

ACTION PLAN IMPLEMENTATION STATUS UPDATE

December, 2020

# (A)	Suggested Action Item (B)	Suggested date for completion/ verification (C)	Work Plan (D)	Achievement (E)	Current Status of Implementation (As of November, 2020) (F)	Suggested date for completion/ verification (G)
1.	Workers impacted by the fisheries program to be made permanent workers with all fringe benefits or be regularized for employment at the government approved minimum wages for non-tea agricultural activities, or be provided alternate land	March 2015	<u>[Please provide total number of persons affected]</u>	<ul style="list-style-type: none"> - <u>Please provide the number of affected persons provided permanent employment in fisheries (20 nos.)</u> - - <u>Please provide the number of affected persons provided alternate land (NIL)</u> - <u>Please provide the number of affected persons permanent employment in tea operations (23 nos.)</u> 	- The concerned workers have been compensated with either alternate land or by provision of permanent employment to an alternate family member.	- COMPLETED
2.	Migration of young girls - Information tools like booklet and/or a video in local language be developed to provide knowledge about the work they are going to do in cities, their rights, terms and condition, and most importantly, the difficulties of living in a mega city. An association with an NGO to counsel the youth in tea gardens would be desirable.	March 2015 and ongoing	<p>Please provide the total number of Muskaan Clubs required</p> <p>a) Please provide the total number of awareness events planned</p> <p>b) Please details of the information tools that were planned to be developed</p> <p>c) Please provide number of estates planned to be covered under safe migration project in total and in this FY</p>	<p>Please provide the total number of Muskaan clubs in place (27 nos.)</p> <p>a) Please provide the total number of awareness events held (55 nos.)</p> <p>b) Please provide details of the information tools developed to date.</p> <ol style="list-style-type: none"> 1. ADWR NGO was involved to provide awareness programme at the estate and among sensitise workers and their families regarding this migration. 2. IN/OUT Register to monitor the movement of people and interactions by 	<p>- TGB is one of the funding partners of the project announced recently by UNICEF and the ETP to improve opportunities for tens of thousands of children in tea communities in Assam and reduce their vulnerability to trafficking and abuse. The three year program will initially work with 350 communities in over 100 estates in three districts in Assam</p> <ul style="list-style-type: none"> - Adolescent clubs (Muskaan Club) have been formed at 25 estates of APPL. One of these clubs was initially trained by UNICEF. The trained volunteers are now training club members in other estates on spreading awareness in the areas of urban migration & trafficking, child marriage, girl child education etc. - A Community Education Programme, conducted by GOODWEAVE has just concluded at Nahortoli TE. The aim was to 1) Identify at-risk children who were school drop-outs at risk of becoming child labour. 2) Motivation Learning camps were held to help children reach age appropriate learning. 3) Existing Child Protection Committees created 	Ongoing process in all estates.

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				<p>the Management with Line chowkidar every week.</p> <p>c) Please provide the number of estates covered under safe migration project to date and in this FY 25 Estates</p> <p>d) Please provide the number of adolescents covered in the awareness campaign and safe migration project to date and in this FY UNICEF-ABITA Project To Date- 1073 nos. This year- 369 Goodweave Project To-Date – 779 nos.</p>	<p>under ABITA-UNICEF programme were reorganized to include broader representation of key stakeholders. 4) Enrolling school drop outs. 5) Monitoring students promoted to Class 6. 6) Awareness drives within the community through campaigns, household surveys and learning assessments. 7) Irregularity Drive to monitor children with irregular attendance and motivating them to rejoin school. The activity impacted 677 children between 6-14 years who were below age appropriate learning and 102 children who were school dropouts or never enrolled in schools.</p> <p>- 18 year old Vandana Urang from Namroop Tea Estate, trained in the adolescent girls group since its inception took over the twitter handle of Chief Minister of Assam, on 20th November 2020, World Children’s Day to share her opinion on Reimagining Education in Assam, in post pandemic world.</p>	
3.	There should be a dedicated person in APPL focused on certification related issues.	March 2015		<p>- Please provide details of the dedicated team for implementing this plan</p> <p>- Mr. Sanjeev Verma, Sr. GM, APPL & Mr. Anshu Shukla, Manager Sustainability & Certifications</p> <p>Please provide dates when each dedicated member of team was put in place</p> <p>- Since 2014</p>	Project Unnati implementation is the responsibility of a dedicated team at APPL. It is closely monitored and reviewed by the APPL Board of Directors at Board Meetings as well as at Operating Management’s internal weekly reviews.	Completed
4.	The APPL policy on the amendment of PLA 2010 pertaining to medical	March 2016		a) Please provide a copy of policy	The system of providing Medical Benefits to the dependents of permanent employees has been	Completed

