## KWV risk assessment of human rights and decent working conditions:

			_				Risk assessment country of origin									Risk assessment of supplier	_					
Product group	Material		Country of origin	Freedom of association	Contract/Working hours	Forced LaboriHuman trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Total risk assessment of product:	Action plan:
KOWAV	6301	XXVV Roodshary, 20 75 cl	South Africa	The KOVV employees in the Bargaining Unit (employees group of the control of the con	The same AG parameter implicate and 10 support y profugers. The support y application was depending on inaccordus and repairments. Statistic for a parameter is writing from any to the law and opinions are made of the same and	re The recruitment process is governed a content process. Engloyees explose the process of the p	No employees are younger from 15 years old. There is a procedure in place. During the reconstructing process to within the place in the	Yes, as part of the education process, supply one are substant or an involving sale on the various Truster right sales of the various Truster is approximation or Three is a party which specifically address descrimation and there are all the sales and the sales of the are all the sales are the sales of the are all the sales are the sales and the sales and the sales are the sales and the sales and the sales are the sales are all the sales are the sales are the sales are the sales are all the sales are the sales are the sales are the sales are the sales are the sales are the the sales are the sales are the sales are the sales are the sales are the sales are the are the sales are the the sales are the sales are the sales are the sales are the sales are the sales are the sales are the sales are the sales are the sales are the the sales are the sales are the the sales are the the the the sales are the the the the the the the th	Induction training is conducted enrusily, where embryone are informed of all households where embryone experiences are set of the conductive of the conducti	The employee minimum only level to self-door the minimum to supply of South Michail to make employee. South Michail to make employee. In page 12 of the minimum to make the living sound, Employees are also provided with the residence of production workplace.	Auditotily whice such and by the Department of Labor to ensure adverses to Department of Labor to ensure adverses to USC I audit with opportunity address the mentioned topics.	South Africa	The sub-contractors on site a.g. Security, classing survivous and the temporary should be temporary should be temporary should be temporary survivous and the sub-contractor and the su	The number of employees may very departing or requirements. Our cleaning service is mostly continued to the departing service is mostly continued to the departing service in tending continued to the departing services and the lampurary labour tends on the entered deliver and continued services and when the present services and the lampurary labour tends on the service services and the lampurary labour tends on the services and the service	The sub-contractors on sink e.g. Security cleaning a virtue and the inspectory of the contraction of the inspectory of the contraction of the cont	The advocation or take up because, directly are not as of the region of	The sub-contractors on site e.g. Security, desiring services and the lamperary place trade are also pro- teed from the services and process they allow to the efficial standards (New address of each the sub- contractors the measure in audited to written addition and with the sub- contractors the measure in audited to written and the services are serviced or services and the services are sub- contractors the measure in audited to written they follow the required process and the services are services and the services of the services are services and the services are services and the services of the ser	All connections substituted by the USE (Visignose existing on the last of an expectately PSE Manager Plant Connection All these expectated by PSE. Each in supposed and market in Pseudo-conference in the Connection of the Connect	The sub-cortectors on side e.g. Security, desiring services and the specific services and the specific services and the specific of the sub-marked filter and side specific of the sub-marked filter and side sub-marked side-rich. White models are serviced side-rich. White solds are side-side-side-rich White solds are side-side-side-rich White solds are side-side-side-rich White solds are side-side-side-rich white solds are side-side-side-side-side-side-side-side-	Yee, efficied earlie, WIETA earlie as well as ISDT earlie which would be ISDT earlie which lights and the sale contractors are included in the specific earlie.	Low risk	NA.
KWV	6434	KWV Chardonny -21:73 d	South Africa	The MMV engloyees in the Bargaring Unit (employee group eligible to join thring) has the collection of the through the through the through the through the through the collection of the potential voluntary.	There are 40 promoted employees and 20 better party produces. The superporty profit power by depending on reasonable used registerates. As a procedure in the superporty profit power by the profit power by the profit power by the profit procedure in the superport of the superport power by the profit procedure in the profit of measures on prices and profit power by the profit power by	re The resultinest process is governed to the process of the process about the process of the pr	No employees are younger than 15 years old. There is a procedure pripa. During the secretariest pripases for which the prices the window procedure pripases for which the region is checked to seeme allows the years of a price which the prices of the price	Yes, so part of the exhicution process, employees are educated on a monthly basis on the various "Parama rights". There is no surface of which depositionation is one There is a paricy without specifically address discrimination and there are address discrimination and there are designed to the control on the extra the control of the extra	Publication ordering in conduction serviced production with the publication of all flowers and produced and relative terms of the publication of all flowers and relative publication of the publication of	The employee minimum sety lend is well above the minimum ways of both Michael seruse employees are payed after compensation and all viving ways. Employees are also provided with the reason of predictive and predictive employees are also provided with the reason of predictive employees and productive employees are also provided with the reason of predictive employees and productive employees are also provided with the reason of the employees are also provided with the reason of the employees are also provided with the reason of the employees are also provided with the employees are also provided w	Audited by effected marks and by the Chapterine of Claims to many and answers to larger regularizers. For EA adds as many and SECI audits which specifically address the mentioned topics.	South Africa	The sub-contractors on sile a.g. Security, classing survivous self to temporary contracting survivous self to temporary contracting self-decided and process self-decided and process self-decided and process self-decided process self-decided self-decide	The sumber of employees may very depending on requirements. Our cleaning service is mostly conductive to the depending service is mostly conductive. Our cleaning service is mostly conductive to the depending services and the temporary labour tracts are as sharp per services and the temporary labour tracts are as sharp per services and the temporary labour tracts are as sharp per services and the temporary labour tracts are as sharp per services and the temporary labour tracts are as sharp per services are serviced as the services where the services are sharped as the services are the services and the services they follow the recepted processes.	The sub-cord actors on size a p. Security classing a revision and the surprison. We have the surprison and the surprison and the surprison and the surprison and surprison as the surprison and surpri	The sub-combatter on take a gibranity, clearing were as eith the report yithor bridges are a size of the surport of the sub-combatter and a size of the sub-combatter and a size of the sub-combatter and process showly favy or as it and adult to term as they also be to the contractive to the measure in a said for the same of the contractive to the measure in a said for the same productives to the measure in a said for the same productive to the same private of the same productives to the same productive and	The sub-contractors on site a.g. Sixcusty, desiring services and the temperary ideas trade are all selections and the temperary ideas trade are all selections and the behaviory that are suffered to result of the sub-sub-sub-sub-sub-sub-sub-sub-sub-sub-	An consensus submits have 1455 files print arriving real as an end in respected by 1955 files print a relating of the consensus as an end in respected by 1955 files are proceeded and the very print of the consensus as a respected and a relating to 1955 files are print of the consensus as a relating to 1955 files are print of the consensus as a relating to 1955 files are print on the consensus as a relating to 1955 files are print on the consensus as a relating to 1955 files are	The sub-contentions or salts ago Security, changing services and the logical content of the content of the part of the solutional disclosure of solutions of the content of the solution is solved. Not me add as solution is solved. Not me add as measure is a solitority or measure in a solitority or measure in a solitority or follow the regular of process.	You, official and WIETA suchs as well as BEC and a wind space clay at the service space clay at the service constraints are included in the specific audits.	Law risk	NGA
IOWV	6426	KOVV Stanligson State: - 17: 75 cl	South Africa	The KMVV employees in the Berganing Unit (employees group eligibles to join Union) has the spid to both a mentand of the state Union to the second of the state Union the spid on its voluntary.	There are 40 premised employees and 20 temperary produptions. The temperary produptions way depending on teasorcherosed registerents. Statis Misses, as permitty available place and on these and a place and a pl	re The recruitment process is governed as a cortain process. Employees voluntarily apply for positions whould they be interested in the risk and they be interested in the risk and we be the process.	No employees are younger from 18 years of 6. There is a procedure in place. During the recordinate process the excellent results are processed in the processed of the excellent results are processed on the excellent results are processed on the excellent results are processed on the processed of the excellent results are processed on the excellent results and the processed on the excellent results are pro	Yes, so part of the education process, employees are educated on a receipt basis on the various Trumen rights resulted or the education of the formation of the decimation of the resulted and contribution of the resulted and contribution and there are also plant to run workshops in the reast face.		The employee minimum netry level is well above the minimum netry level in well above the minimum regar of South Africa to ensure semployees are paped after companied on red of living verye. Employees are also provided with the most productive ware when required in the workplace.	Audited by elevical madils and by the Department of Lalecce to ensure anthorns to larger registerrant. PETA and an avoid an and properties of the control of the mentioned logics.	Smith Africa	The sub-contractors on site is g. Security, cleaning services and the temporary bloom troker are also part of the external services and process whereby they are elected and process whereby they are without attended. Their employmen have the option to join a trade Union as well.	The number of employees may vary depending on recipionwests. Our desiring service is mostly conductive. Silve desiring was recipionally as the desiring service as mostly conductive with 50 employees. The service of t	The sub-contractors on alte e.g. Security cleaning services and the temporary (e.g.) latter towier are also per of the external countries and the submitted and process and wheely they are defined and process and wheely the contractor of the contr	The sub-carb actors on site a p. Security, clearing, services and the lawpoorsy blade or before a real site. The services was the services and the services of the services of the services of the services of security of the services of security of the services of the ser	The sub-contractors on alle e.g. Sixcurity, desiring services and the lamprary short broke are also pre- leased to the services and the lamprary short broke are also pro- lements by your aid as address to when they by are aid as address to service the services and your shorts the service short and contractors the measure is audited to when the services are services to the services and when the services are services and services are services and services are services and services are services and services are services and services	All contentions submits that HLS File prior versing or also and in impacted by HSE Manager Files Controlled. All there explained in the PSE file is in impacted and makes in the pack or ceitiful and in a proposal and makes in the pack or ceitiful and in the pack of the p	The sub-contractors on site e.g. Security, clearing pervious and the part of the sub-contract of the part of the sub-contract of the part of the sub-contract of the contract of the contract of the contract of the contract of the contractors the contractors and contracto	Yes, efficial audi; WIETA audits as well as BDC laudits which specifically address the mericond laptics and the salice audits as designed audits are sensitively audits and the salice audits and the salice audits and the salice audits are specific audits.	Leav risk	NIA
KOWAY	6942	XXIV Cape Brandy 38% 70 cl	South Africa	The KMV engloyees in the Bargaining Unit (engloyee good and analysis to join Lindow) have beginned to be a member of the trade Unit to be a member of the trade Unit The option is voluntary.	The are 402 parameter amplityme and 23 bangorary amplitymes. The homograpy amplitymes was depending to immembrate an expansaments. In proceedings to the control of the procedure for the control of the control of the procedure for the control of t	rea The recruitment process is governed as a cartising rocess. Employee solution for the control of the control	No employees are younger than 15 years old. There is a proceeding in place. During the rest related process for which the place is placed to prove a dear of process for which their age is included to prove a dear of age, in salidition to the charts when an employee joins on the place of the place of the place of the place of permanent or placed to the place of the place of permanent or places are older than 18.	You, so part of the education process, employees are educated on a morthly basis on the various "human rights". There is no surface of which described on its ordination of which described on its ordination of the end of	Manager to identify existing of new risks	The employee minimum entry level is well above the minimum wags of South-Micha terraine employees are payed a file compensation and of hirty except. Employees are also hirty as except. Employees are also provided with the man of productive war when regarded in the workplace.	Auditatily effects and in writing the Department of the Auditation in the Audit of	South Africa	The sub-contractors on site e.g. Security, cleaning services and the temporary labor. In these are also part of the satural sites author to examine they active to the satirous damants they active to the after author to temporary to after a proper to pain a trade Union as well.	The control of employees may very depending on the configuration of the employees of the configuration of the temporary leader facts or as sho part section and the temporary leader facts or as sho part section and the temporary leader facts or as sho part section of the configuration of the temporary leader facts or as the configuration of the	The sub-contractors on able e.g. Security cleaning services and the temporary of the contract	The side-contractors on site e.g. Security, clearing services and this temporary indices before are a site great of the externed size and process services from the size of th	The sub-contractors on site a g. Security, cleaning services and the security shows from enables and services with the services of the service	All portantions schools that I MSS File prior enchanges this area's impossibility MSE Manager RNA Constitution. All there expressed, NPC RE. Line impossibility and a large school and All there expressed in the speed cerefition.  All the expressed in the speed cerefition of the second school and the speed cerefition. One of the Secondary Seconda	The sub-contractors on site e.g. Sourchy, clearing services and the reproperay jalabor of loss are site part of the solement diricial such part of the solement diricial such processes wherehy they are also audited to servance they advance to the startistics. When such are done with the sub-contractors the services in secretary the service to secretary the such contractors the sub-contractors the secretary of the sub-contractors the secretary of the sub-contractors the secretary of the sub-contractors the secretary of the sub-contractors the secretary of the secretary of secretary of the secretary of the secretary of secretary of secretary secretary secretary secretary secretary secretary secret	Yes, othical suck; WIETA audits as well as BCC audits which apportionly self-such temperatures to the resolution and tapics and the sub-contractors are included in the appositic audits.	Low risk	N6A
80804	20662	KWV Produge -16 75 d	South Africa	The XXVV employees in the Bargaining Lind (employee good alighted to join through the to be used to be a member of the trade Union The option is voluntary.	The are 400 personnel complaques and 22 hampour y employees. The Statut Art Could personnel complaques and 22 hampour y employees. The Statut Art Could personnel by working leave and we have sited policies and procedure for borners employees during leaves and we have sited policies and procedure for borners employees during leaves in his expension of the contract receives and personnel and personnel received and an expension of the country of the contract received and personnel	re The recruitment process is governed as contain process. Employees voluntarily apply for positions should they be interested in the role and we k fallow a recruitment process.	No employees are younger than 15 years old. There is a "condition mask to supply copy of D document" on which there go is beautiful to some a door to Syears of age, is allotted to love a door to Syears of age. In all	You, so part of the education process, employees are educated on a morthly basis on the various Trainer right. The models of which described in our education of which described in its ordinary described in the control of the contro		The employee minimum entry level is well above the minimum wage of South Africa to ensure employees are payed after compensation and all three properties of the properties of	Audited by effected audits and by the Department of Lisbox to sensors achieves to logic respirations (WETA audits as well as SDC audits which specifically address the mentioned topics.	South Africa	The sub-contractors on site a g. Security, clearing services and the temporary without askill process whereby they are sited askill process whereby they are sited as auditor to sense they active to be article askill process. Their employees have the option to join a trade Union as well.	The number of amplyones may very dynamics on mostly certain weapinements. Our disasting services in mostly certain with D employees.  Our disasting services and service of security, cleaners and the temporary linear better are subsequent services and the temporary linear better are subsequently services. And the services of serv	The sub-contractors on silts e.g. Security clearing services and the temporary clearing services and the temporary clearing services whereby they are self-contractors and the services of the	The sub-contractors on site on 5 decurity, clearing invivious and this temporary indice to before are also great for the cellural decay of process where the sub-contractors and process whether of the cellural decided by the sub-contractors are the summer of the cellural decided by the sub-contractors the measure in a suitful to travers the majorised process. With the latter braid are written that all employees are above the larger day of 22.	The sub-contractors on site op. Security, desiring services and the sumproxy blaces from a real site of the external efficient services are site the external efficient such process they achieve to the efficient services they achieve to the services achieve to contractors the measure is audited to assure they follow the required process	All contentions submits their MAS File prior working or site and is impeated by MES Manager Real Contention of the superior of the submit of the	The sub-contractors on side e.g. Sourchy, clearing services and the impropuly place of foreign services and the part of the obtained shirold such process where they are also suched to resurce they adhere to the contract they adhere to the measures is audited to service they measures is audited to service they follow the required process.	Yes, ethical sodt, WIETA sodin as well as BSC1 sodis which apposit cally advises the mentioned topics and the sub-contractors are included in the specific sodits.	Low risk	NIA
KNAV	34009	KOYV Roodsburg 1/4 pall : 75 d	South Africa	The XXVV engloyees in the Bargaining Unit (engloyee group english to) for length year group to to be a member of the troat Unit to be a member of the troat Unit The option is voluntary.	The are 40 parameter ampliques and 23 banquery preplyings. The interpretary preplyings may depending in association and experiments. In proceedings of the procedure of the proc	re The recruitment process is governed as a creditory coses. Employees who what reliably properties who will have been a consistent of the process who will be compared to the process who will be consistent of the consistent of t	No employees are younger than 15 years old. There is a yearsafe in place. During the new hair all prosses the which the large is hair and prosses the which their age is hairled to sense a stook of Syears of age, in satisfacts their church when an employee joins on the company of the stook of the second of the second of the second of the company of the second of the permanent employees are older than 18.	Yee, as part of the education process, employees are educated on a morthly basis on the various Thurans rights' matters of which decrimination is not Thura is a policy which specifically address discorrimation and there are also fares to run workshops in the real faces.		The employee minimum entry level is well above the minimum wage of South Africa to ensure employees are paped after compensation and of hirty wages. Employees are also provided with Prevent of productive or and productive war when regarded in the workplace.	Audited by effected worths and by the Department of Labour is remove authorize to Department with WETA audits in word in SIGC audits which report cally address the mentioned topics.	South Africa	The sub-contractors on site e.g. Security, cleaning services and the temporary labour fereign ere also part of the salared sides auditors and sides of the salared sides auditors became they adhere to the adhord standards. Their employees have the option to join a trade Union as well.	The control of employees may very depending on individual control of the control	The sub-contractors on able e.g. Security cleaning services and the temporary of the contract	The sub-contractors on site e.g. Security, clearing larvices and this temporary induce trades are also greated the security of the contract defeat process wheeling for the security defeat process wheeling hear are the security of the contractors and the larvices of the process of the security of the research is a sadd to branch and contractors the temporary for the security of the research is saddle for security follow for seguring process. With the latest art before and also consucts with all employees are above the larget age of 23.	The sub-contractors on airs ap. Security, desiring services and the sumprony labor threat or as it is support with the threat or as it is part to be shorted deficial said process be shorted they are also activated or must bey achieve to the efficial shortests. When sold we are done with the sub-contractors the measure is audited to ensure they follow the required process they follow the required process.	All contentions submits their MSS File prior working or size and impediately MSE Manager RNA Conteils AN Deve expansed of A Dev	The sub-confractors on sile e.g. Security, cleaning services and the harporary silence trades are also part of the external ethical auxiliary process where by they are also audited to ensure they athere to the ethical statedark. When audits are done with the sub-confractors the measure is audited to ensure they define the ensure they define a service they define the ensure they define the ensurement that they are they ar	Yes, ethical sucht, WIETA suchs as well as BCC suchs which apportionly address the mentioned topics and the sub-contractors are included in the specific audits.	Low rlak	NIA
KOMV	35300	XXVV Chardonney Box -21 300 cl	South Africa	The KMV employees in the Bergarring Unit (employees on the eligible to join United) has the collection to be a member of the table United United States (Inc.). The option is voluntary.	They are all parameter compleme and of temporary employmen. The support of realization was desirable and instanctive and insta	re The recruitment process is governed in a contain process. Employees voluntarily apply for posterns should they be interested in the rade and we follow a recruitment process.  If they are recruitment process.	No employees are younger than 16 years old. There is a procedure in place. During the recordinate process the concludes make in largely crosy of the Sourcer to aga, in soldient in the Chrisk when an employee join aga, in soldient in the Chrisk when are employee join manual acids is performed region, and sold and as proof and the contract of the contract of the process of the contract of the contract of performance of performance p	Yes, as part of the education process, employees are educated on a monthly basis on the verices Thursen right? established to the process of the process described and the process of the process o	hataction invarings conducted servally, where employees are informed all all hazards and risks, specific in their reas and scope of exit.  Most observable and risks, specific in their reas and scope of exit.  Most observable and additionally and their part of their and and and reading and and reading and and reading and reading and scope of their part of their par	The employee intilinum entry level is well above the minimum entry level in well above the minimum reage of South Africa to ensure semployees are paped a file compensation and a living reage. Employees are also provided with Premaring Protective work rewrite regarded in the workplace.	Audited by elvical eachs and by the Department of Labour to ensure antherem to longer regularrents, META and as a rowlf as DSCI audits which specifically address the more and bytes.	South Africa	The sub-contractors on site is g. Security, desiring services and the temporary labour troker are also part of the external existing submitted substitutions whereby they are also auditation services they adver to the contract the services of the contract to the contract they are serviced to the contract the option to join a trade Union as well.	The number of englishyous may very depending on requirements. Our cleaning service is mostly contract with 3 temployees. Our ab-core desires on takes a Boardily, cleaning the contract of the	The sub-contractors on site e.g. Security cleaning services and the temporary (distance toward and the temporary (distance toward and the other and and toward towa	The sub-contractors on size of Scionary, clearing services and this temporary induce fraines are also grant of the enterior and confidence are also grant of the enterior afficient of process whether to the facilities of the confidence and the confidence to the confidence and confidence and confidence and confidence to the confidence and	The sub-confractors on site ap. Security, Celering services and the temporary short broke or as sho politic the observed effects and for process to whereby they are also activated to ensure they active to the official standards. Confractors the measure is sufficial to sensure they follow the required process they active the process of the confractors correctors the measure is sufficial to sensure they follow the required process.	M contaction a storing their INLS Fig. prior analysis, and an impacted by TRE Manager Final. Controlled All their impacted by TRE Manager Final. Controlled All their explainment, All PCE, the impacting Final All their particular by TRE Manager Final All words of their interpretability INLS Manager Final All words of their interpretability INLS Manager Final All words and their words. All their interpretability INLS Manager Final All most and during their additional and during their additional and during their mendidality results in work as other being stopped or excorting them off site.	The sub-confractors on sile a g. Socrafy, clearing services and the surprorey silbors brokens are sides part of the surproses where brokens are sides part of the submarial ethical axist process where by they are also axisted to ensure they achieve to the ethical startednet. When audits are done with the sub-confractors the measure in audited to ensure they follow the required process.	Yee, ethical saudi, WIETA saudin as well as BDCI saudin which spacefully address the mericoned legics and the said contractors are whiched in the appendin saudin.	Low risk	NIA
KOMAY	37230	XXVV Calibrand State (green - 17:75 cl	South Africa	The KMV employees in the Bergaining Unit (employees on edupate to join United) has the collection to be a member of the table United to the anomalous of the table United States United States United States United States Un	There are 40 personnel employees and 20 being any prolipiose. The surrogary prolipiose way depending on second-are set apparent. Statu Moster, as powered by auditing loss and rule have set of pictics and the control of pictics and the co	re The recruitment process is governed as a certain process. Employees evolutionly apply for positions should they be interested in the role and we k. Malow a recruitment process.	No employees are younger than 18 years did. There is grounders in place. During the recruitment grounder and concludes make the long-younger for younger to you the place of the concludes are with the place of the concludes are the long-younger for younger in a did did not him the others where an employee joins are marked addit is performed region, and did not have all and a second of the place of the plac	Yes, as part of the education process, surplices are education at mortificial control of the con	staction invalings conducted smallly where employees are informed all all beauties and policies and copies of work. According to the copies of	The employee minimum entry level is well above the minimum wage of an expend a few companion and in the proper of the companion and in the properties of the properties of proposed with Present protective were where required in the workplace.	Audited by ethical audits and by the Department of Lideau to ensure adverse to logger registerners, LETA audits as well as ISCCI audits which specifically address the most owned topics.	South Africa	This sub-contractors on sittle is gifteening services and the temporary labour trokes are also part of the external existing services and expensive subsects dust ground watherly they are also auditor to ensure they active to the contract of the external existing services to the expensive services and the expensive services to the expensive services as trade Union as well.	The number of employees may very depending on requirements. Our desiring service is mostly continued to the desiration of the desiration o	The sub-contractors on althe ag discovery cleaning services and the temporary of section for the other property of the contract and the contra	The adv-carbolors on sile s.g. Security, clienting services and the sergonary block or beautiful and an extra services and the services of the services of the services of self-services or services of the services of self-services or services of the services of self-services or services of the services	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the externed feeling and process behaviory they are also actiful to ensus behaviory they are also actiful to ensus behaviory they are also actifued to ensus they active to the efficial standards. When each are done with the activity contractors the measure is activated to contractors the measure is activated or activities the required process they follow the required process	All contractors submits that PMSC Pile prior working or also are in impacted by MSE Manager Piles. Core deep rate are in impacted by MSE Manager Piles. Core deep rate in the prior of contractors.  All Partiests Works are completed by MSE Manager Piles. A Permits Works are completed by MSE Manager Piles. A Permits Work are completed by MSE Manager Piles. Advanced work with a verification of the deep rate of the prior of the piles o	The sub-contention on site e.g. Security, cleaning services and the lampace's place for their are also because of the lampace's place for their are also concess where they are also audited to servare they adhere to the delices attended, when section as whether the services where they have not to the section with the sub-contractors the measure is audited to servare they follow the required process.	Yes, ethical audit, WIETA audin as well as BSCI audis which apostically address the rentifored begins and the sub-contractors are included in the apositic audits.	Leav risk	NIA
