

CELEBRATING
A HERITAGE OF



130



YEARS OF
COMMUNITY



JULY 2024

Embracing Our Legacy

PEOPLE, COMMUNITY, & SUSTAINABILITY AT DUTOIT

At Dutoit, our people and communities are our most important ingredients. Our commitment to sustainability ensures a thriving future for both. For decades, we have recognised that establishing and maintaining a sustainable business means taking care of both our people and our environment. We recognise the importance of our entire value chain, including partnerships like the Crispy Group. Twenty-one years ago, we empowered a considerable section of our workforce through this initiative, forging a strong, agricultural player. Farm manager Vivian Jakobs's who won the Western Cape's Farmworker of the Year competition is a testament to this success.

As a family-run business with over 130 years of rich history, we draw on deep family values, solid organisational structures, and inter-generational knowledge. We aim to prioritise the health, wellness, and job satisfaction of our workers, evidenced by our long-service awards.

Sustainability means adopting a long-term view, instead of only considering short-term profits. We are custodians of our land, protecting it for future generations. Utilising new technology and sustainable farming practices is critical for our farms' future. A testament to this philosophy is a small pear orchard on Kromfontein planted in 1937, still bearing fruit each year. We could not have remained commercially successful if we hadn't cared for the land, the soil and trees in a sustainable manner since then. We have always viewed any faults or flaws made along our journey as opportunities to improve and evolve our practices.

We look forward to the remainder of the winter period in hopes that it continues to deliver enough rain and cold units to get the most out of our produce for the upcoming harvest amidst a relatively stable export market. Consequently, we will continue to provide the best quality and value for money to all our global customers.

Watch this space as we prepare to share more fantastic stories focused on the people on our farms, those who share our passion, and those who have seized opportunities to become champions within the business.

“ I am thrilled to lead our dynamic team and to help shape decision making processes, enabling our business to become more agile and adaptable in an era that is continuously changing. The recent structural changes are particularly exciting, as they aim to enhance the integration and effectiveness of the overall business. ”

