

MAKING A DIFFERENCE EVERY DAY

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1. Who are we?

Spier is an ethically, environmentally and socially conscious farm in the Cape Winelands: a family-run, good food, wine, hospitality and arts focused destination with 300 years of history behind it.

Employing more than 400 staff, the farm consists of a 153-room hotel, a conference centre, restaurants, winery and farming operation. With a focus on local employment, 87% of the Spier team lives in and around Stellenbosch.

The Spier Farm in Stellenbosch spans 620 hectares. Family owned since 1993, the historic Spier homestead and adjacent farmland has been restored, conserved and rehabilitated: a demonstration of our commitment to honour the farm's heritage and nurture its environmental biodiversity while being mindful of the region's socio-economic development challenges.

We believe that we can make a difference every day by always questioning and assessing our interactions with customers, our presence in the community, and our impact on the environment. We are committed to instilling a culture of excellence, working creatively and innovatively and being true to our values.

Spier's ethos of custodianship underscores these commitments and inspires our sustainable approach to business and development. This approach views both the farm and the region holistically. It is through collaborative partnerships with key stakeholders that we have managed to extend our reach beyond direct business impact and into our community.

2. Our Environment

a. Farming

Our land is farmed holistically with the aim to create a diversified, balanced ecosystem with minimal impact on the environment. For example, our award winning organic vineyards thrive in relationship with pasture-reared beef and chickens.

A major focus is the regeneration of soil fertility; this is achieved through methods such as high-density grazing and nutrient rich organic compost. Aiming to be as natural as possible, we avoid using harmful chemical fertilisers or pesticides.

The ethically produced meat and vegetables from our garden are used in our farm-to-table eating experiences in Eight and the Eight to Go Deli, enhancing our self-sufficiency, boosting the region's food security and reducing carbon emissions as the food does not require extensive transportation and external inputs.

Complementing to this holistic farming process is a conservation-oriented approach to waste control and the use of natural resources like water. More than 97% of our solid waste and 100% of our wastewater is recycled. We have several initiatives in place that continue to reduce our water and energy consumption.

i. Water

In 2007, Spier installed a pioneering centralised wastewater treatment plant, which is the embodiment of its approach to waste management. It recycles 100% of Spier's wastewater, treating it with only environmentally friendly methodology. The clean water is then used to irrigate the garden and grounds.

From 1 July 2014 to 30 April 2015, the treatment plant treated 44938 kL of water. Of this, 22730 kL was reused for irrigation in the North Bank (hospitality operation) gardens as well in our Wine Tasting ablution facilities.

As a WWF Conservation Champion, Spier is particularly focused on rehabilitating the riparian systems that flow through the farm. Managing these systems and functioning being a leader in water conservation is key to our long-term environmental strategy. We played a critical role in establishing the Stellenbosch River Collaborative (SRC), a multi-stakeholder partnership forum aiming to restore health to the Eerste River catchment. We are also committed to conserving and expanding the indigenous renosterveld that can be found on the farm. Extensive tracts of alien vegetation have been cleared and 10 000 different trees and over 50 000 bulbs, shrubs and succulent plants have already been planted on the farm.

ii. Solid Waste

More than 97 of our solid waste is recycled. Our goal is to push this to 100%, so that we achieve zero operational waste to landfill by 2017. We consider everything that comes onto the farm and give careful consideration to whatever leaves it. We use lightweight bottles and tree-free paper labels where possible. We also recognise the need to form partnerships that will assist us in achieving our goals – for example, we work closely with the Stellenbosch Municipality. We also conduct in-house training of our team through the “It’s Sorted Programme” on an ongoing basis. This is aimed at challenging our perceptions about waste to change the way we consume and dispose things.

iii. Organic Waste

Organic waste is sent directly from our various kitchens to Spier’s composting site where it is turned into organic, nutrient-rich fertiliser that boosts soil fertility in our vineyards, tree nursery and across the rest of the farm.