IOWV	38160	NOVV 10 yo 85 sandy 30% - 70cl	South Africa	The KMV employees in the Berganing Unit (employees on ediples to join Union) has the ediples to join Union) has the ediples to join Union) has the ediples to join Union (the ediples to join the ediples to the ediples	There are 4C personnel employees and 22 surproxy produces. The surproxy produces was depending on season-bursed registerests. Statis Maters approximately solved process of an area of the less ship prices and yet a position for a rest of the less ship prices and yet an area of the less ship prices and yet and other demands and other demands are personnel or the less ship prices are registered. Once employees are registered and was also season confirm, and are confirmed for the less ship prices are registered and the less ship prices are registered and the less ship prices are personnel for an area of the less ship prices are registered and the less ship prices are ship prices are ship prices and the less ship prices are registered and the less ship prices are registered and the less ship prices are ship prices are registered and the less ship prices are registered and the le	re The recruitment process is governed as a curtain process. Employees voluntarily apply for positions whould they be interested in the risk and they be interested in the risk and we. It follows recruitment process.	No employees are younger than 15 years of 6. There is a grounders in place. During the resultant grounders and proceeding in place to During the resultant grounders and the place of the p	Yes, so part of the education process, employees are educated on a monthly basis on the various Trumen rights. The mailless of which desprintations for committees of which desprintations from the particular adversar des	recorded is reached Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	The employee minimum only level is well above the minimum maps of South Africa to ensure semployees are paped after compensation and all living ways. Employees are also provided with Prevention of the Composited with Prevention of the Prevention of the Composited with Prevention of the Prevention of the Composited with Prevention of the Composi	Audited by elevical earlies and by the Department of Lalexce to ensure anthorns to longer registerries. For PLF and an evel as good registerries, the specifically address the mentioned logics.	Smith Africa	The sub-contractors on site is g. Security, cleaning services and the temporary before trade are also part of the external serviced and process whereby they are effected and process whereby they are without attended. Their employmen have the option to joins a trade Union as well.	The number of employees may very depending on requirements. Our claiming service is mostly continued to the design of the depending service is mostly continued to the depending service and the service of section of the depending service and the lampurary labor better are sits pay section and the lampurary labor better are sits pay about section dependent of the section deficient dependent sections. When the service is section dependent sections are set of the section dependent sections. When such as a continue to the section dependent section dependent sections are set of the section dependent sections.	The sub-contractors on site e.g. Security cleaning services and the temporary collisions former are also part of the external collisions and the subscription of services and process and hardy they are distributed and process and hardy they are distributed as a service of the contract o	The sub-combuters on site a g. Stranky, clearing services and the language system of the first area site. Service of the services and process whether the site of the services disclared process whether to the desire state of the services and services with the services and the services with the services and the services with the services and the services and the services are services are services and the services are services are services and the services are services are services as the services are services as the services are services are services as the services are services as the services are servi	The sub-contractors on site a g. Security, cleaning services and the lamporary labour broker are also piet the security of the	All conductions submits that PMSS File prior working or which are it impossible by MSS file (super PMSS Core offer which are it impossible by MSS file (super PMSS Core offer many file of the prior condition and the prior condition of the prior conditio	The sub-contractors on title e.g. Socially, desiring services and the proper of pillator flower are also part of the advantage disciss and part of the advantage disciss and process whereby they are also audited the servan they advant to the facilities of the service of the desired advantage. When audits are done with the sub-contractors the measure is audited to ensure they follow the regulard process.	Yes, ethical such, WIETA suchs as well as BSC auchs which apposite by the such such as the restored lappos are the such contractors are archaed in the specific suchs.	Leav risk	NIA
KWA	39935	Presety Bay White BES 300 cl	South Africa	The KKWV employees in the Bargaring Unit (employee group eligible is join United) has the upin eligible is join United) has the late the The option is voluntary.	These are 450 parameter amplitupes and 25 hamporary purplyone. The hamporary purplyone way depending or suscenders are impairments. It is a supposed to the suscenders are impairments. It is producted to the success of the supposed due to demonstrate layer developed to the suscender field and outside of management price developed success of the suscender of management price and outside of management price and the suscenders of the suscenders	re The recruitment process is governed as contain process. Employees evaluationly apply for positions should be shown to be sh	No employees are younger than 15 years old. There is a younger in place. During the restriction of process the younger in place in place in the place of the place of which their age is checked to resure a store of System of age, in saddless to bette attack when an employee; join on the place of the place of the place of the place of place in the system is more all improvery on well as permanent or playees are older than 15.	Yes, as part of the education process, employees are educated on a monthly basis on the various "Euron rights". In additional control of the	Manager to identify existing of new risks	The employee minimum entry level is well above the minimum wage of both Africa to sense employees are payed a fair compensation and all living wage. Employees are also provided with Prevent greated was a fair and productive war when regarded in the workplace.	Auditority efficial earlies and by the Department of Lateze to ensure subseries to general present Audit Audit in a real fail general present Audit Audit in a real fail ment denied topics.	South Africa	The sub-contractors on site a, g. Security, classing services and the temporary labour tortion are sub-oper of the saternal services and services are sub-oper of the saternal services and soft to service and services are sub-operated to the saternal services are sub-operated to services and soft to service and services are sub-operated to services are sub-operated to services and services are sub-operated to services are sub-operated to services are sub-operated to services and services are sub-operated to services and services are sub-operated to services are sub-operated to services are sub-operated to services and services are sub-operated to services are sub-operated to services are sub-operated to services and services are sub-operated to services are sub-operated to services are sub-operated to services are sub-operated to services and services are sub-operated to s	The number of employees may very depending on resignments. Do cleaning service is mostly content. Or cleaning service is mostly content. Or cleaning service is mostly content. Our absorbanches make a (Scartify, cleaning services and the temporary latear trains are asking per services and the temporary latear trains are asking to section of the services where the period scaled and section of the service that the service is section. See the service is admitted to ensure they often the temporary temporary services and the service they define the temporary services.	The sub-contradors on site e.g. Security desiring services and the temporary (of listen to looker are also part of the softenance) of the softenance of the	This sub-contractors on talle a g. Sciouthy, Course of services and the interpretary induce to feether are a like injuried to the contract date of process in which they are also another to the course of they serve in the count of the count	The sub-contractors on site ap. Security, cleaning services and the lamporary labour broker are also part file and the contractor and site contractors and services and services and services are serviced to ensure the contractors the measure is audited to ensure they service and services the contractors the measure is audited to ensure they follow the required process	All continuous salesting their INES File prior survivoya- sials and in imputation I/F PEE Manager Files. Consolida ARI Dave explainers, PEP, PE, Ex in imputation of a prior of the proof condition.  (and to it is good condition.  (and to condition.  (and to it is good condition.  (and to condition.  (and to it is good condition.  (and to condition.  (and to it is good condition.  (and to	The sub-contractors on side e.g. Socially, clearing services and the impropriety place of forms are also part of the schemal efficient such part of the schemal efficient such process whereby they are also audited to ensure they advance to the factor attractors. When socials are done with the sub-contractors the measure is audited to ensure they fattor the regular of process.	Yes, ethical such: WIETA suchs as well as 1900; suchs which specifically software the mentioned specifically software the mentioned section of the specific such to the specific	Low risk	N/A.
KOMAY	39937	909V Shreat - 10:75 cl	South Africa	The KKWV employees in the Bargaining Unit (employees group in the property of the property of the translation of the trade Union The option is voluntary.	The are 40 promoved employees and 23 binsporary prophyses. The binsporary prophyses was depending on season-bunsed responseres. It is binsporary prophyses was depending on season-bunsed responseres. It is productive to some employees do not concern the legit excitoring buns. The production describes to place of the counter of employees and continues are propher or the counter of employees and continues are propher or the counter of employees and continues are proposed to the counter of employees and continues are possible for employees. It is a supplementation of the counter of employees are the counter of employees. It is a supplement to the counter of employees are the counter of employees.	re The recruitment process is governed as certain process. Employees as contain process. Employees the containing the containi	No employees are younger than 15 years of d. There is a precedure in place. During the rest view of present year which the large is checked to resure a destine 15 years of age, in selfation to their destine is more a destine 15 years of age, in the different to their destine is more a destine 15 years of special to the selfation to the checked when an employee join on the checked of the selfation of the selfation of the selfation of permitted or polyyees are older than 15.	Yes, as part of the education process, employees are educated on a monthly basis on the various "turnen rights". There is a substant of which depositionation is one Thane is a particy which specifically address addornination and there are also plans to now workshops in the real study.	Site wide risk assessment is done by HSE Manager to identify existing of new risks	The employee minimum entry level is well above the minimum wage of South-Micha to senure employees are payed a fair compensation and all fiving wage. Employees are also provided with Prevent of productive way when the productive way was the productive way when the productive way was a support of the produ	Auditority official audits and by the Department of Latter to remove adversors in SECT audits which specifically address the mentioned topics.	South-Africa	The sub-contractors on site a, g. Security, cleaning services and the temporary labour toroles are also part of the external wides auditor between the submitted and an advantage and the submitted services. Their employees have the option to join a trade Union as well.	The number of employees may very depending on resignments. Do cleaning service is notify continue. On the continue of the continue of the continue of the depending service and the temporary latest rotate are asking to service and the temporary latest rotate are asking to several service and continue of the employers latest rotate are asking to several service and service of the extended and the service they are found to the service of the continue of the service of the continue of the service of	The sub-contradors on alth e.g. Security desiring services and the temporary (of linear solice are also part of the solicerary (of linear solice are also part of the solicerary (of linear solicerary of linear solicerary of linear solicerary or linear solicerary of linear solicerary or linear solicerary or linear solicerary of linear solicerary or linear solicerary	The sub-contractors on talle a g. Scientify, clustring works and offs throppersy labor before are also great of the element design of great or the element design of great case design of the element design of great to the element design of great to the property of great or great design of great to the great design of	The sub-contractors on site ap. Security, cleaning services and the lamporary lidear trades are silve part from the sub-contractors and process the other lamb country and the sub-contractors the sub-contractors the measure is audited to ensure they follow the required process they follow they	All conductions submitted that it is given a vertice of the conduction of the conduc	The sub-contractors on side e.g. Security, clearing services and the reproper yillow forther are size part of the schemal discillation and process whereby they are also audiest to ensure they advance to the factor attractors. When social are done with the sub-contractors the measures is audiest forware they follow the regard process.	You, which each WIETA audits as well as ISCI caults which we as ISCI caults which residenced topics and the sub-contractors are included in the specific audits.	Low risk	N/A
80807	40333	XXVV Merks - 20 75 cl	South Africa	The XXVV employees in the Bargaining Unit (employee page digible to) pin United States (the Company of the trade United States (the Company of the trade United States).	The are 4G personnel employees and 2D improve y employees. The State of 4G personnel employees and 2D improve y employees. The State Affect is personally evolving locar and not have and optionate and procedure to the same and optionate and procedure to the same and optionate and procedure to the same and the same and optionate and optio	re the recruitment process is governed as contain process. Employees voluntarily apply the positions should they be interested in the role and use X. Idou a next affected for the positions of t	No employees are yarger than 15 years and Thera is grounder by place During the recording process for grounders with buryon good 40 deceasement with the area of the control years of the years o	Yes, as part of the education process, employees are educated on a monthly basis on the vertical. Therefore the advantage of the department of the definition and the season to entire the department of the depar	hatchion invalings concluded servally, where employees are formed and it became and where employees are formed and in the control and in the control and invaling specific in their reas and copies of Montly Appartments and Invaling Specific in their reas and copies and invaling specific and invaling specific in their and Invaling Specific in their and Invaling Specific in Company (1) and Invaling Specific in Company	The employee minimum entry level is well above the minimum wage of Sooth Africa to ensure employees are prigod. Set companied and set are prigod. Set companied and set are prigod. Set companied and set grounded with the round protective were where registed in the workplace.	Audited by effect and in end by the Department of Lidace to reserve adverse to legal respiraments, WETA and in an well as 805 Looksh which specifically address the meeticand bapton.	South Africa	The sub-contractors on site a g. Security, desiring services and the temporary labour tractor are also part of the seteral which ask of process whereby they are also asked to be made to the derived selection services they after to the derived selection. Their employees have the temporary them to the septical selection, their employees have the spitch to join a trade Union as well.	The arother of employees may very spending on regiments CD of descriptions in early corbinal with 70 employees.  Our short-presents in mile ag Security, cleansy services and the improvery leads trake are also para- les of the improvement of the contract of the con- traction of the improvement of the contract to the leads to research years to the device of the con- traction of the contract to the contract to the contract is added to exerce they follow the regaled present.	The sub-contractors on able a g. Stenority cleaning services and the temporary cell places between each service of the solutions of the solutions of the solutions and the solution and process wheely they are also part of the solution to ensure they above to the solution and the solution to ensure they above to the solution and	The sub-contractors on talle a g. Security, clearing services and this temporary inflow brinkes are also grant of the security of the sale of the security of	The sub-contractors on table age Security, clearing services and the suppray labor their are also part the sub-rate delical and process between the sub-rate that the sub-rate that the sub-rate that the sub-rate that the sub-rate contractors the remainer is auditation wanter they follow the required process wanter they follow the required process they sub-rate that they sub-rate wanter they follow the required process they sub-rate that they sub-rate	All contentions submin their HAST file print working or wise and in expected by MEX Manager files. Contention was sent in expected by MEX Manager files. Contention and sent contention are subminished and sent contention. All presents were subminished by MEX Manager files and contention and sent file files file for social, working always, and contentions made they always and sent files of the sent sent contention and contentions made they would not discrepely expected by made and contentions made sent and contentions and sent sent sent sent sent sent sent sent	The sub-contractors on side e.g. Sourchy, clearing services and the improper yellow from are also part of the selected finish are also part of the selected finish and process where they have process where they have either all selected from a which are also with the selected for measure is audited to ensure they follow the regulard process.	Yes, efrical audit, WIETA audits as wall as BDC audit which spaced cally able to be metioned lepics and the sub-contractors are included in the specific audits.	Low risk	NIA

Rink description

Low rink: Adequate measures in place, no measures in place, no measures in place, no measures in place, not prioritized for action plan.

Adequate measures in place, not prioritized for place, action plan meaded plan measures in place, no meaded place, action plan measures in place, no meaded place, action plan meaded plan meaded place, action plan meaded plan meaded place, action plan meaded place, action plan meaded plan meaded place, action plan meaded place, action plan meaded plan meaded plan meaded place, action plan meaded place, action plan meaded plan meaded

								Induction training is conducted annually, where employees are informed of all hazards													
				There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonsharvest requirements. South Africa is governed by working hours and we have strict policies and		No employees are younger than 18 years old. There is procedure in place. During the recruitment process the	a Yes, as part of the education process, employees are educated on a monthly	and risks, specific in their area and scope of work Monthly departmental safety meeting takes place where all HSE issues are discussed	The employee minimum entry level is well above the minimum wage of			The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also			
KWV	40337 Pearly Bay Cape White 75 cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	There are 4d permisent employmen and 2d interpraty emptoymes. The improvement employment of the control of the control of the property of surplaymes of property on the control of the property of the control of the control of the control of the property of the control of the control of the control of the property of the control of the control of the control of property of the control of the control of the control of property of the control of the control of the control of property of the control of the control of the control of property of the control of the control of the control of property of the control of the control of the control of property of the control of the control of the control of property of the control of property of the control of the control of the control of the control of the control of the control of the control o	a the recruitment process is governed by a certain process. Employees voluntarily apply for positions should they be interested in the role and we	Open candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins are	basis on the various "human rights" matters of which discrimination is on There is a policy which specifically	Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings recorded is resolved	South Africa to ensure employees are payed a fair compensation and living wage. Employees are also	Audited by ethical audits and by the Department of Labour to ensure adveners to legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	cleaning services and the temporary labour broker are also part of the externs ethical audit process whereby they are also audited to ensure they advere to the	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical sucit process whereby they are also	cleaning services and the temporary labour broker are also part of the external ethical audit process whereby they are also audited to ensure they adhere to the	part of the external ethical aucti process whereby they are also audited to ensure they achieve to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also sudited to ensur- they achieve to the ethical standards.	A Permit to Work is compassed by Hoc Manager resk	part of the external ethical audit process whereby they are also audited to ensure they achieve to the	Yes, ethical sudit, WIETA audits as well as BSCI sudits which specifically address the mentioned topics and the sub-contractors are	Low risk	NIA
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during hervest time. Prior to the request detailed meetings are held	follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	provided with Personal protective wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the efficial standards. When sudits are done with the sub-contractors the measure is audited to ensure they follow the required process.	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 50	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	All contractors must obey the rules set out during their induction fusining and permit to work, non-compliance immediately results in work either being stopped or lessortmothern off site.	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they follow the required process.	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractors submits their HSS File prior working on				
				There are 452 parmanent employees and 23 temporary employees. The temporary employees very depending on seasonshervest requirements. South Africa is governed by working hours and we have stiric policies and procedures to ensure employees do not exceed the legal working hours. There are		No employees are younger than 18 years old. There is a province in close. During the remainment province the	a Yes, as part of the education process,		The employee minimum entry level is well shows the minimum warm of			The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	All contections submits that HASE This prior workings and an analysis which is mapped that Paragraph RASE Controller.  All their equipment, took, PIPE, Ele Lis Inspected and Parasta bit in prod controller.  All their equipment, took, PIPE, Ele Lis Inspected and Parasta bit in prod controller.  All them to Works is completed by 1945 Manager (Robert Controller for the Jacks (Art work, which park being), dischoical work, all the work.  All controllers man leafs, the work.  All controllers man leafs they have also and ordining their induction strating and germent to work, non-completion invalidable years also work after their being stopped or according them of also	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	40401 Cathedral Cellar Triptyche -18: 75cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option to be a secretary of the tends I be on the processor of the tends I be on the contract of the contract of the tends I be on the tends I be on the tends I be on the tends I be on t	There are 45 premisent employees and 22 temporary employees. The bareparry and projective yellowing the section of the property and projective yellowing the section will require the property and projective the property and pro	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should four to interested in the safe and are	oandidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an	basis on the various "human rights" matters of which discrimination is on There is a policy which specifically	and resolved  Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings	South Africa to ensure employees are payed a fair compensation and living wage. Employees are also	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements, WIETA audits as well as 69271 with which comit and audits on the	South Africa	cleaning services and the temporary tabour broker are also part of the externs ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical sucit process whereby they are sit-	cleaning services and the temporary tof labour broker are also part of the external shincal audit process whereby they are	part of the external ethical suctit process whereby they are also audited to ensure they achieve to the ethical standards. When suctits are done with the su	temporary labour broker are also part of the external ethical sudit process whereby they are also sudited to ensur-	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	part of the external ethical audit process whereby they are also audited to ensure they athere to the	Yes, ethical sucit, WIETA sucits as well as BSCI sucits which specifically address the mentioned	Low risk	NIA
			The option is voluntary.	inseeings are near with employees prior to tris oversities request for fram to voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during harvest time. Prior to the request detailed meetings are held.	follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	provided with Personal protective wear where required in the workplace.	meráoned topics.		ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the lense are of \$1	When audits are done with the sub- contractors the measure is audited to area on their follow the remained process.	All contractors must obey the rules set out during their induction training and permit to work, non-compliance immediately results in work either being stopped or	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					ргосия.				escorting them off sits	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hexards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees viery depending on season-harvest requirements.		No employees are younger than 18 years old. There is:	a Yes, as part of the education process,	and risks, specific in their area and scope of work Monthly departmental safety meeting takes	The employee minimum entry level			The sade anniholders are also as a Secondary	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The set control or the set of the	The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submiss their I-SS, File prior working on all and in important by HSE Managuer (Risk, Controller submission of the International Controller State of the International I	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	40510 KWV Pineau de Laborie - 17: 37.5 cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option	There are 642 personner employees and 222 interpray employees. The between yet employees of proceedings to associative and explanate (So.A. Michies appeared by sworling flows and view has site of policies and proceeding in the same of proceedings and the case and length or site of proceedings are site of proceedings and the case of proceedings are site of proceedings are site of proceedings are site of proceedings are site of proceedings are the other processor of proceedings are site of proceedings are sited as a site of proceedings are site of proc	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements, WIETA audits as well a	South Africa	cleaning services and the temporary labour broker are also part of the externs ethical audit process whereby they are	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary fabour broker are also par	cleaning services and the temporary labour broker are also part of the external othical audit process whereby they are	part of the external ethical sucit process whereby they are also audited to ensure they achere to the ethical standards. When sudits are done with the su	temporary labour broker are also part of the external ethical audit process whereby they are also sudited to ensur-	must be in good condition A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	NIA
			to be a member of the trade Union. The option is voluntary.	meetings are hald with employees prior to the overtime request for them to valuntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained.	they be interested in the role and we follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the ne future.	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated	provided with Personal protective wear where required in the workplace.	BSCI audits which specifically address the mentioned topics.		also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the ethical standards.  When audits are done with the sub-contractors the measure is audited to ensure they follow the required	also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	contractors the measure is saudied to ensure they follow the required process. With the labour brokers we also ensure that all employees are above the	they adhere to the ethical standards. When audits are done with the sub- contractors the measure is audited to	All contractors must obey the rules set out during their induction training and permit to work, non-compliance immediately results in work either being stooped or	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	topics and the sub-contractors are included in the specific audits.		
