

ACTION PLAN IMPLEMENTATION STATUS UPDATE

August 2024

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (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>Number of affected persons provided permanent employment (38 nos.)</u> - <u>Number of affected persons provided alternate land (NIL)</u> - <u>Total Number of affected persons provided permanent employment in Tea operations (38 nos.)</u> | - A total of 38 workers displaced due to the Fisheries Project, have been provided with Permanent employment at the Estate itself. (15 from Hatibari Div. and 23 from Nahorani Div). | Completed |
| 2. | Migration of young girls - Information tools like booklets 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 conditions, 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> <ul style="list-style-type: none"> a) Please provide the total number of awareness events planned. b) Please details of the information tools that were planned to be developed. c) Please provide number of estates planned | <ul style="list-style-type: none"> A) Total number of Muskaan clubs in place (27 nos.) B) Total number of awareness events held (238 nos.). C) Details of information tools developed to date. <ul style="list-style-type: none"> i) ADWR NGO was involved in to provide awareness programs at the Estates and Sensitize workers and their families regarding migration. ii) IN/OUT Register to monitor the movement of people and regular interactions by the Management with Line chowkidar every week. | <ul style="list-style-type: none"> a) In addition, in association with APPLF and Tata Group Companies we carry out awareness programs across tea estates and also provide technical trainings / skill development programs for young, educated youth at the APPITI, Rowta and VTC Chubwa including placements in Group Companies. b) No trafficking was reported in any of the APPL Estates. Adol. Girls Clubs are active across all Estates who regularly conduct awareness and cultural programs to improve awareness on various social and cultural issues. | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|---|--|---|---|--|--|
| | | | to be covered under safe migration project in total and in this FY | d) Number of estates covered under safe migration project to date and in this FY: All APPL 25 Estates | | |
| 3. | There should be a dedicated person in APPL focused on certification related issues. | March 2015 | | a) Dedicated team for implementing this b) Mr. S.K. Dutta, Pichino Chaudhury & Mr. Anshu Shukla, Manager Sustainability, Certifications, CSR & Welfare c) Date by when dedicated team/person was put in place: Since 2014 | a) Currently handled by Mr. Pichino Chaudhry, Senior Manager as the dedicated resources for certifications. | Completed |
| 4. | The APPL policy on the amendment of PLA 2010 pertaining to medical benefits for dependents should be adequately informed to the workers through Employee Councils | March 2016 | a) Please provide a copy of policy b) Please provide the date on which the policy was notified | a) A copy of the policy: b) Date on which the policy was notified 28th March- 2014 | a) Dependents are being provided with medical treatments including outside treatments. b) In addition, Enrollment process for Ayushman Bharat Scheme is also ongoing at all our Estates. c) 77% workers have been enrolled with Ayushman Bharat Cards. d) Provided wheelchairs to 12 dependents during the FY24 and also created structural improvements in their respective homes and other institutions like hospitals and creche for easy movement of wheel chairs | Completed |
| 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 | a) Change in IT payroll system has been implemented to enforce mandatory rotation of workers deployed on spraying operation every 3 months b) Date by when change implemented: March 2016 | a) This has been implemented in all APPL Estates and it is an ongoing process. b) Only male workers are deployed for Spraying works c) Estate which faces shortage of male workers are carrying out | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|---|---|--|
| | | | | | the Cholinesterase tests, every three months and only the workers who have not shown an increase in the bilirubin count are allowed to continue. | |
| 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. | <p>a) Company publicized the action plan for the awareness of workers in the Estates - Through EEC meetings.</p> <p>b) Date by when EEC meetings / events for soliciting feedback completed: March 2017</p> <p>c) Number of estates covered - All 25 tea estates</p> | a) In addition, this has been published on the web site of IFC as well. | 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"> - Number of toilets repaired to date 10884 nos. - Number of new toilets built to date 2901 nos. - Number of toilets repaired during the FY 2022-23 1596 nos. - Number of toilets approved for FY 2023-24 - 963 - 7 mobile bio toilets have been introduced in four of our estates as trial project. | <p>In addition: New Toilets constructed under the Govt Housing project for tea labour lines during the Year:</p> <p>2021 – 410 nos. 2022 – 237 nos. 2023 – 98 nos.</p> <p>New Toilets sanctioned to be constructed in 2023-24 - 304 nos.</p> <p>Under the PMAY we have constructed 1039 new houses with toilets and bathrooms, during 2021, 2022 and 2023.</p> <p>In addition, 1000 new houses will be constructed during FY 25 using the State Housing for Tea Estate program which will include houses, toilets and bathrooms.</p> | - Ongoing. |
