

WORKING TOGETHER GLOBAL MARKET REQUIREMENTS VS SIZA FOCUSSING ON ETHICAL LABOUR COMPLIANCE

CGA Summit 2019



Why SIZA ?

- Formed by Fruit South Africa (FSA) in 2008, now free-standing entity with own Board of Directors
- Unique to South African circumstance and legislation
- Agri-wide multisector stakeholder programme
- Aligned to international and local market standards to provide consumer assurance
- Single audit – cost effective approach
- Manages risks and support continuous improvement
- Benchmarks management practices against Labour Law requirements
- Offers confidence to markets

Global market requirements

- Manage risks and support continuous improvement by looking after
 - Social practices
 - Environmental assurance
 - Food safety requirements
- Provide consumer assurance
 - Credibility and consistency
 - Comply with requirements
 - Continuous improvement
- Visibility
 - SIZA platform
 - Sedex
 - GLOBALG.A.P platform
 - Information hubs



How do we get global acceptance for SIZA?

- Benchmarks to align SIZA to international standards and requirements
- Good methodology, processes, procedures
- Third party audit approach – APSCA
- Monitoring between audit periods
- Continuous improvements – striving to be even better than what is required to provide confidence
- Supply visibility to markets



SIZA Membership

Commodity	Membership per commodity
Deciduous (pome / stone fruit)	932
Citrus	699
Table grapes	358
Wine grapes	113
Subtropical fruit	161
Vegetables	98
Potatoes	18
Flowers	18
Berries / Pomegranates / olives	143
Meat / dairy / marine / grain	32
Packhouses / retailers / exporters	153

