

# The Ethical Principles

Our company agrees to respect and uphold the principles of The WIETA Ethical Code.



## The business is managed ethically

We ensure that the business is managed in an ethical manner and have adopted an ethical code that governs our working and living conditions.



## No child labour and protection for young workers

We do not employ any children under 15 years and where young workers are employed we ensure that we meet the minimum requirements of the law.



## No forced or bonded labour

We do not use or support forced, bonded, prison or indentured labour.



## A safe and healthy work environment

We provide a safe and healthy work environment for our employees.



## Freedom of association & the right to bargain collectively

We respect our employees rights to join or form trade unions or organisations of their own choosing and to bargain collectively.



## No unfair discrimination

We do not discriminate against any employee, which includes no incidences or sexual or racial harassment, and provide equal opportunities for all.



## Striving towards payment of a living wage

We strive towards paying our employees a living wage and will as a minimum not pay any less than the national legal standards.



## No excessive working hours

We ensure that employees work decent working hours and that we comply with the requirements of law in respect of working hours.



## Fair treatment and fair disciplinary measures

We treat all of our employees with dignity and respect and use fair disciplinary procedures. Workers are encouraged to make use of the grievance procedures and are not discriminated, disciplined or dismissed for having done so.



## Adequate housing conditions and tenure of security

Where we provide accommodation on farm, employees and the farm owner, shall ensure that the accommodation are clean, safe and at a minimum meet the basic needs of the occupiers.



## Regular employment is provided

We seek to provide regular employment based on an employment relationship regulated by contract. Employment provided by temporary employment services shall also meet the standards of the ethical code.

Contact the WIETA labour desk with any questions on the WIETA Code or employment standards.

**063 766 6548**

WIETA whatsapp line

**0800 627 774**

WIETA toll free number