

CREATING SHARED AND LASTING SOCIAL VALUE FOR THE COMMUNITY



OUR COMPANY CULTURE

In all that we do, our vision guides us, our purpose for which we were created inspires us and the decisions and actions we commit to are in line with our values.

OUR VISION

We will always be guided by our vision which is:

To be a World-Class diamond producer for the long-term benefit of Zimbabwe.



OUR PURPOSE/ MISSION

Our purpose or mission will always inspire us which is:

To identify and realise Zimbabwe's diamond potential for the benefit of the nation - unlocking sustainable diamond value for Zimbabwe.



OUR VALUES

The decisions we commit to and the actions we take will always be in line with our values which are:

- Zero Harm
- Integrity
- Transparency
- Teamwork
- Results Oriented
- Innovation
- Care



OUR WAY OF WORKING

- Safely,
- Securely,
- Smartly,
- Sustainably
- **BUT** Aggressively

Story of Our Diamonds!

In the early 2000s, one of the most significant diamond discoveries of recent times was made in Zimbabwe's Manicaland (Eastern Region) in Marange's Chiadzwa Diamond Fields. The discovery turned the country into arguably one of the World's largest diamond producers. The Chiadzwa area has very low rainfall patterns and as such agriculture is greatly affected. With the discovery of diamonds in the area, Chiadzwa community pins all its hope in having the gems transform, in a positive manner, the livelihoods of its people. With this background and Chiadzwa

community needs in mind, Government in the year 2015 consolidated diamond mines in Chiadzwa and formed ZCDC under the Ministry of Mines and Mining Development to ensure transparency, accountability, optimal commercial exploitation, and marketing of Zimbabwe's diamonds for the benefit of ordinary Zimbabweans. With this background in mind, we are deliberate and strategic about mining our diamonds in a transparent manner, for sustainable development.



WE ARE!

We are committed to the highest standards of environmental protection, safety and health of our employees, their welfare as well as that of the community.

Z CDC is an ISO certified organisation which strives to provide safe workplaces and to ensure improved employee wellness in-line with our thrust to become a World Class Operation through operational excellence.

Our Zero Harm SHEQ Vision is enabled by ensuring Zero harm to employees, environment, property and operating in harmony with our local communities. We take great pride in that the organization has managed to achieve a milestone of over 4 million Fatality Free Shifts and zero occupational related illnesses from 2016 to date.

As a responsible organisation, we implement IRMA standards with particular focus on creating lasting and value adding impressions in the Community.

Among other initiatives in the environment front, ZCDC is conducting Post Environmental Rehabilitation Agriculture projects (PERA): in which it sponsors agricultural projects on rehabilitated land in adherence to its environmentally friendly



mining model. Approximately 49.3 hectares of previously sterilized mined out areas was rehabilitated and 3580 indigenous trees have been planted to date.

Because we care for our environment, ZCDC participates in the National Clean Up Campaign Programme every first Friday of the month.



WE  ARE!
FOR THE COMMUNITY

In an endeavour to be a responsible corporate citizen and to fulfil the Chiadzwa and Chimanimani Community expectations – (to reap rewards from their diamonds), ZCDC implements sustainable Corporate Social Responsibility(CSR) projects to spur community development in line with our strategic thrust, Sustainable Development Goals, the Diamond Policy and Zimbabwe Government’s National Development Strategy 1 (NDS1).

Our CSR initiatives fits well with our Three Horizons framework of: Diamonds of Today, Diamonds of Tomorrow and Life Beyond Diamond Mining. While Horizon 1 emphasizes production of diamonds to support the national fiscus and people’s

wellbeing. “Today”, it is the basis upon which the future horizons are anchored. Horizon 2 seeks to finance the exploration of new mines whilst Horizon 3 is to ensure that when diamond mining is complete, there will be sustainable projects for the benefit of future generations.

The ZCDC community programmes are guided by the following pillars: Local Enterprise Development projects, Agriculture, Infrastructure, Education, Health, and Sport and Recreation.

Outside these projects, ZCDC employs 64% of its workforce from the Manicaland host community from where we operate. This number continues to grow as we seek to ensure that our business impacts lives positively.

LOCAL ENTERPRISE DEVELOPMENT PROJECTS

ZCDC has joined hands with the communities in which it operates to come up with local enterprise development projects that create jobs and stimulate sustainable economic activities in those areas. This has led to genuine empowerment and wealth creation as compared to a welfaristic approach to community social responsibility projects.



Mr Samuel Chiadzwa of Chiadzwa village feeding his fish. He owns 7 fish ponds and supplies fish to ZCDC.



Horticulture garden produce

ZCDC spends at least **USD60 000** per month towards the purchase of consumables from the local community. The company provides a market for the readily available horticulture produce within the community. The organisation also encourages the community to rear livestock which in turn it purchases.

