



# The SIZA *focus*

## Editorial

There is no doubt when concluding that the success in recent years with regard to social compliance of the fruit industry can be attributed to the value added by, and international recognition of, the SIZA programme in assuring continuous improvement within the South African value chain. As fruit represent one of South Africa’s biggest export categories, it is no surprise that other commodities are starting to join the SIZA programme in order to ensure a cost-effective approach and market satisfaction.

SIZA has actively engaged with global markets over the past few years in order to create confidence and a high level of trust. The SIZA programme is actively assisting various other commodities such as wool, pork, sugar and flowers and is currently in the process of collaborating with the ostrich industry in order to assist in complying with market requirements.

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## Market News

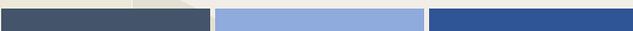
On 31 March 2019, there were 1,938 active members on the platform. SIZA is continuously working to ensure that all members listed on the platform is active. Citrus, Pome and Stone fruit, and Table grapes are still the biggest contributors representing 68% of all fruit categories. Since the start of M&E reporting in 2015 these percentages come down from almost 78%. It shows the growth of SIZA in new and minor crop industries. Citrus is the single largest industry represented with currently 722 members reporting that they grow Citrus with Pome fruit next in line with 479 members. Meat showed the biggest growth in percentage terms – with a 0.45% increase mainly due to the registration of a number of piggeries. In Q3 of 2018/2019 - 134 audits were done. This is the highest number of audits per period since the launch of the SIZA audit processes.

The Remedy Programme is a new initiative that was launched to assist suppliers in correcting non-conformances. SIZA saw a positive increase of Level 7B members and this contributed to the remedy solution programme as members now have access to consultants and trainers when in need of assistance with correcting non-conformances.



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# Meet SIZA's newly appointed

## Board Members

Mr **Kobus Visagie**, the General Manager of the Waitrose Foundation (South Africa), was appointed to the SIZA Board. He obtained degrees BSc (Agric), B Com (Economics and Industrial Psychology), B Com Honours (Industrial Psychology) and M Com Strategic Management (cum laude), as well as a post-graduate Diploma in Higher Education and a Certificate in Transformation Leadership (University of Stellenbosch). He is an experienced Corporate Social Involvement strategist, specialising in socio-economic development and social justice. Kobus served in several senior management positions prior to joining the Waitrose Foundation in 2013.

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Mr **Mkhululi Silandela** was nominated to serve on behalf of WWF SA on the SIZA Board. Mr Silandela is the Senior Manager Sustainable Agriculture at WWF-SA. He has more than 10 years' experience in the agribusiness and food sector firstly working for Distell quality management division and then for the international Dutch certifications body Control Union. He completed a B.Sc. Hon degree in Agribusiness management and consultancy at Dronen Professional university of Applied sciences in the Netherlands. Before joining WWF he worked for Fairtrade Africa as the regional manager.

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Mr **Siphiwe Atwell Nazo** was co-opted to represent labour on the SIZA Board. Mr Nazo is a member of the SAFTU National Executive Committee and the President of the Food and Allied Workers Union – FAWU. Mr Nazo has vast experience in organisational management, building systems, internal controls and accountability in democratic organisations.

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Mr **Stiaan Kotze**, Control Biodiversity Officer: Competent Authority and Acting Biosecurity Director has been co-opted to represent the Department of Environmental affairs on the SIZA Board in an oversight capacity.





# Tom McLaughlin

## SIZA – Global Market Liaison

Reflecting on the recent SEDEX conference in London where “Raising the Bar” was the theme, I wondered to myself afterwards, who, besides the farmworkers themselves, has the chief responsibility for helping to uplift and improve the lives of historically disadvantaged South African farmworkers? Is it the employers? The retailers? The government or the unions?

In South Africa, where there is massive unemployment, “The National Economic Development and Labour Council (NEDLAC) is the vehicle by which Government, labour, business and community organisations seek to co-operate, through problem solving and negotiation, on the economic, labour and development issues facing the country”. Once an improvement has been agreed at NEDLAC, the Government promulgates legislation and sets the minimum compliance standards for everyone.

