



PADENGA

MESSAGE FROM THE CEO

To all Padenga staff in both Zimbabwe and Texas, this is Gary speaking from Kariba. As we enter our 7th day of national lock-down in Zimbabwe and a similar type mandatory "stay at home" policy in Texas, I wanted to extend a few words of appreciation and reassurance to you all. The coronavirus pandemic presents undoubtedly the most severe and disruptive event on a global scale that we have ever experienced in our lifetimes and the majority of you will be concerned and anxious about the potential impact on you, your families and the businesses you represent.

The management team at Padenga have been proactive in implementing all recommended virus prevention and mitigation measures and you will have been participating in these procedures and the ongoing primary health education and training sessions that are occurring on a daily basis. We have, together with our former partners Innscor, Simbisa and Axia, engaged the services of Providence Human Capital to collectively equip our clinics with medicines and equipment and to provide qualified nursing support services and primary health care as the need arises. We will make further announcements regarding these services as they become operational.

I give you my personal assurance that maximum effort is going into achieving the best possible standards of patient care and medical support in the event that you or your family members become infected with coronavirus. An emergency hotline has been established for anyone needing assistance relating to Covid-19 infection and to do so please call us on 08777001987. Preventing the spread of the disease through responsible physical separation, regular hand washing and disinfection and good adherence to hygiene practices both in the workplace and at home will play a big part in reducing the risk to you and your family. If we each play our part in these basic processes we will assist in securing the health of not only ourselves, but those we work with in achievement of our collective goals.



The farms in both Zimbabwe and Texas have been classed as essential services given the necessity to maintain the livestock production processes involved. Consequently many of you will be coming to work when those around you, friends, neighbors, colleagues are all remaining within their homes under instruction from the appropriate authorities. It takes courage to come to work under these conditions, and I want to express my deepest gratitude and respect to each and every employee for your loyalty, commitment, motivation and willingness to serve under these circumstances.

I am not surprised though at the commitment of Padenga employees because this is consistent with the attitude that you have shown previously in every challenge we have faced together. Our employees are our single most valuable asset and the passion that you collectively display and your rightful pride in the standards you achieve are unmatched in the Industry.

In the relatively short time since its establishment, Padenga has developed into a business delivering product to premium customers in the 1st World, meeting the exacting demands of that market and being measured against the best from elsewhere in the Industry. In doing so we have proudly represented Zimbabwe and gained a reputation for honoring our commitments and building strong business relationships.

Padenga Zimbabwe has recently passed two international best practice audit and certification inspections and in doing so joins an exceptionally small and elite group of producers that have been able to demonstrate adherence to international expectations in respect of social license compliance. Our Texas operation has been constructed, staffed and systems and protocols implemented to achieve a similar level of international compliance and that operation will apply for audit and certification later this year.

None of this would have been possible without the participation of every employee within the business, no one individual more important than the rest but collectively a powerful combination of skills, expertise, experience and knowledge.

We have much to be proud of and a bright future ahead of us.

Padenga is in consultation with the local government authorities as represented by the Civil Protection Unit in respect of measures that we can support to mitigate the possible impact of coronavirus in the broader Kariba Community. Let us therefore unite comprehensively in our commitment to tackle the coronavirus challenge, to safeguard the lives of each employee and family members, and to act as responsible corporate citizens within our communities. We will overcome this challenge, as we have others before, and will emerge stronger in victory and continue to play an increasing role in growing the Zimbabwean economy.

Finally, let us spare a thought for those who have lost loved ones to the coronavirus infection at home in Zimbabwe, regionally and internationally, and to the millions of doctors, nurses and other medical workers who are daily at risk protecting the lives of persons with life threatening stages of the infection. We mourn with those who have lost partners, family members and loved ones and we salute the commitment, dedication and passion of those in the frontline of protecting individuals and communities.

We sympathize with those who have been retrenched or furloughed from their jobs worldwide, the businesses closed and unable to sustain operations and the tens of thousands unable to operate informal businesses. Our thoughts and best wishes are extended to you all for a rapid end to this pandemic and a speedy resumption of some semblance of normality.

Stay safe, follow the guidelines and most of all stay healthy. Responsible behavior and actions will safeguard you and your loved ones.

Thank you.

