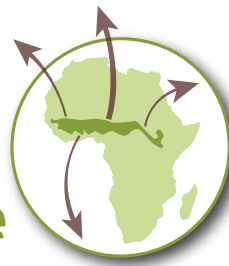


**Global
Shea
Alliance**



Global Shea Alliance Sustainability Program

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INTRODUCTION

The shea industry has nearly doubled in the past ten years and now provides employment for 16 million rural women in 21 African countries. Shea is an important ingredient in food, cosmetic, and pharmaceutical products worldwide. In order to support continued growth and secure supply, the Global Shea Alliance (GSA) has launched a sustainability program that identifies industry-wide challenges and implements solutions via stakeholder guidelines and collaborative projects.

The GSA sustainability guidelines were developed in consultation with women's groups, non-profits, U.S. and European food and cosmetic brands, and international oils and fats suppliers. The guidelines promote women's empowerment, decent working conditions, development of local communities, and the protection of ecosystems by outlining best business practices for all stakeholders.

Utilizing the guidelines, the GSA adopted the following projects (work streams) to be implemented through the sustainability program: (1) storage facilities for women's groups in shea communities; (2) capacity building and business training for women's groups; (3) pilot projects to improve the health and safety of collectors; (4) research and development of improved planting materials; (5) parkland management trainings for shea communities; and (6) conservation pilot projects.

The guidelines and work streams are implemented by registered partners of the sustainability program. Any GSA member may register as a sustainability partner.

The GSA will research and update the projects and guidelines each year to ensure the program continually improves and meets industry needs.





WAREHOUSES FOR WOMEN SHEA KERNEL COLLECTORS

OVERVIEW

The Global Shea Alliance (GSA) will construct 250 (100 ton) warehouses over a five-year period. The warehouses will be donated to women's groups across West Africa including in Benin, Ghana, Ivory Coast, Nigeria, Mali, and Burkina Faso. The project will allow beneficiary women's groups who collect and process shea kernels to aggregate sufficient quantities of their product and sell directly to wholesale purchasers, greatly improving their profit per kilo sold.

The GSA will also provide an array of business development and financial services for beneficiaries of these warehouses. These services are detailed in Sustainability Project #2.

ACTIVITIES

- Develop baseline for shea kernel cost of production and farm gate prices
- Ensure proper registration of women's groups with local authorities
- Facilitate land donation from local government and chiefs to women's groups
- Procure construction services for warehouses
- Quality trainings in best practices of shea kernel collection, processing, and storage
- Provision of jute sacks and pallets to store shea kernels
- Market linkages with wholesale purchasers of shea kernels

OUTCOMES

The project will benefit approximately 137,500 rural women collectors with each collector contributing two 85kg sacks per year. The direct linkage with wholesale purchasers will improve the profitability of each collector by approximately 75% per kilo.

The utilization of 250 warehouses for women's groups will ensure 25,000 tons (approximately 7% of total annual shea exports from Africa) are purchased from sustainable and traceable sources at the conclusion of the project.

The project will also create visibility of 137,500 women collectors in the shea supply chain who can benefit from GSA trainings and services related to business development, finance, health, and safety.

The GSA and partnering organizations will monitor the construction of all warehouses and key stats. We will collect the following data annually that will be publicly reported:

- Number of warehouses constructed
- Number of women's groups formally registered with local government
- Quantity of land donated to women's groups
- Number of women collectors contributing shea kernels to each warehouse
- Number of women benefiting from pre-financing for shea kernels
- Quantity of shea kernels purchased from warehouses
- Number of women's groups with signed contracts with buyers
- Percentage of increased profit compared to baseline farm gate prices

RELATIONSHIP TO SUSTAINABILITY GUIDELINES

- The project impacts the general principles 2.1, 2.2, 2.3, 2.4, 2.5, 4.3, and 4.4.
- For collectors, the project impacts 3.1, 3.2, and 3.3.
- For suppliers, the project impacts 3.7 and 3.9.
- For brand and retailers, the project impacts 3.12 and 3.13.

