

FARM POLICY STATEMENT

The management and employees of _____ are aware of our responsibility to act as custodians of our natural environment. In order to ensure sustainable production and enhance product confidence, we are committed to:

- ❑ The management of the biodiversity on the farm
- ❑ Ensuring responsible use of our natural resources such as soil, water and energy
- ❑ Minimising the generation of waste and the responsible handling of any waste generated
- ❑ The identification of risk areas for pollution and the implementation of measures to minimise any contamination of the environment by these products
- ❑ Providing human and financial resources to ensure compliance with legal and customer requirements regarding fair labour practices.
- ❑ To ensure the best practices of animal welfare and land management are followed.
- ❑ To assist and maintain in the conservation of endangered species of fauna and flora
- ❑ To assist in the improvement of communities where possible and were needed

To ensure adherence to these principles, we:

❖ **Natural Environment:**

- Plan our production activities to minimise the impact thereof on sensitive ecosystems
- Support the enhancement of biodiversity on the farm by removing alien plants
- Maintain the historic buildings/houses on the farm
- Improving of natural vegetations through monitoring and rotation plans
- Control and management of sensitive areas and soil erosion areas

❖ **Natural Resources:**

- Identify areas with soils that are not suitable to the production of high quality cultivated crop and leave these areas undisturbed to improve the areas for grazing purposes
- Plan our cultural practices to optimise the use of water sources, available land and energy supplies
- Use of best practices for drinking water for all animals in each field, pasture and or pin

❖ **Waste and Recycling:**

- Attempt to minimise waste by re-cycling and re-using materials wherever possible
- Regularly and completely remove waste generated in and around the workplace
- Recycle the removed alien plants, plant or any other waste e.g. organic manure and or bedding from pin that can be used for compost making to make compost for gardens and or use designated areas where field needs improvement and or cultivated fields.

❖ **Health & Safety of Customers:**

- Ensure that no genetically modified organisms are used in the production processes on the farm
- Ensure that no use is made of treated or untreated human sludge and sewage water on the farm
- Ensure that no animals that are sold or send to be slaughtered that has been treated are send until WHD of product are completed

❖ **Health & Safety of staff and animals:**

- To ensure that all activities on the farm comply with the health and safety acts
- To ensure all the hazardous areas are clearly marked and controlled
- To ensure all activities that is required are done in safe manner for staff and animals

❖ **Environmental Pollution:**

- Implement measures to minimise contamination of the environment by agrochemicals, petrochemicals and noise
- All waste areas are well controlled not to contaminate the environment
- Keep all areas around housing controlled and clean to prevent contamination to the environment

❖ **Animal Welfare:**

- To ensure that all animal welfare and handling done according to the animal welfare act's
- To ensure that all animals in need of help do get help immediately where possible
- To ensure that all animals have safe environment and access to all their needs e.g. water and food

Furthermore, we are committed to the application of sound production practices that will cause the minimum disturbance of the natural environment and minimise the degradation of natural resources, such as soil, water and energy. We therefore endeavour to manage all aspects relating to new plantings, planning of new fields and the use of water and fertilization in such a way as to support sustainable production and cause minimal disturbance of the natural environment.

❖ **Use of Fertilisers and Application Of IPM Practices:**

- With our programmes for the management of the inter-row area, pruning, canopy management, minimising fertiliser usage (by converting to non-chemical) and sanitation we strive to create circumstances supportive of efficient integrated pest and disease management (IPM).

We are committed to the implementation of the philosophy of integrated crop management and integrated pest management. We believe that by applying this philosophy, we can sustain the economical production of high quality crop and to improve the health of animal while minimising the impacts on human health, animal health, the environment and sensitive ecosystems.

❖ **Use of Agrochemicals and Application Of IPM Practices:**

- Minimising the use of agrochemicals and combining chemical and cultural crop protection methods that will retard the development of resistance of pests and diseases to agrochemicals will achieve this. The goal is to maintain sustainability in production, promote natural biological control of pests and enhance the health of the environment and people.

❖ **Use of animal treatment products in relation to IPM Practices:**

- Minimising the use of animal treatments and only allow treatments once the need is there. Method and products used for treatments are done in the most sufficient methods that will not lead to resistance of pests and diseases that is been treated for and that no existing diseases are transferred to more animals. The goal is to maintain sustainability in production, promote natural biological control of pests and enhance the health of the environment, animals and people.

❖ **Declaration:**

- The Management of this production unit declares that:
 - ❑ There will be no parallel production of wool sheep on the farm/s. All farms including management and staff will comply with the requirements of the standards we are audited on.
 - ❑ That all practices done on the farms are complying with the relevant legislations on animal health act's, labour relations and environment act.

