



Sustainability Initiative of South Africa

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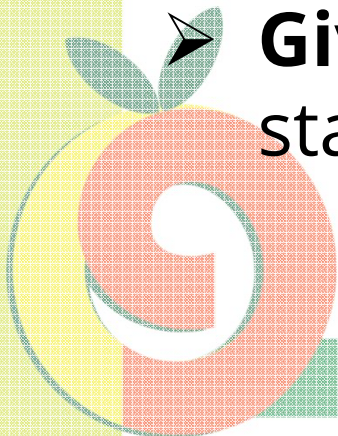


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What is the SIZA Ethical Program?

An ethical trade program initiated by Fruit SA in 2008 with the following goals:

- **Drive its own unique South Africa program**
- **Align to international standards**
- **Avoid duplication of audits**
- **Support ongoing improvement** of labour conditions on farms
- **Manage risks** linked to ethical trade matters
- **Give confidence** to retailers (and other stakeholders)

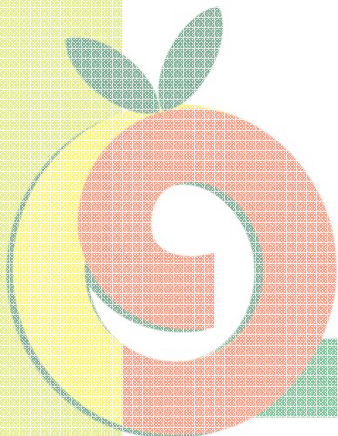
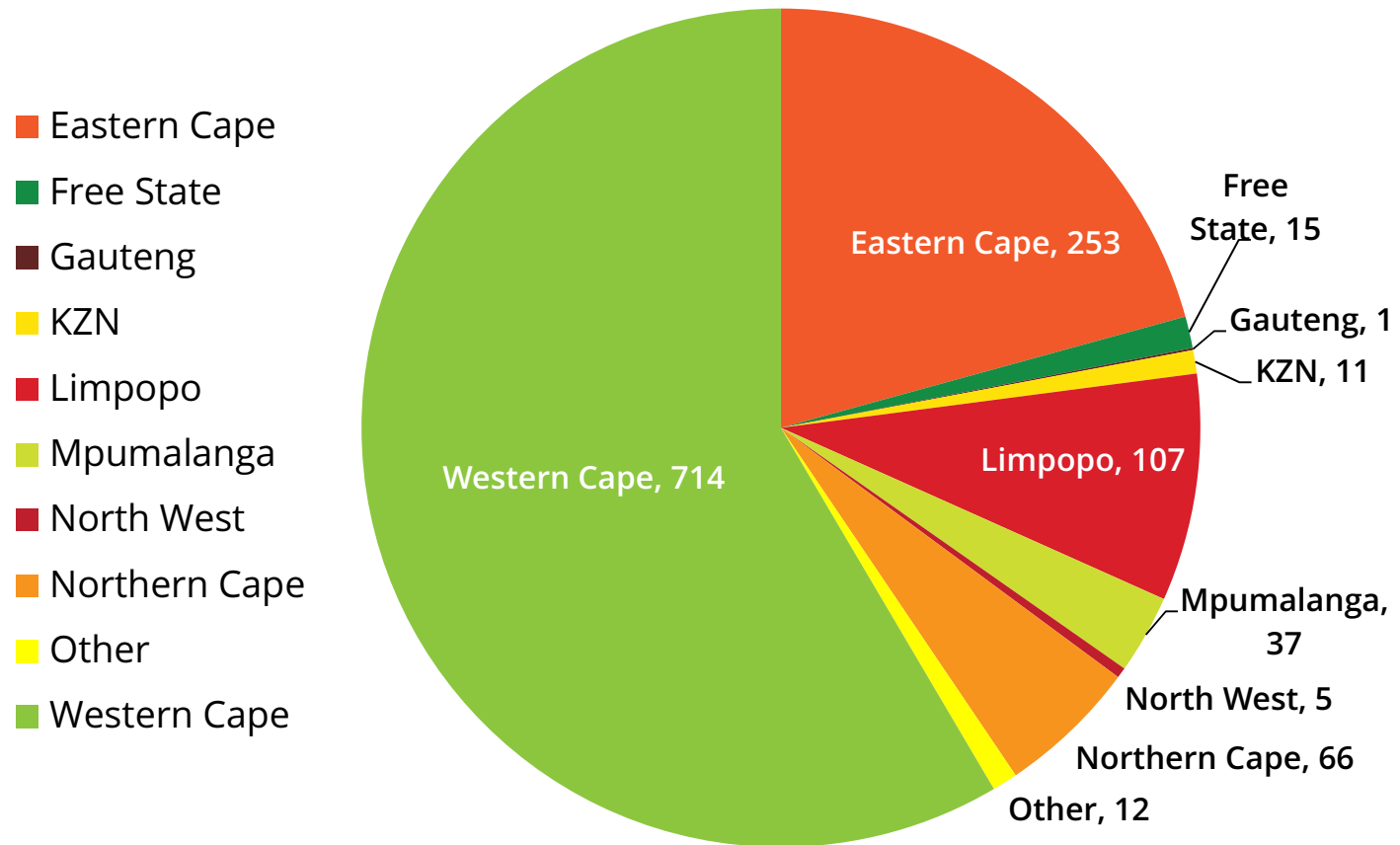


