



# SOCIAL (ETHICAL) MONITORING & EVALUATION REPORT

Quarterly Update for Q4 2021/2022

01/04/2022 – 30/06/2022



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## INTRODUCTION

The Sustainability Initiative of South Africa, SIZA, provides a platform for agricultural stakeholders to ensure ethical and environmentally sustainable trade. This programme monitors care for the environment and compliance with labour legislation. With a vision of enabling South African agriculture to be a global leader in ensuring sustainable, ethical trade and environmental stewardship, SIZA aims to encourage continuous improvement in practices over time exceeding the minimum legal requirements.

SIZA was originally established in 2008 by the fruit industry to monitor and sustain ethical and environmental trade within the South African agricultural sector. In April 2016 it became a free-standing independent and self-sustainable organisation governed by an independent Board of Directors who represent the diverse membership and value chain that financially sustain the programme. As a membership-based programme catering for more than 40 different commodities across all nine provinces in South Africa, it is important for SIZA to ensure there is sufficient representation when it comes to the strategic direction and decision making.

This quarterly report provides insight into the various aspects related to the SIZA programme including statistics on SIZA membership, annual monitoring activities, third-party audit outcomes, and trends related to risk factors. As the SIZA programme drives continuous improvement, this report provides a balanced view of high-risk areas to allow SIZA and relevant stakeholders to engage and develop further capacity building and remediation strategies to sustain a continuous improvement environment within the agricultural industry in South Africa.

## 1. SIZA SOCIAL (ETHICAL) AND ENVIRONMENTAL MEMBERSHIP

### 1.1. SIZA Membership Breakdown

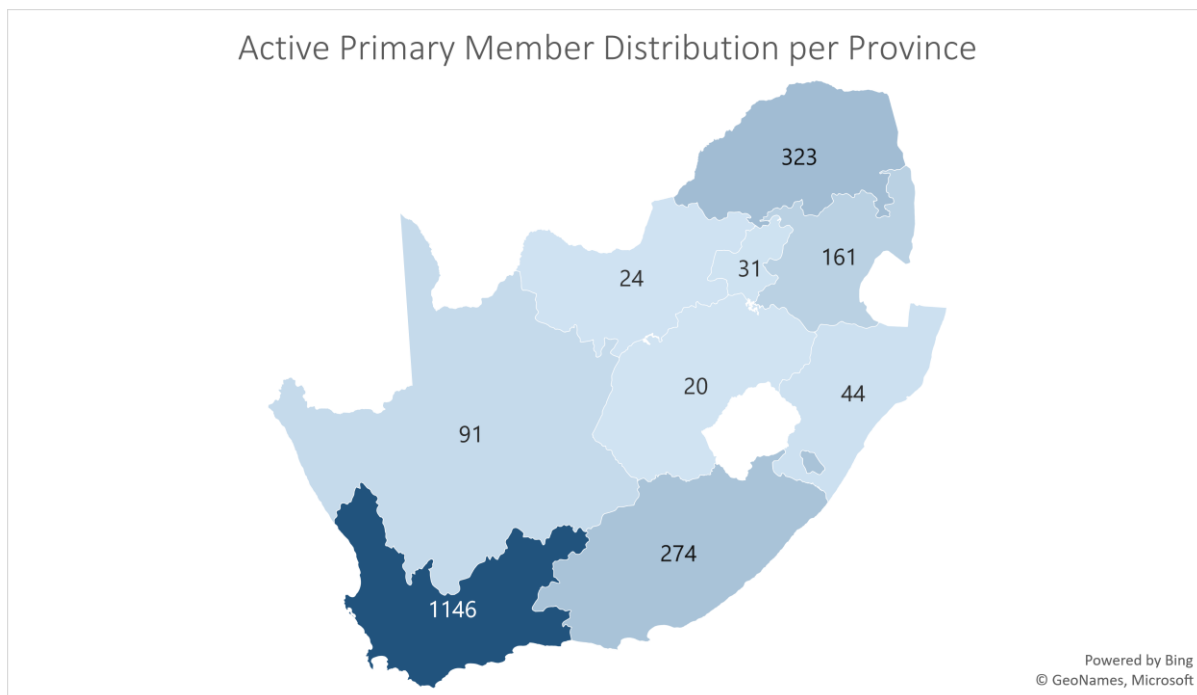
#### 1.1.1. Active Primary Membership (Suppliers)

Currently there are 2 324 active profiles registered on the *MySIZA* platform. As one profile can comprise multiple membership registrations (i.e. Social (Ethical) and Environmental) it is important to take the amount of registrations into consideration. Currently there are 2 162 primary members registered for the SIZA Social module, whereas 1 304 primary members are also registered for SIZA Environmental, and an additional 95 members are registered for Digital Recordkeeping – adding up to a total of **3 561 primary registrations**.



A total of 98 new primary members registered for SIZA Social and 15 new primary members registered for SIZA Environmental in this period.

1.1.2. Active primary members per province



With the Western Cape being known for providing production stability to fruit production and being one of South Africa's most important provinces for the export of fruit products, the Western Cape records the highest SIZA membership across the nine provinces. Currently the Western Cape is home to 1 146 member profiles, followed by Limpopo (323) and the Eastern Cape (274).

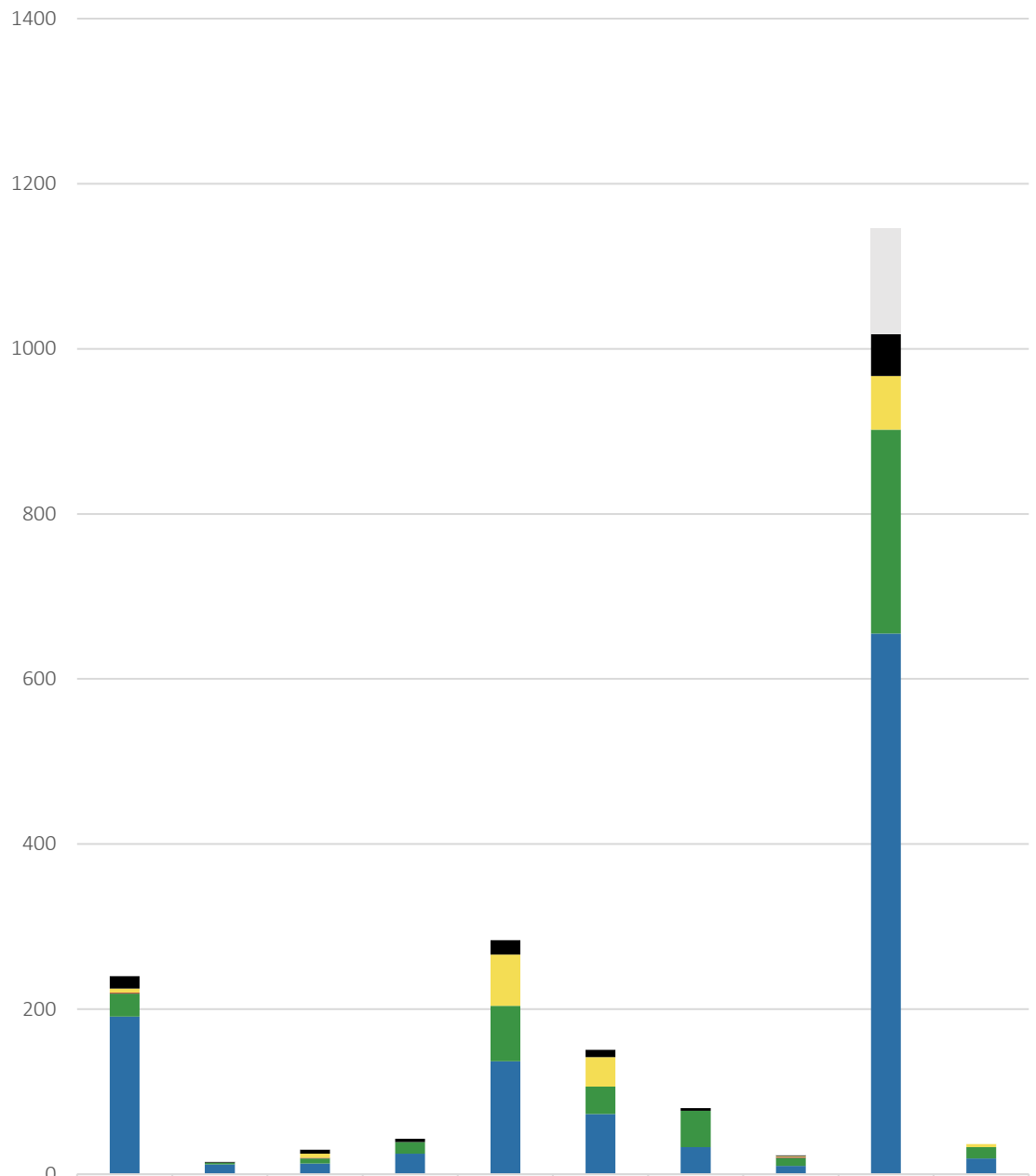
### 1.1.3. Active primary members by level

SIZA membership is structured into different levels to ensure that different functionalities can be allocated to the different levels of membership. Secondary members (Levels 4 – 6) can be linked to primary members (Levels 1 – 3) who supply to them to ensure that buyers have visibility and traceability on the suppliers that supply to them. This also ensures confidentiality and the protection of data.

*Definitions as indicated below are the same for the Social (Ethical) and Environmental modules because they are two separate standards/modules.*

<b>Level 1a:</b>	<b>Producer</b> A single production site.
<b>Level 1b:</b>	<b>Producer/packhouse</b> A single production site including a packing/processing facility on site, packing/processing their own product.
<b>Level 1c:</b>	<b>Smallholders/Emerging Growers</b> Producers who need to become compliant and have never undergone an audit who form part of the SIZA Emerging Growers Compliance Programme over a 3-year period.
<b>Level 1d:</b>	<b>Temporary Employment Services (Labour Brokers)</b> A person or company that provides labourers to client companies on a temporary basis.
<b>Level 2:</b>	<b>Packhouse/processing facility</b> An independent packhouse/processing facility which packs/processes on behalf of primary producers.
<b>Level 3b:</b>	<b>Multisite</b> The multi-site principle is applied where the organisation and multiple sites are registered as <b>one legal entity</b> and have one management system that is centrally controlled at a head office base.
<b>Level 4a:</b>	<b>Export agent</b>
<b>Level 4b:</b>	<b>Import Agent</b>
<b>Level 5a:</b>	<b>Retailer</b>
<b>Level 5b:</b>	<b>Minor Industry Association</b> Industry representing under 5 000 hectares.
<b>Level 5c:</b>	<b>Major Industry Association</b> Industry representing above 5 000 hectares.
<b>Level 6:</b>	<b>Not-for-Profit organisation</b> An organisation that does not need to be linked to Level 1 member sites. For example, NGO, trade union, or other non-profit entity not requiring visibility of Level 1 member sites.
<b>Level 7a:</b>	<b>Social (Ethical) Audit Firms</b>
<b>Level 7b:</b>	<b>Environmental Audit Firms</b>
<b>Level 7c:</b>	<b>Independent Greenhouse Gas Specialists</b> A company that specialises in calculating a site's carbon footprint within the agricultural sector.
<b>Level 8:</b>	<b>Training Service Providers/Consultants/Remedy Programmes</b> Companies who are recognised by SIZA and who need to be visible as recommended programmes to the producers.

