	Enhoustment	e evelle bility of Tee few the		upped in						annual contraction that factor
Goal	Enhancing th	ne availability of Tea for the consum	ers prod		an enviro economic		y sustaina	ible and	socially responsible	supply chain that foster
		Logical Framework f	or Truste	ea Theor	ry of Chai	nge : Path	way to Ad	hieve th	e Goal	
		Activities Output	uts		Outcomes		Impa	cts		
	Description	Indicators	Input data (Date of reporting )	Remarks	Critical indicators	Phase 1 indicators to start with	Frequency of reporting	time for impact (ST= <=1 yrs; MT= >1-3 yrs;	Means of verification	Assumptions
tivities	Code revision	Number of months from current date to last date of code revision Number of months since last review of Code			1	1	6 Monthly 6 Monthly	NA NA	Revised code document; Code update in TCMS; Board approvals of revised code, Code revision report	Code is not likely to be revised frequently. However, with any ma change in Govt. policy guidelines, industry practices, growth in size of
	Revision of assurance processes	Number of months from current date to last date of assurance process revision Number of months since last review of SAA				1	6 Monthly 6 Monthly	NA NA	SAA Policy document, SAA process review document, feedback of CBs on SAA revision	<ul> <li>System assurance audit is n likely to be frequently required</li> <li>SAA will be annually review check its robustness</li> </ul>
	Stakeholder									
	Meeting the entities	Number of entities met in a one-on-one meeting in last 6 months (Physical or online) Number of non-member entities met in a one-on- one meeting in last 6 months				1	6 Monthly 6 Monthly		MIS data on meetings, Meeting minutes, Feedback from the organizations on sample basis	<ul> <li>Trustea will regularly engage we existing partners</li> <li>Trustea will be making efforts we enroll and new partners</li> <li>Trustea will try to have partnerships with new CPs</li> </ul>
	Meeting the IPs	Number of IPs met in a one-on-one meeting in last 6 months (Physical or online) Number of potential IPs met in one-one-one meeting in last 1 year (as per the requirement)				1	6 Monthly Yearly	Short-term Mid-term		
	Meeting the CBs	Number of meetings done with existing or potential CBs in last 1 year (Physical or online) (as per the requirement)				1	Yearly	Mid-term		
	Meeting the CPs	Number of CPs met in a one-on-one meeting in last 6 months (Physical or online) Number of potential CPs met in a one-on-one meeting in last 1 year (as per the requirement)			1	1	6 Monthly Yearly	Short-term Mid-term		
	Common meetings	Number of seminars/workshops/e-meetings organized by Trustea in last 6 months					6 Monthly	Short-term	Emails, invitations, Workshop reports, Photographs	As industry body, Trustea will periodically organize industry lev

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	Total number of organizations participated in workshops/seminars etc. in last 6 months				6 Monthly	Short-term		enhance awareness about Trustea ar to deliberate on industry issues and
Meeting other stakeholders	Number of one-on-one meetings done with Government officials/Tea Board/Auction houses in last 1 year (as per the requirement)		1	1	Yearly	Mid-term	MIS data on meetings, Meeting minutes, Feedback from the organizations on sample basis	Trustea will be engaging with other agencies such as Government, Tea Board, Auction Houses etc. to increa: its relevance and for enhancing acceptability of code. It will also help in receiving diverse views on code.
	Number of stakeholders to whom any marketing material procured for Trustea or code was sent in last 6 months Number of publications about Trustea or code				6 Monthly 6 Monthly	Short-term Short-term	Emails, publications on social media, feedback from organizations, press release copies.	Trustea will leveraging social media a other communication methods for spreading awareness about code and to demonstrate success of code in th
Appeal and Grievance	published on social media in last 6 months Number of unresolved appeals from all stakeholders crossing 1 month from the date of appeal		1	1	Monthly	Short-term	TCMS data and Feedback survey with entities, IPs and	industry and with the consumers. Entities, IPs and CBs are important stakeholders in the Code. For effect
handling	Total grievance related open tickets from all stakeholders crossing 2 weeks of ticket date % of entities, IPs and CBs satisfied with appeal		1	1	Monthly 6 Monthly	Short-term Short-term	CBs. e	engagement, Trustea will be making efforts to manage appeals and grievances effectively and efficiently
Certification	% of entities, IPs and CBs satisfied with grievance Average TAT from date of application to issuance of		1	1	6 Monthly 6 Monthly	Short-term Short-term	TCMS data and feedback	For effective certification process, good coordination is needed between IPs, CBs and Trustea. This will be reflected by the efficiency in executing the certification process.
process related engagement	certificate in last 6 months Number of entities, issued certificate in last 6 months, where certification process taken over 2 months from the date of application		1	1	6 Monthly	Short-term	from CBs	
	Number of certifications done in last 6 months in which previous version of the code used after issuance date of new code		1	1	6 Monthly	Short-term		
Research & Development for	Number of entities, IPs and CBs contacted for code or process reated feedback in last 6 months				6 Monthly	NA	Feedback from Entities, IPs and CBs	
code or process improvement	Number of Secondary or primary research done for code or process revision inlast 1 year (as per the requirement)			1	Yearly	NA	Feedback of concerned Trustea team, report on notes related to research	
Monitoring and Evaluation (for	Number of pilots done related to code or process changes in last 6 months Number of code or process related changes				6 Monthly 6 Monthly	NA	Committee Meetings	Along with Research and Developm any identified changes related to co or process need to be assessed and
code and process improvement)	proposed to Code committee in last 6 months No. of new processes started or modified in last 6			1	6 Monthly	NA	Management team Evidence of new process	checked and then proposed to the Code committee. Thus, relevant
	months						implementation	Trustea teams have to internally monitor and evaluate the need for change in code or process, evaluate different options for any change and then propose it to the Code Committe for approval.