The new National Minimum Wage (which became effective 1 January 2019) is one of the many recent NEDLAC successes. President Cyril Ramaphosa commented that it “should be celebrated as an example of what is possible when social partners work together for the national interest”. I agree with him. Congrats to NEDLAC!

Naturally not everyone is happy with the new minimum wage. Did it lift the bar high enough for workers? Did it keep labour costs far enough down for employers to remain profitable? Maybe not, but one can say with confidence it was a well-researched and very carefully-considered decision which should improve the lives of many hundreds of thousands of lowly paid workers, without huge negative impacts on business profitability and success.

While NEDLAC deals with national issues, it is largely up to individual farmers as to whether or not they go beyond legislation and initiate improvements on their farm. Up till now, it has been very difficult to know which farmers have made improvements over and above the minimum legislation and what those improvements are.

It’s all done on a purely voluntary basis. Consequently, much good work is never publicly acknowledged, and the general perception persists that farmworkers are not well looked after by their employers.

In an attempt to drive continuous improvement, increase supply chain transparency, increase accountability and encourage progress, SIZA has recently launched the Beyond Audits section on the SIZA Platform. It’s a place where farmers can upload any community-building or environmental programme or best practice that is beyond audit or legislation. The initiatives are all neatly categorised and checked by SIZA before being uploaded:

- Solar Geysers
- Pension & Provident Funds
- Primary Health Care Clinics
- Efficient Water use and probes
- After School media centres
- Long service Awards
- Sport Subsidies
- Cooking Classes
- Community Care
- Creches
- Bursary funds
- Health Care programmes
- Women empowerment
- Wellness programmes

They make truly heart-warming reading. We at SIZA hope, that one day soon, they will encourage discerning retailers and their ethical teams to make more informed and balanced sourcing decisions, helping to further uplift and improve the lives of South African farmworkers.

### ***DID YOU KNOW?***

SIZA follows up on each and every non-conformance found on its audits. The SIZA certificate is only issued when ALL non-conformances are closed out. This makes retailer follow up redundant. A big plus!

In addition, when an analysis of the non-conformances found on an audit indicates that specialist help is needed, SIZA also provides its members with a list of recommended service providers to assist them with best practice guidance and remedy training. Many farms find this helpful. [tom@siza.co.za](mailto:tom@siza.co.za)



# SIZA CAPACITY BUILDING

SIZA aims to facilitate growth and improvement of social and environmental practices on sites by conducting training and workshops throughout South Africa. The first quarter of this years training commenced in March 2019.

Henko Vlok conducted environmental training sessions during March and attendees expressed their excitement on gaining a better understanding of how the environmental module contributes to sustainable practices on farms. Training and workshops were conducted with primary producers, exporters as well as farmworkers. On the 6<sup>th</sup> of March environmental training was conducted for producers in Citrusdal in the Western Cape.

Henko Vlok, Lynn Taute and Werner van Dyk also conducted training (social and environmental) in the northern provinces in South Africa during March 2019. On the 18<sup>th</sup> of March, Vlok facilitated environmental training with emerging growers in Tzaneen. Taute and Van Dyk conducted social training at the ZZ2 farm with management, outside of Mooketsi (Limpopo). On the 19<sup>th</sup> of March, the team conducted social and environmental training in Mookgopong (Limpopo) to primary producers and members of the export company. The training was concluded on the 20<sup>th</sup> of March in Mooinooi (North West) where the team provided training to suppliers.

Social compliance workshops were also held on the 28<sup>th</sup> of March and the 1<sup>st</sup> of April in Somerset West, Cape Town. Attendance included social auditors, primary and secondary suppliers as well as ethical consultants.

## **Auditor Training**

SIZA will host the annual Basic and Advanced Social Auditor Training during the week of 13 to 17 May 2019 in Stellenbosch. SIZA is looking forward to hosting a variety of attendees, such as auditors, audit managers, consultants, HR representatives and primary members such as suppliers. SIZA will conduct a similar training week in August in Gauteng for those interested in attending further north.

If you have any queries regarding upcoming trainings, please feel free to contact:

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