### Active Primary Members by Level per Province



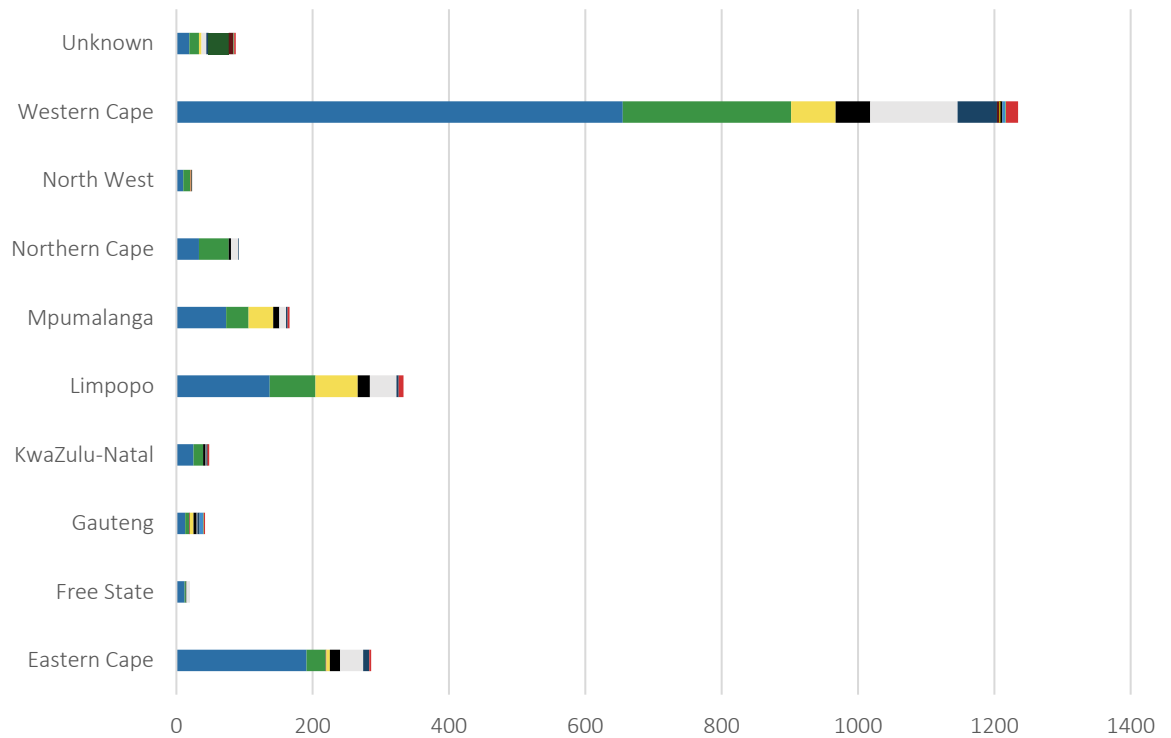
	Eastern Cape	Free State	Gauteng	KwaZulu-Natal	Limpopo	Mpumalanga	Northern Cape	North West	Western Cape	Unknown
Multi-site (Level 3)	34	5	1	1	39	10	11	1	128	7
■ Packhouse (Level 2)	15	1	5	4	18	9	3	1	51	0
■ Temporary Employment Service (Level 1d)	5	0	5	0	62	36	0	1	65	4
■ Smallholder (Level 1c)	1	0	1	0	0	0	0	1	0	0
■ Producer with Packhouse (Level 1b)	28	2	6	14	67	33	44	10	247	14
■ Producer (Level 1a)	191	12	13	25	137	73	33	10	655	19

Level 1a members continue to make up the largest percentage of membership, and currently represents 54,12% of all primary members. Since fruit producers have the biggest representation on the *MySIZA* platform, out of the total registrations for level 1a members, 1 168 members (56,08%) are based in the Western Cape.

#### 1.1.4. Active members by registration level

The *MySIZA* platform acts as a risk management tool for both the producer and the buyer, as secondary members (exporters, importers, and retailers) can manage risk within their supply chain by having visibility on the performance of their linked members for both social and/or environmental. Currently there are a total of 126 secondary members, (buyers/retailers, importers, and exporters) and 49 tertiary members (auditors, consultants, and remedy providers) registered on *MySIZA*.

All Active Members by Level per Province



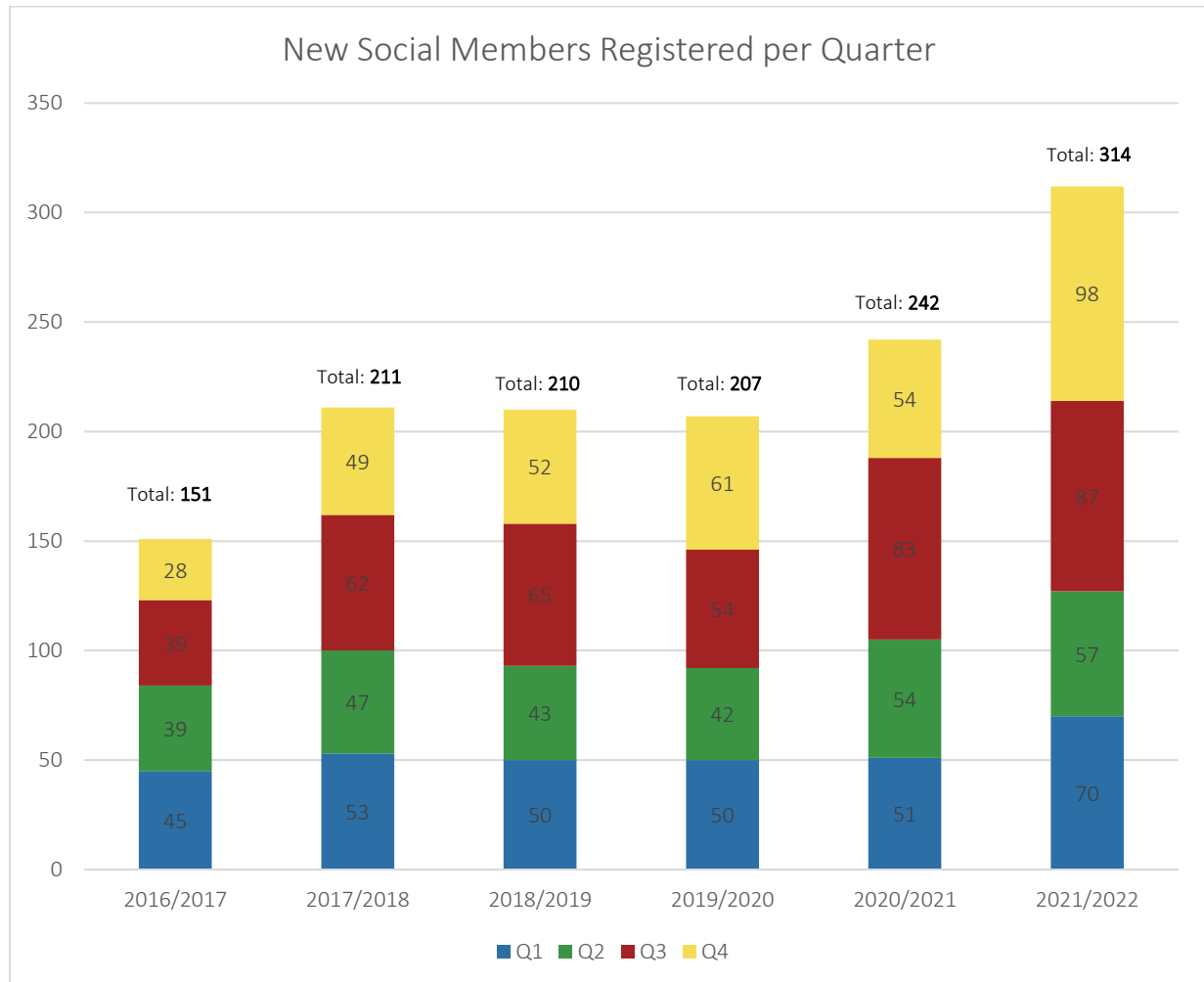
	Eastern Cape	Free State	Gauteng	KwaZulu-Natal	Limpopo	Mpumalanga	Northern Cape	North West	Western Cape	Unknown
■ Producer (Level 1a)	191	12	13	25	137	73	33	10	655	19
■ Producer with Packhouse (Level 1b)	28	2	6	14	67	33	44	10	247	14
■ Smallholder (Level 1c)	1	0	1	0	0	0	0	1	0	0
■ Temporary Employment Service (Level 1d)	5	0	5	0	62	36	0	1	65	4
■ Packhouse (Level 2)	15	1	5	4	18	9	3	1	51	0
■ Multi-site (Level 3)	34	5	1	1	39	10	11	1	128	7
■ Exporter (Level 4a)	9	0	3	1	3	2	1	0	58	3
■ Importer (Level 4b)	0	0	0	0	0	0	0	0	0	30
■ Retailer (Level 5a)	0	0	0	0	0	0	0	0	3	7
■ Minor Industry Association (Level 5b)	0	0	0	0	0	0	0	0	2	0
■ Major Industry Association (Level 5c)	0	0	0	1	0	0	0	0	3	0
■ Not for Profit (Level 6)	0	0	0	0	0	0	0	0	0	0
■ Social Audit Companies (Level 7a)	0	0	5	0	0	0	0	0	4	0
■ Enviro Audit Companies (Level 7b)	0	0	1	0	0	0	0	0	1	1
■ Consultants (Level 8)	3	0	2	2	7	3	0	0	18	2