| 8. | Put in place a septic tank cleaning mechanism | First round of cleaning of all | - Please provide the total number | - Total number of septic tanks cleaned to date 8275 Nos. | a) It is an Ongoing process as per requirements at Estates. The | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|---|---|--|
| | | existing septic tanks by March 2018. | of septic tanks to be cleaned - Please provide the total number of septic tanks to be cleaned this FY ¹ | - Total number of septic tanks cleaned in FY 2022-23 - 1600 Nos. Septic tank cleaning is in progress. | company provides the required infrastructure. b) Public Health department is also being approached to seek their help in cleaning the septic Tanks regularly | |
| 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 | Total number of toilets upgraded based on Sulabh / Caparo solution - 146 nos. | Standard design of twin-pit toilets has been provided and standardized. | Completed |
| 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 | Total number of hand pumps and standpipes provided to date: 25,000 covering all households across APPL Estates, which include JJM connections | The JJM water supply scheme is being implemented across all Estates, in addition, Project Jalodhari (Sponsored by TCPL and implemented by Tata Trust) is working to make potable water available at estates in Jorhat. Project Jalodhari phase 1 covers 3 APPL estates as well as few villages around the area as well. Also working on Phase-II for expanding the project benefits to Golaghat region. Almost 19500 water connections have been provided under these schemes across all APPL Estates. This Phase is nearing completion in four estates. Plan for Phase – III is under way. | Completed |
| 11. | Complete phase-out of hazardous pesticides of WHO Class 1a and 1b hazard | March 2017 | Please provide a list of and corresponding quantity of WHO Class 1a | - Quantity of the pesticides (listed in previous column) consumed during the year. | Company as a Policy does not use any pesticides declared under WHO Class 1a and 1b chemicals. | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|--|--|---|--|
| | classification including putting in place control procedures to prevent inadvertent use. | | and 1b pesticides consumed during year ending March 2016 | - Quantity of any other WHO Class 1a and 1b pesticides used We are strictly following the PPC guidelines. Pesticides under WHO classification of No 1A,1B are not being used in APPL Estates. | | |
| 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 | Provide the total number of complete sets of PPEs issued to sprayers. All Estates are provided with PPE for workers on Spraying duty | All estates are using prescribed PPE while on spraying work and this is getting monitored as part of the Field Policy. | 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 | a) Total number of PPE in stock: 906 nos. b) Total number of PPE procured. 6992 nos c) Total number of PPE issued to workers 10986 sets. | Overall, 906 complete sets of coveralls, which include face masks, rubber vests /aprons, rubber gloves etc are available at the estates as of May 2023 and sufficient sets would be made available as part of the Field Policy. | Completed |
| 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 | Provided sufficient budget for PPE and the total expenditure on purchase of PPE for FY 2022-23: Rs.35.43 Lakhs. Amount spent for replacement /spares for the last three FY: Rs.56 lakhs | It is an ongoing process. Rs. 35.43 lakhs spent in the previous financial year (FY22- 23) and Budget of Rs. 59.62 lakhs kept for PPE purchase/ replacement for the current FY (FY23-24) | 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 | All Estates provide regular awareness and training on safe spraying practices and the need for wearing PPE while handling chemicals etc, based on the training calendar, in addition to the manuals provided in local languages. This has been subject to audit by various certification agencies as well. | This has been implemented and the training programs are conducted on monthly basis across all Estate and, also as a requirement of various Certifications. Every Estate has a Training Calendar and regularly implemented. Trainings completed for the last FY and is ongoing for the FY 2023-24 as well. | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|---|--|---|--|---|--|
| 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 | All Estates have been provided with sufficient washing stations for the workers for washing PPEs and have shower. | All Estates have wash stations for workers engaged in spraying activities. | Completed |