and advice	Number of off-line trainings done for entities in last 6 months				6 Monthly		MIS reports on training, E- learning reports	Trustea will be conducting trainings IPS and CBs. IPs will in turn support
Training of	Number of on-line trainings done for entities in last 6 months				6 Monthly	Short-term		entities. Data of trainings will be systematically maintained. Also from

CHUICS	Number of entity staff trained in off-line trainings in last 6 months				6 Monthly	Short-term	Training reports	this the unintended effects will a tracked.
	Number of women trained on what constitutes workplace sexual harassment and rights of redressal at the workplace to determine unintended positive outcome Reduction of sexual harassment and violence against women in the domestic space due to the knowledge				Yearly	Mid-term	training reports, tCMS data & Survey report	
	Number of training on legal coverning child labour prohibition act to determine unintended outcome on Increase in literacy level and school				Yearly	Mid-term	Audit reports, & Survey report	
	attendance improvement Number of small tea growers trained on sustainable agricultural practices in tea to determine unintended positive outcome on farmer adopting sustainable farming in all his/her agricultural activities other than tea.				Yearly	Mid-term	Audit reports, & tCMS data	-
	number of trainig on Reduction of application of synthetic agrochemicals to determine unintended positive outcome on development of local entrepreneurs in the field of organic fertilisers and pest control formulations.				Yearly	Mid-term	Audit reports, & tCMS data	
	Number of off-line trainings done for IPs in last 6 months				6 Monthly	Short-term	Trainee feedback forms	
Training of IPs	Number of on-line trainings done for IPs in last 6 months				6 Monthly	Short-term		
	Number of IP staff and consultants trained in off-line trainings in last 6 months				6 Monthly		Organization (Entities, IPs, Feedbacks and	
	Number of off-line trainings done for CBs in last 6 months				6 Monthly	Short-term	Trustea program team's comments	
Training of CBs	Number of on-line trainings done for CBs in last 6 months				6 Monthly	Short-term		
	Number of CB staff and auditors trained in off-line trainings last 6 months				6 Monthly	Short-term	Training pictures	
	Number of Tea Growers trained in last 6 months				6 Monthly	Short-term		
Training of Training of Tea	Number of people registered for e-learning in last 6 months			1	6 Monthly	Short-term		
E-trainings	Number of months since last review of e-training content Number of entities provided handholding support		1	1	Yearly 6 Monthly	Mid-term Short-term		IPs will be providing handholdin
Handhalding	during last 6 months Number entities for which gap analysis was done		1	1	6 Monthly	Short-term		support and conducting Gap An
Handholding support to	during last 6 months		1	1				Trustea will be monitoring these activities and will be maintainin
entities	Average TAT between entity registration and NOC for entities provided NOC in last 6 months		1	1	6 Monthly	Short-term		systematically for these activitie
	Number of registered entities whose gap analysis not done after 3 months of registration on TCMS		1	1	6 Monthly	Short-term		

		Number of entities not received NOC after 3 months of registration on TCMS	1	1	6 Monthly	Short-term		
		Number of active IPs	1	1	Yearly	Mid-term	TCMS data	Implementation Partners (IPs) will be
								directly responsible for providing
	Implemention	Number of active Consultants		1	6 Monthly	Short-term		support to entities and ensuring that
	Partnerships	Number of IPs dropped out in last 6 months			6 Monthly	Short-term		they are ready for certification. Thus, for trustea managing IPs i.e. their
		% of IPs satisfied with Trustea training, support or	1	1	6 Monthly	Short-term	IP feedback	selection_training of IPs and overseeing
		Number of entities provided NOC during last 6 months	1	1	6 monthly	Short-term	TCMS data	Various activities of Trustea will lead to enrollment of new IPs and they will
Outputs	Capacitated	Number of total entities registered for certification	1	1	6 monthly	Short-term		have adequate resources in the form
Catpato	entities	Average number of entities per IP		1	Monthly	Short-term		consultants to support entities. IPs
	endues	Average number of entities supported per			Monthly	Short-term	1	support will lead to entities closing
		% of entities satisfied with the support received from	1	1	6 Monthly	Short-term	Entity feedback	gaps for certification and receiving NOC
		Number of active CBs	1	1	Monthly	Short-term		Various activities of Trustea and
	Trustea	Number of Auditors		1	Monthly	Short-term		handholding support provided by IPs
	Certifications	Number of CBs dropped out in last 6 months			6 Monthly	Short-term	1	will result in increase in certifications.
	certifications	Number of certifications done during last 6 months	1	1	6 Monthly	Short-term	1	Number of CBs and their auditors may
		Number of final certificates issued during last 6	1	1	6 Monthly	Short-term		also increase with increase in number
		Total number of active certified entities	1	1	Monthly	Short-term	1	of certification demand. CBs should
		Total cumulative certified entities		1	Monthly	Short-term		have adequate capacity and resources
		% of CBs satisfied with Trustea training, support or			6 Monthly	Short-term	CB feedback	to cater to the demand of certification.
