

The SIZA *focus*

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Why SIZA?

In a modern, ever-changing society, we are bombarded with regulations governing the process of industry outcomes. The truth is that systems are dependent on one another, regardless of the economic dominance exerted by a specific sector. When the agricultural sector coughs, the whole economy has a cold, therefore stakeholders and industry partners need to stand together in ensuring a healthy, sustainable system that will anticipate transformation for many years to come.

The Sustainability Initiative of South Africa (SIZA) is a programme that works very closely within these systems. SIZA was built to ensure compliance with minimum legislative requirements and to promote a better system for all those living and working on farms. SIZA do not just encompass the values of one person or entity, but the image of South African agriculture.

Throughout history, various standards and code requirements all aimed to achieve the same result: compliance with accepted standards across the globe. A compliance program should ensure a foundation of detection, reporting and prevention methods to ensure an effective system. It is the aim of any standards organisation to better a practice that might cause detrimental effects on an economy or industry. There are so many compliance requirements these days, one feels that you are completely out of bounds with it all. This brings us to the question, *why SIZA?*

First and foremost, SIZA is local. People must be more informed on decisions and requirements in order to have an actionable mission, allowing for a more transparent economy and industry. This offers an abundance of benefits. The SIZA office offers direct contact in multiple languages. Apart from providing technical support on the online platform, each profile is monitored and evaluated and therefore all 2 000+ SIZA members have the benefit of personal attention.

Each SAQ is reviewed with attentive detail, each email answered within 24 hours and over 80% of all audit reports are reviewed internally by SIZA. Additional programmes are offered to boost the credibility of an audit such as the Beyond Audit programme, showcasing practices that go beyond mere compliance. The Remedy Solution programme is another initiative created to assist members even further in identifying the correct solution or remedy for a non-compliance. The aim is never to showcase the *bad*, but to identify areas that can improve. At the end, a balanced view is portrayed of social practices on farms.

SIZA feels strongly about generating awareness to markets abroad regarding the landscape of South African agriculture. Markets need to understand our cultures, challenges and every-day practices in order to determine what compliance means for each and every supplier. SIZA focuses on the entire country, ensuring every province is covered.



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Why SIZA? Continued

This allows us to better understand what the different sectors require. We also ensure SIZA approved auditors maintain an understanding of the agriculture landscape, specific to SA.

With a very wide acceptance, SIZA assures credibility across the UK, Europe and USA. To date, SIZA is accepted and recognized by 209 businesses globally within 17 different markets and countries. Over the past 3 years, SIZA expanded its range of activities to other commodities beyond fruit, so that it can become an Agri-wide multi-sector organisation within South Africa. This allows for further capacity building to take place, as SIZA allows for individualized training to take place, free of charge to all our members.

The SIZA programme is built on the foundation of continuous and sustainable improvement, but what does this mean for a grower?

To continuously improve does not necessarily mean one will need to better all practices or to add new requirements with every audit-cycle. To continually improve, means that there exists an ongoing effort to ensure better practices within a system. The idea behind a foundation of continuous improvement is to create an enthusiastic approach to sustainable practices. Something can be great, but it does not mean it will remain great.

SIZA encourages innovation and viable ways of ensuring effective systems that govern best practices across the value chain, not in isolation. All sub-systems form part of the bigger picture and therefore the ideal exists of continuously improving these systems to ensure a greater, more productive and sustainable outcome.

Why SIZA? To ensure the business can monitor the systems and practices, benchmark these practices, manage the risks and as a result improve the productivity within the workforce. It is not just about making the business compliant - it is truly about allowing for future growth and improvement, whilst accessing global markets. For Global Markets, the SIZA programme creates consistency, credibility and consumer assurance.

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Social (Ethical) Standard in review

SIZA is in the review process of the Social Standard. As per SIZA's policy and market requirements, the SIZA Social Standard must be reviewed and updated every three (3) year cycle. This process formally commenced in May 2019.

The first round of external reviews will be completed by the 26th of August. Thus far, five (6) ethical principles have been distributed to the review panel for suggestions and proposed modifications to each principle. The last two principles will be distributed during the week of the 19th of August for formal feedback from the review panel.