## 1.2. New Members and Renewals

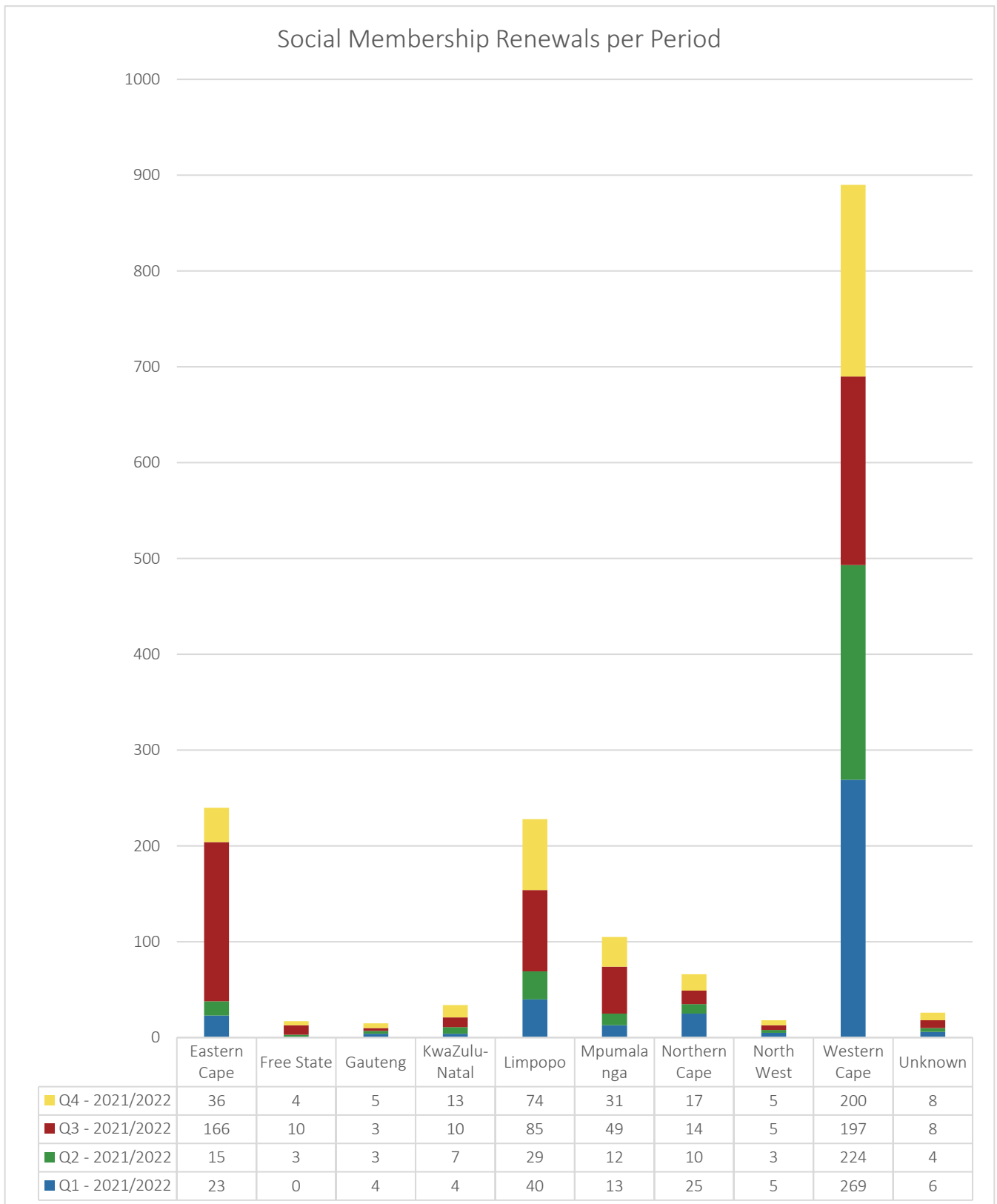
With SIZA being a multi-sector agricultural solution, the ongoing aim is to have all production units within South Africa to be registered for SIZA Social and/or SIZA Environmental as a drive towards being a global leader in ethical trade and environmental sustainability. This section indicates a stable and steady growth in membership since 2016. One of the reasons for this growth can refer to the fact that SIZA expanded its practices to become a multisector, agri-wide compliance programme.

### 1.2.1. New member registrations



Since 2016, a total of 1 333 new members registered for the SIZA Social module, while 98 new members registered during the current reporting quarter. This indicates that there has been steady growth in membership since 2016 that doesn't seem to be slowing down, which will have a positive effect on ethical compliance throughout South Africa.

1.2.2. Membership renewals



A total of 393 subscriptions that expire in Q4 of 2021/2022 were renewed in this period. 50,9% (200) of these were in the Western Cape. Membership renewal indicates that suppliers are maintaining their ethical compliance status.

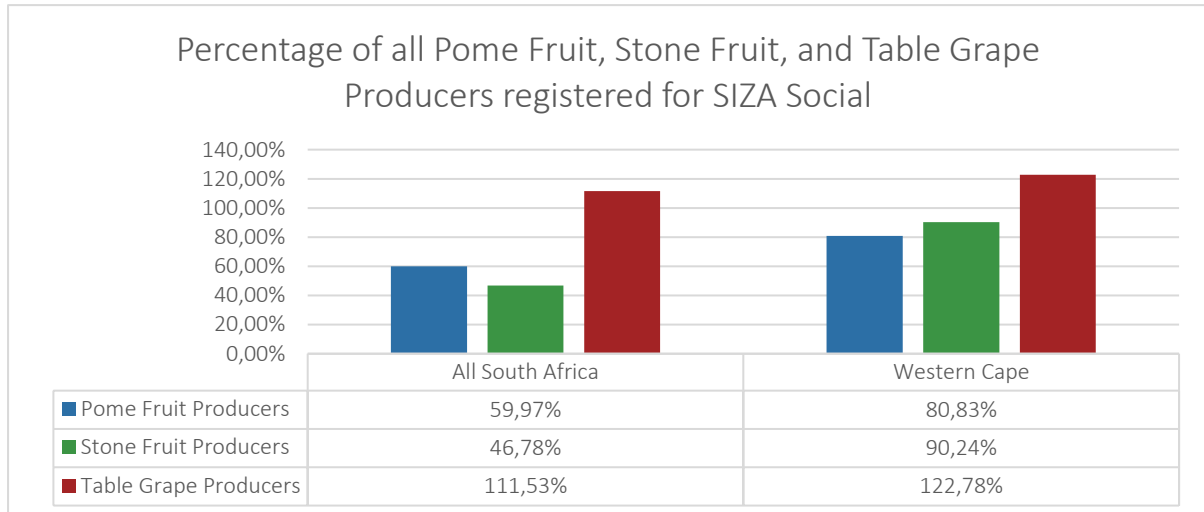
### 1.3. Membership per Commodity

As SIZA is a multi-sector agricultural solution, the *MySIZA* platform allows for a very detailed breakdown of commodities. SIZA members have contributed to completing the data and all profiles have indicated their commodities as follows:

Commodity	All South Africa		Western Cape	
	Number of commodity represented in SIZA membership	% of total commodities indicated	Number of commodity represented in SIZA membership	% of total commodities indicated
Citrus	767	24,78%	332	17,33%
Pome Fruit	411	13,28%	365	19,05%
Stone Fruit	407	13,15%	381	19,89%
Table Grapes	329	10,63%	221	11,53%
Subtropical	217	7,01%	12	0,63%
Wine Grapes	207	6,69%	197	10,28%
Fresh Vegetables	148	4,78%	86	4,49%
Berries	112	3,62%	63	3,29%
Nuts & Seeds	106	3,42%	7	0,37%
Pomegranates	38	1,23%	34	1,77%
Figs	30	0,97%	26	1,36%
Dried Fruit	25	0,81%	8	0,42%
Canning Fruit	24	0,78%	23	1,20%
Tea & Beverages	24	0,78%	23	1,20%
Meat	25	0,81%	13	0,68%
Flowers & Ornamentals	31	1,00%	26	1,36%
Olives	18	0,58%	18	0,94%
Bananas	20	0,65%	0	0,00%
Persimmons	16	0,52%	15	0,78%
Kiwis	13	0,42%	4	0,21%
Guavas	15	0,48%	9	0,47%
Grain, Bread & Bakery Products	12	0,39%	6	0,31%
Granadilla	12	0,39%	3	0,16%
Sugar	9	0,29%	0	0,00%
Wool / Mohair	5	0,16%	5	0,26%
Dragon Fruit	3	0,10%	1	0,05%
Dairy Products	3	0,10%	3	0,16%
Seasoning & Preservatives	2	0,06%	1	0,05%
Eggs	2	0,06%	1	0,05%
Pineapples	1	0,03%	0	0,00%
Poultry	2	0,06%	2	0,10%
Marine	1	0,03%	1	0,05%
Hops	0	0	0	0
Other	60	1,94%	30	1,57%

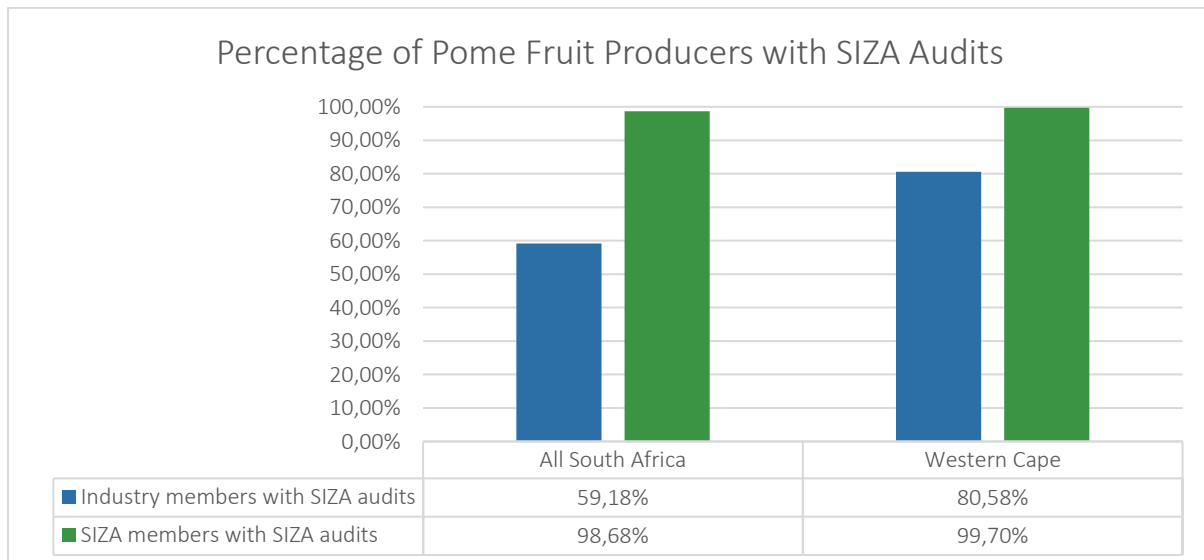
### 1.3.1. Commodity Statistics

As can be seen in the previous table, three of the most prevalent commodities in the Western Cape are Pome Fruit (365 SIZA members), Stone Fruit (381 members), and Table Grapes (221 members). When comparing the information provided by SIZA members on MySIZA with information provided by the relevant Industry Associations, one can see that a significant percentage of each commodity is represented in the SIZA member base.

