

Goal

Enhancing the availability of Tea for the consumers produced in an environmentally sustainable and socially responsible supply chain that fosters economic viability

Logical Framework for Trustea Theory of Change : *Pathway to Achieve the Goal*



	Description	Indicators	Input data (Date of reporting)	Remarks	Critical indicators	Phase 1 indicators to start with	Frequency of reporting	Expected time for impact (ST= <=1 yrs; MT= >1-3 yrs; LT= >3 yrs)	Means of verification	Assumptions			
Activities	Code revision	Number of months from current date to last date of code revision					6 Monthly	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 major change in Govt. policy guidelines, industry practices, growth in size of			
		Number of months since last review of Code			1	1	6 Monthly	NA					
	Revision of assurance processes	Number of months from current date to last date of assurance process revision					6 Monthly	NA			SAA Policy document, SAA process review document, feedback of CBs on SAA revision	<ul style="list-style-type: none"> System assurance audit is not likely to be frequently required SAA will be annually reviewed to check its robustness 	
		Number of months since last review of SAA				1	6 Monthly	NA					
	Stakeholder												
	Meeting the entities	Number of entities met in a one-on-one meeting in last 6 months (Physical or online)					1	6 Monthly			Short-term	MIS data on meetings, Meeting minutes, Feedback from the organizations on sample basis	<ul style="list-style-type: none"> Trustea will regularly engage with existing partners Trustea will be making efforts to enroll and new partners Trustea will try to have partnerships with new CPs
		Number of non-member entities met in a one-on-one meeting in last 6 months						6 Monthly			Short-term		
Meeting the IPs	Number of IPs met in a one-on-one meeting in last 6 months (Physical or online)					1	6 Monthly	Short-term					
	Number of potential IPs met in one-one-one meeting in last 6 months						6 Monthly	Short-term					
Meeting the CBs	Number of meetings done with existing or potential CBs in last 6 months (Physical or online)					1	6 Monthly	Short-term					
Meeting the CPs	Number of CPs met in a one-on-one meeting in last 6 months (Physical or online)				1	1	6 Monthly	Short-term					

		Number of potential CPs met in a one-on-one meeting in last 6 months					6 Monthly	Short-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 level meets and partner-level meets to enhance awareness about Trustea and to deliberate on industry issues and
		Total number of organizations participated in workshops/seminars etc. in last 6 months					6 Monthly	Short-term		
Meeting other stakeholders		Number of one-on-one meetings done with Government officials/Tea Board/Auction houses in last 6 months			1	1	6 Monthly	Short-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 increase its relevance and for enhancing acceptability of code. It will also help in receiving diverse views on code.
Communication with stakeholders		Number of stakeholders to whom any marketing material about Trustea or code was sent in last 6 months					6 Monthly	Short-term	Emails, publications on social media, feedback from organizations, press release copies.	Trustea will leveraging social media and other communication methods for spreading awareness about code and to demonstrate success of code in the industry and with the consumers.
		Number of publications about Trustea or code published on social media in last 6 months					6 Monthly	Short-term		
Appeal and Grievance handling		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 CBs.	Entities, IPs and CBs are important stakeholders in the Code. For effective engagement, Trustea will be making efforts to manage appeals and grievances effectively and efficiently.
		Total grievance related open tickets from all stakeholders crossing 2 weeks of ticket date			1	1	Monthly	Short-term		
		% of entities, IPs and CBs satisfied with appeal			1	1	6 Monthly	Short-term		
		% of entities, IPs and CBs satisfied with grievance			1	1	6 Monthly	Short-term		
Certification process related engagement		Average TAT from date of application to issuance of certificate in last 6 months			1	1	6 Monthly	Short-term	TCMS data and feedback from CBs	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.
		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		
		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 code or process improvement		Number of entities, IPs and CBs contacted for code or process related feedback in last 6 months					6 Monthly	NA	Feedback from Entities, IPs and CBs	In order to keep the code and the associated processes relevant, trustea will have to regularly involve research and development activities. This will entail engagements with stakeholders
		Number of Secondary or primary research done for code or process revision in last 6 months				1	6 Monthly	NA	Feedback of concerned Trustea team, report on notes related to research	
Monitoring and Evaluation (for code and process improvement)		Number of pilots done related to code or process changes in last 6 months					6 Monthly	NA	Minutes of the Code Committee Meetings	Along with Research and Development, any identified changes related to code or process need to be assessed and checked and then proposed to the
		Number of code or process related changes proposed to Code committee in last 6 months					6 Monthly	NA	Feedback from Code Management team	

