

Bangladesh

1. Malinichara Tea Estate

- Workers protested non-payment of uplifted wages and dues
- “Sylhet tea workers demand dues”, 21 December 2022, *New Age Bangladesh*: <https://www.newagebd.net/article/189572/sylhet-tea-workers-demand-dues>

We appreciate you bringing this matter to the company's attention. At present, we are collaborating with our supply chain partners to gain a deeper understanding of the current conditions at the mentioned tea estate.

2. Imam Tea Estate

- Workers presented a five-point charter of demands include payment of their due wages and festival allowances, reimbursement of the provident fund, ensuring their house rent and medical allowances. They alleged that the authorities of the gardens did not take any effort to disburse their due wages of Tk 81.59 lakh and festival allowances of Tk 14.47 lakh that remained due since the financial year 2019.
- “Workers of two Habiganj tea gardens form human chain”, 03 August 2023, *New Age Bangladesh*
- See also: <https://www.newagebd.net/article/208451/workers-of-two-habiganj-tea-gardens-form-human-chain>; <https://www.newagebd.net/article/207861/tea-garden-workers-stage-demonstrations-in-habiganj>; <https://www.newagebd.net/article/208533/two-habiganj-tea-gardens-suspend-weekly-wages>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

India

3. Lepetakata Tea Estate

- Workers protested against orders to uproot tea bushes for construction of an industrial estate, fearing the loss of livelihoods for thousands of workers. This follows previous conversion of some of the estate land which resulted in job losses – workers were promised employment in the new industrial plant on the converted land but this did not materialise.
- “Tea plantation workers staged protest in Dibrugarh district”, 13 December 2022, *The Sentinel Assam*: <https://www.sentinelassam.com/north-east-india-news/assam-news/tea-plantation-workers-staged-protest-in-dibrugarh-district-627770>

LIPTON Teas and Infusions is aware of work undertaken to facilitate widening of a national highway. It is our understanding that the Government of India's project is also designed to support medium scale industry and ecotourism, promoting employment opportunities for the region's youth. We are working with our supply chain partners to understand the implications of the project specifically on the tea estate and its workers.

4 And 5 Bhatpara Tea Estate and Kalchini Tea Estate

- Workers allege that they live in dilapidated housing, with some spending nights under tarpaulin sheets as the roofs of the houses collapsed years previously and have not been repaired
- “Alipurduar: Tea workers cite home woes, seek key to PMAY”, 20 December 2022, *Telegraph India*: <https://www.telegraphindia.com/west-bengal/alipurduar-tea-workers-cite-home-woes-seek-key-to-pradhan-mantri-awas-yojana/cid/1904793>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

6. Hatigaon Tea Estate

- One worker was killed and four others injured in an elephant attack (workers not adequately protected from health and safety risks)

- “Assam: Tea garden worker killed in elephant attack in Nagaon”, 4 March 2023, *Northeast Now*: <https://nenow.in/north-east-news/assam/assam-tea-garden-worker-killed-in-elephant-attack-in-nagaons-kaliabor.html>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

7. Namdang Tea Estate

- A factory worker sustained a serious injury, allegedly due to negligence on the part of factory management.
- “Factory worker injured in Tinsukia; tea garden manager’s arrest demanded”, 10 Mar 2023, *The Sentinel Assam*: <https://www.sentinelassam.com/north-east-india-news/assam-news/factory-worker-injured-in-tinsukia-tea-garden-managers-arrest-demanded-640524>

The media report, brought to our attention by BHRC, mistakenly identifies Namdang tea estate when the accident occurred at Samdang tea estate. LIPTON Teas and Infusions does not source from Samdang tea estate.

8. Furkating Tea Estate

- A woman was attacked by a leopard in the tea garden (workers and residents not adequately protected from health and safety risks)
- “Assam: Leopard attacks woman in Furkating”, 19 March 2023, *Pratidin Time*: <https://www.pratidintime.com/latest-assam-news-breaking-news-assam/assam-leopard-attacks-woman-in-furkating>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

9. Garganda Tea Estate

- A worker was seriously injured after being attacked by a leopard (workers not adequately protected from health and safety risks).
- “8 camera set up in tea garden for leopards”, 30 March 2023, *Telegraph India*: <https://www.telegraphindia.com/west-bengal/8-cameras-set-up-in-tea-garden-for-leopards/cid/1926020>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

10. Bamadanga-Tondu Tea Estate

- Two youths resident on the tea estate were attacked by a leopard
- “Leopard injures two tea garden youths”, 6 April 2023, *Telegraph India*: <https://www.telegraphindia.com/west-bengal/leopard-injures-two-tea-garden-youths/cid/1927587>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

11. Tamulbari Tea Estate

- A tea garden worker was seriously injured in a leopard attack
- “Tea plucker injured in leopard attack in Assam’s Dibrugarh district”, Times of India, April 27 2023: <https://timesofindia.indiatimes.com/city/guwahati/tea-plucker-injured-in-leopard-attack-in-assams-dibrugarh-district/articleshow/99800678.cms>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

12. Pabhoi Tea Estate

- A worker was killed by a tractor on a tea estate, with demands for compensation and permanent housing to be guaranteed to the worker’s family

- “Assam: Tea garden worker killed in accident, compensation demanded”, 13 June 2023, *Northeast Now*: <https://nenow.in/north-east-news/assam/assam-tea-garden-worker-killed-in-accident-compensation-demanded.html>
- See also: *Assam: Tensions Flare At Pabhoi Tea Estate After Death Of Employee - Praditin Time*; <https://www.sentinelassam.com/north-east-india-news/assam-news/assam-death-of-tea-garden-worker-triggers-outrage-653607>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

13. Dufflaghur Tea Estate

- A worker was killed in an accident involving heavy machinery in the tea estate's factory. Police have launched an investigation.
- “Assam: Tea Garden Employee Tragically Dies in Freak Accident Inside Factory”, 10 July 2023, *Praditin Time*: <https://www.praditintime.com/latest-assam-news-breaking-news-assam/assam-tea-garden-employee-tragically-dies-in-freak-accident-inside-factory>

The tragic accident is currently undergoing investigation. However, it is our understanding that Mcleod Russel India Ltd has already implemented corrective and preventive measures to avert similar incidents in the future, and remediation was provided to the affected party.

14. Kalchini Tea Garden

- Workers did not receive their weekly wages
- “Kalchini tea plantation workers stage protest”, 19 July 2023, *Millenium Post*: <https://www.millenniumpost.in/bengal/kalchini-tea-plantation-workers-stage-protest-526231>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

15. Tasati Tea Garden

- Around 1150-1200 workers were left jobless after abrupt suspension of operations by management – following a dispute between workers and management about pesticide spraying
- “Lockout at Tasati Tea Estate”, 31 July 2023, *Millenium Post*: <https://www.millenniumpost.in/bengal/lockout-at-tasati-tea-estate-527665>

LIPTON Teas and Infusions does not source tea from the aforementioned tea estate.

Sri Lanka

16. Bridwell Tea Estate

- A worker sustained serious injuries after being attacked by a leopard. Workers reportedly live in constant fear of attacks by wild animals roaming into estates.
- “Estate worker attacked by leopard in Bogawantalawa”, 29 May 2023, *Daily Mirror*: https://www.dailymirror.lk/front_page/Estate-worker-attacked-by-leopard-in-Bogawantalawa/238-260025

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