

Appendix C



Agricultural Labour Practices addendum to Farmer Contract.

A. PURPOSE

Whitemore Leaf and its tobacco customers demand/ require the GROWER to strictly comply with the best Agricultural Labour Practices in the production of tobacco and related agricultural activities. These includes, interalia (but not limited to) **Prohibition of child labour, Income and working hours, Fair treatment, Prohibition of forced labour, Safe working environment, Freedom of association and Compliance with the Law**. Should the grower not abide by the above tenets, the following will apply:

Extreme breaches	Penalty: first offender		
Forced Labour Slavery Human Trafficking Severe abuse Extreme cases- Child Labour	Non-renewal of contract for the next season (formal notice)		
Prompt actions	First offence	Second offence	Third offence
Child labour Safe working environment Income and work hours Fair treatment (other than severe abuse) Freedom of association Compliance with the law	Verbal warning and training documented	Final warning with area reduction for growers to 1 hectare for next season	Non-renewal of contract for the next season.

B. CONTRACTED FARMER'S DECLARATION ON COMPLIANCE WITH AGRICULTURAL LABOUR PRACTICES

In accordance with the Agricultural Labour Practices Code (ALP Code), I state that the Agricultural Labour Practices have been clearly explained to me and I understand same. I have also been educated on and fully understand the Agricultural Labour Sanctions Protocol and I therefore declare and undertake:

1. To ensure that **NO-ONE** under the age of 18 is involved in any aspect of tobacco farming within my control.
2. NOT to employ or recruit anyone below the age of 18 years in tobacco work.
3. To ensure that the wages paid to all my workers are **INLINE** with the minimum wage limits asset up by the country's laws.
4. To ensure that all workers that live on the farm are provided with **clean and safe ACCOMMODATION** comprising at least two rooms, strong walls, roof that is leak proof, kitchen, toilet and bathroom.
5. To provide proper **PERSONAL PROTECTIVE EQUIPMENT (PPE)** to all workers that apply **CROP PROTECTION AGENTS (CPAs)**, fertilizer and those who handle green tobacco to avoid **Green Tobacco Sickness (GTS)**.
6. To make sure that every permanent worker on my farm is furnished with a copy of written **CONTRACT**, duly signed by both the worker and the farmer, indicating terms and conditions of the employment.
7. Not to compel any of my employees to associate with person or persons as a precondition to employment or favor.

Declaration

I _____ do declare that I undertake to abide by all the above requirements in all my field activities. I also understand that any failure to abide by the above, may lead to the total rejection of my tobacco bales by **Whitemore Leaf (PRIVATE) LIMITED** and further punitive measures such as being blacklisted.

Farmer:

Grower Number

Date

Witness

Date

WLT Representative

Designation

Season