		% of entities satisfied with the certification process	1	1	6 Monthly		Entity feedback	
		Number of first time registrations of entities on		1	6 Monthly	Short-term	TCMS data	It is assumed that with the spreading
	Non-member	Number of first time entities being provided hand-		1	6 Monthly	Short-term	1	awareness on sustainability, new
	entities adopt	holding support			i i			entities will also be interested in
		Number of first time entities received NOC in last 6		1	6 Monthly	Short-term		adopting sustainable practices. They
	improved	months					rm	would also be interested in receiving
	practices	Number of first time entities received certification in	 1	1	6 Monthly	Short-term		handholding support and receiving
	through learning,	last 6 months	-	-				certification.
	replication, and	% of active certified entities able to sell to	 1	1	6 Monthly	Short-term	TCMS data; Tracetea data;	If certified entities are able to
	supportive	responsible buyers in last 6 months	-	1			Entity sale records; Entity	demonstrate responsibly produced tea
	Certified	Number of entities registered with Tracetea		1	Monthly	Short-term		they should be able to sell to more
		indifice of circles registered with fracted		1	linontariy		Survey	number of responsible buyers. The
	producers and	Number of Tea growers registered with Tracetea	 	1	Monthly	Short-term		volume of responsibly sold tea should
	supply chain able	with ber of rea growers registered with traceled		1	wonenty			increase. The % of responsibly sold tea
	to demonstrate	% of entities saying Trustea certification has helped	 1	1	6 Monthly	Short-term		in the total tea sold by entities should
	supply of	in demonstrating sustainable tea production to the	1	1 <sup>±</sup>		Short-term		increase. Further, 'seal on pack' which
	responsibly	Number of buyers endorsing Trustea certification	 1	1	6 Monthly	Short-term		signifies verified and responsibly
	produced tea	Number of buyers endorsing trustea certification	1	1	6 Wonthly	Short-term		produced tea, should have increased
		Approx. % of total tea produced in the country verified by Trustea	1	1	6 Monthly	Short-term	Entities feedback	demand. More number of packers will take seal on pack.
		Number of entities who received NOC in last 6	1	1	6 Monthly	Short-term	Feedback surveys with	If Trustea has a relevant and credible
		months, not applying for certification after 2 months	-	1	o montiny		stakeholders, TCMS data	code, it will be reflected by its
		of NOC					stationacis, remo data	increased acceptance among high
	Relevant and	% of entities due for renewal not applied for renewal	1	1	6 Monthly	Short-term		number of domestic buyers,
		No. of Government/Tea Board/Auction Houses	1		6 Monthly	Medium-		Government entities, Auction houses
	credible Trustea	% of certified entities saying code is relevant	1	1	6 Monthly	Short-term		and traders endorsing Trustea code
	Code	% of certified entities reporting that code is		1	6 Monthly	Short-term		and asking for it from suppliers. This
		voor certineu entities reporting that toue is						
		Number of revenue generating partners of Trustee			6 Monthly	Modium		will result in increase in cale of Tructee
		Number of revenue generating partners of Trustea Total revenue generated by Trustea (without grants)			6 Monthly 6 Monthly	Medium- Medium-		will result in increase in sale of Trustea certified tea. With increase in demand,

Number of CB: operating with we define the formation         1         1         0         0.00000000000000000000000000000000000			Number of CDs exercises visibly		1	1	CManthly	Chart tarm	Financial variants of Trustee	
Not description of solutions         Not description of solutions         Not description of solutions         Not description of solutions         Not description         Notes					1	1	6 Monthly			well as profits from code and tea
Number of SAd anone by Trustes efficials in List 6         Cendible         Scherichter         Construct         Construct<				 		-				-
Credible system         M. of entities with scale entitlexing for which SAG Number of encertification in which SAG Number of encertification which Sagneds         M. of entities with segned mode statistication which SAG Number of encertification in which SAG Number of people reaving elexing certification in Curulation ranked 54 Advected Statistication reaving statistication in Curulation ranked 54 Advected Statistication reaving statistication reaving statistication curulation reaving statistication reaving statistication curulation reaving statistication reaving statistication curulation reaving statistication reaving statistication curulation reaving statistication reaving statistication in decision reaving statistication reaving statistication reading statistication reaving statistication reaving statistication reading statistication reading statistication reading statistication reading statistication reading statistication reading statistication reading statistication reading statistication reading statistication reading statistication reading statistication reading statistication readistation reading statisti				 	1	1				
seturance system         Ratio of Tustes (35 AA done         Image: 1         SetUre         SetUre         audit done. Credible assume that some some of a peep receiving enhang certification (in deriving enhang certification)         audit done. Credible assume persons will ensure that some of peep receiving enhang certification (in deriving enhang certification)         audit done. Credible assume persons will ensure that some of peep receiving enhang certification (in the conductor of peep receiving enhang certification)         audit done. Credible assume persons will ensure that some of peep receiving enhang enhances and the conductor of the some of the some of the some of the some of the some of the				 						
Solution:         Number of according entries whose appeal         I         I         Monthy         Bortering           System         Another of people receiving entries whose appeal         I         I         6 Monthy         Sontherm         Processing         Processing <t< th=""><th></th><th></th><th></th><th> </th><th></th><th></th><th></th><th></th><th>survey with Entitles</th><th></th></t<>				 					survey with Entitles	
System         Note entrees statuted with SAA process         1         1         6         Monthly         Boot terms           Accessibility and popel records of popel recor		assurance	-	 		1				
