



SCHWEIZER AGRICULTURE LIMITED

WATER AND BIODIVERSITY 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	Water and Biodiversity Stewardship Policy
Company	Schweizer Agriculture Limited
Registration No.	320190001653
Website	www.schweizeragriculture.co.zm

Purpose. To manage water responsibly, protect ecosystem functions and biodiversity, and ensure that irrigation, agricultural production and related infrastructure are designed around sustainable resource availability.

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 manage water responsibly, protect ecosystem functions and biodiversity, and ensure that irrigation, agricultural production and related infrastructure are designed around sustainable resource availability.

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 agricultural, irrigation, water-storage, land-development, rehabilitation and community programmes and relevant contractors.

3. CORE COMMITMENTS

- Treat water as a finite shared resource and prioritise efficient, productive use.
- Assess water availability, quality, competing needs and regulatory requirements before abstraction or infrastructure development.
- Use tested borehole yield, storage, runoff capture, recharge opportunities and crop-water demand to size irrigation systems.
- Protect wetlands, riparian areas, sensitive habitats and important biodiversity values from avoidable disturbance.
- Promote soil cover, erosion control, revegetation, tree planting, integrated pest management and responsible agrochemical use.
- Use treated wastewater or mine-impacted water only after appropriate characterisation, treatment, validation and regulatory approval.
- Consider cumulative and seasonal water stress, drought and climate variability in project design.

4. GOVERNANCE AND RESPONSIBILITIES

- Programme/Technical Teams: water balances, site assessments and efficient system design.
- Environmental/Compliance Function: permits, monitoring and escalation of material impacts.
- Contractors: protect watercourses, prevent pollution and comply with site controls.
- Communities/Stakeholders: participate in relevant water-use and catchment discussions where appropriate.

5. IMPLEMENTATION REQUIREMENTS

- Prefer capture-store-recharge-pump-irrigate logic where technically appropriate.
- Maintain buffers and drainage controls near watercourses and sensitive areas.
- Avoid unnecessary clearing and rehabilitate disturbed land after works.
- Prevent agrochemical and fuel contamination through storage, application and spill controls.
- Use drip, scheduling, filtration and soil-moisture management where appropriate to reduce losses.
- Document water-source approvals, test results and abstraction conditions where required.

6. MONITORING, RECORDS AND REPORTING

- Monitor material water-use indicators, source performance and water quality where relevant.
- Record biodiversity or habitat incidents, restoration actions and significant complaints.
- Review water availability before material expansion of irrigated area.
- Escalate declining yields, contamination, ecosystem impacts or community water conflicts promptly.

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.