MONITORING AND EVALUATION

The information will be reported publicly each year and included in the annual GSA sustainability report. The sustainability working group will consider results and challenges each year and make recommendations for improvement.



BUSINESS DEVELOPMENT SERVICES FOR WOMEN SHEA COLLECTORS

OVERVIEW

The Global Shea Alliance (GSA) will train 5,000 women from 250 women's groups receiving warehouses in business development services over a five-year period. The project will build the capacity of the women's groups to best manage and operate their warehouses and maximize the profitability of shea sales as well as earn additional income from alternative activities.

ACTIVITIES

The GSA will provide the following the following trainings and services for each participating women's group.

- Training on cooperative organization and management to ensure appropriate structure and size of group to operate warehouse
- Training on shea kernel aggregation
- Training on accounting practices for warehouses
- Training on contract management for shea kernel sales
- Training on collection of price information
- Training on other income generating activities related to warehouse management
- Development of warehouse receipts system to provide pre-financing of kernels
- Provision of customized tool kit with training materials
- Ongoing business development support for two shea seasons after the construction of the warehouse

OUTCOMES

The project will build the capacity of 250 women's groups through trainings and services to sell 100 tons of shea kernels annually to wholesale buyers. Five thousand women will be trained as part of the initiative. The project will also benefit 137,500 women collectors from increased information on shea kernel prices and access to finance.

The GSA and partnering organizations will monitor and evaluate all training and support activities. We will collect the following data annually that will be publicly reported:

- Number of women trained in cooperative development, accounting, aggregation, and contract management
- Number of women benefiting from increased information on shea kernel prices
- Total annual income from the warehouse

RELATIONSHIP TO SUSTAINABILITY GUIDELINES

- The project impacts the general principles 2.1, 2.2, 2.3, 2.4, 2.5, 4.3, and 4.4.
- For collectors, the project impacts 3.1, 3.2, and 3.3.
- For suppliers, the project impacts 3.7, 3.9, and 3.10.
- For brand and retailers, the project impacts 3.12 and 3.13.
- For supporters, the project impacts 3.15, 3.16, 3.17, and 3.18.

MONITORING AND EVALUATION

The information will be reported publicly each year and included in the annual GSA sustainability report. The sustainability working group will consider results and challenges each year and make recommendations to the secretariat for project improvement.



PILOT PROJECTS TO IMPROVE HEALTH AND SAFETY OF WOMEN COLLECTORS

OVERVIEW

The Global Shea Alliance (GSA) recognizes that women collectors and processors of shea kernels face challenges to health and safety, including snake bites and boiling burns. However, the scope and nature of these challenges are poorly defined, and the industry has yet to propose practical solutions to improve workplace conditions.

We will therefore undertake pilot projects to address the safety of shea collection and processing. The project will reach 6 women's groups (at least 50 women per group) in six countries to develop a baseline for health and safety challenges, introduce local practical solutions including equipment and best practices, and measure the impact of these activities over a two year period.

Based on these findings, the GSA will collect and share best practices with members and stakeholders and develop a larger program to have industry-wide impact on health and safety.

ACTIVITIES

- Develop baseline for health and safety in collection and processing for women's groups
- Collaborate with women's groups and partner organizations to propose practical solutions including equipment and best practices to improve health and safety of women's groups
- Implement solutions over a two year period
- Assess impact of solutions on the health and safety environment for women collectors each year
- Publish findings of project and make recommendations for larger initiative

OUTCOMES

The project will build the capacity of 6 women's groups to improve health and safety of shea kernel collection and processing. The trainings and equipment will benefit 300 women collectors directly.

The GSA and partnering organizations will monitor and evaluate all training and support activities. We will collect the following data annually that will be publicly reported:

- Number of women trained in health and safety best practices
- Number and types of safety equipment introduced and provided
- Number and types of best safety practices introduced
- Trainings provided on equipment and best practices
- Reduction in snake bites and boiling burns

RELATIONSHIP TO SUSTAINABILITY GUIDELINES

- The project impacts the general principle 3.4
- For collectors, the project impacts 4.2, 4.3
- For handcrafted processors, the project impacts 4.5 and 4.6
- For suppliers, the project impacts 4.7 and 4.8
- For brand and retailers, the project impacts 4.9 and 4.10
- For supporters, the project impacts 4.13

MONITORING AND EVALUATION

The information will be reported publicly each year and included in the annual GSA sustainability report. The sustainability working group will consider results and challenges each year and make recommendations to the secretariat for project improvement.



