



The island nation of Sri Lanka has long been revered for its tea, especially in the United Kingdom. In 2010, Suranga Herath and his team capitalized on that history by rebranding as English Tea Shop. To help promote sustainable agriculture practices, the company now buys its tea directly from organic farmers.

English Tea Company, Sri Lanka

**President/CEO:
Suranga Herath**

**Number of Employees:
301**

**FY '23 Sales:
19M**

- Employees own 30% of the company through the ESOP, receiving dividends and net encashment at resignation or retirement. Shares under this plan are issued free of charge.
- They promote internally whenever possible, with 2% of shop floor employees and 10% of office employees advancing to leadership positions during the last financial year.