

HEMEL-EN-AARDE WINEGROWERS' ASSOCIATION

CODE OF ETHICAL LABOUR PRACTICES

Introduction

As a small but prominent section of the Cape Wine Industry, the members ("Members") of the Hemel-en-Aarde Winegrowers' Association ("Association") recognise that their labour practices have consequences for the economic growth, development and social stability of their community. The Members subscribe to ethical labour practices, and illustrate this commitment by having adopted the following code of ethical labour practices ("Code"), which is to be adhered to by all Members of the Association. In time the Code is to be refined into a more detailed Code setting out greater particulars of the Members commitments in respect of these ethical labour practices.

The ethical codes and guides developed by The Wine Industry Ethical Trade Association (WIETA), Wes Cape Agri and Fruit SA, as well as the applicable South African legislation, were used as basis for this Code.

CODE

No unfair discrimination

- Farm workers and members of farm worker communities will not suffer unfair discrimination on any ground, including those of race, gender and language. In accordance with the law, all workers shall be treated equally and enjoy full and equal freedom to all rights.

Freedom of association

- Members respect the right of farm workers to freedom of association and the right to collective bargaining. Farm workers will not be penalised for joining the organisations or trade unions of their choice.

Health and safety

- All health and safety legislation will be complied with by Members. Annually Members will be audited in respect of their compliance with health and safety legislation under the Integrated Production of Wine (IPW) programme.

- Members will provide safe, secure and clean conditions in all work facilities and shall establish a clear set of procedures regulating occupational health and safety.

Basic conditions of employment

- [Members will comply with legislation on basic conditions of employment.]
- Working hours of employees shall not exceed 45 hours per week.

Remuneration

- [Members will ensure that the manner in which remuneration is provided does not injure the dignity of workers, and that the non-cash portion of the wage is not provided in ways that create disempowering relationships of dependence and servitude.]
- [Members will not allow the provision of alcohol in lieu of payment, and will ensure that opportunities to buy discounted or cheap alcohol are not one of the benefits of service.]
- Members shall pay their workers in excess of the minimum wage per hour. [As at October 2011 the legislated minimum wage per hour is R7.04 and the Members of the Association on average pay their workers R[●] per hour.]
- Members pay overtime as per the applicable legislation.

Training and development

- Members shall observe the highest standards of training and development of workers.

Labour contractors

- [Members will take steps to inform themselves about the conditions of labour of workers provided by labour contractors engaged by Members, and will ensure that the labour contractors are informed about the provisions of this Code, and are compliant with the Code.]

Social rights

- No forced labour shall be used by Members and Members will comply with legislation regarding the employment of children.
- [Members respect the right of farm workers and members of farm worker communities to a family life, and will not impede the freedom of movement of family members.]
- [Members will take pro-active steps to combat alcohol and substance dependence in farm communities. Members will not allow or promote any practices that perpetuate a culture of alcohol dependence.]

Monitoring and implementation of the Code

- [The Association will take responsibility for the transparent monitoring and implementation of this Code.]