

2005 Report

Principle 6 – the elimination of discrimination in respect of employment and occupation.

HIV/AIDS

A memorandum of understanding has been signed with Medecin Sans Frontiers whereby voluntary testing and counseling will be conducted at the company clinics. This program will also involve general awareness raising within company and surrounding communities.

What outcome was achieved?

All employees are reached at least once a year with campaign messages. The program was recently extended to include the provision of Anti Retro Virals (ARV's) with two employees and 7 non-employees now taking these ARV's under supervision. A number of support groups for people living with HIV have been set up within local communities. Some people are admitting their status – a significant effort in a society that has largely shunned people living with HIV to date.

Gender

The company has actively promoted gender issues and operates a water bottling plant staffed only by women. In the agricultural divisions managers have been *instructed* to make every effort to employ and or train women into more senior positions.

What outcome was achieved?

Women are now employed in the tea processing plant despite facing resistance from within management. Two women now occupy management positions in the fields and are proving to be an example to all of what women can achieve.

Principle 8 – to undertake initiatives to promote greater environmental responsibility

Wildlife Corridors

The company has endeavored to preserve and or recreate areas of natural bush which can serve both as water catchment protection and a safe harbor for natural fauna.

What outcome was achieved?

Ongoing protection of areas of natural bush from deforestation. Area previously under pine of +/- 2 hectares has been replanted with indigenous species.

Food Security Project

The provision of an extension service promoting good land husbandry in surrounding villages. This has included the supply of vetiver grass and leguminous plants for soil improvement.

What outcome was achieved?

+/- 30 smallholder farmers have planted vetiver hedges and are making compost. These farmers have also planted leguminous tree species in their fields.

Principle 9 – encourage the development and diffusion of environmentally friendly technologies

Craft Groups

A number of women's groups have been trained in rug making from old clothes and in conjunction with a GTZ funded project, in the fabrication of fuel efficient clay stoves. This has resulted in generating income for the members of the groups, as well as raising general awareness of the shortage of firewood in Malawi.

What outcome has been achieved?

The craft group has struggled to maintain momentum without external support. The groups fabricating clay stoves remain active.

An important future step in this project, is to find partners that can conduct smallbusiness training as a next step for their development