

**GURANSE TEA ESTATE PVT. LTD**  
**COUNTRY: NEPAL**

**1. Background**

**a. Brief Company Profile:**

Guranse Tea Estate is a subsidiary of the Vaidya's organization of Industries and Trading House (VOITH). For over four decades, VOITH has been at the forefront of Nepal's private sector development. The group is well known for its commitment to quality, excellence and professionalism. Guranse Tea Estate is situated at an altitude between 3,300 to 7,300 feet above sea level in the eastern part of Nepal, Hile/Dhankuta which make it one of the highest tea gardens in the world.

Guranse Tea Estate is a grower, producer and exporter of finest high grown orthodox tea.

Guranse Tea is Organic Certified by the National Association for Sustainable Agriculture, Australia (NASAA) which is accredited by the International Federation Organic Association Movement (IFOAM)

Guranse Tea is certified for ISO 9001:2000 by premier certification body TUV Rheinland in the year 2001.

Guranse Tea Estate is a member of the Specialty Tea Institute (STI), a division of the Tea Association of the U.S.A Inc.

Guranse Teas have won the honor certificate for quality in the second China International Tea Exposition 1999.

Guranse Tea Estate has planted pure, young vibrant clonal bushes, which are developed after years of extensive research and development at tea research institutes.

**b. Relevant statistics on Turnover:** To the tune of Nrs. 10 million presently.

No. of staffs: Permanent staffs: 100, Daily wages workers: 200  
Seasonal workers: 100-200 as per requirement for crops.

**2. Principle Selected.**

**a. State the principle on which the case study is written.**

Labour and Environment.

The Principle on which the case study is written is the effective abolition of Child Labour.

Action taken to uphold this principle is Guranse Tea by providing teachers to the School established by the Government in the remote area where no teachers want to go and teach. We are automatically eliminating Child Labour as it is a normal practice for mothers working in gardens as pluckers to carry their children to work/work place. In this case as the Child grows up he/she automatically take up the kind of job/work the mother used to do which results in maybe not forced child labour but the parents take is as an additional income coming into the family.

By providing teacher/teachers to the Government School established by the Government in a remote area where no teachers want to go Guranse has provided teacher with paid salary so that the school can provide education which is the primary objective of all schools thereby effectively eliminating child labour.

Guranse has decided to sponsor two children of selected Woman laborers with their education. Guranse has no child labor on the tea estate.

Environment issue:

Since Guranse uses Organic fertilizers Guranse is preserving the Nitrate/Nitrogen content of the soil thereby preserving the ozone layer of the atmosphere and preventing Green House Gases forming and entering the atmosphere which otherwise would result in depletion of the ozone layer.

### **3. Policy on the Principle.**

Effective Abolition of all Child Labour.

**a. Write a policy as laid down by the company and who all were informed of the policy and the process of dissemination.**

Verbal communication to all workers on 19.11.03 and once a formal policy is in place after board resolution will be put up at factory/garden gate)

### **4. Implementation of the Principle.**

**a. Action Plan/Road Map**

Improving on the existing Labour Policy and Structure already present/existing.

**b. who is responsible for implementation.**

Mr. Santosh K.C – Asst. Manager

**c.Reporting System**

Bi-monthly update on the policy and welfare scheme already in place.

**d. Result achieved**

Positive results in the sense parents are sending their children themselves to the School.

**5. a. Person responsible for the report including designation.**

Ram Limbu – Manager Sales & Marketing

**b. Name and Address of the Company:** Guranse Tea Estate Pvt. Ltd.  
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