Sewing Factory

ZCDC also refurbished a dilapidated structure in Chiadzwa and turned it into a sewing factory and purchased a state-of-the-art sewing machinery. 110 men and women from the community were trained in various sewing disciplines. The project has created employment opportunities in the communities.



INFRASTRUCTURE

The provision of reliable and effective infrastructure is the hallmark of ZCDC's CSR programmes. There is a drive to develop infrastructure assets such as improving the road network to access vital services, bridges, irrigation schemes, water supplies, health care centres and markets for communities to fulfil their basic needs to enhance socio-economic productive life.

Rehabilitation of Roads

ZCDC continuously rehabilitates the road network in the Chiadzwa and Chimanimani communities stretching hundreds of kilometres in collaboration with the Mutare Rural District Council (MRDC) and Chimanimani Rural District Council.



ZCDC repairing community feeder roads in Charleswood, Chimanimani. The road network is key in delivery and collection of Agriculture inputs and outputs which ZCDC also donates to the communities.

Construction and Renovation of classroom blocks

ZCDC refurbished two classroom blocks at Chirasika Primary School where pupils were learning in dilapidated structures. We are currently constructing Chiyadzwa Primary School ECD block , with works already at an advanced stage. More renovation work is planned for schools around the community.



Chirasika Primary School renovated classroom blocks. Chiyadzwa Primary School ECD block under construction.

Borehole repairs

The company rehabilitated 23 boreholes in Ward 29 and 10 boreholes in Ward 30 in the Chiadzwa area to afford the community access to unpolluted water.



A Chiadzwa Primary School student quenching his thirst at a rehabilitated community borehole in Chiadzwa.

Rehabilitation of Agoni Dip Tank

The company reconstructed Agoni Dip tank in Tandirwa Village, Chiadzwa, to enable the community to have an effective dip tank facility so that their livestock is not subjected to -tick-borne diseases and other related ailments.



Agoni dip tank.

EDUCATION

Our commitment is to ensure children in the community are given an opportunity to get quality and affordable education. ZCDC offers scholarships to under privileged children around the community.

Bridging the digital divide

ZCDC has ensured that technology such as computers, internet services and science laboratories improves the quality of education in the community by constructing and furnishing state-of-the-art computer and science laboratories.



Scholarships and bursaries

ZCDC funded a full scholarship for Namatai Chisaenyerwa who comes from Chiadzwa community. She was identified whilst doing her form 2 studies at Gandauta Secondary School in Chiadzwa where she was the best student in her class resulting in ZCDC funding her High School education. Namatai Chisaenyerwa was the best student in 2020 Form four (4) public examinations at Gandauta Secondary School. She got enrolled at Marange High school where she did her “A” Level studies and also passed with flying colours under the 2022 class. Namatai’s tertiary education will also be funded by ZCDC.

ZCDC also funded a full scholarship for Nyasha Razawo who is physically challenged. Further, the organisation purchased a prosthetic leg for Nyasha who was using a makeshift wooden leg. The diamond company also funds for Tinovimbanashe Marange’s education at King George Memorial School in Bulawayo, Matabeleland Province. She is also a physically challenged girl child.



Namatai Chisaenyerwa



Nyasha Razawo

HEALTH

ZCDC has a private clinic which caters for its employees and its locals. The clinic services over 100 patients from the community monthly. The organisation has also refurbished a local clinic in the Chiadzwa area which has a population of over 4000 people from 11 districts. To stop the spread of the COVID-19, ZCDC provides the community with sanitizers, face-masks, and conducts regular awareness campaigns about the pandemic.



CHRISTMAS CHEER!

Annually, ZCDC brings Christmas Cheer to members of the community through donation of grocery hampers to over 4000 Chiadzwa families in appreciation of their continued support. We exist and continue to operate uninterrupted because they grant us the social license to operate.



SPORT

Our Gem Boys Shine bright like diamonds!

Other than being a unifying force among people, sport nurtures a healthy and strong community, creates jobs and creates a feeling of belonging.

Sponsorship of Manica Diamonds FC by ZCDC is one project that has stood head above shoulders among many of ZCDC's CSR works. The Premier Soccer League outfit is fully funded by ZCDC and has placed Manicaland on the country's football map as a formidable side. Apart from the senior team, ZCDC has gone further to form a Manica Diamonds Juniors team that is meant to feed talented young players into the senior squad.

We are proud that through our investment in sport, jobs are being created while talent is being nurtured.



OTHER PROJECTS IN PICTURES



Chief Marange and Chief Zimunya's Courts built and furnished by ZCDC



ZCDC donates sanitary wear to girls in schools around Chiadzwa community



ZCDC drilled a borehole and installed a solar powered water reticulation system at Chirasika Primary School in Arda Transau



VISION 2023

Towards the **US\$1 BILLION**
diamond sector target