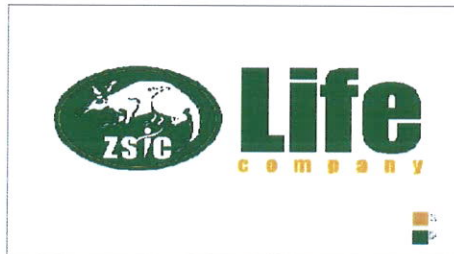


ADDENDUM TO THE RECOGNITION AGREEMENT

BETWEEN

ZSIC LIFE LIMITED



AND

**ZAMBIA UNION OF FINANCIAL
INSTITUTIONS AND ALLIED WORKERS
(ZUFIAW)**



SIGNED THIS⁰⁹..... DAY OF MAY 2017

[Handwritten signature]
[Handwritten initials]

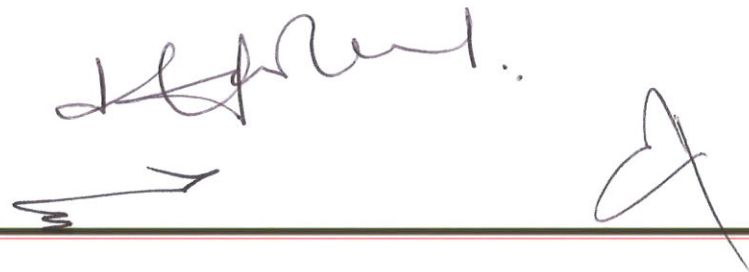
1.0 PREAMBLE

An **ADDENDUM** to the **RECOGNITION AGREEMENT of 2017/2018** made on this**day of May**, Two Thousand and Seventeen (2017) between **ZSIC Life Ltd** (hereinafter called "the Employer") whose registered office is at plot No. 4432 Cairo Road, Insurance House, Lusaka of the first part and **THE ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS** (hereinafter called "the Union") of the second part.

WHEREAS the parties have agreed and accepted with effect from May 2017 **to amend** the Recognition Agreement. **NOW IT IS HEREBY AMENDED AS FOLLOWS;**

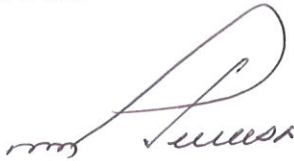
2.0 AMENDMENTS

- (I) This Agreement supersedes and replaces the earlier Recognition Agreement signed between ZSIC Group of companies and Zambia Union Of Financial Institutions and Allied Workers,
- (II) To replace ZSIC Group of companies (referred to as employer) as a party to the Agreement,
- (III) To insert ZSIC Life Ltd (as employer) in place of ZSIC Group of companies,
- (IV) That the contents and substance of the AGREEMENT remain unchanged except where either party gives the necessary notice to amend,
- (V) That nothing in this Agreement shall invalidate any actions pursuant to the preceding Recognition Agreement.
- (VI) The Recognition Agreement will be effective from..... **May 2017.**



In WITNESS whereof the parties have set their hands at Lusaka on thisday of May Two Thousand and Seventeen (2017) in the presence of the subscribing witnesses;

**FOR AND ON BEHALF OF
ZSIC LIFE LTD**



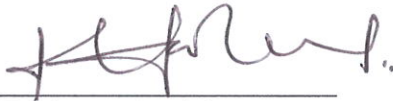
Peter Lukwesa
Managing Director

**FOR AND ON BEHALF OF THE
ZAMBIA UNION OF FINANCIAL
INSTITUTIONS AND ALLIED
WORKERS**



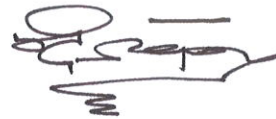
Chingati Msiska
General Secretary

WITNESSES



Fackson Ngulube
**Director-Group Risk and
Pension Business**

WITNESSES



Mutelo Mabenga
Deputy General Secretary



Busiku Hankede
Human Resources Officer



Morgan Bweupe
National Trustee

