



## **HUMAN RIGHTS COMMISSION**

**6th March, 2026**

**PRESS RELEASE  
For Immediate Release**

### **HUMAN RIGHTS COMMISSION CONDEMNS INHUMAN AND DEGRADING TREATMENT OF ZAMFRESH EMPLOYEE**

The Human Rights Commission strongly condemns the acts of violence perpetrated by two male foreign nationals against a female employee of Zamfresh, which were captured in a video currently circulating on social media.

While the law permits private persons to effect an arrest where there is reasonable suspicion that a criminal offence has been committed, the manner in which the Zamfresh employee was restrained was unreasonable, excessive and unlawful. No person, regardless of the circumstances, has the right to subject another individual to treatment that violates their dignity, bodily integrity and autonomy.

Preliminary investigations conducted by the Commission reveal that the use of such extreme measures was unnecessary. At the time of the incident, the victim was already within Zamfresh premises, which is secured by a perimeter fence, lockable gates and doors and manned by security personnel. Given these security arrangements, it was neither necessary nor justifiable for the victim to be subjected to the degrading form of restraint depicted in the circulating video.

The Commission finds that the method of restraint used by the two Zamfresh supervisors was inhuman and degrading, and constitutes a serious affront to the dignity that every person in Zambia deserves. Further, the conduct of the two foreign nationals amounts to a violation of the victim's right to freedom from inhuman and degrading treatment guaranteed under Article 15 of the Constitution of Zambia.

Furthermore, the victim's right to personal liberty under Article 13(3)(a) and (b) of the Constitution of the Republic of Zambia has also been violated. The Commission has established that the victim was arrested on 1st March 2026 and detained at Lusaka Central Police Station, but was not brought before a competent court of law within 24 hours, nor released on police bond as required under sections 30 and 33(1) of the Criminal Procedure Code, Chapter 88 of the Laws of Zambia.

The Commission wishes to remind the Zambia Police Service and the general public that arrests must be conducted strictly in accordance with the law and established legal procedures. These procedures are anchored on the fundamental principle that every suspect is presumed innocent until proven guilty by a court of competent jurisdiction, and that suspects must be treated humanely and in a manner that preserves their dignity at all times. The Commission hereby calls upon law enforcement agencies to ensure that appropriate investigations are undertaken and that those responsible are held accountable in accordance with the law.

As the country prepares to commemorate International Women's Day, the Commission wishes to emphasise that workplaces must be safe spaces where women are treated with dignity, respect and equality. Acts of violence, humiliation or degrading treatment against women in the workplace are unacceptable and undermine the fundamental human rights and freedoms guaranteed under the Constitution of the Republic of Zambia. The Commission will continue to monitor this matter closely and will take appropriate steps within its mandate to ensure accountability and the protection of human rights.

**(Original Signed)**

**Dr. Pamela Towela Sambo**  
**CHAIRPERSON**  
**HUMAN RIGHTS COMMISSION**