

JIMALASHED FARM

Kwekwe, Zimbabwe

PRIVACY POLICY

Effective Date: 27 March 2026

Last Updated: 27 March 2026

Applies To: All individuals who interact with Jimalashed Farm, including clients, suppliers, contract farming partners, employees, and visitors.

1. Introduction

Jimalashed Farm ("the Farm", "we", "us", or "our") is a mixed commercial farming operation situated on 202 hectares of arable and grazing land in Kwekwe, Zimbabwe. We produce field and horticultural crops including green mealies, vegetables, legumes, and oilseeds, and rear cattle, goats, sheep, and poultry.

As the Farm grows through contract farming arrangements, infrastructure development, and new business ventures aimed at supplying local and international markets, we interact with an increasing number of individuals whose personal information we may collect and process.

This Privacy Policy explains what personal information we collect, why we collect it, how we use and protect it, and the rights you have in relation to your data. We are committed to handling all personal information responsibly and in accordance with applicable Zimbabwean law, including the Data Protection Act [Chapter 11:12].

2. Information We Collect

Depending on your relationship with the Farm, we may collect the following categories of personal information:

2.1 Identification and Contact Information

- Full name, national ID or passport number
- Physical address, postal address
- Phone number and email address
- Business name and registration details (for corporate partners and suppliers)

2.2 Financial and Commercial Information

- Bank account details and payment records
- Invoice and transaction history
- Contract farming agreements and terms
- Credit or financial standing where relevant to commercial agreements

2.3 Employment and Personnel Information

- Employment history, qualifications, and references
- National identification and tax registration numbers
- Payroll and remuneration details
- Health information relevant to occupational safety

2.4 Visitor and Security Information

- Name and identification upon entry to farm premises
- Vehicle registration details
- CCTV footage where security systems are in operation

2.5 Communication Records

- Emails, letters, and other correspondence with the Farm
- Enquiries submitted via phone or in person

3. How We Collect Information

We collect personal information through the following means:

- Directly from you — when you enter a contract, apply for employment, visit our premises, or contact us
- From third parties — such as referees, financial institutions, government bodies, or recruiting agencies
- Automatically — through security systems such as CCTV or record-keeping systems used in our operations

4. Why We Collect and Use Your Information

We collect and process personal information only for legitimate, specified purposes. These include:

4.1 Contractual Purposes

- Establishing and managing contract farming arrangements
- Processing payments and managing supplier or buyer accounts
- Fulfilling obligations under employment contracts

4.2 Operational and Business Purposes

- Managing day-to-day farm operations and logistics
- Planning crop cycles, livestock management, and resource allocation
- Communicating with clients, suppliers, partners, and government bodies

4.3 Compliance and Legal Obligations

- Meeting requirements under Zimbabwean labour law, tax law, and agricultural regulations
- Maintaining records required by relevant authorities
- Responding to lawful requests from regulatory or law enforcement agencies

4.4 Security and Safety

- Controlling access to farm premises
- Ensuring the safety of staff, visitors, livestock, and property

4.5 Business Development

- Exploring and developing new market opportunities, including export markets

- Communicating with prospective business partners

5. Sharing of Personal Information

We do not sell, rent, or trade personal information. We may share information only in the following circumstances:

- With employees and management who need access to carry out their duties
- With contracted service providers such as accountants, agronomists, and logistics providers, who are bound by confidentiality obligations
- With government agencies, regulatory bodies, or courts as required by law
- With financial institutions in connection with payments and transactions
- With prospective buyers or investors in the context of a legitimate business transaction, subject to appropriate confidentiality safeguards

Any third party to whom we disclose personal information is required to handle it in a manner consistent with this Policy and applicable law.

6. Data Storage and Security

We take appropriate technical and organisational measures to protect personal information from unauthorised access, loss, misuse, alteration, or disclosure. These measures include:

- Restricting access to personal information to authorised personnel only
- Storing physical records securely under lock and key
- Using password protection and access controls for digital records
- Regularly reviewing and updating our security practices

While we take all reasonable precautions, no method of data storage or transmission is entirely secure. We encourage individuals to contact us immediately if they suspect any compromise of their information.

7. Retention of Personal Information

We retain personal information for as long as is necessary to fulfil the purposes for which it was collected, or as required by law. When information is no longer needed, we will securely dispose of or anonymise it in accordance with applicable data protection principles.

Employment records, financial records, and contractual documents may be retained for a minimum of seven (7) years in compliance with Zimbabwean legal requirements.

8. Your Rights

Subject to applicable law, you have the following rights regarding your personal information:

- Right of Access — to request a copy of the personal information we hold about you
- Right to Rectification — to request correction of inaccurate or incomplete information
- Right to Erasure — to request deletion of your information where it is no longer necessary for the purpose for which it was collected
- Right to Object — to object to certain types of processing, including direct marketing
- Right to Restrict Processing — to request that we limit how we use your information in certain circumstances
- Right to Withdraw Consent — where processing is based on your consent, you may withdraw it at any time without affecting the lawfulness of prior processing

To exercise any of these rights, please contact us using the details in Section 11. We will respond to all legitimate requests within 30 days.

9. Online Presence and Digital Communications

Where the Farm operates a website or uses digital communication platforms in the course of its marketing or commercial activities, we may collect basic technical information such as IP addresses or browser type for security and analytics purposes. Any such information will be handled in accordance with this Policy.

We do not currently engage in extensive online data collection, but will update this Policy accordingly should our digital presence expand.

10. Minors

We do not knowingly collect personal information from individuals under the age of 18, except where required in the context of employment of young persons in accordance with Zimbabwean labour law. Any such information is handled with additional care and in strict compliance with applicable legal requirements.

11. Contact Us

If you have any questions, concerns, or requests relating to this Privacy Policy or the handling of your personal information, please contact us at:

Jimalashed Farm

Kwekwe, Zimbabwe

Email: info@jimalashedestates.com

Phone: +263778372853 | +263782048200

12. Updates to This Policy

We may update this Privacy Policy from time to time to reflect changes in our operations, legal obligations, or data protection practices. The most current version will always be made available on request and, where applicable, on our website. We encourage you to review this Policy periodically.

Continued engagement with Jimalashed Farm following any update to this Policy constitutes acceptance of the revised terms.