Number of people receiving, elearning certificate in an under a during elearning certificates sissed         1         1         6         Mumber of people trained strong certificates sissed         1         1         6         Mumber of people trained strong certificates sissed         1         1         6         Mumber of people trained strong certificates sissed         1         1         6         Mumber of people trained strong certificates signed people trained strong certificates and people trained strong certicates and people trained strong certificates and people trained s		system		 	1	1		-		
Cumulative number of electronic strated strates formation         1         1         6         Monthly         Bort term strates         Traces / direct engagered on colors           Accessibility and understanding of understanding of traces in the of entities registered on colors         Inste of entities registered on colors         6         Monthly         Bort term strates				 		1-				
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understanding of Trustes Code         Number of randius registered for enonliment, based on No of entities assigned with her P partners'         1         6 Monthy         Short-term (Monthy         Short-term (Mon		A		 					-	-
Vincent of the second		•	,,,	 						
Instead Lobe       Not entity       Stort term       Consumer sample survey       understanding of code will gevide.in addition, the real-many of		understanding of		 					,	
Number of Ps dropped out in last 6 monthy         1         6 Monthy         Shortterm         solution, the real demand for sustainable to an long run will come when the consumers aware about Trutes         0         0         Monthy         Shortterm         solution, the real demand for sustainable to an long run will come when the consumers aware about Trutes         0         0         Monthy         Shortterm         solution, the real demand for sustainable to an long run will come when the consumers aware about Trutes on the consumers aware about Trutes on the run ber of Ps dropped out in last 6 months         0		Trustea Code		 	1	1				
bit of entities satisfied with the trainings on codes           6 Monthly Short term           bit of entities satisfied with the trainings on codes is consumers aware about Training of Training of Consumers aware about Seal on Pack'          0 once in 3 Longiterm         Longiterm           bit of consumers aware about Seal on Pack'          0 once in 3 Longiterm         Longiterm           bit of consumers aware about Seal on Pack'          0 once in 3 Longiterm         Longiterm           bit of consumers aware about Seal on Pack'          0 once in 3 Longiterm         Longiterm           bit of consumers aware about Seal on Pack'          0 once in 3 Longiterm         Longiterm           bit of consumers aware about Seal on Pack'          0 once in 3 Longiterm         Longiterm           bit of consumers aware about Seal on Pack'          1         6 Monthly Short term         A consumers aware about Pack about the training of training of training about Traiter about Pack about the training of traiter about the training about the training of traiter about the training abou				 		1			- Consumer sample surveys	<b>J</b>
bits         Softentiles satisfied with dag analysis         Image: measure of the consumer severe about System of Softenee about Turistes         Mean the consumer severe about System of Softenee about Turistes         Mean the consumer severe about System of Softenee about Turistes         Mean the consumer severe about System of Softenee about Turistes         Mean the consumer severe about System of Softenee about Turistes of Softenee about System of Softenee System of Softenee Softene				 	1	1				
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Seconsumers aware about spintance of Seal on Park       Image term				 						
Set or sources avance about significance of Seal on       once in 3       longiterm         Number of IPs satisfied with the training of Trustea for       is of IPs satisfied with the training of Trustea for       is of IPs satisfied with the training of Trustea for       is of Monthly       Short term         No of CBs satisfied with the training of Trustea for       is of Monthly       Short term       Short term       Short term       Short term       Accessibility will mean that more entities register for certification, and they find the process for certification and statistics. Their certification certification and they find term certification and they find term certification.         Ductomes       Commitment to sustem of mice certification water per unit of plantation				 						
Number of PS dropped out in last 6 months				 			_			·
So of is satisfied with the training of Trustes for So of Cess satisfied with the training of heir Auditors       1       1       6 Monthyly       Short-term (S of Cess satisfied with the errollment process)       -Accessibility will mean that more entities register for certification, and they find the process for registration do so any the fully understand the       1       1       6 Monthyly       Short-term (S of Cess satisfied with the errollment process)       -Accessibility will mean that more entities register for certification, and they find the process for registration and certification efficient. Pixed CEs should also not face complication in conducting their advites. Their conducting verified tea at certified entities and Trustee level       1       1       6 Monthyl Short-term Existence of formal records and data management system for tracking verified tea at certified entities and Trustee level       1       1       6 Monthyl Short-term Existence of formal records and data management system for tracking verified tea at certified entities and Trustee level       1       1       6 Monthyl Short-term existence of mean records and data management system for tracked by Trustee an periodic basis, for which entities will have to make periodic reporting on those indicators can be evaluation.       Board approved policies; evaluation       0       1       1       6 Monthyl Short-term evaluation       Board approved policies; for which entities will have to entities and Trustee level       1       1       6 Monthyl Short-term evaluation       Board approved policies; for which entities will have to evaluation       1       1       1       1       1       1       <				 				-		
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Sector			<b>,</b>	 	1	1				<u> </u>
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Bit Mathin       Solutions who say they fully understand the integration of mechanism to ensure code compliance in the previous galaxies on the sustainable practices       Solutions with the sustainable practices       Solution of mechanism to ensure code compliance in the previous galaxies on the sustainable practices       Solution of mechanism to ensure code compliance in the previous galaxies on the sustainable practices       Solution of compliance in the previous galaxies on the measured in the previous galaxies on the			· · · · · · · · · · · · · · · · · · ·	 			<u>′</u>			