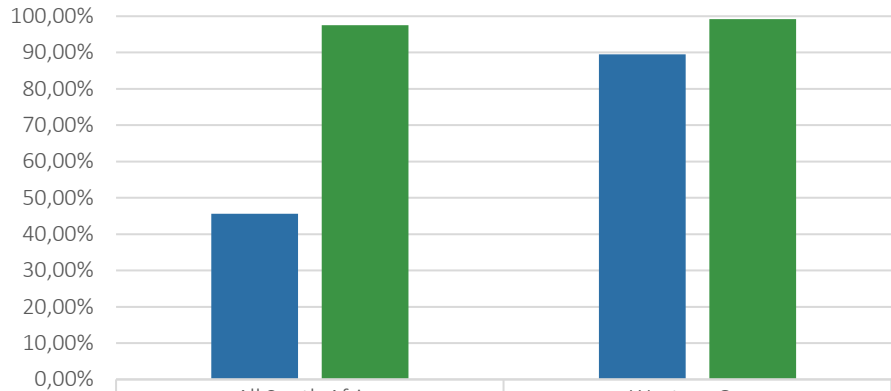


Interesting to note is that there are more Table Grape producers registered with SIZA than with the Industry Association. This might be due to a difference in how membership is determined/calculated within the industry body, for example per production unit, instead of business entity, separate trade entities etc. As SIZA membership is based on the entire entity that registers with the programme, a business as a whole will be counted once. In the Western Cape specifically, 80,83% of Pome Fruit producers, 90,24% of Stone Fruit producers, and 122,78% of Table Grape producers are registered for the SIZA Social module.

In terms of third-party audit compliance, in the Western Cape almost 100% of SIZA members for each commodity (Pome Fruit, Stone Fruit, and Table Grapes) have valid SIZA Social (Ethical) audits.

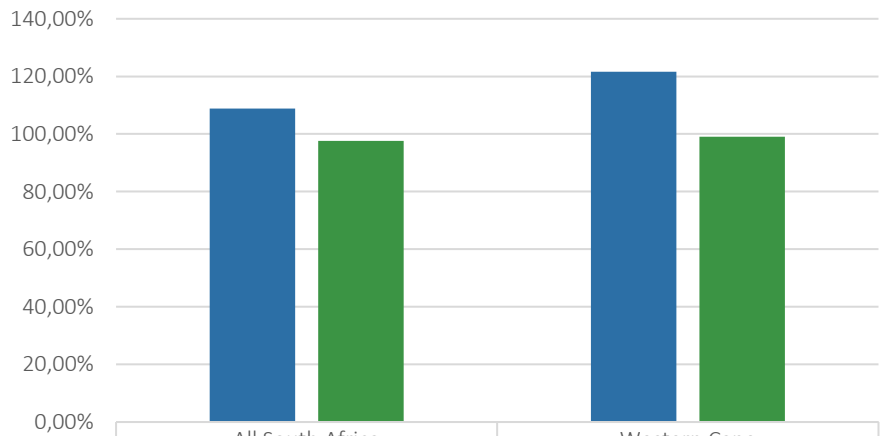


### Percentage of Stone Fruit Producers with SIZA Audits



	All South Africa	Western Cape
Industry members with SIZA audits	45,61%	89,51%
SIZA members with SIZA audits	97,50%	99,19%

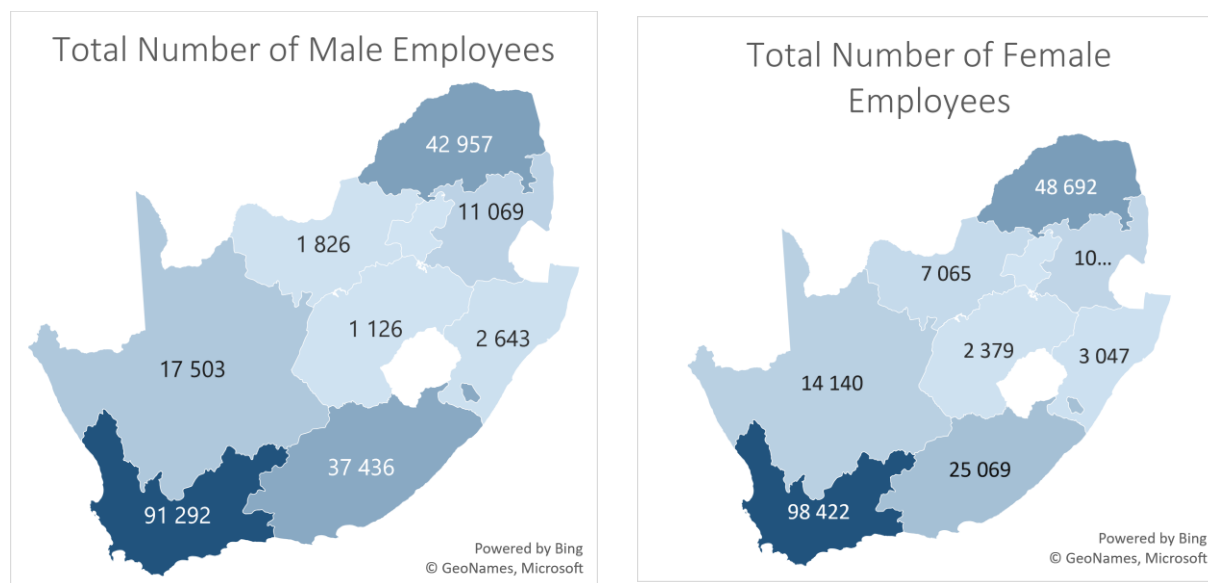
### Percentage of Table Grape Producers with SIZA Audits



	All South Africa	Western Cape
Industry members with SIZA audits	108,81%	121,67%
SIZA members with SIZA audits	97,57%	99,10%

#### 1.4. Worker Summary

The following summary represents information relating to agri-workers working on farms that are registered under the SIZA programme. Data is obtained from the SAQs that were completed by the producer and approved over the last 12 months.



When completing the SAQ, primary members are asked to complete their worker types in the following categories:

- Permanent Male and Female (South African or Foreign Nationals)
- Temporary Male and Female (South African or Foreign Nationals)
- Labour Service Provider Male and Female

The table below indicates the worker distribution per province and worker type.

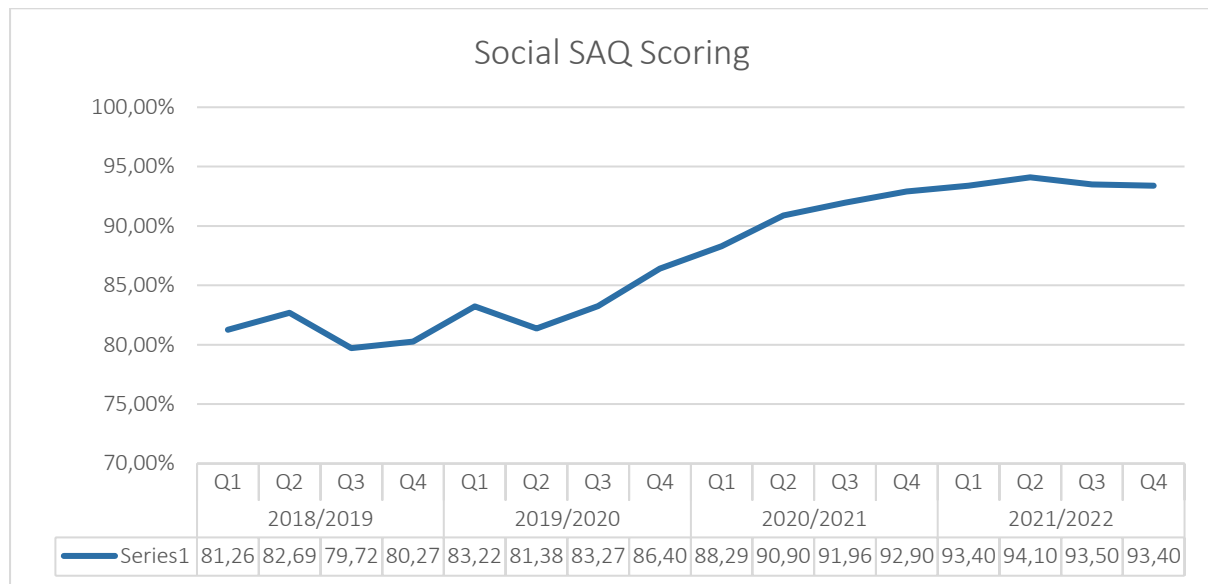
Province	Permanent Male	Permanent Female	Temporary Male	Temporary Female	Labour Service Provider Male	Labour Service Provider Female	Foreign National Male	Foreign National Female	Total Workers per Province
Unknown	1 140	643	3 035	3 232	29	49	110	42	8 280
Eastern Cape	9 273	3 355	21 072	16 472	490	645	6 601	4 597	62 505
Free State	691	1 182	435	1 197	0	0	0	0	3 505
Gauteng	331	350	216	651	0	3	114	82	1 747
KwaZulu-Natal	1 070	1 019	954	1 465	601	552	18	11	5 690
Limpopo	15 686	10 791	17 006	31 453	1 927	2 106	8 338	4 342	91 649
Mpumalanga	5 215	3 097	3 962	6 580	910	291	982	286	21 323
Northern Cape	3 433	995	13 863	12 855	0	0	207	290	31 643
North West	860	699	505	4 100	1	0	460	2 266	8 891
Western Cape	32 654	20 449	45 682	63 668	4 520	4 523	8 436	9 782	189 714
<b>Total Workers per Type</b>	<b>70 353</b>	<b>42 580</b>	<b>106 730</b>	<b>141 673</b>	<b>8 478</b>	<b>8 169</b>	<b>25 266</b>	<b>21 698</b>	<b>424 947</b>

The Western Cape accounts for the highest number of employees (44,64%) due to the large number of members that are based in the Western Cape.

## 2. SELF-ASSESSMENT QUESTIONNAIRE (SAQ)

The purpose of the SAQ is for primary members to have an opportunity for self-evaluation and to benchmark against South African legislation. SAQs are also important for the auditing process, as the auditors use the SAQ information as a benchmark during third-party audits. SIZA also uses the SAQ as a between audit online monitoring tool to ensure that audit results are maintained between audits.

SAQs indicate growth and improvement year on year, as the primary members are required to complete their SAQs annually. MySIZA allows for feedback to the member by means of a risk indicator, which scores each answer according to the risk it holds.