				This is mainly during hervest time. Prior to the request deballed meetings are held with all employees.				in MWOT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.		legal age of 32	ensure they follow the required process	escorting them off site	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees viary depending on seasonsharvest requirements.		No continue and the territory of Therein	Vic. on and of the extension recovery	and risks, specific in their area and scope of	The construct minimum state based on				The number of employees may vary depending on		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employee group	There are 642 premisent employees and 252 interprety employees. The improvement of the property of the process of the property of the Sun Africa supervised by well-depended process and the size of policies and Sun Africa supervised by well-depended process of the size of policies. There are could remarkers in places (closicing policies) in which is a contrast of employee are motivated. Once employees are resigned to sork secretarior sorking are motivated. Once employees are resident to sork secretarior sorking are motivated. Once employees are resident to sork secretarior sork executive contrast, and process are sortium. Once there is a resignement to sork executive contrast, and process of the size of the policies are also collected. This is markly during the contrast of the required decided meetings are held with all employees.	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the and dates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	place where all HSE issues are discussed and resolved Monthly inspections is done by HSE Reps,	is well above the minimum wage of South Africa to ensure employees are paved a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to		The sub-contractors on site e.g. Security cleaning services and the temporary tabour broker are also part of the external tabour broker are also part of tabour broker are also part of the external tabour broker are also part of tabour br	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the external t of	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they achieve to the	Security, cleaning services and the temporary labour broker are also part of the external efficial audit process	rea train department, (bits, PMC, titcl. is impossible and remark bits (pad condition).  A Planni tits Works is complished by HSE Manager! Risk Controllar for high Risk; hot work, working a hingist, electrical work, etc.) and Loor risk work.  All contentions must cleay the values set out during their induction training and permit to work, ron-compliance immediately results in work either being allopped or lescorting them off site.	temporary labour brokers are also part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA audits as well as BSCI audits which specifically address the mentioned		
Anv	40530 KWV Roodeberg Box - 20 300 cl	South Africa	to be a member of the triade Union. The option is voluntary.	meetings are held with employees are required to work excessive overtime, meetings are held with employees prior to the overtime required for them to voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, overtime, and the obtained over	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins ar annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the re-	recorded is resolved except to the second of	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.	DOWN APPOR	also audited process whereby trey are also audited to ensure they adhere to the ethical standards. Their employees have the colors to into a books I faire on until	the external ethical sucit process whereby they are all audited to ensure they adhere to the ethical standards. When sucits are done with the sub-contractors the	also audited to ensure they adhere to the ethical standards. Their employees have	contractors the measure is audited to ensure they follow the required process. With the labour brokers	they achieve to the efficial standards.  When audits are done with the sub-	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and parmit to work, non-compliance	audited to ensure they achieve to the ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.	Low risk	N/A
				This is mainly during hervest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	future.	in MWOT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.				measure is audited to ensure they follow the required process.		legal age of 33	ensure they follow the required process	Immediately results in work either being stopped or escorting them off site	follow the required process.			
								Induction training is conducted annually,													
				There are 452 permanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of work Monthly departmental safety meeting takes					The number of employees may viery depending on		Daubonaatu	The sub-control on	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employees on	There are 450 permanent employees and 25 temporary employees. The bestporary employees are reproduced to the property of the p	The recruitment process is governed by a certain process. Errol/wave	No employees are younger than 18 years old. There is, procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	a Yes, as part of the education process, employees are educated on a monthly basis on the various "human rights"	by place where all HSE issues are discussed and resolved Monthly imspections is done to MOST Re-	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by official audits and by the Department of Labour to ensure orficer		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the extreme	requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the extraction	services and the temporary labour brokers are also part of the external ethical sudit process whereigh they are also audited to ensure their actions to the	Security, cleaning services and the temporary labour broker are also part of the external efficial audit process.	All their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manager/ Risk	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	42870 Pearly Bay White Dolly 75cl 108	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarity cat to work the required overtime. Once there is a requirement to work	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins ar annual audit is performed on age, and extract a report	matters of which discrimination is on There is a policy which specifically address discrimination and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	are payed a fair compensation and living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned toxics.	South Africa	ethical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	services and the temporary labour broker are also per the external ethical sucit process whereby they are also audited to ensure they achere to the ethical standards.	athical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	ethical standards. When sucits are done with the sul contractors the measure is sucited to ensure they follow the required process. With the labour brokers	whereby they are also audited to ensur- they achieve to the ethical standards. When audits are done with the sub-	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	N/A.
				excessive overtime, approval from the Department of labour must be obtained. This is mainly during hervest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 34	contractors the measure is sudited to ensure they follow the required process	All contestation submits that in MSF Filey prior workings on the and in improaching the EM tempory Risk Controller. All bein equipment, bots, PREL, is insequed and mast be in spot condition.  All bein equipment, bots, PREL, is insequed and mast be in spot condition.  All beins to Work is complished by HSE Manager Risk Controller for high Risk (by tow ork, working a thirtight, electrical service, set.) and too risk work.  All controllers man actor by the rules are due of unity their instanction training and permit to work, non-congregation mandationly results in work either being stopped or secorting them of also	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
				There are 452 permanent employees and 23 temporary employees. The				Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of work					Thomas den in the control of the con				All contractors submits their H&S File prior working on	The set out			
			The KWV employees in the	There are 64 premisent employme and 22 harpzery employme. The harpzery employmes of producing to insumbrive in agriculture, and production to insure employme the red scended he light excitive plans. There are conformed measures in principles on the red scended he light excitive plans. There are conformed measures in principles of the red scended he light excitive plans, and are motivate. Once employmes expended to work excessive conformed are motivated. Once employmes expended to work excessive conformed plans the principles of the register downline. One has a requirement beautiful discarding of the work has the graphed conform. One beautiful excessive conformed plans of the production of influence must be disclaimed. The interval of agreement the many forms the properties of influence must be disclaimed. The interval of agreement the principles are less than the produce and the employment.	The recruitment process is governed by	No employees are younger than 18 years old. There is, procedure in place. During the recruitment process the or candidates needs to serve you of the description.	a Yes, as part of the education process, employees are educated on a monthly basis on the vertices "In more single."	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure constant.	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.  Our sub-contractors on site a n. Promits at an	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical sudit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of	All contentions submits that HASE File prior workings in an art in impacticely PIEE Manager Risk Controller. All their equipment, bods, PIEE, Etc. in impacted and mast be in good condition.  All ment of Work is completed by HDE Manager Risk.  A Permit to Work is completed by HDE Manager Risk in Controller for Inflient (by Host Risk and Activations and active price and as not out during third introduction fairing and permit to work, non-correplanous immediately results in work with the missed and processing with the processing and permit to work, non-correplanous immediately results in work either being atopped or secontring them of also	Security, cleaning services and the temporary labour brokers are also part of the external attention of the	Yes, othical audit, WIETA audits as		
KWV	44370 Calli Culture CoffeeMocha Pinotage -21 FT	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins ar annual audit is performed on age, and extract a report	matters of which discrimination is on There is a policy which specifically address discrimination and there are	Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and living wage. Employees are also provided with Personal protective	Department of Labour to ensure advances to legal requirements, WIETA audits as well at BSCI audits which specifically address the	South Africa	labour broker are also part of the externs official audit process whereby they are also audited to ensure they adhere to the	services and the temporary labour broker are also per the external ethical sacid process whereby they are also audited to ensure they achere to the ethical standards.	t of labour broker are also part of the external ethical audit process whereby they are also audited to ensure they achere to the	they are also audited to ensure they athere to the othical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external efficial audit process whereby they are also audited to ensur- they adhere to the efficial standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.  All contractors must obey the rules set out during their	process whereby they are also audited to ensure they athere to the ethical standards. When audits are	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	NIA
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during hervest time. Prior to the request detailed meetings are held with all constraints.	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When sudts are done with the sub-contractors the measure is audited to ensure they follow the required process.	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 35	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	induction training and permit to work, non-compliance immediately results in work either being stopped or escorting them off site	done with the sub contractors the measure is audited to ensure they follow the required process.	included in the specific audits.		
				and the second s				Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractors submits their H&S File prior working on				
				There are CE permisent employees and 220 interprety employees. The between yet employees of producing the measurement any parameter. Sook Michael powered by working house and see has sited pricinises. There are produced are to more any payment in the reason for large already to are. There are produced are to more produced to the producing any payment of the permisent producing any payment of the producing any payment of the permisent payment and the producing any payment of the producing payment and payment and the producing payment and		No employees are younger than 18 years old. There is procedure in place. During the remainment recome for	a Yes, as part of the education process, employees are educated on a month.	work Monthly departmental safety meeting takes place where all HSE issues are discussed	The employee minimum entry level is well above the minimum warm of			The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	All confessions submits that in MSC File prior working on law and in impediately File Manager (MSA Confederal All their equipment, bots, PPE, Elic. is impeciated and file of the equipment, bots, PPE, Elic. is impeciated and All Permits 10 Works in compliated by MSC Manager Files. A Permits 10 Work is compliated by MSC Manager Files. Confedera for high Risk (In the rock, working at haright, electrical work, also unpleased by MSC Manager Files. All confessions must cloup the radius set out during that work, nor compliance transaction barriage and permits to work, non-compliance transaction barriage and permits to work, non-compliance transaction barriage and permits the concerning than only a compliance transaction barriage and permits the concerning that only a permit to transaction barriage and permits the concerning that only a permit to transaction barriage and permits the concerning that the concerning that the concerning that the concerning that the concerning that the concerning that the concerning that the concerning that concerning the concerning that concerning the c	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are size			
KWV	44570 KWV Roodeberg Jerobam 300 ct15	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime,	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	<sup>2y</sup> candidates needs to supply copy of ID document on which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins are	basis on the various "human rights" matters of which discrimination is on There is a policy which specifically	and resolved Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings	South Africa to ensure employees are payed a fair compensation and living wage. Employees are also	Audited by ethical audits and by the Department of Labour to ensure adverses to legal requirements, WETA audits as well as	South Africa	cleaning services and the temporary tabour broker are also part of the externs ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical sucil process whereby they are also	cleaning services and the temporary labour broker are also part of the external official audit process whereby they are	part of the external ethical sucit process whereby they are also audited to ensure they achieve to the ethical standards. When sucits are done with the su	temporary labour broker are also part of the external ethical audit process whereby they are also audited to ensur-	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	part of the external ethical audit process whereby they are also audited to ensure they achieve to the atheral eterotorie. When earths are	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	NIA
			to be a member of the trade Union. The option is voluntary.	meetings are hald with employees prior to the overtime request for them to voluntarily got to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained.	they be interested in the role and we follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the re- future.	recorded is resolved  Weekly Toolbox Talks is circulated by HSE  Manager to departments and communicated in MANAGE Manager  Manag	provided with Personal protective wear where required in the workplace.	BSCI audits which specifically address the mentioned topics.		also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the ethical standards. When sudits are done with the sub-contractors the measure is audited to ensure they follow the required	also audited to ensure they achieve to the ethical standards. Their employees have the option to join a trade Union as well.	contractors the measure is audited to ensure they follow the required process. With the labour brokers we also ensure that all employees are above the bent age of 99.	they achieve to the efficial standards.  When audits are done with the sub- contractors the measure is audited to	All contractors must obey the rules set out during their induction training and permit to work, non-compliance immediately results in work either being stopped or	ethical standards. When audits are done with the sub-contractors the measure is audited to ensure they	topics and the sub-contractors are included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.				escorting them off site	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of													
				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on season harvest requirements.		No employees are younger than 18 years old. There is:	a Yes, as part of the education process,		The employee minimum entry level			The sade annihology and the sade Security	The number of employees may vary depending on requirements. Our dearing service is mostly contract	The set control or the set to set	The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	44038 Pearly Bay White BIB Dolly 48	South Africa	The KWV employees in the Bargaining Unit (employee group elicible to icin Union) has the cotion	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime.	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps, First Alders, Fire fichters, etc., and findings	is well above the minimum wage of South Africa to ensure employees are payed a feir compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements. WIETA audits as well a	South Africa	cleaning services and the temporary labour broker are also part of the externa ethical audit process whereby they are	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also par	cleaning services and the temporary toll labour broker are also part of the external ethical audit process whereby they are	part of the external ethical sucit process whereby they are also audited to ensure they achere to the ethical standards. When audits are done with the su	temporary labour broker are also part of the external ethical audit process whereby they are also audited to ensur	f must be in good condition A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	temporary labour brokers are also part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N/A
			to be a member of the trade Union. The option is voluntary.	There are 45 premisent employees and 23 temporary employees. The bareparry employees yet departing on seasons and 23 temporary employees. The present participation of seasons and 25 temporary employees and present participation of the properties	they be interested in the role and we follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the re- future.	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated	provided with Personal protective wear where required in the workplace.	BSCI audits which specifically address the mentioned topics.		also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the ethical standards. When sudts are done with the sub-contractors the measure is audited to ensure they follow the recuired	also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	contractors the measure is sudited to ensure they follow the required process. With the labour brokers we also ensure that all employees are above the	they adhere to the ethical standards. When audits are done with the sub- contractors the measure is audited to	All contentions submits that HASE File prior verbing on law and in impediately PHE Manager (Mac Controller All Pairs equipment, bods, PPE, Bit. in impected and All Pairs equipment, bods, PPE, Bit. in impected and market bits (Mac Controller for HARE) All Pairs (Mac Controller for HARE) (And Controller f	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	topics and the sub-contractors are included in the specific audits.		
				This is mainly during harvest time. Prior to the request detailed meetings are held with all employees.				in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.		legal age of S7	ensure they follow the required process	escorting them off site	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on season hervest requirements.		No employees are vivine than 14 more state T	a Yes, as part of the advantage on	and risks, specific in their area and scope of	The employee mining on code				The number of employees may vary depending on requirements. Our reserving services is recently		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g.			
KWV	45105 Luborie Shinaz -20: 75 cl	Parth Miles	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option	There are 64 premisent employme and 22 harpzurg yeardyous. The purpose yeardyous cycle operating to insushive in agreement. Soon Africa is governed by working of control of the Soon Africa is governed by working on a dive has a site opticion. These are control of the soon of the purpose of the soon of the soon of the soon of the soon of the purpose of the soon of the soon of the soon of the soon of the working was held in the propose perior to the control of explaints purpose the soon of the voluntaries of the soon of the soon of the soon of the soon of the purpose of the soon of the soon of the soon of the soon of the the soon of the soon of the Soon of the Soon of the soon of the the soon of the soon of the Soon of the Soon of the soon of the the soon of the soon of the soon of the soon of the the soon of the soon of the soon of the soon of the soon of the the soon of the soon of the soon of the soon of the the soon of the soon of the soon of the soon of the the soon of the soon of	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to sesure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	y place where all HSE issues are discussed and resolved whorthy impections is done by HSE Reps,	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to	South Miles	The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are site part of the external disease or of security services.	with 10 employees.  Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the external t of	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they achere to the other area.	Security, cleaning services and the temporary labour broker are also part of the external ethical sudit process whereas the constructions	alle and in impactacity HDE Manageri Risk Controller At their equipment, Noda, PME, Etc. in impacted and mail be in good condition A Permit to Work Los completed by HDE Manageri Risk Controller for high Risk ( how one, working alteringth activation store, the june 100 ms has work sectional work, all part for ms has work sectional work, all part for ms has well whether the section of the properties of the properties of the properties of the properties of the properties of managering and permit to work, non-compliance managering them of size.	temporary labour brokers are also part of the external ethical audit process whereby they are also	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N°*
NWV	puscene omnaz -20: 75 d	SAINANCE	eligible to join Union) hiss the option to be a member of the trade Union. The option is voluntary.	meetings are held with employees per or gothed to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, sporpoint from the Developer of Value over the state.	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins are annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the re-	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to derectments and	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.	John Perica	also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade linear or a	the external ethical such process whereby they are all audited to ensure they adhere to the ethical standards. When suchts are done with the sub-contractors the	also audited to ensure they achere to the ethical standards. Their employees have the option to join a trade / bloom on an	contractors the measure is sudfed to ensure they follow the required process. With the labour broken we also ensure that of merchants	they achieve to the ethical standards.  When audits are done with the sub- contractors the message in contractors.	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they achieve to the ethical standards. When audits are done with the sub contractors the	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	LOW mik	N/A
				This is mainly during hiervest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	haure.	in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.			, and the same will	measure is audited to ensure they follow the required process.		legal age of 38	ensure they follow the required process	Immediately results in work either being stopped or escorting them off site	measure is audited to ensure they follow the required process.			
								Induction training is conducted annually, where employees are informed of all hezards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonharvest requirements.				and risks, specific in their area and scope of					The number of employees may viery depending on		The sub-contractive on site and formation	The sub-confrience on site and	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employees on	South Africa is governed by working hours and we have strict polices and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking Swatern) when the heavily hours	The recruitment process is governed by a certain process. Errol/wave	No employees are younger than 18 years old. There is, procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	a Yes, as part of the education process, employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done to MOSE Re-	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by official audits and by the Department of Labour to ensure orficer		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the entered	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the extraction	services and the temporary labour brokers are also part of the external ethical sudit process whereity they are also audited to ensure their artists to	Security, cleaning services and the temporary labour broker are also part of the external efficial audit process.	All their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manager / Risk	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	45107 Laborie Chardonney -21 75 cl	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	are moritoned. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins ar annual audit is performed on age, and extract a report from the system to ensure of the second or an expert	matters of which discrimination is on There is a policy which specifically address discrimination and there are	First Alders, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	are payed a fair compensation and a living wage. Employees are also provided with Personal protective water where ray first in the	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	ethical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	services and the temporary labour broker are also per the enternal ethical sacid process whereby they are also audited to ensure they achieve to the ethical standards. When service one drop with the expensions of the per-	t on ethical sudit process whereby they are also audited to ensure they adhere to the ethical standards. Their employees have	othical standards. When sudth are done with the sul confractors the measure is audited to ensure they follow the required process. With the labour brokers	whereby they are also audited to ensur- they adhere to the efficial standards. When audits are done with the sub-	rea train equipment, (bits, )-VC, (bits, it imposses and meant be in goal condition.  A Planni tib Work is complished by HSE Manager! Risk Controllar for high Risk ( hot work, working at height, electrical work, etc.) and Love risk work.  All contentions must cleay the rules act out during their induction training and permit to work, ron-compliance minediatily results in work either being stopped or seconting them off sile.	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractor.	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NIA
				There are 420 premisent employees and 220 temporary employees. The lampscory employees updereding to associative and replacement. So the Michael so governed by working from an off-week the safet of pickins and consider a lampscore of the safety of the safety of the safety of the safety of control masses in judice of (coloring flyshing) when why the workins of employees menting are hald off when placed position of the safety of the safety of the violation of the safety of the safety of the safety of the safety of the violation of the safety of the safety of the safety of the safety of the colorism own control may be off the Department of the safety of the safety of safety of the safety of the safety of the safety of safety of the safety of the safety of safety of the safety of the safety of safety of the safety of safety of the safety the safety the safety the safety the safety the safety t		permanent employees are older than 18.	future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 50	confractors the measure is sudited to ensure they follow the required process	immediately results in work either being stopped or excerting them off site	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks Induction training is conducted annually.													
				There are 452 permanent employees and 23 temporary employees. The				where employees are informed of all hazards					The number of amounts are				All contractors submits their H&S File prior working on site and is impacted to MOS May	The sub-controller of			
			The KWV employees in the	temporary employees vary depending on seasonharvest requirements. South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	The recruitment process is governed by	No employees are younger than 18 years old. There is, procedure in place. During the recruitment process the candidates needs to serve your of the terror of the serve your old the serv	a Yes, as part of the education process, employees are educated on a monthly basis on the vertices Towns and Co.	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractor on either a Security stage.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of	All their equipment, tools, PPE, Etc. is inspected and must be in good condition.  A Permit to Work in representative MPE Management.	Security, cleaning services and the temporary labour brokers are also part of the external ethical confit.	Yes, othical audit, WIETA audits as		
KWV	45289 2007 KWV Roodeburg Special Edition 75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union. The celes	There are 452 permanent employees and 25 temporary employees. The temporary employees was reflected from personal resistance of temporary employees and reflected from personal resistance and resistance and personal resistance and r	a certain process. Employees voluntarily apply for positions should they be interested in the role and we follow a seen	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins ar annual audit is performed on age, and extract a record	matters of which discrimination is on There is a policy which specifically address discrimination and there are	Monthly inspections is done by HSE Reps, First Aidens, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and living wage. Employees are also provided with Personal protective	Depirtment of Labour to ensure adverses to legal requirements, WETA audits as well a BSCI audits which specifically address the aced and test.	South Africa	tabour broker are also part of the externa ethical audit process whereby they are also audited to ensure they advere to the	services and the temporary labour broker are also par the external ethical sacit process whereby they are also audited to ensure they achieve to the ethical star-viewing	tol othical audit process whereby they are also audited to ensure they adhere to the	they are also audited to ensure they athere to the athical standards. When suchts are done with the sul contractors the measure is audited to ensure they follow to receive	the external efficial audit process whereby they are also audited to ensur- they arthere to the efficial standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.  All contractors must obey the rules set out during their	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are solvated in the consideration	Low risk	N/A
			I ne opeon is voluntary.	voluntarily opt to work the required overfirms. Once there is a requirement to work excessive overfirms, approval from the Department of labour must be obtained. This is mainly during harvest time. Prior to the request detailed meetings are held with all employees.	AAADW II PECTURENT PROCESS.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	wear where required in the workplace.	arree 8 cried topics.		the option to join a trade Union as well.	When sudits are done with the sub-contractors the measure is sudited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 40	contractors the measure is audited to ensure they follow the required process	All contractions submits their MAS File prior working on also and in impacted by MSE Manager RNA. Controller All their experience SA, MSE RLD: in impact controller and their experience should be controlled by the size of controller and their product controller and their size of controller and their size o	done with the sub contractors the measure is audited to ensure they follow the required process.	included in the specific audits.		
