



Small scale farmers in supply chains

Action plan

Supporting small scale farmers is a key element of our human rights strategy, which outlines our commitment to ensuring fair remuneration in our supply chains.

We have committed to publishing an action plan including time-bound key measures to promote small scale farmers:

1. We will publish our strategy on the topic of fair remuneration (2023).
2. We have integrated the topic of fair remuneration into our annual risk analysis, considering potential for different income situations of men and women (2022 onwards).
3. We will educate our buyers on the topic of living wages (2023).
4. We support smallholder farmers with access to and use of agricultural equipment to increase the efficiency of their crop yields, and to diversify their produce, thus strengthening their resilience (2022 onwards).
5. We support smallholder farmers in increasing their income, e.g., by providing access to financial means, agricultural diversification programs and business administration courses (2022 onwards).
6. We promote gender equality and ensure equal participation of both sexes to minimize the gender pay gap (2022 onwards).
7. We pay school scholarships for the children of smallholder farmers (2022 onwards).
8. We engage in regular exchange with stakeholders on funding smallholder farmers (2022 onwards).
9. We support smallholder farmers by helping them to form cooperatives (2023 onwards).