



Social Inclusion Policy

1. Purpose

Sandhakadai is committed to building an inclusive, equitable, and sustainable ecosystem that ensures fair participation, dignity, and opportunity for all stakeholders across its value chain. This Social Inclusion Policy outlines Sandhakadai's approach to integrating marginalized communities, especially smallholder farmers, marginalized and small-scale producers, women, tribal groups, and rural artisans into mainstream markets.

2. Policy Statement

Sandhakadai believes that sustainable development is incomplete without social inclusion. We commit to:

- Eliminating exclusion and discrimination in sourcing, pricing, employment, and partnerships
- Promoting equal access to markets and opportunities
- Respecting cultural diversity and traditional knowledge
- Creating shared economic value for marginalized communities

3. Scope of the Policy

This policy applies to:

- Farmers and producer communities associated with Sandhakadai
- Tribal and forest-dependent communities
- Women-led households, SHGs, and micro-entrepreneurs
- Employees, volunteers, partners, and vendors
- Customers and community stakeholders.

4. Inclusion Principles

The following principles guide Sandhakadai's operations:

4.1 Equity and Fairness

- Fair and transparent pricing for producers
- No distress procurement or exploitative trade practices
- Equal opportunity regardless of gender, caste, region, or economic status.



4.2 Dignity and Respect

- Respect for traditional farming practices and indigenous knowledge
- Ethical engagement with tribal and forest communities
- Culturally sensitive communication and collaboration

4.3 Accessibility and Participation

- Simplified onboarding processes for small and first-time producers
- Support for marginalized and small-scale producers with digital access
- Inclusive decision-making through feedback and consultations

5. Focus Areas of Social Inclusion

5.1 Small-Scale producers

- Priority sourcing from marginalized and small-scale producers
- Assured market access and transparent trade terms
- Capacity-building support in quality, packaging, and market readiness

5.2 Women's Empowerment

- Preference to women farmers, marginalized and small-scale producers, women-led SHGs, and micro-enterprises
- Encouragement of women's participation in processing, packaging, and logistics
- Fair wages and safe working environments

5.3 Tribal and Indigenous Communities

- Ethical sourcing from tribal and forest-based communities
- Recognition and protection of indigenous knowledge systems
- No exploitation of forest produce or traditional livelihoods

5.4 Youth and Rural Livelihoods

- Engagement of rural youth in aggregation, logistics, and digital operations
- Skill development opportunities in sustainable trade and entrepreneurship

6. Adaptive Sourcing and Inclusive Pricing

- Adoption of adaptive sourcing based on seasonality, climate conditions, and producer capacity
- Cost-plus pricing to ensure producers receive fair margins
- Transparent communication of price variations to all stakeholders.



7. Non-Discrimination and Safe Practices

Sandhakadai maintains zero tolerance towards:

- Discrimination based on gender, caste, religion, ethnicity, disability, or socio-economic background
- Harassment, coercion, or unsafe working conditions

All grievances will be addressed promptly through an internal redressal mechanism.

8. Partnerships and Collaboration

- Collaboration with NGOs, cooperatives, SHGs, and social institutions
- Alignment with government and non-government programs promoting inclusion
- Support for certification and compliance that benefits small producers

9. Monitoring and Review

- Periodic review of sourcing and engagement practices
- Inclusion metrics such as the number of marginalized producers engaged
- Continuous improvement based on feedback from communities

10. Alignment with Sustainable Development Goals (SDGs)

This policy supports:

- **SDG 1:** No Poverty
- **SDG 2:** Zero Hunger
- **SDG 5:** Gender Equality
- **SDG 8:** Decent Work and Economic Growth
- **SDG 10:** Reduced Inequalities
- **SDG 12:** Responsible Consumption and Production

11. Policy Ownership and Approval

Sandhakadai's leadership endorses this Social Inclusion Policy and applies to all operations and partnerships.

Name : Mr. S. Xavier Vivek Jerry

Designation : Founder

Signature :

Company Seal :

S. Xavier Vivek Jerry
6/7/25

Sandhakadai is committed to creating markets that are fair, inclusive, and sustainable, where growth uplifts communities and preserves dignity.