Improvement	No. of new processes started or modified in last 6 months				1	6 Monthly	NA	Evidence of new process implementation	Code committee. Thus, relevant 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 Committee for approval.
Training, support and advice	Number of off-line trainings done for entities in last 6 months					6 Monthly	Short-term	MIS reports on training, E-learning reports	Trustea will be conducting trainings of IPS and CBs. IPs will in turn support entities. Data of trainings will be systematically maintained.
	Training of entities	Number of on-line trainings done for entities in last 6 months				6 Monthly	Short-term		
		Number of entity staff trained in off-line trainings in last 6 months				6 Monthly	Short-term	Training reports	
		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	Short-term	Organization (Entities, IPs, CBs) 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					6 Monthly	Short-term		
		Number of entities provided handholding support during last 6 months			1	1	6 Monthly	Short-term	IPs will be providing handholding support and conducting Gap Analysis.
Handholding support to entities	Number entities for which gap analysis was done during last 6 months				1	1	6 Monthly	Short-term	Trustea will be monitoring these activities and will be maintaining data systematically for these activities.
		Average TAT between entity registration and NOC for entities provided NOC in last 6 months			1	1	6 Monthly	Short-term	
		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	Monthly	Short-term
Implementation	Number of active Consultants				1	Monthly	Short-term		Implementation Partners (IPs) will be directly responsible for providing support to entities and ensuring that they are ready for certification. Thus

	Partnerships	Number of IPs dropped out in last 6 months					6 Monthly	Short-term	IP feedback	they are ready for certification. In us, for trustee managing IPs i.e. their selection, training of IPs and overseeing	
		% of IPs satisfied with Trustea training, support or			1	1	6 Monthly	Short-term			
Outputs		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 have adequate resources in the form consultants to support entities. IPs support will lead to entities closing gaps for certification and receiving NOC	
		% of total entities registered for certification			1	1	6 monthly	Short-term			
	Capacitated entities	Average number of entities per IP						Monthly	Short-term	Entity feedback	
		Average number of entities supported per						Monthly	Short-term		
		% of entities satisfied with the support received from				1	1	6 Monthly	Short-term	TCMS data	Various activities of Trustea and handholding support provided by IPs will result in increase in certifications. Number of CBs and their auditors may also increase with increase in number of certification demand. CBs should have adequate capacity and resources to cater to the demand of certification.
		Number of active CBs				1	1	Monthly	Short-term		
	Trustea Certifications	Number of Auditors						Monthly	Short-term	TCMS data	
		Number of CBs dropped out in last 6 months						6 Monthly	Short-term		
		Number of certifications done during last 6 months				1	1	6 Monthly	Short-term		
		Number of final certificates issued during last 6				1	1	6 Monthly	Short-term		
		Total number of active certified entities				1	1	Monthly	Short-term		
		Total cumulative certified entities					1	Monthly	Short-term		
		% of CBs satisfied with Trustea training, support or						6 Monthly	Short-term		
		% of entities satisfied with the certification process				1	1	6 Monthly	Short-term		
	Non-member entities adopt improved practices through learning, replication, and supportive	Number of first time registrations of entities on						6 Monthly	Short-term	TCMS data	It is assumed that with the spreading awareness on sustainability, new entities will also be interested in adopting sustainable practices. They would also be interested in receiving handholding support and receiving certification.
		Number of first time entities being provided hand-holding support						6 Monthly	Short-term		
		Number of first time entities received NOC in last 6 months						6 Monthly	Short-term		
		Number of first time entities received certification in last 6 months				1	1	6 Monthly	Short-term		
	Certified producers and supply chain able to demonstrate supply of responsibly produced tea	% of active certified entities able to sell to responsible buyers in last 6 months				1	1	6 Monthly	Short-term	TCMS data; Tracetee data; Entity sale records; Entity survey	If certified entities are able to demonstrate responsibly produced tea, they should be able to sell to more number of responsible buyers. The volume of responsibly sold tea should increase. The % of responsibly sold tea in the total tea sold by entities should increase. Further, 'seal on pack' which signifies verified and responsibly produced tea, should have increased demand. More number of packers will take seal on pack.
		Amount of trustea certified tea sold to buyers in last 6 months				1	1	6 Monthly	Short-term		
% of total tea produced by certified entities sold to responsible buyers in last 6 months					1	1	6 Monthly	Short-term			
Number of entities registered with Tracetee							Monthly	Short-term			
Number of Tea growers registered with Tracetee							Monthly	Short-term			
Number of Agents/SHGs/Lead Farmers registered with Tracetee							Monthly	Short-term			
Amount of tea sold using Tracetee data for verification in last 6 months					1	1	6 Monthly	Short-term			
Number of packers using 'seal on pack' with trustea verified tea in last 6 months					1		6 Monthly	Medium-term			
Amount of trustea verified tea sold with 'seal on pack' in last 6 months					1		6 Monthly	Medium-term			
% of entities saying Trustea certification has helped in demonstrating sustainable tea production to the					1	1	6 Monthly	Short-term	Entities feedback		

