

SUSTAINABLE AND RESPONSIBLE PROCUREMENT

Raw cashew nuts are predominately grown in economically fragile areas. Our intent is to procure the nuts in a manner that safeguards the communities' social fabric and environmental resources.

Record Holder

HEAD - PROCUREMENT

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.

SUSTAINABLE AND RESPONSIBLE PROCUREMENT

As a processor, we depend on our procurement supply chains to process the finest quality cashew kernels. Our goal is to secure high-quality raw cashew nut from as close to the source as possible. This involves partnering with smallholder farmers to help improve their productivity, profitability and providing good working conditions which attract and retain people in agriculture. We source almost 90% of our requirement through our Direct Procurement Programme spread across 6 countries, working closely with commercial and smallholder farmers. We firmly believe that addressing the economic, social and environmental challenges within the local context is important to creating thriving supply chain systems and ensuring the reliability of supply of high quality raw cashew.

Alphonsa Cashew Industries Sustainable and Responsible Procurement Guidelines for Direct Procurement Programme is based on our Human Rights, Labour and Environmental Policies and reflects our commitment for human rights across our value chain. All of our suppliers are required to implement and follow our Sustainable and Responsible Procurement Guidelines. We work very closely and extend our full support to small holder farmers who face difficulty in implementing and following our guidelines due to financial and infrastructure difficulties. All of our suppliers including small holder farmers and aggregators are required to disclose the primary source of origin of raw cashew nut supplied to us.

PRINCIPLES

Our principles are built on Human Rights, Labour Rights and Environmental Protection frameworks built by UN Global Compact. Apart from these principles, we also follow all national and local laws of the country where we operate.

1. A SAFE AND HEALTHY WORKPLACE

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.

Alphonsa Cashew Industries expects all suppliers including small holder farmers to provide all of their employees and workers with a safe and healthy workplace and with safe and hygienic accommodation wherever necessary. Workers should have water that is safe to drink and adequate sanitation facilities.

Climate in African countries are extreme in nature during the cashew procurement season. Where workers are exposed to extreme conditions, including very high temperatures, break schedules and rest facilities must be adapted to ensure protection from exposure to high temperatures. The type of hydration and nutrition available to workers must also aid recovery.

2. NO CHILD LABOUR

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

Suppliers must not provide employment to children before they have completed their compulsory education and in any event not before they reach the age of 15 (fifteen) as per ILO conventions (Minimum Age Convention, No. 138 and Worst Forms of Child Labour Convention, No. 182). Suppliers including small holder farmers and aggregators should have effective procedures in place to verify the age of workers prior to employment. Young workers must not do work that deprives them of attending schooling or that is harmful or dangerous. Suppliers are also expected to comply with all reporting obligations regarding the abolition of child labour and human trafficking.

Alphonsa Cashew Industries recognise that in certain social circumstances children's participation in work can be positive to the upliftment of their family and support their own development. This is acceptable as long as the work is not likely harm their health, personal development or interfere with their education and is conducted in line with the Children's Rights and Business Principles as defined by UNICEF, the UN Global Compact and Save the Children, ILO conventions and national law.

If any breaches to our guidelines of child labour and young people are identified in relation to the employment of children and young people, appropriate remedial measures should be taken which put the interests of the children / young people and their families first.

3. VOLUNTARY EMPLOYMENT

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

Suppliers must ensure that all workers have chosen their employment voluntarily irrespective of the nature of work involved. Recruitment processes must be transparent and workers must be provided with contracts in their own language if employment is permanent type, and should be verbally explained to workers in layman's terms. Employer should ensure that workers understand the terms of their employment contracts in its entirety.

Suppliers must not use any bonded or forced labour, slavery or human trafficking. It means no coercion in employment; no withholding or non-payment of wages; no retention of passports or identity papers; no debt bondage or excessive recruitment fees.

4. FREEDOM OF ASSOCIATION

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

Suppliers must support the right of all workers to choose whether to form or join lawful trade unions and other organisations of their choice, and to bargain collectively in support of their mutual interests. Farmers must not discriminate in any way against workers that choose to form or join trade unions, or against those workers that choose not to form or join trade unions.

5. RESPECTFUL WORK ENVIRONMENT

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

UNGC Principle 6: The elimination of discrimination in respect of employment and occupation

Alphonsa Cashew Industries expects all of its suppliers to treat all their employees and workers with respect and dignity. Diversity in the workplace should be embraced and respected. Suppliers are also expected to recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed, without regard to race, age, gender, national origin, religion or any other category not relevant to performance. Men and women should receive equal pay for equal work and steps should be taken during hiring and promotion to increase gender diversity.

Everyone working on farms should be treated equally and not subject to any form of discrimination based on, but not limited to, race, religion, culture, gender, age, political opinion, national extraction, social origin, pregnancy and maternity, sexual orientation or any other arbitrary means. Raw cashew nuts are predominately collected by women workers in farms. Farmers should recognise that women may be impacted in different ways to men, farmers should take steps to ensure that working practices are developed and implemented in ways which enable participation of women.

All forms of physical, verbal, and written harassment are prohibited. Farmers must not engage in corporal punishment or take disciplinary-related deductions from workers' pay. Harassment and abuse of any form are not tolerated.

6. ENVIRONMENTAL PROTECTION

UNGC Principle 7: Businesses should support a precautionary approach to environmental challenges

UNGC Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

UNGC Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Suitable environmental management practices are critical for ensuring farmers have a sustainable operation that will continue well into the future. All of our supplier farmers are expected to comply with local environmental laws and to implement changes to farming systems that promote sustainability in agriculture.

Suppliers should identify and follow locally tailored best management practices relating to soil, which take into account soil structure, fertility and erosion. Soil monitoring processes should be in place to assess macronutrients, pH levels, organic matter, heavy metals etc. Farmers should measure and take appropriate steps to improve soil organic carbon. This includes adoption of practices such as minimisation of tillage, diverse crop rotations and cover crops. Every effort should be made to optimise the efficient use of agrochemicals, following fertiliser best management practices to match nutrient supply with crop requirements and to minimise nutrient losses from fields, reduce greenhouse gas emissions, and improve farm profitability.

Suppliers should be aware of the conservation status of the ecosystem within which they farm and take appropriate steps to protect natural habitat. This includes implementation of best management practices to protect threatened or critical ecosystems, minimize pollution or degradation of the environment and protect threatened species.

CONTACT INFORMATION

Alphonsa Cashew Industries

Puthur P.O., Kollam, Kerala

India 691507

Telephone: +91 474 2415579

Email: info@alphonsacashew.com

Web: www.alphonsacashew.com