

SeKaf Ghana Ltd.

Block "B" Plot No. LI1, Light Industrial Area, Kasalgu-Tamale, Ghana

P.O. Box TL 2209, Tamale, Ghana

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Producer of



Our Social Responsibility and Fair Trade Policy

The Board of Directors on 28th April 2017, working with the management of our Company has resolved to certify all our products and the entire supply chain with Fair for Life (IMO Ecocert).

In pursuance of this vision the goals, objectives and our commitments were realised.

Goal

- To help our pickers/collectors and processors and the entire supply chain to achieve sustainability in their trading conditions; thereby paying premium prices to their shea kernels, as well as improving their social, health and environmental standards.

Objectives

- Use of shea kernels that originate from sustainably managed sources, and have the least overall impact on the environment through processing
- To provide information on our organization and the values, ethics and the products we market
- Ensuring no child labour and forced labour
- To ensure good and open communication channels at all levels of the supply chain

Our Fair for Life Commitments

1. Fairness

- Fair pricing policy and respectful dialogue with pickers and processors.
 - 15% as additional premium on the market price of the shea kernels.
 - Regular engagements with the women on price negotiations for mutual agreement
 - Ensuring the principle of equal pay for equal work by women and men. No discrimination on gender both in the office and our suppliers

2. Human Rights & Decent working conditions

- Our company provides a safe and healthy working environment for employees, pickers and processors. We comply with the national laws on health and safety. A department has been created with a coordinator that runs the affairs of the section independently.
- We raise awareness of health and safety issues and improve health and safety practices in our women collector groups through training.
- Working hours and conditions for employees and women groups comply with conditions established by national and ILO conventions.
- We do not employ children and we observe the Rights of the Child under the UN convention

Prepared by: Henry Gafrey

Checked by: Management

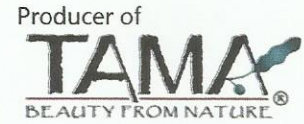
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3. Environment, Biodiversity and Climate

- Training the women to continuously engage in sustainable agricultural practices especially in our organic communities
- We are improving on the use of renewable energy technologies that minimise greenhouse gas emissions
- No pesticides use production methods wherever possible.

4. Sustainable Local Development

- Working with other partners to provide basic social, health and education amenities
- Business development of the opportunities in market linkages and warehouse construction for storage and trading

5. Sound Business Partnerships

- We are very transparent in our management and commercial relations
- We continuously find appropriate, participatory ways to involve all our employees, collectors and processors in our decision-making processes

PROGRESS ACHIEVED AGAINST GOALS

- Internal audit of the supply chain was done from 23-25 October 2017.
- Training of the pickers and staff of the company
- Communication with partners to align with the business development on Fair for Life
- Submission of application (Eligibility and Basic) to IMO Ecocert

NEXT STEPS

- Implementation of the internal audit report by 30th November 2017
- Inspection and Audit by IMO Ecocert in January 2018

SEKAF GHANA LIMITED
P. O. BOX TL 2209
TAMALE

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