



# TEA ACTION PROJECT

Empowering Tea Growing Communities

NEWSLETTER 2023





# THE FEMINISATION OF LEADERSHIP

On a bright summer morning earlier this year, as I was sipping on my morning cup of tea and browsing through the newspapers, I noticed the barrage of advertisements on International Women's day celebrations. There were numerous articles that promoted women's equality and several products on offer from red roses to t-shirts with slogans. These articles celebrated women CEO's, CFO's and founders of new age start up's. It was heartwarming to see that over the years, the barricades that prevented women from permeating into previously male-dominated spaces have now slowly started getting eroded, paving the way for more women to create revolutionary changes in the world around us.

In India, we are seeing a rising trend in women leaders in agriculture. Over the last decade we have witnessed the "feminisation" of our agriculture sector, a trend that encapsulates the changing role of women in agriculture- assuming roles of cultivators, labourers and entrepreneurs. Take the example of Kamala Pujhari, an award winning tribal paddy farmer and agricultural activist who rallied against chemical farming and promoted the use of bio-fertilisers and sustainable farming practices in her village. Trinity Saioo a turmeric farmer, single handedly helped turn the lives of more than 800 farmers in the Jaintia Hill region of Meghalaya. A home-maker turned agricultural activist, Trinity Saioo leveraged her teaching experience to help women farmers learn the basics of starting a successful organic turmeric venture. These women leaders have one common thread- they are passionately committed to creating a better life for themselves, their families and communities that they live in.

Women demonstrate leadership every day, even when they are not bestowed with an office or official title. Whether it's a woman in a tea factory, a farm, a stay-at-home mom, or a woman leading a multi-billion dollar business, there is a common thread amongst us all: it is our innate ability to be a driving force and catalyst for change against all odds. This innate ability or skill that I am referring to is empathy, and it is nothing short of a super power that can transform relationships, teams, communities, organisations and countries. The importance of empathetic leadership has received increased recognition by social scientists in recent years. The leadership styles that women have traditionally and inherently demonstrated- empathy, vulnerability, gratitude- are more important and relevant now than ever before.

In urban organisational setups too, where there are women leaders, there has been a tremendous shift away from hard leadership to a soft and collaborative form of leadership. In this new style of leadership, work is no longer ordered from above but powered from within. The world needs more leaders who have a clear vision, can communicate that vision in an inspiring and memorable way, who work hard and are committed to the goals of the community, organisation or country. We still need leaders who act with integrity, honesty, and transparency and most importantly connect with their people from a place of heart, unity and togetherness. Without heart, it isn't possible to create passion, dedication, and lasting change in your business. And how do people respond when their leaders act this way? They pledge their loyalty, trust, and commitment to that leader, which results in greater productivity, innovation, and creativity. Who wouldn't want that?

Ashwini Sashidhar





# THE FUTURE IS FEMALE





WE  
CAN  
DO IT!



In a department full of men, Ancy's gentle smile, calm demeanour and feminine grace are her biggest superpowers!

## FEMININE GRACE

Conscientious, pious, nurturing and loving, Cecilia exudes a balanced positive and motherly energy in our office.



From not being able to speak and comprehend English with fluency when she joined us in 2005, Seena has crossed through barriers of inequality, language, culture, & geography to become the Head of Exports at TPI. She also speaks and writes fluent English now!



The Work-Family balance is the biggest struggle women face across the world. Aruna's response to this challenge is that you can't do a good job if your job is all you do.

Embodying the portrait of a gentle warrior, Bhavana has always had to prove twice more than her male counterparts in her field to rise up the ranks. Today she is the only female tea garden manager in Darjeeling. Her empathetic leadership style has created lasting impact in the community and tea garden that she manages.



## SUPER MOMS!

One of the hardest things for a new mom is chasing the balance of working a job that they want and being the mom that they envisioned. Rima says, "Mom guilt is real and I am consciously focusing on each moment rather than a grand big picture."



Transitioning back to work postpartum isn't a smooth run. However, with the help of a solid support system back home, the ever smiling Soma is reclaiming her career one baby step at a time.

Most village committees in India are male dominated. Dhana Gurung, a mid-wife by profession is breaking gender barriers in Samabeong by heading the Fairtrade Premium Committee and championing women rights causes.




## GRASSROOT LEADERS

Mid-Management roles in most tea gardens are always male dominated. Juran Bhandari is changing these century old traditions and is the female factory head clerk in Seeçok tea garden.



