

# Sustainable Sourcing Policy for Shea

## Introduction

Shea is an important ingredient in the food, cosmetics and pharmaceutical industry. The shea tree is indigenous to the African Sahel region and grows in the wild. It provides employment to about 16 million people, mainly women, and is an important opportunity to support rural livelihoods and sustainable land-care.

## Scope

This Policy applies to all suppliers of shea products in our supply chain.

## Sustainable Shea Principles

The Barry Callebaut Supplier Code lays out our minimum requirements and expectations towards all our Suppliers. This document must be signed by all suppliers. Adding on to or specifying the requirements from the Supplier Code, below we highlight some of the main principles which in our view are the foundation to creating a more sustainable shea sector:

- Promote women's empowerment, e.g. by providing training on quality improvement through good practices in shea nuts cleaning, drying and storing.
- Improve the rights of women collectors to access shea kernels, trees and parklands.
- Support the development of local communities and avoid creating land tenure conflicts.
- Implement measures ensuring the protection of ecosystems in which shea trees grow.
- Provide training on the planting of shade-adapted crops under shea trees to allow for income diversification.
- Protect areas of high conservation value.

## **Commitment**

In order to meet our commitment of 100% certified or verified ingredients in all of our products and traceable to farm level by 2030, we require all suppliers to work with their supply chains towards the stated principles and to regularly show significant progress. We acknowledge that many suppliers already work on these principles and are therefore open to benchmarking company programs against our expectations