TREE POPULATIONS STRATEGY

BACKGROUND

In 2014, the GSA commissioned a study from the World Agroforestry Centre (ICRAF) to compile and analyze existing research on the sustainability of shea tree populations and improved parkland management practices in shea's distribution range. The study can be found at www.globalshea.com/resources/library. The GSA reviewed the ICRAF study, and hereby issue the following strategy and work streams to be implemented through the sustainability program.

MISSION AND WORK STREAMS

The GSA will significantly and measurably improve shea tree populations and productivity while protecting and improving the rights of women collectors to access shea kernels, trees and parklands. To achieve this mission, the GSA will convene a variety of stakeholders to forge public-private partnerships and implement three work streams; (1) Research and development of improved planting materials; (2) Parkland management trainings; and (3) Conservation pilot projects.

IMPLEMENTATION

There are a variety of stakeholders outside the GSA membership who are making substantial contributions to the development of tree populations, parkland management, and planting materials. It is necessary for the GSA to convene these research organizations and government bodies to engage with members, ensuring research initiatives meet industry needs and information/materials are effectively used by the private sector and distributed to shea communities.

Key stakeholders to implement vision:

GSA Sustainability Partners – Registered partners including brands and retailers, suppliers, women's groups, and non-profits commit to sustainable business practices and implementing work streams in communities across Africa. Partners can ensure research and development initiatives meet the needs of private sector, offer a means of extension to shea communities across Africa, and contribute financing for initiatives.

National Associations – National Associations are multi-stakeholder organizations registered in African countries that work in collaboration with GSA. They can advocate with government counterparts for improved policies related to the work streams, offer extension services, and raise funds.

African Governments and National Agricultural Research Systems – Government financed research organizations including CRIG (Ghana), INERA (Burkina), and IER (Mali) that undertake research projects on shea. These organizations can offer ongoing research into improving shea materials and parkland management and also extension services into shea communities.

World Agroforestry Centre (ICRAF), CGIAR Research Programs, and other privately funded research organizations – Multinational organizations with expertise in shea parklands, research and development of improved shea materials, and best practices in parkland management. These organizations can offer fundraising, project management, and coordination of other research organizations.



RESEARCH AND DEVELOPMENT OF IMPROVED PLANTING MATERIALS

OVERVIEW

The GSA will partner with the World Agroforestry Centre (ICRAF) and other public and private research institutions to improve planting materials for utilization in shea communities. The work stream will result in the propagation and distribution of shea planting materials that will produce trees with increased productivity and improved quality described in the outcomes below. Improved planting materials will encourage new generation and maintenance of healthy tree populations in Africa.

ACTIVITIES

- Establish MOUs with national and regional research institutions defining roles and responsibilities
- Advocate with African governments to promote shea research and development
- Establish public and privately financed shea research programs across Africa to:
 - Collect, characterize, evaluate and conserve shea germplasm building on local and scientific knowledge
 - Establish and monitor provenance trials in locations with varied climates
 - Clonal propagation with grafting and cutting techniques
 - Establish large scale nurseries with improved materials
- Establish central knowledge management of research projects and ensure communication between institutions and with GSA members
- Disseminate information to GSA members on the results of research projects and opportunities to utilize improved planting materials

OUTCOMES

The work stream will result in the propagation and distribution of trees with the following improved characteristics identified by the GSA:

- Fruits with greater ratio of pulp to fruit and nutritional values
- Kernel content with greater fat yields, sterin/olein ratios, unsaponifiable content, and sterol
- Trees with greater fruit yields, resistance to parasites, drought tolerance, and lower gestation periods.

