



SCHWEIZER AGRICULTURE LIMITED

HEALTH, SAFETY AND OCCUPATIONAL

WELLBEING 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	Health, Safety and Occupational Wellbeing Policy
Company	Schweizer Agriculture Limited
Registration No.	320190001653
Website	www.schweizeragriculture.co.zm

Purpose. To prevent injury, ill health and unsafe work by establishing minimum health and safety expectations for offices, farms, field operations, irrigation works, machinery, logistics, chemical handling and contractor 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 prevent injury, ill health and unsafe work by establishing minimum health and safety expectations for offices, farms, field operations, irrigation works, machinery, logistics, chemical handling and contractor 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

This policy applies to directors, employees, temporary workers, consultants, contractors, visitors and relevant partners at SAL-controlled workplaces, field sites and programmes.

3. CORE COMMITMENTS

- Provide and maintain workplaces, equipment and work practices that are reasonably safe and fit for purpose.
- Identify hazards, assess risks and apply the hierarchy of controls before work begins.
- Require suitable PPE, safe operating procedures, first aid, emergency preparedness and incident reporting where risk warrants.
- Promote worker consultation, stop-work authority for imminent danger and non-retaliation for reporting unsafe conditions.
- Integrate road safety, machinery safety, electrical/solar safety, working-at-height, excavation, chemical and HAZCHEM controls into project planning.
- Protect occupational health through hygiene, potable water, sanitation, fatigue management and prevention of heat stress and ergonomic harm.

4. GOVERNANCE AND RESPONSIBILITIES

- Board/Executive Management: provide oversight, resources and accountability.
- Managers/Site Leads: conduct risk assessments, brief workers, verify controls and stop unsafe work.
- Employees/Contractors: follow procedures, use PPE, report hazards and incidents, and exercise stop-work authority where necessary.
- Governance/Risk/Compliance: maintain policy, incident records and periodic assurance.

5. IMPLEMENTATION REQUIREMENTS

- Undertake task and site risk assessments before higher-risk work and when conditions change.
- Use competent and appropriately licensed operators for machinery, vehicles, electrical systems, boreholes and regulated activities.
- Maintain inspection and maintenance schedules for vehicles, pumps, pressure systems, electrical equipment, tools and protective equipment.
- Keep emergency contacts, first-aid arrangements, spill response materials and evacuation procedures appropriate to the site.
- Investigate serious incidents and near misses to identify root causes and corrective actions.

6. MONITORING, RECORDS AND REPORTING

- Maintain records of incidents, near misses, inspections, training, corrective actions and statutory certifications where applicable.

- Track leading indicators such as safety briefings, inspections and corrective-action closure, as well as lagging indicators such as injuries and lost-time incidents.
- Report material incidents promptly to senior management and relevant authorities where legally required.

7. TRAINING AND COMMUNICATION

- Induction for all personnel before commencing relevant work.
- Task-specific training for machinery, chemicals, irrigation, transport, emergency response and field safety.
- Regular toolbox talks and refresher training, including leadership accountability for safe work.

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.