

KAKUZI

Growing Together

Kakuzi's Human Rights Framework and Roadmap

...guaranteeing just stakeholder engagements for shared prosperity



Kakuzi; growing together...

In 2023, we launched a new purpose, clearly and concisely captured in the phrase, 'Kakuzi Growing Together'. As our operations grow, so do the opportunities. As a business, we must provide innovative interventions that we believe give all of our stakeholders an opportunity to grow alongside and in conjunction with us.

Our People are part of our key stakeholders and the engine behind this new strategy. We remain committed to protecting and safeguarding their human rights all through our operations. This note showcases our path toward integrating the UN Guiding Principles on Business and Human Rights into all aspects of our business. The firm created the Kakuzi Human Rights policy to serve as a guide for our integration of human rights.

Beyond the people, for almost 100 years, Kakuzi PLC has been at the forefront of pushing the boundaries in agriculture and setting the pace in entrenching sustainability in our operations. In this regard, we continue to yearly publish reports to track and measure our Environmental, Social and Governance (ESG) impacts for accountability.

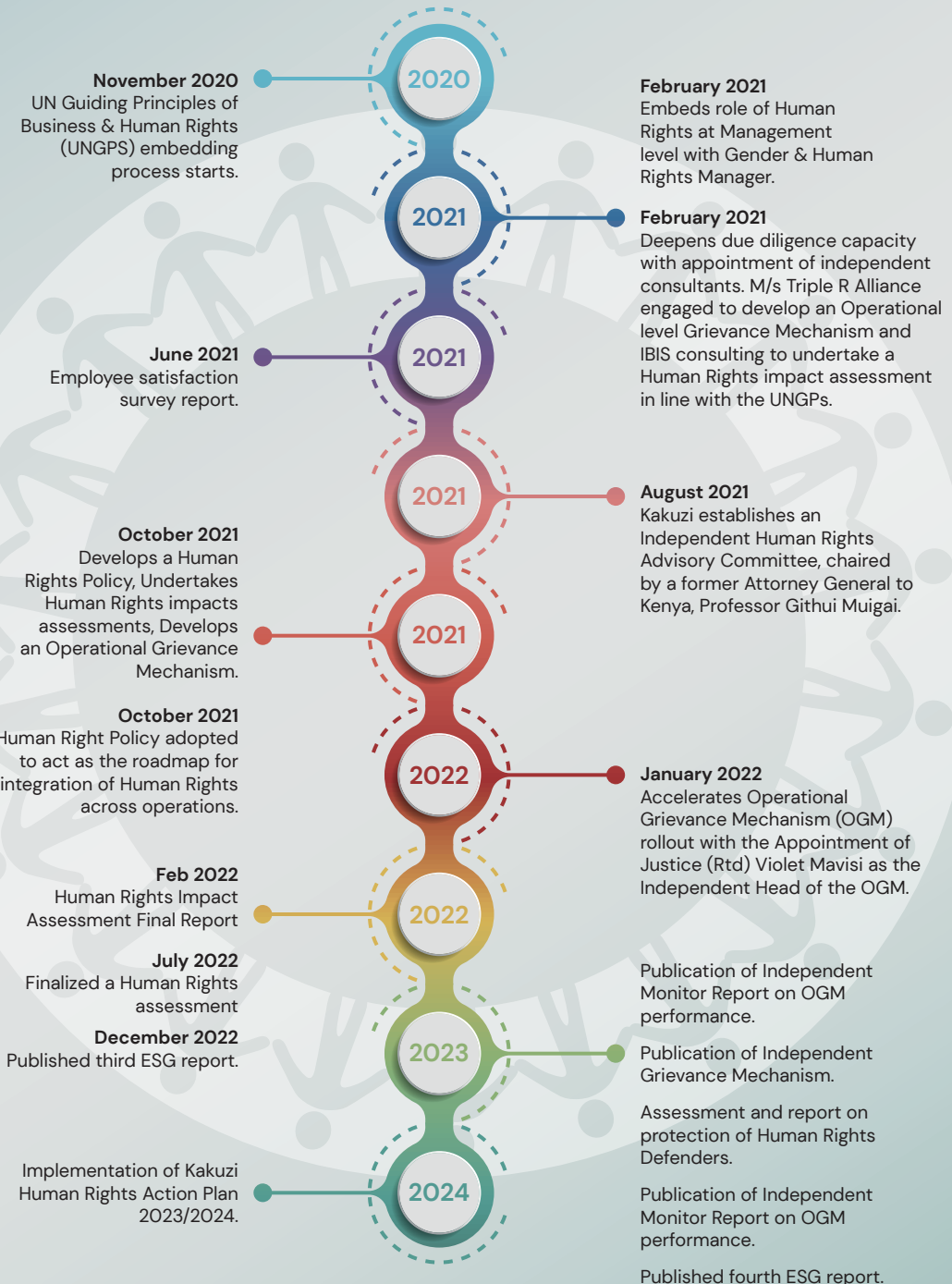
Reflecting on the past few years, the process has not been simple or without difficulties. We have persisted in applying pertinent insights from our due diligence procedure and have realised that this is a journey that requires constant learning, discussion, and—above all—listening to constructive criticism from our partners and stakeholders.