POWER  
OUR  
WOMEN





# WOMEN

## OF THE FUTURE PROGRAM

As part of our ongoing women's empowerment programs through the year, we organised a series of workshops with a specialist organisation across all our tea gardens. In Seeyok and Selimbong, we joined forces with the special officers of the West Bengal Police and organised a workshop on safety and self defence for all members of the women's committee. Headed by a female officer the team educated and created awareness among our women about their legal rights, domestic violence, marital abuse helpline numbers to call in case of an emergency, and basic self defence that might be helpful!

The next series of workshops we organised was in association with Salesian College, Sonada. The theme for the workshop this year at Salesian College was 'Entrepreneurship and Income Augmentation' for the women members of our tea gardens. Representatives from Salesian College conducted a weekend-long interactive workshop with our women group on the fundamentals of creating a small business, money management, opening bank accounts, capital investments, idea generation for small businesses, opportunity evaluation, planning, launching and growth. The workshop aimed to develop entrepreneurial and activity oriented skills among the women to help them in turn create small micro-enterprises. A total of 25 women participated in the workshop from each tea garden.

While we focussed on the women, we also couldn't leave the children and young one's out of our special programs. In Chardwar, we recently built a playground for children. Community playgrounds offer a multitude of benefits that go far beyond aesthetics and giving kids something fun to do. They are the heart of a community and an indispensable gathering space that can benefit everyone. Playgrounds provide children the opportunity to practice and hone key skills including social, emotional, cognitive and physical behavior.





**THE ENTREPRENUERSHIP AND INCOME AUGMENTATION PROGRAM  
IN COLLABORATION WITH SALESIAN COLLEGE**



**THE WORKSHOP WITH THE SPECIAL FORCES OFFICERS WITH  
THE WOMEN OF SEEYOK AND SELIMBONG**



**DISTRIBUTION OF UNIPADS REUSABLE SANITARY NAPKINS**





PLAY  
LEARN  
DREAM





# PHENOMENAL WOMAN

BY MAYA ANGELOU

One of my most favourite poems is Maya Angelou's 'Phenomenal Woman'. I read it many years ago as a teenager and have never forgotten it since because it is such a positive affirmation and celebration of feminine energy. She uses simple and unsophisticated language to convey how a woman is typically seen in society and that a woman can truly be phenomenal and exceptional if she believes herself to be. She challenges restrictive notions of feminine beauty and speaks about an inner beauty and grace that only comes from a place of self confidence and self acceptance.

Pretty women wonder where my secret lies.  
I'm not cute or built to suit a fashion model's size  
But when I start to tell them,  
They think I'm telling lies.  
I say,  
It's in the reach of my arms,  
The span of my hips,  
The stride of my step,  
The curl of my lips.  
I'm a woman  
Phenomenally.  
Phenomenal woman,  
That's me.

I walk into a room  
Just as cool as you please,  
And to a man,  
The fellows stand or  
Fall down on their knees.  
Then they swarm around me,  
A hive of honey bees.  
I say,  
It's the fire in my eyes,  
And the flash of my teeth,  
The swing in my waist,  
And the joy in my feet.  
I'm a woman  
Phenomenally.

Phenomenal woman,  
That's me.

Men themselves have wondered  
What they see in me.  
They try so much  
But they can't touch  
My inner mystery.  
When I try to show them,  
They say they still can't see.  
I say,  
It's in the arch of my back,  
The sun of my smile,  
The grace of my style.  
I'm a woman  
Phenomenally.  
Phenomenal woman,  
That's me.

Now you understand  
Just why my head's not bowed.  
I don't shout or jump about  
Or have to talk real loud.  
When you see me passing,  
It ought to make you proud.  
I say,  
It's in the click of my heels,  
The bend of my hair,  
The palm of my hand,  
The need for my care.  
'Cause I'm a woman  
Phenomenally.  
Phenomenal woman,  
That's me.