		Number of buyers endorsing Trustea certification			1	1	6 Monthly	Short-term	Feedback surveys with stakeholders, TCMS data	If Trustea has a relevant and credible code, it will be reflected by its increased acceptance among high number of domestic buyers, Government entities, Auction houses and traders endorsing Trustea code and asking for it from suppliers. This will result in increase in sale of Trustea certified tea. With increase in demand, Trustea operations and revenues as well as profits from code and tea verification related activities will increase.			
Relevant and credible Trustea Code		Approx. % of total tea produced in the country			1	1	6 Monthly	Short-term					
		Number of entities who received NOC in last 6			1	1	6 Monthly	Short-term					
		% of entities due for renewal not applied for renewal			1	1	6 Monthly	Short-term					
		No. of Government/Tea Board/Auction Houses					6 Monthly	Medium-					
		Number of countries accepting trustea certification					Yearly	Long-term					
		Number of international agencies accepting trustea					Yearly	Long-term					
		Amount of tea exported using trustea certification					Yearly	Long-term					
		% of certified entities saying code is relevant			1	1	6 Monthly	Short-term					
		% of certified entities reporting that code is					6 Monthly	Short-term					
		Number of revenue generating partners of Trustea					6 Monthly	Medium-					
		Total revenue generated by Trustea (without grants)					6 Monthly	Medium-					
		Total profits of Trustea (without grants) in last 6					6 Monthly	Medium-					
		Profitability of trustea: Profit/Revenue of Trustea					6 Monthly	Medium-					
		Number of IPs operating viably			1	1	6 Monthly	Short-term					
	Number of CBs operating viably			1	1	6 Monthly	Short-term						
	Number of SAA done in last 6 months			1	1	6 Monthly	Short-term	TCMS reports					
Credible assurance system		% of certified entities in last 6 months for which SAA			1	1	6 Monthly	Short-term	Financial reports of Trustea	A credible assurance system will be reflected by the number of assurance audits done. Credible assurance process will ensure that certain reasonable % of certified entities are subject SAA. SAA will also have Trustea's direct engagement in assurance process. Entities certified by all CBs being audited. The entities should also have confidence on the SAA process.			
		Number of SAA done by Trustea officials in last 6					6 Monthly	Short-term					
		% of entities with active certification for which SAA					6 Monthly	Short-term					
		Ratio of Trustea/CB SAA done					6 Monthly	Short-term					
		Number of decertified entities whose appeal				1	6 Monthly	Short-term					
		Number of active certified entities whose Internal					6 Monthly	Short-term					
		Number CBs whose certified entities' SAA not done					6 Monthly	Short-term					
		Number of CBs who have not done SAA for over 6					6 Monthly	Short-term					
		Number of entities who have not submitted IA				1	6 Monthly	Short-term					
		% of entities satisfied with SAA process			1	1	6 Monthly	Short-term					
		Number of people receiving e-learning certificate in			1	1	6 Monthly	Short-term					
	Accessibility and understanding of Trustea Code		Cumulative number of e-learning certificates issued			1	1	6 Monthly			Short-term	TCMS reports, Feedback survey with Entities	- Data from E-learning platform, Data from TCMS, Feedback survey with entities, IPs and CBs. - Consumer sample surveys
			Total number of people trained through offline					6 Monthly			Short-term		
			Number of new entities registered on TCMS in last 6					6 Monthly			Short-term		
		Number of entities rejected for enrollment, based on					6 Monthly	Short-term					
		% of entities saying they do not understand the					6 Monthly	Short-term					
		% of entities saying they understand the Code			1	1	6 Monthly	Short-term					
		% of entities satisfied with their IP partners'			1	1	6 Monthly	Short-term					
		% of entities satisfied with the trainings on codes					6 Monthly	Short-term					
		% of entities satisfied with Gap analysis					6 Monthly	Short-term					
		% consumers aware about Trustea					once in 3	Long-term					
		% consumers aware about 'Seal on Pack'					once in 3	Long-term					
		% of consumers aware about significance of 'Seal on					once in 3	Long-term					
		Number of IPs dropped out in last 6 months					6 Monthly	Short-term					
		% of IPs satisfied with the training of Trustea for					6 Monthly	Short-term					
	% of Consultants who say they fully understand the			1	1	6 Monthly	Short-term						