Hennie du Toit

CEO

1893 Celebrating 1893

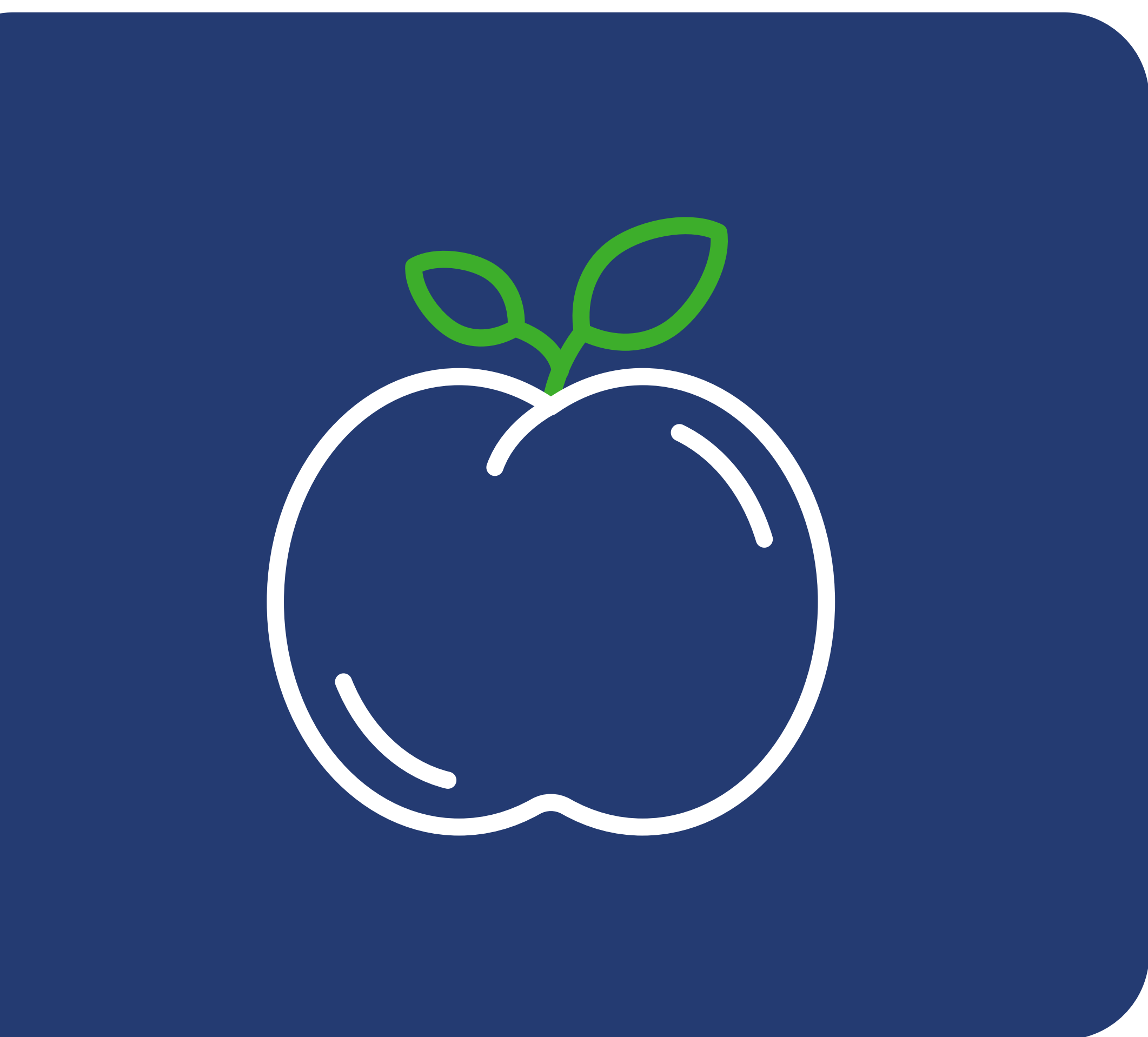
130 YEARS IN SOUTH AFRICA

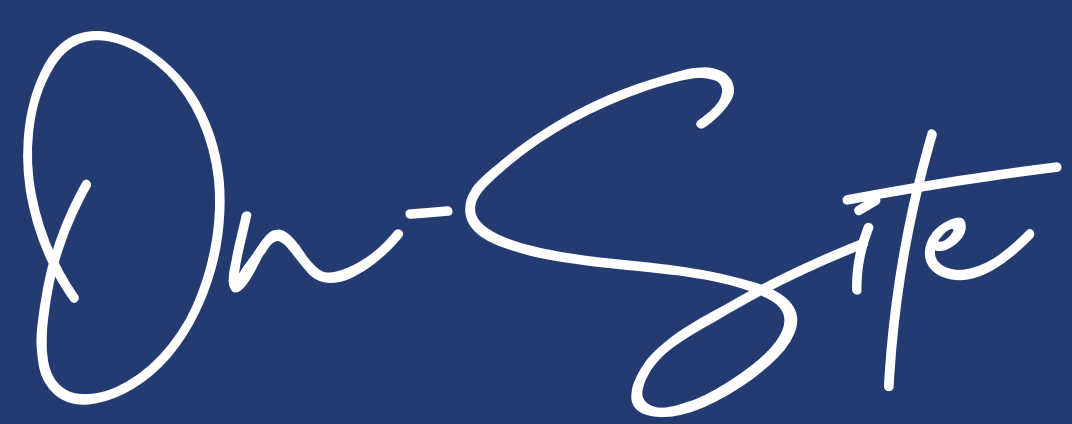


"We want to pay tribute to every person who has played a role in our success, most importantly a big thank you to our employees who nurture our produce and handle it with the care it needs to ensure that the best quality products reach our customers every day."

As a leading agricultural enterprise, we recognise that our employees underpin the core of the business, and that it is our social responsibility to empower and support the people in the communities we operate in."

Willem Coetzee
Managing Director





HEALTH CLINICS HELP DUTOIT WORKERS STAY AS HEALTHY AS POSSIBLE

At Dutoit, employee well-being is one of our top priorities, which is why we've established clinics across our farms and packhouses.

