

HANUMAN PLANTATIONS LIMITED
CORPORATE SOCIAL RESPONSIBILITY (CSR)

The provisions of Section 135 of the Companies Act, 2013 relating to Corporate Social Responsibility (CSR) policy are not applicable to the Company.

However, the Company operates and manages a Tea Estate in Assam. The Company is conscious of its social responsibility and the environment in which it operates. It has continued with its welfare activities for development in the fields of education and other welfare measures and to improve the general standard of living in and around the tea estate. The emphasis is on improvement of health, development of education and sports. The Tea Estate is participating with the “Ethical Tea Partnership.”

The Company views itself as a role model that manages its business for the benefit of all its stakeholders. Through its various development and environmental projects, it has developed strong bonds and makes a difference in the lives of its local communities.

Health Care

We maintain a Hospital at our tea garden. Medical care is provided to the workers, staff etc. through well equipped Estate Hospital, which also has a well-equipped Ambulance. The Company’s Estate Hospital has Medical Officer and committed Paramedical Staff consisting of ANN Nurse, Nursing Attendant, Pharmacist and Health Assistant. Antenatal checkups of pregnant women and Immunisation of children are done regularly in the Estate Hospital. The medical staff visit the labour lines at regular intervals to create health awareness among the residents on various health related matters.

“Matri Amrit” a programme for pregnant women is also organized in the Estate Hospital where they are made aware of the nutrients required in their daily diet and they are provided with nutritional food on that day. Medical checkup of ‘Spraying’ workers and Factory workers are done regularly.

Welfare and Recreational Facilities

The Estate has promoted programs called:

1. **Mothers’ Club:** A social activist group comprising of only women, 1 per 400 populations in number was introduced to promote “women employment” in the Tea Estate. “Since major portion of responsibilities towards organizing the house is shared by the woman in the house, women empowerment would lead to community growth in a long run” was the idea behind introduction of the club. There is a guideline of the Club, which needs to be adhered to for effective functioning of the Club. The Club teaches about schooling, hygiene, better health, family planning, saving, removal of social evils, care during illness & preventive measures against certain common communicable diseases etc.
2. **School:** The Tea Estate has a School to provide primary education to children of workers.
3. **Health awareness activities:** On a regular basis health awareness activities are carried out in the Tea Estate. Hygiene & sanitation and safe excreta disposal etc. are regularly taught to people through Line meetings.

The Estate provides adequate welfare and recreational facilities for its employees. The Estate has a Creche for the children of the employees. The Estate also has Labour Clubs for the workers and Staff Club for the use of the Staff. These Clubs are provided with various games etc. The Estate has its own sporting site, football field and encourages its employees and their dependents to play football and other sports.

Drinking water facilities are provided to the employees at their residential areas as well as at the worksites. Employees are given protective clothing such as Chappals, Shoes, Aprons, Umbrellas, Blankets, Masks, Spraying gear, Helmets, etc.

Environment

The Estate strives to reduce the environmental impact from the use of pesticides and herbicides by only using environment friendly chemicals that excludes Ethion, Tetradifon etc. and so eliminates traces of harmful residues.

Through strict management supervision, tight controls are achieved for both the methods of application and frequency of use of universally approved chemicals, so the effect on tea gardens indigenous flora and fauna are minimized. The Pest Management systems comply with numerous Minimal Residue Levels (MRL) in accordance with the European Legislation and the garden uses only Plant Protection Code (PPC) approval chemicals.

The Estate has taken measures to reduce environmental pollution by creating a vegetated protection zone – Buffer Zone to prevent chemical run off to Terrestrial and Aquatic Ecosystems.

Conservation

The Estate has, within its Nursery, a programme designated to grow indigenous flora for planting throughout the Estate. The Estates have a very good canopy of shade cover of different shade tree species which are host to many birds, monkeys, squirrels and others.

Rainforest Alliance

The Estate has been certified under the “Rainforest Alliance” certification, thereby showing commitment towards sustainability and workers health, hygiene and safety. The Rainforest Alliance certification involves a holistic approach treating environment, ethics and economic equality. To meet the standards, the Estate must commit to continuous improvements in worker welfare, farm management and environmental protection by reducing pesticide use, eliminating waste and introducing better farming techniques.

The wages and other benefits are as per legal requirements. A safe and healthy work environment is provided in the Estate.

Residential Accommodation, Piped Water and Sanitation

By law, the Estate provides free accommodation and sanitation to the employees and meets all legal obligations.

Education

By law, the Estate provides free primary education for its employees’ children and has achieved this through the construction of school and appointing teachers on its payroll.

Sustainable Agricultural Practice

Tea gardens are mostly located in remote rural areas that do not have many alternative local employment opportunities. The social welfare laws for tea plantation workers in India are the most stringent in the world. Though this has resulted in Indian tea being more costly to produce, it has also contributed to system which is seen to be fair and in line with good employment practices.

Our Tea Estate seeks out and promotes methods of growing tea using sound environmental practices that encourage bio diversity and healthy soil. Our Tea Estate also practices soil and water conservation through Best Practice Field Management Systems which include composting, soil rehabilitation and reforestation.

To comply with the legal requirement of supplying every household with a ‘Fire Wood’ ration, the Estate provides its employees with uprooted tea bushes rather than allowing further destruction of the region’s forest with the consequential impact on the environment.

Statutory right to join Trade Unions

By law, we allow every employee the right to form and join a Trade Union.

Vermicomposting Scheme

The Company follows an environment friendly scheme of composting organic matter by use of earthworms. Vermicomposting is essentially the consumption of organic material by earthworms.

Increasing numbers of businesses worldwide are successfully employing vermiculture technology as an excellent soil conditioner and we have taken this sustainable practice to benefit our tea garden, our environment and to reduce our chemical footprint.