



For Livelihoods. For Sustainability.



TOBACCO WORKING
GROUP ON CHILD LABOUR

**2025
ANNUAL
REPORT**

Contents



Contents

Foreword by TIMB CEO	2
Agricultural Labour Practices (ALP) Monitoring for Independent Growers	4
Integration of the Centralized Sustainability Reporting Platform	5
Consolidation of Tobacco Industry ALP Report 2025	6
ALP Capacity Building and Technical Training Programs (Training of Trainers Refresher Trainings)	10
Technical Working Group on Child Labour (TWCL): 2025 Quarterly Engagements	12
Community Engagement through Sustainability Field Days	13
Child Labour Sensitization and Enforcement at Tobacco Selling Points	14
ESG Training and Awareness	15
National Legislative Development: Statutory Instrument on Child Labour and Hazardous Work	16
2025 Child Labour & Human Rights Due Diligence (HRDD) Assessment	17
Diversified Sustainability and ESG Initiatives	21

Foreword by TIMB CEO

It is my privilege to present the Child Labour Annual Report for the 2025 season, reflecting the Tobacco Industry and Marketing Board (TIMB)'s continued commitment to building a tobacco industry that is free from child labour. This report highlights the progress made by the industry, government, and development partners in strengthening systems, partnerships and community-based interventions aimed at eliminating child labour in Zimbabwe's tobacco sector.

Globally, encouraging progress has been recorded in the fight against child labour. Recent international reports indicate that the number of children in child labour has declined to approximately 138 million worldwide. While this trend reflects positive global momentum, it is important to acknowledge that a significant proportion of child labour still occurs within the agriculture sector. As a regulator of the tobacco industry, TIMB recognizes this reality and remains resolute in ensuring that tobacco production in Zimbabwe adheres to both national legislation and international labour standards.

Zimbabwe's tobacco industry has made notable strides since the establishment of the Tobacco Industry Working Group on Child Labour (TWCL) in April 2021. The Working Group, established under the leadership of TIMB, continues to serve as a multi-stakeholder platform bringing together government, industry players, development partners and civil society to coordinate efforts aimed at eliminating child labour. Its work is aligned with the National Action Plan on Child Labour (NAPCL) through the Ministry of Public Service, Labour and Social Welfare, ensuring that industry initiatives contribute meaningfully to national objectives.

The Working Group has focused on advancing the industry under a common agenda, strengthening compliance with national and international child labour standards, and mobilizing partnerships and resources to support sustainable interventions within tobacco-growing communities. Through these coordinated efforts, the industry has transitioned from initial planning phases to practical, ground-level implementation, resulting in improved awareness, monitoring and prevention mechanisms across the tobacco value chain.

A key milestone in 2025 has been the operationalisation of the Centralised Reporting Platform, which now allows all relevant tobacco stakeholders to submit and consolidate data related to child labour and broader sustainability indicators. This platform is aimed at enhanced transparency, accountability and data-driven decision making, enabling the industry to better understand the scope of the issue and respond more effectively.

These achievements would not have been possible without the unwavering support of our partners. On behalf of the TIMB Board and Management, I extend my sincere appreciation to all stakeholders who continue to collaborate in this important work. Special recognition goes to our development partner, the Eliminating Child Labour in Tobacco (ECLT) Foundation, whose technical support and partnership since 2021 have significantly strengthened implementation efforts at community level. We also acknowledge the valuable contributions of the Ministry of Public Service, Labour and Social Welfare, members of the TWCL sub-working groups, and industry partners implementing sustainability programmes such as the Sustainable Tobacco Programme (STP).

As we look ahead to 2026 and beyond, TIMB remains committed to consolidating the progress made. Our focus will be on strengthening monitoring systems, expanding awareness programmes, enhancing school attendance initiatives, and supporting community-based interventions that protect children in tobacco-growing areas. Through continued collaboration with government, industry partners and development organisations, we are confident that Zimbabwe's tobacco sector will continue moving steadily toward a future where every child is protected, educated and able to realise their full potential.

Together, we reaffirm our collective responsibility to ensure that the success and sustainability of the tobacco industry is built on ethical, responsible and child-labour-free production systems.

