



FAIR TRADE PRINCIPLES IN LIBERIA

PROVIDE FAIR WAGES IN THE LOCAL CONTEXT

A sustainable starting wage in Liberia is approximately \$50 USD/month.

Other means to subsidize a fair wage:

- Food
- Education (scholarships, supplies, etc)
- Gas /transportation
- Medical attention
- Tools
- Drinking water
- Cell phones and cards

SUPPORT A SAFE, HEALTHY AND PARTICIPATORY WORKPLACE

Location: Liberia, Monrovia, Gaye Town:

Space Measurements: 20 Ft. Deep, 10 Ft. Across, 8 Ft. High (approx.)

The oil mill location has a safe and secure structure with existing fence and barbed wire completely surrounding the compound. There is security during the day and evening and it is close to main roads for easier transport. The area is clean and spacious for a high level of quality control and efficiency. There is a kitchen and bathroom on premises, slab flooring where the machine will be placed and the location will have running water by time of operation. St. Joseph's Catholic Hospital is within walking distance.

SUPPLY FINANCIAL AND TECHNICAL SUPPORT TO BUILD CAPACITY

The copra machine can operate 24 hours a day and yield up to 3 tons of oil by end of day. This large quantity gives both the Liberian employees and Anti-Body room to expand capacity. Anti-Body will subsidize other goods in addition to currency as wages to ensure sustainability and a healthy lifestyle. Anti-Body will fully train all employees on machine operation rules and safety (training requires about one week). Anti-Body will fully train employees an efficient means of packaging, shipping and receiving while maintaining a high level of quality control.

ENSURE ENVIRONMENTAL SUSTAINABILITY

The copra machine can operate off of electricity or diesel, whichever is most



appropriate for the area. Liberia requires a generator, which Anti-Body will provide. Recycled and recyclable materials will be used as much as possible. We will dump in appropriate bins and taken to appropriate dump sites in Monrovia (there are currently few as sanitation is a large problem in Liberia). Coconut trees will not be damaged during harvest. Trees replenish its fruit every year.

RESPECT CULTURAL IDENTITY

There will be no discrimination within our co-op. Our male and female employees will be paid the utmost respect. We will also honor the Liberian tradition of celebration within the work space without compromising work ethic and efficiency. A day of worship will be given off to all employees and there will be strict laws prohibiting child labor.

OFFER PUBLIC ACCOUNTABILITY AND TRANSPARENCY

Weekly meetings between the employees and Manager will ensure smooth work tasks and execution. Frequent conference calls and emails between Anti-Body's Manager and Headquarters (U.S.) will ensure a high level of clear communication between continents. Anti-Body will keep open books about sales, marketing, wages and other necessary data. Regular meetings with our accountant and CPA will help keep us accountable as well.

BUILD DIRECT AND LONG-TERM RELATIONSHIPS

In order to build trust and credibility, Anti-Body sent Tamara, one of its partners, over to meet and interview our future employees. Putting a face and a name to the people engaged in this project increases accountability. Regular visits will enforce this as well and continuous contact with the Manager (via phone, email) will also boost the relationship. Our local contact, Minty Montlouis, will also aid in the open relationship as she lives on the premises for a large portion of the year and can act as liaison, both as a Liberian and a U.S. citizen.

EDUCATE CONSUMERS

Anti-Body is proud to participate in fair trade. We openly advertise and market that we are a fair trade company and clearly indicate on our labels and website that we trade fairly. We are active members in our community and speak regularly at schools, faith based and social justice groups, events and panel discussions.

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