| 17. | Cover all estate hospitals under National Rural Health Mission | March 2017 | Please provide the number of estate hospitals | <p>Estate hospitals covered under NRHM as of date: 8 of APPL Estate hospitals (out of 24) are already covered under NRHM.</p> <p>Company is working together with NHRM mission team to try and enroll more hospitals and very likely we will be able to enroll another 10 to 12 Estate hospitals under NHRM during FY 24 and FY 25.</p> <p>However, All APPL hospitals are empaneled with Govt and are part of the network providing care to the Rural population.</p> | <p>8 Hospitals are already enrolled from which Majuli Hospital has recently joined the fold.</p> <p>The next enrolment drive has already been started and we would be including all the remaining Estate hospitals following the Policies of the Central and the State governments.</p> <p>In addition, 14 hospitals of APPL have already been selected for upgradation this year, in the first Phase declared by the State Govt.</p> <p>All the remaining Estate hospitals in Assam have been approved now under NHM and shortly, when the State roll out the program during FY25.</p> | Completed (Significant Part) |
| 18. | Doctor's availability schedule/rosters to be prepared and communicated to all workers | March 2017 | | <p>a) Doctor availability monitoring system</p> <p>This is being monitored by the Chief Medical Officer. A medical register is maintained by the visiting medical Officer when the estate Medical Officer is on Annual leave.</p> | Doctors' availability schedule has been displayed at the Hospitals and also communicated to the workers. | Completed. |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|---|--|---|--|--|--|
| | | | | b) Date on which this system was installed. This has been the tradition in all the APPL Tea estates. c) Doctor roster communicated to workers This is being communicated by the health Assistant to the workers and displayed at the Hospitals in every Estate. | | |
| 19. | Cleaning of non-cemented drains in all worker colonies | March 2017 | Please provide an estimate of the total length of drains | 345,128 running feet of drains cleaned till date Cleaning frequency is at least once a year. | a) 345,128 running feet of drains cleaned till date which is covering almost all households | Completed |
| 20. | Arrangement of supply of electricity from government electricity boards at residential rates should be facilitated across the plantations | March 2017 | a) Please provide the total number of houses with electricity connection b) Please provide the total number of houses without electricity connection c) Please provide the total number of houses where connection exists but electricity has been disconnected | a) All Estate households have been provided with individual electricity connections from the Grid. b) All these households have separate electricity meters. c) For up to 200 Units there are no charges levied and beyond that every household pay Rs.5.30 per unit on an average. d) The effective price per unit of electricity consumed per household is only Rs.2.2 per unit (Considering an average consumption of 350 units per household). | All households are connected with electricity supply from the Grid and have separate meters The average cost of electricity per household is only Rs.2.2 per unit, as up to 200 units there is no levy by the Grid. | Completed |
| 21. | Training and awareness of all employees on maintaining cleanliness and hygienic | March 2017 and refresher every year | a) Please provide that total number of awareness and | Training has been carried out every year and every Estates | Completed in all Estates for the FY 2022-23 and ongoing for the current FY 24. | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|---|---|--|
| | conditions in worker colonies | | training events planned b) Please provide the total number of workers | | | |
| 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 | a) Please append a copy of the plan b) Please provide number of houses planned to be constructed in FY ending March 2018 | a) The number of houses constructed during FY 2021-22 FY 22-23: 134 nos. 2023-24 _____ b) Number of Pucca houses to be constructed to close shortfall to date: in place of 143 Nos of cutcha houses. | a) 123 new houses constructed in Borjan in 2021 and 11 in 2022. b) The shortfall Pucca houses would be closed, when we get further 1000 houses under the CMAY scheme during the FY 25. Borjan also would get the due share during that phase and the shortfall would be met, for which the Company is coordinating with the Govt agencies. | Ongoing |
| 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 | | Earlier all the Estates were provided with APSITE, a software to standardize and integrate all standards for compliance and monitoring using one data base. However, we found that software is not effective, rather the regular changes introduced by various agencies monitoring the certifications made it more complex and hence scrapped. There are certain common standards (CODES) for various certifications and the Company will put the common Standard clauses/CODES/Processes into one data base and the remaining would be monitored separately. | We will work towards integrating the Common standards/CODES/Processes of various Certifications and segregate the standalone requirements and monitor them separately. This process would be completed by March 2025 We are migrating into a new module Business Central and certification is built into the same and migration is likely to complete by March, 2025. | Ongoing |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|--|--|--|