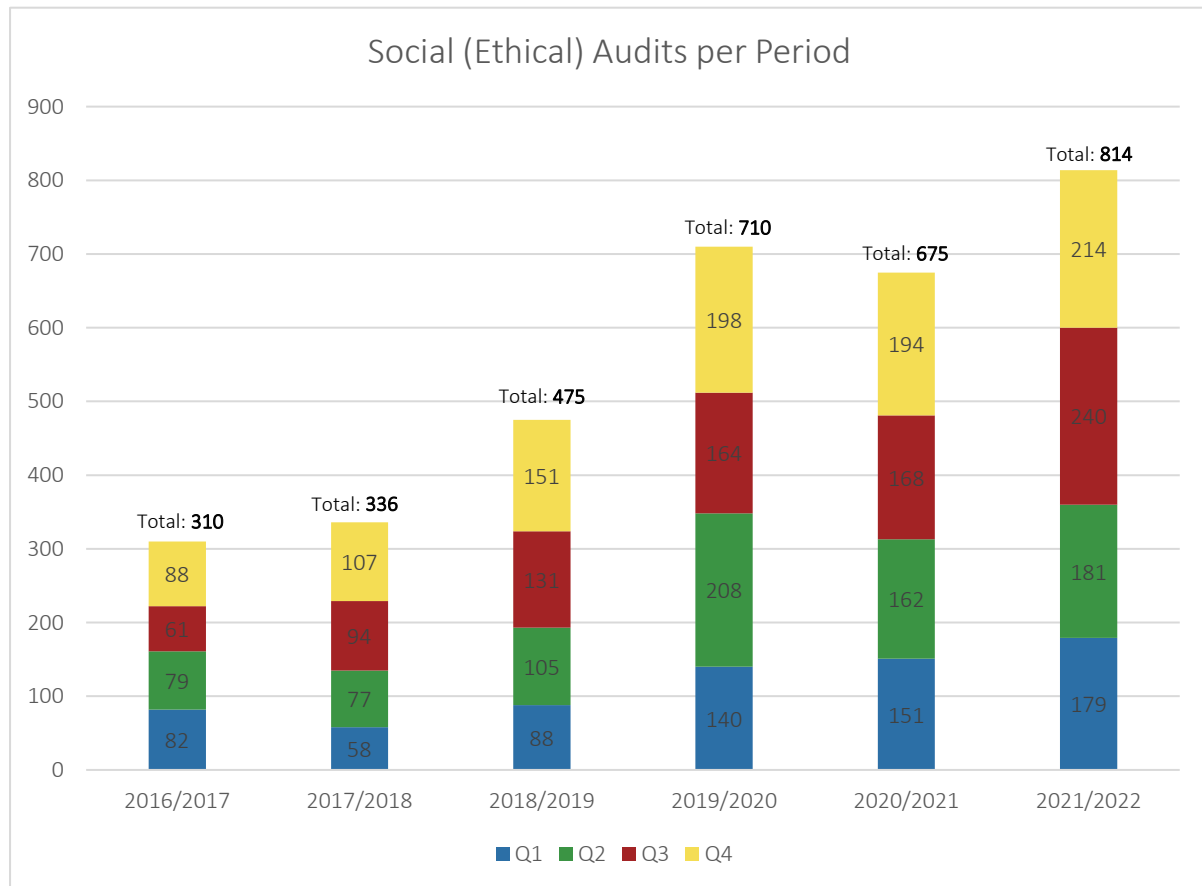


The average score for all Social (Ethical) SAQs approved in Q4 is 93,40%. The highest score for an approved SAQ in this period is 99,50%. SIZA admin try to only approve SAQs for existing members with a risk score above 85% now, which is 5% higher than 2020. SIZA admin assist new members with low scores to improve their scores every year before approval.

### 3. SOCIAL (ETHICAL) AUDIT INFORMATION

#### 3.1. Social (Ethical) Audits per Period

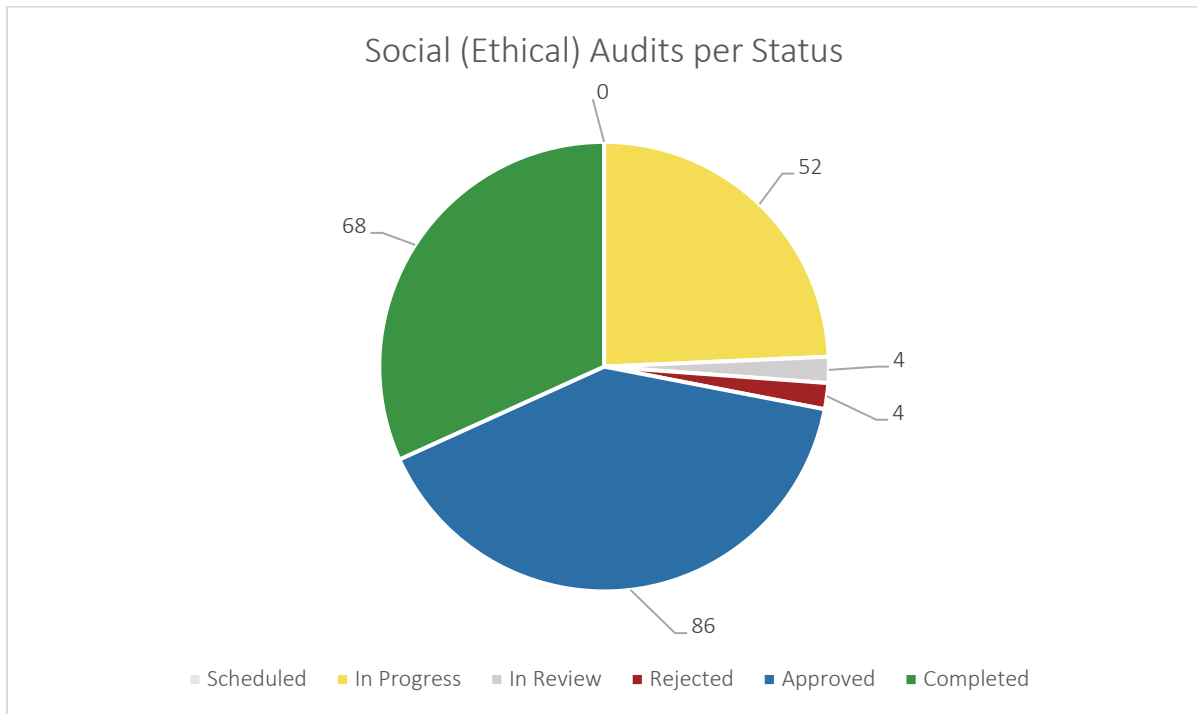
SIZA adopted a third-party audit approach to allow for a credible and objective process which can be a true reflection of the audit outcome and ethical labour practices in a business. A SIZA Social (Ethical) audit is not a pass or fail exercise, but rather aimed at assisting all people living and working in agriculture to drive ongoing improvement in terms of socially responsible business practices. The purpose of the third-party audit is to evaluate the implementation of labour legislation through the SIZA Social Standard by evaluating and identifying areas within the business that are non-compliant and require corrective and remedial actions, so that ongoing continuous improvement can take place.



As with the growth in membership we saw a steady growth over the last 5 years in the amount of Social (Ethical) audits. Since 2016, a total of 3 320 Social (Ethical) audits were done. Over the past 3 months (Q4), between 1 April 2022 and 30 June 2022, a total of 214 audits were conducted, the highest number of audits for Q4 compared to the same periods of previous years. Social (Ethical) audits increased by 139 audits (20,59%) from 2020/2021 to 2021/2022. This steady growth that is shown can be related to the expansion of becoming a multisector agri-wide programme as well as the change in the SIZA audit period from 5 years where the Platinum category has become the most stringent qualifying criteria with a 3-year validity period.



### 3.2. Audits per Status



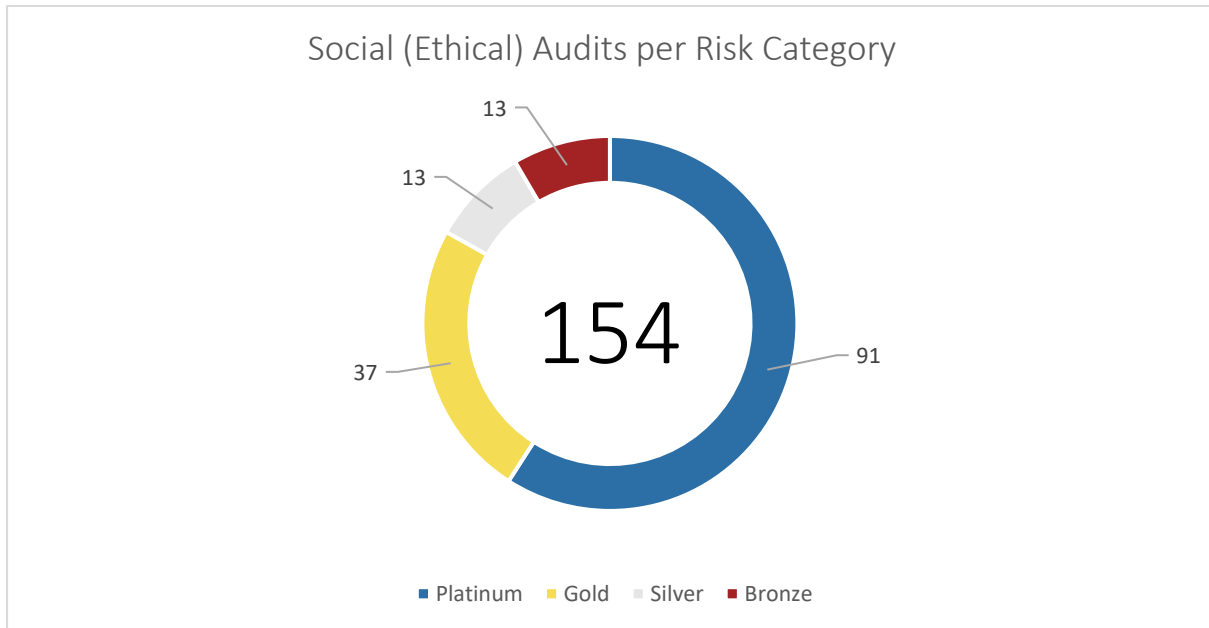
The emphasis in the SIZA programme is on continuous improvement to create better circumstances for all living and working on farms. Therefore, it is important to note that no Audit Completion Letter can be issued if all corrective actions are not completed and signed off by the auditor. If audits are not in completed status, it means that the audit process is not completed in full.

Of the 214 audits that were conducted during Q4, 68 have already been completed in full, 86 are in approved status and awaiting corrective actions which must be uploaded by the producer. The remaining 60 are either in progress or still being reviewed by the audit firms. It is important to note that timelines are allocated to all the steps in the audit process for both the auditor and the auditee.