The GSA and partnering organizations will monitor the research and development activities and report on the following:

- Number and types of new improved shea planting materials
- Number and types of improved materials distributed by locations

NOTES ON IMPLEMENTATION

The work stream will require substantial government and donor financing to support shea research programs and establish a centralized knowledge management system. The GSA must collaborate with ICRAF and other research institutions to ensure appropriate funds are raised for these activities. Sustainability partners will provide feedback on research programs, ensure the utilization of improved shea planting materials, and contribute funding when possible.

RELATIONSHIP TO SUSTAINABILITY GUIDELINES

- The work stream impacts the general principles 5.1, 5.3, and 5.4
- For collectors, the work stream impacts 6.1, 6.2, and 6.3
- For handcrafted butter producers, the work stream impacts 6.5 and 6.6
- For suppliers, the work stream impacts 6.8 and 6.9
- For brands and retailers, the work stream impacts 6.13, 6.14, and 6.15
- For supporters, the work stream impacts 6.17, 6.18, and 6.19

MONITORING AND EVALUATION

The information will be reported publicly each year and included in the annual GSA sustainability report. The sustainability working group will consider results and challenges each year and make recommendations to the secretariat for work stream improvement.



PARKLAND MANAGEMENT TRAININGS

OVERVIEW

The GSA will develop a training and outreach program to educate women shea collectors and farmers on best practices in parkland management. The trainings will result in optimized shea tree densities, improved tree productivity, rejuvenated tree populations, and protection of productive existing trees. While a variety of opportunities exist, the GSA recommends introducing trainings that will reinforce the rights of women to access shea kernels, trees and parklands and avoid creating land tenure conflicts. The working group initial suggested activities and practices are justified and described below.

ACTIVITIES

- Consolidation and large-scale dissemination of best practices in parkland management
 - Protecting natural regeneration – identification, marking, protection, fertilization, and transplanting of wildlings that have begun gestation in fallows and fields. This practice can be targeted equally to migrant farmers or land owners as it won't impact land tenure. This practice has the opportunity to increase tree populations through current farming techniques in Africa.
 - Direct seeding – distribution of kernels onto farmed lands and protection of seedlings. The training should be delivered to primary land owners as to not impact land tenure. The training has the opportunity to increase the number of trees in existing farmlands with minimal efforts in propagation.
 - Parasite control and crown pruning– current practices exist to mitigate parasite infestations that cause reduction in yields and the longevity of trees and to rejuvenate unproductive trees by crown pruning. Women's groups and farmers can be trained on these practices that positively impact shea tree populations.
 - Intercropping of shade-adapted crops – disseminate best practices to women's groups and primary land owners on the benefits of planting shade-adapted crops under shea trees to improve the productivity of the tree-crop association. Due to long gestation periods of shea trees and time investment required, farmers must be trained on the additional benefits of planting shea on their farmlands.
 - Planting improved shea – in coordination with the first work stream, the GSA will facilitate the distribution of improved shea planting materials to women's groups and primary land owners. The introduction of improved shea in communities will increase benefits to communities, reduce the time investment required, and improve shea tree populations.
- Produce training materials for women's groups and farmers in shea communities.
- Annual outreach program to train women's groups and farmers on the above best practices.
- Advocacy with governments to support the scaling up of parkland regeneration and improvement practices, as well as extension services.

OUTCOMES

The GSA and partnering organizations will monitor the research and development activities and report on the following:

- Number of women and farmers trained on parkland management practices
- Numbers of shea seedlings protected
- Number of shea seedlings planted
- Number of improved shea seedlings planted
- Number of shea preserved

NOTES ON IMPLEMENTATION

The work stream will require an initial sub-committee including ICRAF and government sponsored research institutions to determine best practices and develop training materials. The annual trainings can be supported by GSA sustainability partners, government agencies, ICRAF, and others to maximize the outreach to various communities.

