

ENVIRONMENTAL AND SOCIAL POLICY

At Zambeef Products Plc, Environmental and Social performance is an integral part of our Code of Ethics. This code guides our actions to ensure that at all our sites and at all times, all reasonable measures are taken to demonstrate the Company's commitment to excellence and leadership in promoting environmentally and socially sound sustainable development, in line with the International Finance Corporation's (IFC) Sustainability Framework.

In this regard, the Company's objective is to prevent, reduce or mitigate harmful impacts on nature, natural resources, natural habitats and the community. Additionally, the Company is committed to the conservation of biodiversity and ecological goods and services in the areas where it has operations.

It is our belief that by successfully preventing harmful effects at source, and conserving biodiversity and ecological goods & services, the Company can achieve cost savings, increase operational efficiencies, improve the quality of our products and services, preserve natural resources, maintain a safe and health work place for our employees, mitigate against climate change effects and improve our harmonious engagement with the communities in which we operate.

As a responsible Corporate Citizen;

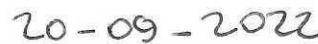
- We are committed to always carry out an Environmental and Social Review whenever the Company changes the method it uses to conduct its activities and/or when it conducts any new activities, e.g. new development or acquisition.
- We shall take all necessary measures to conserve biodiversity and ecological goods & services in the areas where we operate.
- We shall promote continuous improvement in our environmental and social performance.
- We shall respect the rights of affected workers, communities and other stakeholders.
- We shall comply with all applicable regulatory requirements and Good International Industry Practice (GIIP). We also commit to meeting all environmental and social performance requirements as agreed with our stakeholders.

We hold that to prevent, reduce or mitigate harmful impacts on nature, natural resources, natural habitats and the community is everyone's responsibility; it is valued and depicts commitment to the ideals of Zambeef Products Plc. This Policy will be displayed prominently at all workplaces.

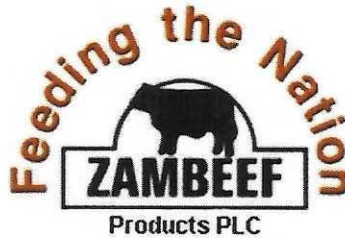


Faith Mukutu

Chief Executive Officer



Date



HEALTH, SAFETY AND WELFARE POLICY

At Zambeef Products Plc occupational health and safety is an integral part of our Code of Ethics. This Code guides our actions to ensure that at all our workplaces and at all times, all reasonable measures are taken to ensure the health, safety and welfare of employees, contactors or other persons who may be affected by our operations, in line with the World Bank Group Environment, Health and Safety (EHS) Guidelines.

At all Zambeef Products Plc Group sites, Management and Supervisory staff have the responsibility for implementing this Policy and must ensure that Health, Safety and Welfare considerations are always given priority in planning and day-to-day supervision of work.

As a responsible Corporate Citizen,

- We shall provide and maintain machinery, equipment, etc, and systems of work that are safe and without risk to health.
- We shall provide whatever information, instruction, training and supervision necessary to ensure health and safety at work.
- We shall place and maintain every employee in an occupational environment adapted to the employee's physical, physiological and psychological ability.
- We shall provide and maintain working environments which are safe, without risk to health and have adequate facilities and arrangements for the welfare of employees, contractors and others whilst at the workplace.
- We shall promote continuous improvement in our health, safety and welfare performance.
- We shall provide and maintain regular Health Assessment screenings to ensure continued well being of persons at risk from specific processes or contact with specific materials.
- We shall comply with all applicable regulatory requirements and Good International Industry Practice (GIIP). We also commit to meeting all health and safety performance requirements as may be agreed with stakeholders.

All Company employees and contractors,

- Shall take reasonable care for their health and safety and that of other persons who may be affected by the employee's or contractor's acts or omissions at the workplace.
- Shall not operate any machinery or engage in a process which is unsafe or is an imminent risk to the employee's or contractor's health or safety and that of others.
- Shall cooperate with the Company or any other person in relation to any duty imposed on the Company or that other person, so far as necessary to enable that duty or requirement to be complied with.

We hold that practicing health and safety on every job is everyone's responsibility; it is valued and depicts commitment to the ideals of Zambeef Products Plc. This Policy will be displayed prominently at all workplaces.



Faith Mukutu

Chief Executive Officer



Date