



ALL INC.

Oharvest The Future

MACADAMIAJOBS MOZAMBIQUE

Profitable Business Benefiting Local Communities. Is It Possible?

Yes, it is! The macadamia plantation in Mozambique is proof that it can be done. After several years of collaboration between G&F Macadamia and Woord en Daad, a social enterprise with a big heart for the people of Northern Mozambique has been established. Now that the project period has concluded and Woord en Daad is phasing out in Mozambique, we reflect on the impact made thanks to your support and the challenges we faced.

The macadamia trees on the rolling hills, surrounded by a mountain range on the horizon;; it Looks peaceful. For the people living in northern Mozambique, life is far from peaceful.

Looking back on the past five years, they were confronted with great challenges and disasters on an almost unimaginable scale.

Crisis upon Crisis In 2019, Mozambique was hit by two hurricanes within a few weeks.. The devastation left behind by the hurricanes is enormous Natural disasters also claim many victims. the harvest is also lost. Shortly afterwards, diseases such cholera, typhoid and malaria spread. cholera, typhoid and malaria spread. Although the macadamia-

LANDPROFIEL

MOZAMBIQUE



Capital : **Maputo**
Population : **33 miljoen** Life
expectancy : **59 jaar**
Population below poverty
line (<2,15 p/d): **74,4%**(2019)

OUR DREAM

"Every farmer is entitled to a dignified existence as a link in a value chain. Our inclusive chain approach stands on Biblical principles justice, mercy and creation care, Only then will sustainable change occur in farmers will bloom can be achieved and value chains can be improved.



plantation was not directly affected by the two hurricanes, the natural disaster does have an impact on the company. Emergency aid is provided from the plantation to victims of the hurricanes.

Corona pandemic

A year later, the next crisis presents itself: the corona pandemic has brought the world to a standstill.

In Mozambique, the number of infections is also increasing, and the government is taking measures to prevent further spread.

Children can no longer go to school because the schools are closed. As a result, these children no longer receive one nutritious meal per day. Food is scarce, with much of the 2019 harvest lost. The country has thousands of displaced people.

Growing insecurity

In the aftermath of the pandemic, insecurity is increasing in the northern part of the country. In the aftermath of the pandemic, insecurity is increasing in the northern part of the country. Armed groups are terrorizing the population.

The terrorists primarily target public institutions, civilians, and civilian property.

The conflict is not new, but where the government previously claimed to have the situation under control, Mozambique requested assistance from other countries in 2023.

Ray of hope

And yet, despite these enormous challenges facing the country, we also see signs of hope in recent years. The resilience of Mozambicans is remarkable. After every setback, they pick up the threads of life and turn their gaze towards the future.

Thanks to the efforts of G&F Macadamia and their social project, there were still bright spots: hope and perspective for the future.

Investment

in equipment/materials

Over the past years, significant investments have been made in the plantation and workplaces for people from villages around the plantation in various ways.

The company invested in improvements on the plantation, such as an irrigation system for the trees. Shortly after this system was put into use, it became evident that the harvest from the irrigated plots was higher than from the non-irrigated ones. Additionally, the irrigated trees are healthier.

Furthermore, investments were made in other facilities.





Thus, the drying time was reduced thanks to an investment in a new drying facility. Such investments have led the plantation to achieve better (financial) results, which has a positive ripple effect on the communities.

Investing in people

Together with Mozambican partners, we trained people from the villages around the plantation to work with macadamia trees. In this northern region of the country, there are few people with the necessary knowledge for plantation work. Recruiting staff from large cities creates tensions with the local population and does not align with the values of the plantation owners.

Using a Job Booster approach, where we train people specifically for the available jobs,

local residents were able to work on the plantation. Employees receive various training sessions depending on their roles. There are trainings on safety and health, focusing on both personal and work-related topics. Subjects such as HIV/AIDS, malaria, fire safety, and safe handling of chemicals are covered.

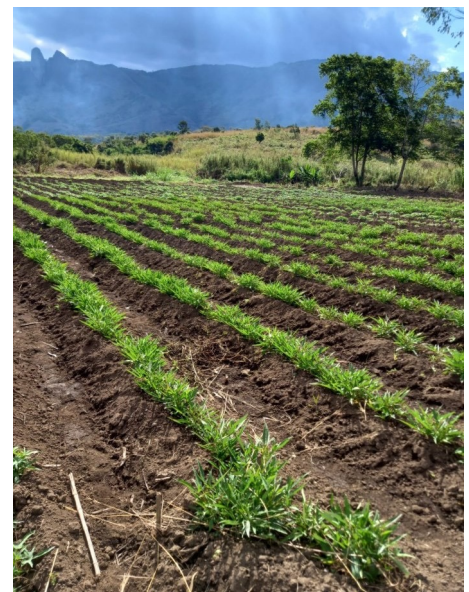
Leadership.

A management and leadership training teaches the staff computer skills and more about the employer/employee relationship. Specific knowledge about growing macadamias, fertilizing, and grafting is provided in a separate training, as well as technical training on subjects like machine maintenance.

Trainings around the plantation.

The trainings are not limited to the staff and the boundaries of the plantation. Trucks form an important link in the logistics. On one hand, they deliver crop protection products, and on the other, they are crucial for bringing the harvest to market. In separate trainings, truck drivers are trained in driving behavior around the plantation and in transporting chemical substances.

Additionally, leaders and their deputies within the community have been trained. The goal of these trainings is to give employees a voice within the company.



Een groepsfoto van het personeel van de plantage met Ryan Stainbank, die we in dierbare herinnering houden.

Traditionally, Gurue, the region in northern Mozambique where the plantation is located, is an area with multiple active political movements. The training encourages community leaders to assume their roles as representatives of the population and employees.

During this period, the project experienced delays following the unexpected passing of Ryan Stainbank. The new plantation director, Gavin Mileham, was able to resume the company's social projects 1.5 years later.

Macadamia honey

In 2023, we introduced bee colonies on the plantation

The employees were trained to work with the colonies. In total, 250 beehives were provided, of which 145 hives were colonized in the first season.

Higher yield

The bees provide numerous benefits for macadamia cultivation. During the blossom period, bees pollinate the flowers. Good pollination results in higher yields of better quality nuts. Studies from other countries indicate that good pollination can increase yields by 25 to 30 percent. Bees do not adhere to human-set boundaries; therefore, farmers in the surrounding areas will indirectly benefit from the bees. At the same time, the bees generate additional income from honey and beeswax. We opted for mobile beehives so that the bee colonies can be deployed across different plots of the plantation. This increases the impact of the colonies as they pollinate more trees. At the same time, this extends the season, allowing beekeepers to harvest more honey, resulting in higher income for them.

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Food security

Finally, we supported people in the villages around the plantation to cultivate food, thereby contributing to greater food security for these communities.



The company provided support by lending equipment, providing quality seeds, and designating a plot of several hectares for these trainings. The harvest from this field is used to prepare meals for the staff.

During the trainings, farmers learned how to cultivate the land sustainably and optimize their harvests. An example is the use of natural fertilizers. Farmers also learned to make compost from waste available in the villages. This improves soil structure in a natural way and is much more cost-effective than artificial fertilizers.

Lasting impact

Mozambique remains a country with many challenges. However, change is possible. Looking back, through various activities on and around the macadamia plantation, we have achieved a lot for the people in the villages around the plantation.

Thanks to the training programs on food cultivation, we contributed to food security in this remote area. Through the trainings provided on the plantation, we supported them in earning a decent income. The introduction of bee colonies in 2023 has increased household incomes and boosted plantation productivity.



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