In the long run, we continue to be dedicated to transforming our communities and growing together.

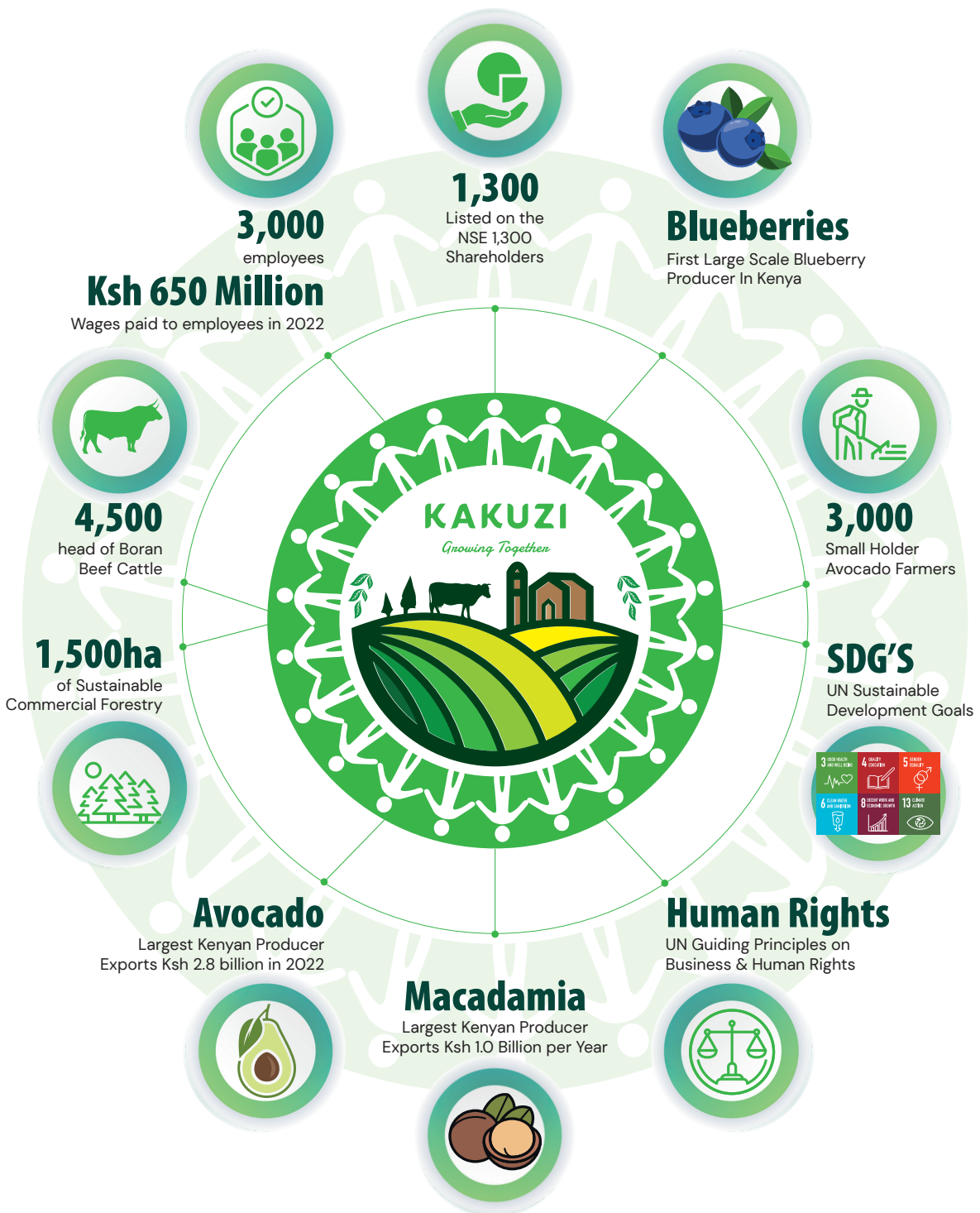
Chris Flowers
Managing Director



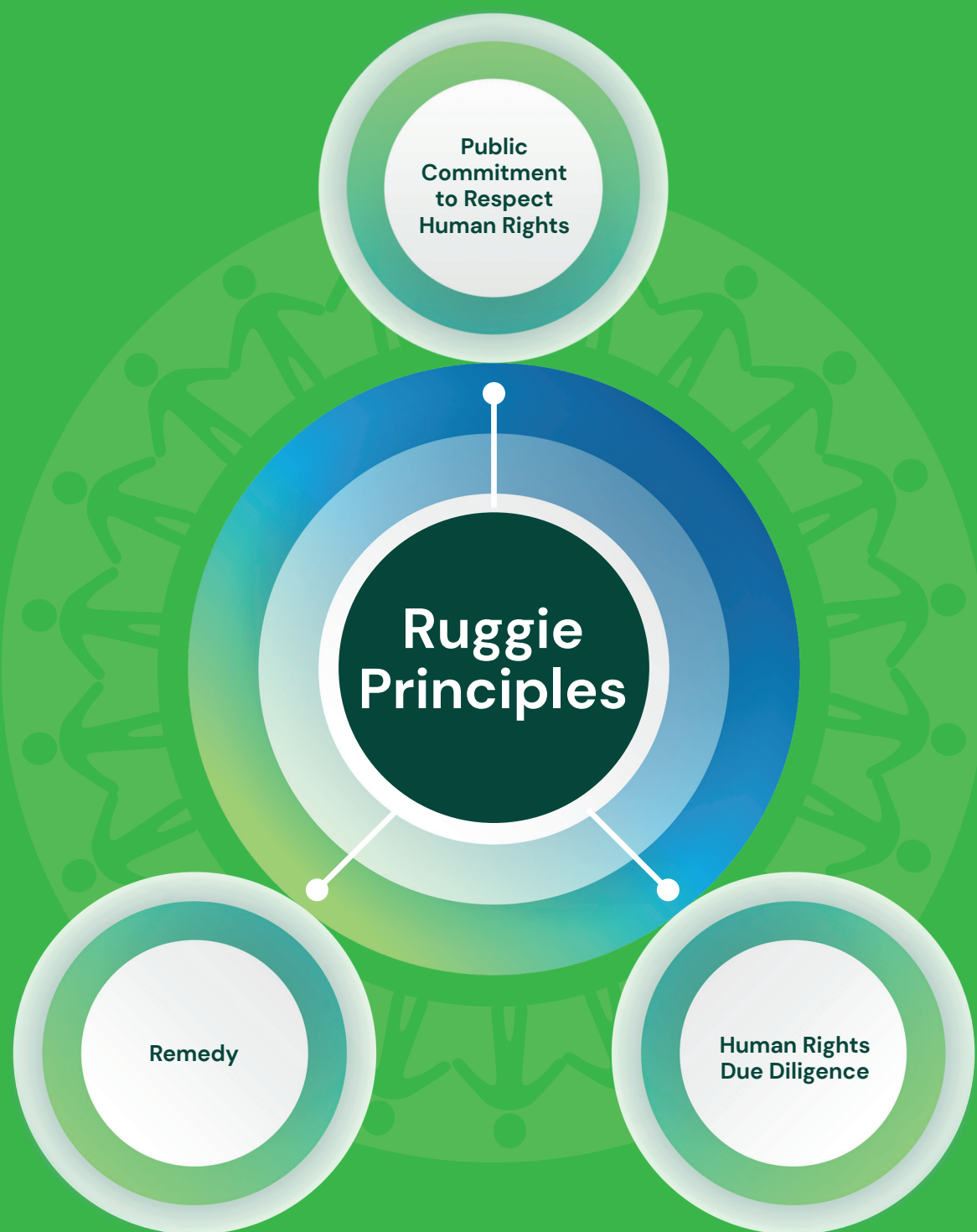
Human Rights Journey – Kakuzi



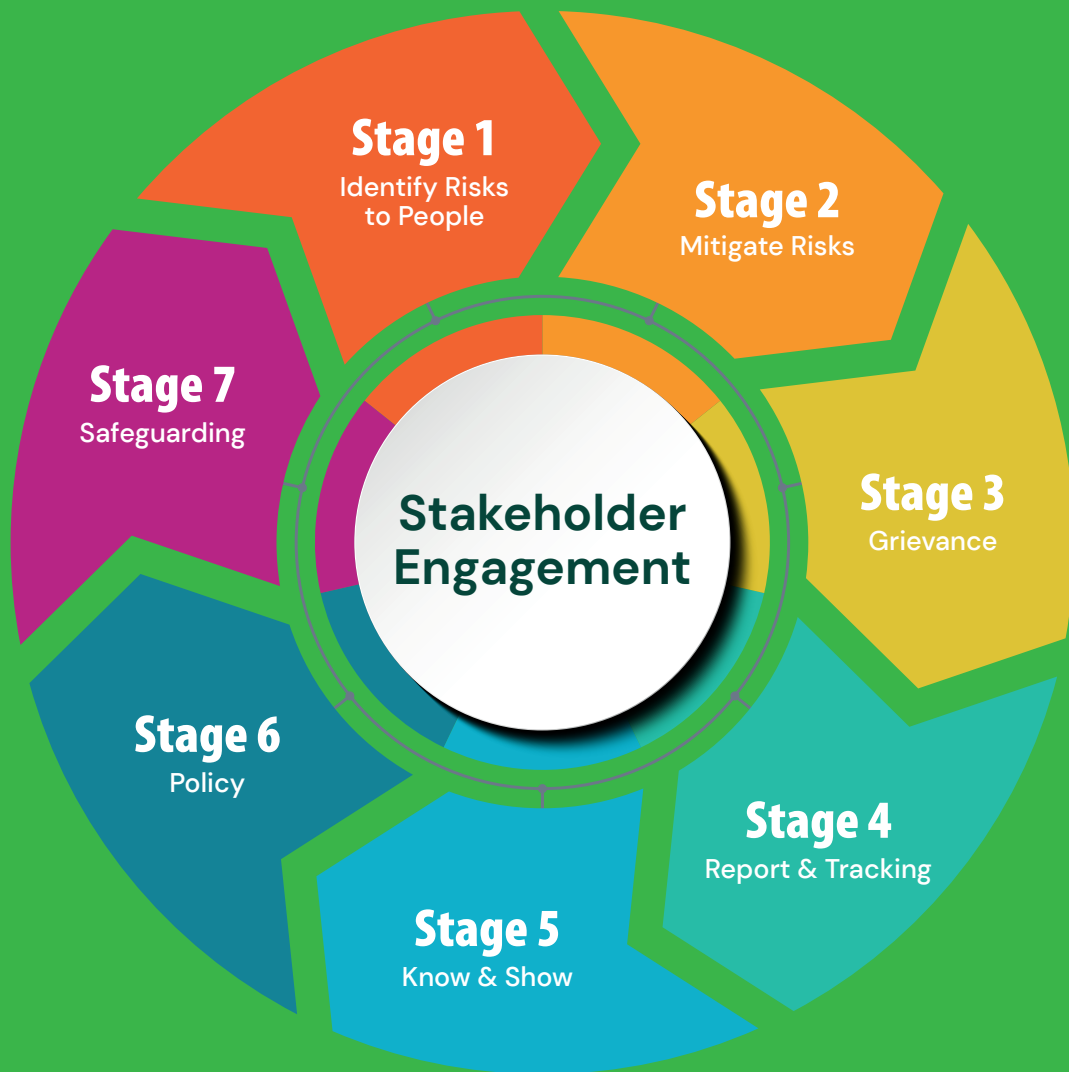
Kakuzi at a Glance



An Overview of BHR at Kakuzi



Overarching Human Rights Strategy



- Stakeholder Engagment Critical.
- We have 7 Key elements.
- Grievances – Both internal and external independent processes to give the process its strength.

Key Elements

There Must be a Credible
Proceess Validated
by local communities,
NGO's, Government
and International
stakeholders.

Its not all about
Grievances. Identifying
Risks to people and
Mitigating these is
critical.

Human Rights Due
Diligence Leads to a
Human Rights Action Plan



Stage 1

Identify Risks to People – Independent Human Rights Impact Assessment

Independent Consultants contracted to undertake this work over multiple sites and diverse dates.

- Triple R Alliance – Design of OGM
- IBIS – Human Rights Impact Assessment
- MINERVA – Security and Human Rights Assessment
- Social Audits
- Human Level – Protection of Human Rights Defenders
- Human Asset – Employee satisfaction Survey
- Independent Human Rights Advisory Committee – Recommendations to Kakuzi Board

