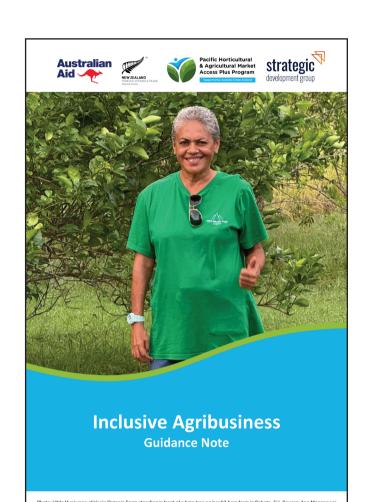
THE JOURNEY TO BECOMING AN INCLUSIVE AGRIBUSINESS THROUGH PARTNERSHIPS AND PRACTICAL ACTION







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.

> Refer to page 6 of the Guidance Note



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.



CONTACT YOUR LOCAL OPD

Inclusion begins with connection. Nothing without us.



Reach out to your local organisation of persons with disabilities.



explore how you can support.

Build partnerships and



Start the conversation. Make a difference.

Refer to page 8 of the **Guidance Note**

BUILD AN INCLUSIVE SUPPLY CHAIN

Inclusion starts with a mission.



Identify farmers with disabilities.



Modify tools and equipment using inclusive design with the user.



Is training accessible and inclusive?



Require assistive devices or support?



Have you arranged reasonable accommodations?

Refer to pages 24 and 29 of the **Guidance Note**

INCLUSIVE TRANSPORT MATTERS

Think access. Think dignity. Think inclusion.



Can farmers with disabilities get their products to you?



Could you support with transport or pick-up options?



If others help collect produce-how will you keep everyone safe?

Refer to page 36 of the **Guidance Note**

WORKPLACE **PROCESSING**

Inclusion starts with intention.



Zero Discrimination: Set clear, anti-discrimination policies.



Accessible Tools and Spaces: Modify equipment and infrastructure.



Build Awareness: Hold OPDled disability sensitisation training for staff and management.

Refer to page 24 of the **Guidance Note**

VISIBILITY

Make inclusion visible. Make it count.



Recognise and celebrate people with disabilities in your value chains.



Highlight people with disabilities contributions from farm to market.



Promote the representation of people with disabilities in all areas.

ownership roles.

Guidance Note



AGRIBUSINESS SPOTLIGHT

Gaston Chocolat in Vanuatu crafts premium, islandmade 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

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

Refer to page 27 of the