RELATIONSHIP TO SUSTAINABILITY GUIDELINES

- The work stream impacts the general principles 5.1, 5.2, 5.3, and 5.4
- For collectors, the work stream impacts 6.1, 6.2, and 6.3
- For handcrafted butter producers, the work stream impacts 6.5 and 6.6
- For suppliers, the work stream impacts 6.8, 6.9, and 6.12
- For brands and retailers, the work stream impacts 6.13, 6.14, 6.15, and 6.16
- For supporters, the work stream impacts 6.17, 6.18, and 6.19

MONITORING AND EVALUATION

The information will be reported publicly each year and included in the annual GSA sustainability report. The sustainability working group will consider results and challenges each year and make recommendations to the secretariat for work stream improvement.





CONSERVATION PILOT PROJECTS

OVERVIEW

The GSA seeks to conserve parklands as a means of combating threats to shea tree populations across Africa. As the GSA has limited information on the development of such initiatives, we are recommending three initial pilot projects to determine the most effective methods of conserving shea tree populations.

PILOT PROJECTS

Community Demonstration Plots for Women's Groups

- Research profitability and yield potential of shea trees and intercropping
- Engage local chiefs to allocate land to women's groups for community demonstration plots
- Facilitate access to improved seedlings and other planting materials
- Organize trainings on parkland management, including transfer of improved shea planting material, direct seeding, fertilizer and irrigation techniques, and community engagement

Planting Alternative Fuel Wood

- Collaborate with farmers and research institutions to identify alternative sources of sustainably managed fuel wood
- Facilitate access to seedlings and other planting materials to women's groups and primary land owners
- Hold training sessions on identifying, planting, and/or using sustainably managed fuel wood

Efficient Shea Processing

- Research and develop baseline to measure reduction of wood, water, and time in shea processing.
- Collaborate with women's groups and partner organizations to propose practical solutions including equipment and best practices
- Organize trainings for women's groups on efficient shea processing, quality standards, and equipment

All pilot projects will include the following activities:

- Implement solutions over a defined time period
- Assess impact of solutions on key performance indicators each year
- Publish findings of project and make recommendations for larger initiative

NOTES ON IMPLEMENTATION

Pilot projects can be initiated by sustainability partners, national associations, government, and research institutions. Identified best practices will be shared in the annual GSA sustainability report and utilized to determine larger scale projects in the future.

OUTCOMES

The GSA and partner organizations will monitor and evaluate all training and support activities. We will collect annually the following data that will be publicly reported:

- Number of women and farmers trained in community demonstration plot management, alternative fuel wood sources, and improved efficiency practices
- Number of successful demonstration plots managed by women
- Number of alternative fuel sources identified
- Number of best practices identified to reduce resources

RELATIONSHIP TO SUSTAINABILITY GUIDELINES

- These projects impact general principles 1.1, 1.2, 2.3, 4.1, 4.2, 4.4, 5.1, 5.2, 5.3, and 5.4
- For collectors, these projects impact 3.3, 5.1, 5.2, 6.1, 6.2, 6.3, and 6.4
- For handcrafted producers, these projects impact 3.6, 5.3, 5.4, 6.5, 6.6, and 6.7
- For suppliers, these projects impact 3.8, 5.5, 6.8, 6.9, and 6.10
- For brands and retailers, these projects impact 3.12, 5.6, 6.13, and 6.14
- For supporters, these projects impact 3.14, 3.17, 5.7, 5.8, 6.17, and 6.18

MONITORING & EVALUATION

The reported information will be published publicly each year and included in the annual GSA sustainability report. The sustainability working group will consider results and challenges each year and make recommendations to the secretariat for project improvement.



GSA SUSTAINABILITY GUIDELINES

INTRODUCTION

The below sustainability guidelines are published by the GSA for the utilization of members and stakeholders worldwide. The guidelines are a set of voluntary principles and implementation criteria that will be researched, discussed, and improved by the GSA annually.

STAKEHOLDER CATEGORY DEFINITIONS

Collectors	Registered cooperatives or organized groups of shea nut collectors.
Handcrafted Butter Producers	Registered cooperatives or organized groups that process shea butter in African villages.
Suppliers	Companies involved in the purchase of shea nuts or shea butter for the purpose of processing or trading.
Brands and Retailers	Companies that market shea nut products to end consumers.
Supporters	Non-governmental organizations and development partners involved in promotion and implementation of the GSA sustainability program.