Total membership of 1887

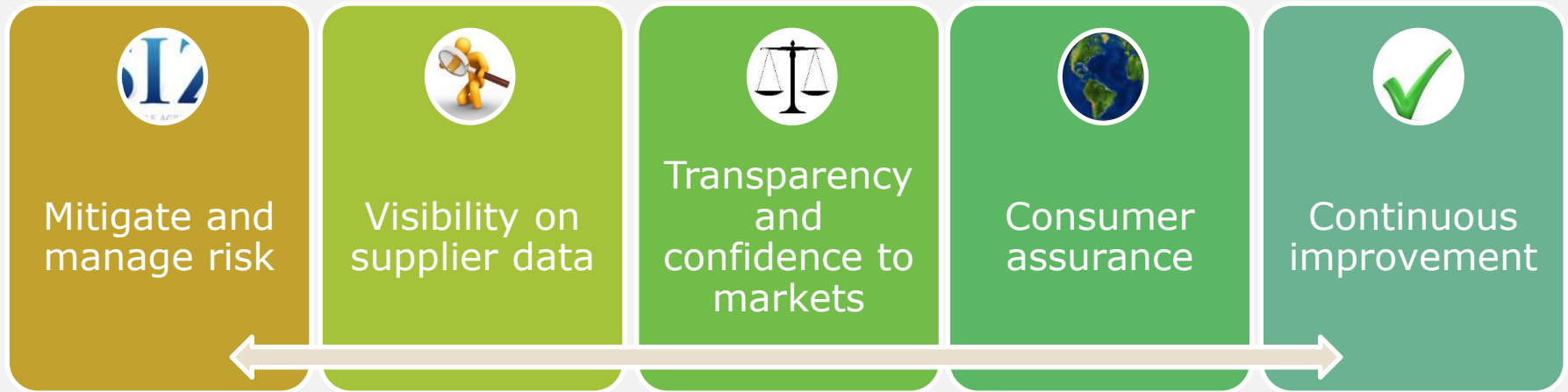


Three types of audits

- Social audits
- Environmental verification / audits
- Food safety audits

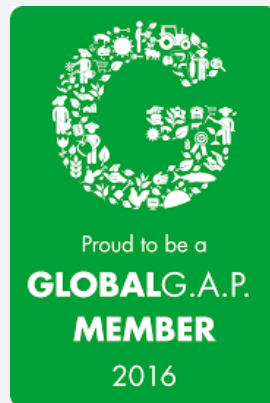


Confidence to markets: Monitoring between audits

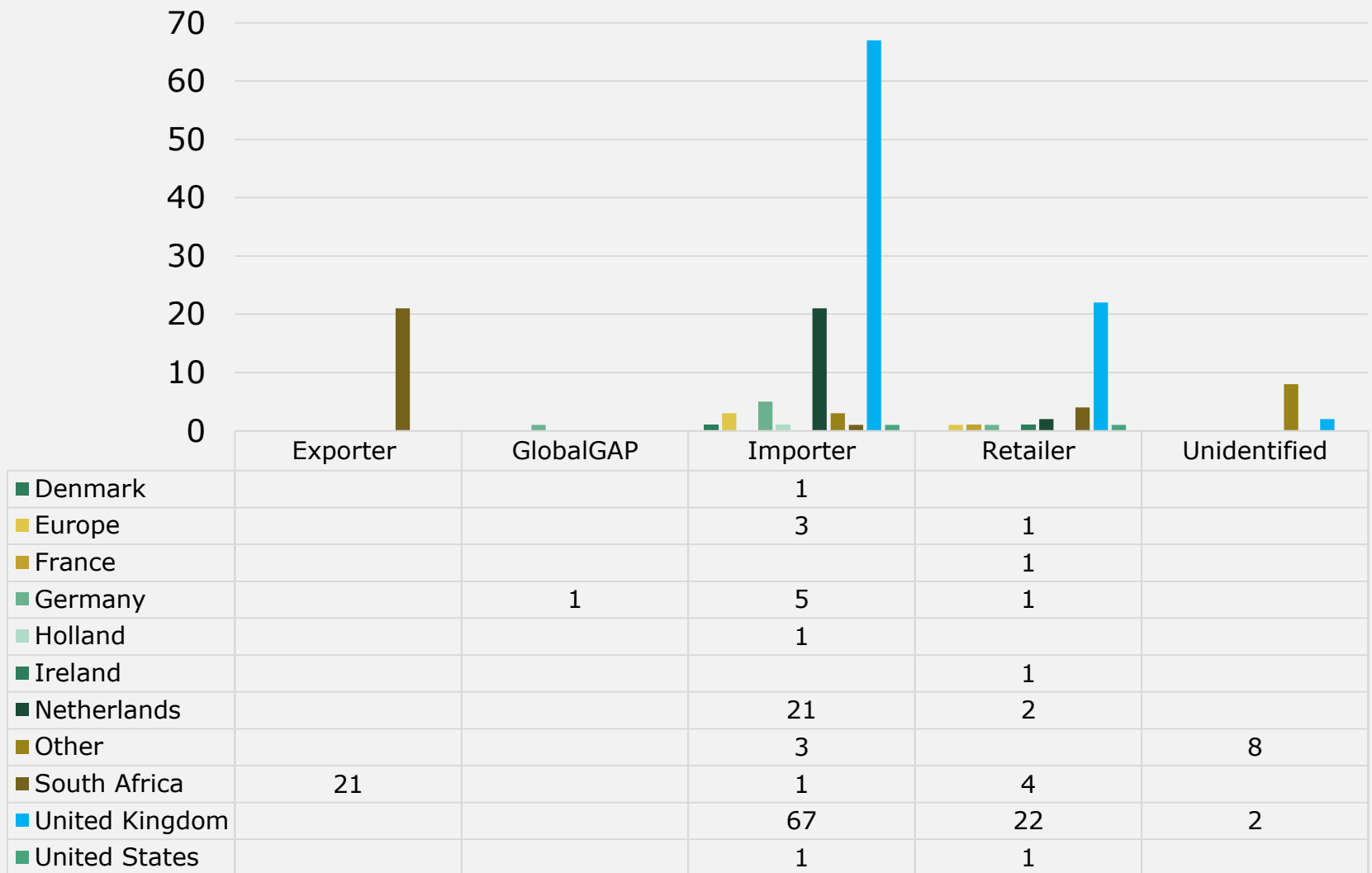


SIZA data platform / visibility

- An efficient, well-designed platform which SIZA owns
- Data platform provides visibility to suppliers
- Access to accurate and credible data (M&E reports)
- Profiling of types of non-compliances, best practices and risks
- Pro-active corrective actions and awareness