Emmanuel Matsvaire

TIMB Chief Executive Officer









Agricultural Labour Practices (ALP) Monitoring for Independent Grower

The Tobacco Industry and Marketing Board (TIMB) remains committed to ensuring comprehensive compliance with the Agricultural Labour Practice (ALP) Code across the Zimbabwean tobacco sector. TIMB monitors independent growers to ensure a holistic approach of the industry to the agricultural labour practices, while contracted farmers are directly monitored by their respective contractors. Monitoring efforts were continuous and mandatory, with all TIMB field officers tasked with monitoring a minimum of 100 independent growers each, setting an initial annual target of 2,600 growers.

During the 2025/2026 growing season, TIMB field officers initially visited 1,602 farmers, and subsequent visits were made to 670 farmers.

The TIMB ALP monitoring system was further developed or improved through the following steps:

-  **September 2024:** Feedback from users via a physical meeting.
-  **November 2024:** Further development of indicators and disaggregations.
-  **November and December 2024:** System development phase.
-  **January 2025:** Official system delivery.
-  **February 2025:** Participation in system verification.
-  **March 2025:** Commencement of active ALP monitoring.

A key achievement in 2025 was ensuring all monitoring data is entered and visible in real-time. This immediate data visibility has enabled the system administrators to quickly identify specific areas of non-compliance and facilitate the provision of targeted remedial training to growers.

While the progress made in establishing this monitoring system has been encouraging, the current figures underscore the need for substantially broader coverage. Moving forward, the TIMB is committed to achieving deeper engagement across the independent grower base by increasing the mandatory annual number of farmers monitored by each field officer as the system is perfected.

Independent growers monitoring 2024/2025 season



FARMERS VISITED

1602

SUBSEQUENT VISITS

670

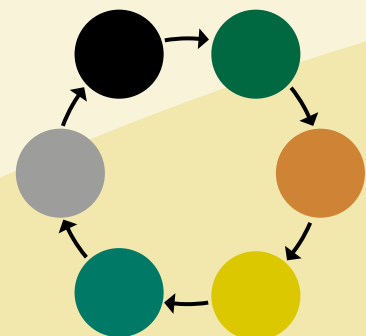
TARGETED FARMERS

2600

Integration of the Centralized Sustainability Reporting Platform

TIMB with support from ECLT Foundation has overseen the development of a Centralized Reporting System designed to consolidate Agricultural Labour Practices (ALP) compliance data across the entire tobacco industry. This platform serves as a unified digital infrastructure, enabling tobacco merchants to report on the ALP monitoring of their contracted farmers, while the Board reports on the independent growers.

The integration of this system is a strategic milestone, as the aggregate results will provide a comprehensive, data-driven overview of the tobacco industry's adherence to the ALP Code. During the reporting period, the system underwent a successful test run with merchants to ensure all feedback and technical concerns were addressed. Following this pilot phase, the platform has been officially deployed to tobacco contracting companies for data submission. This centralized approach ensures transparency and allows the TIMB to monitor sustainability indicators with greater precision across the diverse grower base.



Consolidation of Tobacco Industry ALP Report 2025

The production of the first Consolidated Tobacco Industry ALP Report marks a historic milestone for Zimbabwe’s tobacco sector. This comprehensive document is essential for establishing a sustainability compliance baseline and developing data-driven strategies to address systemic challenges across the industry.

Data Sources and Methodology

The dataset presented is a compilation from two critical sources to ensure industry-wide transparency:

- **Contractors:** Submissions were received from six contracting companies.
- **Uncontracted Growers:** To ensure holistic oversight, the TIMB compiled and integrated compliance data collected directly from independent growers, ensuring no segment of the industry remained unmonitored.

Monitoring Scope: The 7 ALP Principles

The report evaluates the industry’s adherence to the seven core Agricultural Labour Practices (ALP) principles, which form the bedrock of our sustainability framework:



