



Code of conduct

Fair Trade and Social Standards

1. Prices

The prices for the natural products Treecrops Ltd buys are negotiated between the producers and the company and are set for the season. The price shall cover the cost of production and allow the producer a decent living wage.

No producer shall be forced to move away from his/her traditional home to be involved in Natural Products trade. Treecrops Ltd is committed to involve local population in the natural products trade.

2. Cost of production

The producers who deliver natural products to Treecrops Ltd shall incur least cost in production. Producers shall use simple and locally adapted methods. Where more sophisticated technologies are required Treecrops Ltd shall install structures in the communities for the producers to use.

Treecrops Ltd provides packing materials for the producers. Treecrops Ltd does not accept packing materials from other sources. All packing materials provided are marked and registered through Treecrops Ltd.

Treecrops Ltd establishes collection points in adequate number and location where producers can deliver their products.

3. Agreements

Treecrops Ltd generally buys the agreed volume of a defined natural product that a group of producers can deliver. However, agreements shall be made between the producers and Treecrops Ltd over a minimum volume to allow for long term production planning.

Locations and dates for procurement shall be mutually agreed between producers and Treecrops Ltd in case they cannot deliver to a permanently installed Treecrops Ltd depot.

4. Information sharing

Treecrops Ltd publishes its annual financial and production reports.



On request, Trecrops Ltd will openly share information about company procedures and plans for expansion and development. Sensitive information will not be disclosed.

5. Involvement of women and marginalized groups

Trecrops Ltd trades with marginalized communities to conserve natural resources through their sustainable harvest. Through direct trade the people shall have a better market opportunities and income.

During the awareness campaigns and trainings special attention is given to women, women headed households, and marginalised members of the society; they are actively encouraged to participate in natural products trade. Other community members are made aware that such society groups must be given a chance to participate in the trade.

Trecrops Ltd promotes modes of payment that shall provide such persons with opportunities to generate their individual income.

Communities that develop ideas of sustainable management practices and social activities around natural products trade with Trecrops Ltd may request for advice from Trecrops Ltd to improve.

6. Market and Product Information

The producers shall develop an understanding about the product they deliver and about the markets the products are destined for. This shall help them to remain in the market and develop this industry.

To achieve this Trecrops Ltd provides training kits and information that covers aspects of quality and end- use of the raw material. Trecrops Ltd maintains information flow to producers through both orally and through permanent infrastructure in the field. Field Depots serve as information centers. Trecrops Ltd extension officers carry the information to the producers in due course and publish relevant market and product information in meetings.

7. Employment aspects

Trecrops Ltd gives equal chances to job applicants. Under the condition of equal qualification women will be given preference.



Trecrops Ltd takes the position that every employee has the best insight into his/her activities. If an employee suggests improvements, management is open and discusses the proposals with the employee.

Trecrops Ltd pays overtime at 150 % of the normal salary. The maximum overtime per week is 6 hours.

Trecrops Ltd allows freedom of association and sits with representatives of employees to bargain salaries and wages.

Trecrops Ltd facilitates employees training on occasional basis and on request.

8. Compliance with legal regulations

Trecrops Ltd pays at least the minimum salaries and wages outlined in the Malawian labor laws.

Trecrops Ltd adopts the national health and safety standards of Malawi. A safety advisor monitors safety standards.

Trecrops Ltd supports access to hospital in case of accidents and provides a medical scheme.

Trecrops Ltd supports housing for workers though payment of a housing allowance.

Any employee in Trecrops Ltd must be at least 18 years old.

Any workplace is sufficiently illuminated either by daylight or lamps. All rooms in which persons have to work for more than 3 consecutive hours have windows or sufficient ventilation.

Fire extinguishers are within reach of 50 m from any permanent workplace.

Lockable toilets are available for women and men.



Environmental Standards

Trecrops Ltd Malawi Ltd. admits the responsibility to care for the environment in the following way.

1. Product selection

Trecrops Ltd Malawi Ltd. natural products are derived from resources that are widely available in the country. This shall prevent concentration of harvesting activities and shall ensure that the resource is not depleted due to exploitative actions.

All species traded are well known amongst the local population. Trecrops Ltd selects species and products, which allow for commercial exploitation without risking the depletion of the resource. Where this risk cannot be avoided, means are taken to allow for sustainable extraction.

2. Harvesting methods

Harvesting methods must not be of destructive character to exclude severe harm to the tree resource. Where destructive methods are applied, a thorough assessment of the impact on the reproductive potential of the species and interdependent species shall be undertaken.

