



# News



IN THIS ISSUE	
	Pg
SIZA Beyond Audit Programme	1
Compliance Programme for Previously Disadvantaged Growers	2
Making Use of Healthy Soil Practices	3
Self-Assessment Questionnaires (SAQs)	4
Training / Consultancy Services	5

## SIZA BEYOND AUDIT PROGRAMME

SIZA is proud to announce an exciting new addition to the SIZA programme – **BEYOND AUDITS**.

Auditing has been a catalyst for driving sustainable change in the global supply chain for several years. The number of workplace violations were reduced through a principle of driving continuous improvement. Conducting audits on farms, packhouses, processing facilities and workplaces in general have provided objective measurement, to benchmark progress. Yet auditing is not the only solution.

The Beyond Audit online programme will give producers the opportunity to show areas where they feel they have reached more than compliance, create value and sustain practices beyond the audit process.

Samples of best practices include the following: Providing a Provident Fund, Health Clinics, Sport Facilities, Crèches, Aftercare Facilities, Training and Development Initiatives, Wellness Programmes, etc.

Once the details are uploaded to the platform, SIZA will review these best practices and if approved, it will reflect as a Beyond Audit programme in the producer’s member listing on the platform. It will also, together with other data, be visible to linked members (exporters, importers and retailers) of choice.

With this initiative we aim to showcase best practices of producers and at the same time try to create a balanced view of social and environmental practices in agriculture.

To be part of this exciting new section on the platform, please share your best practices related to the SIZA code principles in the Beyond Audit section by following a few simple steps:

1. Log into your SIZA profile.
2. In the navigation bar, click on the “Beyond Audits” tab.
3. You will be able to add a new Beyond Audit listing or edit existing listings.
4. It is important that you select the SIZA module and relevant SIZA Code principle(s).
5. Give a detailed description of the best practice, i.e. when started, what the objectives are, how many employees are affected, etc. You can list multiple Beyond Audit practices.
6. Click ‘save’.
7. SIZA will be notified of the new entry and will “approve/disapprove/delete” it based on the relevance.

## COMPLIANCE PROGRAMME FOR PREVIOUSLY DISADVANTAGED GROWERS

Continued support for previously disadvantaged growers is a key focus of SIZA.

The Western Cape programme is offered in partnership with the Western Cape Department of Agriculture and the Jobs Fund project. Under the guidance of HORTGRO, it aims to assist the beneficiaries to continuously improve their ethical practices beyond the audit process and to ensure that they benchmark themselves against labour laws and become compliant with the SIZA Standard requirements and Code of Conduct.

Since 2017 several beneficiaries have benefitted from the one-on-one support that is being provided on a monthly basis.

The following objectives have been identified for the programme:

- Provide business management support services.
- Provide an overview regarding the day-to-day management and administration of the relevant legalities.
- Facilitate capacity building for management and general staff on an ongoing basis.
- Promote sustainable and ethical trade practices in line with the SIZA standard.

The common needs of the beneficiaries were identified with a GAP analysis and Skyvines, through their consultation and continued support, is working with the individual growers to fill these gaps with good practices.

To support capacity building, the project includes the training of both management and senior employees on the SIZA Code principles. During the process, targets are being set to complete certain projects.

One of the key indicators of the programme is to not follow a standard approach for all the beneficiaries. Although key objectives for the program have been identified, SIZA supports the approach that the needs of each individual stakeholder should be taken into account.

Management systems, implementation and support should be aimed at addressing the stakeholders' individual business needs as identified through the initial GAP analysis, but also continuously throughout the entire process. This will ultimately improve the efficiency of the business.

Henk Jooste, project manager on behalf of Skyvines and contracted by HORTGRO, summed up his contribution as follows: *"It is a privilege to be part of the project aimed at reaching the common goal of improving businesses and supporting ethical trade."*

SIZA, in partnership with CGA GDC and in conjunction with the Ethics and Leadership Institute (ELI), assists previously disadvantaged citrus growers in other areas.

If you are interested in becoming part of the compliance programme, please contact the SIZA office to enable registration of your farm as a level 1C on the SIZA platform ([info@siza.co.za](mailto:info@siza.co.za)).

*"We value people and the contribution they have to every single business – therefore it is important for Skyvines to develop and build individuals that can make a difference in every single business"*

Francois Brink – Skyvines.



## MAKING USE OF HEALTHY SOIL PRACTICES

Soil is the foundation of the agricultural sector and producers should therefore adopt good soil management practices to ensure its conservation and sustainability. The chemical and nutrient status of the soil can be managed by taking regular soil samples and analysing this data to minimise soil additions.

Soil samples are the key measure for soil health and analysed data can be incorporated to enhance soil health and reduce the requirements for soil additions.

