



WHO WE ARE

SIZA, the Sustainability Initiative of South Africa, supports sustainability, growth and productivity by looking after the environment, respecting the rights of workers and initiating safe working and living conditions to ensure world-class agricultural products for local and global markets. This mission is achieved by engaging directly with all stakeholders to identify needs and by creating appropriate interventions and support tools for measuring member performance over time.

SIZA, a membership based organisation, was registered as an independent free standing non-profit entity in April 2016. Membership fees are used to sustain the programme and support ongoing improvement. The company is governed by a diverse and independent strategic Board of Directors, representing the value chain, while multi-stakeholder Advisory Groups provide direction to the programme.



WHAT WE DO

SIZA enables South African Agriculture to be a global leader in sustainable, ethical trade and environmental stewardship.

SIZA has a business approach and encourages continuous improvement in practices of ethical and environmental sustainable trade over time at levels above the minimum legal requirements, which are being driven by market demand.

SIZA has a multi-sector, Agri-wide focus by driving a cost effective approach in supplying one audit and one standard, no matter which market a grower supplies.

The programme has two focus areas:

Monitoring and verification of compliance and best practices for agricultural businesses which take place through ethical and environmental self-assessments and third party social/ethical audits conducted by independent third party audit bodies;

Capacity Building programmes to support members with the implementation of an ethical (social) standard and environmental assurance requirements through promoting awareness and understanding, as well as building practical and social skills to enhance productivity and continuous well-being on farms.

SIZA AUDIT PROCESS

SIZA has endorsed the adoption of a third party audit programme as the platform for its own audit scheme. SIZA training and mentoring for recognized audit bodies and auditors conducting independent 3rd party site audits, remain core to the ongoing success and integrity of the assurance and monitoring component of the SIZA programme. Audit bodies are responsible for uploading accurate and verifiable information onto the SIZA data platform. Proper data management and the accuracy of the information provided is crucial for the integrity of the programme.

ENGAGEMENTS WITH MARKETS

Effective communication and meaningful stakeholder engagement is becoming a critical component to promoting ethical trade and environmental assurance in the supply chain. With ongoing and regular new requirements set by the EU, UK and US markets, for both social and environmental compliance, SIZA recognizes the importance of vigorous and continuous engagement with local and international role-players. Consistent and effective engagement on all levels is a strong focus point.

THE SIZA STANDARD

The SIZA standard is a South African standard, developed, owned and operated in South Africa, but aligned to global best practices. It is recognised internationally by a large range of US, UK and EU retailers and locally by South African retailers.

Environmental Standard

The cornerstones of the Environmental standard are focused on evaluating current compliance and environmental risks, both at farm and regional/catchment level. It looks after minimum legal requirements to leading practices across four main areas:

- Water
- Soil
- Energy, materials & waste
- Farm ecosystems & biodiversity

Social Standard

The SIZA social standard is built on the following eight principles:

- Management Systems
- Forced and Bonded Labour
- Child Labour
- Freedom of Association
- Discrimination, Harassment & Abuse
- Health & Safety
- Wages, Benefits and Terms of Employment
- Working Hours

BENEFITS FOR PRODUCERS & PACKHOUSES OF BEING A MEMBER OF SIZA

- South African-based, reflects South African law and is SA agriculture-specific.
- Self-assessment provides you with information to improve working conditions on site.
- Applies a rating system that helps to identify areas of risk.
- Provides support in preparation for an audit.
- Ability to reduce audit frequency if it is a low risk site.
- SIZA Capacity-building programme provides workshops for SIZA members, as well as toolkits and other resources at no additional cost.
- The industry initiative is a barrier to other assurance schemes being imposed on the industry in the future.

BENEFITS FOR BUYERS

- Sustainable management of risk in the supply base.
- Local 'ownership' means greater buy-in of suppliers.
- Local monitoring of compliance and improvement through an internationally benchmarked system.
- Removes the need for individual programme implementation.
- Data platform provides visibility of suppliers and tracks progress.
- Access to accurate and credible data on the data platform.
- Capacity-building programme reflects local needs, improves performance of suppliers and contributes to continuous and sustainable improvement of working conditions on farms.
- Access to resources.





MEMBERSHIP

Membership is open to all agricultural supply chain stakeholders including industry associations, retailers, importers, exporters, packhouses, producers and service providers.

CONTACT INFORMATION

For more information contact SIZA at:
Tel 086 1111 568 or email info@siza.co.za.
www.siza.co.za

CAPACITY BUILDING PROGRAMMES

Social (Ethical) Training

Frequent training on labour law requirements and the SIZA ethical standards is essential, especially with SIZA membership growing at a fast pace and where new members are concerned. The SIZA programme is envisaged to play an important role in this process to support improvement and a beyond audit approach.

Environmental Training

Ongoing training on environmental practices and the SIZA Environmental standard is essential, especially with new market requirements for environmental assurance. The SIZA programme is envisaged to play an important role in this process to support continuous improvement and a sustainable and healthy environment. Environmental training is focused on the following:

- ❑ Training for producers who will be using the results to better manage their environmental risk and reports to markets;
- ❑ Upliftment training on base-level environmental practices to educate employees on environmental stewardship and the importance thereof in a farming environment.



Compliance for Previously Disadvantaged Producers

The SIZA programme will remain strongly focused on support for previously disadvantaged producers. Continued support will be provided regarding compliance with labour legislation, the SIZA Standard and the requirements for environmental assurance. These requirements include two core processes, namely monitoring (self-assessment and third-party ethical audit) and capacity building.

The inability to provide evidence of ethical compliance to buyers is a major risk for these producers, since it serves as a trade barrier to international markets. SIZA wants to ensure that these producers use labour legislation as a benchmark for their compliance and also that they become compliant with the requirements of the SIZA Standard and Code of Conduct.

Remedy And Beyond Audit Program

SIZA implemented a remedy and beyond audit programme. This essentially means that for all the various Code Principles, best practice programmes are identified and made available to producers online on the SIZA Platform. Producers will have access to a list of programmes/service providers which will assist them with best practice guidance on corrective action measures/remedial actions for areas where non-conformances have been identified. Wellness programmes to compliment and support these online developments are implemented on ground level to ensure sustainable practices and a beyond audit approach.

Modern Slavery: Forced And Bonded Labour

Stronger Together has launched a new global supply chain project to promote responsible employment in the wine and fruit growing industries in South Africa. Funded by the United Kingdom Home Office Modern Slavery Innovation Fund, the project will be delivered in partnership with the Wine and Agricultural Ethical Trade Association (WIETA) and SIZA.

The UK Modern Slavery Act of 2015 requires that large UK based businesses take steps in addressing and reducing the risk of modern slavery within their global supply chains. This includes any form of forced and bonded labour, human trafficking and preventing freedom of association.

It is therefore becoming increasingly important for South African producers to ensure that their labour management practices are fair and without any indication of these mentioned issues. Responsible employment not only help secure market access and protect the livelihood of these sectors, but also creates a healthier work environment where exploitative labour practices are discouraged and workers are protected.



SUSTAINABILITY
INITIATIVE
of South Africa