3. Our Community

We spearhead and support several projects that catalyse social and environmental change, focusing on youth development, employment and environmental health.

a. Youth Development and Employment

i. Pinotage Youth Development Academy

Spier is a participating employer in the **Pinotage Youth Development Academy** which seeks to educate and employ disadvantaged youth in the wine industry. Practical work experience is provided at Spier. On average we mentor four students per module for the duration of the programme.

ii. Umzi Wethu Chef Programme

In partnership with the Sustainability Institute at Lynedoch, the **Umzi Wethu Chef Programme** recruits aspirant chefs from local, predominantly disadvantaged communities around Stellenbosch. Spier has employed most of the graduates from the last two programmes.

iii. Harambee

Spier supports **Harambee**, an employer-led initiative which trains and places local unemployed young people from disadvantaged backgrounds into first-time jobs. We are working closely with Harambee and local organisations to help grow the initiative in the region.

b. Community upliftment and Enterprise Development

i. Treepreneurs

Spier is a partner of the **Tree-preneur** project, which encourages marginalised individuals who are excluded from the formal economy in impoverished communities to grow indigenous trees in exchange for essential goods. Spier has provided land, facilities and a full-time manager to drive this initiative in the Western Cape. This initiative has extended to a partnership with the Stellenbosch Municipality in support of its Million Trees tree-planting programme and is also an enabler for the Wildlands River Rehabilitation programme creating direct employment and furthering the footprint of the Tree-preneurs into more communities. Over 10 000 trees have been planted since 2013 into various municipal initiatives.

Tree-preneurs – or tree-growing entrepreneurs – are a group of adults and children from disadvantaged communities who are taught to grow

indigenous trees from seed. Once the saplings are 15cm, they can be exchanged for vouchers that buy food, clothing, agricultural goods, tools and bicycles – or even school and university fees.

Treepreneurs operates in 7 communities including Blikkiesdorp, Kalkfontein, Lynedoch, Heather Park, Tafelsig, Nagenoeg and Klapmuts. The impact on community life has been remarkable. One contributor has bartered 5600 trees since 2011, using the vouchers she earned to buy food for orphans in her community.

ii. Klein Begin On-site Laundry Service

Spier built the infrastructure then called for tenders from the community to run an on-site laundry. Klein Begin employs five people from the region and launders large volumes from the Spier Hotel and restaurants.

iii. Debinisa Transport Company

Caswill Mentoor was a driver and messenger for Spier when, in 2009, he approached Spier to partner him in his own transport company. Spier facilitated the formation of Debinisa (isiXhosa for “joy”) a black-empowered joint-venture between Caswill and one of our established transport contractors, Louw Vervoer. In addition to being used extensively by Spier, Debinisa also services a number of other customers.

iv. Primo Vino Packaging and Reworks

Employing 10 people, Primo Vino reworks and repackages Spier wines to meet the requirements of different customers and markets. Established in 2009 by Shaun Theunissen, a former Spier employee, Primo Vino operates from a warehouse in Cape Town where all Spier exports, warehousing and local distribution is centralised.

v. Mountainview Tank Services - Bulk Wine Transport Service

Owned by Reynold Visser, Mountain View Tank Services provides a bulk wine transport service, taking wine to our bottling plant supplier from either our own cellar or from the cellars of our bulk wine suppliers. With a secure service commitment from Spier, Visser secured bank finance, acquiring his own vehicle for the start-up.

vi. Nooitgedacht Farm

Spier owns a farm in Wellington, north of Cape Town, called Nooitgedacht Vineyards which produces some of our best grapes. This farm is managed and staffed entirely by previously disadvantaged employees. These farm workers own 7.5% of the land and its operation through the Nooitgedacht Employee Trust.

vii. Staff Volunteers

The Staff Volunteers are a group of Spier employees who volunteer their time to projects that drive a spirit of giving, internally at Spier. They facilitate in transferring the skills and talents of our staff to improve living conditions where most needed in our community. This group works hard to enthuse staff and makes it possible for them to contribute their skills meaningfully.

c. Supporting South African Arts

Spier has one of the largest collections of contemporary South African art in the country, and many pieces are displayed in the farm's public spaces. Rather than just buying art to decorate its buildings, though, Spier also strives to find ways to support and stimulate the arts community in South Africa.