SIZA will conduct a review panel discussion on the 3rd of September 2019 after which a public meeting will be held for final input and comments where all proposed changes will be discussed. When the process is completed, we will contract a labour layer to do a final review with the focus on labour legislation. Upon consideration of the SIZA Board, the new version, V5.1, will be published by latest January 2020.



Social (Ethical) Audits

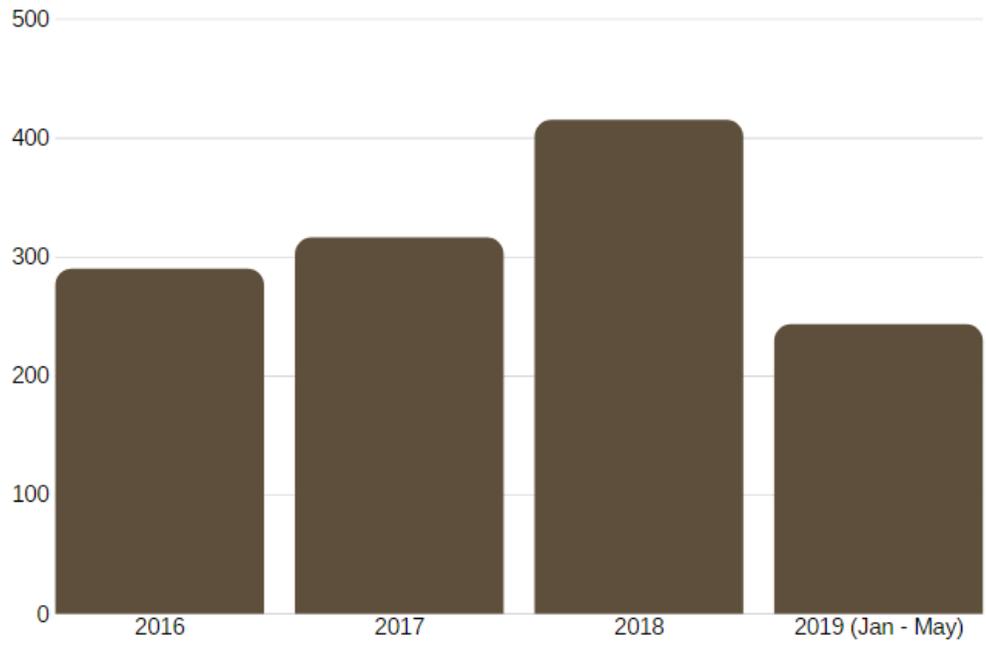
SIZA Social Audits have increased over the course of 2019 with a total of 287 audits that have already been conducted from the 1st of January 2019 to the 30th of June 2019. The growth can be seen in comparison to the previous years, as a total of 290 audits were conducted for the year 2016 and a total of 316 audits for the full year of 2017. In 2018 a total of 415 audits were conducted resulting in a median of 35 audits conducted per month for 2018, resulting in the conclusion that 2019 will accumulate to more than 600 social audits.

Comments on Audit Report Reviews

112 Audit Report Reviews were conducted for the months of January, February, March & April 2019. Feedback to Audit Entities were provided in a monthly Audit Review Report.

Critical findings

Four (4) Critical findings were recorded for the months of January 2019 to August 2019. The procedures were communicated to the audit company and SIZA member appropriately. Both cases are in the process of implementing corrective action.



AUDITS	January 2019	February 2019	March 2019	April 2019	May 2019	June 2019
Completed	44	36	40	44	15	3
Approved	4	5	4	11	40	33
In Progress	0	0	0	0	0	6
In Review	0	0	0	0	0	1
Sedex Uploads	46	17	40	48	45	59



A New Leaf for SIZA

The Sustainability Initiative of South Africa (SIZA) provides a transparent platform to share information amongst producers/suppliers, exporters, importers, retailers and other industry stakeholders regarding the implementation of ethically and environmentally sound practices on farms and in packhouses across South Africa. The SIZA Environmental module has recently sparked significant interest due to its growing membership base and market acceptance.

Why SIZA Environmental?

The SIZA Environmental Standard is unique in its nature since it is based on South African environmental legislation and takes into account the risks and challenges that South African producers and suppliers face on a daily basis. Furthermore, it incorporates internationally accepted good agricultural practices to assist suppliers in obtaining compliance, while simultaneously promoting environmental stewardship.