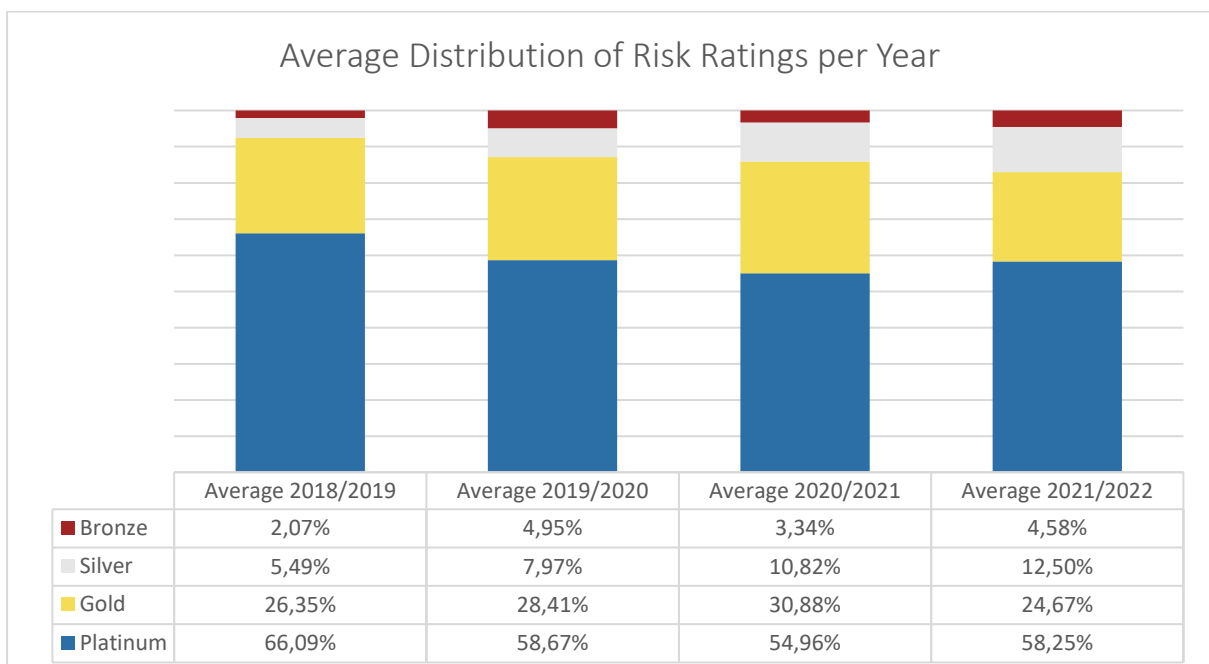
### 3.3. Social (Ethical) Audits per Risk Category

The SIZA Social (Ethical) 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: Platinum, Gold, Silver, and Bronze where the Platinum category has the most stringent qualifying criteria. A SIZA member will be rated according to these risk categories, based on the number and rating of each finding during their audit. As the business must drive continuous improvement and implement the required practices within their business, they should aim to get fewer findings and a higher rating during their next audit.

It is possible that in some instances auditees can get a lower rating due to the expansion of the audit checklist as well as some new market requirements or changes to legislation that were included over the last couple of years.



Of the audits done during this period, 91 (59%) achieved Platinum status, and 37 (24%) achieved Gold status. Producers are showcasing their commitment to continuous improvement and this is evaluated and proven by the third-party audit outcomes.



While the number of findings increases with each period, due to an increase in audits and more comprehensive auditor calibration efforts, the majority of producers still achieve a Platinum risk-rating. This is indicative of a consistent drive and effort from South African producers toward continuous improvement and best practice.

### 3.4. Non-Conformances

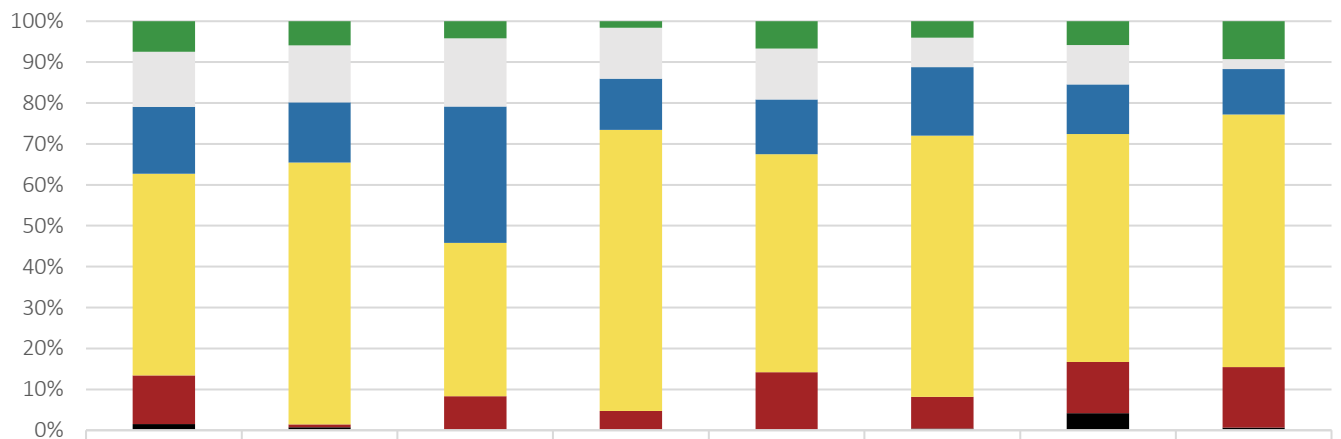
The non-conformances raised during audits are indicative of the risk areas in the industry. Although the total number of non-conformances may increase slightly between periods, this can be explained by the number of audits increasing, as well as increased training among auditors, leading them to be able to identify more areas of non-conformance. SIZA also expanded the audit checklist as well as some new requirements that were included over the last couple of years. It remains evident that SIZA members continue to improve their practices, which is supported through the various training programmes and guidance tools provided by SIZA. This support proves to be of great assistance when rectifying and improving non-conformances.

The SIZA programme monitors compliances in the following areas:

- Management systems
- Forced Labour (Employment is Freely Chosen)
- Child Labour
- Freedom of Association
- Discrimination, Harassment, and Abuse
- Health & Safety
- Wages, Benefits, and Terms of Employment
- Working Hours

#### 3.4.1. Non-conformances vs good practices per category

Social (Ethical) Non-Conformances vs Good Practices per Category



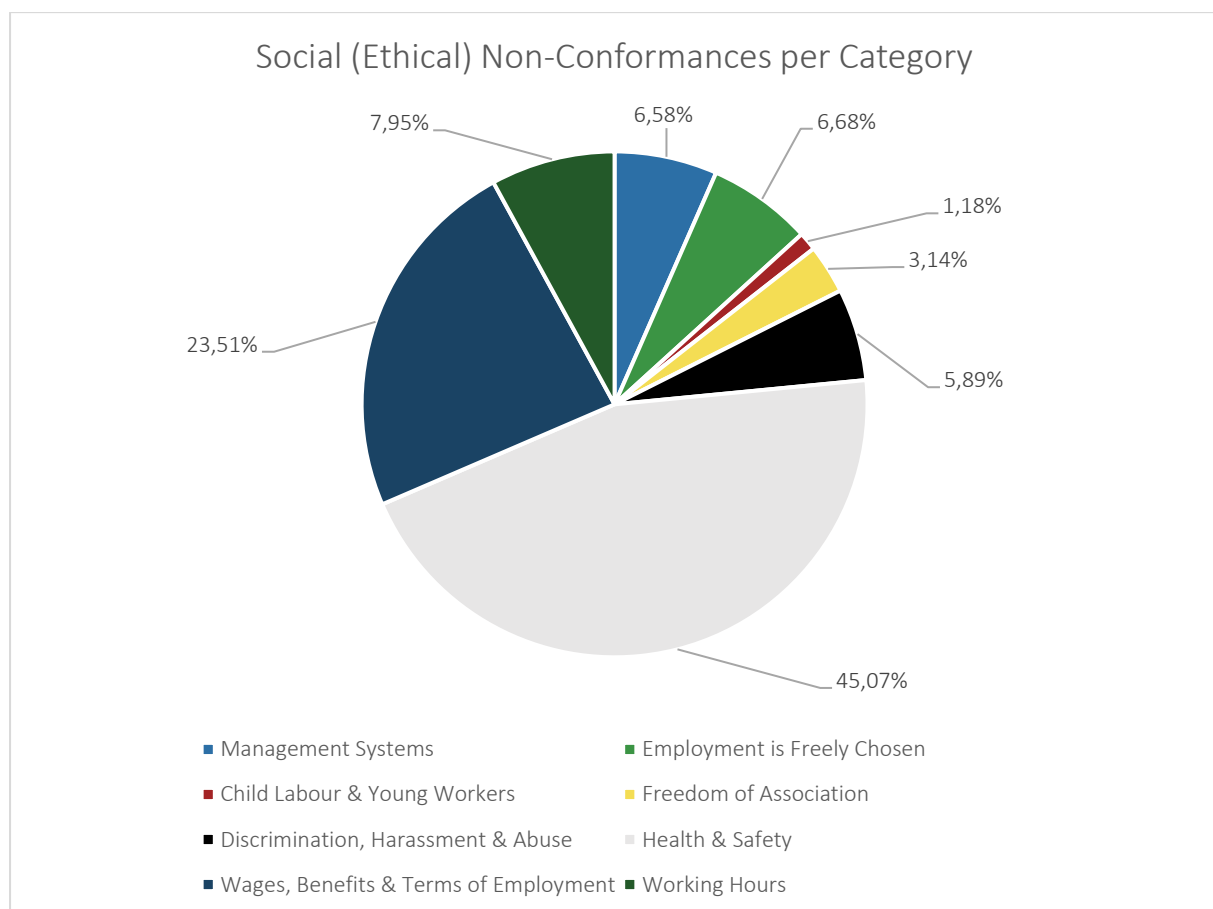
■ Good Practice	7%	6%	4%	2%	7%	4%	6%	9%
■ Recommendation	13%	14%	17%	13%	13%	7%	10%	2%
■ Observation	16%	15%	33%	13%	13%	17%	12%	11%
■ Minor	49%	64%	38%	69%	53%	64%	56%	62%
■ Major	12%	1%	8%	5%	14%	8%	13%	15%
■ Critical	1%	1%	0%	0%	0%	0%	4%	1%

During this period, it is interesting to note that there were 20 critical non-conformances raised under Wages, Benefits & Terms of Employment. This high number of critical non-conformances are due to a high number of businesses not adhering to the payment of minimum wage-rates. There has also been a noteworthy increase in the number of good practices raised during the 2021/2022 reporting year. This increase can be explained due to better calibration efforts from auditors on reporting good practices more effectively. Another reason for this increase can be due to members wanting to showcase a more balanced view of their business practices by implementing a best practice approach rather than just focusing on minimum compliance.

### 3.4.2. Non-conformances per category

In Q4, most non-conformances (76,53%) fell in three categories, namely:

- Health & Safety (918 findings);
- Wages, Benefits, and Terms of Employment (479 findings); and
- Working Hours (162 findings)



As a measurement in looking at the top three areas of non-conformances, the various audit outcomes under the three top categories can be explained as follows:

### **Health and Safety:**

As a high number of non-conformances are raised under this section, it is relevant to mention that this section also covers the most detailed questions and requirement areas during an audit which contributes to the number of non-conformances raised. In general, the largest areas of non-conformances within this section lie with the following themes:

- Employee housing does not meet basic health, safety, and hygiene requirements as set out by the SIZA standard and South African legislation.
- Inadequate management and maintenance of machinery related to the business production processes.
- Inadequate measures taken to control the risk posed by latent infrastructural risks such as dams, CA stores, etc.