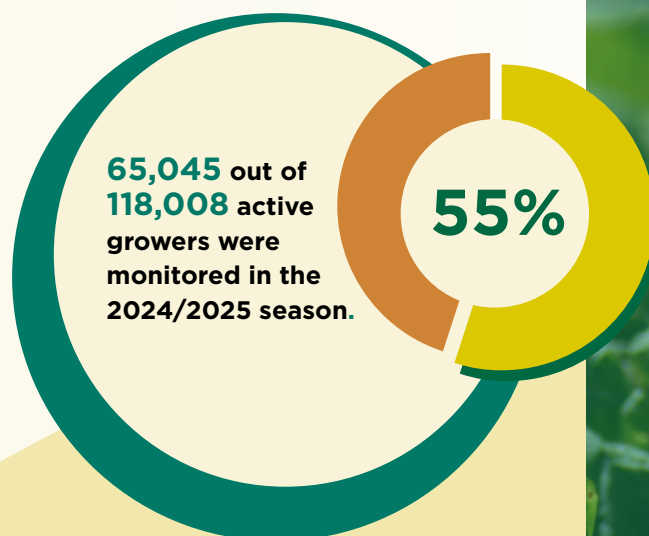
2025 FIGURES

Key 2025 Census Figures

While the industry has made significant strides in data collection, the 2024/2025 season highlights a critical need for expanded reach. During this period, 65,045 out of **118,008** active growers (**55%**) were successfully monitored. While these figures represent the data currently available, they reflect a subset of the industry, as reporting from all participating companies is not yet universal.

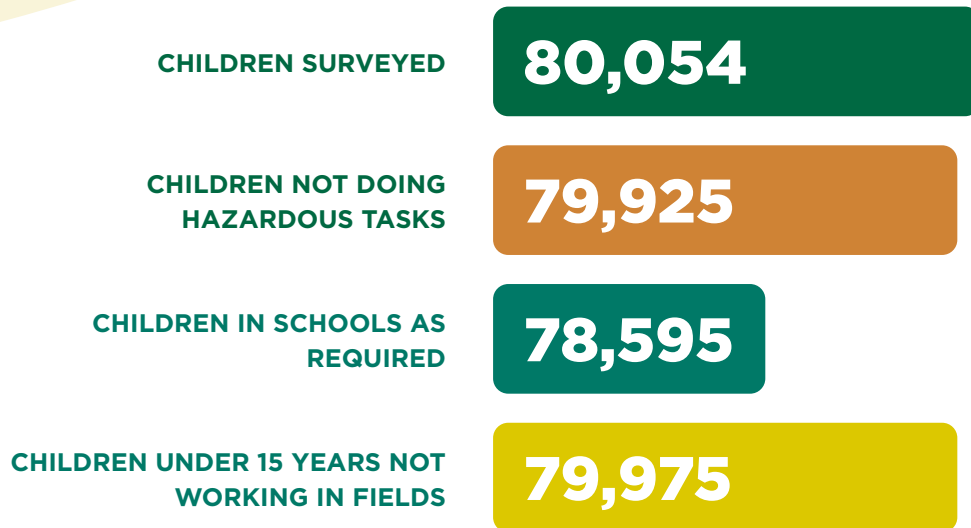
Farmers/Growers	65,045
Farm Workers	98,344
Children on the farms	80,054

The insights gathered from the 80,054 children on the table are particularly vital for the Technical Working Group on Child Labour (TWCL) in its ongoing remediation efforts and for the continuous refinement of the Centralized Reporting Platform.