The SIZA programme is built on a foundation of continuous and sustainable improvement. The initial steps towards achieving this goal are ongoing support for producers and suppliers in the form of capacity building initiatives, including training sessions and workshops presented across the country, as well as over-the-telephone assistance. Where suppliers require additional or specialised assistance, site visits by SIZA's in-house environmental specialists can be arranged to offer on-site advice regarding the implementation of the Environmental Standard. In addition, SIZA offers upliftment training on base-level environmental practices and the importance of this in an agricultural setting. The upliftment training includes a video and poster to raise awareness under agricultural employees about environmentally sustainable practices that can be implemented in their day-to-day activities.

Second-party verification

As part of the drive for continuous improvement, SIZA recently launched the first of two verification methods for its environmental module, namely second-party verification. The aim of the second-party verification process is to verify the environmental self-assessment questionnaire (SAQ) and to assist suppliers with technical support and advice to improve environmental practices.

During the second-party verification visit, a site tour of the



Second-party verification is based on an annual sample size of 25% of approved environmental SAQ's.

SIZA's in-house environmental specialists will visit each farm to review SAQ data and give technical support and advice to improve on environmentally sustainable practices. The aim is to reach each producer/supplier at least once in a 3- to 4-year verification cycle. This process (first visit) will have no additional costs to the supplier, as it is built into the annual environmental membership fee.

production areas/facilities, chemical and fuel storage areas, waste management facilities, and natural areas will take place, in order to obtain visual evidence of compliance towards the Environmental Standard. This will be followed by a thorough review of applicable environmental documentation, such as environmental management policies, authorisation permits for the cultivation of virgin soils, registration papers for water abstraction and invasive alien plant clearing plans.

The outputs of the site visit will be a long-term improvement plan with site-specific recommendations and timeframes in which corrective actions should be implemented, as well as an SAQ confirmation letter as proof that the data provided on the environmental SAQ reflects the practices that are implemented on-site. The second-party verification process will also be a preparatory measure for suppliers to ready themselves for the implementation of SIZA's second verification method for the environmental module, namely third-party audits.

Going forward

By assisting suppliers to reach environmental compliance and promoting the implementation of environmentally sound practices, SIZA hopes to encourage continuous improvement practices in excess of minimum legal requirements and to install an enthusiastic outlook towards environmentally sustainable practices.

(Karla Hoogendijk at karla@siza.co.za)

Caring for the Environment

SIZA developed an educational video and explanatory posters that raise awareness on environmental issues that are often encountered on farms and in pack houses. The video explained the importance of environmental conservation in an agricultural set-up and focus on practical measures that can be implemented by farm workers to contribute towards environmental sustainability, like saving water and removing invasive alien plants. In addition to the video, complimentary posters explaining the six most important environmental impacts on farms will also be developed. The video and the posters are available in English, Afrikaans and Xhosa.

To view the video or to share it, please click on the link provided:

