Hemp 4 Life - Start-up Action Plan (R162M)

Business Name	Hemp4Life (Pty) Ltd
Registration	2022/417083/07
Purpose	Action Plan for start-up operations once funding is received
Date	16 August 2022 to 7 February 2026
Creator	Ben Sassman

Phase 1 - Immediate Setup and Executive Recruitment

Secure temporary office

Arrange Hotel Accommodation

Location - Bloemfontein, central for Director and key staff recruitment

Duration 1 to 2 months

Setup 4 desks, 8 chairs, 6 laptops, 4 printer, LTE internet modem

Recruit HR Manager (first priority)

Use Head Hunting Company - Bloemfontein

HR Manager will

Help recruit Executive Team

Coordinate recruitment for Administration, Payroll, Farm Managers, and other key staff

Recruit Executive Team

Positions Rob Robson - Head of Operations, Johan Swart - Head of Farming Oversight, Thebza - Head of Hemp Farming, Sales & Training Director

HR Manager, with help from Rob, Johan, and Thebza, will conduct final interviews

Prepare and sign employment contracts

Secure company vehicles for each executive

Brand (wrap) all company vehicles - Come up with a design

Recruit remaining key staff

Admin Manager and Assistant

Payroll Manager and Assistant

Human Resources Assistant

Farm Managers and Hemp Growers

Head of Security and Security Officers

Receptionist

Labour force 85 per farm, coordinated with local community leaders

Phase 2 Land Acquisition and Farm Preparation

Pay for and acquire farms

Four farms to be purchased

Rob and Johan to visit potential farms, negotiate with property agents and farm owners

Farm Access and Infrastructure for all four farms

Grade and strengthen main farm roads for commercial vehicles

Build Mobile Office Space for Admin and Management on Main Farm

Place 4 × 40 foot shipping containers on concrete blocks for storage/office

Construct 2 to 3 wood cabins per farm for Ops Manager and Farm Managers/families

Water and Irrigation for all farms

Use existing water licenses

Install 3 × 360 litre reservoirs per farm with underground water pumps

Connect irrigation to crops (farm managers and labour to assist)

Phase 3: Equipment, Vehicles, and Materials

Seed Procurement from California (Akasha)

Purchase genetically engineered Hemp seeds for all four farms

Delivery via approved courier (DHL)

Import License - start application process.

Submit ITAC application for Extraction Plant, Hemp Drying Plant, Hemp Biomass, Solar Panels, Tractors, and other implements (3 weeks process)

Equipment Orders

Smaller items Staff uniforms, cutlery, office furniture, laptops, etc.

Vehicles One for each farm, plus vehicle for Ops Manager and Directors

Planter and Harvester Rob and Johan to help source and approve

Phase 4: Farm Land Preparation (all four farms)

Property Clearing

Contractors to remove rocks, trees, internal fences

Controlled burning, soil preparation, and ploughing in sections (Hemp and vegetables)

Greenhouse and Germination Setup on each farm

Order germination shelves and prepare sheds for germination trays

Vegetable seeds germinated (except potatoes, planted directly in soil)

Irrigation and Planting

Drip irrigation for Hemp and sprinkler system for vegetables

Replant germinated seeds after 28 days

Black mulch applied before plants are transplanted

Tractors and Ploughs

Two tractors per farm for soil preparation

Phase 5: Energy and Sustainability (Main Farm Only)

Solar Solution Installation

Distribution Power Africa to install solar system

Take main farm off Eskom Grid (15 year PPA)

Solar Training Facility

Sun Farming to train unemployed youth on solar installations and farming techniques

Phase 6: Follow Up and Continuous Operations

Extraction and Production Timeline (Main Farm Only)

Hemp from seed to harvest: 120 days

Extraction Plant delivery: 60 days from deposit (from China)

Trained staff return from China to train next group for 2 months

Continuous Farm Operations (All Four Farms)

Irrigation, fertilization, monitoring, security, general labour management

Staff training and safety programs - All Staff on All Four Farms.

Maintain alignment with production and sales timelines

Key Updates - February 7, 2026

HR Manager recruited first and leads Executive recruitment

Executive employment contracts and vehicles included

Labour force per farm 85

Four separate farms with water licenses, no dams required

Equipment, seeds, and irrigation set up for all farms

Extraction and solar installation only at main farm