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractors submits their H&S File prior working on				
			The MANA const	There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on season/harvest requirements. South Africa is governed by working hours and we have strict policies and	The constituted as	No employees are younger than 18 years old. There is procedure in place. During the recruitment process the	a Yes, as part of the education process, employees are educated on a monthly	work Monthly departmental safety meeting takes by place where all HSE issues are discussed	The employee minimum entry level is well above the minimum wage of			The sub-contractors on site e.g. Security	The number of employees may vary depending on nequinaments. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also used of the extense of the contract of the sub-security of the	The sub-contractors on site e.g. Security, cleaning services and the	site and is inspected by HSE Manager Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	Von attions and Wallet		
KWV	45542 KWV Roodeberg -13: 500cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the treats I.I.	control measures in place (clocking System) whereby the overtime focus. There are control measures in place (clocking System) whereby the overtime of employees are mornisord. Once employees are required to work excessive overtime, meetings are held with employees prior to the reserving record for their	a certainers process is governed by a certain process. Employees voluntarily apply for positions should they be interpreted in the certain and	7 candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an	basis on the various "human rights" matters of which discrimination is on There is a policy which specifically	Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings recorded is represent	South Africa to ensure employees are payed a fair compensation and living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WETA audits as well as BSCI audits which snackers to add as	South Africa	labour broker are also part of the externs ethical audit process whereby they are also audited to ensure the control.	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical sucit process whereby they are also	t of athour broker are also part of the external ethical audit process whereby they are also audited to ensure the common to also audited to ensure the common to the common to	they are also audited to ensure they achieve to the others associated to ensure they achieve to the others as and and the suit are done with the sul confrictors the preserve is audited to recover.	the external efficial sudit process whereby they are also sudited to ensur- they achieve to the efficient actions.	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	part of the external ethical audit process whereby they are also audited to ensure they achiere to the	well as BSCI audits which specifically address the mentioned topics and the authoritement	Low risk	NIA
			The option is voluntary.	There are 40 premisent employmen and 202 interpraty protejouss. The brangery employmen speciately on instantive transparents, and property of supplement to the property of the control of the production is more employees the one caused the legisle sorting long. There are could remancies in place of coloring players is where the external control per months of Cross employees are respired to work excessive confirms, employees and the coloring players is where required to work excessive confirms, expected from the colorisms required for youtstanding out which defined propose prior to the confirms. Once there is an exqueement to work excessive confirms, expected with the Cross there is an expected proposed youtstanding out to work the required confirms. Once there is an extra proposed of the confirm of the confirm of the confirm of the youtstanding and the confirm of the colorisms of the confirm of the confirmation of the confirmation of the which is employees.	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the re- future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	whose to ensure stey adhere to the ethical standards. When exists are done with the sub-contractors the measure is audited to ensure they follow the required process.	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 41	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	All confesions submiss than IMSC this prior working on All confesions with the IMSC this prior. Confesion All their engineers to May PPE, Else, is inspecially made bit in good condition.  All Permit to Wards completed by Held Manager Polish Confesion for High Roak (but work, working alteringth. Confesion for High Roak (but work, working alteringth. All permits work all per alternative story and electrical work, it also are to are all confesions which work is also also all the relationships and permits to work, non-compliance wreaddaily reads in work allow being stopped or secorting them of also	done with the sub contractors the measure is audited to ensure they follow the reprinted recovery	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of													
				There are 462 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonharvest requirements. South Africa is governed by working hours and we have strict policies and		No employees are younger than 18 years old. There is procedure in place. Device the remission of the second	a Yes, as part of the education process, employees are extracted as a					The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	As contractors submits their H&S File prior working on site and is inspected by HSE Manager Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good converse.	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broken one of			
KWV	45544 KWV Roodeberg - 15: 1500cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime,	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should from the interested.	Or candidates needs to supply copy of ID document on which their age is checked to sesure above 15 years of age. In addition to the check when an employee loins ar	basis on the various "human rights" matters of which discrimination is on There is a policy which specifically	and resolved Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings	South Africa to ensure employees are payed a fair compensation and living wage. Employees are also	Audited by ethical audits and by the Department of Labour to ensure adveners to legal requirements, WETA audits as well at PRO and to which or PRO and to see well at the property of the	South Africa	cleaning services and the temporary labour broker are also part of the externs ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical sucit process whereby they are also	cleaning services and the temporary toll abour broker are also part of the external othical audit process whereby they are	part of the external ethical sucit process whereby they are also sudited to ensure they achere to the ethical standards. When sucits are done with the su-	the external efficial sucit process whereby they are also sucited to ensur-	A Permit to Work is completed by HSE Manager/ Risk. Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	part of the external ethical audit process whereby they are also audited to ensure they athere to the	Yes, ethical sucit; WIETA audits as well as BSCI sucits which specifically address the mentioned	Low risk	N/A
			The option is voluntary.	There are 40 premisent employees and 202 interprety protejous. The improve pretypious projecting to insunsinvitori resperanters, programment of the projection of the projection of the projection of the protection to insure anythyse in their casced the logic sorticip tome. There are considerable in lower anythyse in their casced the logic sorticip tome. There are could remarkers in place (obtaining plants in which is not entered and repulsa- se monthate). Once employees are recognized to work accessive content on employees price to the content in regular of permit to work excessive content, any produce of the projection of the post in a regular post of the projection of the projection of the content of the projection of the content of the projection of the projection	follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are citier than 18.	address discrimination and there are also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	provided with Personal protective wear where required in the workplace.	mentioned lopics.		ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they achieve to the ethical standards. When sudits are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 42	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	All confeccions submits than IMSC this prior victising on last and in impostatory that Manager Mac Corections. All their engineers, both, PPE, Etc. is inspected and the engineers. As completed by Tell Samager Road, Corection for this physical conduction of the Manager Road, Corection for this completed by Tell Samager Road, Corection for this physical conduction of the control of the admitsion and experience of the control of the All controls are not admitsible to the control of All controls are not admitsible to the All controls are not a proposed to the control of the control of the contro	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	topics and the sub-contractors are included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.			an inquito process	escorting them off site	toliow the required process.			

								Induction training is conducted annually, where employees are informed of all hazards													
				There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on season-harvest requirements. South Africa is coverned by working hours and we have strict ordicious and		No employees are younger than 18 years old. There is a	Yes, as part of the education process,	and risks, specific in their area and scope of	The employee minimum entry level			The sub-contractors on site e.o. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The sub-contractors on site e.o. Security.	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	45748 African Passion Cab/ Merlot - 19: 75 cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the cotion	There are 4-dip reminent employme and 220 interpray protegious. The interpray employme of properties or insurable value sprayers. The properties of the properties of the control of the properties of the production to manuse employees the old exceeds the light entirity process. There are counted measures in place (oldinging Sprains) relevant to exceed the sear most beautiful to the control of the properties of the properties of the properties of the employees and self-dependent of the control of the properties of the production of the properties of the properties of the properties of the production of the properties of the properties of the production of the properties of the properties of the properties of the properties of the properties of the properties of the properties of the properties of the pr	The recruitment process is governed by     a certain process. Employees     voluntarily apply for positions should	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps, First Aiders. Fire fighters, etc. and findings	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to licoal requirements. WETA audits as well a	South Africa	cleaning services and the temporary tabour broker are also part of the externa ethical audit process whereby they are	With 10 employees.  Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary labour broker are also part of the external ethical audit process whereby they are	part of the external ethical audit process whereby they are also audited to ensure they adhere to the ethical standards. When audits are done with the sul	the external efficial audit process whereat the saudit process	final be in good condition  A Permit to Work is completed by HSE Manager/Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	NA
	VIVA PARAMICAL MEDIA 18,730	Southern Ca	to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the re-	recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.	GOOD PERSON	also sudited to ensure they achieve to the ethical standards. Their employees have the collect to into a book I faire on until	the external ethical audit process whereby they are six audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the	also audited to ensure they achieve to the ethical standards. Their employees have	contractors the measure is saudied to ensure they follow the required process. With the labour brokers	they achieve to the ethical standards. When audits are done with the sub-	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and parmit to work, non-compliance	audited to ensure they achere to the ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.	LLW Has.	1604
				This is mainly during harvest time. Prior to the request detailed meetings are held with all employees.	1	permanent employees are older than 16.	lature.	in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.				measure is audited to ensure they follow the required process.		legal age of 43	ensure they follow the required process	alla and is impectable by 1958 Managow Plath. Corrotates All Bear applicates, No. 50, Pl.E. Etc. in impectable and mate the ingood condition. A Permit to Work Location Services and Servic	follow the required process.			
								Induction training is conducted annually,													
				There are 482 permanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of work	1				The number of employees may vary dependence.				All contractors submits their HSS File prior working on site and is immented by HSP Manager Risk Controller	The sub-contractors on side on			
			The KWV employees in the	These are 62 germaned employees and 52 largorary profesjones. The largorary profesjone yet operating on measurements. South Africa is governed by ovolving hours and we have shirt placed and the production to learn an expression to an extend the light of sinciplic burst. There are production to learn an expression to an extend the light ovolving hours. There are production to learn an expression of the light of the light of the light of seem more thanks. Once employees are required to excit excession construct, extending an who durint employees prior to the count on expansion for them to the light of the light of the light of the light of the light of excession to overfill on, agreed of the file Department of lights are mad be delined to the size of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light	e The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	Yes, as part of the education process, employees are educated on a monthly	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part	All contections submits that HASE This prior workings and an analysis which is mapped that Paragraph RASE Controller.  All their equipment, took, PIPE, Ele Lis Inspected and Parasta bit in prod controller.  All their equipment, took, PIPE, Ele Lis Inspected and Parasta bit in prod controller.  All them to Works is completed by 1945 Manager (Robert Controller for the Jacks (Art work, which park being), dischoical work, all the work.  All controllers man leafs, the work.  All controllers man leafs they have also and ordining their induction strating and germent to work, non-completion invalidable years also work after their being stopped or according them of also	Security, cleaning services and the temporary lation services are also	Yes, ethical audit, WIETA audits as		
KWV	45750 African Passion Chenin Blanc -20:75 cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an	matters of which discrimination is on There is a policy which specifically	Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the externa ethical audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical audit process whereby they are also	t of strical saudit process whereby they are also saudited to ensure they adhere to the	they are also audited to ensure they achere to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also audited to ensur they arthere to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	process whereby they are also audited to ensure they adhere to the	well as BSCI audits which specifically address the mentioned looks and the sub-contractors are	Low risk	NA
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during hervest time. Prior to the request detailed meetings are held	follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	provided with Personal protective wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the	When audits are done with the sub- contractors the measure is sudited to	All contractors must obey the rules set out during their induction training and permit to work, non-compliance immediately results in work either being stopped or	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.				escorting them of site	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on season harvest requirements.				and risks, specific in their area and scope of					The number of employees may vary depending on		The sub-contractors on site e.o. Security, cleaning	The sub-contractors on site e.o.	All contractors submiss their I-SS, File prior working on all and in important by HSE Managuer (Risk, Controller submission of the International Controller State of the International I	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employee group	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by     a certain process. Employees	No employees are younger than 15 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	Yes, as part of the education process, employees are educated on a month! basis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done by HSE Recs.	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Lisbour to ensure adherens to		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the externs	with 10 employees.  Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the external	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they achere to the	Security, cleaning services and the temporary labour broker are also part the external efficial audit process	All their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manager/ Risk	Security, clearing services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical sadit, WIETA audits as well as BSCI sadits which specifically address the mentioned		
KWV	45806 Laborie LTD Collection Chard17: 75 cl	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is welentery	are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to any interior, and to work the remarked overtime. Once there is a service	voluntarily apply for positions should they be interested in the role and we follow a service of process	which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	There is a policy which specifically address discrimination and there are	First Alders, Fire fighters, etc. and findings recorded is resolved. Weekly Toylog Talks is provided by HSF.	are payed a fair compensation and living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned trains	South Africa	ethical audit process whereby they are also audited to ensure they achieve to the othical standards. Their amplitudes have	the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	athical audit process whereby they are also audited to ensure they adhere to the athical standards. Their serefuses have	othical standards. When suchs are done with the sul contractors the measure is suched to ensure they follow the neminal process. With the labour broken	whereby they are also audited to ensur they adhere to the ethical standards. When surfits are done with the sub-	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they achere to the ethical standards. When audits are	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NA
				There are 452 personnel employmen and 222 interpray employmen. The improvey employmen of quiesding of assessionist with registerates. Soc. 80 cities a governel by working hours and was then ast of policies and considerate in some sense opposite and reasonable and employmen. There are an another 50 cities are some of the contract of the contract of the sense most and contract. Once amploymen are required to sovice assession confirms, unamading any shall of infrashingous prior to the overdering required for some producting your basis of the most polymen and the sense is a requirement to sovice assession countries, agreement to sovice assession countries, agreement to sovice assession countries, agreement to sovice and another some countries. The source is a sense of the source of the source of the source of the polyment of the source of the source of the source of the source of source of the source of the source of the source of source of the source of source of the source of source of the source of source of source of source of the source of source of s		permanent employees are older than 18.	future.	Manager to departments and communicated in MWDT Meetings Sits wide risk assessment is done by HSE	workplace.			the option to join a trade Union as well.	when audits are core with the sub-corractors the measure is saidled to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 45	contractors the measure is sudited to ensure they follow the required process	immediately results in work either being stopped or escorting them off site	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of													
				There are 452 permanent employees and 23 temporary employees. The temporary employees viry depending on seasonharvest requirements.		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,		The employee minimum entry level			The sub-contractors on site and Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The sub-contractors on site on Security	The sub-contractors on site e.g. Security, cleaning services and the temporary lateur horizon are also	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition.	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	46502 KWV Roodeberg Rosé - 17; 75cl	South Africa	The KWV employees in the Bargaining Unit (employee group	There are 45 premient employme and 23 betroory entityous. The lampory employmes updated go in associative department, Soa. A Price as governed by exolong thous and end have the dip disk and providing the providing thous and end when the dip disk and entities a consider remains an injustic disclosing dyshem is when the accessive confirms, and mortised. Once employme are required to work excessive confirms, and mortised. Once employme are required to work excessive confirms, and excessive confirms, greated to be a confirm of employment to youther lay set to work the required overhime. Once there is a requirement to work concessive confirms, greated one time Despitation distinct market to diskind. This is markety during the most time. Prior to the required distinct market to diskind and it employmes.	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved Monthly inspections is done by HSE Reps, Set Alders Size Settlement and Sections	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to	Smith Million	cleaning services and the temporary labour broker are also part of the externa	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary labour broker are also part of the external	part of the external ethical audit process whereby they are also audited to ensure they achere to the	temporary labour broker are also part the external efficial audit process	rea train department, (bits, PMC, titcl. is impossible and remark bits (pad condition).  A Planni tits Works is complished by HSE Manager! Risk Controllar for high Risk; hot work, working a hingist, electrical work, etc.) and Loor risk work.  All contentions must cleay the values set out during their induction training and permit to work, ron-compliance immediately results in work either being allopped or lescorting them off site.	part of the external ethical audit process whereby they are also	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N/A
	TOTAL POST OF THE PARTY OF THE	Southern Ca	to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the re-	recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.	GOOD PETER	also audited to ensure they achieve to the ethical standards. Their employees have	the external ethical saudit process whereby they are six audited to ensure they achieve to the ethical standards. When saudits are done with the sub-contractors the	also audited to ensure they adhere to the athical standards. Their employees have	contractors the measure is sudied to ensure they follow the required process. With the labour brokers	they achieve to the ethical standards. When audits are done with the sub-	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they adhere to the ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.	LLW HER.	No.
				This is mainly during his visit time. Prior to the request detailed meetings are held with all employees.	1	permanent employees are older than 18.	future.	in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.				process.		legal age of 46	ensure they follow the required process	Immediately results in work either being stopped or escorting them off site	follow the required process.			
								by the first training in a section 1													
				7				Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractors submits their H&S File prior working on				
			The KWV	There are 452 personnent employees and 25 temporary employees. The temporary employees was described in season-live wast experiences. As the improver yemployees was of placerials on the season placerials and the placerial and the placerials and the placerials and the placerials and the placerial and the placerials and the placerials and the placerials and the placerial and the placerial and the placerials and the placerial and the placeria	The remailment sessor	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	Yes, as part of the education process, employees are educated on a month?	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolvent.	The employee minimum entry level is well above the minimum wape of	destinating additional conditions of		The sub-contractors on site e.g. Security	The number of employees may very depending on requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also net of the enternal which works.	The sub-contractors on site e.g. Security, cleaning services and the	All contestation submits that in MSF Filey prior workings on the and in improaching the EM tempory Risk Controller. All bein equipment, bots, PREL, is insequed and mast be in spot condition.  All bein equipment, bots, PREL, is insequed and mast be in spot condition.  All beins to Work is complished by HSE Manager Risk Controller for high Risk (by tow ork, working a thirtight, electrical service, set.) and too risk work.  All controllers man actor by the rules are due of unity their instanction training and permit to work, non-congregation mandationly results in work either being stopped or secorting them of also	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	Yes othered sures MASEYA		
KWV	46503 Dr Charles Niehaus - 18:75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option	control measures in place (clocking System) whereby the overtime of employees are moritored. Once employees are required to work excessive overtime.	a certain process. Employees voluntarily apply for positions should	candidates needs to supply copy of ID document on which their age is checked to ensure above 15 years of age. In addition to the check when an employee ions an	basis on the various "human rights" matters of which discrimination is on There is a policy which specifically	Monthly inspections is done by HSE Reps, First Aidens, Fire fighters, etc. and findings	South Africa to ensure employees are payed a fair compensation and living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WETA audits as well a	South Africa	labour broker are also part of the externa ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical sucit process whereby they are also	tof other and the temporary tof other are also pert of the external othical audit process whereby they are	they are also audited to ensure they achieve to the athical standards. When audits are done with the sul	the external efficial audit process whereby they are also sudited to ensur	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	part of the external ethical audit process whereby they are also audited to ensure they athere to the	well as BSCI audits which specifically address the mentioned	Low risk	NA
			to be a member of the trade Union. The option is voluntary.	mesongs are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained.	may be interested in the role and we follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the re- future.	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated	provided with Personal protective wear where required in the workplace.	pour audits which specifically address the mentioned topics.		asso audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the measure is audited to ensure they follow the reminent	wao audited to ensure they achieve to the ethical standards. Their employees have the option to join a trade Union as well.	core actions the measure is sucted to ensure they follow the required process. With the labour brokers we also ensure that all employees are above the	mey adhere to the ethical standards. When audits are done with the sub- contractors the measure is audited to	All contractors must obey the rules set out during their induction training and permit to work, non-compliance immediately results in work either being stopped or	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	expice and the sub-contractors are included in the specific audits.		
				This is mainly during hiervest time. Prior to the request detailed meetings are held with all employees.				in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.		regul age of 47	ensure they tollow the required process	escorting them off site	foliow the required process.			
								Induction training is conducted annually,													
				There are 452 permanent employees and 23 temporary employees. The				where employees are informed of all hiszards and risks, specific in their area and scope of work					The number of employees may vary depending on			The set and	All contractors submits their H&S File prior working on site and is inspected by HSE Manager Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the	There are 64 parament employme and 23 betterary entropyons. The horsepary entropions of property on insurable with explainances, and promotives to some entropions do not accord the light working longs. There are control measures in picture (solicity) depoils whereby the working demployed are motivate. Once employees are required to work assessive conferring, whereby the control of the property of the control of the property of the control of provided by the control of the control of the control of provided by the control of the Control of the control of control of the control of the Control of control of the control of the Control of control of the control of the control of the control o	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of 10 years and	Yes, as part of the education process, employees are educated on a monthly basis on the various "to man rights"	neotitly departmental safety meeting blass place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure employee.	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Service clean	The sub-contractors on site e.g. Security, cleaning services and the temporary	I re sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	I ne sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part	All contentions submits that HASE File prior workings in an art in impacticely PIEE Manager Risk Controller. All their equipment, bods, PIEE, Etc. in impacted and mast be in good condition.  All ment of Work is completed by HDE Manager Risk.  A Permit to Work is completed by HDE Manager Risk in Controller for Inflient (by Host Risk and Activations and active price and as not out during third introduction fairing and permit to work, non-correplanous immediately results in work with the missed and processing with the processing and permit to work, non-correplanous immediately results in work either being atopped or secontring them of also	Security, cleaning services and the temporary labour brokers are also part of the external ethical cavit.	Yes, ethical audit, WIETA audits as		
KWV	48998 KWV Cherin Blanc/Muscat Box-22 300 cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	matters of which discrimination is on There is a policy which specifically address discrimination and there are	Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and a living wage. Employees are also provided with Personal protective	Department of Liabour to ensure adherens to legal requirements, WIETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the externs ethical audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	toli observation and process whereby they are also audited to ensure they achieve to the	they are also audited to ensure they adhere to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also audited to ensur they adhere to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they achieve to the ethical atendands. When audits are	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	NIA
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during harvest time. Prior to the request detailed meetings are held.	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the re- future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When sudits are done with the sub-contractors the measure is sudited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 48	When audits are done with the sub- confractors the measure is audited to ensure they follow the required process	induction training and permit to work, non-compliance immediately results in work either being stopped or	done with the sub-contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks										при			
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on sessionsharvest requirements.			Ver example (*	and risks, specific in their area and scope of	The seconds:				The number of employees may very depending on		The sub-contractors on site e.g. Security, clearing	The sub-contractors on site e.g.	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employee on a	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (docking System) when he revertise of a	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	employees are education process, employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done to HNE Re-	is well above the minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Labour to greene where		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the entered	with 10 employees.  Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the system.	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure their arthure to the	Security, cleaning services and the temporary labour broker are also part the external efficial audit recesses.	Mar equipment, tools, PPC, Etic. is inspected and must be in good condition  A Permit to Work is completed by HSE Manager/ Risk	between the second services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical sudit, WIETA sudits as well as BSCI sudits which		
KWV	47119 KWV Classic Moscato-21: 75 d	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an amusi audit is performed on age, and extract a report from the system to	There is a policy which specifically address discrimination and there are also nless to a second sec	First Aidens, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	= e payer a fair compensation and living wage. Employees are also provided with Personal protective water where	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	ethical audit process whereby they are also audited to ensure they adhere to the ethical standards. Their employees have	the entering ethical such process whereby they are also per the enternal ethical such process whereby they are also audited to ensure they achieve to the ethical standards. When perfer one does not be seen as the control	ethical sudit process whereby they are also audited to ensure they adhere to the ethical standards. Their employees have	ethical standards. When suctits are done with the sul contractors the measure is sudied to ensure they follow the required process. With the labour brokens	whereby they are also audited to ensur they achieve to the efficial standards. When audits are done with the sub-	electrical work, etc.) and Low risk work.  All certactors must obey the rules set out during their and effort training and counts.	part of the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NA
				There are 450 premisent employmen and 220 interprety employmen. The improvery employmen of proposition of the second employment of proposition of the proposition of the control of the proposition of proposition is more among through one of the control for large and the large proposition is more as employees to not consider large at entirely control of proposition of the control of the control of the proposition of an employee and the control of the control of the control of employees and the control of the control of the control of excessive control of the control of the control of excessive control of the control of excessive control of the control of the		permanent employees are older than 16.	future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 49	contractors the measure is audited to ensure they follow the required process	All confeccions submits than IMSC this prior victising on last and in impacticity PIEE Manager (PIEA Controller All their equipment, bots, PIEE, Els. in impacted and the equipment, bots, PIEE, Els. in impacted and PIEE Amager (PIEA). A completed by PIEE Manager (PIEA) A Piement to Work is completed by PIEE Manager (PIEA) controller for high PIEA (A) for the controller piement described work, and prement to work, norm-completions transaction braining and permet to work, nor-completions transaction braining and transaction transaction transaction braining and transaction transaction braining and transaction transaction braining and transaction transaction braining and transaction transaction transaction transaction transaction transaction transac	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractors submits their HSS File prior working on				
				There are 462 permanent employees and 23 temporary employees. The temporary employees vary depending on season-harvest requirements. South Africa is governed by working hours and we have strict policies and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,		The employee minimum entry level			The sub-contractors on site e.o. Serveit-	The number of employees may vary depending on requirements. Our dearing service is mostly contract	The sub-contractors on site e.c. Servitive	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are ele-	The sub-contractors on site e.g. Security, cleaning services and the	site and is inspected by HSE Manager/Risk Controller All this equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	47127 KWV Ginger Liqueur 25% 0,5 L (G.B)	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the cotion	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime.	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	candidates needs to supply copy of ID document on which their age is checked to ensure above 15 years of age. In addition to the needs when	basis on the various "human rights" matters of which discrimination is on There is a pyline which country.	and resolved Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings	South Africa to ensure employees are payed a fair compensation and a living wage. Freelesses are at	Audited by ethical audits and by the Department of Labour to ensure adversers to legal requirements, WIETA audits as well a	South Africa	cleaning services and the temporary labour broker are also part of the external ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical levels recovers	cleaning services and the temporary Indoor broker are also part of the external othical audit process whereby they are	part of the external ethical audit process whereby they are also audited to ensure they athere to the ethical standards. When audits are done with the sul	temporary labour broker are also part the external efficial audit process whereby they are also audited to ensur	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height, electrical work, etc.) and I no risk-mark.	part of the external ethical audit process whereby they are also audited to environ they offers to the	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N/A
			to be a member of the trade Union. The option is voluntary.	There are 42 preminent employees and 22 harporary employees. The harporary employees or yelderedge on emission-have starting-almost requirements of preminent and preminen	they be interested in the role and we follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older then 18	address discrimination and there are also plans to run workshops in the ne future.	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated	provided with Personal protective wear where required in the workplace.	85Cl audits which specifically address the mentioned lopics.		also audited to ensure they adhere to the othical standards. Their employees have the option to join a trade Union as well.	audited to ensure they achieve to the ethical standards. When sudits are done with the sub-contractors the measure is audited to ensure they follow the rem	also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	contractors the measure is audited to ensure they follow the required process. With the labour brokens we also ensure that all employees are above the	they adhere to the ethical standards. When audits are done with the sub- contractors the measure is audited to	All contentions submits that In ISS File prior workings in all and in impacticely PIEE Manager (Fish Controller All Dair suppress), tools, PIEE, Dic. in impacted and mass bit in good condition.  All Permit to Work is complished by HEE Manager (Fish Controller for Inflies), the town, working a bringly, and controller for Inflies), the town, working a bringly, a discribed work, etc.) and Low risk work.  All controllers make clopy the rules are due to disring this inhalcoin braining and permit the work, one-compliance manager in the controllers of the property of the controllers	ethical standards. When audits are done with the sub contractors the measure is audited to prove the	topics and the sub-contractors are included in the specific audits.		
