



Social Programs Going Above and Beyond



The Native Green Cane Project in Brazil is one of the largest sustainable agriculture projects in the world. In addition to numerous environmental advances, Native has developed impressive social and economic programs that improve the quality of life of their employees and the surrounding community. Their commitment to offering fair wages, affordable health coverage and a safe work environment puts them at the forefront of social sustainability.

Medical, Dental & Preventative Health

Though it is not required in Brazil, Native subsidizes 50% of medical costs for employees and their dependents, offers quality dental care and subsidizes 30% of costs for children, offers prescription benefits, and provides ambulance assistance for employees and dependents to receive faster medical care. In addition, they offer several preventative health programs:

- Obesity prevention
- Immunization
- Respiratory protection
- Anti-smoking
- Preventing diabetes

Employee Appreciation

All Native employees receive fair wages for their work. The company also has a profit sharing program, which they offered before it was mandated by law in Brazil.

Native takes pride in the individual skills of their employees and invests in training and development. Workers are frequently retrained to fill other positions in the company, which are often promotions with better pay. Also, an employee recognition event is held annually to honor employees and their families.

Commitment to Workers

Native was able to completely avoid layoffs during the transition from burned cane to green mechanical harvesting by transferring all workers formerly employed in the manual harvest of burned cane to new positions on Native farms.

Transportation

Native owns buses to transport workers to and from the fields and mills. Field buses are equipped with first aid kits, drinking water, awnings for shade and tables and chairs for resting during breaks and lunch.



Occupational Health & Safety

Individual protection equipment is provided to all employees working in areas of risk.



Fire brigade training instructs employees to prevent and combat fires and accidents with equipment. Meetings are held monthly with at least two annual simulations.

Representatives nominated by company management and employees meet monthly regarding accident prevention and occupational health.



Ambulance support and treatment in the field and mill including first aid and transport to health care facilities in emergency situations.

In the Community

Native partners with the Department of Education in Brazil to offer several educational programs for children.

They support over 200 institutions annually, including...

- Temporary housing and attention for unprotected children and teens
- Day-care centers for children of working parents
- Education for pregnant & nursing mothers



- Waste recycling and environmental education in 15 schools, reaching over 11,000 students

Native also provides a room that is open to teachers, students and the community for environmental education.

Fair Trade Certification



Organic cane sugar and Demerara are available as IBD Fair Trade, Fair Trade Certified™ by Fair Trade USA and Fair for Life; ECOCERT Fair Trade is available in Europe.

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Native is a member of SEDEX and has completed the SEDEX Members Ethical Trade Audit (SMETA), a best practice reference framework for social auditing and reporting.