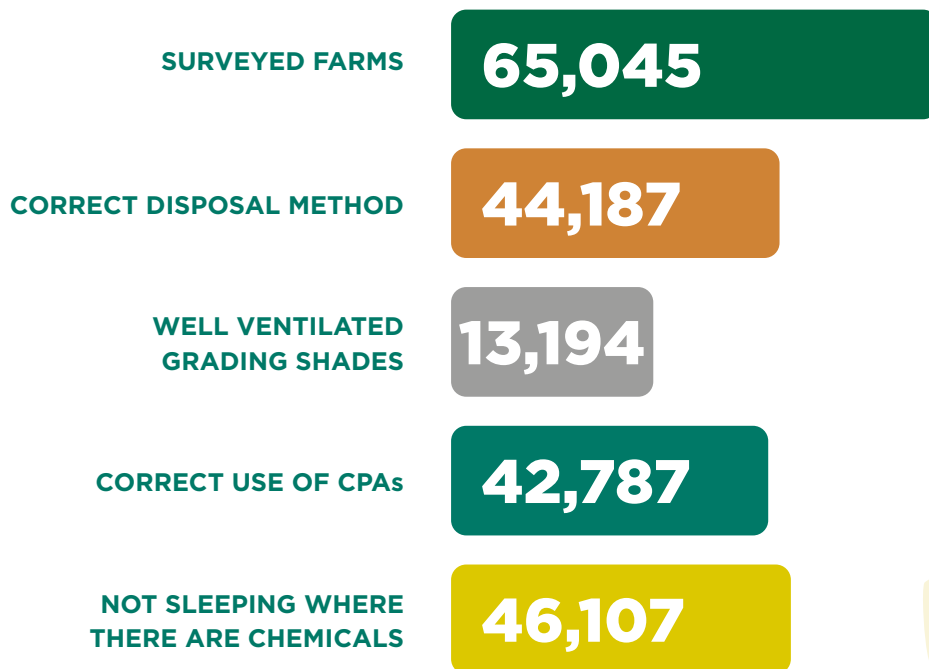
Child Labour

In the 2024/2025 season, **1,667** children were reported to be in child labour out of **80,054** children surveyed which translates to **2.1%**.



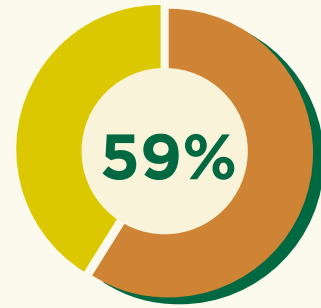
Safe work

Average of **56.22%** of the surveyed farmers and farm workers are doing safe work.



Income, Work Hours, and Benefits

Analysis of remuneration data reveals that **59%** of surveyed farm workers (58,845 out of 98,344) received wages equal to or exceeding the National Employment Council (NEC) Collective Bargaining Agreement (CBA) rates. Furthermore, consistent with legal requirements for timely payment, **60%** (59,039 workers) reported being paid regularly and in full during the calendar month immediately preceding the interview date.

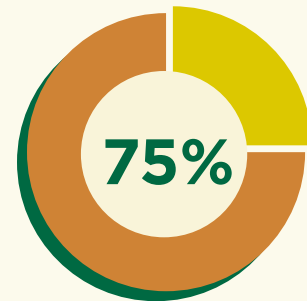


59% farm workers received wages equal to or exceeding the NEC and CBA rates.



Freedom of Association

The right to collective bargaining and organizational representation remains a core pillar of TIMB's labour standards. Current data indicates that on **75%** of surveyed farms (48,639 out of 65,045), workers are free to exercise their right to freedom of association, including the liberty to join or form unions and organizations without interference.



75% of workers are free to exercise their right to freedom of association.



Fair Treatment

TIMB maintains a zero-tolerance policy toward harassment and discrimination. During this reporting period, the following incidents were recorded and tracked for remediation:

Verbal and Sexual Abuse

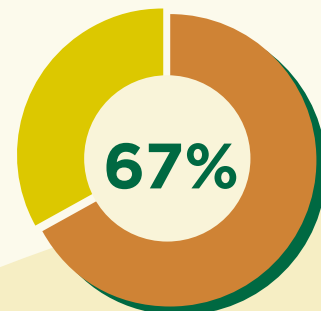
16 reported incidents related to verbal abuse, sexual exploitation, or harassment.

Discrimination

3 reported incidents. These were distributed evenly across the sector, with one case each identified on A1, Communal, and Commercial farm types.

Forced Labour

The elimination of all forms of involuntary labour is also a critical priority. For the 2024/2025 period, there were **93 reported incidents** related to forms of forced labour. Each case was addressed according to the ALP Code to ensure the immediate protection of affected individuals.



67% of farmers demonstrate a clear knowledge of relevant labour laws and regulations pertaining to employment.

Compliance with the Law

Ensuring that growers understand their legal obligations is fundamental to the sustainability of the tobacco sector in Zimbabwe. Monitoring data shows that **67%** (43,524 out of 65,045) of farmers demonstrate a clear knowledge of relevant labour laws and regulations pertaining to employment.

ALP Capacity Building and Technical Training Programs (Training of Trainers Refresher Trainings)

TIMB successfully executed the 2025 Agricultural Labour Practices (ALP) Refresher Training of Trainers sessions, significantly expanding its outreach to ensure compliance across the sector. This initiative remains central to the Board's strategy of institutionalizing sustainability through a "Training of Trainers" model.

