



SCHWEIZER AGRICULTURE LIMITED

ENVIRONMENTAL AND CLIMATE STEWARDSHIP POLICY

ESG POLICY & GOVERNANCE FRAMEWORK

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	Environmental and Climate Stewardship Policy
Company	Schweizer Agriculture Limited
Registration No.	320190001653
Website	www.schweizeragriculture.co.zm

Purpose. To manage environmental impacts responsibly, prevent pollution, improve resource efficiency, support climate resilience and integrate environmental safeguards into agricultural, irrigation, logistics and market-development activities.

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.

TABLE OF CONTENTS

No.	Section
1	Purpose and Policy Statement
2	Scope
3	Core Commitments
4	Governance and Responsibilities
5	Implementation Requirements
6	Monitoring, Records and Reporting
7	Training and Communication
8	Grievance, Reporting and Non-Retaliation
9	Supplier and Partner Expectations
10	Review and Continuous Improvement

1. PURPOSE AND POLICY STATEMENT

To manage environmental impacts responsibly, prevent pollution, improve resource efficiency, support climate resilience and integrate environmental safeguards into agricultural, irrigation, logistics and market-development activities.

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 SAL operations, programmes, field sites, suppliers and contractors where SAL has control or material influence.

3. CORE COMMITMENTS

- Comply with applicable environmental approvals, licences and regulatory requirements.
- Apply prevention and precaution in relation to pollution, hazardous materials, waste, soil erosion, water abstraction and ecosystem disturbance.
- Prioritise water efficiency, renewable energy, climate-smart production, soil health, responsible chemical use and waste minimisation.
- Avoid direct agricultural use of mine-impacted or acidic water unless appropriately characterised, treated, validated and approved.
- Promote rehabilitation, revegetation, tree planting, responsible land use and restoration of disturbed areas.
- Consider climate risks and opportunities in project design, including drought, flooding, heat, energy efficiency and resilient infrastructure.

4. GOVERNANCE AND RESPONSIBILITIES

- Board/Executive Management: environmental oversight and resource allocation.
- Programme/Project Managers: integrate environmental safeguards and permits into design and implementation.
- Contractors/Suppliers: comply with site controls, waste and pollution-prevention requirements.
- Governance/Risk/Compliance: maintain environmental risk and compliance registers and escalate material issues.

5. IMPLEMENTATION REQUIREMENTS

- Screen projects for environmental and social risks before commitment and identify required permits or assessments.
- Use appropriate storage, bunding, spill prevention, waste segregation and disposal arrangements for fuels, chemicals and hazardous materials.
- Protect soil through erosion control, appropriate drainage, integrated pest management and responsible agrochemical application.
- Use water balances and tested source yields to size irrigation and storage systems responsibly.
- Include rehabilitation and closure actions for temporary works or disturbed sites where relevant.

6. MONITORING, RECORDS AND REPORTING

- Maintain records of permits, inspections, incidents, complaints, waste handling, water-use data and corrective actions where applicable.
- Monitor material environmental indicators appropriate to each project, including water use, energy source, waste, spills, soil condition and rehabilitation progress.
- Escalate significant environmental incidents to management and regulators where required.

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.