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2015: Where is SIZA now?

Total Membership: 1221

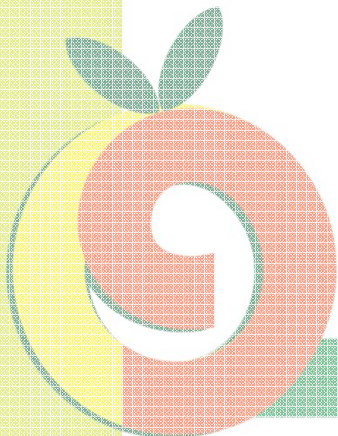
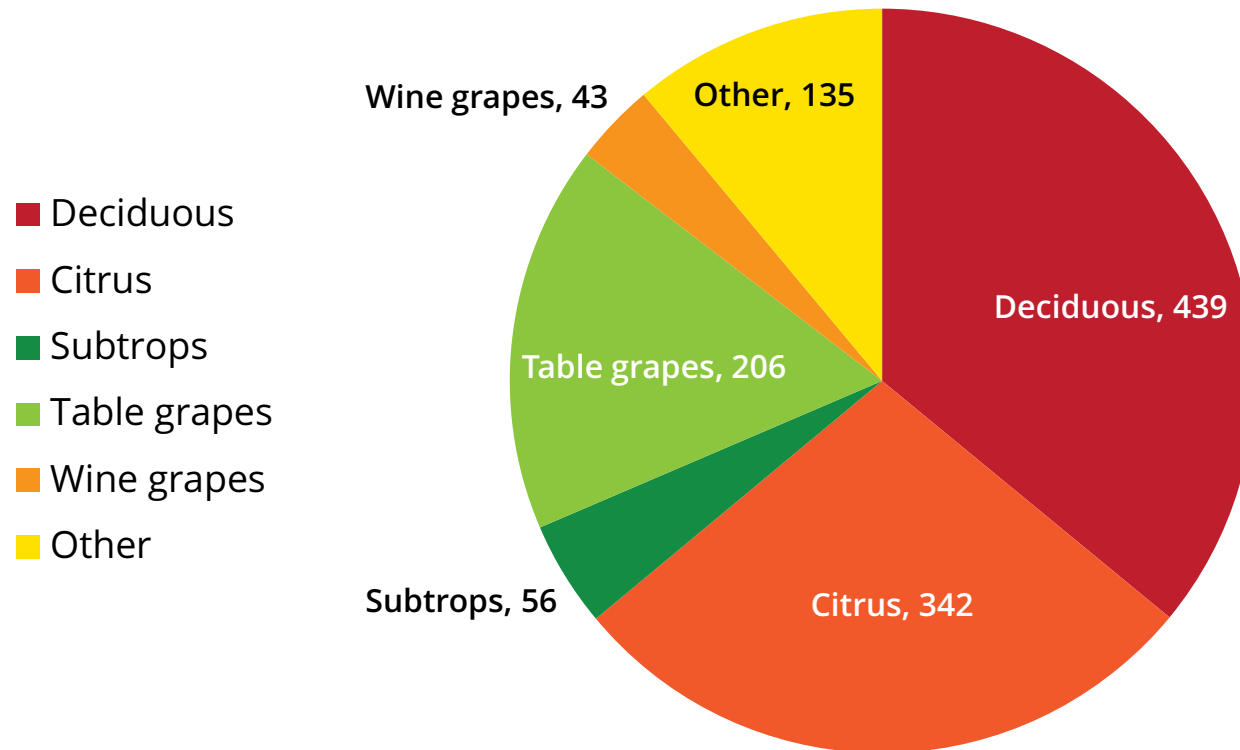
Members per Province