				This is mainly during hervest time. Prior to the request detailed meetings are held with all employees.				in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.		Regul age of 50	ensure they follow the required process	escorting them off site	follow the required process.			
								Induction training is conducted annually,													
				There are 452 permanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of					The number of employees				All contractors submits their HSS File prior working on site sortio inspectantly HSP Manager Risk Controller	The sub-contraction country on			
			The KWV employees in the	temporary employees vary depending on seasonsharvest requirements.  South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	e The recruitment process is governed to	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the condictates reach to	Yes, as part of the education process, employees are educated on a monthly havin on the process.	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to recover	Audited by ethical sadits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part	All their equipment, tools, PPE, Etc. is inspected and must be in good condition	Security, cleaning services and the temporary labour brokers are also need of the extremal with	Yes, ethical audit, WIETA audits as		
KWV	47358 KWV Mentors Pinotage (giftbox) - 18; 75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins an annual audit is performed on one, and annual audit is performed on one.	matters of which discrimination is on There is a policy which specifically address discrimination and feet	Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and a living wage. Employees are also provided with Personnia.	Department of Labour to ensure adversers to legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the externs official audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical sucil process whereby they are also audited to ensure they where to the others are	t of sthical audit process whereby they are also audited to ensure they achere to the	they are also audited to ensure they achere to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external efficial audit process whereby they are also audited to ensur they achieve to the efficial standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.  All contractions must shaw the nation and shall be a second or shall be a seco	process whereby they are also audited to ensure they achieve to the othical standards. When a site	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	NA
			The option is voluntary.	There are 45 parameter employees and 23 betractory entrolyses. The largery employees or producting on issueshive transparent engineeries. On the Price is apparent by producing house and we have all to placing on the Control of the Price and the Price and the Price and the Price are could resource as larger double, post part of the price and employee are monthand. Once employees are required to work accessive content, expending any shall of inframpless perior foll to employee perior to the confirment expended for them. In the price and t	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the re- future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		othical standards. Their employees have the option to join a trade Union as well.	When sudits are done with the sub-contractors the measure is sudited to ensure they follow the required process.	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 51	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	alle and in impactacity HDE Manageri Risk Controller At their equipment, Noda, PME, Etc. in impacted and mail be in good condition A Permit to Work Los completed by HDE Manageri Risk Controller for high Risk ( how one, working alteringth activation store, the june 100 ms has work sectional work, all part for ms has work sectional work, all part for ms has well whether the section of the properties of the properties of the properties of the properties of the properties of managering and permit to work, non-compliance managering them of size.	done with the sub contractors the measure is audited to ensure they follow the remined recommend.	included in the specific audits.		
				worn an entiployees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks										,,			
								Induction training is conducted annually, where employees are informed of all hiszards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonsharvest requirements.			Ver an and of the	and risks, specific in their area and scope of	The constraint of the constrai				The number of employees may very depending on		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employee proup	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done by HSE Recs.	is well above the minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Labour to ensure adversers to		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the external	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary Isbour broker are also part of the solernal	services and the temporary labour brokers are also part of the external ethical sucit process whereby they are also audited to ensure they achere to the	Security, cleaning services and the temporary labour broker are also part the external ethical audit process	must be in good condition  A Permit to Work is completed by HSE Manager/ Risk	temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	47372 Roodeberg BIB 1/4-pall (48st)	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	are moritored. Once employees are required to work excessive overtime, meetings are hald with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an amusi audit is performed on age, and extract a report	There is a policy which specifically address discrimination and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	<ul> <li>e payed a fair compensation and living wage. Employees are also provided with Personal protective</li> </ul>	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	ethical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	the enternal ethical sucit process whereby they are also per sudded to ensure they achieve to the ethical standards.	othical audit process whereby they are also audited to ensure they adhere to the ethical standards. Their employees have	othical standards. When suchts are done with the sul contractors the measure is suched to ensure they follow the required process. With the labour brokers	whereby they are also sudited to ensur they adhere to the efficial standards. When audits are done with the sub	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	audited to ensure they achieve to the ethical standards. When audits are	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NA
				There are 452 personnel employmen and 22 benoming employmen. The lampurary employmen of quantities of quantities of the contraction of the contra		permanent employees are older than 16.	future.	Manager to departments and communicated in MWDT Meetings. Site wide risk assessment is done by HSE.	workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 52	contractors the measure is audited to ensure they follow the required process	rea train equipment, (bits, )-VC, (bits, it imposses and meant be in goal condition.  A Planni tib Work is complished by HSE Manager! Risk Controllar for high Risk ( hot work, working at height, electrical work, etc.) and Love risk work.  All contentions must cleay the rules act out during their induction training and permit to work, ron-compliance minediatily results in work either being stopped or seconting them off sile.	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of													
				There are 452 permanent employees and 25 temporary employees. The temporary employees vary depending on seasonharvest requirements. South Africa is operand by wydern house and we have a third anticles or a		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,	work Monthly departmental safety meeting takes	The employee minimum entry level			The sub-contractors on airc an Paris	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The sub-contractors on rivers &	The sub-contractors on site e.g. Security, cleaning services and the temperature laters to the services and the services are services are services and the services are services are services and the services are servic	The sub-contractors on site e.g. Security, deprine services and fi	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	47373 KWV Chardonnay BB 14-pall (48st)	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to inin I Inine) has the	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are remirred in work.	The recruitment process is governed by a certain process. Employees voluntarily april for resistance of the continue of the co	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps, First Alders, Fire finiture, and and finite	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Lisbour to ensure adherens to local requirements. WETA audits on	South Africa	cleaning services and the temporary labour broker are also part of the external ethical audit process whereto their	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary toll labour broker are also part of the external ethical audit process where	part of the external ethical sucit process whereby they are also audited to ensure they achere to the ethical standards. When surits	temporary labour broker are also part the external efficial audit process	f must be in good condition A Permit to Work is completed by HSE Manager/Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N/A
			to be a member of the trade Union. The option is voluntary.	There are 422 personnent employees and 22 temporary employees. The lamporary employees very depending on season-live with expainments. Also, Africas a powerful to you show put and we have that of persons and procedure in some employees during the except the large of working hours. There are season-lives african employees during the except the large of working hours. There are season-lives of the employees give the except the large of the except of marking are half of the multiplease give to the exvertise requal for them to violatingly all the work in separation except. All the contracting of consists on ordinary depositions of the except form the processing contracting of the work from period except. The contraction of consists on ordinary depositions of the processing the same processing and the processing the same processing and the processing the same processing and the processing the same processing the same processing the same processing the processing	they be interested in the role and we follow a recruitment process.	age. in addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	address discrimination and there are also plans to run workshops in the re-	recorded is resolved Weskly Toolbox Talks is circulated by HSE Manager to departments and communicated	provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned lopics.		also audited to ensure they advere to the ethical standards. Their employees have the option to join a trade I frion as unit	are external ethical audit process whereby they are all audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the	also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade I have so well.	contractors the measure is sudied to ensure they follow the required process. With the labour brokers we also ensure that all employees are about	they achieve to the efficial standards.  When audits are done with the sub- contractors the massure is existed to	All contractions submits their MAS File prior working on also and in impacted by MSE Manager RNA. Controller All their experience SA, MSE RLD: in impact controller and their experience should be controlled by the submits of their installation is complicated by MSE Manager RNA All ments to their is to complicate by MSE Manager RNA extension by MSE in a complicate by MSE Manager RNA extension by MSE in a complicate by MSE MAS in a controlled by MSE in a move is district by MSE in a controlled by MSE in a move is district by stopped or excorting them off all in controlled by MSE in a move is district by stopped or excorting them off all in a contribution and in move in the being stopped or excorting them off all in a contribution of a contributio	audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the	specifically address the mentioned topics and the sub-contractors are included in the specific audits.		nen.
				accessive overame, approve from the Department of labour must be cosmiss.  This is mainly during hervest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	MAIN.	in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.			,	measure is audited to ensure they follow the required process.	, and and and	legal age of 53	ensure they follow the required process	mmediately results in work either being stopped or escorting them off site	foliow the required process.			
				There are ARP normanuel analysis one and 49 keeps				Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of work									All contractors submits their H&S File prior working on				
			The MAN (	There are 462 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonhier vest requirements. South Africa is governed by working hours and we have strict policies and	Thermode	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	Yes, as part of the education process, employees are educated on a month?	by place where all HSE issues are discussed	The employee minimum entry level is well above the minimum wape of			The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also not of the outcome.	The sub-contractors on site e.g. Security, cleaning services and the	site and is inspected by HSE Manager Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	Van addied as to supply		
KWV	47374 KWV Cherin Bli Musicat BIB 1/4-pail (4bst)	South Africa	Bargaining Unit (employee group eligible to join Union) has the option	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime,	a certain process. Employees voluntarily apply for positions should they be interpreted in the	candidates needs to supply copy of ID document on which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins an	basis on the various "human rights" matters of which discrimination is on There is a policy which specifically	Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings reproduct is negatived.	South Africa to ensure employees are payed a feir compensation and living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WIETA audits as well a RSCI and to which county.	South Africa	labour broker are also part of the externs ethical audit process whereby they are when certified to	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per the external ethical audit process whereby they are also	I shour broker are also part of the external strices audit process whereby they are also partial to a suffer to a surface to the same of t	they are also audited to ensure they adhere to the whice standards. When suchs are done with the sul	the external efficial audit process whereby they are also audited to ensur	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	part of the external ethical audit process whereby they are also audited to ensure they achieve to the	well as BSCI audits which specifically address the mentioned	Low risk	NA
			The option is voluntary.	There are 45 permisent employme and 25 interpary entropisme. The interpret employme or properties or insurable entropisments of properties of the properties of the properties of the production to insurae employees do not consider height entries (proc. There are conditions to insurae employees do not consider height entries demployee see monthants. Once employees are required to work excessive conferring, ear monthants. Once employees are required to work excessive conferring, entry and excessive conferring excessive the properties of the production of the properties of the properties of the properties of production of the properties of the properties of productions of the properties of the properties of productions of the properties of the properties of productions of the properties of productions of the properties of the properties of productions of pr	follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MVDT Meetings	provided with Personal protective wear where required in the workplace.	mentioned topics.		official standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 54	When audits are done with the sub- contractors the measure is audited to ensure they follow the resource of	All confesions submiss than IMSC this prior working on All confesions with the IMSC this prior. Confesion All their engineers to May PPE, Else, is inspecially made bit in good condition.  All Permit to Wards completed by Held Manager Polish Confesion for High Roak (but work, working alteringth. Confesion for High Roak (but work, working alteringth. All permits work all per alternative story and electrical work, it also are to are all confesions which work is also also all the relationships and permits to work, non-compliance wreaddaily reads in work allow being stopped or secorting them of also	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.			, and an equipment of the	escorting them of site	salaw the required process.			
								Induction training is conducted annually,													
				There are 452 permanent employees and 23 temporary employees. The temporary employees very decembing on season harvest requirements.				where employees are informed of all hiszards and risks, specific in their area and scope of work Monthly decemental safety meeting takes					The number of employees may very depending on		The sub-contractive on siles of Presidents	The sub-contractors or site a s	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (recking South and account to the south of t	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	Yes, as part of the education process, employees are educated on a month! basis on the various "human rights"	place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Labora to account		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are after cost of the	requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary	services and the temporary labour brokers are also part of the ordernal ethical saudit process whereby	Security, cleaning services and the temporary labour broker are also part.	All their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manager/ Risk	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	47548 XKWV Roodsberg Reserve - 14; 75cl	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is whether	are moritored. Once employees are required to work excession overtime, meetings are held with employees prior to the overtime request for them to voluntarily od to work the required overtime. Once there is a service of	volunturily apply for positions should they be interested in the role and we follow a recruitment process	which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	matters of which discrimination is on There is a policy which specifically address discrimination and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved  Weekly Toolbox Talky is circulated by MAP	are payed a fair compensation and living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	whical audit process whereby they are also audited to ensure they adhere to the without standards. Their employees	services and the temporary labour broker are also per the external ethical audit process whereby they are also audited to ensure they adhere to the ethical standards.	ethical audit process whereby they are also audited to ensure they achere to the ethical standards. Their americans	othical standards. When suchs are done with the sul- contractors the measure is suched to ensure they follow the required progres. With the latery	whereby they are also sudited to ensur they adhere to the ethical standards. When audits are done with the or to	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NIA
				There are 4-dip reminent employme and 220 interpray protegious. The interpray employmes of properties or insurable val registerates. As properties of the properties of the control of the properties of the production to make an employme to not control being a sorting large. There are control remarker in place of doubting playing in whether the protection of production and the properties of the properties of the properties of the sea monitories. Once employme are required to work accessive conference are monitories. Once employme are required to work accessive conference producting year half of interproperties of the control of the properties of youtherly not be sometimes. Once there is a requirement to work consists own orders, angreed on the Department of lador must be obtained. This is marrially during the work to the properties of and it employmes.		permanent employees are older than 18.	assic plans to run workshops in the re- future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HRF	wear where required in the workplace.			the option to join a trade Union as well.	even sudts are done with the sub-contractors the measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we stocersure that all employees are above the legal age of 55	contractors the measure is sucited to ensure they follow the required process	All confeccions submits than IMSC this prior victising on last and in impostatory that Manager Mac Corections. All their engineers, both, PPE, Etc. is inspected and the engineers. As completed by Tell Samager Road, Corection for this physical conduction of the Manager Road, Corection for this completed by Tell Samager Road, Corection for this physical conduction of the control of the admitsion and experience of the control of the All controls are not admitsible to the control of All controls are not admitsible to the All controls are not a proposed to the control of the control of the contro	oone with the sub confractors the measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													

								Induction training is conducted annually, where employees are informed of all hazards													
				There are 482 parmanent employees and 23 temporary employees. The temporary employees vary depending on season/harvest requirements. South Africa is governed by working hours and we have strict policies and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,	and risks, specific in their area and scope of	The employee minimum entry level			The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	All contractors submits their H&S File prior working on site and is inspected by HSE Manager Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	47602 Laborie Sauvignon Blanc -21; 75cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option	There are 4-dip reminent employme and 220 interpray protegious. The interpray employme of properties or insurable value sprayers. The properties of the properties of the control of the properties of the production to manuse employees the old exceeds the light entirity process. There are counted measures in place (oldinging Sprains) relevant to exceed the sear most beautiful to the control of the properties of the properties of the properties of the employees and self-dependent of the control of the properties of the production of the properties of the properties of the properties of the production of the properties of the properties of the production of the properties of the properties of the properties of the properties of the properties of the properties of the properties of the properties of the pr	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved Monthly inspections is done by HSE Reps. First Aiders, Fire fighters, etc. and findings	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements, WETA audits as well a	South Africa	cleaning services and the temporary labour broker are also part of the externa ethical audit process whereby they are	with 10 employees.  Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also par	cleaning services and the temporary labour broker are also part of the external official audit process whereby they are	part of the external ethical audit process whereby they are also audited to ensure they achere to the ethical standards. When audits are done with the su	temporary labour broker are also part of the external ethical audit process whereby they are also audited to ensure	must be in good condition A Permit to Work is completed by HSE Menager/Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N/A
			to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, accross if from the Decembert of below must be obtained.	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the re	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.		also audited to ensure they achieve to the ethical standards. Their employees have the cotion to join a trade Union as well.	the external ethical audit process whereby they are sis audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the	also audited to ensure they achieve to the ethical standards. Their employees have the cotion to join a trade Union as well.	contractors the measure is sudied to ensure they follow the required process. With the labour brokers we also ensure that all employees are above the	they achieve to the ethical standards.  When audits are done with the sub- contractors the measure is audited to	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they achieve to the ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.		
				This is mainly during harvest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	future.	in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.				measure is audited to ensure they follow the required process.		legal age of 56	ensure they follow the required process	site and is imputed by HSE Manager (Raik Controller All ther enginners, Nach PSE, Ebs. in Impached and must be in good condition. A Furnit has Viet as completed by HSE Manager (Raik Controller for High Raik ( Not work, working at Imight. A Furnit has Viet as Completed by HSE Manager (Raik A controllers made tools) for falling and during their induction value of part for many the controllers are invalidable (raik) in work with the being stopped or excent for the controllers of the controllers of the excent for the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of the controllers of the excent for the controllers of the controllers of	follow the required process.			
								Induction training is conducted annually,													
				There are 482 permanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of work	1				The number of employees may vary dependence.				All contractors submits their HSS File prior working on site and in inspected by HSF Manager Bink Controller	The sub-contractors on side an			
			The KWV employees in the	These are 62 germaned employees and 52 largorary profesjones. The largorary profesjone yet operating on measurements. South Africa is governed by ovolving hours and we have shirt placed and the production to learn an expression to an extend the light of sinciplic burst. There are production to learn an expression to an extend the light ovolving hours. There are production to learn an expression of the light of the light of the light of seem more thanks. Once employees are required to excit excession construct, extending an who durint employees prior to the count on expansion for them to the light of the light of the light of the light of the light of excession to overfill on, agreed of the file Department of lights are mad be delined to the size of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light of the light	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	a Yes, as part of the education process, employees are educated on a monthly	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary tabour broker are also part of	All contentions submit his his HSR Till griff workings and an implication (FME Elimager Rela Controller All their epigreent, tools, FME Elimager Rela Controller All their epigreent, tools, FME Elimager Rela Controller All their epigreent (FME) and FME Elimager Relation (FME) and FME Elimager Relation (FME) and Loor raise variety at height, elaborised survival, exit over the controller for their final final controller for their final controller for their final controller for their final controller for their final controller final controller for their final controller final contr	Security, clearing services and the temporary labour brokers are also and of the extensi others are also	Yes, othical audit, WIETA audits as		
KWV	47625 KWV The Mentors Canvas - 18; 75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an	matters of which discrimination is on There is a policy which specifically	Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the externa ethical audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical audit process whereby they are also	t of strical saudit process whereby they are also saudited to ensure they adhere to the	they are also audited to ensure they achere to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	process whereby they are also audited to ensure they adhere to the	well as BSCI audits which specifically address the mentioned looks and the sub-contractors are	Low risk	NIA
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approved from the Department of labour must be obtained.	follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the ne future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	provided with Personal protective wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the	When audits are done with the sub contractors the measure is audited to	All contractors must obey the rules set out during their induction training and permit to work, non-compliance immediately results in work either being stopped or	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.				escorting them off site	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on season harvest requirements.				and risks, specific in their area and scope of					The number of employees may vary depending on		The sub-contractors on site e.o. Security, cleaning	The sub-contractors on site e.o.	All contentions submins that 1450 Files prior working on sits and in supposed by 150 Miles. The supposed by 150 Miles is submined by 150 Miles in supposed before the summatta in grant condition.  All primits Work is compliated by 1550 Mineagon Flosis. Conceller for 156ft, All Controls, North 150 Miles and 150 Miles 150 Miles and 150 Mil	The sub-contractors on site e.g.			