We have 13 'Thematic' Human Rights Issues and 7 salient issues



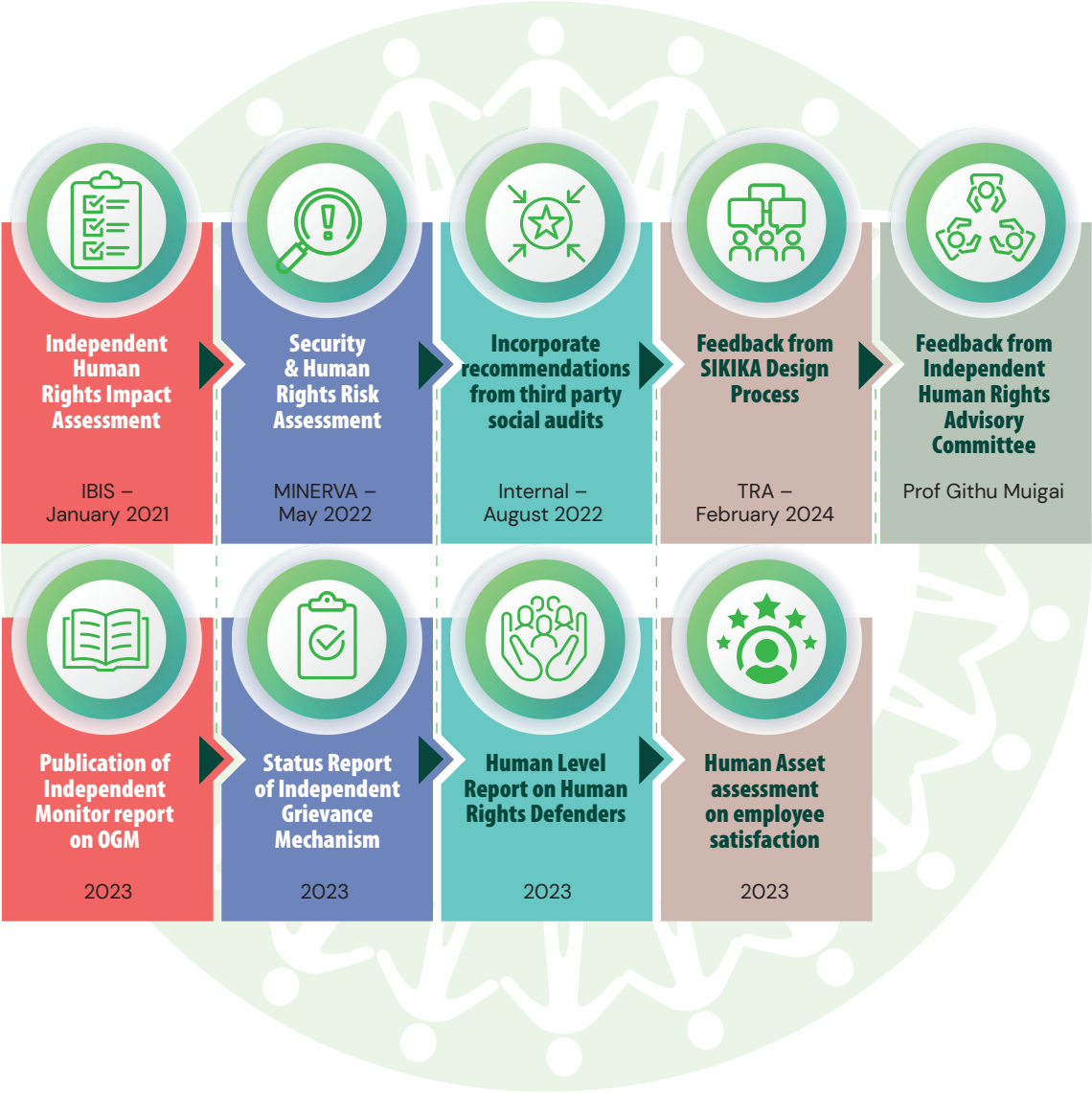
Our Salient issues



UNGPs recommend determining impacts according to severity, scale and remediability indicators in order to determine the Salient Issues.

Stage 2

Mitigate Risks – How our Human Rights Action Plan was Developed



Stage 2

Mitigate Risks – Our Human Rights Action Plan, Thematic Areas



- Developed in conjunction with International Experts
- Review/ Develop policies in line with Human Rights action plan
- Enhance effectiveness of the Grievance Mechanism in line with UNGPs



A systematic, sensitive, confidential, transparent and independently validated process of dealing with grievances which the Company has **caused, contributed to or is directly linked to**. The process is underpinned by the UNGP Effectiveness Criteria.

- Training on SIKIKA helps to raise awareness and reduce risks.

Stage 3

Access to Independent Remedy – SIKIKA 'Be Heard'

SIKIKA Independent Human Rights Mechanism

SIKIKA consists of two parts, one managed by Kakuzi, another managed independently. The independently-managed mechanism is only for complaints about severe human rights impacts involving personal injuries that Kakuzi may have caused, contributed to, or is directly linked to through its operations or business relationships.

Step 1 – Receive

Your verbal or written complaint can be submitted confidentially via phone, letter or the office of the Independent Human Rights Mechanism.