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	benefits for dependents should be adequately informed to the workers through Employee Councils			<p>Attached with the mail (RA Policy)</p> <p>b) Please provide the date on which the policy was notified 28th March'2014</p>	implemented	
5.	Mandatory Rotation of workers away from spraying duties every three months	Completed March 2016	Please provide a brief description of the system controlled mandatory 3 month rotation	<p>Change in IT payroll system has been implemented to enforce mandatory rotation of workers deployed on spraying operation every 3 months</p> <p>date when change in IT pay roll system was effected Completed March'16</p>		Completed
6.	APPL will publicize the above Draft Action Plan and solicit feedback from workers on the proposed priorities	November 2016	- Please provide details of the planned number of events/EEC meetings/other consultation for soliciting worker feedback on this Action Plan.	<ul style="list-style-type: none"> - Please append a description of the means through which the Action Plan was publicized Through EEC meetings - Please provide the date by when EEC meetings/ events for soliciting feedback completed - Please provide the number of estates covered - All estates 	<p>Consultation with workers will be undertaken through appropriate mechanisms (e.g. employee engagement councils and other appropriate mechanisms)</p> <p>At all the Estates, EEC, Mahila Mandal, OHS, ASH, Canteen, Mother Clubs, Adol Girls Club, Hospital Emergency Management Committees are available for consultation with & communication to workers.</p>	Completed
7.	Provide to each household a working toilet/latrine	March 2018	<ul style="list-style-type: none"> - Please provide the total Number of toilets to be repaired - Please provide the total Number of new toilets to be built 	<ul style="list-style-type: none"> - Please provide the number of toilets repaired to date 7958 nos. - Please provide the number of new toilets built to date 2862 nos. - Please provide the number of toilets repaired from Oct 2019 till Dec 2020 966 nos. - Please provide the number 	<p>This target has been achieved.</p> <ul style="list-style-type: none"> - 2,862 new toilets constructed - A sum total of Rs. 5827375.93 has been spent on upkeep of Toilets, across APPL from April 2018 to November 2020. 	<ul style="list-style-type: none"> - As per the original Project Unnati plan, made in 2014, shortfall of toilets on all estates has been addressed.

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				of toilets built this FY. – 52 nos		
8.	Put in place a septic tank cleaning mechanism	First round of cleaning of all existing septic tanks by March 2018.	<ul style="list-style-type: none"> - Please provide the total number of septic tanks to be cleaned - Please provide the total number of septic tanks to be cleaned this FY¹ 	<ul style="list-style-type: none"> - Please provide the total number of septic tanks cleaned to date 6675 Nos. - Please provide the total number of septic tanks cleaned this FY 2546 Nos. - Septic tank cleaning is in progress. 	<ul style="list-style-type: none"> - Two mechanical septic tank cleaning equipment purchased - Septic tank cleaning undertaken in 8691 households - Septic tank cleaning is an ongoing process and these are cleaned as and when required. 	Ongoing
9.	Identify and Resolve technical flaws in design of toilets to ensure all households have working toilets.	March 2017	Please provide the total number of toilets to be upgraded based on Sulabh/Caparo solution	Please provide the total number of toilets upgraded based on Sulabh/Caparo solution 146 nos.	<ul style="list-style-type: none"> - 146 bio toilets installed. - Project Jalodhri – A new project of Circular Sanitation Economy, at Hathikuli Tea Estate has been initiated with collaboration with Toilet Board Coalition, Tata Trust and TCPL & APPLF. -Baseline data has already been provided to the Trust i.e. raw material availability and electricity consumption details. -We have proposed the installation of the bio-digester at the Estate Hospital where the supply of raw materials are readily available and the output along with the by-products have a ready home for utility. -TBC has suggested installing a 500 kg capacity digester, which will be supplied by Sistema. Bio for Rs. 3.30 lacs where the methane produced may be used in cooking the food provided to the patients and also a second option of installing a 10 KVA DG Set (for Rs. 2.20 lacs) which could be powered by the methane produced to provide electricity to the Hospital or to for the Factory Security lights. Budget for Circular Sanitation part os Rs. 9 lacs which 	Ongoing

¹ Please append an annual septic tank cleaning plan such that each septic tank is cleaned at an appropriate rotation

