



WAITROSE FOUNDATION SOUTHERN AFRICA

QUARTERLY NEWSLETTER

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CELEBRATING 20 YEARS OF IMPROVED LIVELIHOODS

Foreword by Gordon Fairbrother

It was impossible to envisage in 2005, that in a little over 20 years the Waitrose Foundation would be celebrating such an important milestone, it's 20th anniversary, in 2025. Conceived in response to the many issues relating to the emergence of Fairtrade fruit onto the UK market, the Foundation's initial steps were, by necessity, carefully chosen to fully explore the idea without taking excessive risks. The Foundation launched in 2005 in the citrus category, with each member of the supply chain including growers, exporters, importers and Waitrose, undertaking to contribute a portion of their turnover to fund projects designed to empower and uplift the workers on growers' farms. The success of this trial gave everyone sufficient confidence to roll out the Foundation concept to the remaining fruit categories for the following season. The rest, as they say, is history.

Initially, the Foundation faced many challenges. Many stakeholders, facing widely differing needs and pressures, had to be convinced of the viability of the idea. However, the Foundation's key features - its funding model and the bottom-up approach to its work - were sufficient to convince any sceptics. For the Waitrose customer the advantages of Foundation products were clear: excellent quality fruit from dedicated growers that had been ethically sourced, and with no price premium to pay - a powerful proposition which set apart Waitrose from its competitors.

Congratulations! The Foundation now encompasses many additional categories and countries, uplifting many more people than we could have imagined in 2005. An extraordinary achievement and testament to everyone involved during the past 20 years. Given this success, what can be achieved by the Foundation's 30th anniversary, in 2035?

- **Founding Member and Former Head of Buying Fruit & Veg, Waitrose UK** -

WELCOME TO THE SPRING EDITION OF OUR NEWSLETTER!

It is a season that mirrors the heart of our work - investing in people and communities so that they can flourish.

Spring blossoms signal the promise of new harvests, while partnerships continue to thrive through shared purpose and collaboration. We will continue to celebrate the momentum of truly life-impacting projects, highlight inspiring community stories, and share updates from our dedicated partners who continue to make a meaningful difference.

This year also marks a special milestone - our **20th Anniversary!** As we journey through 2025, we honour two decades of commitment, resilience and partnership.





Global Update



Improving Livelihoods across the Globe

We encourage you to read the **Waitrose Foundation's 2024 Annual Report** published in August. (www.johnlewispartnership.co.uk) Above is a snapshot of the global impact. In addition, we're sharing a project report from **Kenya**. Currently, in Kenya, 59% of people do not have access to safe drinking water, even less (29%) have access to basic sanitation. Since 2000, access to safe drinking water has increased by 12%, while access to basic sanitation has fallen by 5%. In Kenya, 9.9 million people drink directly from contaminated surface water sources. Only 25% have hand-washing facilities with soap and water at home.

As part of the Foundation's commitment to investing £1 million in **climate resilience programmes**, it has funded the construction and rehabilitation of water infrastructure near its roses supplier, Ravine, as well as providing water purification solutions. This was part of a wider programme of work to support water security for the communities around our suppliers in Kenya. Near Ravine, women were walking downhill and back from the river about 8km each way just to collect water, or were paying for overpriced river water from sellers who would collect the water using donkeys. Key project activities funded included the construction of a water holding tank, laying of main pipeline, and establishment of central water points. The project has now been finalised. In these photos, you will see a donkey going on 'leave' as its services are no longer required. The community celebrated this occasion and most importantly the fact that people can now easily access drinking water, sometimes even from taps in their homes. We share the joy of this community!



Worker Voice Projects

Chiltern Resources Centre - Grabouw

The farm's Resource Centres are helping workers achieve something many once thought was out of reach, completing their matric. To support this, the company provides each worker with 2 hours per week to attend classes, making education a real and accessible priority. Workers have access to 3 fully equipped centres, each offering a safe and structured learning environment.

This year, 37 workers are enrolled to study towards their matric qualifications. But the support doesn't stop there. Once workers complete their studies, they are encouraged to pursue their career ambitions, even if that means following opportunities beyond the farm.