Artists are supported as individuals in a way that builds South Africa's cultural welfare. We support projects that acknowledge our African arts heritage, protect that legacy and contribute to its future.

i. Spier Arts Academy

The Spier Arts Academy in Cape Town offers employment-based training in professional mosaic, with instruction led by top international teachers. It creates collaborative and experimental work with renowned artists and architects. More than 140 apprentices have joined the academy since inception in 2008 and 26 have successfully completed the 3 year apprenticeship and graduated.

ii. Creative Block

The academy's **Creative Block arts** project invites artists, both established and emerging, to produce work on standard wooden blocks. The best works are immediately bought from the artist before being sold to collectors worldwide. The project inspired our award-winning Spier Creative Block wines, which promote the project internationally.

ii. Spier Arts Patronage Programme

This programme provides support over an extended period (of four to five years) to certain artists considered by Spier to be exceptional and who we believe will benefit significantly from the freedom provided by a supportive patron. To date, four artists have been selected: Wim Botha, Paul Emmanuel, Tamlin Blake, Berco Wilsenach and Liza Grobler.

Read more: www.paulemanuel.net, www.tamlinblake.com, www.bercowilsenach.com, <http://www.lizagrobler.co.za>

iv. The Dying Slave Outdoor Sculpture

Nine columns, measuring 4.1 metres in height, cover an installation area of almost 30 square metres, together forming the image of Marco Cianfanelli's *The Dying Slave*. The work was created in mosaic by artists from Spier Architectural Arts and marked the first outdoor, three-dimensional piece produced by the studio.

v. Seasonal Exhibition Programme

Throughout the year Spier exhibits various artists in curated exhibitions in our public spaces, including in our wine tasting rooms, hotel and conference venues.

vi. *dancing in other words* Spier Poetry Festival

dancing in other words/die dansende digtersfees is an international poetry festival curated by Breyten Breytenbach. Visiting poets have included Nobel Prize frontrunners, political dissidents, activists and award-winning literary figures from the Republic of Korea, China, the USA, Germany, Holland, Slovenia and Israel.

Read more: www.dancinginotherwords.co.za

vii. Spier Secret Festival

The annual Spier Secret Festival, begun in 2011, is our way of fast tracking a philosophy that celebrates craftsmanship, artisanal methods, knowledge sharing, co-creation and a creative approach to food and wine making.

Read more: www.spiersecret.co.za

viii. Festival Of White Lights

Ushering in the festive season, this December festival is a performance arts display on the Werf, Spier's restored historic farmyard, flanked by our Cape Dutch heritage buildings. A dazzling display of light installations and sculptures illuminate artistic performances.

4. Accreditations and Certifications

Spier farm is proud of its Fairtrade certification obtained from Fair Trade in Tourism (FTT). Spier is a WWF Conservation Champion. The Spier winery is ISO 22000, Fair Trade, Organic and WIETA certified. Both the cellar and the farm follow the Integrated Production of Wine (IPW) criteria.

a. IPW Performance

Spier's cellar adheres to the criteria set out by Integrated Production of Wine (IPW), a voluntary environmental sustainability scheme. In a recent IPW audit, it received 83% – one of the highest scores for a cellar in South Africa. Spier use on average 2.6 litres of water to make 1 litre of wine – significantly less than other similar size wineries. The IPW estimates the average water use (in the cellar only – not taking into account irrigation and transport etc.) in South Africa is 3 litres of water per 1 litre of wine at large co-ops, and 5.6 litres of water per 1 litre of wine in smaller wineries like Spier.

b. Wieta (Wine and Agricultural Ethical Trading Association)

In 2004, Spier became the first WIETA-certified winery in South Africa and today Spier-owned farms and all our contract growers are WIETA-certified.. Spier is also the first winery in the world to carry the WIETA-certification seal on wine bottled outside of South Africa.