GSA SUSTAINABILITY PRINCIPLES

The GSA Members (Collectors, Handcrafted Butter Producers, Suppliers, Brands and Retailers, and Supporters) agree to commit to the following Principles.

1. General practices

- 1.1** Members strive to increase purchases of shea products from sustainable sources, thereby supporting best practices in the shea industry.
- 1.2** Members work collaboratively with existing initiatives and among themselves to share knowledge about sustainability impacts and good practices.

Women's empowerment

Women collectors play a vital role in the shea nut industry, as they stand at the very base of our value chain. They have enduringly lacked bargaining power and feedback from other actors in the industry. The GSA is committed to enhancing formalization and organization of women collectors, as well as their knowledge of shea markets.

- 2.1** Members support better provision of information to women collectors including on shea nut markets, standards and price.
- 2.2** Members support the formation of organized groups and cooperatives by women collectors.
- 2.3** Members support women's empowerment through helping to facilitate organizations of women collectors with capacity building training including on basic skills, literacy and diversifying revenue to improve bargaining power.
- 2.4** Members support improved access to finance for organisations of women collectors.
- 2.5** Members work towards improving the price received by collectors and producers.
- 2.6** Members work to improve consumer knowledge of the positive impact of the shea industry on women collectors and producers.

Decent Working Conditions

The GSA believes that every individual has the right to a dignified and sustainable livelihood. We are committed to promoting decent working conditions for all people involved in the shea value chain.

- 3.1** Members comply with national laws and international standards on child labour as defined by the ILO. Children may do limited work helping their own families, but never do hazardous work, or work that interferes with their compulsory schooling.
- 3.2** Members do not use forced or bonded labour.
- 3.3** Members do not engage in discrimination in any form.
- 3.4** Members promote safe and hygienic working environments for all involved in the shea value chain.
- 3.5** Members respect freedom of association and collective bargaining for workers where relevant, and encourage associations of collectors and shea butter processors.

Development of Local Communities

The GSA aims to improve the livelihoods and conditions of local communities relying on shea nuts for their income.

- 4.1** Members recognise the importance of food security and support efforts to improve food security.
- 4.2** Members support the sustainable development of local communities, including through recognising the importance of improving education and health and by supporting efforts to promote these.
- 4.3** Members support efforts to improve localization of value added processes in shea producing countries.
- 4.4** Members respect land titles and the traditional and customary rights of local communities over land use and resources.

Protection of Ecosystems

The African Savanna is home to the shea trees and is endangered by land degradation and loss of ecological functions and biodiversity. The conservation of the Savanna ecosystem is hence instrumental to ensuring a sustainable future for the shea industry.

- 5.1** Members operate all activities connected to the shea value chain in an environmentally-responsible way which helps conserve and enhance natural resources, including use of fuel, water and waste management.
- 5.2** Members strive to conserve the ecosystems in which they operate and especially respect protected areas and high conservation value ecosystems.
- 5.3** Members promote best available practice in shea tree propagation and care and keep abreast of new best practice. Sustainable Members work collaboratively on strategies to conserve and renew the shea trees population.
- 5.4** Members improve public knowledge of the Savanna eco-system and the threats to it.
- 5.5** Members seek to understand the impact of climate change on the local shea tree population and contribute to mitigation strategies as relevant to their circumstances.



SUSTAINABILITY IMPLEMENTATION CRITERIA

These Implementation Criteria constitute a suggested best practice framework for action to implement the Sustainability Principles. They include recommendations for policies and activities that Members can pursue to move towards more sustainable practices. It is recognised that members will apply the Implementation Criteria differentially according to their position in the value chain, the resources at their disposal, their own expertise and their priorities. However, members are expected to demonstrate continuous improvement in implementation activities over a reasonable period of time. The GSA will issue an annual report summarizing the collective results of the sustainability program against the principles and criteria. Individual companies may also elect to use the principles and criteria as a reporting tool.

