



## INTEGRATED SUSTAINABILITY OBJECTIVES, GOALS AND ACHIEVEMENTS

ASPECT	OBJECTIVE	UNIT	GOAL 2015/2016	ACHIEVEMENT		
				2015/2016	2014/2015	2013
FINANCIAL CAPITAL	1. Revenue	Rs.Mn	3,800	3,323	4,643	3,528
	2. Gross Profit	Rs.Mn	290	247	437	337
	3. Return on Equity (ROE)	%	6.5	6.7	13.9	10.8
	4. Debt to Equity	%	34.1	30.2	36.4	48.9
MANUFACTURED CAPITAL	1. New Machinery acquisitions	Rs.Mn	20	7.66	46.51	22.74
	2. Production	Mn.kg	7.7	6.8	8.8	7.3
	3. Made tea out tern	%	22.20	22.21	22.31	22.05
INTELLECTUAL CAPITAL	1. Recognitions & Awards	Number of main awards	20	15	15	16
	2. Certifications					
	⊙ ISO 22000 –FSMS	Number of estates	14	13	13	13
	⊙ Rainforest Alliance	Number of estates	14	14	13	13
	⊙ Etical Tea Partnership	Number of estates	14	14	13	13
	⊙ UTZ	Number of estates	14	01	01	01
3. Reputation and brand value	RPC GSA Ranking	01	01	02	02	
HUMAN CAPITAL	1. Total Worker Productivity	kg/Worker	2.75	2.7	2.7	2.6
	2. Worker Attendance	%	80	65	68	70
	3. Investment on Employee Training	Rs.Mn	1.5	1.3	1.6	1.5
	4. Worker Turnover	%	10	06	22	09
SOCIAL & RELATIONSHIP CAPITAL	1. New Housing	Units	20	32	11	10
	2. New Sanitary Facilities	Units	100	242	30	22
	3. Investment on Social	Rs.Mn	50	54.8	30.5	24
	4. Infrastructure Development	Rs.Mn	18	17.3	15.4	13.1
COMMUNITY DEVELOPMENT	Investment on Social Activities and community development					
	1. Customer Complaints	Nos	0	22	10	13
	2. Customer Satisfaction Index	%	100	70	71	65
	3. Total Local supplier percentage	%	95	99.7	96	94
CUSTOMER & SUPPLIER RELATIONSHIP	4. Tea Small holder supplies	kg	1,333,000	938,751	1,585,725	1,252,095
	1. Yield per Hectare	kg/hec/annum	1,679	1,547	1,887	1,570
	2. Replanting-Tea	hec/annum	35.94	29.41	46.25	27.47
	3. Planting of Fuelwood & Timber Species	hec/annum	52.5	52.72	54	11.04
NATURAL CAPITAL FIELD DEVELOPMENT & PERFORMANCE	4. Investment on Field Development	Rs.Mn	140	105	79.2	71.5
	1. Generation of Hydropower	kWh-mn	10	8.2	6.9	9.0
	2. GHG Emissions-Carbon Footprint	tCO <sub>2</sub> e	5,000	5,660	5,495	5,696
	3. GHG Emissions Intensity	tCO <sub>2</sub> e/ton of Made Tea	0.70	0.73	0.74	0.74
ENVIRONMENTAL STEWARDSHIP	4. Investment on Environmental Initiatives	Rs.Mn	45	43.2	26.4	49.5