| 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 | <p>a) Please provide the total number of user committees planned to be setup</p> <p>b) Please provide the total number of discussion events with user committees planned for FY ending March 31, 2017</p> | All of our Estates have User committees. Hence 25 user committees, as of now | <p>User committees are available at all Estates. Role is to ensure upkeep of electrical points and provision of CFL/LED bulbs to the workers. Funds are provided by the APDCL.</p> <p>Company continues to provide the entire coordination support with various agencies.</p> | Completed |
| 25. | Worker Education on ESOP, financial literacy, shares program procedures and processes | March 2017 and annual refresher | <p>a) Please provide the total number of Financial Literacy events planned in the FY</p> <p>b) Please provide the total number of workers planned to be covered during the FY</p> <p>c) Please provide the number of estates planned to be covered under consolidated withdrawal scheme in the FY</p> <p>d) Please provide the number of estates planned to be covered under doorstep banking</p> | <p>a) As shareholders, Company provides necessary training and awareness programs for workers on e voting during AGMS, filling up of transfer forms for share transfers, if any.</p> <p>b) Also assisting workers to open bank accounts and encourage digital wage settlements.</p> <p>c) In all Estates Financial literacy events are being undertaken with the help of Unions and Bankers.</p> <p>d) Most of the Estates are now implementing digital payment of wages to workers</p> <p>e) During the FY 23 we have provided an EXIT option to the employee shareholders with a reasonable IRR.</p> | <p>a) An EXIT option was rolled out to the employee shareholders during the FY 23 and majority opted for that, remaining opted to continue as they want to continue as shareholders, due to various reasons.</p> <p>b) Paid Rs. 12.70 per share for a face value of Rs.10, in addition to the dividends paid in the past</p> <p>c) Company continue the efforts to bring all the Estate employees, permanent as well as temporary into the digital banking network. As of end Jun 2023, almost Estates are following digital payment system and majority of the workers are getting their wages through bank transfers.</p> | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|---|--|--|--|---|--|
| | | | services during the FY | | | |
| 26. | Strengthen the housing and infrastructure complaint redress process | March 2017 | <p>a) Please provide the total number of unaddressed complaints at the beginning of FY</p> <p>b) Please provide the total number of complaints received FY</p> <p>c) Please provide the total number of complaints planned to be redressed in FY</p> <p>d) Please provide the target average time for redress of complaints.</p> | <p>a) Total number of complaints redressed: 21124 Nos. have been redressed</p> <p>b) Total number of complaints that remained unaddressed - 1256 nos.</p> <p>c) Average time taken for redress of complaints - Average 1 week</p> | Housing complaints redressal systems are active at all Estates. Complaints are being addressed in a systematic manner. | Completed |
| 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 | <p>a) Please provide the number of medical seminars conducted by ABITA & DBITA during the FY</p> <p>b) Please provide the number of estate doctors</p> <p>c) Please provide the number of estate doctors nominated for refresher trainings</p> | <p>a) Number of medical seminars by ABITA & DBITA attended by Estate doctors – 48 nos.</p> <p>b) Number of estate doctors who attended seminars by ABITA & DBITA – 21 nos.</p> <p>c) Number of estate doctors who attended refresher training – 9 nos</p> | <p>a) It is an ongoing process. Completed for FY 2022-23.</p> <p>b) For the FY 2023-24, a training in Community Medicine by HOD of Community Medicine, AMCH and Identification and prevention of disability in children by Mr. ASIS GHOSH, PHYSIOTHERPIST, on 20th May 2023 has been conducted.</p> <p>c) Will continue to organize such medical programs for the Estate Doctors.</p> | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|---|--|--|---|---|--|
| 28. | Provision of swatch water filters to all households | March 2018 | <p>a) Please provide the total number of households</p> <p>b) Please provide the total number planned to be covered under this scheme in this FY</p> | <p>a) Number of estates where the scheme rolled out - 7 Estates</p> <p>b) Total number of households covered to date - 4646 Nos.</p> <p>c) Number of households covered during this FY - Nil</p> | With the roll out of JJM scheme and Project Jalodhri as referred above (Point no. 10) the requirements of more filters does not arise. All households are now getting potable water. | Completed |
