



CASE STUDY

Combating child labour in the Zimbabwean sugar industry

HIGHLIGHTS

1 070 private farmers supply cane to the Zimbabwe mills.

Tongaat Hulett is committed to respecting internationally recognised human rights. This includes a commitment to avoid causing or contributing towards adverse human rights impacts through our business activities, both directly and through our supply chain.

In combating child labour in our Zimbabwean operations and supply chain, we have been part of ongoing second and third-party assessments of sugarcane farmers supplying our mills. We carried out an investigation that focused on small to medium-scale outgrower sugarcane farmers in Zimbabwe, to ensure that they do not make use of child labour. During the investigation farmers were randomly selected, interviewed and farm worker employment records were requested.

The investigation found that sugarcane farmers are aware of laws and policies that prohibit the employment of children. These Zimbabwean farmers have signed pledges that they will not practice child labour, failure of which will result in all Tongaat Hulett services offered to them being withdrawn.

All sugarcane farmers will be required to maintain detailed employment records of all their employees. Socio-cultural practices where farmers are accompanied to the fields by their children below the age of 18 years for purposes of working will also be discouraged through community education and engagements that involve government and other stakeholders.

We have also been actively working with the communities and local leadership authorities to combat child labour via community programs, which require involvement with community leaders and key stakeholders. Following the education campaigns, a monitoring mechanism will be implemented.



Integrity and ethics guide our way