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					<p>may be extended to Rs. 12 lacs if necessary.</p> <p>-The Trust is deliberating, internally, on the suggestions and their feedback is awaited.</p> <p>-</p>	
10.	Make available potable water to each household as per PLA provisions	March 2017	Please provide the total number of hand pumps and standpipes to be provided as per PLA requirement	<p>Please provide the total number of hand pumps and standpipes provided to date</p> <p>6393 number of hand pump and piped water standpipe provided considering one potable water source per 4 households. Total no of houses are 18,681 and currently this ratio stands at 1 source for 3 houses.</p>	<p>-6393 number of hand pump and piped water standpipe provided considering one potable water source per 4 households. Total no of houses are 18,681 and currently this ratio stands at 1 source for 3 houses.</p> <p>-As per the PLA guidelines for every 4 house one water point has been provided.</p> <p>-APPL has engaged with the TATA Trust to implement the "Jal Dhara" scheme at our Estates. The members of the Trust have already conducted their visits. Although necessary provisions had been made under Project Unnati, the same had to be put on hold due to the ongoing financial crunch.</p> <p>-A total sum of Rs. 38226108.00 has been spent on Water supply upkeep from April 2018 to November, 2020, across APPL.</p> <p>-APPL with the SHRI Foundation are implementing a Project to provide Water Supply network with Filtration Plants at Hathikuli TE to provide fresh and clean drinking water to 250 households. The Project cost is 43000 USD. Additionally with active engagement with the Government of Assam Water Schemes are being implemented in a no of Worker colonies.</p>	APPL has more water points than required under PLA.
11.	Complete phase-out of hazardous pesticides of WHO Class 1a and 1b hazard classification including putting in place control procedures to prevent inadvertent use.	March 2017	Please provide a list of and corresponding quantity of WHO Class 1a and 1b pesticides consumed during year ending March 2016	<ul style="list-style-type: none"> - Please provide quantity of the pesticides (listed in previous column) consumed during the year ending March 2017. - Please also list and provide quantity of any other WHO Class 1a and 1b pesticides used - during year ending March 2017 <p>We are strictly following the</p>	<ul style="list-style-type: none"> - WHO class 1a and 1b pesticide use is NIL. - We are strictly following the PPC guidelines. Of Tea Board of India. - Pesticides under WHO classification of No 1A ,1B are not used. 	Completed.

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				PPC guidelines. Pesticides under WHO classification of No 1A,1B are not used.		
12.	High Quality Personal Protective Equipment (PPE) procured in sufficient numbers and made available to all workers on spraying duty	March 2017	Please provide the total number of pesticide sprayers as on March 31, 2017	Please provide the total number of complete set of PPE issued to sprayers	All estates are using prescribed PPE.	Completed.
13.	Sufficient number of spare PPE kept at each estate to replace PPE that gets damaged	March 2017	Please provide total number of spares (complete set of PPE) planned to be held	<ul style="list-style-type: none"> - Please provide the total number of spares in stock as on Dec 2020 265 Sets. - Please provide the total number of spares procured from April 2018 till Dec 2020 7192 Sets. - Total number of spares issued to workers during April 2018 and Dec 2020 for replacement of damaged PPE 7130 Sets. 	- 265 complete sets coveralls, masks, rubber vests/aprons, rubber gloves, face protection available at the estates,	Compliant
14.	Each estate to provide appropriate budget every year for replacement of damaged PPE	March 2017	Please provide the total budget provided for purchase of PPE spares	Please provide the total expenditure on purchase of PPE replacement/spares for the last three FY	Expenditure is: 2017-18 – Rs. 7982167 2018-19 – Rs. 7631142 2019-20 – Rs. 11571142 2020 till Nov – Rs. 9127612	Completed
15.	Training and awareness building covering all sprayers on safe handling, mixing and spraying techniques and on use of PPE	March 2017 and refresher every year	Please provide the number of pesticide sprayers at the end of FY	Please provide the number of pesticide sprayers covered under training and awareness programs 10366 sprayers/ spraying men trained (100% of spraying squad)	10366 sprayers/ spraying men trained (100% of spraying squad)	Ongoing Process
16.	Provision of wash station in each estate for washing of PPEs and for workers to take a bath	March 2017	Please provide the number of wash stations to be provided	Please provide the number of wash stations provided to date. 34 nos wash stations made	Wash stations provided in 25 estates. 14 Nos New wash stations made in Teok, Borjan, Lamabari, Diffloo, Sagmootea, Kellyden, Powai, Kakajan & Bhelaguri in 2019.	
17.	Cover all estate hospitals under National Rural Health Mission	March 2017	Please provide the number of estate hospitals	Please provide the number of estate hospitals covered	Discussions with Govt. of Assam have not yielded results as they are not expanding this at the	Completed and Ongoing work.

