



SOCIAL & ETHICS REPORT

SUPPLEMENT TO THE ANNUAL REPORT

20²⁴₂₅

*at Casidra, we make
the difference!*



Western Cape
Government
FOR YOU

Casidra is a Provincial Government
Business Enterprise for the Western Cape



FOREWORD

“As we reflect on the period covered by this Human Capital and Social and Ethics Report, it is with pride that we acknowledge the unwavering dedication and commitment of our team in advancing **Casidra**'s mission. The foundation of our success lies in the strength of our people—our human capital—and their adherence to the ethical principles that guide us.

In 2024-25, we have made significant strides not only in fostering an environment where talent thrives but also in aligning our operations with the highest standards of integrity, accountability, and social responsibility. We remain deeply committed to nurturing a culture of respect, inclusivity, and collaboration, which is central to our ability to make a meaningful impact in the communities we serve.

This report highlights the ongoing progress we have made in both human capital development and ethical governance. It showcases our dedication to creating sustainable growth opportunities for our employees while ensuring that **Casidra**'s operations contribute positively to the broader social and economic landscape.

I would like to extend my gratitude to every member of the **Casidra** family for their hard work, passion, and tireless efforts in making this vision a reality. Together, we continue to build a future of shared prosperity and a brighter tomorrow for all.”

Emily Hendricks
Chairperson HC and
Social & Ethics Committee



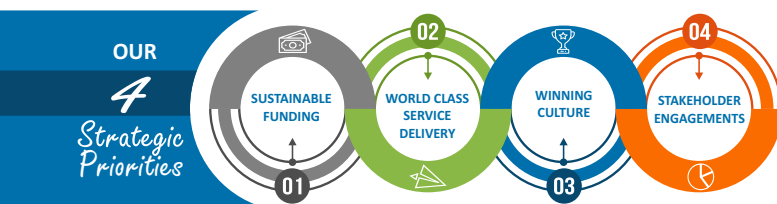
TABLE OF CONTENTS

1. Purpose of the Report	2
2. Key Focus	3
2.1 Social Ethics and Sustainability	4
2.2 Occupational Health and Safety	13
2.3 Environment and Climate Change	15
2.4 Stakeholder and Relationship Engagements	19
2.5 Labour and Employment	22
2.6 Good Corporate Citizenship	24
3. Positioning for a better Future	27
4. Recommendation or Approval	27

PURPOSE

The purpose of **Casidra**'s Human Capital and Social and Ethics Report for the 2024-25 financial year is to provide a comprehensive overview of the Company's efforts and progress in promoting ethical business practices, legal compliance, employee well-being, stakeholder engagement, and sustainable development. This report aims to demonstrate **Casidra**'s commitment to responsible corporate citizenship by transparently reporting on initiatives that support workforce transformation, social investment, environmental stewardship, and governance. It serves to inform stakeholders, including the Board, employees, partners, and the broader community, about **Casidra**'s dedication to creating long-term value in a socially and ethically responsible manner.