With many young employees eager to complete Grade 12 or improve their results, the centres have become a hub of energy and determination. More than just neat facilities, they offer structured learning programmes led by passionate, dedicated staff who walk alongside workers on their educational journey. The result is not only improved qualifications, but also greater confidence, ambition, and hope for the future.



Workers invest in Health and Well-being

At De Rust (Paul Cluver) workers proudly chose to use their Worker Voice funds to create a gym as a place where health, strength, and community come together.

Today, 30-40 rugby players train there regularly, building not only fitness but also team spirit. A few women have also started using the facility, and committee member Esme is confident that participation will grow in the summer months as new exercise programmes are introduced.

The gym stands as a symbol of workers and their families taking charge of their own well-being.



At **Politsi Primary School in Tzaneen**, a **vibrant food garden** has been established to provide fresh vegetables for the learners and the community. The crops, such as leafy greens, are thriving well in the open field, but monkeys often raid the garden, making it difficult to protect the produce. To solve this challenge, the Johan Spies Workers have agreed to use their Worker Voice Funds to set up a greenhouse to ensure that the vegetables can be grown in a safe, controlled environment where they are protected from animals while also benefiting from improved growing conditions. This project not only promotes food security but also teaches learners valuable agricultural skills.





Women's Month Spotlight: Reproductive Health

Nel Brothers Boerdery hosted a special **Women's Day** event in partnership with Capespan and Chrystal View Vineyards at the Oranjedal farm in Onseepkans in the Northern Cape. The community centre was transformed into a festive, colourful space with beautiful table decorations, delicious treats, and an inspiring talk from a motivational speaker.

The focus was not only on celebrating women in farmworker communities, but also on providing meaningful support for their wellbeing. Through the Waitrose Foundation Central Programmes, Palesa reusable sanitary pads were distributed. These premium products are widely regarded by users as a more comfortable alternative to disposable options. They are free from harmful chemicals, designed for leak-proof performance and ease of washing, as well as long-term durability - backed by a five-year quality guarantee.

The women expressed sincere gratitude, as these products not only ease financial pressure but also promote dignity, reduce work days lost, and offer an environmentally friendly solution. Farms that took part in the events included Tierkop, Rooiduyn, Nuweland, Alkara, Rooipad, Omdraai, and Stofeiland.



Celebrating Chrysalis Academy graduates

Bradley Patoshie and **Lulutho Sizani**, both from De Doorns, began their journey with the **Waitrose Foundation Youth Programme** in March 2023 through the Entrepreneurship Course.

For Bradley, who had dropped out of school, the programme became a turning point, building his confidence and sparking a vision for his future. Lulutho, then studying for a BA in Marketing at Boston City Campus, applied the skills from the programme directly to his spaza shop business.

Both went on to complete accredited computer training and, in June 2025, achieved a major milestone in graduating from the **Chrysalis Academy's 24 Charlie Programme**. Today, Bradley is thriving as a Healthnutz Sports Coach during his internship at Sandhills Primary School, while Lulutho contributes his skills in the Finance Department at SAPS De Doorns.

Both have transitioned from unemployment to employment, embracing the responsibilities and challenges of the workplace. They have expressed gratitude for the programme's role in equipping them with the skills and work ethic necessary to excel in their new roles. They are both passionate about inspiring young people to strive for excellence, not just settle for mediocrity. Their new motto: Success requires dedication, continuous learning, and actively seizing every opportunity.



Community Voices

Community Support for Wyzersdrift Primary

Workers from FJ le Roux, Vicintri, Swartwalle and Anjari in the Market Demand Fruit exporter group made the decision to use their funds to provide interim educational support relief at the local primary school where many of their children are enrolled.

This support became essential after the Western Cape Education Department (WCED) confirmed that it will reduce the number of funded teacher posts from 2025 onwards. The cuts are part of province-wide budget constraints and mean that schools now have fewer teachers than they need. For this primary school it has resulted in multigrade teaching, where one teacher must handle two grades at the same time. Over time, this puts strain on teachers and risks lowering the quality of learning for children, including those from our partner farm worker families.

Through the relief provided, the school was able to appoint an extra teacher to ease the burden and ensure that Grade 2 and 3 learners receive the attention they need.