# REGENERATIVE AGRICULTURE



Regenerative Agriculture represents more than a shift of practices. It represents a paradigm shift in our cultures relationship to nature.  
-Charles Eisenstein



“TO FORGET HOW TO DIG THE EARTH AND TEND THE SOIL IS TO FORGET OURSELVES.”—MAHATMA GANDHI

For too long we humans have looked at soil as merely something to hold plants up. The truth is soil is the greatest connector of our lives, the source and destination of all. It is such a marvelous, complex and dynamic substance that it is very hard to measure or describe. There are a host of small, medium, and large organisms that live in soils, including mammals, birds, insects, and protozoa. But the greatest biodiversity lies in the soil microbes — the bacteria, fungi, and archaea. A teaspoon of rich soil can contain one billion bacteria. Our food and our life ultimately come from the soil. Plants use sunshine, carbon dioxide, water and soil nutrients to make food by photosynthesis. Animals eat these plants, and plant and animal wastes are returned to the soil for recycling by microorganisms. This cycle with all its organisms and interactions is called an ecosystem and the interdependency of each organism on another makes this ecosystem highly sensitive and fragile. Too much or too little of something will cause changes throughout the cycle and the balance will be upset. Man is only a temporary custodian of this soil and unfortunately we have done so little, during our brief time on this planet, to preserve and conserve this beautifully balanced and marvelous ecosystem.

#### BUT WHY IS SOIL IMPORTANT?

Carbon is stored in six main reservoirs on our planet: fossils, the ocean, the atmosphere, plants, rocks and the soil. Soils, when healthy, produce more food, retain more water and sequester significant quantities of carbon from the atmosphere.

But our soils need our help. Industrial agriculture with its use of synthetic fertilizers and pesticides, large scale monoculture farming, rampant deforestation, pollution, carbon emissions, are slowly killing soil life essential to building organic matter. What most people don't realize is that poor soil health is one of the many causes of climate change we are experiencing today.

The solution however is clear, cost-effective, scientific and sustainable- **Regenerative Organic Farming**. A holistic biological approach to farming that is superior to organic farming, where the focus is on rebuilding topsoil by reducing tillage, promoting agroforestry, encouraging animal grazing, restoring natural nature cycles and ecosystems while also supporting agricultural communities living within these fragile ecosystems.



FARMING FOR THE FUTURE



# CHARDWAR TEA GARDEN IS THE FIRST TEA GARDEN IN THE WORLD TO BECOME REGENERATIVE ORGANIC CERTIFIED!



Regenerative  
Organic  
Certified™

## CERTIFICATION ACKNOWLEDGMENT

This is to certify that

**Chardwar Tea Estate DBA Kesar Commercial Pvt Ltd**  
Chardwar Tea Estate Chari Duar Gaon  
Chariduar, Assam 784149 INDIA

has been inspected and assessed under the ROC Framework for  
REGENERATIVE ORGANIC CERTIFIED™:

### ROC SILVER LEVEL

for the following pillars:

- ✓ Soil Health and Land Management
- ✓ Farmer and Worker Fairness

**CERTIFIED ROC CROPS AND LOCATIONS:** See Client Profile

**CERTIFIED BY:** Ecocert Environnement

**SINCE:** 17 Oct 2022

**CERTIFICATION ISSUE DATE:** 20 Mar 2023

**ANNIVERSARY DATE:** Certified operations are required to submit annual updates to ROA by January 1 of each year.

**CERTIFICATION NUMBER:**

**AUTHORIZED BY:**

*Elizabeth Whitlow*

Elizabeth Whitlow, Executive Director



# THE CHARDWAR MODEL OF REGENERATIVE ORGANIC AGRICULTURE

Our Regenerative farming practices in Chardwar tea garden are rooted in organic farming but have higher standards of land management to sequester carbon in the soil and reduce greenhouse gas emissions.

Our belief as an organization is that by adopting regenerative agriculture practices in Chardwar, we can create a more resilient and healthy tea garden while also restoring the overall ecosystem health of the people and community. We practice the following principles of Regenerative farming:

1. Keeping the top soil covered and moist.
2. Maintaining a healthy root system in our tea bushes.
3. Minimising soil disturbance by not using tilling machines and practising only hand tilling.
4. Agroforestry or forest planting of a mixed variety of trees, shrubs and leguminous plants.
5. Silvopasture or intergrating livestock into our farming practices.