Expanded Outreach and Impact

In a strategic effort to decentralize training and improve accessibility, the TIMB doubled the number of training venues from 6 to 12 in 2025. This expansion resulted in a 29.52% increase in attendance, rising from 647 to 838 participants. The group included government field officers (AGRITEX), 26 tobacco contractors, and representatives from grower's associations and unions.

This increased participation is projected to leverage a substantial multiplier effect. The program's positive impact on the tobacco sector is estimated to grow by 172.3%, potentially reaching 183,803 people in the 2026 season, a significant increase from the 67,500 reached in 2024. Notably, 83.9% of the 2025 participants were first-time attendees, underscoring a continuous and growing demand for foundational ALP training alongside refresher courses.



Critical Observations and Implementation Challenges

The training sessions provided a vital feedback loop, highlighting several critical challenges that require immediate industry attention:



CHEMICAL SAFETY

Participants reported high knowledge levels for safe chemical and chemical container disposal protocols among farmers, although a few field officers highlighted the need to scale this training into other regions.



CHILD LABOUR DEFINITION

Observations indicate a greater understanding of the formal definition of a “child.” The current focus should therefore be on navigating the intersection of international standards and traditional social norms where other families are still regarding “child labour” as “family labour.”



OPERATIONAL OBSTACLES

The presence of child-headed households remains a complex factor in full ALP Code alignment, suggesting a need for community-based support frameworks alongside standard training.

Strategic Recommendations

To ensure sustained progress and mitigate the risks identified, TIMB through its Sustainability strategy and Contractors Compliance Framework will enforce:



MANDATORY TRAINING

A formal requirement for all tobacco contracting companies to ensure their designated Field Officers attend ALP training of trainers.



STANDARDIZED CHEMICAL DISPOSAL

The development and enforcement of a universal, compulsory method for the proper disposal of chemical containers, with costs shared among relevant stakeholders.



TARGETED INTRODUCTORY TRAINING

New merchants and their management teams to undergo mandatory training on Sustainable Tobacco Production and ALP upon entering the industry to ensure immediate alignment with national standards.

Technical Working Group on Child Labour (TWCL): 2025 Quarterly Engagements

In 2025, the Technical Working Group on Child Labour (TWCL) convened three quarterly meetings to drive and coordinate improvements across the Zimbabwean tobacco sector. As a multi-stakeholder body, the TWCL employs a strong due diligence approach; identifying, prioritizing, responding to, and measuring actions aligned with the UN Guiding Principles on Business and Human Rights (UNGP) “Protect, Respect, and Remedy” framework.

These meetings served as a vital platform for collaboration between government, labour unions, and the private sector. The working group is chaired by TIMB and include:

Government Ministries and Departments:

Ministry of Public Service, Labour and Social Welfare (MPSLSW) and AGRITEX from the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development as well as Tobacco Research Board (TRB).

Technical Partners:

ECLT Foundation.

Unions and Associations:

The General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ), the Tobacco Farmers Union Trust (TFUT), ZTA and ZFU.

Industry Associations & Merchants:

The Tobacco Leaf Exporters Association of Zimbabwe (TLEAZ), with participation from Northern Tobacco, Zimbabwe Leaf Tobacco (ZLT), Mashonaland Tobacco Company (MTC), Boost Hail and Cotton (BHC), Vision Leaf Tobacco, Norton Leaf Tobacco, Curverid Tobacco (Pvt) Ltd. (CTL) and other associations and merchants.

Strategic Initiatives and Progress



The 2025 engagements focused on several high-impact initiatives designed to strengthen the industry’s sustainability and child protection mechanisms:

Adoption of the Brazilian Model:

A core priority was the integration of the Brazilian Tobacco Industry Model. An ESG strategy of framework for the industry was developed modelled on Brazil tobacco Industry. The model focused on four critical pillars to start with: Afforestation, Governance, Container Management System (CMS), and Child Labour Remediation.

Mt Darwin Child Labour Project:

The group successfully finalized the planning for this targeted initiative, with full implementation slated for the 2026 period.

Capacity Building:

To ensure strict enforcement of the ALP Code, regional refresher trainings were launched. These sessions saw a 29.5% increase in attendance, effectively empowering field officers to identify and protect vulnerable children within the supply chain.

Community Engagement through Sustainability Field Days

TIMB has continued its long-standing tradition of hosting Sustainability Field Days across Zimbabwe's primary tobacco-growing regions, reinforcing these events as a critical interface between regulatory policy and farm-level implementation. These field days serve as a dynamic platform for promoting the practical application of Sustainable Tobacco Production (STP) and the Agricultural Labour Practices (ALP) Code.