In the words of Mrs Petersen, Principal of Wyzersdrift Primary: "Ms Deana Slingers has quickly become an integral part of our team since April 2025. Her engaging lessons and warm approach inspire the children and foster a real love for learning every day."



Hard work pays off at De Vlei, De Doorns

On a recent visit to De Vlei farm, Aftercare Facilitator **Yvonne Japhta** proudly shared the academic success of one of her former students, **Marchea Claudine Koopman**. Marchea graduated cum laude in Nursing from the Western Cape College of Nursing and is now working as a Dental Assistant in Sunset Beach, Milnerton, with plans to continue her studies.

Her journey began on the farm, where she first attended the crèche and learnt to write her name. Yvonne, beaming with pride, recalls how she taught Marchea to write!

With the support of afterschool programmes led by dedicated facilitators like Yvonne, she built a strong foundation that has carried her into adulthood. Marchea's achievement is both an inspiration and a reminder of the value of quality afterschool support. It shows how opportunities provided in early years can open doors to education, personal growth, and bright futures.



Congratulations to all our partner farm workers nominated for the **Western Cape Prestige Agri-worker of the Year Awards!** Your nominations highlight the vital role you play in the agricultural sector and the excellence you bring to your work every day. The Western Cape Department of Agriculture celebrates the dedication and quality of workers across 15 regions. We are proud of those who won or placed as runners-up in categories including General Workers, Drivers, Irrigation, Technical Operators, Administration, Supervisors, Junior Management and Social Development.

Karate update from Indigo Berries - United Exports

The Indigo Berries **Karate Programme** was established as part of a wider initiative to empower young people as young as 6 years old and older persons with the skills and discipline needed to thrive beyond the classroom and workplace. Rooted in principles of respect, focus, and resilience, the programme creates a safe space where students can grow both physically and mentally. By incorporating karate into their routine, participants are introduced to a structured environment that emphasises not only self-defence but also self-confidence, teamwork, and leadership development. Over time, the results have shown.

Each week, the training hall becomes a place of commitment and perseverance. As instructors shared, "We wanted to share how exceptionally proud we are of the group of committed karate students - every week when we get to the training hall, Jacques and the group are already busy practicing their kata's or work we've taught them previously. It is a rare occasion, and we hope you celebrate with us." This consistent drive to arrive early and practice independently reflect the deep impact the training has had on their mindset and work ethic.

The journey of the karate students continues to inspire and we look forward to following their progress as well as personal growth.



Women celebrated at Oudewagendrift

To celebrate **Women's Month**, the principal of Oudewagendrift's **Vrolike Vinkies Crèche, Emily Lewies**, and her dedicated staff hosted a special breakfast for mothers and women in the community on the 23rd of August, welcoming 40 women to celebrate together. The theme was 'Bold and Beautiful'. When interviewed, Emily spoke with warmth and humility, reflecting on her personal journey and the impact the Waitrose Foundation has had on her life.

Emily's story began in 2010 when a farmworker introduced her to the crèche. With the support of her employer, Emily was registered at Boland College to complete her NQF Level 4 & 5 qualifications. Her CAMI & ELDA training was funded by the Waitrose Foundation and she registered the crèche with the Foundation's assistance. She recalls how the Team's face-to-face and online support was a turning point, helping her grow from someone with no experience in delivering a formal learning programme to a leader who now writes weekly lesson plans, communicates confidently in English, manages invoices for parents, and even uses a laptop and Zoom to stay connected.

"The Waitrose Foundation believed in me more than I believed in myself," she shared. "We think we are just ordinary, but there is something within us. We must not underestimate ourselves." Today, as a proud mother of three, Emily embodies the values of passion, sacrifice, and going the extra mile. Through her leadership, she's created a nurturing space for children and continues to inspire women in her community to recognise their own potential.