Existence of Board approved policies on -       Image: Complication in the existence of mechanism to ensure code compliance       Image: Complication in the existence of formal records and data management system of tracing verified teal at certified entities and Trustea level       Yearly       Medium term       Board approved policies, evaluation of compliance in their activities. Their complication in conducting their activities. Their complication in conducting their activities. Their activities and Trustea level       Note: term       Board approved policies, evaluation of compliance process; Evaluation.					1	1				, , ,
Ductomes         Existence of mechanism to ensure code compliance         1         1         6 Monthly         Short-term         Monducting their activities. Their           Ductomes         Commitment to sustainable practices         Existence of formal records and data management sustainable         System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and Trustea level         Image: System for tracing verified ea at certified entities and truste at the attracted before the start of handholding support.         Image: System for tracing verified ea at should be collected before the start of handholding support.         Image: System for tracing verified ea at should be collected before the start of handholding support.         Image: System for tracing verified ea at cerified entities at thandholding support.						1				
Commitment to sustainable practices         Existence of formal records and data management system for tracing verified tea at certified entities and Trustea level         Yearly         Medium- term         Board approved policies; evaluation of compliance process; Evaluation of data management system of entities. TCMS and Tracetea valuation.         Outcome indicators can be measured if baseline data is available. Board approved policies; evaluation of compliance process; Evaluation of data management system of entities. TCMS and Tracetea valuation.         Outcome indicators can be tracked by Trustea on periodic basis, for which entities will have to make periodic reporting on those indicators.           Environment         Consumption of irrigation water per unit of plantation         2 years         Long-term Vearly         Technical analysis - comparison of baseline- endline and comparison with control group.         -Outcome indicators.           Climate resilient         Measure of level of soil erosion Quantity of liquid PPF used in the previous year in liters         Yearly         Medium- Yearly         Vearly         Medium- term           Quantity of liquid PPF used in the previous calendar         Yearly         Medium- term         Vearly         Medium- term			··· ·							
sustainable practices       system for tracing verified tea at certified entities and Trustea level       system for tracing verified tea at certified entities and Trustea level       substainable practices       system for tracing verified tea at certified entities and Trustea level       substainable practices       system for tracing verified tea at certified entities and Trustea level       substainable practices       system for tracing verified tea at certified entities and Trustea level       substainable practices       system for tracing verified tea at certified entities and Trustea level       substainable practices       system for tracing verified tea at certified entities and Trustea level       substainable practices       stat should be collected before the stat should be control group.       some outcome indicators. 	0	Co	-	 	1				Reard approved policies	
and Trustea level       and and Sis or       and Trustea level       and T	Ouctomes		Ů,				rearry			
practices       management system of entities. TCMS and Tracetea evaluation.       start of handholding support.       -Some outcome indicators can be tracked by Trustea on periodic basis, for which entities will have to make periodic reporting on those indicators.         Environment       Consumption of irrigation water per unit of plantation       2 years       Long-term plantation       Technical analysis - comparison of baseline- endine and comparison with control group.       -Outcome related         Measure of level of soil erosion       Measure of level of soil erosion       Yearly       Medium- term         Measure of the bio-fertilizer in use.       Yearly       Medium- term       Yearly       Medium- term         Dose of the bio-fertilizers.       Some of the previous year in liters       Yearly       Medium- term       Yearly       Medium- term         Quantity of liquid PPF used in the previous year in liters       Quantity of non-liquid PPF used in previous calendar       Yearly       Medium- term       Yearly       Medium- term			,					term		
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Environment       Consumption of irrigation water per unit of plantation       Consumption of irrigation water per unit of plantation       2 years       Long-term       Technical analysis - comparison of baseline-endline and comparison of certificates       Outcome measurement should involve technical analysis of entities endline and comparison of certificates       Outcome measurement should involve technical analysis of entities and Trustea. The results should be compared with Baseline and certain sample of control group.         Quantity of liquid PPF used in the previous year in liters       Yearly       Medium-term       Verify       Medium-term         Quantity of liquid PPF used in the previous year in liters       Yearly       Medium-term       Yearly       Medium-term         Quantity of liquid PPF used in the previous calendar										
Image: series of the bio-fertilizers.       Consumption of irrigation water per unit of plantation       Image: series of the bio-fertilizer in use.       Image: series of the bio-fertilizer in use.       Image: series of the bio-fertilizers.       Image: series of the bio-fertilizers.       Image: series of the serie										
