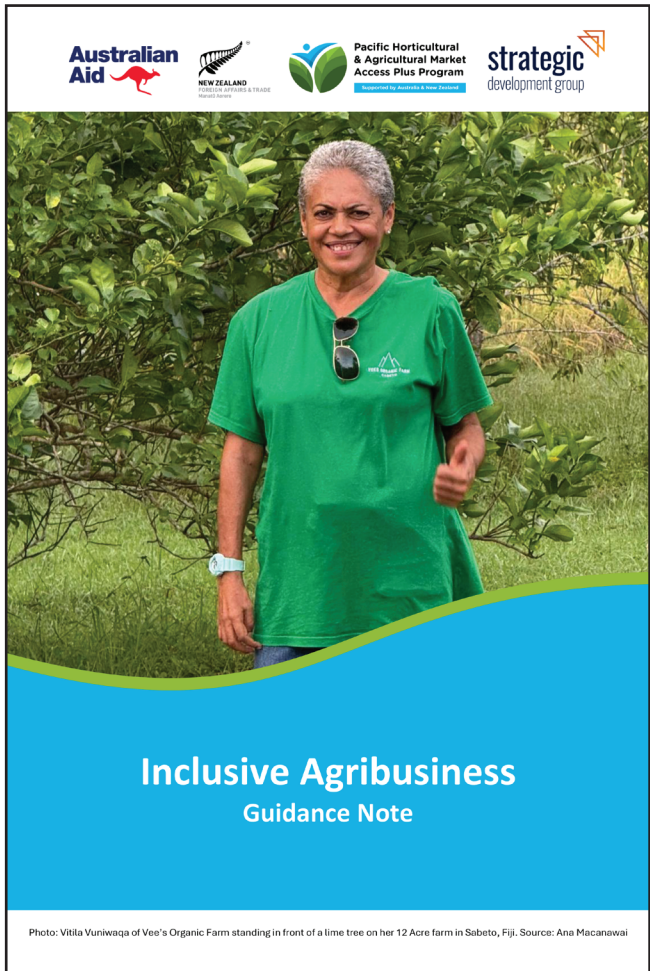


THE JOURNEY TO BECOMING AN INCLUSIVE AGRIBUSINESS THROUGH PARTNERSHIPS AND PRACTICAL ACTION

Empowering people with disabilities to fully and fairly participate in every part of the agricultural value chain



PHAMA Plus Inclusive Agribusiness Guidance Note

PHAMA Plus, supported by the Australian and New Zealand Governments, aimed to build inclusive value chains. It produced an ‘Inclusive Agribusiness Guidance Note’ which provides:

- Practical actions for agribusinesses, organisations of persons with disabilities (OPDs) and farmers with disabilities to build inclusive systems.
- Insights from 100+ stakeholders across Fiji, Samoa, Solomon Islands, Tonga and Vanuatu.
- Real Pacific stories, lessons and tools for action—relevant to government, private sector and communities.

People with disabilities are or could be active farmers, producers and leaders—but face barriers like inaccessible tools, transport and stigma.



Why become an inclusive agribusiness?

Inclusion isn't just the right thing—it's smart business.

Inclusion:

- Boosts Productivity:** It taps into underused talent like people with disabilities.
- Grows Your Markets:** It contributes to buyer and investor demand for ethical, inclusive sourcing.
- Builds Trust:** It strengthens relationships with communities, suppliers and customers.
- Future-Proofs Your Business:** Drives innovation, sustainability and resilience.

Refer to page 14 of the Guidance Note

AGRIBUSINESS SPOTLIGHT

Gaston Chocolat in Vanuatu crafts premium, island-made chocolates using Vanuatu's finest local cacao.

From day one, Gaston Chocolat set out to do things differently.

77% Staff include people with disabilities, women, and out-of-school youth.

370+ Local farmers supply cacao — including farmers with disabilities.

WORKSPACES Adapted – ramps, lighter tools, and redesigned equipment.

TIME AND POLICIES Flexible hours and family-friendly policies reflect local values.

STAFF DEVELOPMENT Staff can grow into leadership and ownership roles.

"Inclusion isn't a cost. It's how we grow stronger — together.."

Refer to page 27 of the Guidance Note