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2015: Where is SIZA now?

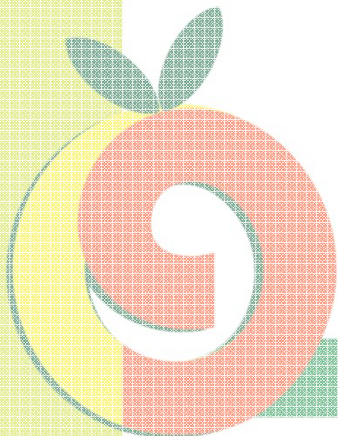
Members per Commodity



SIZA Programme

Adding value to your business

- South Africa fruit industry 'owns' the process
 - Programme, processes and costs are controlled by FSA
 - Standard based on SA legislation
- SIZA 'fills' the ethical trade vacuum
 - Local programme is a barrier to external schemes being imposed
 - Saves costs – one audit recognised by all international retailers

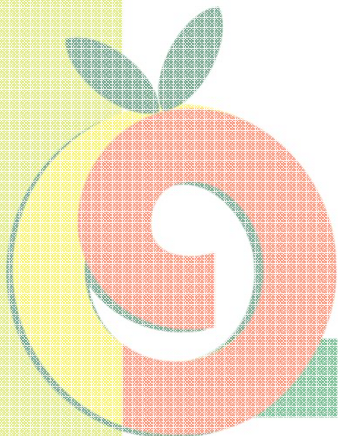
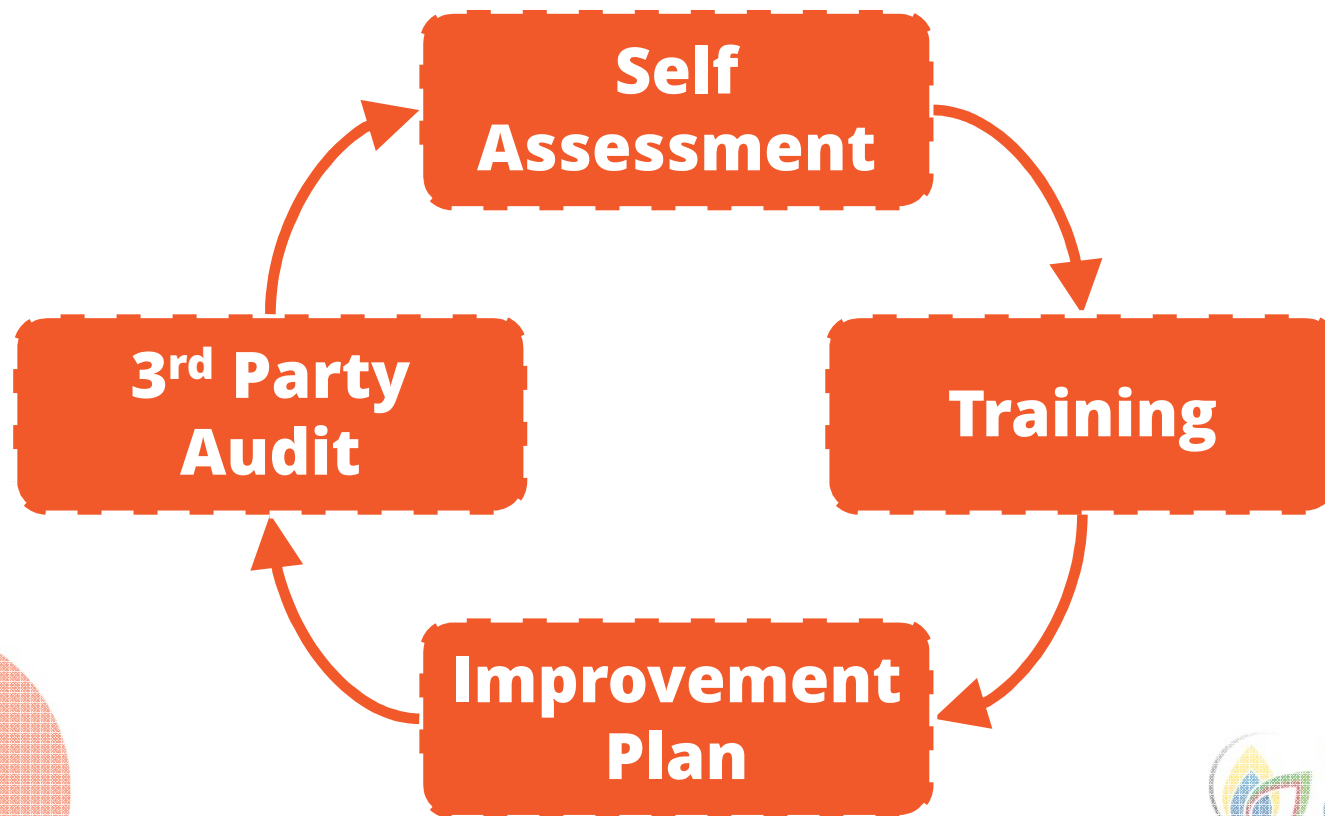


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SIZA Programme

Adding value to your business

- Managing your risk more effectively
- Implementing the 4-step programme:

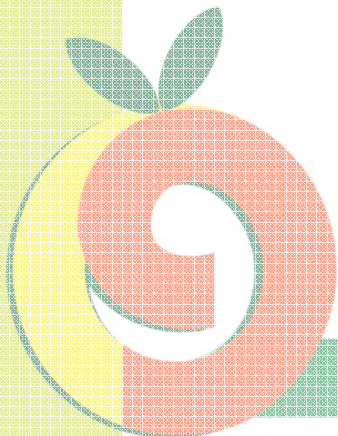


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SIZA Programme

Adding value to your business

- Enables you to:
 - **Identify** risk early
 - **Resolve** issues before they become problems
 - **Manage** improvement process
 - **Reduce** audit frequency and costs



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SIZA Programme

Adding value to your business

Supporting improved efficiencies in the workplace through implementing sound management systems

Sonskyn Farm Case Study – Managing Absence

% Employees Absent per Day Workforce of 200	x 20 days pm (x daily rate of pay: R120)	X 12 months	X 3.5 direct and indirect costs = Total cost of absence	Cost-saving
6% absence = 12 employees absent daily	R28 800	R345 600	R1,209,600	
2% absence = 4 employees absent daily	R9 600	R115 200	R403 200	R806 400

SIZA Programme

Adding value to your business

Sharing Resources and Knowledge

- SIZA data platform captures data from self-assessments and audit reports
- Profiling of the industry in sectors, regions, etc.
- Profiling of the types of non-compliances and best practices
- Allows identification of areas of risk (local, regional, national) to enable appropriate responses
- Allows individual growers and regions to benchmark their performance



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Thank you

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