		% of CBs satisfied with the enrollment process					6 Monthly	Short-term		and certification efficient. IPs and CBs should also not face complication in conducting their activities. Their		
		% of CBs satisfied with the training of their Auditors					6 Monthly	Short-term				
		% of Auditors who say they fully understand the			1	1	6 Monthly	Short-term				
Ouctomes	Commitment to sustainable practices	Existence of Board approved policies on - Commitment to Trustea Code; Policy on Ethics in certified entities			1	1	6 Monthly	Short-term	Board approved policies; evaluation of compliance process; Evaluation of data management system of entities. TCMS and Tracetea evaluation.	<ul style="list-style-type: none"> •Outcome indicators can be measured if baseline data is available. Baseline data should be collected before the 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. •Majority of the outcome related changes will be measured through external evaluation. •Outcome measurement should involve technical analysis for 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. 		
	<i>Environment</i>	Soil test reports and data collection			1	1	2 years	Long-term	Technical analysis - comparison of baseline-endline and comparison with Data and records of entities			
	Climate resilient		Level of soil fertility - Level of N, P, K in soil			1	1	6 Monthly	Short-term		Verification of certificates	
			Consumption of irrigation water per unit of					2 years	Long-term			
			Measure of level of soil erosion						Yearly		Medium-term	
			Quantity of liquid PPF used in the previous year in litres.						Yearly		Medium-term	
			Name of the bio-fertilizer in use.						Yearly		Medium-term	
			Dose of the bio-fertilizers.						Yearly		Medium-term	
			Quantity of liquid PPF used in the previous year in liters						Yearly		Medium-term	
			Quantity of non-liquid PPF used in previous calendar year in kgs.						Yearly		Medium-term	
			Quantity of non-liquid PPF used in previous calendar year in kgs			1	1	6 Monthly	Medium-term			
			Average amount of chemical fertilizers used per unit						6 Monthly		Medium-term	
			Average amount of organic fertilizer used per acre of			1	1	6 Monthly	Medium-term			
			Fertilizer consumption as per guidelines			1	1	2 years	Medium-term			
			Level of emissions as per guidelines						6 Monthly		Medium-term	Observations and evaluation
	Good Natural Capital Management		Practices on protection of natural and native vegetation around plantation of certified entities					Yearly	Medium-term		Discussion with entities	
			Number of workers trained in use of PPE for their area of work in handling/ spraying chemicals					Yearly	Medium-term			
			Number of workers who work in handling/spraying chemicals			1	1	6 Monthly	Medium-term			
			Soil conservation practices among certified entities			1	1	6 Monthly	Medium-term			
			Water conservation practices among certified						Yearly			Medium-term
			Quantity of water liters used in the factory in the previous calendar year						Yearly			Medium-term
			Number of dwellings without adequate toilet facilities as per legal requirements			1	1	6 Monthly	Medium-term			
			Existence of sewage treatment facilities in certified						Yearly			Medium-term

