



The WIETA Code of Conduct governs labour, health and safety standards and seeks to ensure through its implementation that worker rights are promoted and improvements in working conditions in the agricultural sector are achieved. The Code contains standards and benchmarks which comply with the provisions of prevailing labour legislation.

Members of WIETA commit themselves to the adoption, promotion and implementation of the Code and its principles.

1. PROHIBITION ON CHILD LABOUR

- 1.1. Members shall not employ children under the age of 15.
- 1.2. Should young persons between the ages of 15 and 18 seek employment, members shall ensure that this does not interfere with their school going activities.
- 1.3. Members shall ensure that the work provided to young workers is appropriate to the age of the young person concerned, and shall take care to ensure that the work performed does not risk the young person's well being, education, physical or mental health, or spiritual, moral or social development.

2. PROHIBITION ON FORCED LABOUR

- 2.1. Members shall not engage in or support the use of forced labour, nor shall employees be required to lodge 'deposits' or original identity documents with their employer upon commencing employment.
- 2.2. Spouses or cohabiting partners, parents or children of employees living on the premises of and working for any member to the association shall not be required to work in return for the right to live on the farm. Family members residing with employees on the farm shall have the right to take up employment off-farm.
- 2.3. Spouses or cohabiting partners, parents or children of employees living on the premises of and working for any member to the association shall not be required to work in return for the right to employed shall have their own individual contracts of employment.

3. A SAFE AND HEALTHY WORK ENVIRONMENT

- 3.1. Members shall provide a safe and healthy working environment for employees, and shall take adequate steps to prevent accidents and injury to health arising out of, associated with or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2. Members shall appoint a senior management representative responsible for the health and safety of all personnel, and accountable for the implementation of a healthy and safe working environment. As required by the Occupational Health and Safety Act, members shall ensure the election of employee health and safety representatives.
- 3.3. Members shall strive towards the implementation of a practical integrated health and safety framework that allows for the analysis of risks, the implementation of measures to reduce or eliminate those risks, mechanisms for decision making on