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				<p>under NRHM</p> <p>6 nos. of hospitals covered under NRHM ALL APPL hospitals empaneled with Govt and are part of the network providing care to the rural population.</p>	<p>moment.</p> <p>-All APPL Assam Estates have signed an MoU with the Assam Govt. and are enlisted under the Central Govt. Health (CGHS) Scheme, for referral treatment in respect of the specific critical diseases at CGHS rates at enlisted private Hospitals/ Nursing Homes for treatment of referral cases from Tea Gardens.</p> <p>-Following diseases are covered under the scheme:</p> <ul style="list-style-type: none"> • Head Injury • CVA (Cerebro Vascular Accidents) • Severe heart problems • Kidney disease (Diabetic Nephropathy, Nephritis, Renal Failure, Renal Stroke) • High risk pregnancy • Severe burn cases • Cirrhosis 	<p>NRHM is not accepting any more collaboration. However all our hospitals are now connected to the new scheme of the Government and are receiving generic medicines for rural population.</p>
18.	Doctor's availability schedule/rosters to be prepared and communicated to all workers	March 2017		<p>- Please append a description of doctor availability monitoring system</p> <p>This is monitored by the Chief Medical Officer and a medical register is maintained by the visiting medical Officer when the estate Medical Officer is on Annual leave.</p> <p>- Please provide the date on which this system was installed.</p> <p>This is an old tradition in a tea estate</p>	<p>- A system to monitor attendance and visits of estate doctors has been put in place in the estate hospitals and other healthcare facilities</p>	<p>- Ongoing and is monitored.</p>

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				<ul style="list-style-type: none"> Please provide the date and means by which doctor roster communicated to workers This is communicated by the health Assistant to the workers. 		
19.	Cleaning of non-cemented drains in all worker colonies	March 2017	Please provide an estimate of the total length of drains	<p>Please provide details of the total length of drains cleaned</p> <ul style="list-style-type: none"> 132485 meters of drains have been cleaned this year. 	<p>The estates have almost 2 million running feet of drains which have been cleaned.</p> <p>A sum total of Rs. 4034859.00 was spent on Line Cleaning, across APPL from April 2018 to November 2020.</p>	Are done each year during the winters.
20.	Arrangement of supply of electricity from government electricity boards at residential rates should be facilitated across the plantations	March 2017	<ul style="list-style-type: none"> Please provide the total number of houses with electricity connection Please provide the total number of houses without electricity connection Please provide the total number of houses where connection exists but electricity has been disconnected 	<ul style="list-style-type: none"> Please provide the number of houses that have been provided electricity connection from April 2018 till Dec 2020 6799 Nos. Please provide the rate at which government charges for electricity Rs. 4.03 per Unit (The industrial rate is about Rs 8 per Unit) 	<ul style="list-style-type: none"> Billing is being done as per the special domestic rates levied by the State Government for 17868 Workers Quarters / Houses. 	-
21.	Training and awareness of all employees on maintaining cleanliness and hygienic conditions in worker colonies	March 2017 and refresher every year	<ul style="list-style-type: none"> Please provide that total number of awareness and training events planned Please provide the total number of workers 	<ul style="list-style-type: none"> Please provide the total number of training and awareness events undertaken 295 Nos. Please provide the total number of employees covered. 11436 Nos. 	<ul style="list-style-type: none"> The following activities are being organized by APPL and the APPL Foundation for raising awareness on the Health & Hygiene of the workers. -MENSTRUAL HYGIENE PROGRAMME: -50 women trained as community leaders -2000 community women educated and sensitized on menstrual hygiene good practices -4300 quality affordable sanitary napkins provided to the community women. -The Sanitary Napkin Project under ITA was started at Borjan & Namroop T.Es. on 19.09.2018. and machinery parts were installed 	Refresher every year. - This is an ongoing process.

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					<p>at both Estates. A training session was organised in which, the lady members participated. The ladies were trained with the different stages of production with practical demonstration. The training session included cutting, shaping, sticking and moulding till final product was made ready to use.</p> <p>Awareness programmes were organised for women workers of the Estate with the undernoted issues to sensitise them with:-</p> <ul style="list-style-type: none"> -The advantages of sanitary napkins -Safe disposal of the Napkins -Low cost of the napkin / that makes it affordable for the workers and their adolescent children -Disadvantages of traditional use of rag cloth for the menstrual period of women. -A total of 26528 nos of Sanitary pads were produced and 21723 nos were sold. <p>-Barefoot College, together with its partner SHRI, proposes to positively impact the lives of rural Assamese women and their communities, currently part of the Tea Estates and Tea Plantations collaborating with Starbucks Foundation. Initiating a combination of programs that will address holistically; better Health and Wellness, Sanitation at community level and Economic Opportunity, vis à vis secondary livelihood development, with a focus on two main aspects over a three year period of engagement:</p> <ol style="list-style-type: none"> 1. WATER, HYGIENE AND SANITATION 2. WOMEN ECONOMIC LEADERSHIP <p>The Project will benefit 7000 beneficiaries and has a Budget of 400 000 USD.</p> <p>-Circular Sanitation Project is being implemented at Hathikuli TE in collaboration with the Toilet Board Coalition and ETP to</p>	

