



SCHWEIZER AGRICULTURE LIMITED

LABOUR AND HUMAN RIGHTS POLICY

ESG POLICY & GOVERNANCE FRAMEWORK

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Sustainable Solutions. Resilient Communities. Shared Prosperity.

DOCUMENT CONTROL, DISCLAIMER & PROHIBITION

Document	Labour and Human Rights Policy
Company	Schweizer Agriculture Limited
Registration No.	320190001653
Website	www.schweizeragriculture.co.zm

Purpose. To respect internationally recognised principles of dignity, fair treatment and responsible employment while complying with applicable Zambian labour and human-rights requirements.

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 respect internationally recognised principles of dignity, fair treatment and responsible employment while complying with applicable Zambian labour and human-rights requirements.

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 directors, employees, temporary workers, contractors, suppliers and programme partners where SAL has control or material influence.

3. CORE COMMITMENTS

- Prohibit forced labour, bonded labour, trafficking, coercion and retention of identity documents as a condition of employment.
- Prohibit child labour and hazardous work by persons under 18.
- Respect freedom of association, fair wages, reasonable working hours and non-discrimination.
- Provide safe and respectful working conditions and access to grievance channels.
- Respect privacy, dignity, cultural differences and lawful rights of workers and communities.
- Apply risk-based human-rights due diligence to higher-risk projects, suppliers and labour arrangements.

4. GOVERNANCE AND RESPONSIBILITIES

- Board/Executive: policy oversight and tone from the top.
- Human Resources: fair employment practices and worker records.
- Procurement/Programme Teams: risk-based supplier expectations.
- Governance/Compliance: due diligence, grievances, investigations and escalation.

5. IMPLEMENTATION REQUIREMENTS

- Integrate labour and human-rights screening into onboarding of material contractors and suppliers.
- Include appropriate contractual expectations and corrective-action provisions.
- Investigate credible allegations fairly and confidentially.
- Prioritise prevention and remedy where SAL causes or contributes to harm.

6. MONITORING, RECORDS AND REPORTING

- Maintain records of material grievances, investigations, corrective actions and supplier reviews.
- Monitor high-risk labour arrangements and recurring issues.
- Report material human-rights concerns to senior management and the Board where appropriate.

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.