



# NEWSLETTER QUARTER. 1



## FROM the CEO's DESK

### Dear WIETA Members

With the recent announcement of lockdown level 4, the responsible production, distribution and consumption of alcohol remains a high priority during the rise of the third wave of Covid-19. Keeping workers safe and healthy in the workplace remains a moral and legal responsibility. However, many farm workers work in close proximity to where they live on farms. Keeping these communities living on farm informed about the lockdown restrictions, imminent third wave, social distancing, wearing masks and sanitizing as well as assisting with information around the vaccine programme registration requirements and access to vaccine venues, remains largely the right thing to do as a responsible employer and ethical leader.

WIETA celebrate all its members who have gone the extra mile to ensure the welfare and safety of all their workers during the first and second wave.

WIETA invites you to spend this time participating in the many ethical events we have planned for the next 6 months leading up to the preparation for the 2022 harvest. Please watch out for our mailchimp notifications and invitations or contact our offices to find out what events are on our calendar.

We wish you well over the winter period.

Kind regards

Linda Lipparoni

### TRAINING DATES

#### *Standard Compliance Training for Producers:*

*08 & 10 June 2021*

*20 & 22 July 2021*

*24 & 26 August 2021*

#### *Ethical Leadership Programme dates:*

*03 June – Managers*

*23 June – Supervisors*

*08 July – Managers*

*21 July – Supervisors*

*04 August – Managers*

*19 August – Supervisors*

### NEW WIETA CODE AND STANDARD VERSION 4 (2021)

The revised WIETA Code and Standard Version 4 (2021) have been published for implementation. You will find these on our WIETA website at [Ethical Code Implementation Guidelines – WIETA: Wine & Agricultural Ethical Trade Association](#).

We have made provision for a period of 4 months to allow for training, awareness and implementation of the new requirements in version 4. Auditing against the new requirements will only commence as at 1 August 2021.

We would like to extend our gratitude to all the WIETA members who participated in the consultation and discussion sessions.

### WIETA AUDITS

All audit participants are required to adhere to their audit cycle to ensure internal due diligence in implementing the WIETA Ethical Code of Conduct.

Participants registered on the WIETA online system commit themselves to undertake an independent participative and multi-disciplinary assessment of their ethical trade and labour practice by undertaking an ethical audit against the WIETA Ethical Code of Best Practice. The WIETA Ethical Code of Best Practice and Standard are available on the website, <http://www.wieta.org.za/>.

Registered participants of WIETA must be involved in the audit process as a requirement of membership.

#### **Steps:**

All audit requests are made online following the submission and approval of the auditee's SAQ.

The audit organisation reviews site content and background whilst making the necessary arrangements with the auditees. The implementation of the audit involves an opening meeting, site tour, management and worker interviews and the review of relevant documents. The length and duration of interviews will depend on the size of the workforce and the extent of the site operations.

The closure of the audit will involve an agreement on corrective actions with the site.

Confidential audit reports of site audits are completed and uploaded on the online system within 15 days.

Follow-up audits focusing on the corrective actions agreed to during the audit and closing meeting are conducted.

The auditee will be rated according to risk categories (A, B, C, and D) as part of WIETA's Ethical Risk Matrix.

## LABOUR DESK

WIETA's Labour Desk is headed up by our newly appointed legal intern, Jamie-Lee Payne. WIETA's Labour Desk serves as a platform where workers and producers can access any information pertaining to legal enquiries and legal support or in the event that you have a complaint or wish to report an incident that may be in violation of the WIETA Standard, you can refer these through the Labour Desk.

WIETA's labour desk also serves as a referral hub (to the CCMA, The Department of Labour) for WIETA members and non-members where we are not able to assist, investigations and mediation processes are also executed to resolve disputes.

Should you wish to contact Jamie-Lee, her email is [jamie-lee@wieta.org.za](mailto:jamie-lee@wieta.org.za). She can also be contacted on the WhatsApp number at **063 766 6548**.



