

# SUSTAINABLE AND RESPONSIBLE PROCESSING

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Record Holder

**HEAD - PROCESSING**

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 PROCESSING**

We are first and foremost a processor of cashew nuts. We go directly to the farmers at origins to procure the highest quality raw cashew nuts for producing the finest quality cashew kernels. Today, 90% of raw cashew we process are procured directly at the farm-gate to ensure the highest quality and complete traceability of the supply chain.

Our Code of Conduct is consistent with the UN's declaration of Human Rights, International Labour Organisation conventions and Indian National and State Labour Laws. We ensure minimum wastage and minimum impact on planet earth.

# 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. BE ENVIRONMENTALLY RESPONSIBLE

*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.*

Alphonsa Cashew Industries is committed to conducting its operations with high regard for the environment. We believe that addressing and mitigating environmental impacts arising out of our business activities is an important part of doing business. This is enabled by our commitment and continuous effort to address important environmental issues.

As a manufacturing business, our operations can have a significant impact on the environment if appropriate steps to prevent and contain such adverse effects are not taken by us. All of our processing facilities comply with all the rules, regulation and acts of Central and State Governments.

## 2. ENSURE ECONOMIC VIABILITY AND SHARED VALUE CREATION

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

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

Wages and benefits shall be equal or superior to the applicable minimum legal and regulatory requirements. 90% of our employees are on our permanent payroll and all applicable benefits, both regulatory and non regulatory are paid within the stipulated time period. 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.

We employ close to 3200 permanent employees, and around 93% of our total workforce are women, and we are proud and committed to keeping it that way.

# 3. RESPECT HUMAN RIGHTS OF EMPLOYEES

*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*

We are committed to upholding the highest standards of human rights for our workforce. 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.

We encourage an atmosphere of camaraderie and active engagement at our workplace. Being strong believers of teamwork, we an open door policy which allows any employee no matter what the rank or designation to represent his/her case or complaint directly to the Chairman or Director. All identities are kept confidential in order to protect the employee from workplace retaliation.

## 4. 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*

Keeping our people safe is our first and primary responsibility as a company. Safety at work is a basic human right, and workplace conditions directly influence workers as well as their families. Besides adhering to all current labour regulations, we go well beyond these to ensure our people enjoy a safe and healthy work environment.

# 5. NO CHILD LABOUR

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

We do not employ children before they have completed their compulsory education and in any event not before they reach the age of 18 (fifteen) as per Indian laws. We have systems and procedures in place to verify the age of workers prior to employment.



## 6. VOLUNTARY EMPLOYMENT

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

We ensure that all workers have chosen their employment voluntarily irrespective of the nature of work involved. Recruitment processes are transparent and workers are provided with contracts in the local language. We ensure that workers understand the terms of their employment contracts in its entirety.

We do 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.

# 7. FREEDOM OF ASSOCIATION

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

We 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. We do 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.

All of our employees are members of any one Trade/Workers Union that are active at our organisation. Out of 8 Trade/Workers Unions that represent 98% of our workforce across 13 Processing facilities, 4 of them are recognised by the International Labour Organisation (ILO) and are members of International Trade Union Confederation (ITUC) and World Federation of Trade Unions (WFTU). Remainder Trade/Worker Unions are recognised by the Trade Union Registrar, Government of India and Labour Commissionerate, Government of Kerala.

## 8. GOOD GOVERNANCE AND ACCOUNTABILITY

*UNGC Principle 4: Businesses should work against corruption in all its forms, including extortion and bribery.*

We behave legally and responsibly by respecting land and natural resource rights, avoiding corruption, being transparent about activities and recognizing their impacts.

## CONTACT INFORMATION

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