

Appendix A

TOBACCO GROWER CONTRACT



REGISTERED GROWER NUMBER.....
REGISTERED GROWER SURNAME.....
REGISTERED GROWER FIRST NAME..... Age.....
GROWER ID. NUMBER..... Cell Phone.....
NAME OF SPOUSE/ID NUMBER..... Age.....
FARM NAME Village.....
DISTRICT/AREA.....
HECTARES GROWN 2025/26.....
HECTARES 2026/27.....

WHEREFORE the parties agree to be bound by the following obligations:

WHITEMORE LEAF OBLIGATIONS

WLT shall assist the Grower with the production of flue cured tobacco subject to the following provisions:

1. WLT will provide and distribute to the grower - Fertilizer, Crop Chemicals and other Inputs (as it deems necessary) for tobacco production.
2. The value of the Input package shall be presented to the growers at the signing of the WLT contract.
3. WLT will provide Farming Extension Services to the Grower as per all GAP related methods.
4. WLT will in conjunction with Forestry Commission, AGRITEX provide farmers with education on reforestation.
5. WLT will educate farmers on the eradication of NTRM especially plastics.
6. WLT will provide production estimates to TIMB for all growers on the Scheme for 2026/2027 selling season.

GROWER OBLIGATIONS

1. The Grower shall acknowledge receipt of all crop Inputs supplied by signing the WLT Inputs Issue Voucher book or equivalent recording system
2. The Grower shall allow WLT Personnel or nominated 3rd Parties access to his/her Tobacco fields/Barns/Sheds at all reasonable times.
3. The Grower shall notify WLT in the event of any damage to his tobacco (Hail/Barn fire/flooding/Wind).
4. The Grower agrees to sign a stop order to the value of inputs and extension services given.
5. The Grower agrees that he/she will use all the inputs issued by WLT on contracted tobacco hectares only.
6. The Grower agrees to pay his/her annual TIMB registration fee prior to the issuing of the field inputs.
7. The Grower agrees to the Agricultural Labour Practices stipulated by TIMB [and the industry]. The farmer agrees to be penalized if found in breach of same.
8. The Grower commits to continuous improvement towards the achievement of sustainable tobacco production and farming within the GAP requirements as directed by field and office staff, training and demonstrations.
9. The Grower confirms that he/she has sufficient barn space to cure the crop size contracted for.
10. The Grower confirms that he/she has sufficient arable land with a recommended rotation of crops, to grow the contracted Ha's.
11. The Grower shall comply with Local and National Laws and report any incidents of corruption by WLT employees or other farmers to WLT.
12. The Grower shall not "stretch" inputs by using them on more hectares than agreed. The said activity constitutes breach of contract and attracts damages against the Grower. The damages shall be equal to 10% of the value of the inputs as reflected on the Stop Order. It is a crime to sell or donate inputs without written consent of WLT.
13. The Grower shall strive to ensure the avoidance of Green Tobacco Sickness
14. The Grower shall strive to ensure that Crop Protection Agents (CPAs) are handled as follows:
 - (i) always use relevant Personal Protection Equipment (PPE) when applying CPAs in accordance with the CPA manufacturer's label recommendations
 - (ii) store, apply and dispose of all CPAs in accordance with the CPA manufacturer's label recommendations, requirements and application rates
 - (iii) only chemicals approved by WLT are to be used in the production of the crop.
15. The Grower shall strive to ensure that wood used for barn construction and curing is acquired from traceable and sustainable sources or in accordance with applicable.

MARKETING

1. The Grower agrees that his "ENTIRE TOBACCO CROP PRODUCED" shall be marketed EXCLUSIVELY to WLT.
2. The Grower agrees that WLT shall recover all Grower Debt from the proceeds of his Tobacco Sales by way of STOP ORDER or legal action.
3. The grower will have the responsibility of ensuring his tobacco is transported to the WLT Contract buying Floor on or before 30th of June 2027.
4. The Grower will ensure that no attempt is made to hide inferior Tobacco in the center of Tobacco Bales.
5. The Grower will ensure no foreign matter (plastics, sticks, stones, and feathers) shall be packed into tobacco bales.
6. Should the grower have any problems that may cause him or her to fail to deliver the agreed quantities, he or she shall communicate in writing to the company with proof.

Grower Name and Surname	Signature	Date
Witness Name and Surname	Signature	Date
Field officer Name and Surname	Signature	Date
Regional Supervisor Name and Surname	Signature	Date

Appendix B



DATA COLLECTION AND USAGE

1.The Grower agrees that WLT collect and process the following information for legitimate business interests including without limitation:

- (i) All my personal information and sensitive data within the meaning of the Data protection Act no. 5 of 2021.
- (ii) Details relating to the farm and its infrastructure.
- (iii) Details of farming operations on the farm, including (but not limitation) issues relating to compliance with this agreement, farming practices, sustainability, the environment, and farm safety.
- (iv) Details of all labour engaged in farming operations, including the terms on which and the conditions under which they are engaged.