Key concepts of soil health and ecological soil management include:

- ➔ protecting soil habitat
- ➔ managing more by disturbing less
- ➔ keeping soil covered
- ➔ diversifying food and carbon sources for soil micro-organisms and
- ➔ diversifying plant and animal communities.



Good soil practices improve soil health, reduce erosion, avoid compaction and maximise the potential of productive soils. Where applicable, crop rotation for non-perennial crops can be used as a soil health management practice. With soil organic carbon being the basis of soil fertility, it is important to build/improve soil carbon by incorporating organic manure and compost as per soil requirements.

To reduce soil erosion, it is suggested to:

- ➔ minimize tillage,
- ➔ avoid cultivation on gradients steeper than 20°
- ➔ making use of trees as wind breaks and
- ➔ using cover crops to protect the soil.



Sample practices to avoid soil compaction include:

- ➔ avoiding the repetitive use of tractor trails
- ➔ minimizing passes on the field
- ➔ using low pressure tyres and
- ➔ avoiding the use of equipment in wet conditions.

Producers can maximize the potential of their productive soil by ensuring that the crop is suited for the soil and by making use of precision farming practices, to ensure that crop and soil requirements are being met with little or no wastage and contamination.

Soil health forms one of the four cornerstones of the SIZA Environmental Standard. Throughout the standard we focus on practices and measures to improve the health of soils and mitigate negative impacts. Making use of soil samples is one of the core requirements of the standard. Soil samples need to be taken periodically and producers can use the analysed results to adjust their integrated Crop Protection and Nutrient Management Plan.

If you need assistance or advice on soil practices, please contact Henko Vlok – [henko@siza.co.za](mailto:henko@siza.co.za).

## SELF-ASSESSMENT QUESTIONNAIRES (SAQs)

The SIZA programme subscribes to being improvement-led rather than audit-led and uses the SIZA Audit frequency matrix to support this position. It creates four categories of risk, namely Platinum, Gold, Silver and Bronze. The Platinum category has the most stringent qualifying criteria.

The programme builds into the system a range of tools beyond the audit that, if used in combination rather than isolation, will provide more extensive cover and management of risk between audits, making the programme more robust. For example, the programme will involve various verification activities such as site visits and desk-top assessments that will take place between audits. The annual renewal of the SAQ (Self-Assessment Questionnaire) forms part of this process and will be monitored by SIZA to measure compliance between the audits so that the programme remains effective and well maintained.

It is therefore very important to remember that, together with the annual SIZA membership renewal, your Social SAQ also needs to be updated. If you have an approved Social SAQ from the previous year, you will have the option to copy the information from the previous SAQ. After you have copied the SAQ, please ensure that all the information is correct and complete before submitting it for review.

Please take note of the following:

- ☑ The following few sections do not copy automatically from the previous year and need to be updated on an annual basis:
  - [Company Site/H.O \(B1\)](#)
  - [Company Facilities \(D3\)](#)
  - [Safety Housing \(M35\)](#) and
  - [Wages, Benefits & Terms of Employment \(O13\)](#).
- ☑ At [\(B1\)](#) please indicate the permanent and temporary workers for the season.
- ☑ At [\(D3\)](#) please enter the products grown.
- ☑ Remember to update start and end dates for the peak season of the products you entered.
- ☑ At [\(M35\)](#) and [\(O13\)](#) please upload the most recent water test results and pay slips.
- ☑ It is very important to upload the latest pay slips indicating minimum wages and hours worked.



Once the SAQ has been completed, you will have the option to send it for review. The “submit” button is in the right-hand corner at the bottom of the page.

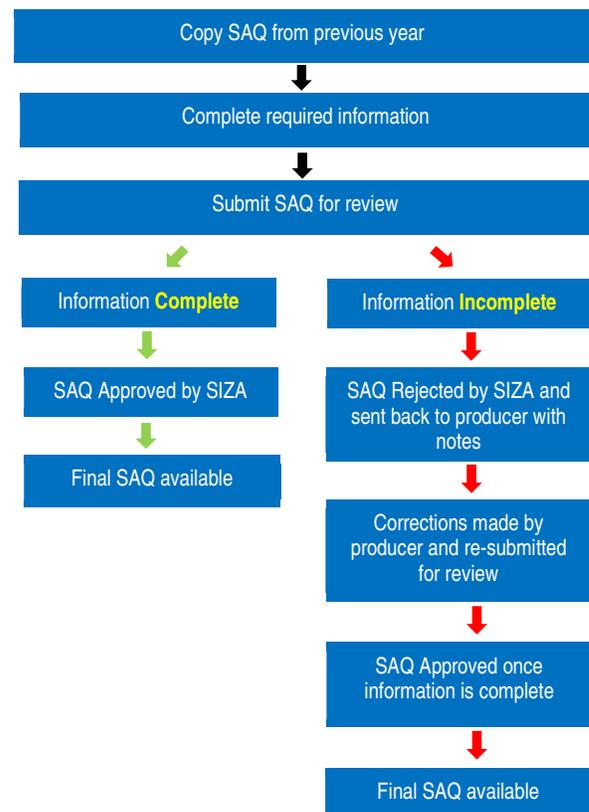
The SAQ will be reviewed by SIZA and if there is outstanding information, it will be returned to you for further completion. An email will be sent to the producer indicating that the SAQ is incomplete and what information is still required.