Step 2 – Register and Acknowledge

Within 3 days, someone from the Independent Human Rights Mechanism will register your complaint and discuss if you need urgent support and/or protection. You will receive an acknowledgement slip of the grievance registration form so that you know your complaint is being dealt with.

Step 3 – Assign and Interview

Within 10 days, an independent investigator will invite you to an interview meeting. You will be asked to make a statement to explain what exactly has happened to you. You should bring any evidence you may have, and you are welcome to bring a trusted person.



Step 4 – Independent Investigation

The independent investigators will verify all information and evidence you submitted, visit the relevant area and collect any other useful information. They may also interview witnesses and Kakuzi personnel. The independent investigators will keep all your information confidential and will never share personal information.

Step 5 – Independent Decision

After reviewing the investigation report, the Head of the Independent Human Rights Mechanism will decide whether there is sufficient evidence to support the complaint or not. You will be invited for a meeting, or someone will visit you, to explain the decision and discuss any proposed remedial action(s), where applicable.



Step 6 – Resolve

If you agree with the proposed resolution, it will be confirmed in a settlement agreement and/or letter. If you do not agree, you can either leave the matter, write a formal appeal to the independent Appeals Expert, or take the complaint elsewhere.

Step 7 – Closure

After the agreed actions have been completed, the complaint process will be closed. Unless the investigation process takes longer, your complaint should normally be resolved within 65 days.



If you have a complaint about a severe human rights impact, please visit our office, call us on 0740888333 or email us at complaints@sikikatwo.co.ke or write a letter to the **Head of Independent Human Rights Mechanism**, P.O Box 6206, Thika

Stage 3. Access to Independent Remedy – SIKIKA ‘Be Heard’

A blue rectangular graphic with the title 'SIKIKA' at the top. Below the title is the subtitle 'Independent Human Rights Mechanism' and the main heading 'Access Points for Communities, Workers and Other Stakeholders'. The graphic lists five access points, each with an icon in a blue circle: a scales of justice for the Legal-Administrator, a person icon for the Head of the Mechanism, a stethoscope for the Kakuzi Clinical Service Team, a speech bubble for Email, and an envelope for Letters. Each entry includes contact details.

SIKIKA

Independent Human Rights Mechanism

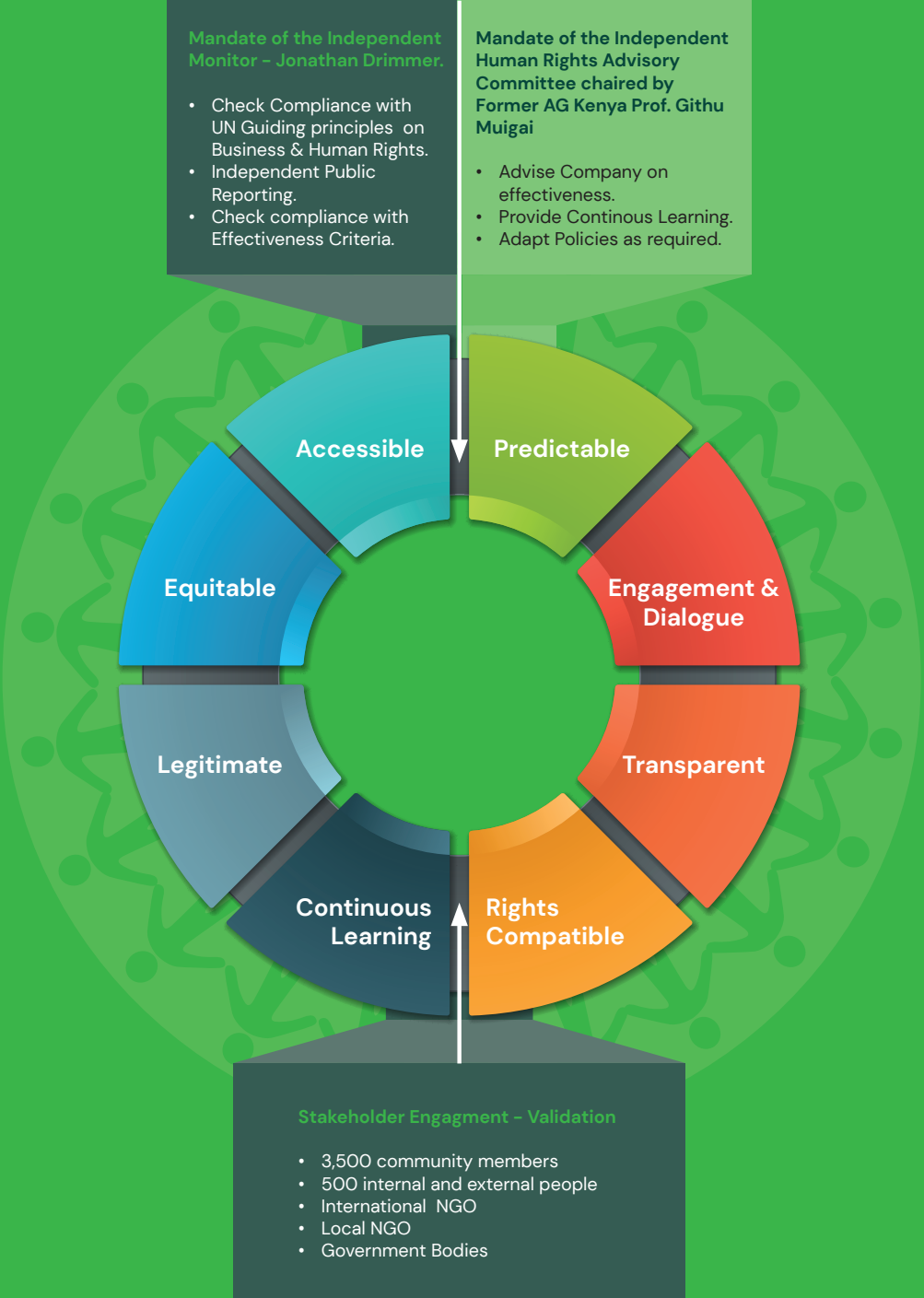
Access Points for Communities, Workers and Other Stakeholders