Supporting the Youth for a brighter future - Madelé Mouton reporting from Citrusdal

In alignment with one of the Waitrose Foundation's five key focus areas, **Education & Training**, the **Mouton Foundation** aims to help young people make informed life choices, succeed academically, and prepare for meaningful employment. As part of their commitment to the development of the farming community, the Mouton Foundation continues to invest in two key initiatives: the Youth Programme and Tertiary Bursary Programme. Both aim to equip young individuals with the skills, opportunities, and support needed to pursue higher education and become future leaders in their communities. The **Youth Programme** focuses on the holistic development of learners in Grades 9, 11 & 12. Activities undertaken in the programme include:

- Career guidance and life skills for Grade 11 and 12 learners, covering personal development, positive values, leadership, and coaching (individual and group).
- Career exposure opportunities, including visits to local businesses and conversations with professionals in different fields.
- Visits to tertiary institutions such as the West Coast College, where learners explored various faculties and programmes.
- Quarterly academic monitoring through learner reports to evaluate progress.
- Job shadowing opportunities during school holidays.
- Entrepreneurship and basic project management training, where learners developed and presented their own business ideas.
- Grade 9 learners support include: aptitude tests, subject choice guidance, academic monitoring & exposure to tertiary institutions to prepare for future studies.



Waitrose Foundation - Bursary Opportunities

Bursary opportunities are offered to two current or prospective students enrolled at universities, as well as two current or prospective students attending TVET Colleges within South Africa, Namibia, Zambia and Zimbabwe. Eligible applicants must either be permanent employees, children of current permanent employees, retired employees, or children under legal guardianship of permanent employees affiliated with a grower that forms part of the Waitrose supply chain. These bursary opportunities are available to Qualifying Applicants (QAs) who are either continuing their academic studies or have received provisional acceptance to pursue studies at an accredited university or TVET College in South Africa, Namibia, Zambia and Zimbabwe. Eligible fields of study include the following faculties: **Agrisciences | Education | Community Health and Social Sciences | Medicine and Health Sciences | Business Sciences, including disciplines such as commerce, industry, logistics, and retail.** Enquiries must be directed to info@waitrosefoundation.org.za. **Applications close on 30 September.** Moira Daniels from MG Skills Development and a service provider in our Youth Development Programme has offered some tips for young people who are applying for the Bursary.

- Pay attention to the deadline, required documentation, and instructions to ensure your application is complete and accurate. Use correct grammar, punctuation and spelling throughout your application.
- Gather and prepare all supporting documentation well in advance of the deadline.
- Applying to multiple higher education institutions and courses will increase your chances of getting an acceptance letter, which is required for the bursary application.
- Understand which level of higher education you're eligible for by checking two key things: your APS score and the admission requirements for the specific courses you're considering.
- The following structure will help you write an effective motivational letter:
 - Paragraph 1: Identify what you are applying for
 - Paragraph 2: Demonstrate your commitment to your studies and future goals
 - Paragraph 3: Highlight your leadership qualities and community involvement
 - Paragraph 4: Summarise financial need - be honest, without exaggeration
 - Paragraph 5: Mention how you meet the requirements
 - Paragraph 6: Show appreciation for considering your application



Community Development Insights

"I am **Reese Jasson**, a 3rd year **Bachelor of Community Development** student at the University of the Western Cape, where, during my practicum with the Waitrose Foundation South Africa (WFSA), I was offered a valuable opportunity to apply theoretical knowledge in practice. During my placement, I was granted the opportunity to contribute to youth engagement initiatives, was exposed to programme evaluations, and did visits to Early Childhood Development Centres. These activities demonstrated the importance of inclusivity, accountability, and participatory planning in achieving sustainable outcomes. They also reinforced the role of ethical practice and critical reflection in development work.

The Foundation's work reflects central theoretical approaches to community development. Its initiatives embody the Capability Approach, by broadening opportunities and improving quality of life, and align with the well-being dimensions framework, which integrates social, economic, and environmental factors. Furthermore, the use of worker and parent committees illustrates the principles of participatory development, ensuring that communities are active partners rather than passive recipients. Waitrose's integration of community development within its supply chain underscores how global business can contribute to sustainable change by reinvesting in the communities that sustain its operations.

Looking ahead, my goal is to work with organisations such as the Waitrose Foundation to strengthen the link between theory and practice. I aim to support the design and evaluation of programmes that are inclusive, sustainable, and grounded in community agency, contributing to meaningful and lasting development."