		If firewood is used for heating total kgs of firewood used in previous calendar year				Yearly	Medium-term		
		If fuel oil is used, total liters of fuel used for heating in previous calendar year.				6 Monthly	Medium-term		
Circular economy in the tea Industry		Method of fertilizer storage among certified entities				2 years	Long-term	Observations and evaluation	
		Engagement of certified entities with other socially				6 Monthly	Medium-	Discussion with entities	
		Recycle and reuse practices among entities				Yearly	Medium-		
		Percentage of organic fertilizers in total fertiliser application in previous calendar year				Yearly	Medium-term		
		Quantity in kgs of organic fertilizer used in previous calendar year				2 years	Medium-term	Visits and Discussions with growers	
		Use of other environment friendly practices among				Yearly	Medium-		
		Area in hectare of afforestation in the previous calendar year		1	1	Yearly	Medium-term		
		Unintended environmental outcomes -				Yearly	Medium-		
	<i>Society</i>		Total power used in factory in kw in previous calendar year				6 Monthly	Medium-term	Verification of entity registrations, licenses
Entities become socially responsible		Certified entities are formally registered		1	1	6 Monthly	Medium-	On-site observations and	
		Prevalence of child labour among certified entities				Yearly	Medium-		
		Daily wage per day of 8 working hours paid to temporary workers				Yearly	Medium-term		
		Daily wage per day paid to male temporary workers				Yearly	Medium-		
		Daily wage per day paid to female temporary				Yearly	Medium-		
		Daily wage per day paid to male factory workers				Yearly	Medium-		
		Daily wager per day paid to female factory workers				Yearly	Medium-		
		Daily wage per day of 8 working hours, paid permanent workers		1	1	6 Monthly	Medium-term	Entity data and records	
		Compliance with labour laws, minimum wages, PF,		1	1	6 Monthly	Medium-	Visits and Discussions with	
		Working condition of labour - working hours,				Yearly	Medium-		
		Number of toilets planned to be constructed in current year				Yearly	Medium-term		
		Number of toilets constructed in previous calendar year		1	1	Yearly	Medium-term		
		Hygiene and hygiene related practices in				6 Monthly	Medium-		
		Waste disposal practices				2 years	Long-term		
		Amount of waste recycled				2 years	Long-term		
		Practices on reuse of equipment and tools				Yearly	Medium-		
		Unintended societal outcomes				Yearly	Short-term	Verification of entity	
Entities focus on safe working environment		Training and awareness of staff and labour on safety				6 Monthly	Medium-	On-site observations and	
		Only trained staff handle machines or hazardous				Yearly	Medium-		
		Number of employees trained on POSH ACT in previous calendar year		1	1	6 Monthly	Medium-term	Entity data and records	
		Usage of safety equipment among staff and labour				6 Monthly	Long-term		
		Average number of minor accidents in past 6 months		1	1	6 Monthly	Long-term		
		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		
	Empowered women & youth	% of women in Board of certified entities		1	1	6 Monthly	Long-term	Board composition	
		% of women in staff		1	1	6 Monthly	Long-term	HR data	
		Wage comparison across gender for same level				2 years	Medium-	Salary data	
	<i>Economy</i>	Certified entities' initiatives towards women, children and youth development				Yearly	Long-term	Onsite verifications and	
		Financial viability of entities		1	1	Yearly	Long-term	Entity feedback	
	Resilient, economically viable working	Profits of Trustea (Financial sustainability of Trustea)				once in 3 years	Long-term	Financial reports of Trustea	
		Financial viability and stability of IPs		1	1	once in 3	Long-term	Feedback of IPs	