Environment       Consumption of irrigation water per unit of plantation       2 years       Long-term       Technical analysis - comparison of baseline-endline and comparison with control group.       •Majority of the outcome related changes will be measured through external evaluation.         Climate resilient       Measure of level of soil erosion       2 years       Long-term       Technical analysis - comparison of baseline-endline and comparison with control group.       •Outcome measurement should involve technical analysis of measuring environment impact, survey of stakeholders, analysis of existing reports, financial analysis of entities and Trustea. The results should be compared with Baseline and certain sample of control group.         Quantity of liquid PPF used in the previous year in liters       Yearly       Medium-term       Yearly       Medium-term         Quantity of liquid PPF used in the previous year in liters       Quantity of liquid PPF used in the previous year in liters       Yearly       Medium-term       Yearly       Medium-term         Quantity of liquid PPF used in the previous year in liters       Yearly       Medium-term       Yearly       Medium-term         Quantity of liquid PPF used in the previous year in liters       Yearly       Medium-term       Yearly       Medium-term         Quantity of non-liquid PPF used in the previous calendar       Yearly       Medium-term       Yearly       Medium-term										
Environment       Consumption of irrigation water per unit of plantation       Image: second										
EnvironmentConsumption of irrigation water per unit of plantation2 yearsLong-termTechnical analysis - comparison of baseline- endline and comparison with control group.external evaluation.Climate resilientMeasure of level of soil erosionYearlyMedium- VearlyData and records of entities verification of certificates•Outcome measurement should involve technical analysis for measuring environment impact, survey of stakeholders, analysis of existing reports, financial analysis of existing reports, financial analysis of entities and Trustea. The results should be compared with Baseline and certain sample of control group.Quantity of liquid PPF used in the previous year in liters Quantity of non-liquid PPF used in previous calendarYearlyMedium- termQuantity of non-liquid PPF used in previous calendarYearlyMedium- termYearlyMedium- termQuantity of non-liquid PPF used in previous calendarYearlyMedium- termYearlyMedium- term										
Climate resilient       plantation       Image: comparison of baseline-endline and comparison of baseline-endline and comparison of baseline-endline and comparison with control group.       Outcome measurement should involve technical analysis for measuring environment impact, survey of stateholders, analysis of existing reports, financial analysis of entities and records of entities and runtice of the bio-fertilizer in use.       Measure of level of soil erosion       Image: comparison of baseline-endline and comparison with control group.       Outcome measurement should involve technical analysis for measuring environment impact, survey of stateholders, analysis of existing reports, financial analysis of entities and Trustea. The results should be compared with Baseline and certain sample of control group.         Quantity of liquid PPF used in the previous year in liters       Quantity of non-liquid PPF used in previous calendar       Yearly       Medium-term         Quantity of non-liquid PPF used in previous calendar       Image: comparison of paseline-endline and comparison of baseline-endline and comparison of baseline-endline-endline and comparison of baseline-endline and comparison of baseline-endline-endline and		Environment	Consumption of irrigation water per unit of				2 years	Long-term	Technical analysis -	
Climate resilient       Image: Section of the solid erosion of the bio-fertilizer in use.       Image: Section of the bio-fertilizer in u			plantation						comparison of baseline-	
Climate resilient       Image: Climate resilitient       Image: Climate resil									endline and comparison with	
Climate resilient       Measure of level of soil erosion       Climate       Yearly       Medium-       Data and records of entities       stakeholders, analysis of existing         Quantity of liquid PPF used in the previous year in       Vearly       Medium-       Vearly       Medium-       Verification of certificates       stakeholders, analysis of existing         Name of the bio-fertilizers.       Vearly       Medium-       Medium-       Vearly       Medium-       Verification of certificates       stakeholders, analysis of existing         Quantity of liquid PPF used in the previous year in       Vearly       Medium-       Vearly       Medium-       Verification of certificates       stakeholders, analysis of existing         Quantity of liquid PPF used in the previous year in       Vearly       Medium-       Vearly       Medium-       Verification of certificates       stakeholders, analysis of existing         Quantity of non-liquid PPF used in previous calendar       Vearly       Medium-       Vearly       Medium-       Vearly       Medium-       Vearly       Stakeholders, analysis of existing         Quantity of non-liquid PPF used in previous calendar       Vearly       Medium-       Vearly       Medium-       Vearly       Medium-       Vearly       Vearly       Vearly       Vearly       Vearly       Vearly       Vearly       Vearly									control group.	,
Quantity of liquid PPF used in the previous year in       Image: Constraint of the previous year in the previous yea		<b>Climate resilient</b>	Measure of level of soil erosion				Yearly	Medium-	Data and records of entities	
Name of the bio-fertilizer in use.       Image: Constraint of the bio-fertilizer in use.       Image: Const			Quantity of liquid PPF used in the previous year in				Yearly	Medium-	Verification of certificates	
Dose of the bio-fertilizers.     Yearly     Medium-term     compared with Baseline and certain sample of control group.       Quantity of liquid PPF used in the previous year in liters     Yearly     Medium-term       Quantity of non-liquid PPF used in previous calendar     Yearly     Medium-term       Quantity of non-liquid PPF used in previous calendar     Yearly     Medium-term			Name of the bio-fertilizer in use.				Yearly	Medium-		
Quantity of liquid PPF used in the previous year in liters     Iter     Yearly     Medium-term       Quantity of non-liquid PPF used in previous calendar     Image: Control group and term     Image: Control group and term			Dose of the bio-fertilizers.				Yearly	Medium-		
Quantity of liquid PPF used in the previous year in     Yearly     Medium- term       Quantity of non-liquid PPF used in previous calendar     Yearly     Medium- term								term		
liters     term       Quantity of non-liquid PPF used in previous calendar     Yearly			Quantity of liquid PPF used in the previous year in				Yearly	Medium-		sample of control group.