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					<p>address water and sanitation risks within the business, rethink sanitation systems to capture and recycle scarce resources, create business friendly innovation environments for sanitation, be an advocate for sanitation economy as a best practice by selling and reuse of Toilet Resources, optimize sanitation with waste streams and develop decentralized waste collection and treatment.</p> <p>This project is to be a year-long demonstration of an implementation of a Circular Sanitation Economy for around 60 to 120 families within Hathlikuli (the area is known on the plantation as “Lines 6 and 7”). This demonstration must include the collection, transport, treatment, and resource recovery of the Toilet Resources.</p> <p>-The 3F (Fungus Free Frock) Project sponsored by Zorg van de Zaak Foundation (the Netherlands) is being implemented the for greater awareness on fungal infections and making positive lifestyle changes. Number of workers given petticoats, detergents, medicine and awareness trainings to help address fungal infections borne from work environments and clothes. The project will impact 3500 workers.</p> <p>As a part of the COVID 19 prevention effort. All 25 Tea Estates have campaigned for behavioral change which has improved personal and household hygiene. A focused programme across 10 Tea Estates was conducted in partnership with Zorg van de Zaak Foundation to prevent COVID 19 through behavioural change. Post 6 months of campaigns an impact survey revealed that 70% people were regularly washing hands, 80% households were clean. Almost 75% people were adhering to guidelines in order to prevent COVID 19. 12,000 households part of the</p>	

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					programme, 70,000 community people reached through 2400 awareness meetings and 10,000 hygiene kits were distributed.	
22.	Develop a detailed year by year house construction plan for Borjan estate to close the shortfall of about 309 houses in 5 years including details of financial and other resources required.	March 2017	<ul style="list-style-type: none"> - Please append a copy of the plan - Please provide number of houses planned to be constructed in FY ending March 2018 	<ul style="list-style-type: none"> - Please provide the number of houses constructed in FY 2020 15 nos. - Please provide number of houses constructed to close shortfall to date. 91 Nos. 	- NOT DONE IN 2018 and 2019 DUE TO FUND CONSTRAINTS	<ul style="list-style-type: none"> - Work currently on hold due to fund constraints - However We have now started facilitating building of homes for workers under PMAY since 2019 in Borjan, Nahartoli, Sagmootea and Nonoi
23.	A simple, easy to understand guide is prepared for compliance for all APPL gardens by way of integrating different standards including the Trustea	Pilot in 3 estates March 2017 and full rollout by October 2017		<ul style="list-style-type: none"> - Please provide the number of estates where APSITE has been rolled out 	<ul style="list-style-type: none"> - The APSITE Project has been stopped due to the frequent nature of the change/ updation of International Standards, which are proving very difficult and expensive to capture in the software. - Any addition/ up gradation of the software is proving to be extremely expensive. 	This Project has been curtailed
24.	The user committees set up in several gardens need to be engaged and trained on good practices of energy savings	March 2017 and ongoing	<ul style="list-style-type: none"> - Please provide the total number of user committees planned to be setup - Please provide the total number of discussion events with user committees planned for FY ending March 31, 2017 	<ul style="list-style-type: none"> - Please provide the total number of user committees set up - Please provide the number of events with user committees to discuss energy savings <p>All 25 nos. of estates have active user committees.</p>	<ul style="list-style-type: none"> - Good practices of energy savings have been discussed with the user committees as well as at the EEC meetings - It is an ongoing process. The workers are encouraged to switch to CFL lamps. Solar lamps have not been provided so far and this is an in-house project 	<ul style="list-style-type: none"> - Completed

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				<ul style="list-style-type: none"> - User Committee meetings are conducted along with the EEC meeting & Good practices of energy saving are discussed in the meeting. 		
25.	Worker Education on ESOP, financial literacy, shares program procedures and processes	March 2017 and annual refresher	<p>Please provide the total number of Financial Literacy events planned in the FY</p> <ul style="list-style-type: none"> - Please provide the total number of workers planned to be covered during the FY - Please provide the number of estates planned to be covered under consolidated withdrawal scheme in the FY - Please provide the number of estates planned to be covered under doorstep banking services during the FY 	<ul style="list-style-type: none"> - Please provide the total number of Financial Literacy events undertaken - A Financial Literacy programme has been conducted across all tea estates. - Please provide the total number of workers covered - Please provide number of estates covered under consolidated withdrawal scheme - Please provide the number of estates covered under doorstep banking services - Please provide an update on the status of share exit option policy <p>Same Status Prevails</p>	<ul style="list-style-type: none"> - A Financial Literacy programme has been conducted across all tea estates. Together with Tata Asset Management Limited and CRISIL, workers are educated about the benefits of savings and investments as well as about the shareholding programme. - The share scheme and the dividend payout were explained to the worker shareholders in all the estates through an interactive session by APPL HR team - Format of pay slips has been modified to clearly indicate share loan repayments and dividends earned - For dividend a separate intimation slip containing relevant details is sent to all shareholders. - Valuation of the shares to be conducted following determination of annual financial performance, and shareholders to be informed of Net Asset Value (NAV) on an annual basis to increase investment understanding. This is shared on need basis on enquiry by any shareholder - A system to enable consolidated withdrawal and distribution of dividends at the estate level is being planned and designed with a national bank and an NGO. This will enhance ease of dividend withdrawal by shareholding workers. This pilot has been started on an estate. - Provision of doorstep banking services through banking correspondence to expand banking access to shareholding workers is 	Ongoing

