - an SPV established by the Tata Trusts.



- Recharging 4 dying deep bore wells with roof rain water harvesting and stream diversion
- 8 community-based Iron filter removal plants for 2800 households
- Addressing the Menstrual Hygiene need of 4000 adolescent girls and women with the use of disposable sanitary pads, reusable sanitary pads, installing 30 matka inclinators for disposal of pads
- Providing point of Use water purifiers to 527 households
- **Sanitation Circular Economy through 25 Biogas connections**



Workers Houses - APPL





Workers Houses - APPL





Workers Houses - APPL





Workers Houses - APPL





Welfare Activities at APPL





Welfare Activities at APPL





Welfare Activities at APPL