			liters					term		
year in kgs. term			Quantity of non-liquid PPF used in previous calendar				Yearly	Medium-		
			year in kgs.					term		

	Quantity of non-liquid PPF used in previous calendar		1	1	6 Monthly	Medium-	
	year in kgs					term	
	Average amount of chemical fertilizers used per unit				6 Monthly	Medium-	
	of plantation					term	
	Average amount of organic fertilizer used per acre of		1	1	6 Monthly	Medium-	
	land					term	
	Fertilizer consumption as per guidelines		1	1	2 years	Medium-	
	Level of emissions as per guidelines				6 Monthly	Medium-	
	Practices on protection of natural and native				Yearly	Medium-	
	Number of workers trained in use of PPE for their				Yearly	Medium-	Observations and evaluation
Good Natural	Number of workers who work in handling/spraying		1		6 Monthly	Medium-	
	chemicals		_	_	,	term	
Capital	Soil conservation practices among certified entities		1	1	6 Monthly	Medium-	
Management	soli conservation practices among certified entities		1	1	0 WOITINY	term	
	Weber concernation are ations are an exiting				Veerlu	Medium-	Discussion with antitics
	Water conservation practices among certified				Yearly		Discussion with entities
	entities				Maraula i	term	
	Quantity of water liters used in the factory in the				Yearly	Medium-	
	Number of dwellings without adequate toilet		1		6 Monthly	Medium-	
	Existence of sewage treatment facilities in certified				Yearly	Medium-	
	entities					term	
	If firewood is used for heating total kgs of firewood				Yearly	Medium-	
	used in previous calendar year					term	
	If fuel oil is used, total liters of fuel used for heating				6 Monthly	Medium-	
	Method of fertilizer storage among certified entities				2 years	Long-term	
	Engagement of certified entities with other socially				6 Monthly	Medium-	
	responsible stakeholders				,	term	
	Reycle and reuse practices among entities				Yearly	Medium-	Observations and evaluation
					Yearly	Medium-	Discussion with entities
,	Quantity in kgs of organic fertilizer used in previous				2 years	Medium-	closusion with chulcs
n the tea	Use of other environment friendly practices among				Yearly	Medium-	
ndustry	, , , , , , , , , , , , , , , , , , ,				learly		
	certified entities		1		Voorly	term	Visite and Discussions with
	Area in hectare of afforestation in the previous		1	1	Yearly	Medium-	Visits and Discussions with
	calendar year				× 1	term	growers
	Unintended environmental outcomes -				Yearly	Medium-	tCMS data on producers geo
	Deforestation or others					term	locaion and area mapping
	Total power used in factory in kw in previous				6 Monthly	Medium-	
	calendar year					term	
	Certified entities are formally registered		1	1	6 Monthly	Medium-	
					Yearly	Medium-	Verification of entity
ociety	Prevalence of child labour among certified entities						registrations, licenses
Society	Prevalence of child labour among certified entities					term	registrations, incenses
,					Yearly		On-site observations and
Entities become	Daily wage per day of 8 working hours paid to				Yearly Yearly	Medium-	
Entities become socially	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers				Yearly	Medium- Medium-	
Entities become	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary					Medium- Medium- Medium-	
Entities become socially responsible	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary workers				Yearly Yearly	Medium- Medium- Medium- term	
Entities become socially responsible	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary				Yearly	Medium- Medium- Medium- term Medium-	
Entities become socially responsible	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary workers Daily wage per day paid to male factory workers				Yearly Yearly Yearly	Medium- Medium- Medium- term Medium- term	
Entities become socially responsible	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary workers				Yearly Yearly	Medium- Medium- Medium- term Medium-	
Entities become socially responsible	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary workers Daily wage per day paid to male factory workers		1		Yearly Yearly Yearly	Medium- Medium- Medium- term Medium- term	
Entities become socially responsible	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary workers Daily wage per day paid to male factory workers Daily wager per day paid to female factory workers		1		Yearly Yearly Yearly Yearly	Medium- Medium- term Medium- term Medium-	
Entities become socially responsible	Daily wage per day of 8 working hours paid to Daily wage per day paid to male temporary workers Daily wage per day paid to female temporary workers Daily wage per day paid to male factory workers Daily wager per day paid to female factory workers Daily wage per day of 8 working hours, paid		1	1	Yearly Yearly Yearly Yearly	Medium- Medium- term Medium- term Medium- Medium-	

		 					· · · · · · · · · · · · · · · · · · ·
	Working condition of labour - working hours				Yearly		Entity data and records
	(unintended outcome for restriction in working					term	
	hour), facilities - canteen, toilet etc						
	Number of toilets planned to be constructed in				Yearly	Medium-	Visits and Discussions with
	current year					term	growers
	Number of toilets constructed in previous calendar		1	1	Yearly	Medium-	
	year					term	
	Hygiene and hygiene related practices in				6 Monthly	Medium-	
	plant/factory					term	
	Waste disposal practices				2 years	Long-term	1
	Amount of waste recycled	 			2 years	Long-term	1
	Practices on reuse of equipment and tools				Yearly	Medium-	
	Unintended societal outcomes on Payment of				Yearly	Mid-term	1
	legally mandated wages by verified factories and				rearry	wid-terill	
	gardens.						