| 29. | Enabling development of kitchen gardens by each worker and other measures to partially address nutritional deficiencies | March 2018 | <p>a) Please provide the number of child health volunteers across all estates</p> <p>b) Please provide the number of awareness events planned</p> <p>c) Please provide the total number of workers</p> | <p>a) Number of child health volunteers sent for refresher training to date and during this FY: 75 Child Health Volunteers.</p> <p>b) 8 of our workers were trained over a period of xx weeks at Kolkata in IICP, to provide specialized care to cerebral palsy patients and other handicapped persons on estates. These 8 people will cover 4 estates namely Hathikuli, Diffloo, Borjan & Lattakoojan.</p> <p>c) Kitchen Gardens are available at every household</p> <p>d) Training on Nutrition is an ongoing program with GAIN</p> | <p>a) Kitchen gardens are available at workers houses.</p> <p>b) Trainings on Nutrition are ongoing with GAIN and plans for expansion of the Project are being discussed. The Program is scaled up across the 7 Estates in Upper Assam.</p> <p>c) Trained women in the communities as Dharma Life Entrepreneur (DLE) to generate awareness in nutrition and reach fortified and affordable food supplements, solar products, sanitary napkins at the doorstep of the community people.</p> <p>d) Cultural activities, such as street plays and cooking competitions designed by GAIN's Workforce Nutrition Program emphasized healthy dietary practices and created demand for the nutritious food that now line the shelves of the new "healthy line shops". By working through the existing shop network in the local community, the project has improved the livelihoods of line</p> | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|--|---|--|
| | | | | | shop owners, provided multiple options for nutritious food and is helping to improve the nutrition of Assam tea communities for generations to come. | |
| 30. | Implement individual metering along with cluster metering across all plantations | March 2018 | a) Please provide the number and name of estates that do not have individual meter b) Please provide the number of houses that have individual meters c) Please provide the number of houses that do not have individual meters | As narrated above all households have separate meters across the APPL Estates | All houses have individual meters | Completed |
| 31. | Provide to each household a bathroom | March 2019 | a) Please provide the total deficit of bathrooms/new bathrooms to be constructed ² a) Please provide the total number of bathrooms to be constructed this FY | a) Total number of bathrooms constructed to date – 4312 Nos. b) Total number of bathrooms constructed this FY - NIL | As explained above (Point no. 7) we are working together with the Govt agencies to bring in new 1000 houses in the labour lines which would certainly cover the toilets and bathrooms in all Estates during FY 25 | Ongoing |
| 32. | Construction of cemented drains in all worker colonies | March 2019 | a) Please provide the total length to be constructed | a) Total length constructed to date - 26314 Rft. b) Total length constructed this FY- NIL | APPL would be using the state govt schemes to maintain the labour line roads and the drains in all the Tea estates and that would cover the | Ongoing |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|--|---|--|
| | | | b) Please provide the total length planned to be constructed this FY | | remaining shortfalls. Govt has already announced housing in labour lines and investment in drains in labour lines in the Tea Estates in Assam during the FY24 and necessary budget allocation has already been done by the State. | |
| 33. | Provision/revamping of kitchen and provision of smokeless stoves to all households | March 2019 | <p>a) Please provide the total number of smokeless stoves to be provided</p> <p>b) Please provide the total number of smokeless stoves planned to be provided this FY</p> <p>c) Please provide the total number of kitchens to be constructed</p> <p>d) Please provide the total number of kitchens to be constructed this FY</p> | <p>a) Total number of smokeless stoves provided to date 3795 nos</p> <p>b) Total number of smokeless stoves provided this FY 1225 nos.</p> <p>c) Total number of kitchens constructed to date 366 nos</p> <p>d) Total number of kitchens constructed this FY Nil</p> | <p>a) So far Company has provided 3795 smokeless stoves.</p> <p>b) Also started a pilot project with 104 smokeless improved cook stoves in 3 Estates. This pilot will be run for 3-6 months.</p> <p>c) Once the efficiency is established and the beneficiaries are convinced, our intention is to roll out the improved cook stoves to all the households in APPL gardens and reduce the emission as well improve the health of workers families.</p> <p>d) At Powai we have provided piped Gas supply to 1248 households under a pilot project undertaken with AGCL. We are working with the Government to further expand this facility across Assam Estates</p> <p>e) During FY 24 and FY 25 Company has already distributed improved cook stove (smokeless) to the households and by March 25 we would be covering entire households with ICS</p> | Ongoing |
| 34. | Construct new houses in Borjan in | March 2019 | a) Please provide the total deficit | a) Total number constructed to date: 187 Nos | a) 123 new houses constructed at Borjan in 2021 and 11 in 2022. | Ongoing |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|---|---|--|
