

# HUMAN RIGHTS POLICY

---

We recognise the valuable role that business can play in the short and long term protection of human rights.

Record Holder

**HEAD - HR**

Alphonsa Cashew Industries  
Puthur P.O., Kollam  
Kerala, India 691507

Version

**2020**

Issue Date

**01 January 2020**

# ABOUT US

**Alphonsa Cashew Industries is one of the largest procurer, importer, processor and exporter of cashew and cashew-based products.**

We have ownerships or active engagements in all stages of the cashew value chain starting from procurement of the highest quality raw cashew nut at the farm-gate level from 6 origins to in-house processing in 13 processing facilities in India and distribution of superior quality cashew kernels to over 43 countries worldwide. Cochin Chamber of Commerce, one of the most reputed Chamber of Commerce in India, ranks us among the top 10 shippers of cashew from India. We are uniquely positioned to provide the finest quality fully traceable cashew kernels that have been procured sustainably and processed responsibly to our diverse customers worldwide.

# HUMAN RIGHTS POLICY

We are strongly committed to respecting the human rights of our entire workforce, communities, and this affected by our business activity in line with the UN Global Compact's framework.

We ensure that no employees, suppliers, customers or any other contacts are subjected to discrimination. Discrimination implies a distinction, exclusion or preference for which the underlying reasoning is based on prejudice rather than a legitimate reason, resulting in the suppression of equal opportunity or treatment. Unfounded reasons for discrimination include gender, age, origin, religion, sexual orientation, physical appearance, pregnancy, invalidity and union membership. We are committed to combating all forms of discrimination in recruitment, training and career management.

# OUR POLICY

- 1) Maintaining compliance with all applicable legal and regulatory human rights requirements.
- 2) Aligning our policies, processes and activities with our strong commitment to respecting human rights.
- 3) Promoting awareness of human rights with employees at all levels of management through training and communication.
- 4) Engaging with all stakeholders in a transparent and inclusive manner on human rights concerns related to our business activities.
- 5) Prohibiting all forms of child labour, forced/trafficked labour, discrimination and harassment.
- 6) Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.

# CERTIFICATION

## Sedex SMETA 4 Pillar

Sedex Members Ethical Trade Audit (SMETA) is one of the most widely used ethical audit formats in the world. The certification encompasses all aspects of responsible business practice and provides a globally-recognised tool to assess Sedex's four pillars of Labour, Health and Safety, Environment and Business Ethics. The measurement criteria are based on the Ethical Trading Initiative ETI Base Code and is based on both international standards and International Labour Organization (ILO) conventions.

# FRAMEWORK

United Nations Universal Declaration on Human Rights

# INITIATIVE

## SIGNATORY TO UNITED NATIONS GLOBAL COMPACT

Alphonsa Cashew Industries formally joined the United Nations Global Compact in the Food Producers category on 1st October 2018. UN Global Compact is the world's largest corporate sustainability initiative, with thousands of business participants and other stakeholders from civil society, labour and government based in over 160 countries. UN Global Compact requires participants to internalise the Ten Principles within the company's strategies, policies and operations, and to advance broader development goals of the United Nations, particularly the Sustainable Development Goals. The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

# GUIDING PRINCIPLES

**UNGC Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights**

**UNGC Principle 2: Make sure that businesses are not complicit in human rights abuses**

# GUIDE

Alphonsa Cashew Industries Code of Conduct

## **CONTACT INFORMATION**

### **Alphonsa Cashew Industries**

Puthur P.O., Kollam, Kerala

India 691507

Telephone: +91 474 2415579

Email: [info@alphonsacashew.com](mailto:info@alphonsacashew.com)

Web: [www.alphonsacashew.com](http://www.alphonsacashew.com)