IMPROVING  
CROP  
PERFORMANCE  
AND OVERALL  
BIODIVERSITY

LOWERING  
CARBON DIOXIDE  
CONCENTRATION  
IN THE  
ATMOSPHERE

SUSTAINING SOIL  
COMPOSITION  
TO COMBAT SOIL  
DETERIORATION





## KEEPING TOP SOIL COVERED:

Keeping the soil covered between the tea bushes with the help of small leguminous plants or cover crops reduces runoff and therefore prevents top soil erosion. It also keeps the soil aerated and moist which indirectly creates ideal livable root temperatures for soil bacteria. When manual weeding is done, we do not throw away the weeds, but rather place the cut and discarded weeds around the tea bushes as mulch in order to create a passive external soil armour.

## MINIMISE SOIL DISTURBANCE:

Tillage is very important for successful tea cultivation because it helps in creating channels of movement for water, oxygen and nutrition throughout the soil. Organic farming emphasises on minimum tillage and disturbance to the top soil using heavy machinery. In Chardwar we practise hand tilling for land preparation and weeding. Crop residues and weeds are left to cover soil surfaces throughout the year, eventually turning into mulch that feeds soil microorganisms and accelerates the process of storing more carbon in the soil.

## AGROFORESTRY AND SILVOPASTURE:

Agroforestry and Silvopasture are both integral parts of Regenerative Organic farming practices. Agroforestry involves creating a microclimate within the tea garden by planting a diverse variety of trees, shrubs, plants and farm crops in an integrated and cohesive manner. Silvopasture is the practice of integrating livestock within the same farm by planting trees that are beneficial to grazing animals.

In Chardwar, we optimise our interactions between plants, animals, humans and the environment while also taking into consideration the social-economic aspects of the community living within the tea garden by practising agroforestry along with Silvopasture. We have planted forest buffers along the boundary of the tea garden to filter pesticides, pollution and waste from run-off. We have planted fruit trees and grasses between rows of tea bushes for cows and goats to graze. Workers who have livestock are allowed to let their cattle graze in select parts of the tea garden, and the cow dung that is generated is collected and used for making plant manure and compost. Both these practices have huge social, economic and environmental benefits to the Chardwar community.



Living Roots



Hand Tilling



Manure Pits



Forest Farming





# THE DARJEELING SAGA

THE STORY OF THE AILING  
BREW AND WHAT WE CAN  
DO TO SAVE IT.





## Why The World-Famous Darjeeling Tea Is Facing Crisis?



Pooja Yadav

Updated on Dec 06, 2022, 12:00 IST · 3 min read



TEA NANNY

### Why Darjeeling tea needs your help

Darjeeling tea, the first Indian product to get the Geographical Indication (GI) back in 2004, is facing a crisis



Many tea gardens are reportedly up for sale (iStockphoto)

## Darjeeling tea industry is in peril. Here's how to fix it

By Sparsh Agarwal

Oct 10, 2022 02:31 PM IST



Despite its complicated history, fame, and the growing global demand for fine teas, Darjeeling's premier position in the trade is in peril, with a dangerous combination of factors bringing it to the cusp of a crisis.



PREMIUM

The Economist

Menu Weekly edition The world in brief Search

The Economist explains

### Why Darjeeling tea may face extinction

Knockoff teas from Nepal are stealing global demand and climate change is shrinking supply



## WHY DARJEELING IS IMPORTANT FOR THE GLOBAL TEA INDUSTRY

Darjeeling tea has been India's national pride for over 200 years now. Known as the champagne of teas, the word conjures up images of high mountains, lush green landscapes, terroir, uniqueness and high life. However in recent years, behind this picturesque veil, is a story of immense struggle and decline. The above newspaper articles have elucidated in length about the future of the Darjeeling tea industry. In the last two years alone, almost 25 tea gardens have seen new ownership as it is becoming extremely difficult to operate these gardens with the current cost structures and production figures. This figure is equivalent to a staggering 30% of all Darjeeling tea gardens that have been put on the market for sale in the last few years.

Climate change, recession in global markets, and the mismatch between production costs and its price are some of the major reasons for this ongoing struggle. Through this article we wish to highlight and detail how various economic, environmental and political factors are impacting the future of this industry and what are the measures we are taking at Tea Promoters India to overcome these challenges at an organisational level.