1. GENERAL PRACTICES

- 1.1** Brands and Retailers strive to increase purchases of shea products from suppliers that demonstrate sustainable practices.
- 1.2** Suppliers strive to increase purchases of shea products from Handcrafted Butter Producers and collectors that demonstrate sustainable practices.
- 1.3** Handcrafted Butter Producers strive to increase purchases of shea products from collectors that demonstrate sustainable practices.

EMPOWERING WOMEN

<i>Collectors</i>	<i>Handcrafted Butter Producers</i>	<i>Suppliers</i>	<i>Brands & Retailers</i>	<i>Supporters</i>
<p>3.1 Collectors encourage women collectors in their community to join organized groups that improve collectors' bargaining power.</p> <p>3.2 Collectors develop democratic governance structures to organize groups and cooperatives.</p> <p>3.3 Collectors attend capacity building trainings.</p>	<p>3.4 Handcrafted Butter Producers encourage women collectors in their community to join organized groups.</p> <p>3.5 Handcrafted Butter Producers develop democratic governance structures to organize groups and cooperatives.</p> <p>3.6 Handcrafted Butter Producers attend capacity building trainings</p>	<p>3.7 Suppliers support formation and operation of women's groups.</p> <p>3.8 Sustainable Suppliers provide the GSA with information on the type of capacity building and equipment needed for women collectors' empowerment.</p> <p>3.9 Suppliers support projects aimed at women collectors and support funding and access to finance for women collectors and processors.</p> <p>3.10 Suppliers help disseminate price information to cooperatives and organized groups of shea nut collectors.</p>	<p>3.11 Brands and Retailers support projects aimed at women collectors and support funding and access to finance for women collectors and processors.</p> <p>3.12 Brands and retailers provide expertise and material support for GSA activities related to women's empowerment.</p>	<p>3.13 Supporters assist organized groups of women collectors to register with GSA.</p> <p>3.14 Supporters provide and/or facilitate capacity building trainings of women collectors.</p> <p>3.15 Supporters facilitate funding or access to finance for women collectors.</p> <p>3.16 Supporters help disseminate price information to cooperatives and organized groups of shea nut collectors.</p>

DECENT WORKING CONDITIONS

<i>Collectors</i>	<i>Handcrafted Butter Producers</i>	<i>Suppliers</i>	<i>Brands & Retailers</i>	<i>Supporters</i>
<p>4.1 Collector organisations maintain age records for all collectors. They ensure that children are not contracted as collectors and only do limited, non-hazardous work appropriate for their age.</p> <p>4.2 Collector organisations undergo training to improve collectors' understanding of decent working practices.</p> <p>4.3 Collector organisations facilitate access to personal protective equipment to collectors and provide training and information on occupational health and safety, including good practices and use of equipment.</p>	<p>4.4 Handcrafted butter producers maintain age records for all workers. They promote good practice and ensure that children are not contracted as collectors and only do limited, non-hazardous work appropriate for their age and does not interfere with compulsory education.</p> <p>4.5 Hand crafted butter producers undergo training to improve their members' and workers' understanding of their labour rights and promote good practice.</p> <p>4.6 Hand crafted butter producers facilitate access to personal protective equipment and provide training on occupational health and safety including good practices and use of equipment.</p>	<p>4.7 Suppliers support provision of good employment practices and occupational health and safety practices, including in shea processing facilities.</p> <p>4.8 Suppliers support projects and capacity building to strengthen awareness of labour rights and promote good practice.</p>	<p>4.9 Brands and Retailers support provision of good employment and occupational health and safety practices.</p> <p>4.10 Brands and retailers support projects and capacity building to strengthen awareness of labour rights and promote good practice.</p>	<p>4.11 Supporters facilitate communication to workers about their labour rights and good employment practices.</p> <p>4.13 Supporters support projects and capacity building to strengthen awareness of labour rights and promote good practice.</p>

