



WILLIAMSON TEA KENYA PLC

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY & POLICY ON LOCAL COMMUNITY INTERESTS

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Williamson Tea Kenya Plc recognises the importance of active participation in the corporate social responsibility within the surrounding communities as we endeavour to make our business have an impact on our neighbours.

To guide and facilitate our programmes geared towards making this a reality, we are committed to implementing our corporate social responsibility policy as follows:

- To appreciate the local community as an integral partner in the growth of our business. The farm shall respect areas and activities that are important to the surrounding communities socially, biologically, environmentally, culturally and religiously. The farm activities shall not interfere or affect any of these.
- To assist the social and economic development of all the people, their families and communities that we work with and within. To this end the company will initiate and assist social and development projects within the surrounding communities from time to time depending on the availability of funds. The company shall fully associate itself with the get-together spirit of raising funds for development projects.
- Priorities for relevant and competitive hiring and training shall be offered to the deserving local labour force. Competent local contractors and other service providers and product shall be given priority when such opportunities arise.
- The company shall provide educational bursaries to the bright students from within the worker's population and from the surrounding communities.
- The company shall endeavour itself to protect and conserve the surrounding environment by being responsive to the right disposal of the factory and field wastes and their management.
- As part of our social policy, the company is committed to comply with the terms and conditions as stipulated in the prevailing C.B.A of the day and the Kenyan labour laws in conjunction with the ILO principles.

POLICY ON LOCAL COMMUNITY INTERESTS

Williamson Tea Kenya Plc endeavors to uphold good Corporate Social Responsibility. We recognize, and are committed to taking into account the interests of local populations and community interest groups in regard to farm activities that could have an impact on their way of



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life.

In this respect, we undertake to:

- Seek their views on the operations taking place at the Farm that would have an impact on them.
- Institute a clear means of receiving complaints from them.
- Be in regular touch with the local administration and local opinion leaders through the General Manager and liaise them on all matters affecting the farm and the local community e.g. security etc.
- Give priority to the local populations whenever the company engages new employees at the farm.
- Encourage positive social interaction between the company and the local community on environmental conservation issues, education & training, sporting activities and improvement of infrastructure network.