# PROBLEMS THE INDUSTRY IS FACING

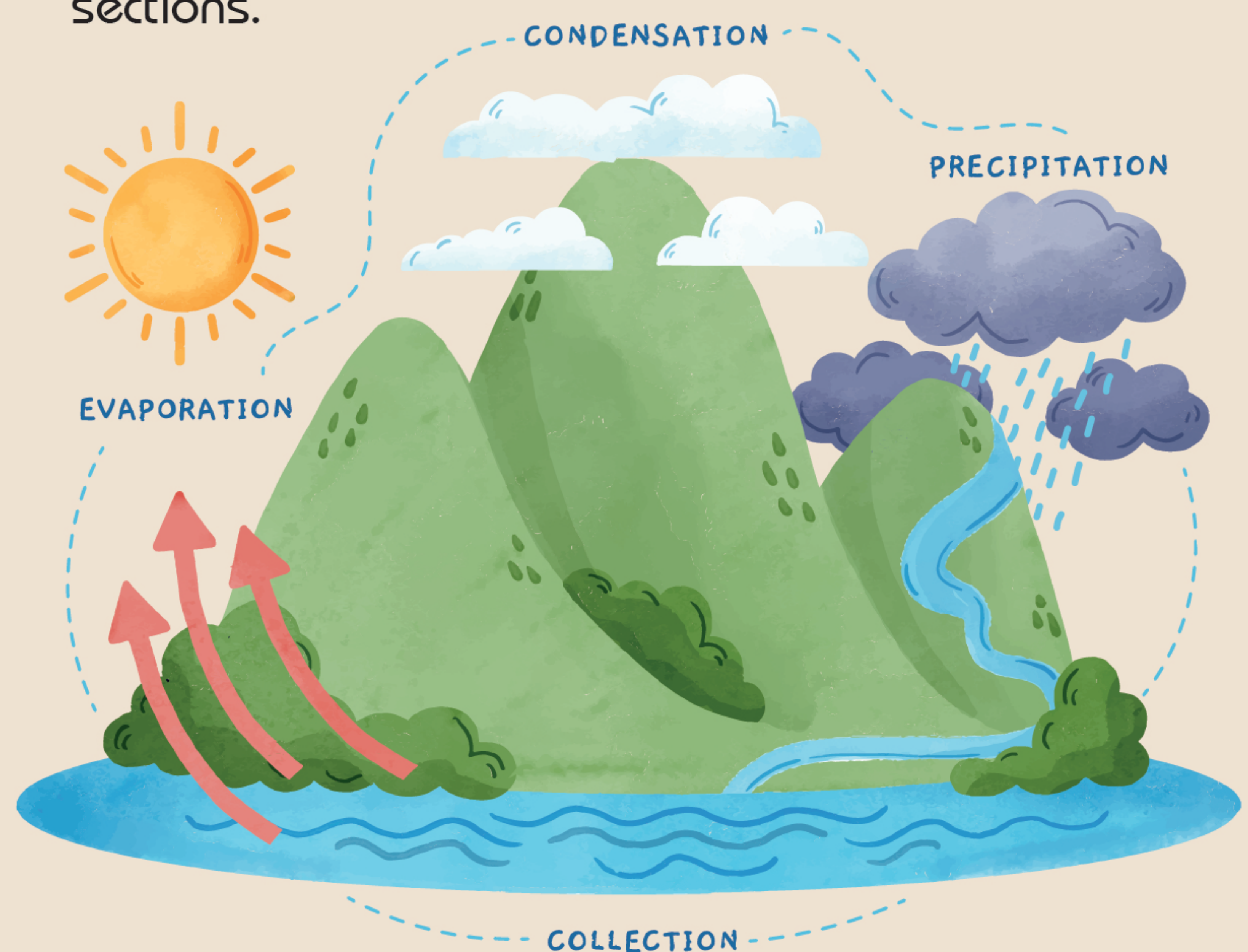


## WHAT ARE WE DOING ABOUT IT?

### TREES CAN BEAT THE RISING HEAT:

Darjeeling has always enjoyed a cool climate. The cool climate along with the elevation is what makes the tea grown in this region unique and extraordinary. According to an article published by the Intergovernmental Panel for Climate Change (IPCC) in 2022, Darjeeling is expected to see a temperature rise of 5.4 degrees Celsius between 2015 and 2100. This rise in average temperature is one of the most important indicators of climate change in Darjeeling. Warmer temperatures will alter yields, harvest seasons and ultimately the unique taste, profile and flavour of Darjeeling tea. In the last 5 years alone, we have witnessed severe droughts during spring, hailstorms in the First Flush season and non seasonal rains and flash floods throughout the year. As the Earth's atmospheric temperatures gradually increase, they hold more moisture. This means that more rainfall comes in short intense downpours, which ultimately washes away the precious top soil of our Darjeeling hills.

