

# NO FORCED LABOUR!!

- All Curverid farmers that employ labour must ensure that
  - All labour is voluntary
  - There is no forced labour
  - There is no Human Trafficking

## ➤ **P3.1 PREVENTION OF BOND, DEBT AND THREAT**

- All Curverid farmers that employ labour must ensure that
  - Workers on farms do not work under bond
  - Workers on farms do not work under threat
  - Workers on farms do not work under debt
  - Workers on farms receive wages directly from the farmer
- Curverid farmers must
  - Provide all workers with written contracts in a language that they can easily understand, specifying their rights with regard to payment of
    - Wages
    - Overtime
    - And their right to leave the farm
  - Pay workers individually and directly
  - Demonstrate that any debts incurred were voluntary
    - Are not from unreasonably priced goods or service charges
    - That workers can repay debts within a reasonable time
    - And they are not forced to work due to their debts
  - Keep detailed records demonstrating that
    - No fees are deducted from the worker wages
    - No costs related to the hiring process are deducted from the worker wages

## ➤ **P3.2 FREEDOM TO LEAVE EMPLOYMENT**

- Curverid farmers` workers must be free to leave their employment at any time with reasonable notice
- Curverid Farmers must
  - Specify in their workers` contracts how quickly and under what conditions workers can leave employment
  - Show that wage payments are up to date
  - Have the financial resources to pay workers their outstanding wages if they want to leave
  - Not retain the original identity documents of any worker

➤ **P3.3 FINANCIAL DEPOSITS**

- Curverid tobacco farmers` workers are not required to make financial deposits with employees/Curverid farmers
- Curverid Farmers must ensure that
  - Taking deposits is not part of the farmer`s hiring procedure
    - This is because, when a farmer hires somebody and makes them deposit a lumpsum of money with them, this gives them a means to stop workers from leaving and directly contributes to a potential condition of forced labour

➤ **P3.4 WITHHOLDING OF PAYMENTS**

- Curverid farmers are not allowed to withhold worker payments, beyond the legal and agreed payment conditions
- Curverid Tobacco Farmers should ensure that
  - Farm workers have regular paydays
  - Farm workers are paid at least once a month
  - Farm workers are paid in line with Zimbabwe`s laws
  - Farm workers` contract includes
    - When they will be paid, as agreed during hiring
    - Signatures of the farm worker and the farmer
  - They have a payroll records
  - They issue pay slips to farm workers that show
    - What has been paid to each worker
    - When it was paid

➤ **P3.5 RETENTION OF IDENTITY DOCUMENTS AND VALUABLES**

- Curverid Tobacco farmers must not retain the original identity documents or valuables of any worker
  - When a farmer holds the original identity documents or valuables of a worker, in particular a foreign worker, this can limit the worker`s ability to leave employment of their own free will
- Curverid farmers should
  - Not hold any original identity documents – even when workers would willingly give the farmer their original documents
  - If the farmer needs documents for worker documentation, they must keep photocopies instead
  - Only store valuables on behalf of workers in a way that ensures they are accessible to their owners at all reasonable times

➤ **P3.6 PRISON AND COMPULSORY LABOUR**

- Curverid farmers must not employ prison or compulsory labour (or any other schemes involving compulsory labour)
  - Even if it is
    - Voluntary
    - Involuntary
    - Permitted in Zimbabwe