



# 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\_0005038098

DATE ISSUED

30/01/2026

VALID UP TO

31/12/2026



**WORKERS HAVE A RIGHT TO COMPENSATION**