



Member ID: 25080096

Zambia Institute of Human Resource Management

IT IS HEREBY CERTIFIED THAT

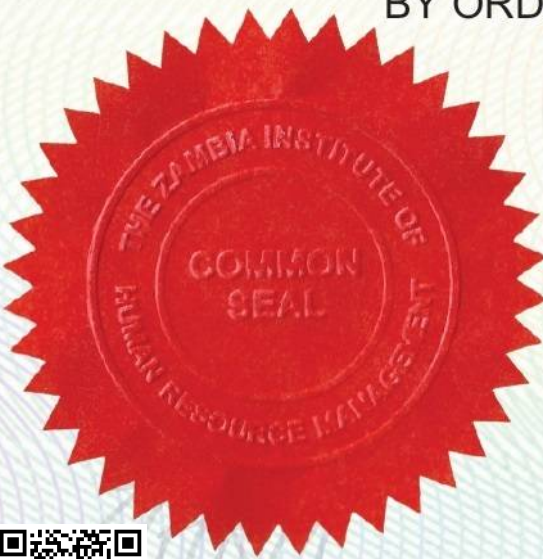
DANNY VADIN CHIBWE
HAS BEEN ADMITTED AS
A

Affiliate First Applicant Member (AFZIHRM)

Of the above institute and as such is entitled to the benefits and is subject to the provisions of the Zambia Institute of Human Resource Management Act No 3 of 2022 and to such rules and regulations regarding the institute as shall from time to time be prescribed

Dated _____ Year-2025

BY ORDER OF THE COUNCIL OF INSTITUTE



Zihrm President

Zihrm Honorary Council Secretary

Zihrm Registrar



- IT IS AN EXPRESS TERM OF THE ISSUE OF THIS CERTIFICATE THAT IT IS AND SHALL REMAIN THE PROPERTY OF AND SHALL ON DEMAND BE RETURNED OF THE INSTITUTE.
- NOTICE IS HEREBY GIVEN THAT THIS CERTIFICATE IS ISSUED IN PURSUANCE OF THE ZIHRM ACT NO 3 OF 2022