-  **Legal-Administrator to the Independent Human Rights Mechanism**
0740888333
-  **Head of the Independent Human Rights Mechanism**
-  **Kakuzi Clinical Service Team**
-  **Email**
complaints@sikikatwo.co.ke
-  **Letters**
*P.O Box 6206, Thika
Attention to: Head of Independent Human Rights Mechanism*

- Independent Offices & Access Points
 - Independent Legal Assistance
- Independent Adjudicators – Lady Justice Violet Mavisi
 - Independent Investigations
- Independent Support and Safeguarding Mechanisms
 - Independent Oversight
 - Independent Appeals Process
 - Independent Public Reporting

Stage 3

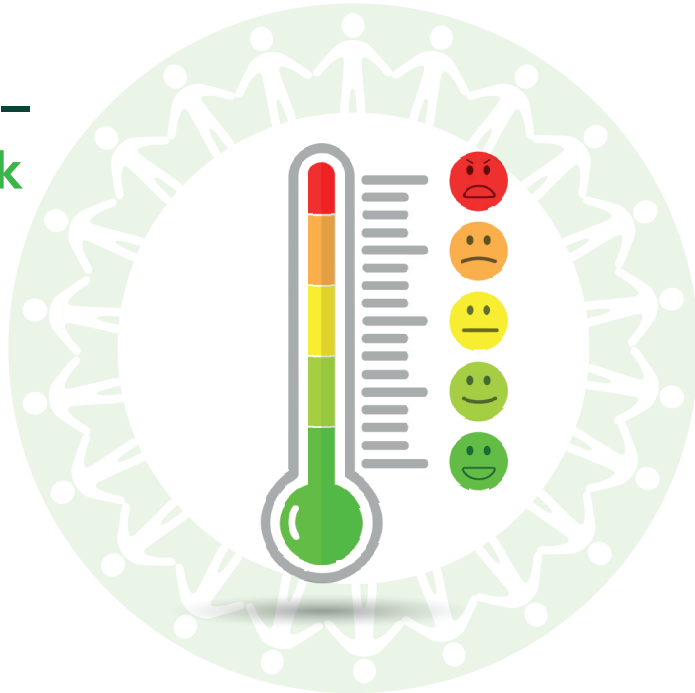
UNGP's – Effectiveness Criteria



Stage 4 & 5

Know & Show – Report & Track

- Report and Track to understand if the mitigation is working.
- Public reports on SIKIKA
- Source of Continuous Learning
- Regular Reviews of Human Rights Action Plans
- Feedback from Independent Oversight Mechanism
- Analyse data to track trends and take action.



7 Guiding Principles on Business and Human Rights

Stage 6

Human Rights Policy

- A published Human Rights Policy validated through stakeholder engagement
- Policy published on web site
- SIKIKA Procedures published on web site
- SIKIKA Independent Reports – available on web site
- Human Level – Consulted to develop the HR Defenders section.