## BLACK PRODUCER & SMALL HOLDER SUPPORT AND DEVELOPMENT PROGRAMME

This programme is a funded partnership between the Western Cape Department of Agriculture and WIETA. 14 farms across the Overberg, Drakenstein and Matsikama Districts are currently participating in the programme. There is broad agreement amongst industry stakeholders, for enhanced diversity and development in the wine industry to create an enabling, appropriately regulated environment. Various Wine Industry Organisations such as Vinpro and the South African Wine Industry Transformation Unit (SAWITU) have also contributed in various ways to support black owned businesses and farms. WIETA's role has been to assist black farms and brands with technical and business ethical support programmes to empower their business, management, technical and social transformation towards becoming ethically certified and sustainable.

Each of these producers are assisted with a sequence of technical support which includes:

- Developing of HR documents and ethical policies.
- Training on ethical practices, HR, administrative and procurement processes.
- Training of Occupational Health and Safety protocol and procedures.
- Assessing and developing any risk mitigation procedures.
- Assistance with funding efforts to improve the conditions of buildings and equipment.
- Assistance with funding efforts to improve health, hygiene and sanitation.

Results have proven positive as two farms have been successfully audited and certified to date. We would like to congratulate both Paardenkloof and Ikhamva for obtaining an A rating in their audits. Well done!



## COVID-19: ACCESS TO FURTHER INFORMATION

Why is continuous information key for a pandemic response? During a pandemic, more than in any other public health situation, information plays a critical role in providing essential evidence for taking action, making the most informed decisions, and adjusting policies to take better actions. Continuous and updated information facilitates the prioritization of care, access, and response, especially for people in conditions of vulnerability. With sufficient public health data, it is possible to plan actions that reduce potential health inequities at all levels and facilitate the implementation of strategies to address such inequities, specifically within the wine industry.

WIETA is acutely aware that many farmworkers do not have access to technology and devices with which to register for the vaccine programme. Roll-out of the vaccination programme in the Cape Winelands regions started in the week of 24 May 2021. To date an average of only 33% of persons over 60 living in rural areas have managed to register. As a socially responsible employer, we urge you to assist any farm workers who would need assistance to register in order to be eligible for the vaccine within each of the winelands regions.

Send the word "REGISTER" to 060 012 3245 on WhatsApp or dial \*134\*832# . For support to register your workers, call 0860 142 142.

The WIETA ([www.wieta.org.za](http://www.wieta.org.za)) website contains all relevant and updated information pertaining to:

- Third wave preparation.
- Myths related to the vaccine.
- How to register for the vaccine.
- WIETA office and audit protocols.
- Compensation for workers and temporary employer/employee relief schemes
- additional resources for employers of essential services.



## Celebrating Staff accomplishments



WIETA Online Administrator: Cheryldine Fortuin

This month WIETA celebrates the achievements and outstanding work rendered by Mrs. Fortuin who has been in the organisation's employ for over four years. Whilst vigorously updating and maintaining the online system, Cheryldine meticulously and proactively manages all seal applications, reports, queries and audit processes.

*"I want to be part of something greater. Something that involves improving the lives of people who are disadvantaged and underprivileged."*

Cheryldine has recently enrolled for the Introduction to Social Innovation course (Becoming a Changemaker) offered through the University of Cape Town, which focuses on social entrepreneurship and increasing social impact.

*"I want to be involved in the WIETA run projects that focus on poverty alleviation and breaking the cycle of deprivation within the wine industry."*

To date we have received messages of gratitude from members and stakeholders regarding Cheryldine's consistent and timeous assistance. From the WIETA office, we are sincerely appreciative of your services and passion. As an asset to the organization, we envisage you becoming a changemaker in the lives of others going forward.

### PLEASE TAKE NOTE OF OUR NEW OFFICE PREMISES

*Unit 9, Building B*

*Cotillion Place*

*22 Techno Drive*

*Techno Park*

*Stellenbosch*

*7600*

**Tel: 021 880 0580**