Sister Sophia Kotze and Sister Brumilda Klein provide vital healthcare services to 200-300 workers weekly. Brumilda, with us since 2019, values dynamic support for worker health. Sophia, who joined in 2020, shares her passion for primary healthcare, highlighting the company's commitment to training, innovation, and the supply of medical facilities. Healthcare workers like June Jantjies and Annah Khontsiwe play crucial roles at the clinics. June, a dedicated healthcare worker for 15 years, and Annah, who bridges communication gaps with Xhosa-speaking workers, exemplify our commitment to comprehensive care.

Annah, who started her career at Dutoit as a general worker, learning both English and Afrikaans along the way, has enabled her to make a significant difference by interacting with Xhosa workers at various Dutoit farms. Workers have grown to trust and share their health issues with her, without having to concern themselves with any communication barriers. This year has also seen a dedicated focus on mental health and how to assist communities in learning more about mental well-being. We believe that holistic health care in each and every worker at Dutoit is paramount.



With 19 clinics in the Western and Eastern Cape, workers have easy access to primary healthcare, chronic medication, and regular visits from doctors and physiotherapists.



We're proud to support our workers' health and grateful for the community's cooperation. Together, we're working towards ensuring a healthy, thriving workforce!

A HERITAGE OF Healthcare



Providing quality healthcare to workers is not a recent endeavour. Carolina (Carol) van der Merwe du Toit has become a paragon of driving forward clinic and healthcare development for the Dutoit workforce. This aspiration can be traced all the way back to when she married GC du Toit III during the 1950s, when the Kromfontein and Lindeshof farms were yet one.

It was here that she - a qualified nurse with a maternity qualification - cared for many workers and helped deliver many children. Although tuberculosis was a major threat at the time, Carol's efforts assisted in keeping that threat in check within the community. Since then, Dutoit has remained dedicated to building onto this heritage of healthcare, equipping each farm with a registered clinic, a qualified sister and healthcare workers.

Dutoit is Committed to

EMPOWERING ITS PEOPLE & COMMUNITIES

At Dutoit, we're passionate about social responsibility and supporting our communities. Our initiatives focus on youth education, healthcare, social development, and sports.

From maintaining primary schools on our estates to offering tertiary education study loans, supporting choirs and promoting sports, we aim to generate positive impact. Managing Director Willem Coetzee emphasises fostering a positive work environment where employees feel valued and appreciated: "Our people live and work in our community, and we try hard to promote happiness and productivity.



“

With up to 9000 seasonal workers, we aim to positively influence our communities, be responsible citizens, and eventually help make our country a better place.

”

Jacques Matthee

Head of HR



Striving to Foster

EDUCATION & EMPLOYMENT OPPORTUNITIES

At Dutoit, we believe in nurturing the leaders of tomorrow. "Our youth of today are our leaders of tomorrow, and we are passionate about enabling education through our crèches and educational centres," says Willem Coetzee. "Our workers should not have to worry about their children, and know that they are safe, their homework has been done, and that they are being given skills to build and develop their confidence."

We offer study loans to our workers' children towards fulfilling tertiary education opportunities and assist with bursary applications through Agri SETA and other programs. Our commitment extends to leadership development for our current employees and youth in the community through initiatives like YearBeyond.

Additionally, we support the Koue Bokkeveld training centre, KBOS, providing education and training, and running programs like youth leadership initiatives and community support groups.



Dutoit is proud of leading the way in **advancing education** within our communities.

Dutoit operates seven crèches in the Western Cape and one in the Eastern Cape, with more to come. These crèches, supported by local early childhood development forums, focus on educational and physical development through activities like play gyms, sports days, and festive celebrations.

Dutoit supports many of the local schools with donations and sponsorship of projects that span sports, academia and culture, including initiatives like Eisteddfods . Our teachers and coordinators also have access to ongoing training and development. One example is the recent digital teaching programme held in Worcester, sponsored by Waitrose.

Some Dutoit employees are actively involved in the management of various schools by serving on the governing bodies of every major school in the communities where they operate. This involvement allows them to contribute their time and experience to help these schools excel.