In the pursuance of the above goals and principles, we recognize the important role played by all the employees of the farm. We thus strive to maintain the health and safety of people at work, as well as others not in our employ but who are exposed to our activities. We endeavour to achieve this by:

❖ **Health and Safety of workers and Visitors:**

- Encouraging our employees to notify management of any issues they have regarding health and social issues relating to the working environment that they may be experiencing.
- Providing employees and their immediate families with assistance to gain access to medical care whenever appropriate and where possible.
- By these actions, we believe that it is possible to eliminate risky activities and the unnecessary exposure of people to hazardous or dangerous substances, machinery and other working conditions not conducive to worker health and safety.

❖ **Training:**

- Continuously and thoroughly training employees
- The development of our employees' proficiencies

❖ **SIZA - Ethical Labour Practices:**

- We strive to **provide working conditions that are safe and hygienic** and assign the responsibility for health and safety to a senior management representative.
- **Employment is freely chosen** - not making use of forced, bonded or involuntary prison labour.
- We acknowledge the **freedom of association and the right to collective bargaining**.
- There shall be **no recruitment of child labour**.
- **Working hours** comply with national laws
- **Wages** comply with national legislation and written, understandable particulars of the wages will be provided prior to commencing work and after each pay period. No deductions will be made from wages as a disciplinary measure.
- There is **no discrimination practiced** based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- **Regular employment is provided**.
- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
- We are committed to SIZA and therefore the standard **will be evaluate continuously and where appropriate, improve performance**.
- The standard will be **effectively documented, implemented, maintained and communicated** to all personnel.

❖ **8 Pillars of SIZA :**

- Management Systems
- Forced, Bonded and Indentured Prison Labour
- Child Labour and Young Workers
- Freedom of Association and Collective Bargaining
- Discrimination, Harassment and Abuse
- Health and Safety
- Wages, Benefits and Terms of Employment
- Working Hours

❖ International Labour Conventions :

South Africa has ratified the following ILO Conventions, thereby undertaking to incorporate the requirements of the Conventions into South African legislation :

ILO Declaration on Fundamental Principles and Rights at work and its Follow-up :

- C1 Hours of Work Convention, 1919
- C14 Weekly Rest Convention, 1921
- C87, Freedom of Association and Protection of the Right to Organize Convention, 1948
- C98, Right to Organize and Collective Bargaining Convention, 1949
- C29, Forced Labour Convention, 1930
- C105, Abolition of Forced Labour Convention, 1957
- C138, Minimum Age Convention, 1973
- C182, Worst Forms of Child Labour Convention, 1999
- C100, Equal Remuneration Convention, 1951
- C111, Discrimination (Employment and Occupation) Convention, 1958
- C95, Protection of Wages Convention, 1949
- C131, Minimum Wage Fixing Convention, 1970
- C135, Workers' Representatives Convention, 1971
- C155, Occupational Safety and Health Convention, 1981
- C161, Occupational Health Services Convention, 1985

The following ILO Recommendations are also incorporated into South Africa legislation :

- R85, Protection of Wages Recommendation, 1949
- R116, Reduction of Hours of Work Recommendation, 1962
- R135, Minimum Wage Fixing Recommendation, 1970
- R164, Occupational Safety and Health Recommendation, 1981
- R190, worst Forms of Child Labour Convention Recommendation, 1999

South Africa further subscribes to the ILO call for Decent Work.

The ILO Conventions and Recommendations have been incorporated into the following South African laws which are referenced throughout the SIZA Standard and are included as annexures to the SIZA Standard :

- Annexure 1 : Labour Relations Act 66 of 1995, Chapters 1, 2 and 3
- Annexure 2 : Employment Equity Act 55 of 1995
- Annexure 3 : Sectoral Determination 13 for the Farmworker Sector
- Annexure 4 : Basic Conditions of Employment Act, 75 of 1997, Chapter 6
- Annexure 5 : Occupational Health and Safety Act of 1993 and the following regulations : General Safety Regulations 1031; Facilities Regulations 1593; Hazardous Chemical Substances Regulations 1179; OHS Asbestos Regulations 155
- Annexure 6 : Children's Act 38 of 2005
- Annexure 7 : Correctional Services Act, 111 of 1998
- Annexure 8 : Extension of Security of Tenure Act
- Annexure 9 : Constitution of South Africa, 108 of 1996
- Annexure 10 : Road Traffic Act, 93 of 1996
- Annexure 11 : SANS Building Regulations 10400 and 10401

Signatures – Management and Worker Representative:

(Year One) Date: _____ Signed: _____

(Year Two) Date: _____ Signed: _____

(Year Three) Date: _____ Signed: _____

(Year Four) Date: _____ Signed: _____