



SCHWEIZER AGRICULTURE LIMITED

ESG POLICY SUITE INDEX

ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY LIBRARY

Policy Framework Reference Date	December 2023
Current Consolidated Edition	2026
Status	For Board adoption / website publication
Applies To	Employees, directors, contractors, suppliers and relevant partners
Document Owner	Board / Governance, Risk & Compliance Function

Sustainable Solutions. Resilient Communities. Shared Prosperity.

DOCUMENT CONTROL, DISCLAIMER & PROHIBITION

Document	ESG Policy Suite Index
Company	Schweizer Agriculture Limited
Registration No.	320190001653
Website	www.schweizeragriculture.co.zm

Purpose. To provide a consolidated index of Schweizer Agriculture Limited ESG policies prepared for Board adoption, due-diligence submissions and controlled website publication.

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.

POLICY LIBRARY

No.	Document	Primary ESG Theme
01	Health, Safety and Occupational Wellbeing Policy	Social / Safety
02	Environmental and Climate Stewardship Policy	Environment
03	Communities and Stakeholder Engagement Policy	Social / Communities
04	Child Labour and Young Workers Policy	Human Rights
05	Freedom of Association and Collective Bargaining Policy	Labour Rights
06	Wages, Working Hours and Fair Remuneration Policy	Labour Rights
07	Labour and Human Rights Policy	Human Rights
08	Grievance and Whistleblowing Mechanism Policy	Governance
09	Non-Discrimination, Harassment and Equal Opportunity Policy	Social / Equality
10	Data Protection and Privacy Policy	Governance / Privacy
11	ESG Risk Assessment and Management Framework	Governance / Risk
12	Training, Good Governance and Leadership Development Policy	Governance / Capacity
13	Water and Biodiversity Stewardship Policy	Environment

ALIGNMENT WITH EXISTING SCHWEIZER AGRICULTURE GOVERNANCE MATERIALS

- Whistleblowing Policy & Procedure: confidential reporting, investigation and non-retaliation.
- Anti-Bribery & Anti-Corruption Policy: zero tolerance, training, reporting and record keeping.
- Conflict of Interest Policy: declaration, management, sanctions and oversight.
- Prime the Pump / KASISI materials: water efficiency, climate resilience, environmental safeguards, community capacity building, rehabilitation and productive reuse.
- Corporate Profile: integrated five-arm delivery platform, governance, risk, sustainability, community empowerment and technical assistance.

PUBLICATION NOTE

For website publication, each document should be approved through SAL's governance process, converted to a controlled PDF, and accompanied by a version number and current approval/effective date. The December 2023 reference date should only be described as a formal historical effective/approval date where supported by Board or management records.