



WORKERS' COMPENSATION FUND CONTROL BOARD

EMPLOYER COMPLIANCE CERTIFICATE

THIS IS TO CERTIFY THAT

ARROW SAFETY PRODUCTS (ZAMBIA) LIMITED

EMPLOYER ACCOUNT NUMBER: 2680001/1901

IS REGISTERED WITH THE WORKERS' COMPENSATION FUND CONTROL BOARD AND IS COMPLIANT WITH THE PROVISIONS OF THE WORKERS' COMPENSATION ACT NO.10 OF 1999 OF THE LAWS OF ZAMBIA

AUTHORISED SIGNATORY

CERTIFICATE NUMBER

ECN_0005013725

DATE ISSUED

10/02/2025

VALID UP TO

31/12/2025



WORKERS' HAVE A RIGHT TO COMPENSATION