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					<p>being explored</p> <ul style="list-style-type: none"> - To enhance the decision making powers of the shareholding workers, a share exit option is being considered and placed before APPL board for consideration - A competent person had visited all the estates during the season to take up all share related issues emanating from the workers. Most issues have been resolved. 	
26.	Strengthen the housing and infrastructure complaint redress process	March 2017	<ul style="list-style-type: none"> - Please provide the total number of unaddressed complaints at the beginning of FY - Please provide the total number of complaints received FY - Please provide the total number of complaints planned to be redressed in FY - Please provide the target average time for redress of complaints. 	<ul style="list-style-type: none"> - Please provide the total number of complaints redressed <p>10927 Nos. have been redressed</p> <ul style="list-style-type: none"> - Please provide the total number of complaints that remained unaddressed - 1524 nos. - Please provide the average time taken for redress of complaints - Average 1 week 	<ul style="list-style-type: none"> - A uniform redress system has been implemented in all estates, wherein every complaint is logged with a unique number and actions with time lines are recorded - Additional procedures will be put in place to provide periodic updates to complainant in case of delay in redress - Worker perceptions to operation of grievance mechanisms will also be solicited as part of third party survey/audit process (see below) - A structured process has been put in place to address all complaints related to maintenance and upkeep of housing. 	- Available & ONGOING
27.	Together with ABITA and DBITA, a yearly seminar could be organized for estate doctors of different estates. The best-case practices could be shared in these meetings. The skills of the doctors should be enhanced through special training on diseases which are common amongst the estate workers.	Ongoing	<ul style="list-style-type: none"> - Please provide the number of medical seminars conducted by ABITA & DBITA during the FY - Please provide the number of estate doctors - Please provide the number of estate doctors nominated for refresher trainings 	<ul style="list-style-type: none"> - Please provide the number of medical seminars by ABITA & DBITA attended by Estate doctors – 48 nos. - Please provide the number of estate doctors who attended seminars by ABITA & DBITA – 21 nos. - Please provide the number of estate doctors who attended refresher training – 9 nos 	<ul style="list-style-type: none"> - Medical Seminars in coordination with ABITA & DBITA for the Estate Doctors on relevant topics are being held - Medical Officers are being nominated for refresher trainings <p>Apart from this the following Health initiatives have been introduced within APPL through the APPL Foundation.</p> <p>PROJECT SAMBHUYA</p> <ul style="list-style-type: none"> -4 skill based training conducted -8 ECHO Sessions held -41 meetings of Hospital Committees across Tea Garden Hospitals held in Assam -44 mentoring visits held to handhold healthcare personnel in improving maternal, ante and post-natal care -14 Awareness sessions held with mothers group and 7 with adolescent's girls group 	<ul style="list-style-type: none"> - Ongoing APPL Hospitals are the leading medical care providers in the Industry and have been acknowledged by the Government as models for the industry to follow.

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					SMART HOSPITAL PROGRAMME -6 tea garden hospital being transformed as SMART Hospital -Laboratory infrastructure and diagnosis strengthened at all the 6 Hospitals. Laboratory equipment's as incubator, auto analyzer provided. -Tab-based registration and consultation, structured and automated drug inventory functional at all 6 Garden Hospitals -AINA training of lab technicians conducted. -AINA Outreach Camps held at the communities to generate awareness about the facilities available at the Hospital -AINA has conducted close to 200 successful tests	
28.	Provision of swatch water filters to all households	March 2018	<ul style="list-style-type: none"> - Please provide the total number of households - Please provide the total number planned to be covered under this scheme in this FY 	<ul style="list-style-type: none"> - Please provide the number of estates where the scheme rolled out - 7 Estates - Please provide the total number of households covered to date - 3371 Nos. - Please provide the number of households covered during this FY - Nil 	<ul style="list-style-type: none"> - Provided to 3371 households in 7 Estates. - This will be provided in a phased manner - 	<ul style="list-style-type: none"> - This facility has currently not been extended to other Estates, due to fund constraints.
29.	Enabling development of kitchen gardens by each worker and other measures to partially address nutritional deficiencies	March 2018	<ul style="list-style-type: none"> - Please provide the number of child health volunteers across all estates² - Please provide the number of awareness events planned - Please provide the total number of workers 	<ul style="list-style-type: none"> - Please provide the number of child health volunteers sent for refresher training to date and during this FY 16 Child Health Volunteers - Please provide the number of awareness events conducted to date and during this FY - Please provide the total number of workers/ families covered to date and during this FY 	<ul style="list-style-type: none"> - 56 Child Health Volunteers have been sent on a special refresher course on child nutrition - New nutrition diet charts for crèches and hospitals have been implemented. The Calorific values have been revised from 400 KCAL to 700 KCAL. - Awareness programmes at all Estates on relevant topics are being held. -NUTRITION SUPPORT TO PREGNANT WOMEN FOR SAFE MOTHERHOOD -350 pregnant and lactating women at the Tea Estates of Powai, Chubwa, Borhat and Nahartoli provided with dietary nutrition supplement -GAIN in partnership with APPL has developed a 	<ul style="list-style-type: none"> - ONGOING

