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## DATA PLATFORM NEWS

### VISIBILITY THROUGHOUT THE VALUE CHAIN



The SIZA Data Platform is working well with the ability to give full visibility throughout the value chain. The Platform is straight-forward with simplicity and it contains only and all the info you needed. But remember . . . if all role-players in the value chain are not registered with SIZA this function will not come to its full functionality. Therefore, we would like to urge exporters/buyers and growers to register on the SIZA Data Platform.

### ONLINE AUDITING ON THE PLATFORM



As from the 1<sup>st</sup> of March 2016 audits are done online on the SIZA Platform. This helps to speed up the process so that audit reports and audit certificates are available sooner for your convenience. This will also allow you to submit corrective action evidence on the platform and reduce the review period. If you would like to schedule an audit, please logon to your profile on the SIZA Platform and follow these steps. Take note that SIZA will not accept any manual written audit reports after the 30<sup>th</sup> of April 2016.

- When you click on the audits menu item in the left hand navigation, you will be taken to the audits listing section. If you have a completed SAQ, the system will notify you that you are ready to be audited and you can choose your audit body here. Only SIZA approved audit bodies and auditors, with active accounts will be listed. If they do not show in the list, it means your audit will not be recognized.
- The audit body will now see that you have selected them for the audit and they will schedule a date which will reflect under your audit listing with the status 'started'.
- There are various filters that you can use to filter and refine the audit listing.
- You will not be able to select the auditor, only the audit body.
- The date will have to be determined by the audit body and once selected it will show on you audit listing



If you need any help with this process, please call the SIZA Helpline (Tel. 086 1111 568) or email to [info@siza.co.za](mailto:info@siza.co.za).

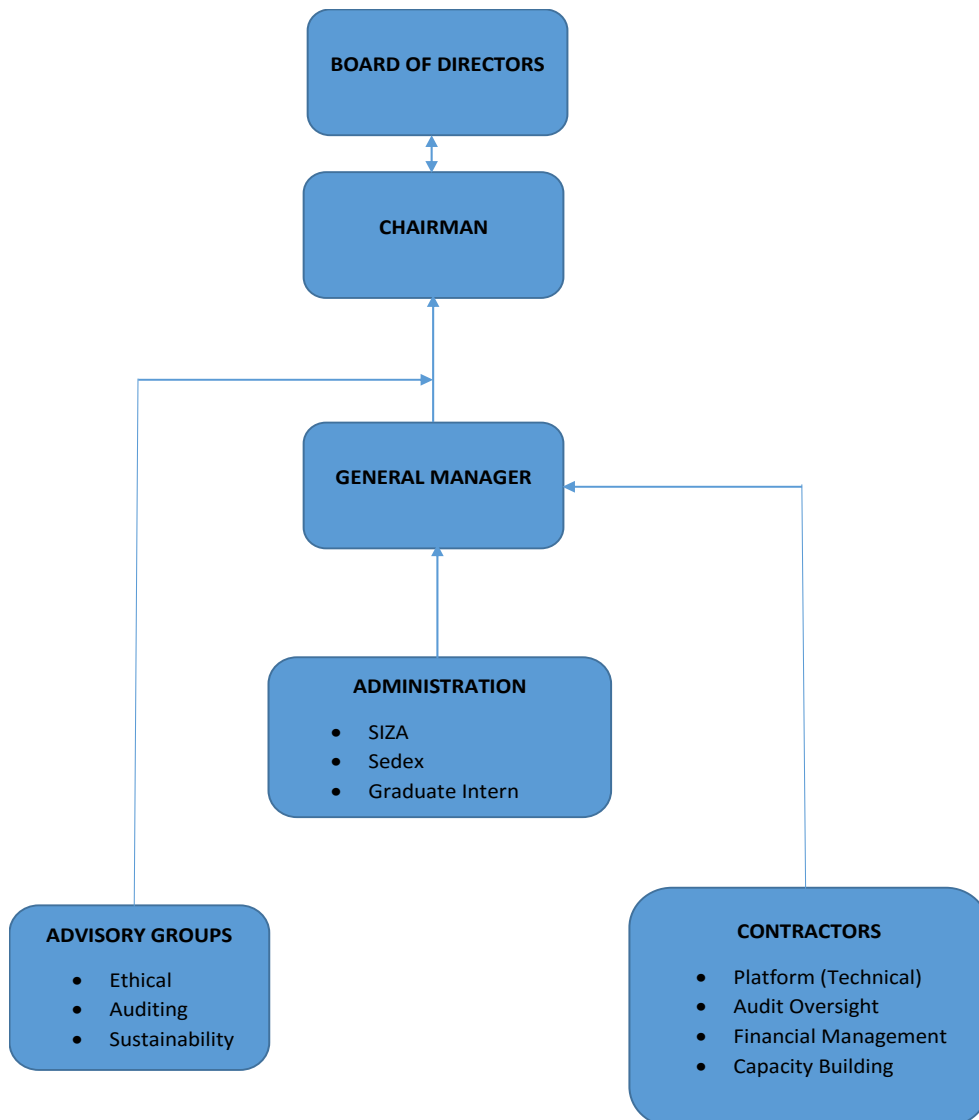
# SIZA OPERATIONAL STRUCTURE

## NIGEL MUDGE – NEWLY APPOINTED INDEPENDENT CHAIR FOR SIZA BOARD

The process to position SIZA within a free-standing legal entity with its own board is progressing well. Unfortunately, Stuart Symington who chaired the SIZA interim board since September 2015 was no longer available after 31 March 2016 due to time limitations given his own responsibilities within Capespan. Our sincere thanks and appreciation to Stuart for leading SIZA in the transitional period.

