Hemp 4 Life - Official Reporting Structure

Executive Team

(All report directly to Ben Sassman, Owner / Managing Director)

Rob Robson - Head of Operations

Responsible for operational performance, extraction plant, compliance, payroll, HR, and Health & Safety.

Direct Reports.

Compliance Officer

Health & Safety Officer

Head of Production (Extraction Plant - Matt)

Payroll Manager

Payroll Assistant

Human Resources Manager

HR Assistant

Johan Swart - Head of Farming Oversight

Responsible for supervising all farm managers, labour performance, and daily production standards.

Direct Reports.

Farm Managers (Far m 1, Farm 2, Farm 3, Farm 4)

Thebza - Head of Hemp Farming

Responsible for Hemp technical standards, grower training, crop health, and Hemp production protocols.

Direct Reports: None (guides growers technically; farmers report to Johan)

Sales and Training Director (To be Recruited)

Responsible for workshops, industry training, sales strategy, partnerships, and market expansion.

Direct Reports: None initially

Scott Sassman and Declan Sassman

Attend all Executive meetings for exposure and shadowing.

Participate in extraction plant shifts as part of training.

Do not have formal reporting responsibilities but are included in leadership development.

Farm Structure (4 Farms)

(All Farm Managers report directly to Johan Swart)

Farm Manager - Farm 1 (same for Farms 2, 3 and 4)

Direct Reports

2 Hemp Growers (technical guidance from Thebza)

Irrigation and Fertigation Technician

Storeman

Shredding Team (2 staff)

Driver (1)

4 Field Supervisors

85 General Farm Workers

Armed Security Team (4)

Extraction Plant (Main Farm Warehouse)

Head of Production - Matt (Reports to Rob Robson)

Direct Reports -12 Extraction Plant Operators (Shift Work)

Scott & Declan Sassman (rotating for training)

Administration (Main Farm)

Admin Manager (Reports to Ben Sassman)

Direct Reports

Admin Assistant

Receptionist

All Cleaners (across all farms)

(Payroll and HR report to Rob, not Admin Manager.)

Compliance and Health & Safety

Compliance Officer (Reports to Rob Robson)

Authority over Hemp permits, transport permits, regulatory documentation, and production halt if non compliant.

Health & Safety Officer (Reports to Rob Robson)

Monitors workplace safety, ensures compliance with H&S standards, advises management.

Notes and Observations

Farm Managers have full authority over farm operations, including labour, security, and general workers.

Field Supervisors manage 15 to 20 workers each (4 per farm) for efficient labour oversight.

Thebza provides technical guidance to Hemp growers but does not control farm staff directly.

Rob, Johan, and Thebza form the executive operations triangle for leadership, planning, and compliance.

Scott and Declan's shadowing ensures succession planning.

Sales and Training Director independently manages workshops and industry engagement.

Armed security ensures farm protection and reports to respective farm managers.

Payroll and HR under Rob ensure proper administrative support, staff management, and compliance.

Drivers provide transport and logistical support for farm operations.

Extraction Plant supports production and training rotation for leadership development.