		Financial viability and stability of CBs		1	1	once in 3	Long-term	Feedback of CBs	
	Living wage & living income	Average wages and salaries at different levels		1		once in 3	Long-term	Entity HR records	
		Average income of labour and other staff		1		once in 3	Long-term	Average income of labour	
		% women workers saying that wages of men and		1		Yearly	Medium-	Survey and discussion with	
		Unintended economic consequences on growers,		1		Yearly	Medium-	Survey and discussion with	
	Availability of safe sustainably produced tea	Volume of certified tea produced				Yearly	Medium-	TCMS data	
		Quantity in kg of tea produced in previous calendar year		1	1	Yearly	Medium-term		
		Ratio of verified : unverified tea produced by				6 Monthly	Medium-		
		Increase in amount of certified tea produced in a				6 Monthly	Medium-		
		% of certified tea target achieved for the period				6 Monthly	Long-term		
		Unintended impacts on tea industry				3 years	Short-term	Survey with community,	
								External Impact Assessment	
Impacts	<i>Sector/ Landscape Governance</i>	Number of CPs and satisfaction of CPs with Trustea code and initiatives				3 years	Medium-term	Comparison of baseline-endline data	
		Geographic expansion and adoption of Trustea Code				3 years	Long-term	Comparison of data with	
		Financial sustainability of Trustea				3 years	Long-term	Analysis of TCMS and E-	
		Diversity of stakeholders				3 years	Long-term	Stakeholder surveys - CP,	
		Ability of Packers to command premium on certified				3 years	Short-term	Comments from other	
		Relevance of Trustea code in context of the industry				3 years	Long-term	Minutes of the Trustea Board	
		Participation of Trustea in Policy Making -				3 years	Long-term		
		Participation of Trustea in Policy Making -				3 years	NA		
	<i>Business Practices</i>	Governance of trustea - Board Composition, Meeting				3 years	Medium-	External Evaluation	
		Improved factory and plantation conditions				3 years	Medium-	Analysis of financial reports	
		High compliance of tea industry with regulations				3 years	Medium-	Analysis operational data of	
		Improved safety records				3 years	Long-term	Performance on output and	
		Sustainable environmental practices				3 years	Long-term	Media reports on tea	
		National and international awards and recognition				3 years	Long-term	Compliance status	
		Positive media coverage of tea industry and Trustea				3 years	Long-term	Analysis of financial reports	
		Financial sustainability of Trustea, IPs and CBs				3 years	NA		
									<ul style="list-style-type: none"> Impact will be measured mostly through comprehensive Impact Assessment studies done at an interval of 3 years through independent external agencies. Impact Assessment should involve technical analysis for 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. It should also involve qualitative data analysis.

	improvement in addition to assurance of the sustainability practices for their product line.	Management processes at IPs, CBs and Trustea Improved living condition of labour and tea factory staff - income levels, asset ownership, children education level, social security level, financial inclusion, safety records, gender ratio in tea industry, gender equality in pay and wages, staff satisfaction					3 years 4 years	Long-term Long-term	Survey of STGs, labour and staff of entities; Comparison of baseline-endline data and comparison of Treatment-Control group. Qualitative data.	
--	--	--	--	--	--	--	--------------------	------------------------	--	--

Prepared By: Anandita Ray Mukherjee (Sr. Manager Assurance System)

Approved By: Rajesh Bhuyan (Director)

tSTF LFA01 Dated 28.07.2023 (Rev - 1)