



PO Box 5523, 00200-Nairobi, Kenya

FIPS SOLUTIONS
No. CLG-82FE92

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

1.0 Introduction

This policy seeks to outline the standards and procedures to prevent opportunities for modern slavery and human trafficking within our business operations. It aims to ensure that all employees and stakeholders understand their responsibilities in combating slavery and human trafficking and to provide guidance on appropriate conduct.

2.0 Scope

This policy applies to all individuals employed by or persons associated with Farm Input Promotions Africa herein referred to as the “Company”.

This policy is to be read along with: code of conduct, recruitment, disciplinary code, whistleblowing, anti-harassment, grievance handling policies.

3.0 Policy Statement

The company has a zero-tolerance approach to human trafficking and slavery in all its forms.

We are committed to ethical behavior and conducting all business with integrity.

We will implement and enforce effective systems and controls to ensure slavery and human trafficking do not take place in our own businesses and spheres of influence.

4.0 Guiding Principles

4.1 Zero Child Labour- Systems are in place to ensure no children are employed within our operations and supply chain.

4.2 Forced and Bonded Labour- Any type of forced labour or bonded labour is prohibited within our business operations.

Employees shall NOT be required to lodge 'deposits' or their original identity papers with the management for contractual engagement.

4.3 Non-Discrimination

We are committed to non-discrimination¹ (as defined in the code of conduct) in all our labour and hiring policies and procedures.

¹ Discrimination is defined in the code of conduct to include: unfair treatment based on race, colour, ethnicity, social origin, social class, political opinion, age, gender, marital status, pregnancy, sexual orientation, health status, age, disability, religion, conscience, belief, culture, dress, language, birth, or any other characteristic protected under international human rights standards or the Constitution of Kenya.



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The Company is committed to providing equal opportunities in employment, promotion, and training. Access to training and professional development shall be provided on equal terms, guided by the principles of merit, identified organizational or individual needs, and the availability of funds. Disciplinary and grievance procedures shall be followed without any discrimination whatsoever.

Every employee shall be treated with respect and dignity.

Physical, sexual harassment, or psychological oppression shall not be tolerated.

4.5 Fair Wages are Paid

Employees receive pay in legal tender greater than or equal to the legally established minimum wage according to their specific job.

Deductions from wages as a disciplinary measure are prohibited.

No other deductions, apart from legal deductions from wages, shall be done without the employees' approval.

4.6 Regular Employment is provided

The Company directly hires its workforce, except when a contractor is able to provide specialized or temporary services under the same environmental, social and labour conditions required by the laws of the country.

All employees including (temporary/seasonal) shall be provided with a legally binding employment contract signed by both parties detailing their obligations, rights, terms, whistleblowing channels, and conditions of employment. Employees shall be provided with a copy of the signed contract.

Reviewed and approved by the Directors and Management: