



## SUSTAINABLE TOBACCO PROGRAMME POLICY

**Curverid Tobacco Limited (CTL)**, is committed to the principles of the Sustainable Tobacco Programme (STP).

Page | 1 The Company is a registered Private Limited Company conforming to all national legislative requirements of Zimbabwe. The Company works towards continuous improvement throughout its agricultural supply chain. The Company will monitor all relevant areas in order to determine current status and define areas and aspects of improvement.

Good agricultural practices will be adhered to, which necessitates the balancing of viable tobacco production with positive environmental management, soil and water conservation and appropriate use of Crop Protection Agents (CPAs). Environmental and health and safety standards are also adhered to throughout the supply chain.

CTL only processes all its procured tobacco in STP participating third party processing facilities and facilities that meet industry and customer requirements and specifications.

### OBJECTIVES / SCOPE

STP will be applied in all areas of operation with particular emphasis on:

#### Processing

- Working Environment
- Impact on the Community
- Factory Safety
- Fire Prevention & Emergency Response
- Medical Facilities & First Aid
- Community Support
- Site Security
- Vehicles and Drivers
- In-Factory NTRM
- GHG Emissions
- Consumption of Natural Resources

#### Crop

- Farmer Monitoring
- Seed Selection and Variety Performance
- Integrated Pest Management (IPM)
- Soil and Water Conservation
- On-Farm NTRM
- Farm Safety
- Crop Husbandry

#### Field Environment

- Wood Usage
- Pollution Control
- Biodiversity
- GHG Emissions
- Consumption of Natural Resources

#### People

- Children on Farms
- Farmers Margins
- Farm Labour
- Company Workforce

At a minimum the Company will comply with all local and national laws/regulations relevant to its operations and activities, furthermore where feasible these standards will be exceeded.



## **IMPLEMENTATION AND MAINTENANCE**

The Company ensures that there are resources committed to achieving these goals and personnel are made available with responsibility for the implementation, management, maintenance and reporting.

## Page | 2 **UPDATES AND REVIEW**

This policy statement, its commitments, mentioned activities and STP Policy objectives will be kept under annual routine review by the Management Board and updated, as often as may be appropriate to ensure all objectives are achieved. Mechanisms for triggering a review might be, but not limited to changes in legislation, developments in STP programme or issues that require specific reference. Any revision will be published by the Company and brought to the notice of all employees and other relevant personnel by: announcement, publication, notification and/or memorandum.

## **STAFF AWARENESS**

It is the responsibility of all Company staff to make themselves aware of all Company policies. Additionally the Company must take due care in making all policies easily available, public and accessible and inform all personnel of the policies in place and the content.

Signed

**Michael John Roberts**

Executive Management