



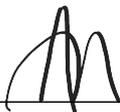
NATIONAL PENSION SCHEME AUTHORITY

# COMPLIANCE CERTIFICATE

Employer Account Number: **1626461**  
Certificate Number: **C501D886317585481748431547**  
Date Issued: **22nd September 2025**



This compliance certificate is issued to  
**ARROW SAFETY PRODUCTS (ZAMBIA) LTD**  
without any alterations and is valid till  
**21st December 2025**

  
Authorized Signatory

To authenticate this certificate, scan the QR code or visit [www.icare.napsa.co.zm/compliance/verify](http://www.icare.napsa.co.zm/compliance/verify) and enter the **Certificate Number** to verify.

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