"My name is **Sihle Mtenganya**. I am a 3rd year **Bachelor of Community Development** student at the University of the Western Cape and I am studying **Community Development**, specialising in **Nutrition**. I enjoy being able to connect what we learn in class to real people, real families, and real communities. Over the past few weeks with the Foundation, I've visited farming communities, met parents and children, and witnessed how community development truly comes alive on the ground.

One of the most memorable moments was giving a presentation to parents at the 32 degrees Packhouse in Ceres. I spoke about nutrition, food security, and how meals prepared at home directly affect children's growth and learning. What made this experience meaningful was that it wasn't just me sharing knowledge - it became a two-way exchange. Parents asked thoughtful questions, shared their own experiences, and reminded me of the importance of involving families in every step of development work. For me, it was a powerful reminder that theory becomes truly valuable when it is translated into practical solutions that people can use in their daily lives.

Visiting various ECDs also taught me valuable lessons. At Vrolike Vinkies, I saw how stability and security are created for children right where their parents work, and it struck me how powerful it is when education becomes part of the farming community. I was inspired by how nutrition is woven into daily routines, even in the face of challenges with food security, showing me that small creative approaches can make a real difference in children's health. The Ceres visit tied everything together for me, showing how farming livelihoods, early education, and family well-being are deeply connected. I became more convinced that nutrition cannot be separated from the bigger picture of development.

What stood out most for me about the Foundation is its commitment to looking holistically at communities. The focus is all encompassing: education, health, and empowerment. Seeing this approach in action has shown me how much change is possible when investment is made holistically in people's lives. This has been more than a learning journey. It's been about seeing, listening and reflecting. I'm grateful for the opportunity and I look forward to carrying the lessons with me as I continue my studies and work in community development."





Knowledge Hub

SOUTHERN AFRICA

IMPLEMENTATION PARTNER: WAITROSE FOUNDATION SOUTH AFRICA

Total number of Foundation growers

401

Total number of Foundation labelled products

100

Countries in region

South Africa, Zambia, Zimbabwe & Namibia

Total number of farmers and workers

152,113

Foundation product categories

Apples, apricots, avocado, blackberries, blueberries, cherries, figs, grapefruits, grapes, lemons, lychees, mandarins & clementines, nectarines, oranges, passionfruits, peaches, pears, plums, raspberries, sharon fruits & wines

Regional highlights

- 249 country and worker voice projects delivered
- \$3,453 direct project beneficiaries
- 77% of worker committee members reported greater self-confidence through participating in a committee
- 78% of workers have worked on their Foundation farm for more than five years

ONGOING PROJECTS

Educational Development

The Foundation worker committees in South Africa typically prioritise healthcare and education projects. The national unemployment rate for youth is 44% and there is more limited access to healthcare services in rural farming areas. One of the longest running projects in the region is the construction and ongoing operation of over 100 Farmlet Care (early learning) facilities on farms, as well as learning resources and improved nutrition courses. Together, 56,356 girls and boys benefited from improved access to education in the region.

The continuation of longstanding healthcare programmes include the psychosocial resilience training and emotional wellness projects which in 2024 reached 447 individuals. These programmes support farm workers to manage impacts of trauma, share knowledge on reproductive health, and mentor workers in management of substance abuse.

WAITROSE FOUNDATION PROGRESS REPORT 2024/25

SOUTHERN AFRICA

NEW PROJECTS

Food gardens

At Habata Boerdery, a Foundation grape growing partner, the worker committee established a Green Garden initiative. The programme cultivates fresh vegetables, donating a portion to vulnerable groups such as the elderly, and selling the surplus to the community. The project not only supports food security but proceeds from the safe food life skills workshops which empower local teenagers with tools for personal growth and resilience.

"The Food Green Garden project [is] producing beans, carrots, beet, onions and corn. The intention is also to use the vegetables during winter for use in a soup kitchen!"

Nico Schoeman, EXOSA-Habata Boerdery Worker Committee member

Hosanna Laundry

At one of our grape growers, Schoonbee, the Foundation worker committee equipped a vacant room as a laundry facility and trained unemployed residents of workers to provide laundry services to the workers and surrounding packhouses. In time, the laundry employees will look to extend their services to also include repair work. Beyond the additional income earned for laundry service workers, funds will also be reinvested back into the day care facility on the farm, providing enhanced learning facilities for children of farm workers.

