

**SAFETY, HEALTH, ENVIRONMENT, RISK, QUALITY PRODUCTS (SUGAR & EXTRA NEUTRAL ALCOHOL), & SECURITY POLICY**

**1 INTRODUCTION**

- 1.1 This Policy is applicable to Kilombero Sugar Company manufactures of Brown Sugar from sugar cane as a raw material for Human Consumption and Illovo Distilleries Tanzania manufacturers of Extra Neutral Alcohol (ENA) uses molasses as a raw material. There are two sugar mills namely Ruembe (K2) at Kilosa district and Msolwa (K1) mills located at Kilombero district both are in Morogoro Region and a downstream factory namely Illovo Distilleries Tanzania located adjacent to Ruembe (K2) Mill.
- 1.2 This policy sets out the commitments of Kilombero Sugar Company which includes all its sugar mills and downstream factories to achieving exemplary safety, health, environment, quality ,security standards and food safety performance.
- 1.3 The company strives to conduct all its activities in a responsible, professional, and competent manner and continuously set and improve the performance towards the ultimate objective of zero incidents, injuries, failures or complaints or quality related deviations, with maximum effectiveness and efficiency.
- 1.4 As Tanzania sugar factory with largest production capacity of sugar and downstream products, Kilombero Sugar Company fully acknowledges its responsibility to its stakeholders to minimise the safety, health, environment, quality, security standards and food safety risks relating to its operations and products, whilst maximising shareholder value.
- 1.5 Kilombero Sugar Company considers the provision of quality products, safety of products, people & environment, health, risks and security of its employees and the communities in which it operates as an integral part of its business processes and performance strategies.

**2 COMMITMENTS**

In pursuance of its aim to conduct its businesses with due care and respect for safety, health, environment, risks, and security management systems, the company is committed to the following principles:

- 2.1 **Zero Harm**  
Promoting a culture of "zero harm" to protect, as far as reasonably practicable, the health, safety and wellbeing of our people, surrounding communities, and the environment in the countries in which we operate.
- 2.2 **Environmental Management**  
Effectively managing biodiversity, sensitive environments, land use and site remediation to protect the environment.
- 2.3 **Minimising Impacts**  
Minimising the impact of our business on the environment, encouraging the development and implementation of environmentally friendly technologies to ensure the preservation of natural resources and sustainability, and setting and achieving targets related to resource utilisation efficiency, waste minimisation and pollution control.
- 2.4 **Prevention**  
Preventing major adverse incidents at our operations through the NOSA system, and if such incidents do arise, effectively initiate response protocols to minimise their impacts and recurrences.
- 2.5 **Compliance**  
Conducting its operations in accordance with the applicable local and international safety, health, environment, quality and food safety laws and regulations.  
  
Striving to implement industry best practice through the on-going management of NOSA system and guided by internationally recognised principles and codes of good practice.
- 2.6 **Respect for Human Rights**  
Providing a working environment built on the principles of respect, fair labour practices and decent working conditions for our employees in line with the internationally recognised conventions and codes of good practice, and the commitments set out in our Code of Conduct and Business Ethics, and requiring our suppliers, contractors, service

providers and representatives, as well as other persons contracting with Kilombero Sugar Company, to do likewise.

2.7 **Training and Skills Development**

Promoting skills development and employee competence at all levels of the organisation, with a focus on good manufacturing practice on quality products, safety of products, people & environment, health, risks and security competencies and performance.

2.8 **Quality**

Supplying safe, quality products that are free from ingredients or defects that could harm or threaten human life and health, suitable for their intended use, comply with all the relevant product quality, products safety, people safety & environment, health, risks and security legislation and industry best practice standards, and are accurately and properly labelled and advertised.

2.9 **Encouraging Responsible use of our Products**

Encouraging responsible use of our products by our customers and consumers and sharing our product quality, products safety, people safety & environment, health, risks, and security performance goals with others.

2.10 **Continuous Improvement**

Developing and promoting product quality, products safety, people safety & environment, health, risks and security awareness, optimal management of resources and transparency in reporting performance to achieve continual improvement of operational performance, products, services, and customer satisfaction.

2.11 **Effective Communication and Reporting**

Communicating and reporting product quality, products safety, people safety & environment, health, risks, and security performance to internal and external stakeholders, at least on an annual basis in an open and transparent manner.

2.12 **Supply Chain management**

Associating ourselves with suppliers, service providers, contractors and customers who are committed to conducting their operations in accordance with internationally recognised product quality, products safety, people safety & environment, health, risks and security guiding principles and codes of good practice, and who promote sustainable development.

2.13 **Stakeholder Engagement**

Promoting good relationships in the areas in which we operate through constructive engagement with local communities, their governments, and authorities, with the aim of being an active participant in the sustainable creation of economic and social prosperity for our stakeholders and enhancing capabilities, while respecting people's culture and heritage.

**3 IMPLEMENTATION AND MONITORING**

- 3.1 This policy is approved by the Country Managing Director of Kilombero Sugar Company.
- 3.2 The objectives and all relevant procedures aligned with this policy will be reviewed annually to ensure continual improvement, legal compliance, and efficiency of implementation through the business Enterprises Risk Management.



Guy Williams  
Tanzania Country Managing Director  
20<sup>th</sup> August 2025

Next review August 2026