During the 2025 reporting period, TIMB successfully conducted three high-impact field days in Mashonaland West, Mashonaland East, and Manicaland, reaching a combined audience of over **750 participants.**

Child Labour Sensitization and Enforcement at Tobacco Selling Points

As part of its mandate to promote sustainable practices throughout the tobacco value chain, TIMB intensified its outreach activities during the 2025 season. This was achieved through targeted Environmental, Social, and Governance (ESG) awareness campaigns conducted at tobacco selling points and within primary farming communities.

These sessions provided a critical platform for educating stakeholders on essential ESG themes, including:

- The core principles and objectives of Sustainable Tobacco Production (STP).
- Comprehensive provisions of the Agricultural Labour Practices (ALP) Code.
- The legal and ethical distinction between acceptable child work and prohibited child labour.
- The long-term risks and physical dangers associated with child labour in tobacco production.
- The strategic advantages of afforestation and reafforestation in sustainable tobacco production.
- The importance of fire-guard construction in preventing fire damage to woodlots.
- The benefits of upgrading existing structures to energy-efficient curing barns and adopting new barn technologies.
- The implementation of Barn Minimum Standards.



Child Labour posters

To ensure high visibility and continuous reinforcement of the industry's zero-tolerance policy toward child labour, information was strategically displayed through posters at all tobacco selling points and auction floors across the country. These visual aids serve as a constant reminder to farmers and stakeholders of the specific prohibitions under the Children's Act (Chapter 5:06), explicitly outlining that children below 18 years must not perform work that jeopardizes their education or involves contact with hazardous substances and processes. By publicizing the National Toll-Free Child Helpline (116) and detailing the core ALP principles including fair treatment and safe working environments these posters empower the farming community to identify and report violations immediately. Furthermore, this sensitization campaign extended beyond the marketplace, with identical posters permanently installed at all TIMB regional offices to institutionalize these standards across the TIMB's administrative touchpoints.



ESG Training and Awareness

Community-Based ESG Training

As part of its mandate to promote sustainable practices throughout the tobacco value chain, the TIMB has intensified its outreach activities. Through the dedicated efforts of Sustainability and Field Officers (ESG), training was conducted targeting Environmental, Social, and Governance (ESG) awareness campaigns during comprehensive field visits and communal gatherings. This community-level engagement is designed to be transformative, equipping farmers with the knowledge required to align with global best agricultural practices.

Integration into Technical Courses

Sustainability was institutionalized by integrating ESG modules into its technical curriculum. The stakeholder's tobacco classification courses conducted for industry now includes an overview of Sustainable Tobacco production including child labour. In the current reporting period, a total of **187 stakeholders** has been trained through this initiative.

National Legislative Development: Statutory Instrument on Child Labour and Hazardous Work



In September 2025, a high-level National Technical Workshop was held in Kadoma, organized by the Ministry of Public Service, Labour and Social Welfare (MPSLSW) and generously supported by the Eliminating Child Labour in Tobacco Growing (ECLT) Foundation.

The TIMB Sustainability Officer (Social) participated in this gathering, which convened a broad spectrum of national stakeholders, including the Attorney General's Office, ZIMSTAT, Organized Labour (ZCTU/ZFTU), and EMCOZ. The primary objective was to draft a new Statutory Instrument (S.I.) on Child Labour.

This workshop served as a critical platform to align Zimbabwe's domestic legal framework with International Labour Organization (ILO) Conventions No. 138 and 182.

Key National Developments and Outcomes

The workshop resulted in several foundational outcomes that will shape the national landscape for child protection:



ZERO DRAFT S.I. CREATION

The session successfully produced a "Zero Draft" of a comprehensive Statutory Instrument. This document establishes a unified national definition of child labour, distinguishing it clearly from "child work" (non-harmful, age-appropriate activities).



HAZARDOUS WORK FRAMEWORK

A national list of hazardous work was developed, setting a strict 18-year minimum age for dangerous tasks. This provides a clear, legally enforceable benchmark for all production sectors in Zimbabwe, including agriculture.