Human Rights Policy will be reviewed in 2024 to incorporate emerging issues

Stage 7

Safeguarding

- 
- Employee Welfare Policy
 - Anti Sexual Harassment Policy
 - Human Rights Policy
 - Anti Slavery & Human Trafficking Policy
 - Whistle-blowing Policy
 - Gender Equality Policy
 - Anti-Bribery and Corruption Policy
 - Environmental Protection Policy
 - Disability Policy
 - Fair Treatment and Good Working Conditions Policy
 - Clinical Services & Health Promotion
 - Standard Operating Procedures on Human Rights Defenders

Kakuzi Human Rights Action Plan for year 2023/2024

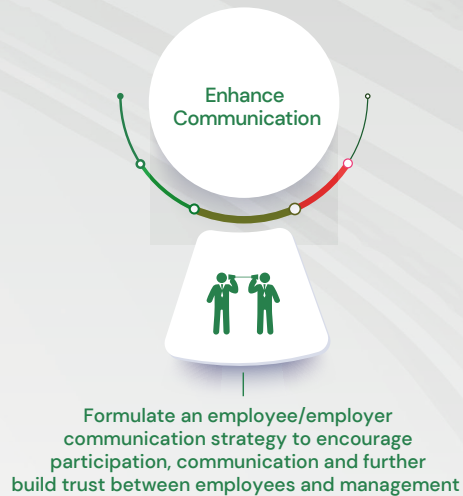
On an annual basis, the company develops a Human Rights Action Plan responding to the salient issues identified with actionable items, allocation of internal responsibility and timelines for implementation.



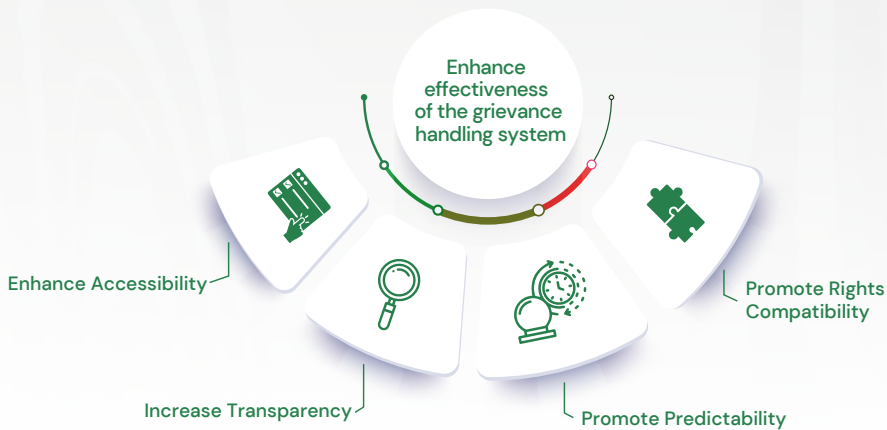
SECURITY AND HUMAN RIGHTS



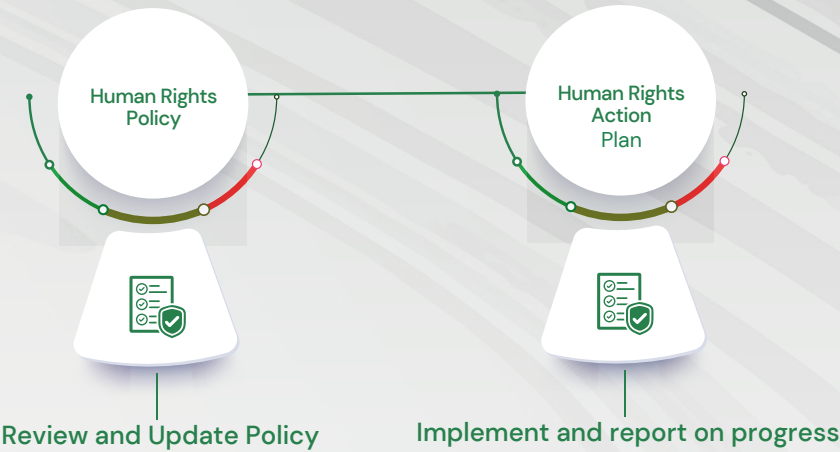
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING



OPERATIONAL GRIEVANCE MECHANISM (SIKIKI)



HUMAN RIGHTS STRATEGY



The background of the entire image is a vibrant green. It features a large, semi-transparent circular graphic. Inside this circle, at the bottom, is a realistic image of a human hand cupped upwards, supporting the entire design. Above the hand is a dark green circular area containing a white icon of a balance scale, symbolizing justice or equity. Surrounding this central circle is a ring of white silhouettes of people holding hands, representing a community or social network. The overall theme is one of social justice and community growth.

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