			The KWV employees in the Barcaining Unit (employee group	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by a certain process. Employees	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	a Yes, as part of the education process, employees are educated on a month! besis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done by HSE Recs.	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Lisbour to ensure adherens to		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the externs	with 10 employees.  Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the external	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they achere to the	Security, cleaning services and the temporary labour broker are also part of the external efficial audit process	All their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manager/Risk	Security, clearing services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	47626 KWV The Mentors Grenache Blanc -17; 75c	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to any interior, and to work the remarked overtime. Once there is a service	voluntarily apply for positions should they be interested in the role and we follow a remailment process	which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	There is a policy which specifically address discrimination and there are	First Alders, Fire fighters, etc. and findings recorded is resolved. Weekly Toylog Talks is provided by HSF.	are payed a fair compensation and living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned trains	South Africa	ethical audit process whereby they are also audited to ensure they achieve to the othical standards. Their amplitudes have	the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	athical audit process whereby they are also audited to ensure they adhere to the athical standards. Their serefuses have	othical standards. When suchs are done with the sul contractors the measure is suched to ensure they follow the neminal process. With the labour broken	whereby they are also audited to ensure they achieve to the ethical standards. When write are done with the sch.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NIA
				There are 452 personnel employmen and 222 interpray employmen. The improvey employmen of quiesding of assessionist with registerates. Soc. 80 cities a governel by working hours and was then ast of policies and considerate in some sense opposite and reasonable and employmen. There are an another 50 cities are some of the contract of the contract of the sense most and contract. Once amploymen are required to sovice assession confirms, unamading any shall of infrashingous prior to the overdering required for some producting your basis of the most polymen and the sense is a requirement to sovice assession countries, agreement to sovice assession countries, agreement to sovice assession countries, agreement to sovice and another some countries. The source is a sense of the source of the source of the source of the polyment of the source of the source of the source of the source of source of the source of the source of the source of source of the source of source of the source of source of the source of source of source of source of the source of source of s		from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the ne future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	wear where required in the workplace.			the option to join a trade Union as well.	When sudds are done with the sub-contractors the measure is sudded to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 58	contractors the measure is audited to ensure they follow the required process	induction training and parmit to work, non-compliance immediately results in work either being stopped or escorting them off site	done with the sub contractors the measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on season harvest requirements.		No employees are younger than 18 years old. There is a	a Yes, as part of the education process.	and risks, specific in their area and scope of work Monthly departmental safety meeting takes	The employee minimum entry level				The number of employees may vary depending on requirements. Our cleaning service is mostly contract		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition.	The sub-contractors on site e.g. Security, cleaning services and the			
			The KWV employees in the Bargaining Unit (employee group	south America is generated by working nours area we make a price pouches are procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their are in charlest to ensure shows 15 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps.	is well above the minimum wage of South Africa to ensure employees are nevert a fair commensation and	Audited by ethical audits and by the Department of Labour to ensure adverses to		cleaning services and the temporary labour broker are also part of the externs	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also not	cleaning services and the temporary labour broker are also part of the external	part of the external efficial audit process whereby they are also audited to ensure they achieve to the	temporary labour broker are also part of the external efficial audit process	An their equipment, book, y-vic, citc. in singuision and mental bis in good confident of the Manageri Rink. A Plemin to Work is complished by HOE Manageri Rink. Confedition for light Rinks ( hot work, working a theight, elabrical work, etc.) and Low risk work. All confestions must bory the rules and out during their induction training and permit to work, non-compliance immediately results in work either being stopped or secorting them off site.	temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned		
KWV	47876 KWV Cape Tawny Port 17,5% :75cl	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system in emans all temporary as well as	There is a policy which specifically address discrimination and there are also rears to run workshops in the re-	First Aiders, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective weer where remined in the	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	ethical audit process whereby they are also audited to ensure they advere to the ethical standards. Their employees have	the external ethical sucit process whereby they are als audited to ensure they achieve to the ethical standards. When is office are from with the sub-contractors the	of hick audit process whereby they are also audited to ensure they adhere to the ethical standards. Their employees have	ethical standards. When audits are done with the sul contractors the measure is audited to ensure they follow the required process. With the labour brokers	whereby they are also audited to ensure they adhere to the efficial standards. When audits are done with the sub	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	audited to ensure they achere to the ethical standards. When audits are done with the sub contractors the	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	N/A
				There are 45 premient employme and 23 betroory entityous. The lampory employmes updated go in associative department, Soa. A Price as governed by exolong thous and end have the dip disk and providing the providing thous and end when the dip disk and entities a consider remains an injustic disclosing dyshem is when the accessive confirms, and mortised. Once employme are required to work excessive confirms, and mortised. Once employme are required to work excessive confirms, and excessive confirms, greated to be a confirm of employment to youther lay set to work the required overhime. Once there is a requirement to work concessive confirms, greated one time Despitation distinct market to diskind. This is markety during the most time. Prior to the required distinct market to diskind and it employmes.		permanent employees are older than 18.	fature.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 50	contractors the measure is audited to ensure they follow the required process	immediately results in work either being stopped or escorting them off site	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractions subjects their MASS ***				
				There are 452 personnent employees and 25 temporary employees. The temporary employees was described in season-live wast experiences. As the improver yemployees was of placerials on the season placerials and the placerial and the placerials and the placerials and the placerials and the placerial and the placerials and the placerials and the placerials and the placerial and the placerial and the placerials and the placerial and the placeria		No employees are younger than 16 years old. There is a	a Yes, as part of the education process,	work Monthly departmental safety meeting takes place where all HSE issues are discovered.	The employee minimum entry level			The sub-contractors on site e.o. Serveit-	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The sub-contractors on site e.c. Service	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are ele-	The sub-contractors on site e.g. Security, cleaning services and Pre	site and is inspected by HSE Manager Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	48047 Laborie Cabernet Sauvignon - 13; 75ci	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to into I brief)	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are more three Cores employees.	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved Monthly inspections is done by HSE Reps,	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Lisbour to ensure adherens to local reminences MARY	South Africa	cleaning services and the temporary tabour broker are also part of the externa	with 10 employees. Our sub-contractors on site e.g. Security, clearing services and the temporary labour broker are also per	cleaning services and the temporary labour broker are also part of the external	part of the external ethical sucit process whereby they are also audited to ensure they achere to the attirual standards. When a wife.	temporary labour broker are also part of the external ethical audit process	must be in good condition A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical audit, WIETA audits as well as BSCI audits which	I pur sinh	MIA
AWV	Laborie Capernet Sauvignon - T3; 75cl	SAINANGE	to be a member of the trade Union.  The option is voluntary.	meetings are held with employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the re-	recorded is resolved  Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.	ACTOR	size such process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	the external ethical such process whereby they are also audited to ensure they adhere to the ethical standards. When suchts are done with the sub-contractors the	also audited to ensure they achieve to the ethical standards. Their employees have	contractors the measure is audited to ensure they follow the required process. With the labour brokers	they achieve to the efficial standards.  When audits are done with the sub	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they adhere to the ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.	Low risk	NIA
				excessive overtime, approval from the Department of labour must be obtained. This is mainly during harvest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	workplace.			e⊸i opecn to join a trade Union as well.	measure is audited to ensure they follow the required process.	will operan so join a triade Union as well.	we also ensure trial all employees are above the legal age of 60	ensure they follow the required process	Accession submit the MSE (its prior workpose) as male insignated by 950 Memogr MRE or More Accession of 18 the many miles of 18 miles of 1	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractors submits their H&S File prior working on				
				There are 452 personnel employmen and 223 interprety employmen. The lampurary employmen are proposed person security employments. The proposed person lamp verification are are to have been being a comparable of 250 at Points and proposed person lampurary and the comparable of the confidence of the comparable of the comparable of the continued of personnel person and the comparable of the continued of personnel personnel person and the comparable of the continued personnel personnel personnel personnel personnel personnel personnel personnel personnel personnel personnel personnel personnel personnel personnel personnel		No employees are younger than 18 years old. There is a procedure in place. Device the reproduct of the second or the second of the second or t	a Yes, as part of the education process, employees are extended on a second	work Monthly departmental safety meeting takes place where all HSE issues are discussed	The employee minimum entry level is well above the minimum.			The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees	The sub-contractors on site e.g. Security.	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	All contentions submits that HAS Filt prior vorting on this work in impacticely HOSE Manager (Red. Corrections All their augitament, backs, PPE, Etc. is inspected and mental bis in pace conditions. A Permit to Work is correplated by HOSE Manager (Red. A Permit to Work is correplated by HOSE Manager (Red. calcorations maked level), and Loo misk work. All contractors match stock yet har also ask out of using thingst induction training and permit to work, non-correplanous immediately results in work is effectively according to the second of the contractions of the seconding their contractions.	The sub-contractors on site e.g. Security, cleaning services and the temporary labour trokers on site			
KWV	48073 X Silver Lining CabSauv/Merlot -18; 75cl	South Africa	The KWV employees in the Bargaining Unit (employee group elicible to join Union) has the option	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime.	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	basis on the various "human rights" matters of which discrimination is on	and resolved Monthly inspections is done by HSE Reps. First Aiders. Fire fighters, etc. and findings	South Africa to ensure employees are payed a feir compensation and a	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements. WETA audits as well a	South Africa	cleaning services and the temporary tabour broker are also part of the externa ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary labour broker are also part of the external of strical audit process whereby they are	part of the external ethical audit process whereby they are also audited to ensure they achere to the ethical standards. When audits are done with the sui-	temporary tabour broker are also part of the external ethical audit process whereby they are also audited to ensure	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	NA
			to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	address discrimination and there are also plans to run workshops in the ne	recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.		also audited to ensure they adhere to the ethical standards. Their employees have	the external efficial audit process whereby they are als audited to ensure they achieve to the efficial standards. When audits are done with the sub-contractors the	also audited to ensure they adhere to the ethical standards. Their employees have	contractors the measure is sudited to ensure they follow the required process. With the labour brokers	they achieve to the efficial standards. When audits are done with the sub-	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they adhere to the ethical standards. When audits are done with the sub contractors the	topics and the sub contractors are included in the specific audits.		
				This is mainly during hervest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	future.	in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify printing of your state.	workplace.			an quot o joina vada o teorias wei.	measure is audited to ensure they follow the required process.	on quality juin a value critici as well.	legal age of 61	ensure they follow the required process	immediately results in work either being stopped or escorting them off site	measure is audited to ensure they follow the required process.			
								Manager to loarney existing or new roads													
								Induction training is conducted annually, where employees are informed of all hiszards and risks, specific in their area and scope of									All contractors submits their H&S File prior working on				
				There are 482 permanent employees and 23 temporary employees. The temporary employees viry depending on season harvest requirements. South Africa is governed by working hours and we have strict policies and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,	work Monthly departmental safety meeting takes place where all HSE issues are discussed	The employee minimum entry level is well shows the minimum water of			The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in over confiler.	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also			
KWV	48581 KWV The Mentons Grensche Blanc -17	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime,	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	y candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	basis on the various "human rights" matters of which discrimination is on	and resolved Monthly inspections is done by HSE Reps, First Aidens, Fire fighters, etc. and findings	South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements, WETA audits as well a	South Africa	cleaning services and the temporary labour broker are also part of the externa ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary labour broker are also part of the external othical audit process whereby they are	part of the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards. When audits are done with the su	temporary tabour broker are also part of the external ethical audit process whereby they are also audited to ensure	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also audited to ensure they adhere to the atheral eteroterie. When earlies are	Yes, ethical sucit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N/A
			to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained.	they be interested in the role and we follow a recruitment process.	age. In addition to the chick when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	address discrimination and there are also plans to run workshops in the ne fiture.	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated	provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.		also sudited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they achieve to the ethical standards.  When suchs are done with the sub-contractors the	also audited to ensure they adhere to the ethical standards. Their employees have the option to join a trade Union as well.	contractors the measure is sudited to ensure they follow the required process. With the labour brokers we also ensure that all employees are above the	they achieve to the ethical standards. When audits are done with the sub- contractors the measure is audited to	All continuous submiss bases 1450 Tale prime variance on sine and in impediately the SE Manager Mac Correction. All their engigement, both, 8740 Etc. is inspected and heavy submission of the SE Manager Road. A Permit 150 Work is compliated by 1450 Manager Road. Controlled for 145th Road, for bornt, working althought. All controlled for 145th Road, for bornt, working althought. All controlled in 145th Road (1500 Manager Road). All controlled in 145th Road (1500 Manager Road). All controlled in 1500 Manager Road (1500 Manager Road). All controlled in 1500 Manager Road (1500 Manager Road). All controlled in 1500 Manager Road (1500 Manager Road).	ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.		
				There are 450 premisent employmen and 220 interprety employmen. The improvery employmen of proposition of the second employment of proposition of the proposition of the control of the proposition of proposition is more among through one of the control for large and the large proposition is more as employees to not consider large at entirely control of proposition of the control of the control of the proposition of an employee and the control of the control of the control of employees and the control of the control of the control of excessive control of the control of the control of excessive control of the control of excessive control of the control of the				in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.		legal age of 62	ensure they follow the required process	escorting them off site	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hezards													
				There are 482 permanent employees and 23 temporary employees. The				and risks, specific in their area and scope of	·				The section of constraints are constraints				All contractors submits their HSS File prior working on	The sale contraction could be a			
			The KWV employees in the	temporary employees viery depending on season hervest requirements. South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	a Yes, as part of the education process, employees are educated on a monthly	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of	All their equipment, tools, PPE, Etc. is inspected and must be in good condition  A Bursel to Wash in completed by MPE Manager (Blade)	Security, cleaning services and the temporary labour brokers are also	Yes, othical audit, WIETA audits as		
KWV	49101 KWV Classic Coll. Shiraz Rosé - 16; 75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 15 years of age. In addition to the check when an employee joins an	matters of which discrimination is on There is a policy which specifically	Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and : living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the external ethical audit process whereby they are also audited to ensure they adhere to the	services and the temporary labour broker are also par the external ethical saudit process whereby they are also	t of abour broker are also part of the external of athical audit process whereby they are also audited to ensure they achieve to the	they are also audited to ensure they achere to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	process whereby they are also audited to ensure they adhere to the	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	N/A
			The option is voluntary.	There are 42 preminent employees and 22 harporary employees. The harporary employees or yelderedge on emission-have starting-almost requirements of preminent and preminen	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the re- future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When sudits are done with the sub-contractors the measure is saidled to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 63	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	All contentions submit his his HSS Till griff workings and as made in impactable (FME tillineger RRA Controller All their expirement, tools, PPE, Etc. is inspected and meant bin legals controller and their inspected and meant bin legals controller to their profession of the profess	done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					ргосия.				escorting them off site	follow the required process.			
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 482 permanent employees and 23 temporary employees. The				and risks, specific in their area and scope of					The number of employees may vary depending on		The sub-contractors on site e.o. Security, cleaning	The est control of the control of th	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	a Yes, as part of the education process, employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary	services and the temporary labour brokers are also part of the external efficial audit process whereby	Security, cleaning services and the temporary labour broker are also part of	All their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manager/ Risk	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as		
KWV	49159 KWV Crustand Gin 43% :70cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	matters of which discrimination is on There is a policy which specifically address discrimination and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and a living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	ethical audit process whereby they are also audited to ensure they achere to the	services and the temporary labour broker are also par the external ethical audit process whereby they are also audited to ensure they adhere to the ethical standards.	t of ethical audit process whereby they are also audited to ensure they achere to the	officed standards. When suctitudes done with the sul contractors the measure is audited to ensure they	whereby they are also suched to ensure they achieve to the efficial standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	NIA
			The option is voluntary.	There are 45 parameter employees and 23 betractory entrolyses. The largery employees or producting on issueshive transparent engineeries. On the Price is apparent by producing house and we have all to placing on the Control of the Price and the Price and the Price and the Price are could resource as larger double, post part of the price and employee are monthand. Once employees are required to work accessive content, expending any shall of inframpless perior foll to employee perior to the confirment expended for them. In the price and t	raxow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 16.	also plans to run workshops in the re- future.	weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mersoned topics.		emical standards. Their employees have the option to join a trade Union as well.	When sudits are done with the sub contractors the measure is audited to ensure they follow the required process.	exrecal standards. Their employees have the option to join a trade Union as well.	new the required process. With the labour brokers we also ensure that all employees are above the legal age of 64	over audits are done with the sub- contractors the measure is audited to ensure they follow the required process	alse and is impuded by HSE Manager (Rask Corecities Aft Mere engineers, took, PME). Eth: impeded and must be imposed certificies A Furmit by Work or completed by HSE Manager (Rask Corecities for High Plack) (not work, working a things); admitted work, all, are allow and sworth and the admitted work, all particles miss work discriptions and the admitted work and are allowed as the admitted and are allowed as a second and a second a second and a second a second and a second a second a second a second and a second a s	done with the sub contractors the measure is audited to ensure they follow the required process.	included in the specific audits.		
				жи и итроуев.				Site wide risk assessment is done by HSE Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonsharvest requirements.		No employees are record from \$4	a Yes as part of the sale	and risks, specific in their area and scope of	The employee miner				The number of employees may vary depending on		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is imspected and	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employee more	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whenever the reverti	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	employees are education process, employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done to HNE Re-	is well above the minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Labour to groups when		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the extraction.	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary liabour broker are also part of the sys-	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure fleet arthure to the	Security, cleaning services and the temporary labour broker are also part of the external ethical audit moves.	must be in good condition A Permit to Work is completed by HSE Manager/ Risk	temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	49252 KWV Big Bill White - 10, 75cl	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is whether	are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily cold to work the regularity residence. Once the control of the control overtime is a second overtime.	voluntarily apply for positions should they be interested in the role and we follow a recryitment recovery	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	matters of which discrimination is on There is a policy which specifically address discrimination and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved  Weekly Toolby Talks is constituted by	are payed a fair compensation and living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topins	South Africa	official audit process whereby they are also audited to ensure they achieve to the efficial standards. Their	services and the temporary labour broker are also per the external ethical sucit process whereby they are six audited to ensure they adhere to the ethical standards.	ethical audit process whereby they are also audited to ensure they achere to the ethical standards. Their constraints	othical standards. When suctits are done with the sul contractors the measure is sudted to ensure they follow the required reviews. With the latest	whereby they are also audited to ensure they adhere to the efficial standards. When audits are done with the code	Controtler for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are	specifically address the mentioned topics and the sub contractors are included in the specific audits.	Low risk	NIA
				There are 452 personnel employmen and 22 benoming employmen. The lampurary employmen of quantities of quantities of the contraction of the contra		from the system to ensure all temporary as well as permanent employees are older than 18.	atio plans to run workshops in the re- future.	Manager to departments and communicated in MVDT Meetings	wear where required in the workplace.			the option to join a trade Union as well.	When sudts are done with the sub-contractors the measure is sudited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 65	contractors the measure is sudited to ensure they follow the required process	An their equipment, book, y-vic, citc. is imposition and mental bis in good confident of the Manageri Rink. A Plemin to Work is complished by HOE Manageri Rink. Confedition for light Rinks (hot work, working a theight, elabrical work, etc.) and Love risk work. All confessions must bey the rules as tool during their induction training and permit to work, non-compliance immediately results in work either being stopped or secorting them off site.	done with the sub contractors the measure is audited to ensure they follow the required process.			
				.,				Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hexards													
				There are 422 personnent employees and 22 temporary employees. The lamporary employees very depending on season-live with expainments. Also, Africas a powerful to you show put and we have that of persons and procedure in some employees during the except the large of working hours. There are season-lives african employees during the except the large of working hours. There are season-lives of the employees give the except the large of the except of marking are half of the multiplease give to the exvertise requal for them to violatingly all the work in separation except. All the contracting of consists on ordinary depositions of the except form the processing contracting of the work from period except. The contraction of consists on ordinary depositions of the processing the same processing and the processing the same processing and the processing the same processing and the processing the same processing the same processing the same processing the processing		No employees are yourser than 18 week old Three in	a Yes, as part of the education revocate	and risks, specific in their area and scope of work Monthly departmental safety meeting takes	The employee minimum entry hand				The number of employees may vary depending on requirements. Our dearing service is received		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/Risk Controller All their equipment, tools. PPE. Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
			The KWV employees in the Bargaining Unit (employee group	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their are in checked	employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done by HSE Reps.	is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Liabour to ensure adversers to		The sub-contractors on site e.g. Security cleaning services and the temporary tabour broker are also part of the external	with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the external	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they adhere to the	Security, cleaning services and the temporary labour broker are also part of the external ethical audit process	must be in good condition  A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( ) or mark	temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	49312 KWV Classic Coll. Red Muscadel :/5cl	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to	There is a policy which specifically address discrimination and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	official audit process whereby they are also audited to ensure they adhere to the official standards. Their employees have	the external ethical suctit process whereby they are also par- the external ethical suctit process whereby they are also audited to ensure they achieve to the ethical standards. When partits one down with those	of his audit process whereby they are also audited to ensure they adhere to the ethical standards. Their employees have	ethical standards. When sucits are done with the sul contractors the measure is sucited to ensure they follow the required process. With the labour brokers	whereby they are also suchted to ensure they achieve to the ethical standards. When audits are done with the sub	electrical work, etc.) and Low risk work.  All contractors must obey the rules set out during their industrian training and an electrical work.	audited to ensure they adhere to the ethical standards. When audits are	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NIA
				excessive overtime, approval from the Department of labour must be obtained. This is mainly during hervest time. Prior to the request detailed meetings are held with all employees.		permanent employees are older than 18.	future.		workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 66	contractors the measure is sudited to ensure they follow the required process	All contentions submits their MSS File prior working on sits and in impacted by 10th Manager Files Constitution at an extension of the sequence of the Pile. Exc. in separated and must be in post controlling. NPC Exc. in separated and must be in post controlling. NPC Exc. in separate Files Administration of the controlling of the Piles Files Separate Files Administration of the Controlling of the Piles Separate Files Administration of the Controlling of the Piles Separate Files Sepa	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hiszerds and risks, specific in their area and scope of													
				There are 452 permanent employees and 23 temporary employees. The temporary employees very depending on seasonsharvest requirements.  South Africa is onserred by working hours and we have strict refures and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,		The employee minimum entry level			The sub-contractors residence &	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The web-contractors are the second	The sub-contractors on site e.g. Security, cleaning services and the temporary latent had not	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	49454 KWV The Mentons Publit Vendot - 17: 75cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join I ferred have the	procedures to ensure employees do not exceed the legal working hours. There are control messures in place (clocking System) whereby the overtime of employees are monthined (force employees are not included).	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps, First Airbox Fire feldons as and fe	s well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to local representative WATA make a	South Mirina	cleaning services and the temporary labour broker are also part of the external others and temporary	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary tollabour broker are also part of the external	part of the external ethical suctit process whereby they are also audited to ensure they achieve to the others of the external ethical standards. When a site	temporary labour broker are also part of the external ethical sudit process	muss be in good condition A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA audits as well as BSCI audits which	Low risk	NIA
NWV	The memory PMR Verdot -17; 75d		to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime request for them to voluntaily got to work the required overtime. Once there is a requirement to work processing overtime, proposal for the form to the contract of the	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the re-	recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.		also audited to ensure they arrest of the ethical standards. Their employees have the ordina to prove a trade.	the external ethical such process whereby they are all audited to ensure they adhere to the ethical standards. When suchts are done with the sub-contractors the	also audited to ensure they achere to the ethical standards. Their employees have	contractors the measure is audited to ensure they follow the required process. With the labour brokers and the process of the second process.	they achieve to the efficial standards.  When audits are done with the sub-	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they adhere to the ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.	LAW TEX	NA
				There are 45 permisent employme and 25 interpary entropisme. The interpret employme or properties or insurable entropisments of properties or properties or interpret entropisment or explanation. There are considerable in turnar employees the red second-field light entries provide an production to insurar employees the red second-field per entries of employee see monthance. Once employees are required to work excessive confirme, entropisment of the employees are required to work excessive confirme, entropisment of the employees are required to work excessive confirme, entropisment of the employees are required to work excessive confirme, excessive countries, expensive of work to youtstand you are to see that the expensive of sections in a section of the employees of the expensive countries. The expensive of sections is a confirment or production of the employees of the expensive countries. The expensive distillation enables are that with all employees.		permanent employees are older than 18.	future.	in MWDT Meetings Site wide risk assessment is done by HSE Meetings	workplace.			e⊸i opecn to join a trade Union as well.	measure is audited to ensure they follow the required process.	u di opsion so join a trade Union as well.	www.expoeraure.craft off employees are above the legal age of 67	ensure they follow the required process	All continuous submiss basin MSC his prior vanishing on All Continuous submiss and market submissions of the first requirement submissions of must be in good condition. At Permit bit Wint is completed by HSC Manageri Roak. Controller for High Plask ( his work, working althorpis, described work, all partition mark work working althorpis and which work is a submission of which work is a submission of market submissions of m	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of									All contractors submits their H&S File refor working on				
				There are 462 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonsharvest requirements. South Africa is governed by working hours and we have strict policies and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,					The sub-contractors on site e.g. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees	The sub-contractors on site e.g. Security,	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in proof confiden	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	49512 The Guardian Sauvignon Blanc - 22; 75cl	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the cotion	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime.	The recruitment process is governed by a certain process. Employees voluntarily apply for positions should	y candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of any in addition in the observations.	basis on the various "human rights" matters of which discrimination is on	and resolved Monthly inspections is done by HSE Reps, First Alders, Fire fighters, etc. and findings	South Africa to ensure employees are payed a fair compensation and a	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements, WIETA audits as well a	South Africa	cleaning services and the temporary labour broker are also part of the externs ethical audit process whereby they are	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary labour broker are also part of the external ethical audit process whereby they are	part of the external ethical audit process whereby they are also audited to ensure they adhere to the ethical standards. When audits are done with the sul	temporary labour broker are also part of the external ethical sudit process whereby they are also sudited to ensure	A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height, electrical work at a local control working at height,	part of the external ethical audit process whereby they are also surfied to environ them.	Yes, ethical sudit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	NIA
			to be a member of the trade Union. The option is voluntary.	There are 4-dip reminent employme and 220 interpray protegious. The interpray employmes of properties or insurable val registerates. As properties of the properties of the control of the properties of the production to make an employme to not control being a sorting large. There are control remarker in place of doubting playing in whether the protection of production and the properties of the properties of the properties of the sea monitories. Once employme are required to work accessive conference are monitories. Once employme are required to work accessive conference producting year half of interproperties of the control of the properties of youtherly not be sometimes. Once there is a requirement to work consists own orders, angreed on the Department of lador must be obtained. This is marrially during the work to the properties of and it employmes.	they be interested in the role and we follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are risker than 10	address discrimination and there are also plans to run workshops in the re- future.	recorded is resolved Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated	provided with Personal protective wear where required in the workplace.	BSCI audits which specifically address the mentioned topics.		also audited to ensure they advere to the official standards. Their employees have the option to join a trade Union as well.	audited to ensure they adhere to the effect standards. When sudts are done with the sub-contractors the measure is audited to ensure they fellow for	also audited to ensure they achere to the ethical standards. Their employees have the option to join a trade Union as well.	contractors the measure is sudited to ensure they follow the required process. With the labour brokers we also ensure that all employees are above the	they adhere to the efficial standards.  When audits are done with the sub- contractors the measure is audited to	All continuous submiss bases 1450 Tale prime variance on all sain and in imputation by the Ell Manager Mac Corrections. All have an augment, back , PME. This is inspected and have augment, back , PME. This is inspected and AP remeit to Write is compliated by 1450 Manager Roak. Controller for 145th Rinks ( his work, working a thinglet. AP remeits to Write Jun 2010 and to 1450 Manager Roak. All controllers are not only the base of the discription of the period o	ethical standards. When sudits are done with the sub contractors the measure is profiled to account the	topics and the sub contractors are included in the specific audits.		
				This is mainly during hervest time. Prior to the request detailed meetings are held with all employees.				in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.		legal age of 68	ensure they follow the required process	escorting them off site	follow the required process.			