² Please provide a breakup of child health volunteers by estate

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				Same Status Prevails	<p>nutrition project for tea estate of workers of Assam. The project is being implemented by North East Affected Area Development Society (NEADS).The NEADS-GAIN partnership agreement was signed on 01 November, 2018.</p> <ul style="list-style-type: none"> - The Project is being conducted at Borjan & Nahortoli and will support the nutrition needs of the workforce, Fair Price Nutrition Shops and Sanitary Pads. - The objective is to increase, demand, access and consumption of safe and nutritious food among the tea workers families. - Aim to provide training and impact 2263 nos or workers in the two Estates. 	
30.	Implement individual metering along with cluster metering across all plantations	March 2018	<ul style="list-style-type: none"> - Please provide the number and name of estates that do not have individual meter - Please provide the number of houses that have individual meters - Please provide the number of houses that do not have individual meters 	<ul style="list-style-type: none"> - <i>Please provide the number and name of estates where individual metering completed to date and in this FY</i> <ul style="list-style-type: none"> - 16209 Individual metering has been done at all 25 Estates. - <i>Please provide the number of houses that have individual meters at the end of this FY – 16209 nos. of Houses</i> - <i>Please provide the number of houses that do not have individual meters at the end of this FY- 1779 nos. of houses</i> 	<ul style="list-style-type: none"> - Individual metering has been completed in 23 estates (remains balance in 2 estates). Execution in the rest of the estates is being pursued with the authorities - Mostly taken over by the Govt. 	- ONGOING
31.	Provide to each household a bathroom	March 2019	<ul style="list-style-type: none"> - Please provide the total deficit of bathrooms/new bath rooms to be constructed³ - Please provide the total number of bathrooms to be 	<ul style="list-style-type: none"> - Please provide the total number of bathrooms constructed to date - 4310 Nos. - Please provide the total number of bathrooms 	<ul style="list-style-type: none"> - Out of a total deficit of 13367 units, 4310 new bathrooms constructed till Oct 2019 - Construction of another 4000 being planned. - 	<ul style="list-style-type: none"> - The work has currently been put on hold due to fund constraints.

³ Please provide a breakup by estate

# (A)	Suggested Action Item (B)	Suggested date for completion/ verification (C)	Work Plan (D)	Achievement (E)	Current Status of Implementation (As of November, 2020) (F)	Suggested date for completion/ verification (G)
			constructed this FY	constructed this FY - NIL		
32.	Construction of cemented drains in all worker colonies	March 2019	<ul style="list-style-type: none"> - Please provide the total length to be constructed - Please provide the total length planned to be constructed this FY 	<ul style="list-style-type: none"> - Please provide the total length constructed to date - 26314 Rft. - Please provide the total length constructed this FY- NIL 	<ul style="list-style-type: none"> - This will be done in a phased manner. 	<ul style="list-style-type: none"> - The work has currently been restrained due to fund constraints
33.	Provision/revamping of kitchen and provision of smokeless stoves to all households	March 2019	<ul style="list-style-type: none"> - Please provide the total number of smokeless stoves to be provided - Please provide the total number of smokeless stoves planned to be provided this FY - Please provide the total number of kitchens to be constructed - Please provide the total number of kitchen to be constructed this FY 	<ul style="list-style-type: none"> - Please provide the total number of smokeless stoves provided to date - 2570 Nos. - Please provide the total number of smokeless stoves provided this FY - NIL - Please provide the total number of kitchens constructed to date - 366 Nos. - Please provide the total number of kitchen constructed this FY - Nil 	<ul style="list-style-type: none"> - 2570 smokeless stoves provided - 366 new kitchens constructed - Being implemented in a phased manner 	<ul style="list-style-type: none"> - This facility has not been extended to other Estates due to current fund constraints
34.	Construct new houses in Borjan in accordance with the plan developed above for two years and recalibrate the plan based on the progress.	March 2019	<ul style="list-style-type: none"> - Please provide the total deficit and the total number to be constructed - Please provide the total number to be constructed this FY 	<ul style="list-style-type: none"> - Please provide the total number constructed to date - 64 Nos. - Please provide the total number constructed this FY - 12 nos. 	<ul style="list-style-type: none"> 64 number of new houses built - 	<ul style="list-style-type: none"> - The work has been restrained due to fund constraints. - This program is being recalibrated due to the

