

RASAD NIGERIA LIMITED

POLICY 06

Community Engagement Policy

VERSION	Version 1 · September 2026
POLICY OWNER	Sustainability Lead
APPROVED BY	Board of Directors, Rasad Nigeria Limited
REVIEW	Annually

1. Why this policy exists

Rasad started in a farming town and still works in farming towns. The communities around our hubs, warehouses and sourcing areas are our neighbours, our suppliers and often our workers. This policy sets out how they receive information from us and how they can raise concerns.

2. Scope

This policy covers all communities affected by Rasad's operations and sourcing. These include farming households, community and traditional leaders, farmer groups, women's and youth groups, schools, and the neighbours of our facilities, in Nigeria and Benin Republic.

3. Our principles

- **Respect:** we respect local customs, leadership and land rights.
- **Openness:** we tell communities what we are doing, why, and how it affects them.
- **Inclusion:** we make sure women, young people, tenant farmers, migrant workers and people with disabilities are heard, not just the most powerful voices.
- **Timeliness:** we consult before we act, not after.
- **Accessibility:** we speak in local languages (including Yoruba, Pidgin and others as needed) and use formats people can use: meetings, radio, WhatsApp, phone and printed notices.
- **Consent:** we collect personal data, take photos or map farms only with informed consent.
- **Accountability:** we keep our promises, report back, and say so when we cannot deliver.

4. How communities receive information

We share information on:

- our buying terms, prices, quality standards and payment schedules;
- farm mapping, including what data is collected, why, who sees it and how farmers benefit;

- training, certification and premium programmes;
- child labour prevention and education support;
- new hubs, warehouses, truck routes or other activities that may affect a community;
- how to raise a concern and what happens next.

Channels include community meetings at least once a season in each sourcing cluster, briefings with community and traditional leaders, farmer group meetings, notice boards at hubs, radio announcements where useful, and phone and WhatsApp messages.

5. How we engage

1. **Map stakeholders** in each sourcing area, including groups that are often left out.
2. **Consult** before new activities that affect a community, such as a new facility, mapping campaign or programme. We explain the plan, listen, and record what we heard.
3. **Agree** on actions and respond to what we heard, in writing where appropriate.
4. **Involve** communities in designing and monitoring programmes such as training, child labour remediation and school support.
5. **Report back** on progress at the next meeting.

We keep a record of all engagements, including date, place, attendance by gender, issues raised and responses given.

6. Raising concerns

Anyone in a community can raise a concern, complaint or suggestion:

- in person at any Rasad hub or with any field agent;
- through a community focal person or leader;
- through the grievance channels published at rasadng.com (see Policy 07), which include anonymous options.

Concerns can be raised in any local language, verbally or in writing, and cost nothing to raise. We acknowledge each concern, handle it under Policy 07 and tell the person the outcome. We do not retaliate against anyone who raises a concern, and we do not tolerate retaliation by our staff or suppliers.

7. Community investment

We invest in community needs linked to our work, such as education, farmer training, clean water and access to inputs. Investment decisions are made openly, agreed with the community and never used to buy influence (see Policy 09).

8. Roles and responsibilities

Role	Responsibility
Board of Directors	Approves this policy.

Role	Responsibility
Managing Director	Accountable for community relationships at senior level.
Sustainability Lead	Owns this policy, the engagement plan and records.
Hub managers and field agents	Serve as day-to-day contacts, receive concerns and pass them on the same day.

9. Monitoring and reporting

We track engagements held, attendance by gender and age group, concerns raised and resolved, and community programme results. We publish a summary each year.

10. Related policies

Policy 02 Child Labour Prevention and Remediation · Policy 03 Human Rights and Labour · Policy 04 Environmental and Deforestation · Policy 07 Grievance Redress and Whistleblower Reporting