DATA-DRIVEN POLICY

ZIMSTAT presented new frameworks designed to address current data loopholes such as the previous exclusion of self-employed children ensuring that future policy interventions are informed by accurate national statistics.



2025 Child Labour & Human Rights Due Diligence (HRDD) Assessment

Overview and Participation Challenges

In 2025, a survey was distributed to 85 industry stakeholders to assess HRDD maturity levels within the tobacco supply chain. This assessment was jointly organized and facilitated by TIMB and the ECLT Foundation. The exercise yielded 11 responses (a 13% response rate), providing an initial baseline for the sector. However, the Technical Working Group on Child Labour (TWCL) noted that the current sample size does not yet offer a fully representative view of the industry's diverse landscape.

Key barriers to participation cited during the TWCL included:

Technical Incompatibility: The Google Forms platform conflicted with the global IT security policies of several multinational companies, preventing access and document uploads.

Engagement Gaps: Low participation was attributed to insufficient prior communication, unclear survey objectives, and unresolved anonymity concerns.

AGREED ACTION PLAN

To ensure a strong data set for the next reporting cycle, the following measures were agreed:

- **System Upgrade & Technical Flexibility:** TIMB will migrate the survey to other alternative submission methods like a **Microsoft-based platform** to ensure compatibility with multinational corporate IT infrastructures.
- **Stakeholder Consultation & Motivation Study:** Meeting participants will contact non-responding companies to gather feedback on their specific barriers.
- **Re-engagement and Reissue:** Following the direct outreach and technical upgrades, TIMB will re-engage with all stakeholders and reissue the survey to ensure a high and representative participation rate.

Child labour Initiatives by some of the Players in the Industry



Northern Tobacco

TAMBA NEMWANA: STRENGTHENING CHILDCARE IN FARMING COMMUNITIES

In rural agricultural communities, the absence of safe, affordable childcare often means that very young children (0-3) remain in close proximity to farm activities or are left in the care of older children. Young children are exposed to health and safety risks, and older children are prevented from attending school to look after their siblings or others. Where child care is in place, this often is limited to an adult ensuring that children are safe without actively engaging in activities to stimulate their development. This leads to conflict between the children, and parents not wishing to make use of the childcare services provided.

Northern Tobacco reviewed several global childcare programmes that could be implemented by commercial growers to support their labour and surrounding communities with childcare, but these were heavily reliant on technology and costly for rightsholders to implement.

To address this, Northern Tobacco formed a partnership with Baby Sensibility to develop a Zimbabwean solution - the Tamba neMwana child carer training programme. The programme focuses on providing children aged 0-3 with sensitive caregiving that stimulates brain development and co-ordination, rooted in play. It was developed based on feedback from rightsholders in the communities.

The programme empowers child carers to utilise their environment, enabling them to transform everyday items, and recycled materials, into purposeful play spaces. This approach ensures that early childhood care is not only high-quality but also deeply sustainable and rooted in the local context of Zimbabwean agriculture.

Beyond materials, the programme prioritizes the relationship between the child and a responsive adult, rooted in songs, stories and play. As part of the training, child carers learn basic paediatric first aid and hazard assessment, ensuring that children can explore their environments safely. The model is intentionally adaptable; whether care takes place in a formal building or outdoors near the fields, the portable nature of these play experiences allows learning to happen wherever the children are.

Tamba neMwana has seen significant success with 26 caregivers successfully completing the 12-month program. Child carers have shown a marked increase in professional confidence and a deeper understanding of child development. This shift has resulted in reduced behavioural conflict amongst children, increased crèche enrolments, and stronger relationships between farm families and child carers. By providing weekly hands-on support and reflection rather than one-off workshops, the program ensures that these skills are meaningfully applied.

INTER-CONTINENTAL LEAF TOBACCO (ILT)

Inter-Continental Leaf Tobacco (ILT) maintains a strong Child Labour Policy that is strictly cascaded to all Commercial (Large Scale) Growers through binding contractual obligations. This policy framework is supported by an active monitoring system overseen by the ILT Agronomy Department, ensuring that all contracted farmers adhere to industry labour standards. To reinforce compliance, the company facilitates continuous capacity building through the distribution of educational pamphlets and the coordination of farmer discussion groups focused on Sustainable Tobacco Production and the elimination of child labour.

