

Human Capital



Women in Leadership Programme

Advancing inclusion, capability and dignity across plantation communities

During 2025/26, Talawakelle Tea Estates PLC continued the Women in Leadership Programme in partnership with the Ethical Tea Partnership and The Republic of Tea, strengthening its focus on gender equality, women's inclusion and leadership development across estate operations.

The programme moved beyond awareness creation to address the practical realities that influence women's participation in the plantation workforce, including workplace safety, grievance responsiveness, health and wellbeing, skills development, caregiving responsibilities and leadership opportunities. Through executive sensitisation, gender grievance committee meetings, "Empower U" capacity building, agriculture training, medical check-ups, haemoglobin studies, psychological first aid and project evaluations, the initiative supported both women workers and the estate management systems that enable inclusive workplaces.

By linking gender inclusion with workforce resilience, productivity and long-term estate sustainability, the programme continues to strengthen TTE's Human Capital agenda. It reflects a clear shift from viewing women's empowerment as a standalone social initiative to embedding it as a core part of ethical, future-ready plantation employment.



Psychological first aid training



NILS certificate awarding ceremony for "Empower U" trainees - field, factory, office



Agriculture training for tea harvesters



Gender equality, GBV, negotiation and basic counseling training for the gender grievance committee in TTE estates



Awareness & Sensitization for Planting Executives - Gender Equality, GBV, WIL, Women Inclusion and Child Protection & Safety



Visit by ETP CEO - funding partner

2025 Focus Areas



Gender
equality



Women's
leadership



Workplace
safety



Health &
wellbeing



Skills
development



Inclusive
participation

Gender Strategy – Women in Leadership Project

Embedding gender equality into estate-level people management

During 2025/26, TTE developed a dedicated Gender Strategy under the Women in Leadership Project, funded by the Ethical Tea Partnership. The strategy provides a structured and practical framework to strengthen gender equality across estate operations, with a particular focus on improving women's participation, representation and progression within the plantation workforce.

The strategy builds on TTE's existing policy framework, including grievance handling, anti-sexual harassment, child protection, disciplinary and whistleblowing mechanisms. However, its purpose is not only to restate policy commitments, but to translate them into consistent estate-level practice. It seeks to harmonise procedures, strengthen accountability and improve the tracking of gender-related outcomes across estates.

Developed through worker consultations and stakeholder engagement, the strategy recognises the barriers that affect women's long-term participation in estate employment, including caregiving responsibilities, financial vulnerability, limited leadership pathways and youth migration from estate communities. These are not soft issues. They directly affect workforce retention, productivity, employee engagement and the future talent pipeline of the plantation sector.

By promoting gender-responsive training, safer workplaces, inclusive leadership opportunities and stronger support systems, the Gender Strategy positions gender equality as a core Human Capital priority and a strategic enabler of ethical, resilient and future-ready plantation employment.



Preliminary Discussion with Top Management



Resource Person's Field Visit to gather insights

Plantation Talent & Excellence Awards 2026

Celebrating people, performance and progress

The Plantation Talent & Excellence Awards 2026 was held in Araliya Green Hills, Nuwara Eliya, recognising outstanding contributions across plantation operations, employee performance, youth achievement, women's leadership and community development.

The awards celebrated excellence under several key categories, including Pride of the Tea Fields(Manual Grade Employees), Factory Excellence(Manual Grade Employees), Field Leadership Excellence (Female Field Staff) , Academic Excellence (Estate Youth), Emerging Professional Star (from an Estate Family), Women in Leadership (Estate Team Leaders) and Community Leadership & Impact (Gender Champion-Male).

This initiative reinforced TTE's commitment to recognising talent at every level of the plantation ecosystem. It created visibility for Field and Factory Employees, estate youth,

women leaders, emerging professionals and community contributors whose efforts are often central to estate performance but not always formally recognised.

Importantly, the awards also supported the wider objectives of the Women in Leadership Programme. Categories focused on female field leadership, women in leadership and selected women for mechanical tea harvesting helped create role models within estate communities and encouraged greater participation of women in both operational and leadership roles.

For TTE, the Plantation Talent & Excellence Awards 2026 was more than a recognition event. It was a platform to strengthen dignity of work, celebrate capability, inspire estate youth and demonstrate that the future of plantations will be shaped by people, performance, inclusion and continuous progress.



Deniyaya Estate Winners (Low Country)



Great Western Estate Winners (Up Country)