								Induction training is conducted annually, where employees are informed of all hazards													
				There are 462 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonharvest requirements. South Africa is governed by working hours and we have stird colicies and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,	and risks, specific in their area and scope of	The employee minimum entry level			The sub-contractors on site e.o. Security	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The sub-contractors on site e.o. Security.	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also	The sub-contractors on site e.g. Security, cleaning services and the	All contractors submits their H&S File prior working on site and is inspected by HSE Manager Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	49516 The Guardian Shinaz -21; 75 cl	South Africa	The KWV employees in the Bargaining Unit (employee group stights to inin Union) has the order	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees in one movelnest. Once employees are required by work expression reactime.	The recruitment process is governed by a certain process. Employees wheterity and for mailtime should	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps,  E. First Airborn. Fire fireform	is well above the minimum wage of South Africa to ensure employees are payed a feir compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to lared reminements. WETA series on well a	South Africa	cleaning services and the temporary labour broker are also part of the external others and recovery whereath they are	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary  I abour broker are also part of the external  attend and recess wherehy they are	part of the external ethical saudit process whereby they are also audited to ensure they adhere to the others attended to When surface are from with the sul	temporary labour broker are also part of the external ethical audit process wherehe they are also surfact to are a	must be in good condition  A Permit to Work is completed by HSE Manager/Risk Controller for High Risk ( hot work, working at height,	temporary labour brokers are also part of the external ethical audit process whereby they are also	Yes, ethical audit, WIETA audits as well as BSCI audits which	Low risk	NIA
	118 Gas Gas G 1, 73 G	Southern Ca	to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime requisit for them to voluntarily opt to work the required overtime. Once there is a requirement to work the required overtime over them to voluntarily opt to work the required overtime.	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the res	recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.	GOOD PERCE	also sudded to ensure they achieve to the ethical standards. Their employees have the collect to interest to the control of the collect to th	the external ethical audit process whereby they are six audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the	also audited to ensure they achieve to the ethical standards. Their employees have	contractors the measure is saudied to ensure they follow the required process. With the labour brokers	they achieve to the ethical standards.  When audits are done with the sub-	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they achere to the ethical standards. When audits are done with the sub contractors the	topics and the sub-contractors are included in the specific audits.	LLW Has.	non-
				There are of gramment employees and 22 hergours protyless. The heapproxy profyless are played that is inscribed that spacement. So heapproxy profyless are played to the control of the played and production to transe employees do not exceed the lage devolve players. There are could manuser as injection (colorisity) played in where the could not present the played of the colorisity played in which is expected to such a cessario confirma, membrane but the colorisis played in the could be confirmed in membrane to the colorisis played to the could be confirmed to which the colorisis of the colorisis of the colorisis of which the colorisis of the colorisis of which the colorisis of the colorisis of colorisis of the colorisis of the co		permanent employees are older than 18.	future.	in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.			en quara para rasa una as wes.	measure is audited to ensure they follow the required process.	on control of a same creating was	legal age of 69	ensure they follow the required process	sile and is impossed by HSE Manager (Flask Core ofter All their enginemy, bush, PME, Eb.; in impossed and must be in good condition. A Hermit to Wink a completed by HSE Manager (Risk Corection for High Plask) (the vorst, working at Imaght, all well-tool works, all on the low the selection work, all or all core mis work and control works, all or all core mis work which to having and permit to work, non-compliance invalidation beginning on the permit to work, non-compliance semandatively results in work either being stopped or excentre given of site.	measure is audited to ensure they follow the required process.			
								Induction training is conducted annually,													
				There are 482 permanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of work					The number of employees may vary dependence.				All contractors submits their HSS File prior working on site sert is immerted by HSF Manager Fink Controller	The sub-contractors on site an			
			The KWV employees in the	There are 420 permisent employees and 22 hereporary perspoyees. The largeroupy employees or indicating one second-hereal requirements. Such Afficial geometral by working places and we have sited procises and procedure in home and projects that of executing height of bringfurys. The war procedured in home and propose that of the conflict height of bringfurys. The procedure is the propose that the procedure is a second or the procedure is the procedure of the procedure of the procedure of the second or conflict in the procedure of the Dispersion of the bring the second or conflict in the Dispersion of the Dispersion of the Dispersion of the second or conflict in the Dispersion of	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	a Yes, as part of the education process, employees are educated on a monthly	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary tabour broker are also part of	All contentions submits than HSS Till prior workings in the right in working that make in this impactable Manager RRs McCorrotter. All their expirement, took, PMP. Ellis interpretate and the large contention in the prior of the right in th	Security, cleaning services and the temporary labour brokers are also and of the extremal objects on the	Yes, othical audit, WIETA audits as		
KWV	49539 KWV Vinecrafter Shiraz - 17; 75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees in are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should fleet be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an	matters of which discrimination is one There is a policy which specifically	Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the external ethical audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical audit process whereby they are also	t of strical saudit process whereby they are also saudited to ensure they adhere to the	they are also audited to ensure they achere to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	process whereby they are also audited to ensure they achere to the	well as BSCI audits which specifically address the mentioned looics and the sub-contractors are	Low risk	NIA
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during hervest time. Prior to the request detailed meetings are held	follow a recruitment process.	annual audit is performed on age, and extract a report from the system to ensure all temporary as well as permanent employees are older than 18.	address discrimination and there are also plans to run workshops in the nee future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	provided with Personal protective wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	audited to ensure they achieve to the ethical standards. When audits are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the	When audits are done with the sub contractors the measure is audited to	All contractors must obey the rules set out during their induction training and permit to work, non-compliance immediately results in work either being stopped or	ethical standards. When audits are done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.		lega age or 70	ersure twy tollow the required process	escorting them off site	follow the required process.			
								Induction training is conducted annually,													
				There are 452 parmanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of work					The number of employees may very desertion on				All contractors submits their H&S File prior working on site and is impacted to HSF Manager Risk Controller	The sub-contractors on site an			
			The KWV employees in the	temporary employees vary depending on season/harvest requirements. South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	<ul> <li>Yes, as part of the education process, employees are educated on a monthly</li> </ul>	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of	All their equipment, tools, PPE, Etc. is inspected and must be in good condition	Security, cleaning services and the temporary labour brokers are also	Yes, ethical audit, WIETA audits as		
KWV	48540 KWV Vinecrafter Chenin Stanc -21; 75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are half with employees critic to the contribute provided for them to.	a certain process. Employees voluntarily apply for positions should fear he interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an	matters of which discrimination is one There is a policy which specifically	Monthly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings	are payed a fair compensation and a living wage. Employees are also	Department of Labour to ensure adherens to legal requirements, WETA audits as well a PSC1 audits which specifically achieves the	South Africa	tabour broker are also part of the external ethical audit process whereby they are also cardiard to ensure they arbone to the	services and the temporary labour broker are also per the external ethical audit process whereby they are also	t of athical saudit process whereby they are also serified to ensure they arbure to the	they are also audited to ensure they achere to the ethical standards. When audits are done with the sul	the external ethical saudit process whereby they are also saudited to ensure they orthogo to the ethical standards	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	process whereby they are also audited to ensure they achere to the	well as BSCI audits which specifically address the mentioned broins and the sub-contractors are	Low risk	NIA
			The option is voluntary.	There are 42 pursuant employees and 22 temporary employees. The lamproary employees only operating on season-formst angiverness. So Sub. Advisor is governed by evolving hors and we have a hird policious and proseculates to some employees to the excessive flavor excessive some processive to some employees to the excessive excessive excessive present an extraction. The excessive excessive excessive excessive part and mixture. Once employees prior to the overland excessive excessive, excessive excessive, experience of the experience of the experience of the excessive excessive, experience of the experience of which the experience of the experience of the experience of the experience of the experience of the experience the experience the experience	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the res future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When audits are done with the sub-contractors the measure is audited to ensure they follow the required	athical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the least one of 71	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	All confections submits than HSD File prior working on all a surfain impacted by HSD File. The impacted by HSD File is impacted by HSD File. In support Plast Controller must be in grad condition. The impacted by HSD File is impacted by HSD File in the Impact File in Controller for HSD File (Hz bort x, March 4), HSD Meragan Files Controller for HSD File (Hz bort x, March 4), HSD Meragan Files electrical surfa, HSD File in File Indian surface in the Impact File in Land in unwell with the Impact File in Land in unwell with the Impact Suppose or according them of Impact File	done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks					process.				escorting them off site	follow the required process.			
								Induction training is conducted annually,													
				There are 452 parmanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of work					The number of employees may very desertion on				All contractors submits their HSS File prior working on site and is impacted by HSF Manager Rink Controller	The sub-contractors on site an			
			The KWV employees in the	temporary employees vary depending on seasonharvest requirements. South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the	a Yes, as part of the education process, employees are educated on a monthly	Monthly departmental safety meeting takes place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of the first things to be the second to be t	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees.	The sub-contractors on site e.g. Security, cleaning services and the temporary	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of	site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and must be in good condition.	Security, cleaning services and the temporary labour brokers are also	Yes, ethical audit, WIETA audits as		
KWV	49556 KWV Spankling Cuvée Rosé 7,0% :75cl	South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (docking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an	matters of which discrimination is one There is a policy which specifically	Monthly inspections is done by HSE Reps, E. First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and a living wage. Employees are also	Department of Labour to ensure adherens to a legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the external ethical audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical audit process whereby they are also	t of athical audit process whereby they are also audited to ensure they achieve to the	they are also audited to ensure they achieve to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	process whereby they are also audited to ensure they adhere to the	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	N/A
			The option is voluntary.	There are 42 permisent employees and 22 temporary protyces. The Improper protyces on depoting the associative dispersable considerable Such Monta is governed by eventional and early has a left of placed in There are considered the such as the second of the second of the second of the second of the placed of the second of the second of the second of the second of the placed of the second of the second of the second of the second of the placed of the second of the second of the second of the second of the placed of the second of the second of the second of the second of the placed of the second of the second of the second of the things and the second of the Department of these are as containing and the second of the Department of these are as containing and the second of the Department of the placed of the things are the second of the Department of the placed of the things are the second of the second of the second detailed meetings are belief with disruptives.	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are cider than 18.	also plans to run workshops in the res future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When sudits are done with the sub contractors the measure is sudited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the least upon of 72	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	yet their equipment, post, yeth, citc. is impossible the mental but ingood condition.  A Permit to Work is complished by HSE Manageri Rink. Controlled for Infly Rinks ( hot work, working a theight, electrical work, etc.) and Low risk work.  All confections must clowy the values and out during their induction training and permit to work, non-compliance immediately results in work letter being alsopped or escorting them off site.	done with the sub-contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all by													
				There are 482 permanent employees and 23 temporary employees. The				where employees are informed of all hiszards and risks, specific in their area and scope of work Martist street execution of the receiver					The number of employees may vary depending on		The state of the s	The set auditories	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the	semporary employees vary depending on season harvest requirements. South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of the decrement on	a Yes, as part of the education process, employees are educated on a monthly basis on the various "terman rights"	place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Service reserves	The sub-contractors on site e.g. Security, cleaning services and the temporary	re sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby	one sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of	All their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HPF Manager Pink.	Security, cleaning services and the temporary labour brokers are also part of the external attitud a visit	Yes, ethical sudit, WIETA sudits as		
KWV	49930 KWV Sparkling Cuvie Blanche 7,0%:75cl	South Africa	Bargaring Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a certain process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an annual suff in performant or any and above.	matters of which discrimination is one There is a policy which specifically	nentitly inspections is done by HSE Reps, First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a feir compensation and a fiving wage. Employees are also remarked with Personal	a prepartment of Labour to ensure adherens to legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	satiour broker are also part of the external ethical audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical sucit process whereby they are also surfled to ensure they are	tof sthical audit process whereby they are also audited to ensure they adhere to the	mey are also audited to ensure they adhere to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	me external ethical audit process whereby they are also audited to ensure they adhere to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.	process whereby they are also audited to ensure they adhere to the atheral attendants. When another	wee as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	N/A
			The option is voluntary.	There are 402 perminent employees and 22 bengorary employees. The bengorary employees any depending non-searcher work registered in the bengorary employees way depending non-searcher work registered as the soft performs and a search of the	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are cider than 18.	also plans to run workshops in the res future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When sudts are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 73	When audits are done with the sub- contractors the measure is audited to ensure they follow the remined recommend	All contentions submits that HAS File prior versiting or such sign of sear and in importative ty HES Manager (Plask Controller All their equipment, bots, PPE). It is respected and mental the in page condition.  A Permit to Work is complished by HES Manager (Plask Controller for HeS HeS), in the controller of HeS (HeS) and some single selection work, etc.) and Loor risk work.  All controllers man lated by the rules as load admirgibility induction training and permit to work, non-compliance invaluation training and permit to work, non-compliance invaluation training and permit to work, non-compliance invaluation staining and permit to work, non-compliance controllers and permit to work and permit to work and permit to work and permit to work and permit to be a permi	done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks									Second Classic of State	see required process.			
								Induction training is conducted annually, where employees are informed of all hazards													
				There are 452 parmanent employees and 23 temporary employees. The				and risks, specific in their area and scope of					The number of employees may vary depending on		The sub-contractors are also as a second	The sub-controllers are	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the	South Africa is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	a Yes, as part of the education process, employees are educated on a monthly basis on the various "human rights"	y place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our dearing service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, clearing	The sub-contractors on site e.g. Security, cleaning services and the temporary	services and the temporary labour brokers are also part of the others ethical audit process whereby	Security, cleaning services and the temporary labour broker are also part of	At their equipment, tools, PPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manuser <sup>1</sup> Rivel	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical sudit, WIETA audits as		
KWV	49958 KWV Sparkling Cuvée Rosé 1/4-pall	South Africa	eligible to join Union) has the option to be a member of the trade Union.	<ul> <li>Insesures in piace (olocking System) whereby the overtime of employees in are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to</li> </ul>	wokuntarily apply for positions should frey be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an annual audit is performed on size, and extend a	matters of which discrimination is one There is a policy which specifically address discrimination and floor	First Aiders, Fire fighters, etc. and findings recorded is resolved	are payed a feir compensation and a living wage. Employees are also provided with Paragnal reviews	BSCI audits which specifically address the	South Africa	ethical audit process whereby they are also audited to ensure they adhere to the	services and the temporary labour broker are also per the external ethical such process whereby they are also audited to ensure they achieve to the ethical standards.	tof ethical audit process whereby they are also audited to ensure they achieve to the	way are also aucited to ensure they adhere to the afficial standards. When sudits are done with the sul- contractors the measure is sudited to ensure they	whereby they are also audited to ensure they adhere to the effical standards.	All controlators submits that HAS File prior vorbing on sain and in impositionly HOE Manager (Risk Correction: All their approver, bots), PPE, Bit, is inspected and must be in poor condition.  A Permit to Work in complished by HOE Manager (Risk Correction: File HAS), Permit to Work in complished by HOE Manager (Risk Cortection for HAS Risk (In drout, working a bringly, electrical work, etc.) and Loor risk work. All controlators match only the rules as dot of during thater induction braining and permit to work, non-compliance invadadly results in work without being stopped or eccortring them of site.	process whereby they are also audited to ensure they adhere to the ethical standards. When exists are	wee as DOLI sudds which specifically address the mentioned lopics and the sub-contractors are	Low risk	NA
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during harvest time. Prior to the request detailed meetings are hald	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the res future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When sudits are done with the sub-contractors the measure is saidled to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 74	When audits are done with the sub- contractors the measure is audited to ensure they follow the required process	induction training and permit to work, non-compliance immediately results in work either being stopped or	done with the sub contractors the measure is audited to ensure they	included in the specific audits.		
				There are of grammoust employees and 22 temporary employees. The homoproay employees, one of producing to assessive that subsenses as the proper grammous and control and a subsense and a production to some an employee to one consorting leaf and excitop faces. There are control remarkers in place (closingly globies) where the control mediation are mortiface. Once employees are registed to sort accessive needed and mortiface. Once employees are registed to sort accessive needed and mortiface. Once employees are registed to sort accessive needed which are controlled to the control of the control of the control of second controlled to the controlled to the control of second controlled to the controlled to the controlled with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks									Second Classic of State	sne required process.			
								Induction training is conducted annually,													
				There are 452 permanent employees and 23 temporary employees. The				where employees are informed of all hazards and risks, specific in their area and scope of work.  Monthly departmental safety meeting takes.					The number of employees may vary depending on		The sub-contractors are also as a second	The sub-controllers are	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the	Three are of 2 personnel employees and 22 bergraps y employees. The bippropy employees of prophenel gas assessive and reparentees, because of the property of the property of the property of the bipproperty of the excessive own draws, aground from the Dioperty of the three property of the property of the three property of the property of the property of property of prop	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the candidates needs to supply copy of ID document on	a Yes, as part of the education process, employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the		The sub-contractors on site e.g. Security cleaning services and the temporary	requirements. Our cleaning service is mostly contract with 10 employees. Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary	services and the temporary labour brokers are also pirt of the external ethical audit process whereby	Security, cleaning services and the temporary labour broker are also part of	All contributions submiss basis (MaC his prior visching on site and is impactably hit Ell Manager Mac Corticular All their expignment, bath, NPME. Dit is inspected and his expignment, bath, NPME. Dit is inspected and AP lemmit to Work is complisately hit Ell Manager Rosk. Contribution for high Risk (Int work, working shimple, additionation work, all our other vis New All contributions work, and permit the work, necessification and permit to work, necessifications in installable years. In in work without being slopped or secorting them of the all the properties of the properties of secording them of the properties of the properties of the properties of the properties of the properties of the properti	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical sudit, WIETA sudits as		
KWV	50185 KWV The Mentors Grenache Blanc-17 priva	t South Africa	Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union.	control measures in place (clocking System) whereby the overtime of employees in are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to	a cerbin process. Employees voluntarily apply for positions should they be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an annual audit is performed on one and ashed a report	matters of which discrimination is one There is a policy which specifically address discrimination and force are	Monthly inspections is done by HSE Reps, E. First Aidens, Fire fighters, etc. and findings recorded is resolved	are payed a fair compensation and a living wage. Employees are also remarked with Parameter rentertive.	Department of Labour to ensure adversers to a legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	labour broker are also part of the external ethical audit process whereby they are also audited to ensure they achieve to the	services and the temporary labour broker are also per the external ethical sucit process whereby they are also surfact to ensure they arrives to the ethical standards	t of athical audit process whereby they are also audited to ensure they adhere to the	they are also audited to ensure they achieve to the ethical standards. When audits are done with the sul contractors the measure is audited to ensure they	the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work.  All contractors must ober the niles set out during their	part of the external ethical audit process whereby they are also audited to ensure they athere to the atheral atterbirth. When earths are	well as BSCI audits which specifically address the mentioned topics and the sub-contractors are	Low risk	N/A
			The option is voluntary.	voluntarily opt to work the required overtime. Once there is a requirement to work excessive overtime, approval from the Department of labour must be obtained. This is mainly during harvest time. Prior to the request detailed meetings are hald	follow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the res future.	Weekly Toolbox Talks is circulated by HSE Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	mentioned topics.		ethical standards. Their employees have the option to join a trade Union as well.	When audits are done with the sub-contractors the measure is audited to ensure they follow the required	ethical standards. Their employees have the option to join a trade Union as well.	follow the required process. With the labour brokers we also ensure that all employees are above the legal age of 75	When audits are done with the sub contractors the measure is audited to ensure they follow the required process	induction training and permit to work, non-compliance immediately results in work either being stopped or	done with the sub-contractors the measure is audited to ensure they	included in the specific audits.		
				with all employees.				Site wide risk assessment is done by HSE Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hexards													
				There are 452 permanent employees and 23 temporary employees. The temporary employees were dependent on seasonsharvast ran insmersha				and risks, specific in their area and scope of work Monthly departmental safety meeting blace					The number of employees may vary depending on		The sub-contractors on site and Security classion	The sub-contractors on site on	All contractors submits their H&S File prior working on site and is inspected by HSE Manager/ Risk Controller	The sub-contractors on site e.g.			
			The KWV employees in the	There are 45 permanent employees and 22 heroporary employees. The language year objective, with permitting in section was to applicate the section of the permanent of the perma	The recruitment process is governed by	No employees are younger than 18 years old. There is a procedure in place. During the recruitment process the y candidates needs to supply copy of ID document on	a Yes, as part of the education process, employees are educated on a monthly basis on the various "human rights"	place where all HSE issues are discussed and resolved Monthly inspections is done by HSE flare.	The employee minimum entry level is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Denormant of I shour to ensure arbanous to		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker one site year of the external	with 10 employees.  Our sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g. Security, cleaning services and the temporary listour broker are also need of the ordered	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also surfled to are an illow arbers to the	Security, cleaning services and the temporary labour broker are also part of the external ethical surfit moneys.	All their equipment, tools, IPPE, Etc. is inspected and must be in good condition A Permit to Work is completed by HSE Manager/ Risk	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as		
KWV	50231 Roodsberg Grythyttan Edition -17; 75cl	South Africa	eligible to join Union) has the option to be a member of the trade Union.	n are moritored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime requisit for them to	voluntarity apply for positions should that be interested in the role and we	which their age is checked to ensure above 18 years of age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	matters of which discrimination is one. There is a policy which specifically address discrimination and there are	<ul> <li>First Aiders, Fire fighters, etc. and findings recorded is resolved</li> </ul>	are payed a fair compensation and: living wage. Employees are also provided with Personal protective	al legal requirements, WETA audits as well a BSCI audits which specifically address the	South Africa	ethical audit process whereby they are also audited to ensure they adhere to the	services and the temporary labour broker are also par the external ethical sucit process whereby they are also audited to ensure they achieve to the ethical standards.	t of sthical audit process whereby they are also audited to ensure they adhere to the	ethical standards. When sudits are done with the sul contractors the measure is sudited to ensure they	whereby they are also audited to ensure they achieve to the ethical standards.	Controller for High Risk ( hot work, working at height, electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their	process whereby they are also audited to ensure they adhere to the ethical standards. When audits are	specifically address the mentioned topics and the sub-contractors are	Low risk	N/A
			The opeon is voluntary.	excessive overtime, approval from the Department of labour must be obtained.  This is mainly during hervest time. Prior to the request detailed meetings are held	talow a recruitment process.	from the system to ensure all temporary as well as permanent employees are older than 18.	also plans to run workshops in the res future.	Westey 100001 1 sics is circulated by HSc Manager to departments and communicated in MWDT Meetings	wear where required in the workplace.	merecnes spica.		the option to join a trade Union as well.	When sudits are done with the sub-contractors the measure is sudited to ensure they follow the required process.	the option to join a trade Union as well.	we also ensure that all employees are above the legal age of 76	confractors the measure is audited to ensure they follow the required process	All contentions submits than HSS Till prior workings and all similar distributions of the Controller. All their explorest its major field in the prior than 1 the large controller. All their explorest its controller and the large controller and their prior than 1 the large controller. All them is sufficient to the controller for this prior (in the order in the submit and the controller for the prior that come than 1 the controller for the prior that come the controller for the control	done with the sub contractors the measure is audited to ensure they follow the required process.	included in the appears audits.		
				- Appropriate to the second se				Site wide risk assessment is done by HSE Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hexards													
				There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on seasonharvest requirements.		No analysis of Paris II	No. or and of the ortandors	and risks, specific in their area and scope of work Monthly departmental safety meeting takes	The construct existing a set of the construction				The number of employees may vary depending on		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/ Risk Controller All their processors had \$100.00 to inspected and	The sub-contractors on site e.g.			