One way to reverse the impact of rising temperatures is to create forests within our gardens by planting a wide variety of shade trees, avenue and fruit bearing trees. Trees are symbols of hope, life and transformation. They produce a conducive microclimate and also create a break from the monocultures of tea sections.





## BREAKING POWER STRUCTURES AND EMPOWERING THE PLUCKER:

Rural to urban migration, especially among agrarian communities is a glaring reality in India. The problem being faced in Darjeeling is no different. Many tea gardens are facing large scale absenteeism and more than 40% of the young generation have left the gardens in search of livelihoods elsewhere. The truth is, rural development and urban migration are interconnected. A sense of identity hugely influences a person's social integration into society. The young generation living in the tea gardens will only continue to live and work there if they feel a sense of belonging to the place and that can only happen when decision making powers among them are decentralised, when the voice of the average tea plucker on the field is acknowledged, when greater respect is given to manual labour and when they are bestowed with land rights.

At TPI, these are conversations that we are actively acknowledging and participating in with our community in our endeavour to shed the colonial overtone of the Darjeeling tea industry.

## HIGH COST OF PRODUCTION AND THE FUTURE OF FARMING:

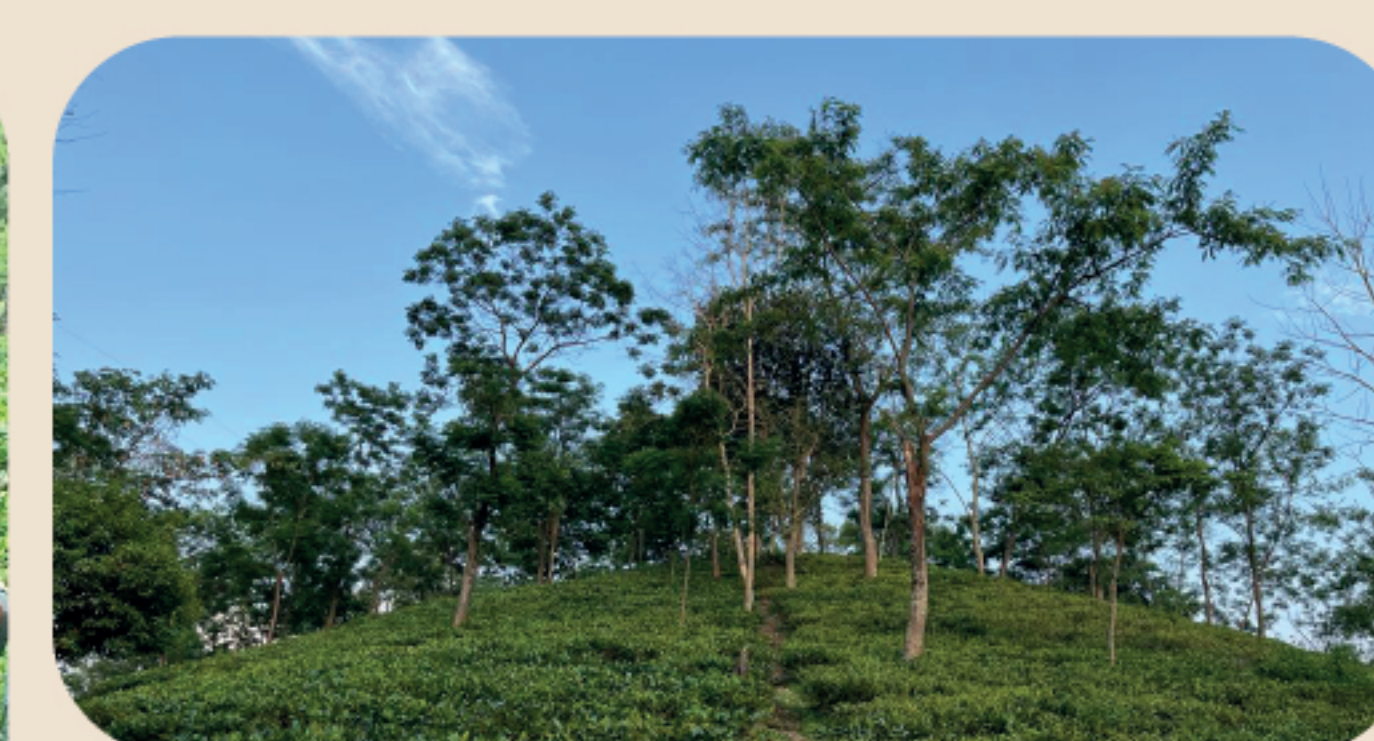
Increasing labour costs, absenteeism, high costs of organic tea production, low yields owing to climate and extreme weather events have resulted in high costs of production of Darjeeling tea. What can we learn from the past? How can we improve productivity? The current production system of Darjeeling tea with old, low yielding tea plants and its dependence on manual labour, is inadequate and unsustainable in the face of climate change and economic development. For the Darjeeling tea industry to be competitive, relevant and profitable in the future we will need to develop modern systems of tea farming now. For us at Tea Promoters, the future of tea farming has already begun. Against the backdrop of an ongoing climate and labour crisis, we are redesigning our tea gardens and remodelling the way we grow and process our tea.