### **Wages, Benefits & Terms of Employment:**

The second largest area of non-conformances lies with wages and contracts of employment. In general, the largest areas of non-conformances within this section fall under the following themes:

- Not all employees (seasonal, temporary, or permanent workers) have written contracts of employment in place.
- Payslips do not contain all the information as required by legislation.
- During the recruitment process, the business does not gather all the relevant personal and emergency information for each employee.

### **Working Hours:**

The third largest area of non-conformances lies with working hours. In general, the largest areas of non-conformances within this section fall under the following themes:

- Overtime does not conform to all the minimum requirements.
- Night-work is not managed and implemented in accordance with the minimum legislative requirements.
- Rest periods and meal intervals are not managed effectively and granted to workers in accordance with legislation.

### 3.4.3. Risk distribution

The risk of individual producers is categorised by using a scoring matrix which divides risks into categories of Critical, Major, Minor, Observations, Recommendations, and Good Practices. Non-compliances and Observations are classified according to:

- The frequency of the problem and whether the issue is an isolated occurrence.
- The potential severity of the problem.
- The probability of recurrence.
- The management system in place.
- The response of the management

A minor non-compliance is:

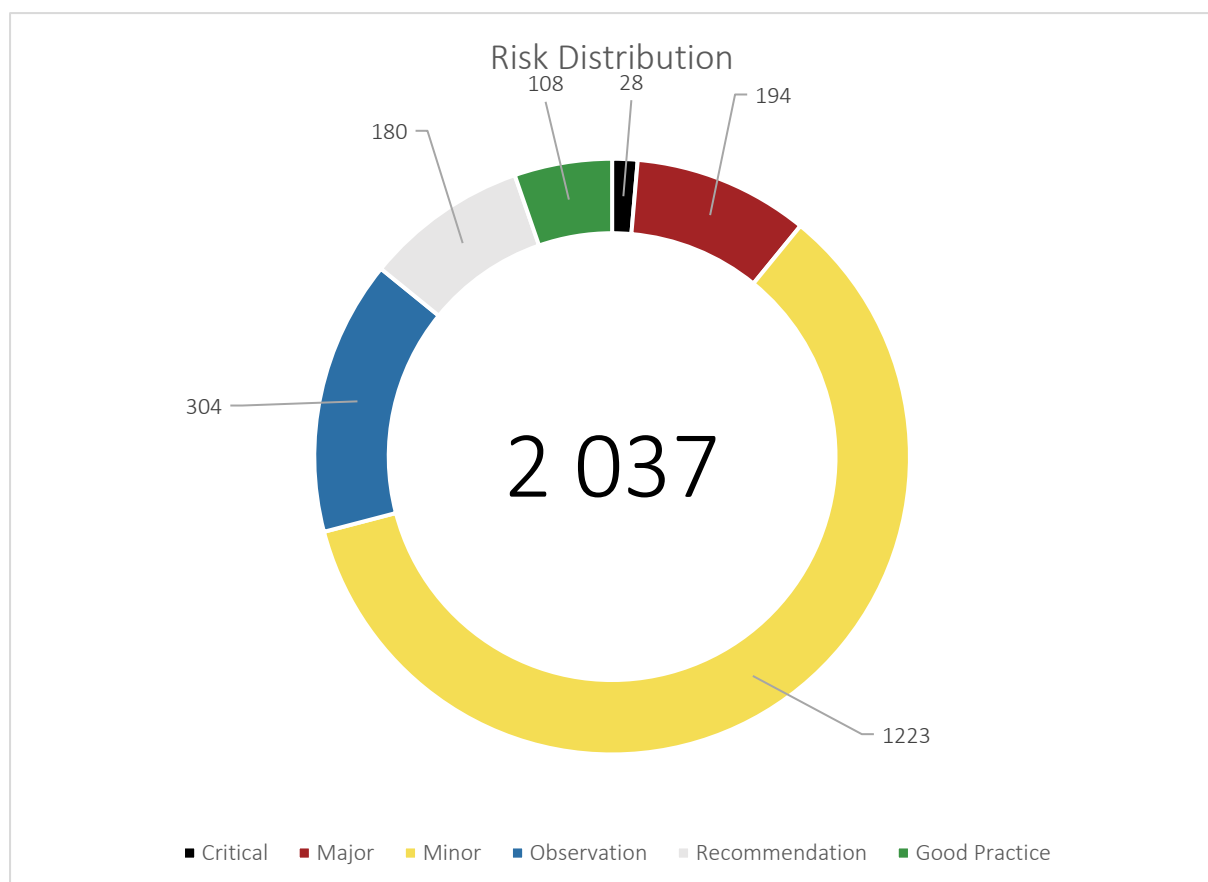
- An occasional or isolated problem.
- An issue which presents a low risk to workers/ those on-site.
- A policy issue or misunderstanding where there is no evidence of a material breach.

A major non-compliance is:

- A breach which represents a danger to workers/those on site.
- A material breach of a code requirement/law.
- A systemic violation of a code requirement/law.

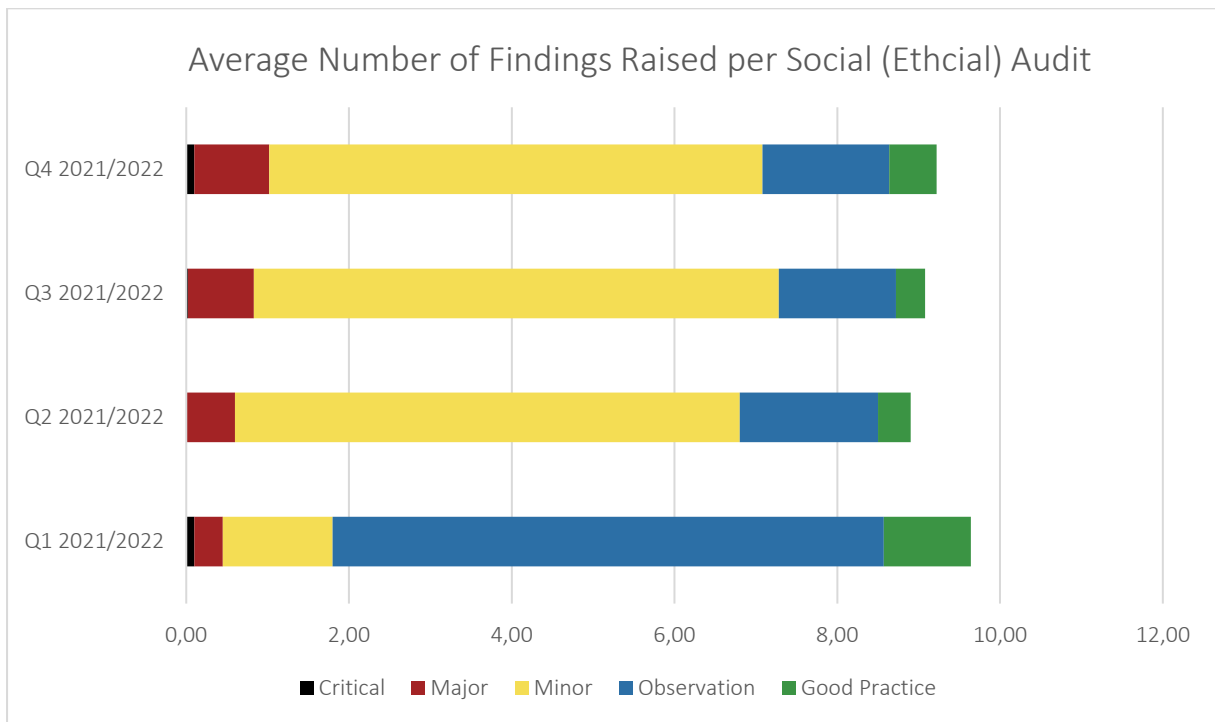
A critical non-compliance is:

- An issue which presents imminent risk to workers' safety/risk to life and limb or constitutes a significant breach of workers' human rights, and/or;
- A major non-compliance that has not been addressed or for which no significant improvement has been made by the time of a follow up audit, despite supplier commitment to resolve the issue.
- An attempt to pervert the course of the audit through fraud, coercion, deception, or interference.



### 3.4.4. Average number of findings per audit

The graph below indicates the average number of findings that are raised per audit. During the Quarter 4 2021/2022 reporting period, an average of 9,22 findings were raised per audit.



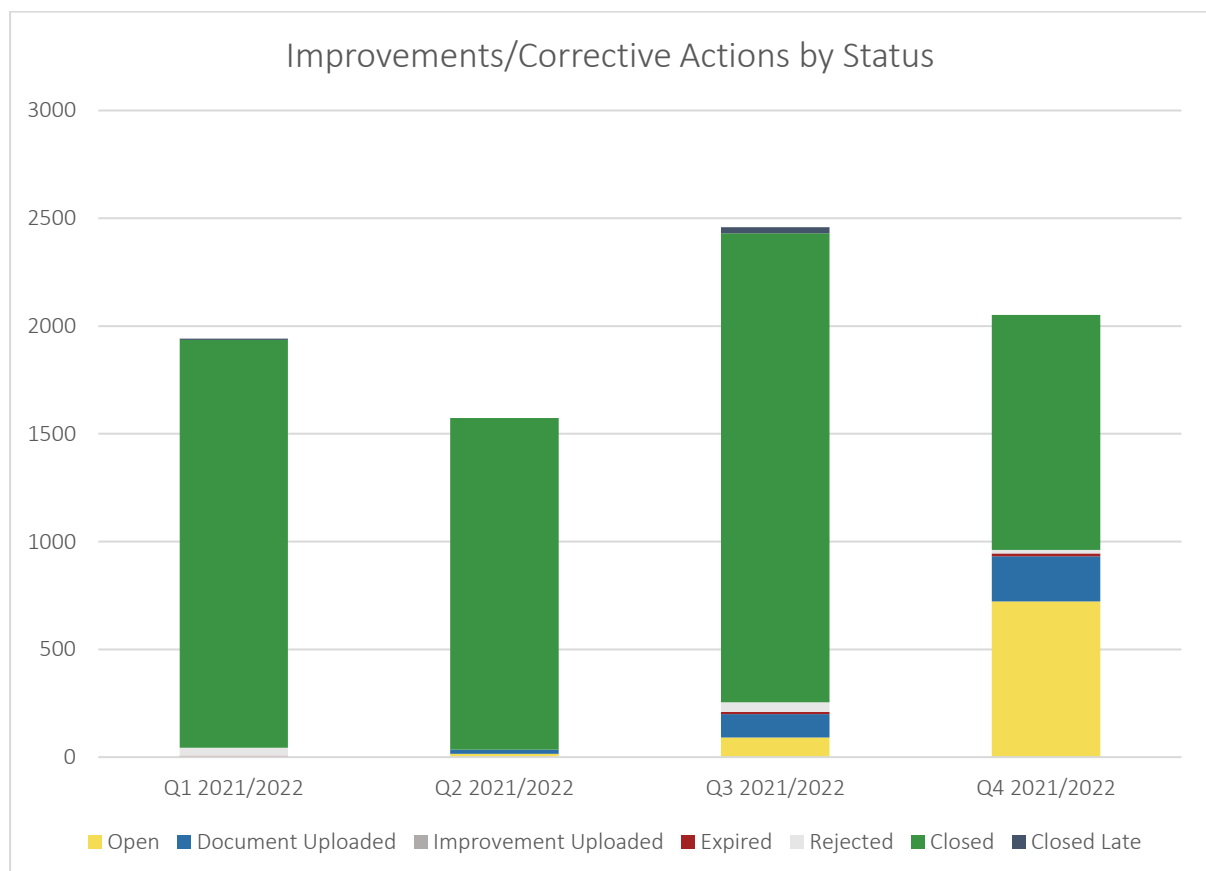
Although the majority of SIZA members received a Platinum risk rating; on average, due to the increased overall number of non-conformances raised on all audits, this results in the average SIZA risk-rating of Gold. This is due to the fact that a member's risk rating will immediately move to Gold if a Major non-conformance is raised or when more than 10 Minor non-conformances were raised. Despite many members receiving a Platinum risk rating, the high number of non-conformances results in the average of a Gold risk rating. The overall risk rating of a SIZA member is calculated on the SIZA Audit Frequency Risk Matrix, available here: <https://siza.co.za/wp-content/uploads/Annexure-2-SIZA-Audit-Frequency-Matrix.pdf>