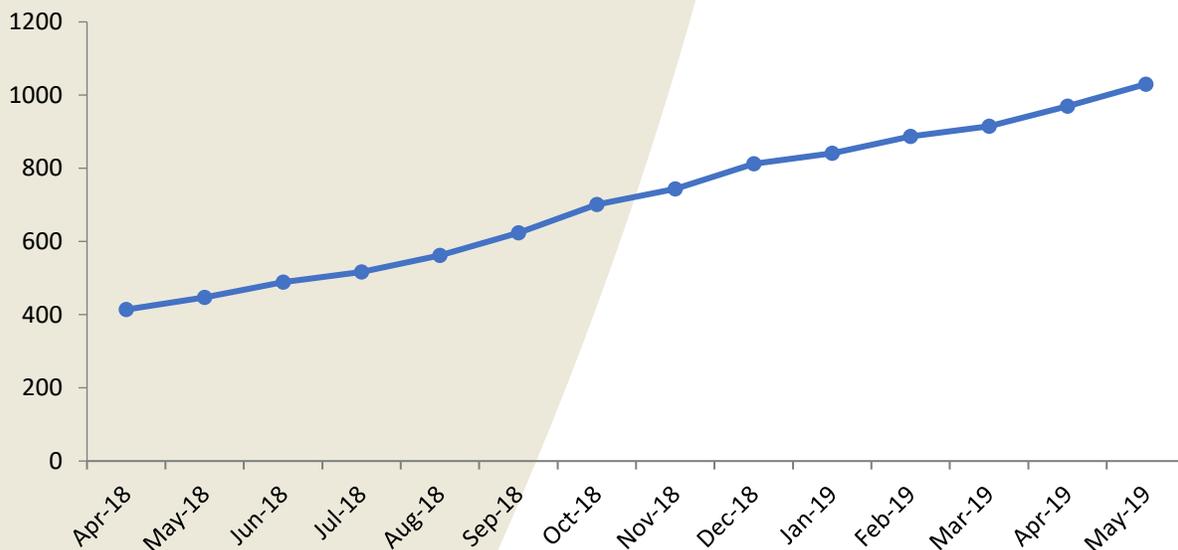
<https://youtu.be/xxlYH7EErY>



SIZA Environmental assurance

To date, 1156 SIZA members have completed their Environmental Self-assessment Questionnaires (SAQ's), of which 1106 were approved and 50 were reviewed and sent back for the necessary corrections to be made. Over the course of the last three months, SIZA received 265 new Environmental SAQ's. This growth in SAQ's can be attributed to the exposure of the platform to more suppliers, as well as the demand for Sedex visibility. For SIZA to provide the visibility of their members to UK retailers, all 1106 approved SAQ's were transferred to the Sedex platform. Of the 1106 members who's Environmental SAQ's were transferred to Sedex, 164 were requested to also complete the FSA questionnaire.

Number of Environmental SAQ's Completed



We would like to congratulate the SIZA members on their willingness and support, as more than 55% of our total members already completed and submitted their Environmental SAQ's.

SIZA Training Feedback

SIZA presented several Social and Environmental compliance training sessions over the last couple of months. The aim of these trainings was to assist growers with a better understanding of the requirements and how the SIZA Process works. During the workshop we supplied guidance on how to complete the Social and Environmental Self-Assessment Questionnaires (SAQ) and shared information on registration, scheduling and preparing for an audit, uploading corrective actions and completing the audit process.

SIZA Compliance Training

The following Social and Environmental Compliance Trainings were conducted in the Western Cape, Limpopo, Eastern Cape, KwaZulu Natal and North West:

Date of Training	Training Type	Location	Number of people attending
06 March 2019	Environmental	Citrusdal, WC	21
15 March 2019	Social / Environmental	Robertson, WC	15
18 March 2019	Environmental	Tzaneen	25
18 March 2019	Social	Moeketsi, Limpopo	6
19 March 2019	Social / Environmental	Mookgopong, Limpopo	25
20 March 2019	Social / Environmental	MooiNooi, NW	26
28 March 2019	Social	Somerset West, WC	63
01 April 2019	Social	Somerset West, WC	50
14 May 2019	Environmental	Paarl, WC	25
15 May 2019	Social / Environmental	Eshowe, KZN	15
16 May 2019	Social	Eston Farmers Club, KZN	8
21 May 2019	Environmental	Robertson, WC	27
28 May 2019	Social / Environmental	Kirkwood, EC	30
29 May 2019	Social / Environmental	Kirkwood, EC	40
30 May 2019	Social / Environmental	George, WC	18
11 June 2019	Environmental	Koue Bokkeveld, WC	15
12 June 2019	Environmental	De Doorns, WC	18
13 June 2019	Environmental	Grabouw, WC	18
26 June 2019	Environmental	Hazyview, Mpumalanga	42
27 June 2019	Environmental	Tzaneen, Limpopo	41
27 June 2019	Environmental	Letsitele, Limpopo	28
11 July 2019	Social	Koue Bokkeveld, WC	19
15 July 2019	Social	De Doorns, WC	20
18 July 2019	Social	Wolseley, WC	32
23 July 2019	Social	Robertson, WC	14
23 July 2019	Environmental	Paarl, WC	24

For information about training: karla@siza.co.za

Upcoming Social & Environmental Training

Date of Training	Training type	Location	Number of people who RSVP
21 August 2019	Environmental	Grabouw, WC	36
28 August 2019	Social Training	Klawer, WC	n/a
26 September 2019	Environmental	Kromco, Grabouw	n/a