Trecrops Ltd promotes those local harvesting methods that do not threaten the conservation status of the resource and discourages activities that can lead to depletion of the resource.

All crop collected originates from naturally growing trees. The species are not grown in commercial plantations anywhere in Malawi.

Trecrops Ltd is well aware about the desperate situation in many rural areas in Malawi. In the past, trees have been cut on occasions because people could see a quick business once a market developed. Trecrops, therefore, strongly discourages damage to the trees to maintain a sustained production and trade.

The producers use traditional harvesting techniques. Trecrops Ltd promotes new and adapted harvesting techniques and helps to improve the existing ones for sustainable output and safety.

All crop delivered to Trecrops Ltd is of natural origin and residues can be composted or used in another way. Trecrops Ltd encourages the multiple uses of the crop residues and promotes recycling of organic material. Packing material shall be recycled as often as



possible. Consumables used during processing are deposited in the most appropriate manner available in Malawi to avoid environmental damage.

3. Resource regeneration

To ensure sustainability of the tree resource Treecrops Ltd encourages tree regeneration through the establishment of woodland areas and planting activities.

Treecrops Ltd admits that local varieties of plants are most adapted to their natural environment and can, thus, maintain optimum productivity in the long term. Treecrops Ltd therefore promotes natural regeneration in situ.

The trade with the product may contribute to reduced regenerative potential of a species. Treecrops therefore promotes active planting in suitable areas through farmers. Direct sowing of the seed is the most natural and cost effective method and are therefore promoted.

Treecrops Ltd understands the threats that may develop from globally changing environmental factors. Taking into account the velocity of such changes and the long life of many tree species, it becomes obvious that a small genetic base may not store sufficient genetic information for the evolution of phenotypic adaptation. This prohibits narrowing the genetic information through artificial propagation and cloning and, instead, means to maintain a wide genetic base that allows the species to develop its own strategies to respond to the change of environment. Treecrops Ltd wishes to maintain a broad spectrum of genetic resources for the natural products, and will, therefore, not propagate clones or genetic modified plant material in Natural Products trade.

Natural Products trade shall depend on natural ways of pollination. Treecrops Ltd is aware of the importance of vectors as key species in the pollination process and that these species depend much on a sound natural and diverse environment. Treecrops Ltd therefore, encourages producers and deliverers to care about a sound environment to give those key species a refuge.

4. Resource Management

Treecrops Ltd conducts inventories of the tree resources of which the natural products are derived. This forms the basis for decisions that are being made at management level, both to conserve the existing resource and, if necessary, increase it.



Close collaboration with the deliverers and steady observation allow an overview of how the producers handle the tree resource. The permanent observation of the tree resource allows Treecrops Ltd to predict the availability of the natural products on an annual level. Such observations allow Treecrops Ltd to make decisions based on empiric information.

Treecrops Ltd does not apply any chemicals for pest management on the resources for natural products. Chemicals used for pest management of products Treecrops Ltd deals with are not banned by national or international law or agreement and are permitted after organic regulations.

Treecrops Ltd does not use biological control agents or genetically modified organisms. The propagation of exotic species is discouraged to promote indigenous species, natural vegetation, and a sound natural environment.

5. Compliance with laws

In the production and trade of natural products, Treecrops Ltd respects all applicable national laws and international treaties and agreements Malawi is a signatory to.



Respect to Tenure Rights

1. Tenure and use rights and responsibilities

Trecrops Ltd promotes through direct trade and collaboration with deliverers the tenure and ownership of land and tree resources for the local people.

Trecrops Ltd cooperates with formal governmental structures in mutual understanding to promote the tenure and use rights of indigenous communities and strives to enter into management agreements with the Department of Forestry and the communities about the sustainable use of the resource.

Trecrops Ltd buys natural products only from indigenous communities and deliverers who agreed to actively protect access and tenure rights for the local people. The deliverers must take responsibility for the resource in their area. Trecrops Ltd monitors the tenure aspects in the respective areas of supply. If tenure rights for local people are not secured, Trecrops Ltd withdraws from this area.

Through exclusion of middlemen, Trecrops Ltd indirectly reduces the threat that the tree resources or tenure rights decline.

Trecrops Ltd respects the cultural, ecological, economic and religious traditions of its suppliers, and helps to identify and protect sites of such importance. Trecrops Ltd aims to avoid any negative impact in this context.

Trecrops Ltd recognizes the complexities surrounding the rights of indigenous people in the commercialization of biological resources, and commits itself to the development of meaningful and innovative solutions to access and benefit sharing issues.