DEVELOPMENT OF LOCAL COMMUNITIES

<i>Collectors</i>	<i>Handcrafted Butter Producers</i>	<i>Suppliers</i>	<i>Brands & Retailers</i>	<i>Supporters</i>
<p>5.1 Collectors provide the GSA with knowledge of local communities and environments to help design GSA programs for local communities based on needs assessments.</p> <p>5.2 Collectors facilitate communication between the GSA and local communities during implementation of GSA programs for local communities.</p>	<p>5.3 Handcrafted Butter Producers provide the GSA with their knowledge of local communities and environments to help design GSA programs for local communities based on needs assessments.</p> <p>5.4 Handcrafted Butter Producers facilitate communication between the GSA and local communities during implementation of GSA programs for local communities.</p>	<p>5.5 Suppliers support projects that support the development of local communities based on needs assessment.</p>	<p>5.6 Brands and Retailers support projects that support the development of local communities based on needs assessment.</p>	<p>5.7 Supporters facilitate funding and implementation of programs for local communities.</p> <p>5.8 Supporters provide feedback to GSA on project outcomes and good practice.</p>

PROTECTION OF ECOSYSTEMS

<i>Collectors</i>	<i>Handcrafted Butter Producers</i>	<i>Suppliers</i>	<i>Brands & Retailers</i>	<i>Supporters</i>
<p>6.1 Collectors maintain and monitor the health of their shea tree population under their control and the supporting ecosystems and report to the GSA any changes.</p> <p>6.2 Collectors use their knowledge and influence to initiate or support collective efforts to solving any problems related to the shea tree population and its supporting ecosystems.</p> <p>6.3 Collectors seek to identify best available knowledge and expertise on shea tree propagation and care and to adopt best practice.</p> <p>6.4 Collectors respect any protected areas and high conservation value ecosystems within their collection area and abstain from destructive land use change, over-use and encroachment.</p>	<p>6.5 Handcrafted Butter Producers support efforts to maintain the health of the shea tree population under their control and its supporting ecosystems.</p> <p>6.6 Handcrafted Butter Producers contribute to collective efforts to solving problems related to the shea tree population and its supporting ecosystems.</p> <p>6.7 Handcrafted Butter Producers actively seek to identify and adopt best available practice in shea nut processing, including on use of fuel and water.</p>	<p>6.8 Suppliers support projects in their sourcing areas that promote the maintenance of a healthy shea tree population and its supporting ecosystems.</p> <p>6.9 Suppliers promote the use of best available practice in managing the local shea tree populations and its supporting ecosystems and contribute to the on-going development of better practice.</p> <p>6.10 Suppliers operate their business in a way that does not harm surrounding ecosystems, especially protected areas and high conservation value ecosystems.</p> <p>6.11 When opening a new facility, Suppliers observe all applicable laws and regulations and conduct a prior Environmental and Social Impact Assessment (ESIA) in an open, transparent and participatory process.</p> <p>6.12 Suppliers seek to understand the impact of climate change on the shea tree population in their sourcing area and on the business of their supply chain partners. They develop adequate strategies for adaptation or realizing any climate change-related opportunities.</p>	<p>6.13 Brands and Retailers support projects that promote the maintenance of a healthy shea tree population and its supporting ecosystems.</p> <p>6.14 Brands and Retailers promote the use of best available practice in managing the local shea tree populations and its supporting ecosystems and contribute to the on-going development of better practice.</p> <p>6.15 Brands and Retailers seek to understand the impact of climate change on the shea tree population and on the business of their supply chain partners. They develop adequate strategies for adaptation or realizing any climate change-related opportunities.</p> <p>6.16 Brands and Retailers increase public awareness of the shea tree ecosystems, their importance for people's livelihoods, and their potential for women's empowerment.</p>	<p>6.17 Supporters initiate or support efforts to maintain a healthy shea tree population and its supporting ecosystems. This may include monitoring the health of shea tree populations and the supporting ecosystems; using their knowledge and influence to support efforts in solving problems.</p> <p>6.18 Supporters seek to develop and promote best available knowledge and expertise on shea tree propagation and care.</p> <p>6.19 Supporters seek to understand the impact of climate change on the local shea tree population and the shea value chain and to develop adequate strategies for adaptation or realizing any climate change-related opportunities.</p>