Keeping in mind the urban migration crisis that Darjeeling is facing we realise that there will be a big shift in farmer ages in the future. When older pluckers retire there will be fewer younger workers to replace them and this is why we are embracing technology and mechanisation to decrease human dependency and increase efficiency in our tea gardens. Some of these initiatives include mechanical weeding and pruning, use of auger machines for pit digging during planting of tea and shade trees and extensive conveyerization in our processing units. Our plan is to continue this automation drive and use machines for energy intensive processes except for the fine art of tea plucking.

We have also undertaken extensive planting in our Darjeeling gardens with stronger and more resilient tea cultivars. Removing low yielding weak bushes and replacing them with younger cultivars will increase crop yields in the future which in turn will balance out the high costs of labour in the tea garden. These future tea lands within our tea gardens have been intertwined with a tropical habitat of trees so that they significantly contribute to doubling the green cover in a few years time. We know that will only reap the benefits of these efforts in the next few decades but we believe that by doing so, we are building a resilient, climate focussed, independent and sustainable model tea garden for the future.



**MACHINE WEEDING**



**GROWING FORESTS BETWEEN TEA SECTIONS**



**PLANTING YOUNGER AND STRONGER CULTIVARS OF TEA**





# WANDERING WHERE THE WIFI IS WEAK

As an organisation we believe a good work-life balance is important for the health of our people. We encourage our team to have hobbies and passions outside of their tea world and the ones who do tend to be happier, healthier and more productive. When 42 year old Satyadeep Gurung is not walking through the tea fields and making crop reports, he is busy training for his trek to the mighty Himalayas! An adventure seeker at heart, Satyadeep's love for mountains and nature made him scale up to the Everest Base Camp this year. He tells us more about his adventure below and even gives us a glimpse through a few pictures at the end!

**When did you develop an interest in trekking and mountaineering?**

When I was a child I used to follow my maternal grandparents. They used to worship Lord Shiva and I used to sit beside them as they pray. I used to stare and observe the posture of Lord Shiva which had the Mighty Himalayas and would wonder how it looks like in reality. From that moment on I developed a deep interest in Mountaineering and wanted to set off on a quest someday in search of the Almighty Lord Shiva.

**At what age did you do your first trek? What was your best memory from that experience?**

It was at the age of 10. My cousin brother and I went to attend a wedding ceremony in Gale Tea Estate, which was a short distance from my beautiful village Bara Mangwa Busty. On our way back home, we decided to take an unknown shortcut route where we got lost. After a few hours we were exhausted looking for a way back home, when out of a nowhere we met an elderly old

lady who was grazing her cows in her beautiful landscaped farm. We asked her for directions and she was so kind that she not only gave us directions, but even took us to her beautiful home and gave us a glass of Dhari, or churned yogurt. It was the most tasty Dhari I ever drank in my entire life with a spectacular view of the beautiful valleys below. It made my day and it is my best memory so far.

**Which mountain peak did you climb recently? When did you decide to do it?**

I recently trekked to the Everest Base Camp in 2021. In 2020, I completed the Annapurna Base Camp but unfortunately due to the lockdown owing to covid, I could not make it to the Everest base camp trek. I attempted the trek again in 2022 and again due to covid restrictions I couldn't make it. 2023 turned out to be my lucky year and I was fortunate enough to complete my journey to the Everest Base Camp.





How did you start preparing and training for it? Did you have a special food diet/ Did you have an exercise routine? Tell us a little more about it.