Nigel Mudge, well-known and respected retired pome and stone fruit producer from Chiltern Farms in Vyeboom, agreed to take on this role and facilitate the transitional period further. Nigel has a lifetime of industry and market experience and exposure and has a successful track record of over-seeing the transformation of SAAPPA (SA Apple and Pear Producers' Association) and the DFPT (Deciduous Fruit Producers' Trust) as director/trustee and chairman from the regulated to de-regulated era. Nigel's' experience of the international fruit business and his approach of inclusive consultation and ability to connect with a diverse range of stakeholders will be a valuable attribute to SIZA amongst producers, pack houses, exporter, importers and retailers both locally and globally.

Nigel has the vision to drive SIZA with the operational structure as indicated below.



## LYNN TAUTE – SIZA ADMINISTRATOR

Lynn Taute is newly appointed in the SIZA office to assist with helpline enquiries as well as office administration. Lynn came with a wealth of knowledge about the agricultural fruit industry after a 14-year career in the agricultural industry. Lynn is married with two children.

The SIZA office currently operates with 5 employees. 1 Manager, 1 Sedex administrator, 2 SIZA administrators as well as a graduate intern (agricultural economist) who was placed by DAFF.

## SIZA MEMBERSHIP FEES CHANGED 1 APRIL 2016

**From 1 April 2016, the fees to be a member of SIZA are as follows:**

- Level 1 (Producers) = R900 plus VAT
- Level 2 (Pack houses) = R1 200 plus VAT
- Level 3A (Exporters) = R 1 750 plus VAT
- Level 3B (Multi-sites 2 – 6) = R 900 per site
- Level 3B (Multi-sites 7 - 10) = R5 700 plus R900 for each additional site after 10 sites)
- Level 4 (Import/Agent) = R6 000 plus VAT
- Level 5 (Retailers) = R 9 000 plus VAT
- Level 6 (NPC) = R1 500 (plus VAT)
- Level 7 (AB's & Training Bodies) R3000 (Plus VAT)

SIZA uses the membership fees to create capacity and support through their offices in Somerset West as well as to enable further development, features and benefits on the Data Platform. Online auditing will speed up the process so that audit reports and audit certificates are available sooner for your convenience. Invoices and pro-forma invoices will be generated by the SIZA Platform. SIZA Communication will be driven in a more constructive matter. The Sustainable Initiative of South Africa, is a non-profit and membership based programme designed to assist growers with ethical labor practice compliance whilst minimizing costs. SIZA aims through the platform, to give full visibility on members throughout the value chain (i.e. role-players, retailers and exporters). But please remember you have to be a SIZA registered member to be visible in the value chain link on the Platform. You as a SIZA member are most welcome to use the SIZA logo to indicate you support ethical trade in the South African agriculture industry as long as you adhere to the rules for using our name and logo.

The SIZA Programme has two main focus areas, namely:

- Monitoring and verification of compliance and best practices on farms which takes place through self-assessments to benchmark yourselves against the labour laws and third party ethical audits conducted by independent audit bodies; and
- Capacity Building programmes to support growers, smallholders and workers with the implementation of ethical standard requirements through promoting awareness and understanding of the ethical standard as

## RENEWAL OF MEMBERSHIP: PAYMENTS

When you make payments to renew your SIZA membership – please make sure that you indicate the correct reference on the payment. The reference must be your SIZA membership number otherwise we will not be able to identify your payment on our statements. Please note that you have to renew your membership annually otherwise retailers/buyers will lose visibility on your account. You have 90 days to renew your membership after it has expired after which your SAQ information will not be visible anymore and you have to start from scratch.



# LABOUR RELATIONS



## NEW UK LEGISLATION ON TACKLING MODERN SLAVERY: THE IMPLICATIONS FOR THE SOUTH AFRICAN FRUIT INDUSTRY

Britain remains a key market for South Africa's fruit farms, with many growers supplying apples, grapes and citrus to UK retail members of the Ethical Trading Initiative (ETI), an organisation that supports companies to improve working conditions in their supply chains.

The ETI is advising South African exporters that UK buyers will expect their local contacts to ensure there is no forced labour on their farms. This follows the passing of the UK's Modern Slavery Act, believed to be the world's toughest anti-slavery legislation.

Modern slavery is a hidden problem. It's fuelled by poverty and unemployment, workers desperate for a job at any cost and people willing and able to exploit them ruthlessly.

The biggest single risk factor in South Africa is contract labour employed on farms via contractor agencies. Workers employed under these contracts are very vulnerable to exploitation, harassment and discrimination, particularly migrant and women workers. Many farms may not be aware that they are employing highly vulnerable workers, who have no choice about who employs them, or the terms and conditions under which they work.

Even if a fruit processor or farm does not directly employ a worker whose employment conditions could fit within the UK definition of modern slavery, they will still be held responsible for that worker, because their labour is used for the benefit of the company or farm. If fruit pickers and packers don't have the right to organise, and if control and choice over the terms and conditions of their employment is precarious, with wages below minimum levels and very long working hours, then workers may well be considered to be working in slavery.

All major brands and retailers will be asking difficult questions of their suppliers over the next few weeks, months and years.

ETI offers expertise, training and advisory support on modern slavery and other issues to do with working conditions in global supply chains. For further information, contact Cindy Berman at the ETI at [modernslaveryadvisor@eti.org.uk](mailto:modernslaveryadvisor@eti.org.uk) or [training@eti.org.uk](mailto:training@eti.org.uk)

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### GENERAL ENQUIRIES:

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