SIZA Acceptance

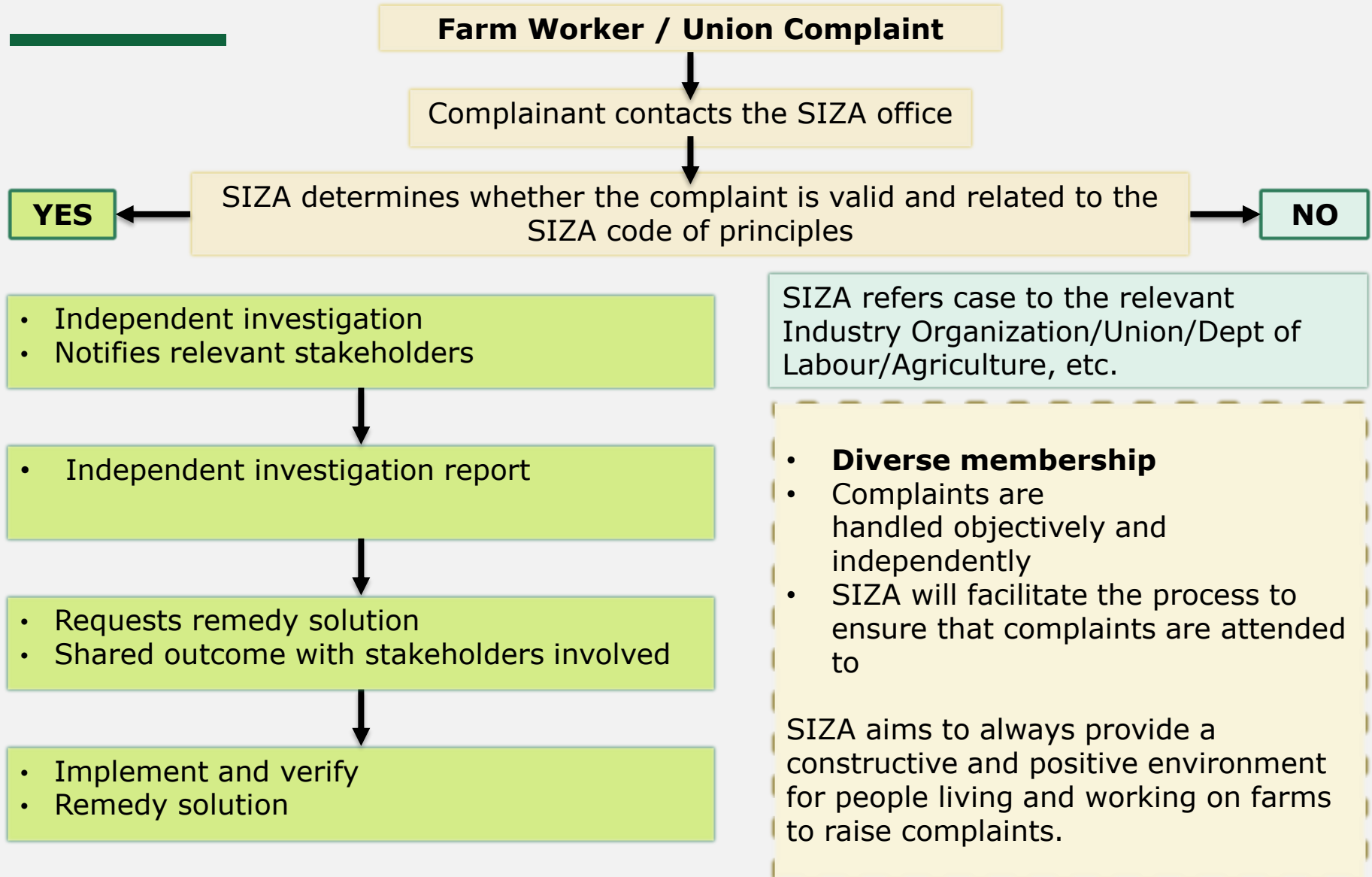




Questions Asked

- Environmental requirements
- Non-compliances / critical findings / disputes (responsibility / procedure)
- Audit monitoring policy (attitude of auditors)
- Department of Labour audits
- Credibility of data (change of ownership)
- SIZA methodology (scheduling of audits / price)
- Complaints resolution procedure (union / farm worker queries)

Complaints Resolution Procedure



Manage your risks

- Changed environment
- People know their rights – not afraid to launch a complaint
- Cellphones / social media
- Use SIZA as a tool
- Manage your risks
- Protect your industry and yourself





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