Emerging Leaders Training

The highly popular Emerging Leaders programme, previously delivered in Kenyan Foundation farms, has also been delivered across our apple and pear growing communities. The programme enhances the personal and professional development of workers, improving their financial literacy, teamwork and leadership skills in the workplace, community and home. 100% of the participants reported to have applied the learning from the programme, with common benefits including improved confidence and financial literacy.

"I never used to be a person who saved / used money recklessly but after the training, I have learned how to be a saver!"

Emerging Leaders Programme Participant, Doringburg

13 JOHN LEWIS PARTNERSHIP

WAITROSE FOUNDATION PROGRESS REPORT 2024/25

SOUTHERN AFRICA

UPDATES ON PREVIOUSLY COMPLETED PROJECTS

In 2023, the Foundation supported our berry growers' families with solar geysers and electricity inverters. The geysers provide access to warm water, negating the need to boil water for bathing, while the inverters mitigate the impact of load shedding, allowing electricity to the homes to remain functional. Follow up studies highlight the average annual electricity saving per household is £90 (R. 2,275) throughout the winter.

Every year Waitrose Foundation Southern Africa delivers a range of skills development training programmes, which include youth development and leadership training. Our follow up evaluation this year indicated that 75% of beneficiaries that took part in the programmes reported an improvement in employment outcomes as a result of training.

Over the past five years, our partner has delivered 254 health and wellbeing programmes. These include provision of clinic, medical funds, counselling, sport and recreation projects. Of those beneficiaries evaluated last year, 83% reported that their health had improved due to the Foundation's programmes. This can have a positive impact on the grower's business: throughout 2022 and 2023 one of our apple growers was supported with access to clinic services and gym infrastructure, which led to clear health and wellness benefits for their workers. Between 2022 and 2024, absenteeism levels at the farm decreased from 6.7% to 4.27% and productivity levels increased by 11%.

14 JOHN LEWIS PARTNERSHIP

WAITROSE FOUNDATION PROGRESS REPORT 2024/25

Information worth sharing

A few years ago our Regional Farm Support Manager, Eleanor Louw, came across a wonderful organisation, called **Biblioneef** while involved with Foundation supported projects at Monteith Farm in Grabouw. Biblioneef is a SARS-approved Section 18A Public Benefit Organisation. Established in 1998 by a former Dutch Ambassador, Biblioneef forms part of an international network of independent organisations. It is guided by a deep commitment to serving communities where access to quality education is most needed. Biblioneef prioritises primary schools, ECD centres, libraries, and community organisations in townships and rural regions where educational resources are scarce and literacy outcomes lag behind. Find out more here: www.biblioneef.org.za

The Waitrose Foundation, as one of the implementing partners of the **YearBeyond programme**, applied to Biblioneef for material to be used in the **Afterschool Literacy Programme** in the Ceres area. The group of YeBoneers enrolled in the programme is supported by Eleanor as mentor throughout their year of service.



In Closing

As we mark 20 years of the Waitrose Foundation, this milestone is a celebration of what's been achieved as well as a reflection on the people who make it possible. While the Foundation began with a bold vision, it is sustained and brought to life every day by the dedication, passion, and commitment of our team. Their hard work ensures that the values at the heart of the Foundation are not just principles, but tangible actions that empower farm workers and uplift communities across Southern Africa.

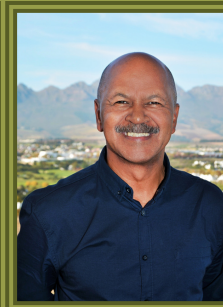
Our Anniversary Conference in October will be a moment to celebrate two decades of impact, the partnerships that have shaped the journey, and look ahead to opportunities still to come. The launch of our new website offers a fresh way to share these stories, connect with our partners, and showcase the ongoing work of transforming lives.

Thank you to our partners, and everyone contributing to this journey. It is through your energy, commitment and shared purpose that we continue to grow, inspire, and make a lasting difference. Together, we celebrate 20 years of impact and step confidently into the future.

Faith Brown - General Manager



Faith



Raymond



Hilda



Ishmael



Eleanor



Emily



Avile



Laura



Timian



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