

Karoo Pak

Producers' Code of Conduct

A proud packer and marketer of fresh Wonderful pomegranates and pomegranate related products, Karoo Pak requires its Producers to accept and adhere to a code of conduct to ensure the fruit is produced in a sustainable manner and that all workers are treated in a fair and just manner.

A. Health and Safety

1. The Producer is obliged to comply with all the provisions of the Occupational Health and Safety Act, which is amended from time to time.
2. A "Letter of Good Standing" with the Compensation Commissioner will be made available upon request to serve as evidence that the Producer complies with all the requirements.
3. The Producer will ensure that an employee is trained in basic first aid and that a first aid kit is available when harvesting or doing other orchard work.
4. The Producer will ensure that where transport for workers is provided, it will meet all requirements as determined by law.

B. Social and Ethical Responsibility

The Producer confirms that they will be compliant at all times with regard to the following:

1. All employees will have valid contracts.
2. Each contracted employee will have either a valid ID/passport/asylum document or work permit.
3. All employees will be registered for UIF and all UIF deductions will be paid to the UIF fund on a regular basis.
4. Employees will be paid at least the minimum wage as prescribed by Government.
5. Labour practices in accordance with the Basic Conditions of Employment Act for farm workers are followed.
6. The code of ethics standard (Grasp and or Siza) is followed with regards to:
 - child labour
 - forced labour

- freedom of association

- discrimination

7. The Producer will also continuously identify workers who will be nominated for training courses and assist in developing the identified workers.

8. Where accommodation is provided to workers, the Producer will ensure that it is clean and safe and that running water and suitable ablution facilities are available to workers.

C. Farming Practices

1. The Producer subscribes to Global Gap practises and embrace any programme/product that will improve the soil health and the environment for future generations.

2. Pesticides will only be used only as a last resort and then strictly according to prescription to adhere to MRL requirements.

3. Any actions taken will be well thought through with the aim to produce healthy fruit in a sustainable manner.

4. The Producer will also continuously strive to reduce its carbon footprint on the farm.

5. The Producer will ensure that he has a current Global Gap certificate that may be required from time to time.

D. Suspension/cancellation

I understand that should I be found guilty of transgressing any of these rules of conduct that my agreement with Karoo Pak (Pty) Ltd and the Karoo Wonderful Pomegranate trademark may be temporarily suspended or cancelled depending on the seriousness and possible impact of the transgression on the group of producers and/or the trademark.