### 3.5. Improvements and Corrective Actions

As SIZA is a continuous improvement programme, there is a strong focus on driving improvement on findings during audits. The below graph shows that most findings are closed out timeously during the given timeframes. The submission and closing of findings before the given deadlines is very important as this showcases the commitment from producers to rectify areas of non-compliances, and the audit validity of a producer will be affected if corrective actions are not completed within these deadlines. SIZA actively motivates and supports producers with the completion of the corrective actions which drives improvement within their own business, as well as throughout the agricultural industry. With each corrective action, the business is growing and improving their practices which in turn benefits the workforce and economy.

Period	Open	Document Uploaded	Improvement Uploaded	Expired	Rejected	Closed	Closed Late
Q1 2021/2022	0,00%	0,10%	0,00%	0,26%	1,85%	97,53%	0,26%
Q2 2021/2022	1,02%	1,21%	0,00%	0,00%	0,00%	97,78%	0,00%
Q3 2021/2022	3,70%	4,39%	0,00%	0,45%	1,83%	88,49%	1,14%
Q4 2021/2022	35,25%	10,14%	0,00%	0,68%	0,83%	53,10%	0,00%

The graph below indicates how non-conformances are closed out over time. Expired non-conformances will result in a follow-up audit during the 12 months following the audit date, while open non-conformances indicate that the producer still needs to upload corrective action to show improvement.





#### 4. COMMUNITY ENGAGEMENT BEYOND THE SOCIAL AND ENVIRONMENTAL AUDIT

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, pack houses, processing facilities, and workplaces in general has provided objective measurement to benchmark progress. Yet, auditing is not the only solution. To support SIZA's requirements and drive to ensure businesses' commitment toward their community, the Best Practice online programme was implemented by SIZA in 2018, gives producers the opportunity to showcase areas where they feel they have reached more than compliance, engage in their community, create value, and sustain practices beyond the audit process.

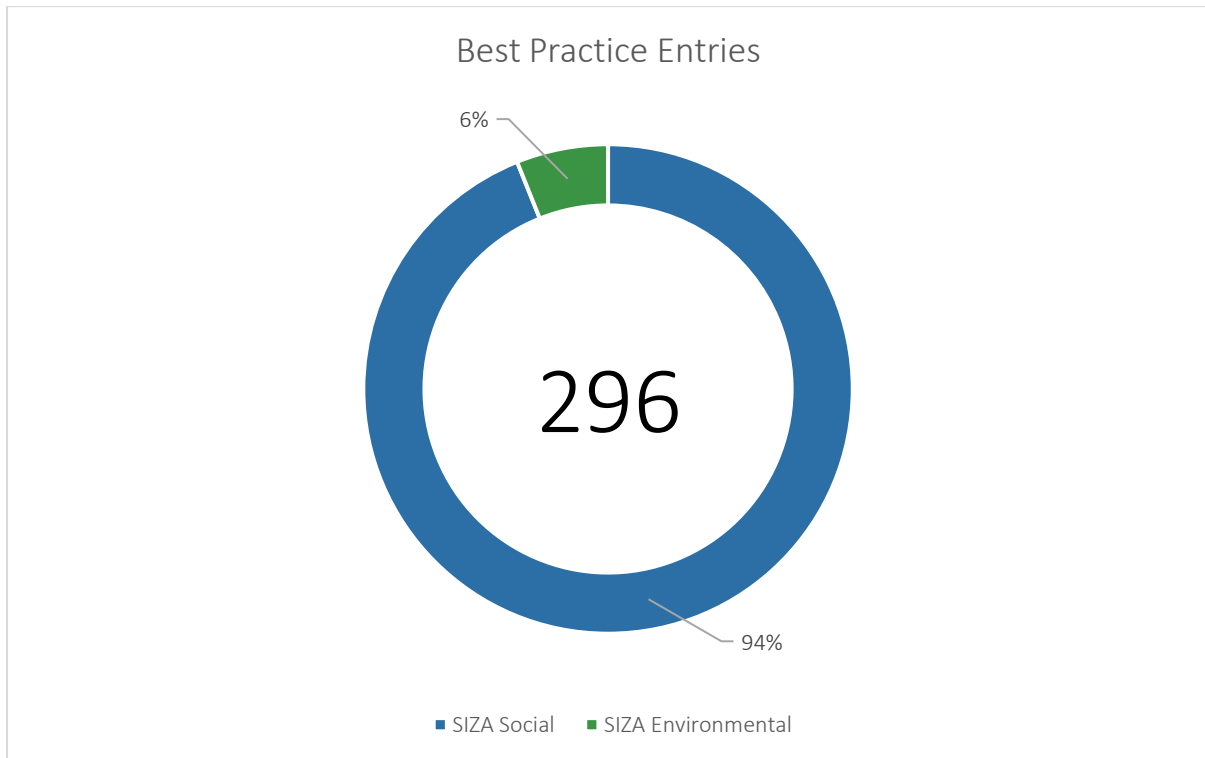
Members can upload details of their community engagement efforts and best practices on *MySIZA*, after which they are reviewed by SIZA admin. If approved, they will reflect as a Best Practices programme in the producer's member listing on *MySIZA*. It will also, together with other data, be visible to 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 ethical assurance practices in agriculture by highlighting the various community benefits and impacts achieved by agri-businesses.

The drive toward continuous improvement has been noticed with a significant growth in the submission of community engagement efforts and best practices as part of this online initiative. Producers' drive toward community engagement and having a positive impact on their neighbouring community, town, and area has been of great value. Some of the practices noted are:

- School support provided by producers to employees' children, sometimes also including on-farm schools and educational facilities.
- After care facilities and development programmes.
- Clinics and healthcare facilities onsite.
- Community health roadshows and educational days.
- Facilities made available for women and men from nearby communities to engage in crafts and art and contribute to producing products that in turn support their families.
- Pension funds and contributions to retirement annuities.
- Sport facilities and encouragement (proves very popular with teens and families on farms).
- Housing benefits (free housing on farm, employer provides/buys accommodation at nearby town for employee/family etc.).
- Clearing of invasive alien plants beyond farm border.
- Eco-energy implementation on farms and processing facilities, removing reliance on electricity from the grid.
- Carbon neutrality by balancing practices to put back oxygen into the atmosphere.
- Awareness-raising initiatives on becoming more aware of environmental conservation and sustainability as a whole.

The above is merely a highlight of some of the admirable practices offered by producers across South Africa. The importance of ensuring there is engagement with local communities is an embedded culture within South African agriculture that has survived over many decades and seems to increase with time.

To date, 279 Social (Ethical) and 18 Environmental Best Practices have been approved on MySIZA.



## 5. MARKET ACCEPTANCE

SIZA has positioned itself to be the preferred standard for suppliers from South Africa. It is in line with the SIZA vision to avoid audit duplication where possible and to save time and cost, whilst still being able to identify areas of risk in the industry and work towards the goal of continuous improvement.

Market acceptance is therefore one of the key measurable objectives to monitor growth but also to maintain the current acceptance throughout the world.

Currently SIZA provides supplier information when suppliers give SIZA permission to do so. Visibility on audit data and standards information are provided via four platforms at this stage.

- via the *MySIZA* Data platform
- via the Sedex Data Platform
- via a link on the GLOBALG.A.P. database
- via ITC Map

SIZA's acceptance has also grown in terms of businesses and industries that accept SIZA audits and recognise primary members' ethical and environmental performance against the SIZA standard.

Current acceptance is through:

- Exporters
- Importers
- Retailers
- Manufacturing/Processing Facilities
- Storage/Distribution Facilities
- Wholesalers
- Restaurants

SIZA will continue to monitor the market growth and continuously engage with new markets for further acceptance. Across the four different platforms SIZA is accepted by 302 businesses that operate around the globe. Below is a table showing the number of businesses per country that we are aware of which accept and support SIZA.

Country	Count
Australia	1
Brazil	1
China	1
Denmark	3
Dominican Republic	1
France	2
Germany	18
Ireland	6
Israel	3
Morocco	1
Netherlands	33
South Africa	94
Spain	2
Switzerland	1
United Kingdom	131
United States	4

## 6. COST-BENEFIT OF SIZA BENCHMARKS

As part of SIZA's drive to support producers by providing a cost-effective approach toward third-party audits, taking into account the various markets that are supplied globally, SIZA has investigated some of the major benchmarks and agreements completed to understand the cost-benefit and savings to the producer and the industry at large. The value can be seen with the benchmark against the Sustainable Supply-Chain Initiative (SSCI) requirements, which will result in equivalence and acceptance amongst the world's most prominent standards, saving the agricultural industry approximately R27 720 000.

Similarly, the benchmarks against the Floriculture Sustainability Initiative and Rainforest Alliance save the industry approximately R180 000 and R2 208 900, respectively. It is clear that engagements with partners such as Sedex and GLOBALG.A.P. provide visibility to producers supplying markets in the UK and EU, resulting in a cost saving of +/- R5 000 per producer per audit. This translates to a saving of R9 263 552 for the industry for Sedex and R6 030 000 for GLOBALG.A.P. visibility.

The goal of maintaining partnerships with other global programmes and conducting benchmarks against other standards is to ensure that South African agricultural producers can access all the major global markets by only maintaining their SIZA compliance for both the Social and Environmental Standards.