Regarding its work with third part suppliers, ILT ensures policy implementation and monitoring through respective growers and dedicated Field Officers. These surrogate partners conduct educational programs, including seminars and talk groups led by employees focused exclusively on child labour issues. Furthermore, ILT integrates Tobacco Leaf Exporters Association of Zimbabwe (TLEAZ) and TIMB digital resources into its outreach, utilizing instructional videos to sensitize stakeholders on a wide range of sustainability topics, with a primary emphasis on safeguarding children within the tobacco supply chain.

Tobacco sales Floor (TSF)

CHARTER FOR SUSTAINABLE TOBACCO PRODUCTION AND HUMAN RIGHTS

Tobacco Sales Floors (TSF) recognizes its pivotal role in Zimbabwe's tobacco value chain. In alignment with TIMB requirements and International Sustainable Tobacco Programme (STP) standards, **TSF has formally adopted a Charter for Sustainable Tobacco Production and Human rights**. This charter serves as a binding pledge to uphold ethical conduct, environmental stewardship, and the protection of human rights, with a specific focus on supporting non-contracted growers who utilize its auction facilities.

Strategic Pillars of Commitment

1

PLEDGE ON HUMAN, CHILDREN, AND LABOUR RIGHTS

- Strict prohibition of forced labour, human trafficking, harassment, and discrimination across all TSF-influenced supply chains.
- Acknowledging the oversight gap for non-contracted farmers, TSF commits to extending sustainability education and requiring mandatory acknowledgment of child/forced labour prohibitions as a condition for floor access.
- Ensuring all stakeholders adhere to the ALP Code and national labour laws.

2

PROHIBITION OF CHILDREN IN AND AROUND FACILITIES

- Absolute ban on children under 18 in auction floors, grading areas, loading zones, and operational spaces.
- Implementation of controlled access, security monitoring, and seasonal awareness campaigns.

3

COMMITMENT TO ACTION PLANS AND TRAINING

- Structured sessions for growers on the hazards of child labour, the necessity of schooling, and Occupational Health and Safety.
- Integration of ESG goals into pre-sale briefings and digital engagement platforms.
- Maintenance of verifiable training registers and incident reports for TIMB oversight.

4

ENVIRONMENTAL SUSTAINABILITY COMMITMENT

- Active promotion of woodlot management and reforestation initiatives.
- Active waste management practices within premises and continuous environmental awareness campaigns.

5

INFORMATION DISSEMINATION AND VISIBILITY

- High-impact signage, posters, and educational materials across all sites to ensure continuous stakeholder awareness of the ALP Code.

6

GOVERNANCE, ACCOUNTABILITY, AND CONTINUOUS IMPROVEMENT

- Assigning clear internal responsibility for sustainability and conducting periodic compliance reviews.
- Full cooperation with TIMB inspections and regulatory audits.
- Strengthening policies in response to emerging risks and conducting annual reviews of this Charter to ensure continued relevance.

Diversified Sustainability and ESG Initiatives



Afforestation Capacity Building and Woodlot Management

TRAINING AND CAPACITY DEVELOPMENT

In preparation for the 2025/2026 planting season, TIMB implemented a strategic **Look and Learn Programme** in partnership with the Sustainable Afforestation Association (SAA). This initiative was designed to strengthen the technical and practical capacity of Field Officers in specialized areas, including sustainable land preparation, precision tree planting, and responsible chemical application.

The programme was successfully implemented in two key regions during the reporting period:

- **Manicaland:** Eight (8) Field Officers underwent intensive technical training.
- **Mashonaland East:** Eight (8) Field Officers participated, including the Regional Manager, ensuring leadership alignment with technical field standards.

HANDS-ON TECHNICAL LEARNING

Training sessions were conducted at Headlands (Devos 8), utilizing a hands-on learning methodology. Under the direct technical supervision of the SAA, participants were required to observe and actively carry out critical afforestation operations. This practical approach ensures that Field Officers are equipped to oversee the improved implementation of sustainable forestry practices at the farm level.

Through these capacity-building efforts, the Board continues to advance its environmental stewardship objectives, ensuring that afforestation remains a central pillar of the industry's long-term sustainability strategy.

The Tobacco Working Group on Child Labour (TWCL) was formed in 2021 to coordinate, strengthen and leverage action plans on child labour in the Zimbabwe tobacco industry, using the Agricultural Labour Practices (ALP) programme as a de facto standard.

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