| | accordance with the plan developed above for two years and recalibrate the plan based on the progress. | | and the total number to be constructed b) Please provide the total number to be constructed this FY | b) lease provide the total number constructed the FY 22 123 nos. and FY 23 11 nos. | b) Rolling out of PMAY / CMAY schemes during the FY 24 already approved 2045 houses) and further expected during FY 25 will ensure houses for all workers. During the last 3 CYs 2021, 2022 and 2023 we have already constructed 1328 new houses using CMAY / PMAY c) Further 1000 houses in worker colonies are coming up in the next two FYs as mentioned above for which APPL is coordinating with the Govt agencies. | |
| 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 | a) Please provide the total number of houses requiring major repairs b) Please provide the total number of houses planned to be repaired this FY | a) Already repaired 26700 houses till date across APPL Estates b) In addition FY24 Rs.64 lakhs spent on repairs to workers housing. | a) 26700 houses repaired till date across APPL b) When we get new houses under the PMAY/CMAY in the current FY as well the forthcoming FY the requirement would be met. | Ongoing |
| 36. | Make available one standpipe of piped water to each household | March 2019 | a) Please provide the total number of standpipes to be provided c) Please provided the total number of standpipes to be provided this FY | a) APPL initiatives along with JJM and TCPL projects all households get potable water at their doorsteps b) In addition, Company incur Rs.1.7cr an average every year towards water supplies to workers and labour lines | a) JJM water supply scheme is being implemented across all Estates. b) Around 19500 water connections have been provided under the scheme across all APPL Estates. In addition the impact of Project Jalodari as narrated above (Point no. 10) | Completed |
| 37. | Construct new houses in all estates barring Borjan to close the | March 2022 | a) Please provide the total number | a) Total number of new houses constructed to date 304 Nos. | d) 1328 houses were constructed under PMAY / CMAY during 2021, 2022 and 2023 and in | Ongoing |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|---|---|---|--|
| | shortfall in available housing in all estates except Borjan (part of the 5% shortfall in houses will be closed as a result) | | of new houses to be constructed b) Please provide the total number of new houses to be constructed this FY as per plan | b) Total number of new houses constructed the last FY 123 nos c) 1039 houses constructed under PMAY across all APPL Estates from 2021 till 2023 with an additional 474 houses sanctioned for construction till date | addition 2045 houses are already approved for FY 24 which will be completed by March 2025. Further approvals expected for 100 houses during FY 25 and these will ensure Pacca houses for all workers. | |
| 38. | Complete repair of all existing houses across all estates to the standards of Model houses developed at Hatthigor and Majuli | March 2022 | Please provide total number of houses to be repaired | a) 4024 houses repaired so far across the estates b) Every year Company spent close to a Cr Rupees for maintenance of houses | a) Exps during FY 23-24: Rs. 64 lakhs b) 4024 houses repaired across APPL in FY 2022-23. c) Exps during FY 22-23: Rs. 85.15 lakhs d) Exps during FY 2021-22 Rs. 94.23lakhs e) Exps during FY 2020-21 Rs.71.99 lakhs f) 1328 houses were constructed under PMAY / CMAY during 2021, 2022 and 2023 and in addition 2045 houses already approved for FY 24 which will be completed by March 2025. All these are with toilets and bathrooms and standard houses. g) Further 1000 new houses will be constructed across APPL Estates in the next two FYs with the Toilets & Bathrooms and other infrastructure. | Ongoing |
| 39. | Enhance budgetary resources made available to various worker | Pending | a) Please provide total budget | a) Total expenditure on Unnati plan to date Rs.44.32cr | Company incurs on an average Rs.10cr every year across the Estates | Completed |

| # (A) | Suggested Action Item (B) | Suggested date for completion/verification (C) | Work Plan (D) | Achievement (E) | Current Status of Implementation (As of June 2023) further updated in August 2023 (F) | Suggested date for completion/verification (G) |
|-------|--|--|--|--|--|--|
| | welfare measures referenced in this Action Plan. | | estimated for implementation of plan b) Please provide total budgetary allocation planned for this FY | b) Total expenditure for FY 23: Rs. 10.78cr c) For the FY 23-24 Plan Rs.11cr d) For the FY 24-25 Plan Rs. 18.62 | towards various worker welfare activities: Exps during FY 2023-24 Rs.19.00 cr Exps during FY 2022-23 Rs.10.78cr Exps during FY 2021-22 Rs.10.66cr Exps during FY 2021-22 Rs.9.42cr | |

In addition: **Other Actions:**

40. APPL will publish the CAO action plan. Status: Done, also uploaded on the website of APPL and IFC
41. TCPL and IFC to agree on a third party to do an annual audit on this and worker perception survey of Project Unnati and Other improvements etc. **Status:** Not started as we could not agree on a third party
42. Annual audits and Survey and share the survey reports with workers and APPL: **Status:** Not initiated
43. Based on the Annual audit and survey Develop action plans for improvements agree with APPL and that become part of the CAO Action plan / ESAP. **Status:** Not started
44. CAO Action plan and ESAP addendum to be tabled for the Board meetings of APPL and discussed and necessary y budget allocation approved. **Status:** Not started

.