



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



and monitoring of the implementation of health and safety measures, and record keeping in this regard.

3.4. Notwithstanding the above, members shall ensure:

- 3.4.1. the safe storage, application and disposal of pesticides and agrochemicals;
- 3.4.2. that workers are provided with necessary safety equipment and clothing, and that steps are taken to prevent injury of persons by farm equipment and heavy machinery;
- 3.4.3. that workers receive adequate health and safety training, including in the handling of chemicals and other hazardous substances, and in the handling of heavy machinery;
- 3.4.4. that measures are in place to provide first aid and other emergency treatment in the event of accidents occurring at the workplace, and that workers compensation documentation and other accident and illness documentation required by law are available and utilised in the event of work related accidents and illnesses;
- 3.4.5. that readily visible safety signs are supplied in all relevant languages;
- 3.4.6. that adequate fire prevention, fire fighting and fire safety measures are in place;
- 3.4.7. that measures are in place to prevent exposure to fumes in wineries and cellars;

- 3.4.8. that measures are in place to ensure that employees working or their families residing in close proximity to the site where spraying occurs, are not placed at risk through exposure to the chemicals and pesticides being applied.
- 3.4.9. access to clean toilet facilities for all employees;
- 3.4.10. access to clean drinking water is provided to all employees;
- 3.4.11. that on-farm accommodation provided is structurally sound and weatherproof, is provided with adequate floor covering; ceilings; toilet facilities and waste disposal, as well as electricity or other appropriate energy resources for heating, cooking and lighting; is adequate to the number of residents and that there is no overcrowding and that measures are taken to ensure the maintenance and upkeep of the accommodation provided.
- 3.4.12. appropriate working conditions for pregnant women, in line with the code of good practice on the protection of employees during pregnancy and after the birth of their child.

3.5. Members will not promote or implement any practices that perpetuate a culture of alcohol dependence. Where alcohol dependence or abuse is identified as a problem, members shall take reasonable steps to address this at the work place.

4. FREEDOM OF ASSOCIATION & THE RIGHT TO BARGAIN COLLECTIVELY

4.1. Employees without distinction shall have the right to join or form trade unions or organisations of their own choosing and to bargain collectively

4.2. Members shall ensure that wage increases and benefits of employment are determined through a process of fair negotiation in which workers get a genuine opportunity to represent their interests.