I grew up in the midst of beautiful landscapes. My family had citrus orchards and as a result I too developed a keen interest in farming. Over the years farming became natural way of waking up early, exercising and keeping myself physically fit everyday. This early training in my childhood made it easier for me to develop the discipline in order to train for my trek to the base camp. I would wake up at 3 am everyday to exercise. My exercise routine mostly included cardio, strength training and meditation. Meditation has helped me develop a calm and disciplined mind and as a result I show up to work with the happiest and healthiest version of myself everyday :)

How many days was your trek? Did you do it alone or with some friends?

To be precise, it took us 9 days to reach the base camp. Along the way to the base camp, we crossed the Cho-La pass and Renjo Pass and even covered the Gokyo Lake which altogether took us 24 days. This included a bus journey from kakarabitta to Kathmandu, then a 4 day stay in Kathmandu. We also needed to stop in several places along the way to acclimatise to the altitude and climate. The best part of this journey was that I had the company of my best friend from school, and together we made the best memories of our lives!

Tell us more about your experience of climbing Everest? What was your best moment? And what was your most tough and challenging moment?

Everest Base Camp trek provided us with the diverse flora and fauna along the trekking route. The lower part

of the trail winds through lush valleys and alpine forests, while the upper part of the trail is dry, barren and rocky including glacial marines, frozen streams and glaciers. The most challenging moment was returning from Base Camp to Zongla where I developed altitude sickness and despite that had to continue the hike for another 10.4 km. However, the best moment was being in the Khumbu glacier, located at the foot of the world's tallest mountain, where I felt and received the super powerful energy while mediating.

What was the highest point you climbed? What were the weather and climbing conditions?

Cho-La pass was the highest point we climbed which stands at 5420 meters (17782 ft). The weather was clear but the wind was strong and it provided a stunning view of Mt. Alma Dablam (6812 mtrs), Mt. Cholatse (6440mtrs) and Lobuche peak (6145mtrs).

Would you like to do this again? And if yes, which mountain would you like to scale next?

I Would love to this again and again! However, I have not yet decided which mountains to explore next! Maybe, this year I will prioritise getting married!

What is your dream?

To hike the one and only Great Himalayan Trail (high pass) that stretches across a distance of 1700 kms. "THE MOUNTAINS ARE CALLING ME & I MUST GO"







Gokyo Lake



Khumbu Glacier



Mt. Cholatse

Satyadeep  
gazing up at the  
mighty Everest !



Wild Himalayan Yak



Himalayan Donkeys



A beautiful stone house



Mt. Ama Dablam



Dingboche Monastery



# THE TPI ANNUAL CONFERENCE

KAZIRANGA ASSAM



Every year we bring our whole team together from across all our tea gardens for a weekend of meetings, social events, and a holiday retreat. This year was no different. Our annual conference was held in the middle of the Kaziranga National Park, a UNESCO world heritage site known for the famous Indian one horned Rhinoceros. A key element of our conferences each year is a 'Reflection Presentation', where each tea garden gives the team a presentation on their failures, successes and learnings through the past year. They also introduce objectives and action plans that will be executed in the following year. This annual exercise helps every member of our company understand and reflect on how far the organisation has travelled through the year and also sets the vision for the coming year. This is also the only time we get to meet new teammates, see old teammates, meet their significant others, have fun, and see a different side of our coworkers besides the business side. Of course, no get together is complete without some good music, dancing and singing! Here are some pictures from our getaway.






WORK HARD  
PLAY HARDER!









The background is a vibrant, abstract collage. It features stylized tea leaves in various colors: bright orange with black outlines, solid green, and dark blue with white polka dots. These leaves are set against a backdrop of swirling blue and white lines, suggesting water or steam. A large, solid red circle is positioned in the center, serving as a frame for the text.

Tea Action Project is a Non-Profit organisation founded in 1995 by Tea Promoters India. Our objective is to work closely with tea farmers and workers in India to make tea trade a vehicle for positive social and environmental transformation. We endeavour to inspire tea consumers to support our efforts to grow tea responsibly and develop the tea communities on our farms. We undertake projects in the areas of health, education, sanitation, wildlife conservation, climate change and sustainability.

For more information: [www.teaactionproject.org](http://www.teaactionproject.org)  
Write to us at: [ashwini@teapromoters.in](mailto:ashwini@teapromoters.in)