

# LABOUR POLICY

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We are committed to making our workplace safe and inclusive for all of our employees.

Record Holder

**HEAD - HR**

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

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# 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.

# LABOUR POLICY

We believe all employees are important stakeholders in the business, and it is important to build a culture of mutual trust and respect. This process will result in a strong and harmonious relationship with our employees across the organisation.

Being in an industry that is highly labour intensive, we believe our people are our most precious and important resource. As a result, investing in and ensuring their safety and well being has always been a top priority for us, and the Industrial Safety and Health Awards won by us over the years truly reflects our commitment. Besides adhering to all current labour regulations, we go well beyond these to ensure our people enjoy a safe and healthy work environment. We are committed to being an Equal Opportunity Employer where all our employees can thrive are treated with fairness, equality and respect irrespective of their gender, religion and ethnic background. All of our processing facilities are located in rural communities and provide direct employees to thousands of women empowering them to uplift themselves and their families.

# OUR POLICY

- 1) Ensure that no person below the age of 18 years is employed in all our workplaces.
- 2) Prohibit the use of forced or compulsory labour in the workplace in all our workplaces.
- 3) Ensure that no employee is made to work against his/her will or to work as bonded/ forced labour.
- 4) Ensure employees are not subjected to corporal punishment or coercion of any kind.
- 5) Promote diversity and offer equal opportunity to all employees based on merit and ability.
- 6) Provide a safe work environment that is free from any form of discrimination including but not to limited sexual harassment.
- 7) Ensure that there is no discrimination amongst employees in compensation, employee benefits based on caste, creed, religion, gender, race, color or affiliation with a political, religious or organisation.
- 8) Respect the dignity of the individual and freedom of employees to lawfully organise themselves into interest groups, independent of supervision or control by the management.
- 9) To ensure that employees are not discriminated against for exercising freedom of association in a lawful manner.

# 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 encompass all aspects of responsible business practice and provides a globally-recognised 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.

## **ISO 45001:2018 Occupational Health and Safety**

ISO 45001 is a standard that will help organisations to improve employee safety, reduce workplace risks and create better, safer working conditions. The standard was developed by a committee of occupational health and safety experts, and follows other generic management system approaches such as ISO 14001 and ISO 9001. It was based on earlier international standards in this area such as OHSAS 18001, the International Labour Organization's ILO-OSH Guidelines, various national standards and the ILO's international labour standards and conventions.

# FRAMEWORK

International Labour Organisation's Declaration on Fundamental Principles and Rights at Work

# 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 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

UNGC Principle 4: Businesses should ensure the elimination of all forms of forced and compulsory labour.

UNGC Principle 5: Businesses should ensure the effective abolition of child labour.

UNGC Principle 6: Businesses should ensure the elimination of discrimination in respect of employment and occupation.

# GUIDE

- 1) Alphonsa Cashew Industries Code of Conduct
- 2) Alphonsa Cashew Industries Sexual Harassment Policy

## CONTACT INFORMATION

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