Our aftercare programs help older children with homework and provide meals and fun learning activities. Community involvement is key, with facilities hosting fundraising events like concerts and burger sales.

Our commitment extends beyond the classroom, encouraging farm workers to engage in sports, with most farms featuring soccer, rugby, and netball facilities. After requests from workers, we recently hosted our own Six Nations Tournament in the Western Cape, where rugby and netball teams from various farms competed. The spirit of competition doesn't stop at sports; our community also enjoys cultural activities, boasting phenomenal choirs that compete both regionally and nationally.

Harvesting SUSTAINABILITY

Sustainability has been a priority for decades at our company. “We believe we are custodians of the land and must farm responsibly for future generations” says MD, Willem Coetzee.

To enhance our commitment to sustainability, we established an innovation hub. Here soil health programmes, water usage and sustainable farming is prioritised.

Dutoit makes optimal use of water across seasons and climate cycles, with various initiatives and technologies utilised to prevent over-irrigation. Supporting water retention strategies ensure sustainable water usage year on year. Consultations with experts ensure that agrochemicals are optimally used, with these limits being decreased to only what is absolutely necessary.

Furthermore, technology has been a game changer, with satellite technology and digital tools enabling the measurement of carbon content in the soil and indicating exactly which areas of the orchard may need additional support.

“ We are determined to drive down our carbon footprint at our farms and packhouses on an annual basis. While not a legal requirement, it is our mission to contribute to a cleaner planet. ”

Willem Coetzee
Managing Director

Dutoit views the goal of sustainability extending to the support and care of the town of Ceres, with the company directly involved in the Ceres Business Initiative (CBI), an endeavour to stimulate the Ceres Business community, its economy and to make the town more productive and appealing.

The CBI works closely with the local municipality to find solutions and improve infrastructure challenges, power instability, the provision of housing and enhanced community safety.



Powering Up with **SOLAR ENERGY**

As with many South African businesses, the country's unstable power supply poses a substantial risk to operations, a risk that Dutoit has started to mitigate through the installation of solar power.

Dutoit started their solar journey five years ago, with a total of 4 698 kWp of power already being generated across Dutoit and Koukamma Fruit Packers. Dutoit has many further plans to expand solar generation in both the Eastern and Western Cape, with three further projects of 1 395 kWp having already been approved and is currently in the construction phase. Other partner companies within the Dutoit Group that have also embarked on the solar journey include Ceres Koelkamers, Cape Fruit Coolers and Ceres Fruit Processors, all of which play an important role in our value chain.

With energy being a driving force of the economy and playing such a pertinent role in the operational activities of Dutoit, the advantages of this solar power will not only be seen within Dutoit, but also in the wider community.



Prestigious Award

OSH REINECKE FRONTRUNNER AWARD

Pieter du Toit, has been awarded the prestigious OSH Reinecke Frontrunner Award for 2024 by Hortgro, the industry association representing South Africa's deciduous fruit growers. Pieter is the third family member to receive this award, an accolade that honours industry leaders within the deciduous fruit industry who have excelled in a leadership role over an extended period of time.

In his career to date, Pieter has played an important role as a director across various agricultural entities, as well as within the deciduous fruit industry organisation, where he was a board member of the South African Apple and Pear Producers Association (SAAPPA) for a decade, initially serving as vice-chairman and then as chairman between 1994 and 1996. He has also served on several boards, including Unifruco, Capespan and on a large commercial bank's advisory committee.

Some milestones achieved under Pieter's leadership include the growth of Dutoit as a company that markets to 42 countries, the conversion in marketing from a one-channel system to a deregulated industry, the establishment of various cooling plants at Dutoit and other companies where he served as a director, and the associated modernisation of packaging plants under his leadership.



“ Pieter is widely regarded as a visionary and strategic thinker. Someone who can develop large businesses successfully and profitably. One of his strongest qualities is to apply his financial knowledge within a business environment. With these longstanding prestigious awards, Hortgro seeks to recognise excellence and selfless service to the pome and stone fruit industries. The recipients of this year's award categories contribute to an already impressive list of individuals who made their mark in agriculture. ”

Anton Rabe
Hortgro's Executive
Director