2.The Grower agrees that WLT may share the information set with any third party within and outside Zimbabwe including without limitation with:

- (i) Business partners and customers for the purposes of ensuring compliance with legal requirements and the business conduct standards of those organisations.
- (ii) Organisations that provide services to WLT.
- (iii) WLT's customers, subsidiaries, affiliates and successors.
- (iv) As may be otherwise required or permitted by applicable laws.

I Declare that my total tobacco production will be sold to **WHITEMORE LEAF (PRIVATE) LIMITED** and agree to be bound by the above stated terms together with accompanying addendum I will not deliver tobacco which is less thankgs. I also declare that I am not contracted with any other company and if any other company purports that I am contracted to them same is not true. Administration Charges - 9% p/a on total input costs. The inputs have been sourced using external funding and thus are valued in United States Dollars (US\$).

Growers Signature _____	Date _____
Witness _____	Date _____
WLTF/O _____	Date _____
WLT Regional Supervisor _____	Date _____

Office Use

Area

Field Officer

Doc No.

Regional Supervisor

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

Appendix D

Stop Order Form

FARMER – (Full Name and Address – Block letters)

NAME:

ADDRESS:

FARMERS' STOP ORDER ACT, 1963

HOLDER: Whitmore Leaf (PRIVATE) LIMITED

(Stop Order holders)

ADDRESSEE: Tobacco Industry and Marketing Board, 429 Gleneagles Road, Willowvale, Harare
(Name and Address)

CLASS OF CROPVIRGINIA TOBACCO.....YEAR CROP IS TO BE MARKETING ...2027

AMOUNT:

(FIGURE & WORDS)

INTEREST AT: FROM: TO:

I/We the above farmer(s) cede to the holder so much of the aforesaid crop & its proceeds as will satisfy the amount with interest as stated herein and I/we authorize and instruct the addressee to pay the holder the said amount and interest from the proceeds of the crop. I/We authorize the addressee to inform the holder and the registrar of the amount of tax addressee is required to pay agent in terms of any law relating to income tax.

Date: Signature of farmer(s).....

Prior Claim of A Co-operative

The Co-operative' prior claim against the above-mentioned crop is \$.....

Date:

Signature on behalf of Co-operative

AMOUNT OF TAX PAYABLE BY AGENT OF FARMER (Income Tax Act) \$.....

PARTICULARS OF PRIOR STOP-ORDERS BINDING THE CROP

NO.	HOLDER	AMOUNT	NO.	HOLDER	AMOUNT

REDUCTIONS, CESSIONS, CANCELLATIONS, ALTERATIONS OF PRIORITY

CERTIFICATE OF REGISTRATION OF STOP-ORDER

Certified/registered on No.

REGISTRATION OF FARMERS' STOP ORDERS

P.O Box 7701, CAUSEWAY

HARARE

Affix Revenue
Stamp Here

Grower No.

Appendix E

DEBT ACKNOWLEDGEMENT AGREEMENT



I, (hereinafter referred to as "the Debtor")
(Full Name)

Address

Cell Phone Number: Date of Birth:

I.D. Number: Grower Number:

DO HEREBY ACKNOWLEDGE myself to be truly and lawfully indebted to Contractor being **Whitemore Leaf (PRIVATE) LIMITED**

(CONTRACTOR), (hereinafter referred to as "the Creditor") in the sum of **US\$**, (in

words) (hereinafter

called "the capital amount"). **The debt is in respect of a loan for the purpose of inputs in respect of the contractor's tobacco crop.**

I PROMISE to discharge the indebtedness of **US\$**, (in words)
by paying in the form of tobacco supplies for my funded crop, such payment to be paid in full on or before the **30th April 2027**.

In the event that the Debtor default their obligations set out above: -

- The debt immediately becomes due and the Creditors shall be entitled to institute proceedings against the Debtor in order to recover the sum of **US\$**, (in words)
- The Creditors shall be entitled to allocate any payment made by the Debtor to interest, legal cost, collection commission and then to capital or in any other order as it deems fit despite any allocation made or deemed to be made by the Debtors.
- The Debtor hereby expressly renounces the benefit of the non caus debiti, the error cal cul there vision of accounts; no value received and if there is more than the one Debtor, the de doubous vel pluribus reis debendi or the ordinis seu excussions et d i v i s i o n s .
- The Principal Debt shall become due and payable immediately if the Debtor commits an act of insolvency. Should the
- Creditors incur costs in the collection of the Principal Debt, the Debtor shall pay costs on the attorney and client scale as well as collection commission calculated with the Law Society of Zimbabwe By-Laws of each and every payment in reduction of the Principal Debt, interest and costs. The Debtor shall not be entitled for any reason whatsoever to
- withhold or defer payment stipulated for in this acknowledgement of debt. As security and in fulfilment of good faith and commitment to repay the debt, the Debtor hereby irrevocably pledges to the Creditor the following:

PROPERTY	DETAILS	QUANTITY	VALUE (US\$)
Motor Vehicle			
Livestock			
Scitch Cart			
Other Crops			
Other Property			

Thus, done and signed at Harare on this day of 2026, in the presence of the undersigned witness.

.....
(DEBTOR) (SIGNATURE)

.....
(WITNESS) (SIGNATURE)

.....
(WITNESS) (FULL NAME)