



SCHWEIZER AGRICULTURE LIMITED

COMMUNITIES AND STAKEHOLDER ENGAGEMENT POLICY

ESG POLICY & GOVERNANCE FRAMEWORK

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Sustainable Solutions. Resilient Communities. Shared Prosperity.

DOCUMENT CONTROL, DISCLAIMER & PROHIBITION

Document	Communities and Stakeholder Engagement Policy
Company	Schweizer Agriculture Limited
Registration No.	320190001653
Website	www.schweizeragriculture.co.zm

Purpose. To promote respectful, inclusive and transparent engagement with communities, farmers, cooperatives, traditional leadership, local institutions and other stakeholders affected by or participating in SAL programmes.

Disclaimer. This policy is a corporate governance and operational framework. It does not replace applicable Zambian law, regulatory permits, employment contracts, collective agreements, technical standards, professional advice or project-specific environmental and social management plans. Where a legal or contractual requirement is stricter, the stricter requirement applies.

Prohibition on Misrepresentation or Unauthorised Alteration. No person may knowingly misrepresent compliance with this policy, falsify implementation records, alter an approved version for external reliance, or use this policy to conceal non-compliance. External publication or material amendment requires appropriate corporate approval.

Date Integrity. December 2023 is presented as the policy framework reference date. The consolidated edition is prepared for current adoption and publication in 2026. If Board records confirm formal approval in December 2023, the status line may be updated to reflect that historical approval.

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1. PURPOSE AND POLICY STATEMENT

To promote respectful, inclusive and transparent engagement with communities, farmers, cooperatives, traditional leadership, local institutions and other stakeholders affected by or participating in SAL programmes.

Schweizer Agriculture Limited (SAL) is committed to conducting its activities with integrity, accountability, respect for people, responsible stewardship of natural resources and continuous improvement. This policy forms part of SAL's broader ESG and good-governance framework.

2. SCOPE

Applies to community-facing projects, agricultural programmes, infrastructure, market activities, training and partnerships.

3. CORE COMMITMENTS

- Engage stakeholders early, respectfully and in language and formats reasonably accessible to them.
- Promote meaningful participation of women, youth, small-scale farmers and vulnerable groups.
- Respect lawful land, inheritance, property and livelihood interests and avoid coercion or discriminatory exclusion.
- Communicate project benefits, risks, responsibilities, eligibility and grievance channels transparently.
- Avoid promises that are not authorised or supported by approved budgets and agreements.
- Promote local capacity building, skills transfer, community resilience and responsible benefit sharing where applicable.

4. GOVERNANCE AND RESPONSIBILITIES

- Programme Leads: stakeholder mapping, engagement plans and issue resolution.
- Community/Capacity Teams: mobilisation, training, consultation and record keeping.
- Legal/Governance: review sensitive commitments, land issues and grievance escalation.
- All Representatives: communicate accurately and avoid unauthorised commitments.

5. IMPLEMENTATION REQUIREMENTS

- Maintain stakeholder registers and engagement records for material projects.
- Disclose relevant project information before major implementation milestones.
- Use culturally appropriate consultation and, where appropriate, separate engagement channels for women, youth or vulnerable participants.
- Document complaints, commitments, actions and closure.
- Avoid retaliation against community members who raise concerns in good faith.

6. MONITORING, RECORDS AND REPORTING

- Monitor participation, grievances, commitments, local employment/training opportunities and material community impacts.
- Periodically review whether engagement is representative and whether vulnerable stakeholders can participate effectively.
- Report unresolved or high-risk community issues to senior management.

7. TRAINING AND COMMUNICATION

- Relevant employees and contractors shall receive induction and periodic refresher training proportionate to their responsibilities and risk exposure.

- Managers shall communicate policy requirements through toolbox talks, briefings, workshops, written procedures and project-specific instructions.
- Training attendance and competency records shall be retained where appropriate.

8. GRIEVANCE, REPORTING AND NON-RETALIATION

Concerns may be raised through line management, the Ethics/Compliance function, the whistleblowing email, hotline/SMS, confidential reporting box, or direct escalation to senior management, the Audit Committee or Board. Good-faith reporters shall be protected from retaliation. Existing whistleblowing procedures apply to investigations and confidentiality.

9. SUPPLIER AND PARTNER EXPECTATIONS

- Suppliers, contractors, agents and implementation partners are expected to meet applicable legal requirements and the relevant standards of this policy.
- SAL may require due diligence, contractual commitments, corrective action plans, evidence of licences or records, and reasonable monitoring for material ESG risks.
- Serious or repeated non-compliance may lead to suspension, remediation requirements or termination subject to contract and law.

10. REVIEW AND CONTINUOUS IMPROVEMENT

This policy should be reviewed at least annually, or earlier where material legal, regulatory, operational or stakeholder changes occur. Findings from incidents, grievances, audits, monitoring and project reviews shall inform corrective action and continuous improvement.