# (A)	Suggested Action Item (B)	Suggested date for completion/ verification (C)	Work Plan (D)	Achievement (E)	Current Status of Implementation (As of November, 2020) (F)	Suggested date for completion/ verification (G)
						Government programs on housing.
35.	Repair at least 50% of existing houses across all estates that have been identified as requiring major/capital repairs to the standards of Model houses developed at Hattigor and Majuli	March 2019	<ul style="list-style-type: none"> - Please provide the total number of houses requiring major repairs - Please provide the total number of houses planned to be repaired this FY 	<ul style="list-style-type: none"> - Please provide the total number of houses requiring major repairs that have been repaired to date 14823 Nos. - Please provide the total number of houses repaired from April 2018 till Dec 2020 12249 nos. (In Progress) 	<ul style="list-style-type: none"> - 9654 houses repaired. The repair program will be evaluated by APPL Board Annually - A sum total of Rs. 18993775.35 has been spent on house repairs, across APPL, from April 2018 to November 2020. 	-ONGOING however Fund constraints are impacting repairs.
36.	Make available one standpipe of piped water to each household	March 2019	<ul style="list-style-type: none"> - Please provide the total number of standpipes to be provided - Please provided the total number of standpipes to be provided this FY 	<ul style="list-style-type: none"> - Please provide the total number of standpipes provided to date - Please provide the total number of standpipes provided Water supply upgradation work has been carried out in Hattigor, Bhelaguri & debrapara. 526nos. of new water point with stand pipe water connection have been given to the workers quarters 	<ul style="list-style-type: none"> - All infrastructure to provide piped water to worker housing will be put in place for 21 estates. - Pilot project has been undertaken in 3 estates. - Currently water supply is being augmented at Hattigor , Bhelaguri and Debrapara. - Govt. Water Supply systems in the Workers Colonies have been set up at Borhat, Difflo and Hattigor but aren't functional. Project Jalodhri - Water Supply/ Filter Units installations at Teok, Kakajan & Bhelaguri Tea Estates. -Baseline data sought by the Trust on the status of existing and defunct bore wells has been submitted for all three Estates, during the first week of August, 2020. -Detail plans on the installations of the installation of the filter units at the three Estates and two more in the communities in the hinterland are awaited from the Trust. -Updates on the same will be provided by CML in the coming week. -For the Cluster Coordinator's appointment, CV's have been sent to the 	Ongoing work aligning with Govt Schemes.

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					Trust from Bhelaguri only as Kakajan & Teok were not able to identify any suitable candidate from with the community or from the neighboring communities. (PIP ATTACHED)	
37.	Construct new houses in all estates barring Borjan to close the shortfall in available housing in all estates except Borjan (part of the 5% shortfall in houses will be closed as a result)	March 2022	<ul style="list-style-type: none"> - Please provide the total number of new houses to be constructed - Please provide the total number of new houses to be constructed this FY as per plan 	<ul style="list-style-type: none"> - Please provide the total number of new houses constructed to date <p>181 Nos.</p> <ul style="list-style-type: none"> - Please provided the total number of new houses constructed this FY <p>15 nos</p>	<p>181 new houses built</p> <ul style="list-style-type: none"> - Review progress in two years and recalibrate. 	<ul style="list-style-type: none"> - This work has been currently put on hold due to fund constraints.
38.	Complete repair of all existing houses across all estates to the standards of Model houses developed at Hatthigor and Majuli	March 2022	<ul style="list-style-type: none"> - Please provide total number of houses to be repaired 	<ul style="list-style-type: none"> - Please provide total number of houses repaired to date <p>14823 nos.</p>	<ul style="list-style-type: none"> - 14823 houses repaired. The repair program will be evaluated by APPL Board Annually. - Work in progress 	House repairing is an ongoing activity.
39.	Enhance budgetary resources made available to various worker welfare measures referenced in this Action Plan.	Pending	<ul style="list-style-type: none"> - Please provide total budget estimated for implementation of plan - Please provide total budgetary allocation planned for this FY 	<ul style="list-style-type: none"> - Please provide the total expenditure on Unnati plan to date <p>44.32 Cr</p> <ul style="list-style-type: none"> - Please provide the total expenditure on plan this FY <p>NIL</p>	<ul style="list-style-type: none"> - Budgetary provisions for welfare activities over the last two years is: - 2018-19 – Rs. 84946565 - 2019-20 – Rs. 49219605 - 2020-21 – Rs. 118805000 	<ul style="list-style-type: none"> - Currently the pace of work has become sluggish due to Fund Constraints. However routine repairs covered under the rev budget are continuing.

(Updates till November, 2020 are stated under column E&F)