			The KWV employees in the Bargaining Unit (employee group	South Africe is governed by working hours and we have strict policies and procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their one is constant to	employees are educated on a monthly basis on the various "human rights"	y place where all HSE issues are discussed and resolved Monthly inspections is done by HSE Recs.	is well above the minimum wage of South Africa to ensure employees	Audited by ethical audits and by the Department of Labour to ensure adherens to		The sub-contractors on site e.g. Security cleaning services and the temporary labour broker are also part of the external	with 10 employees.  Our sub-contractors on site e.g. Security, cleaning services and the terror	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the external	services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they adhere to the	Security, cleaning services and the temporary labour broker are also part of the external ethical audit process.	must be in good condition  A Permit to Work is completed by HSE Manager/ Risk. Controller for High Pink / Indiana.	temporary labour brokers are also part of the external ethical audit	Yes, ethical audit, WIETA audits as well as BSCI audits which specifically address the mentioned		
KWV	50488 KWV Sawignon Blanc BIB 3L - 22	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntiers.	in are moritared. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a recuirement to work.	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report	There is a policy which specifically address discrimination and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by MSF	living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	ethical audit process whereby they are also audited to ensure they adhere to the ethical standards. Their employees have	the external ethical sucit process whereby they are six audited to ensure they adhere to the ethical standards.	official audit process whereby they are also audited to ensure they adhere to the othical standards. Their employees have	othical standards. When sudits are done with the sul- contractors the measure is sudited to ensure they follow the required process. With the labour brokens	whereby they are also audited to ensure they adhere to the ethical standards. When audits are done with the sub-	electrical vertx, etc.) and Low risk vertx. All contractors must obey the rules set out during their	audited to ensure they adhere to the ethical standards. When audits are	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NIA
				There are 42 permisent employees and 22 temporary protriposes. The Improper profit policy on depending missional breat Improper profit policy. The Dank Moria is governed by evolutions and we have shid profit and in the profit policy of the profit policy of t		permanent employees are older than 16.	eac parts to run workshops in the res future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by H <sup>NSF</sup>	wer where required in the workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	the option to join a trade Union as well.	we stoo ensure that all employees are stoove the legal age of 77	contractors the measure is sudited to ensure they follow the required process	site and is impuded by HSE Manager (Raik Corecities All ther engineers, tools, 1959; Etc. is imposed and must be imposed condition.  At Permit 10 Work is completed by HSE Manager (Raik Corection for Pright Plats); for sort, working at height, activation was All and excitoral works, all a meltion and work described works, all a meltion and work of activity their introduction of the pright of the second of	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of													
				There are 482 permanent employees and 23 temporary employees. The temporary employees vary depending on season harvest requirements. See th Africa is on servered by working hours and we have shirt referees and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,	work Monthly departmental safety meeting takes	The employee minimum entry level			The sub-contractors are sitted as	The number of employees may vary depending on requirements. Our cleaning service is mostly contract with 10 employees.	The with contrastors are the second	The sub-contractors on site e.g. Security, cleaning services and the temperature fallow hashes	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
			The KWV employees in the Bargaining Unit (employee group	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked in moure above 19 copy of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is	y and resolved and resolved and resolved and resolved Monthly inspections is done by HSE Reps.	is well above the minimum wage of South Africa to ensure employees are payed a feir compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to		cleaning services and the temporary tabour broker are also part of the external	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker services.	cleaning services and the temporary (labour broker are also part of the external t of	part of the external ethical audit process whereby they are also audited to ensure they achere to the	temporary labour broker are also part of the external efficial audit process	must be in good condition  A Permit to Work is completed by HSE Manager/ Risk  Controller for High Risk ( led work working of bridge)	temporary labour brokers are also part of the external ethical audit process whereby they are also.	Yes, ethical sudit, WIETA audits as well as BSCI audits which		
KWV	50805 KWV Spankling Cuvie Rosé 7,0% :75cl	South Africa	eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	n) are monitored. Once employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	voluntarily apply for positions should they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to employ of transport.	There is a policy which specifically address discrimination and there are also rises to run and there are	First Aiders, Fire fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective	legal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	South Africa	ethical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	the external ethical sucil process whereby they are all audited to ensure they athere to the ethical standards. When prefix one drop with the contracts	official audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	ethical standards. When sucits are done with the sul- contractors the measure is sucited to ensure they follow the required process. With the labour brokers	whereby they are also audited to ensure they achieve to the efficial standards. When audits are done with the sub	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their and offen training and parent.	audited to ensure they adhere to the ethical standards. When audits are done with the sub-conference the	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	N/A
				There are 42 permisent employees and 22 temporary employees. The Improvay employees or updomenting measurement registerents, 50x M-bits is governed by working the section for the production and up production to borrow employees do not exceed the light extraction and con- corded measurement in places (coloring bylating sharing his contribution. The contribution and the production of the production of the contribution of membrage and held directly produce per tool to the contribution of varieties park held directly produce per too the contribution or equal for farm is varieties and the contribution of the contribution of the contribution of varieties and the contribution of the contribution of the contribution of varieties and the contribution of the contribution of the contribution of the contribution of the contribution of the contribution of the cont		permanent employees are older than 18.	future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE	workplace.			the option to join a trade Union as well.	measure is audited to ensure they follow the required process.	The option to join a trade Union as well.	we also ensure that all employees are above the legal age of 78	contractors the measure is sudited to ensure they follow the required process	yet tear equipment, post, yeth, citc. is impossible the mental but ingoal condition.  A Permit to Work is complished by HSE Manageri Rink. Controllar for high fisike ( hot work, working a sharget, electrical work, etc.) and Low risk work.  All confessions must deep the relates act out during their induction training and permit to work, non-compliance immediately results in work wither being alsoped or escoring them off site.	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
								Induction training is conducted annually, where employees are informed of all hazards and risks, specific in their area and scope of													
				There are 452 permanent employees and 23 temporary employees. The temporary employees viry depending on seasonsharvest requirements.		No employees are younger than 18 years old. There is a	a Yes, as part of the education process.	work Monthly departmental safety meeting takes	The employee minimum entry level			Thomas are a second as a secon	The number of employees may vary depending on requirements. Our dearing service is mostly contract		The sub-contractors on site e.g. Security, cleaning	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
			The KWV employees in the Bargaining Unit (employee group	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees	The recruitment process is governed by a certain process. Employees	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 were of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is con-	y and resolved Monthly inspections is done by HSE Reps.	is well above the minimum wage of South Africa to ensure employees are payed a fair compensation end	Audited by ethical audits and by the Department of Labour to ensure adherens to		cleaning services and the temporary labour broker are also part of the external	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are siten our	cleaning services and the temporary labour broker are also part of the external tof	part of the external efficial audit process whereby they are also audited to ensure they achieve to the	temporary labour broker are also part of the external ethical audit process	must be in good condition  A Permit to Work is completed by HSE Manager / Risk  Controller for High Risk ( hot work, working at heinted	temporary labour brokers are also part of the external ethical audit process whereby they are also	Yes, ethical audit, WIETA audits as well as BSCI audits which		
KWV	50679 KWV Sauvignon Blanc BIB 14-pall (4bst)	South Africa	etigible to join Union) has the option to be a member of the trade Union. The option is voluntary.	There are 40 permanent employees and 20 temporary employees. The lamproxy employees comployees to the property of the property	vountarity apply for positions should they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the avalent to emany all temporary as an all on	There is a policy which specifically address discrimination and there are also plans to run workshops in the	r inst Aidens, Pine fighters, etc. and findings recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wastr where required in the	regal requirements, WETA audits as well a BSCI audits which specifically address the mentioned topics.	couth Africa	serical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	the external ethical audit process whereby they are all audited to ensure they adhere to the ethical standards. When sudits are done with the arthronization than	entical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	servical standards. When audits are done with the sul- contractors the measure is audited to ensure they follow the required process. With the labour brokers	whereby they are also sudited to ensure they adhere to the efficial standards. When audits are done with the sub	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit in work, www.com.	audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	Low risk	NIA
				excessive overtime, approval from the Department of labour must be obtained. This is mainly during hervest time. Prior to the request detailed meetings are hald with all employees.		permanent employees are older than 18.	future.		workplace.			ens option to join a trade Union as well.	measure is sudited to ensure they follow the required process.	rne option to join a trade Union as well.	we also ensure that all employees are above the legal age of 79	confractors the measure is sudited to ensure they follow the required process	All contentions submits their MAS File prior working on also and is impossible by MSE Manager RNA. Contention and marked impossible by MSE Manager RNA. Contention and marked bis imposit controlling. NPE Microscopies of Marinest Working American State Contention and Marinest RNA. All contentions are set of the state	measure is audited to ensure they follow the required process.			
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				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on session/harvest requirements. See th Africa is on servered by workling hours and was been strict refer as and		No employees are younger than 18 years old. There is a	a Yes, as part of the education process,		The employee minimum entry level			The sub-contractors are sitted as	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The web-contractors are the second	The sub-contractors on site e.g. Security, cleaning services and the temporary laters having	The sub-contractors on site e.g.	All contractors submits their HSS File prior working on site and is inspected by HSE Manager/Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	50774 KWV Classic Moscalo Dally 108	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to init) from the	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees are more than the control of	The recruitment process is governed by a certain process. Employees and priority and of process of the con-	procedure in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Monthly inspections is done by HSE Reps,  First Birker Fire fields and and fire	a well above the minimum wage of South Africa to ensure employees are payed a feir compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to	South Mirina	cleaning services and the temporary labour broker are also part of the external others and temporary	with 10 employees. Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary tollabour broker are also part of the external	part of the external ethical suctit process whereby they are also audited to ensure they achieve to the others of the external ethical standards. When a site	temporary labour broker are also part of the external ethical sudit process	must be in good condition A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA sudits as well as BSCI sudits which	Low risk	N/A
NWV	NAVY Crease: Moscalo Dolly 108	SAINANCE	to be a member of the trade Union. The option is voluntary.	meetings are held with employees are required to work excessive overtime, meetings are held with employees prior to the overtime request for them to voluntarily opt to work the required overtime. Once there is a requirement to work	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the res	recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.	ALL PETCS	also audited to ensure they arthere to the ethical standards. Their employees have	the external ethical sucht process whereby they are also audited to ensure they achieve to the ethical standards. When suchts are done with the sub-contractors the	of such and process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	contractors the measure is audited to ensure they follow the required process. With the labour brokers	they achieve to the efficial standards.  When audits are done with the sub-	electrical work, etc.) and Low risk work. All contractors must obey the rules set out during their induction training and permit to work, non-compliance	audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the	topics and the sub-contractors are included in the specific audits.	Low mik	n/A
				There are of gramment employees and 22 hergours protyless. The harporary employees the properties of an instantive rangements. An property program of the properties of a second that the properties of production to instant employees do not exceed the legislation of the properties of production to instant employees produce the content of the properties of production and produce the properties of the production of production of the properties of the production of production of the properties of the production of mentions and the discontinuous production of production of the properties of the production of production of the properties of the production of production of the production of the production of production of the production of the production		permanent employees are older than 18.	future.	in MWDT Meetings Site wide risk assessment is done by HSE Meeting to the risk assessment in done by HSE	workplace.			e⊸i opson to join a trade Union as well.	measure is audited to ensure they follow the required process.	u di opsion so join a trade Union as well.	we also ensure instit all employees are above the legal age of 80	ensure they follow the required process	All continuities submiss have MAD This prior working on All continuities to the MAD This prior working on the Man This register, to this PRE Early and must be in good condition. A Permit to West is completed by MAD Man Man Man Man described work, the completed by MAD Man Man Man described work, the surption and work working all might whick on business are premit to work, more completions extracted by the most properties to work of the man M	measure is audited to ensure they follow the required process.			
								Manager to identify existing of new risks													
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				There are 452 permanent employees and 23 temporary employees. The temporary employees vary depending on season there was requirements. South Africa is governed by working hours and we have strict policies and		No employees are younger than 16 years old. There is a	a Yes, as part of the education process,					The sub-contractors on sits e.c. Serveits	The number of employees may vary depending on requirements. Our cleaning service is mostly contract	The sub-contractors on site e.c. Service	The sub-contractors on site e.g. Security, cleaning services and the temporary labour brokers are ele-	The sub-contractors on site e.g. Security, cleaning services and Pre	site and is inspected by HSE Manager/ Risk Controller All their equipment, tools, PPE, Etc. is inspected and	The sub-contractors on site e.g. Security, cleaning services and the			
KWV	50775 KWV Chardonnay Dolly 108	South Africa	The KWV employees in the Bargaining Unit (employee group eligible to inin Union) has the	procedures to ensure employees do not exceed the legal working hours. There are control measures in place (clocking System) whereby the overtime of employees in are morritored. Once employees are reserved to work.	The recruitment process is governed by a certain process. Employees voluntarily apply for mailteen observed.	processire in place. During the recruitment process the candidates needs to supply copy of ID document on which their age is checked to ensure above 18 years of	employees are educated on a monthly basis on the various "human rights" matters of which discrimination is on	and resolved  Anothly inspections is done by HSE Reps, First Addrs. Fire finiters are and finite.	s well above the minimum wage of South Africa to ensure employees are payed a fair compensation and	Audited by ethical audits and by the Department of Labour to ensure adherens to legal requirements. WETA continues.	South Africa	cleaning services and the temporary tabour broker are also part of the externa ethical audit provides submit the	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also per	cleaning services and the temporary toll labour broker are also part of the external ethical audit process selection.	part of the external ethical saudt process whereby they are also audited to ensure they adhere to the ethical standards. When surfax	temporary labour broker are also part of the external ethical audit process whereby they are also a referrit to	must be in good condition  A Permit to Work is completed by HSE Manager/ Risk Controller for High Risk ( hot work, working at height,	part of the external ethical audit process whereby they are also	Yes, ethical sudit, WIETA audits as well as BSCI audits which specifically address the mentioned	Low risk	N/A
*	DON'T CHARGE BBY DON'T TUB		to be a member of the trade Union. The option is voluntary.	meetings are held with employees prior to the overtime required for them to voluntarily opt to work the required overtime. Once there is a requirement to work	they be interested in the role and we follow a recruitment process.	age. In addition to the check when an employee joins an annual audit is performed on age, and extract a report from the system to ensure all temporary as well as	There is a policy which specifically address discrimination and there are also plans to run workshops in the res	recorded is resolved Weekly Toolbox Talks is circulated by HSE	living wage. Employees are also provided with Personal protective wear where required in the	BSCI audits which specifically address the mentioned topics.		also sudited to ensure they achieve to the othical standards. Their employees have	the external ethical audit process whereby they are also audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the	also audited to ensure they aftere to the ethical standards. Their employees have	contractors the measure is saudted to ensure they follow the required process. With the labour brokers	they achieve to the efficial standards.  When audits are done with the sub	All contributions submiss basis (Mail: This prior visching on size and in impactably the Mail Paragraph (Mail: Carelother All than experience), baris, PME. Bit, is inspected and All presents of the Mail: Mai	audited to ensure they adhere to the ethical standards. When audits are done with the sub-contractors the	specifically address the mentioned topics and the sub-contractors are included in the specific audits.	LOW MAX	n/A
				These are 6d permanent employmen and 22 temporary precipions. The South Affecting permanent by movining house and have been existed potential and procedure to be more employment and not exceed the single verifung hours. There are procedure to be more employment and not exceed the single verifung hours. There are any employment of the single procedure and the single procedure and the single procedure and the single procedure and the consistence and the distance of the single procedure and the single procedure and the single procedure to be distanced by the single procedure and the single procedure and the single procedure to be distanced by the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure and the single procedure an		permanent employees are older than 16.	future.	Manager to departments and communicated in MWDT Meetings Site wide risk assessment is done by HSE Manager to identify existing of new risks	workplace.			e⊸i opson to join a trade Union as well.	measure is audited to ensure they follow the required process.	u di opsion so join a trade Union as well.	www.expoeraure.craft off employees are above the legal age of 61	ensure they follow the required process	immediately results in work either being stopped or escorting them off site	measure is audited to ensure they follow the required process.			
								andger to loarney existing of new risks													

когч	50776 P	welly Blay Whites Min 4 cashy 50	llaati Mica	The MOV compayment in the management plan of every large and applications of the company purpose adjusted to the company of th	There are 452 personned employees and 25 benomery perployees. The benomery employees or year-thing to ensure the employee and produced to the employee and produced to the employees and the ensured the employees. The employees the employees are the employees and the employees are the employees and the employees.	The recruitment process is governed with retrieve should waterbrily eggly for positores should they as indenseted in the retail and see takes a recruitment process.	No employees are yarriger than 15 years old. There is a few and the second of the seco	You, we get of the solution process, workloses are solution of an archity beats on the various "harms right" beats on the various "harms right" and the process of the process of the analysis of the process of the address disconnection and favor are solution plans to an workshops in the near Makes.	Nation to driving in conducted servally, which can be priviple as without off all beauties distributed and the second control and a sec	The employer entire curve for less and some service of the service	Auditatily whole auths analy to Auditatily whole auths and in any all and an and an all DDC Looks which specifically address the and annual species.	South Africa	The sub-contractors on sile ag. Simonly, classing services and the temporary contraction and the temporary contraction and process and entirely they are also authorities ensure they other to be authorities and process to the subset to the contraction and activities are a read to the contraction and activities are also become well.	The number of employees may very depending or responses to the contract of the	The sub-contractors on alle ag Slenothy, classing survives and the interposity of the street of the street of the street of the sub-contract of the street of the sub-contract of the survives of the sub-contract of the su	The sub-conductor are filter as Smithy, clustering working and the interpret pilled from the conductor and the interpret pilled from the conductor and the c	The sub-contractors on while a go discretify, cleaning services and the improvery laboral trades or and long laboral trades or and long laboral trades or and long laboral trades or and laboral trades of laboral trades or and laboral laboral trades or and laboral laboral trades of laboral labor	All continuous subsets that PAS File price working on the past PAS File price working the past past past past past past past past	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they achieve to the	You, who of each WETA audits as appointed by a data was the mentioned bytes and the sub-contractors are included in the specific audits.	Low risk	N/A
sony	50777 P	urly Bay White BB More duly 24	Bouth Africa		There are 60 generated originates and 20 temporary employees. The surproper employees are yilligeneding an examination and representation. Bits different parameters of the properties of the pr	The recultment process is governed a contain process. Employees vocationing a process entire discovering any pile processes whose discovering and processes are contained process.	No employees are yarger than 15 years did. There has procedure justice. Sure give no currier process to employee the control process to employee the control process to employee the control process to expense the control process to the control process to the control process to employee and other family to employee and other family.	Yea, as part of the education process, employees are education process, employees are education on a morthly beas on the vertican "human rights" have the process of the pr	Induction bridging is considered servicely, wheeling the property of the control of all transits controlled and	The employee minimum entry leve is well above the informat way to a well above the informat way of the control	Audabely should askib sortly to Ougstment of Labor to remove abovers to "again responsesses, WETA askib as well as workers by the Conference of the Conferen	Scalit Pérca	cleaning services and the temporary labour broker are also part of the external ethical audit process whereby they are also audited to ensure they achieve to the ethical standards. Their employees have	Our sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part the external ethical audit process whereby they are also audited to ensure they adhere to the ethical standards.	cleaning services and the temporary status broker are also part of the external extension and process whereby they are also audited to ensure they achieve to the extrical standards. Their employees have	part of the sodernal ethical audit process whereby they are also audited to ensure they athere to the othical standards. When suchs are done with the sul contractors the measure is suched to ensure they follow the required process. With the labour broken	Security, cleaning services and the temporary labour broker are also part of the external efficial audit process to whereby they are also audited to ensure they achieve to the efficial standards.	All contribution submits that HSSF file prior working on she and its inequalitatility of the Manager of Files Controlled with an expensive layer of the Controlled Program of	Security, cleaning services and the temporary labour brokers are also part of the external ethical audit process whereby they are also audited to ensure they athere to the ethical standards. When audits are	Yes, whice and WIETA audits as well as BOC audits which appealed any above the medianed appealed any above and and a second and a	Low risk	N/A
xovv	51684 R	oodeberg White Blend		The KWV employees in the Bargaining Unit (employee group eligible to join Union) has the option to be a member of the trade Union. The option is voluntary.	There are 400 personnel engineers and 20 sensoring engineers. The sensoring engineers are significant to an important personnel engineers. Since All Costs apparent by entiring these areas in the set to liquid priction and or an interest of the cost of the co	The recoding of process is governed a contain process. Employees voluntarily apply the process should be followed an accordance of the state of the process.	which their age is checked to ensure above 18 years of	Yes, as part of the education process, employees are educated on a morthly basis on the version "human rights" matters of which discrimination is one. There is a policy which specifically address discrimination and there are also plans to run workshops in the near future.	"Nacion training in conducted servicely, "Nacion training and conducted of the conducted of	The employee minimum entry level is an ellipse to be minimum again. A final the second of the second	Anabology whose a soles and by the Opperment of Labors to encoura selection to "Opperment of Labors to encoura selection to "Opperment of the Conference of the Conference of the conference bytes."	Studi Mina	The sub-contractors or with a a, Glearly to descript pervices and the sectory of the subcontract and the sectory of the subcontract and process subcontracts and process subcontract the sector of the subcontract the subcontract the subcontract that the subcontra	The number of amplityses may very depending or with the migration of the control	The adventration on white ag. Simonly, it descripts involved to the temporary plants to the area of an open of the advents they are adventised that a deal process where they are adventised that of the adventure of the adventure of the adventure of the application to be a basis. Union as well.	The sub-contractors on take a g Simolar, cleaning warrises and the hopeoper place between a scale part of the sub-contractors and the hopeoper place to the sub-contractors and sub-contra	The sub-contractors on site e.g. Security, cleaning services and the temporary labour broker are also part of the external ethical sucit process whereby they are also sucited to ensure they or because to the ethical strenders.	All contribution substitute that INSS File prior working on what and its impendently frill the language files for Controlled Section 1997. The language files for Controlled Section 1997. The language files for the language files file		Yee, whice and WIETA audits as well as 80°C audit which appealed all years which appealed all years are discussed as the auditor and and a second an	Low Hish	N/A
xovv	51665 T	he Mentors Chenin	Salh Akra	The NOV employees in the the spring long long long long long long long lo	There are 400 personnel engineers and 20 sensorary employees. The sensorary employees the sensorary employees are significant to a significant engineers. (Such Albana parametel by entiting loss are and to have still publicate and a sensorary employees and a sensorary employees and a sensorary employees and employees and employees and employees and employees and employees are required to expense an employee and employees and employees are required to expense an employee and employees and employees are required to expense and employees are required to expense and employees. A sensorary employee and employees are required to expense and employees and employees are required to expense and employees.	The recultiment process is governed a contain process. Employees voluntarily apply the process should be followed an accordance of the second process.	Assumptions are yearpy that if plans of these law procedure injuries. During for recursioning process the organization and process the conditions work to support of discovered recognitions and the plans of the conditions are supported by the conditions and the plans of the conditions are supported by the plans of th		Nacion somo procedure errorley, interest errorley, conducted error	The employee minimum entry level is set all colors be minimum used in a set all colors be minimum used in a color of the colors	Audately short authorizing to go	Studi Africa	The sub-contractor or with a g. Georghy, claiming services and the temporary subcort brain are at a long and of the submode and grosses whereigh they are admitted attacking they are sufficient standards. Their employees have altered standards. Their employees have the opposite a braid Linion as well.	The number of employees may very depending on with the employees may very depending on with the employees of	The adventration on white ag Searchy Coloring persons and the temporary process and the temporary places before any all open of the extensive glow pre- diction and process where they are an adventised they are adventised they are all white all standards. Their arrangements would be applied to go a basis Livinous word.	The sub-committed on this e.g. Similarly, cleaning unknown and his happensy from these are said and sub-committed on the sub-committed	The sub-contractors on sile a g. Security, clearing services and the Security, clearing services and the Security Securi	All contribution submits that HSSF file prior working on she and its inspected by YEE & Manager (File A). Consortium state and its inspected by YEE & Manager (File A). Consortium state to a post consisten.  When the Strip is a required by YEE & Manager (A) and the Advances to YEE & Manager (A) and the Advances (A) and	The sub-contractors on site e.g. Sourcely, clearing services and the reporture place of the services and the reporture place of the sections of the section of the sec	Yes, which and WIETA and its as well as 80°C and is which appeared any plants are resident and an endowed included in the appearing and its appearing an appearing appearing an appearing an appearing appearing an appearing	Low risk	N/A