



Small-scale farmers in supply chains

Action plan

Addressing the topic of small-scale farmers is an element of our human rights strategy, which outlines our commitment to ensuring fair remuneration in our supply chains. We have committed to publish an action plan with time-bound measures to promote small scale farmers:

1. We will publish our strategy on the topic of fair remuneration. (2023)
2. We will integrate the topic of fair remuneration into our annual risk analysis. We will consider the different income situations of men and women for selected high-risk supply chains. (2022 onwards)
3. We will train and sensitize our buyers on the topic of living wages. (2023)
4. We will support small-scale farmers in selected high-risk supply chains with access to and the usage of agricultural equipment to increase the efficiency of their crop yields as well as diversifying their products with the aim to strengthen their resilience. (2022 onwards)
5. We will support small-scale farmers in selected high-risk supply chains to increase their income, e.g., by providing access to financial means, agricultural diversification programs and business administration courses. (2022 onwards)
6. We will promote gender equality and ensure equal participation of both sexes to minimize the gender pay gap in selected high-risk supply chains. (2022 onwards)
7. We will pay school scholarships for the children of small-scale farmers in selected high-risk supply chains. (2022 onwards)
8. We will regularly exchange with stakeholders on funding small-scale farmers. (2022 onwards)
9. We will support small-scale farmers in selected high-risk supply chains in a targeted manner to form cooperatives. (2023 onwards)