Once all the information has been added, SIZA will approve the SAQ which will allow you to book an audit online (if needed).

**Please bear in mind that even though you had a SIZA audit, your approved SAQ must be reviewed annually to monitor whether you maintained ethical practices and standards during that time.**

If your membership is not renewed and the SAQ not updated annually, visibility on the SIZA, Sedex and Global GAP databases will be compromised and the audit confirmation letter will no longer be valid.

If you need more information on this process, please feel free to contact Lynn Taute at the SIZA office at [lynn@siza.co.za](mailto:lynn@siza.co.za).



## TRAINING / CONSULTANCY SERVICES

SIZA is committed to establishing processes to ensure that monitoring and measurement of the SIZA Code is carried out in accordance with the SIZA social and environmental standards and that independent training and consulting service providers comply with appropriate legislation. Trainers and consultants have to be competent, possess the necessary agricultural knowledge and display the required interpersonal and vocational training skills.

The following organisations are currently registered on the SIZA platform and are recognised as competent training/consulting service providers:



Company	Contact person	Email address	Telephone no.
Ethical Compliance A-Z	Carol Munro	<a href="mailto:talliebusiness@gmail.com">talliebusiness@gmail.com</a>	079 875 9723
EZ Agri (Pty) Ltd	Melinda Viljoen Dolby	<a href="mailto:melinda@ezagri.co.za">melinda@ezagri.co.za</a>	082 458 2898
Stargrow Fruit Marketing (Pty) Ltd	Anita Smit	<a href="mailto:anita@stargrow.co.za">anita@stargrow.co.za</a>	021 880 1882
Bar Vallei Personeeldienste BK	Bar Vallei Personeeldienste	<a href="mailto:sean@bvvd.co.za">sean@bvvd.co.za</a>	023 626 5029
Emerging Leaders South Africa	Nicholas Cursi	<a href="mailto:nick@emerging-leaders.net">nick@emerging-leaders.net</a>	021 422 1574
Dynamikos Training Network	Norman Turner	<a href="mailto:norman@dynamikos.co.za">norman@dynamikos.co.za</a>	021 949 2208
EMPFIN SOLUTIONS	Bertie van der Walt	<a href="mailto:bvdwalt@empfinsolutions.co.za">bvdwalt@empfinsolutions.co.za</a>	021 914 2325
SBC	Surina Burger	<a href="mailto:surinaburger@breede.co.za">surinaburger@breede.co.za</a>	084 755 1268
HopkinsCoetzee Associates PTY (Ltd)	Johan Hopkins	<a href="mailto:johan@hopcal.co.za">johan@hopcal.co.za</a>	021 863 0830
Kaap Agri Werkgewers Organisasie	Johan Hopkins	<a href="mailto:caeo@maxitec.co.za">caeo@maxitec.co.za</a>	083 675 3498
Comply Plus (Pty) Ltd	Elize van der Westhuizen	<a href="mailto:info@complyplus.co.za">info@complyplus.co.za</a>	082 388 0003
Philani Training and Development Solutions NPC	Estelle Engelbrecht	<a href="mailto:estelle@philani.co.za">estelle@philani.co.za</a>	021 883 2490
Skyvines cc	Francois Brink	<a href="mailto:info@skyvines.co.za">info@skyvines.co.za</a>	076 565 0153
Procure	Marietjie Bezuidenhout	<a href="mailto:norsa.marietjie@gmail.com">norsa.marietjie@gmail.com</a>	082 339 8988

If you would like to be recognised by SIZA as a trainer/training company or as consultant/consulting company, you have to comply with the SIZA specified criteria as indicated on our website at:

[https://siza.co.za/wp-content/uploads/2018/03/SIZA-Independent-Training-and-Consultancy-Guidelines-Oct-2017\\_ed-1.pdf](https://siza.co.za/wp-content/uploads/2018/03/SIZA-Independent-Training-and-Consultancy-Guidelines-Oct-2017_ed-1.pdf)