	Training and awareness of staff and labour on safety				6 Monthly	Medium-	
	Only trained staff handle machines or hazardous				Yearly	Medium-	Verification of entity
	items					term	registrations/licenses on
							safety
Entities focus on	Number of employees trained on POSH ACT in		1	1	6 Monthly	Medium-	On-site observations and
safe working	Usage of safety equipment among staff and labour				6 Monthly	Long-term	
environment	Average number of minor accidents in past 6 months		1	1	6 Monthly	Long-term	Entity data and records
environment							
	Average number of major accidents in past 6 months		1	1	6 Monthly	Short-term	
	Safety equipment and features for				6 Monthly	Medium-	
	No. of staff not complying with age limits for				6 Monthly	Short-term	
	Existence of first-aid facilities		1	1	6 Monthly	Short-term	
	Presence of active POSH committee				6 Monthly	Medium-	
	% of women who know reporting process in case of		1	1	6 Monthly	Long-term	
	% of women saying they feel safe				6 Monthly	Long-term	
	% of women in Board of certified entities		1		6 Monthly	Long-term	
	% of women in staff		1	1	6 Monthly	Long-term	Board composition
Empowered	Wage comparison across gender for same level				2 years	Medium-	HR data
women & youth	Certified entities' initiatives towards women,				Yearly	Long-term	Salary data
	Per kg tea costs for the producer as uninteded				2 years		Onsite verifications and
	outcome for enforcing legally approved chemicals						survey
Economy	Financial viability of entities		1	1	Yearly	Long-term	Entity feedback
	Financial viability and stability of IPs		1	1	once in 3	Long-term	Survey Report
					years		
	Financial viability and stability of CBs		1	1	once in 3	Long-term	Financial reports of Trustea
Resilient,	Average wages and salaries at different levels		1		once in 3	Long-term	Feedback of IPs
economically					years		
viable working							
-							
environment							
	Average income of labour and other staff		1		once in 3		Feedback of CBs
	% women workers saying that wages of men and		1		Yearly		Entity HR records
							1 · · · · · · · · · · · · · · · · · · ·
Living wage &	Unintended economic consequences on growers,		1		Yearly	Medium-	Average income of labour

Availability of safe sustainabl produced tea	Quantity in kg of tea produced in previous calendar Ratio of verified : unverified tea produced by Increase in amount of certified tea produced in a % of certified tea target achieved for the period		1		early Monthly	Medium- Medium-	Survey and discussion with TCMS data	
safe sustainabl	Increase in amount of certified tea produced in a							
safe sustainabl				6	Monthly	Medium-		
						Long-term		
produced tea	Unintended impacts on tea industry				years	Short-term		
	Number of CPs and satisfaction of CPs with Trustea				years	Medium-		
	Geographic expansion and adoption of Trustea Code				years		Survey with community,	
	Financial sustainability of Trustea				years	<u> </u>	External Impact Assessment	
mpacts Sector/	Diversity of stakeholders				years	Long-term	Comparison of baseline-	Impact will be measured mostly
Landscape							endline data	through comprehensive Impact
Governance	Ability of Packers to command premium on certified			3	years	Short-term	Comparison of data with	Assessment studies done at an interval
	Relevance of Trustea code in context of the industry			3	years	Long-term	Analysis of TCMS and E-	of 3 years through independent
A robust, credit				3	years	Long-term	Stakeholder surveys - CP,	external agencies.
and self-financi	B Participation of Trustea in Policy Making -			3	years	NA	Comments from other	Impact Assessment should
verification	Governance of trustea - Board Composition, Meeting			3	years	Medium-	Minutes of the Trustea Board	involve technical analysis for measuring
scheme for the	Improved factory and plantation conditions			3	years	Medium-		environment impact, survey of
Indian domestic	High compliance of tea industry with regulations			3	years	Medium-		stakeholders, analysis of existing
tea market driv	n					term		reports, financial analysis of entities
by a combination								and Trustea.
of market								The results should be compared
								with Baseline and certain sample of
demand and								control group. It should also involve
ownership of th	2							qualitative data analysis.
tea industry								
stakeholder wh								
continue to own	,							
manage and								
review the code								
Business	Improved safety records			3	years	Long-term	External Evaluation	
Practices	Sustainable environmental practices			3	years	Long-term	Analysis of financial reports	
Buyers are able	National and international awards and recognition			3	years	Long-term	Analysis operational data of	
to source and	Positive media coverage of tea industry and Trustea			3	years	Long-term	Performance on output and	
	Financial sustainability of Trustea, IPs and CBs			3	years	NA	Media reports on tea	
producers are	Management processes at IPs, CBs and Trustea				years		Compliance status	
striving for	Improved living condition of labour and tea factory			4	years	Long-term	Analysis of financial reports	
continuous								
improvement ir							Survey of STGs, labour and	
addition to							Survey of STGs, labour and	
assurance of th							staff of entities; Comparison	
sustainability							of baseline-endline data and	
practices for the	ir						comparison of Treatment-	
product line.							Control group. Qualitative data.	
•							udid.	
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IEL								
pproved By: Rajesh Bhuya	tSTF LFA01 Dated 9.04.2024 (Rev - 2	)						
Director)		·						