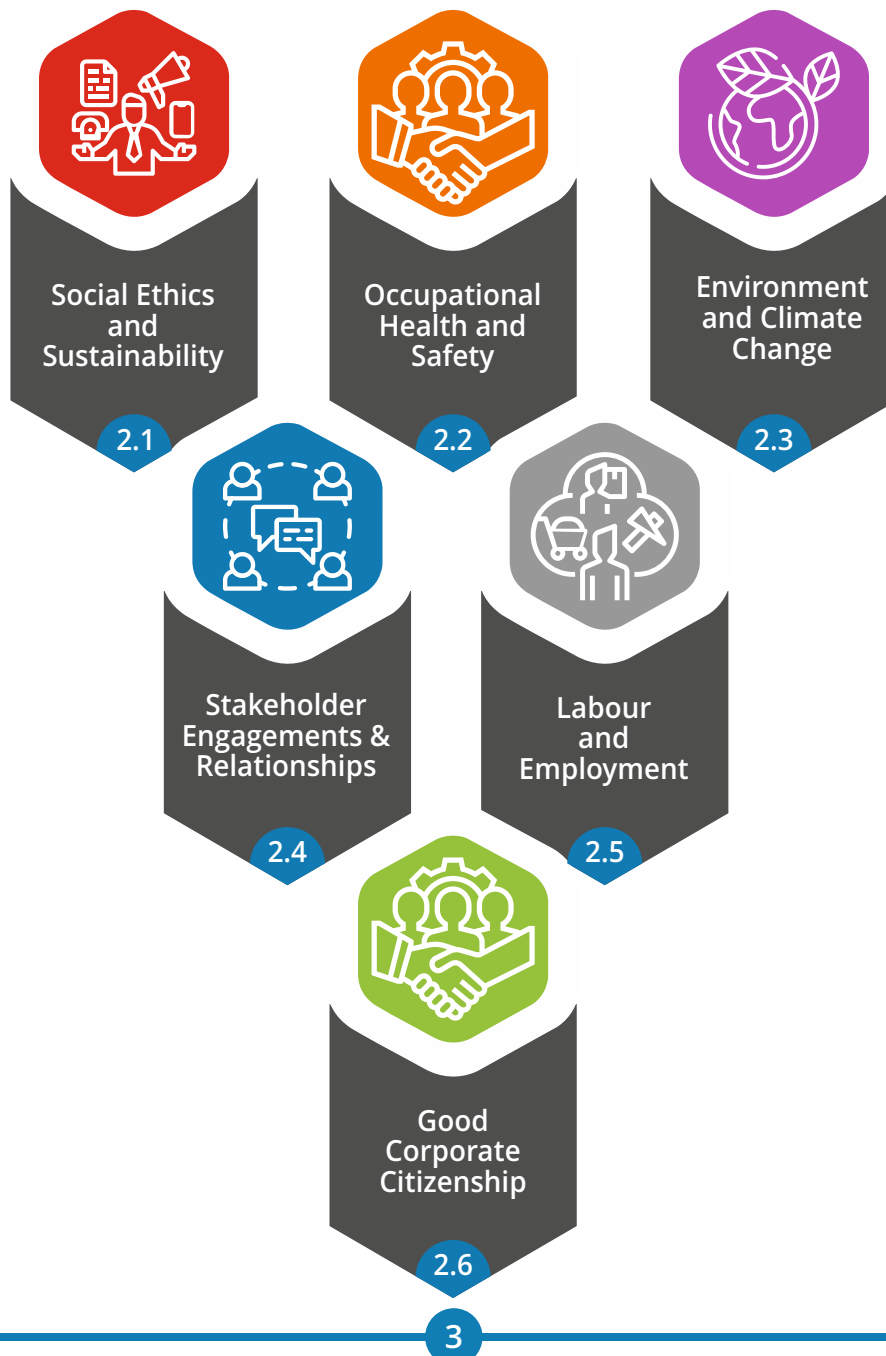
This report is prepared by the Human Capital and Social & Ethics Committee. The Committee is responsible to assist the Board in reporting on and overseeing **Casidra**'s activities in terms of legal compliance, stakeholder relationships, ethics, responsible corporate citizenship and sustainable development. The Committee works closely with the CEO's office to assist the Board in achieving its business objectives sustainably and ethically through monitoring several important sustainable development initiatives of the Company.



KEY FOCUS

Casidra has a developmental focus with a mandate to bring about agricultural and economic development within a rural development and land reform context. In an attempt to bring life to this mandate, the Board and Management reviewed our company's strategic elements: Strategic Priorities, Vision, Mission, Values, and Slogan to ensure alignment with the Ministerial Priorities: Agricultural Support, Business Support, Food Security and Nutrition, and Market Access. This review also aimed to connect with the Western Cape Government's broader objectives of the Growth for Jobs Strategy (G4J), which aspires to cultivate a provincial economy characterised by substantial growth, resulting in increased employment and opportunities. The G4J envisions an economy that is sustainable, resilient, diverse, and prosperous, fostering confidence, hope, and prosperity for all.

This report highlights Casidra's efforts to be a responsible corporate citizen through the implementation of several initiatives that contribute to key focus areas for 2024/25 as follows:





Social Ethics
and
Sustainability

2.1



Casidra continues to support the Western Cape Government's vision of an equal society with opportunities for all and our project implementation is aligned to ensure that we prioritise services to children, women, people with disabilities and senior citizens. This aligns well with the objectives of the 17 SDGs that seek to reduce inequality, improve standards of living and protect lives and the planet. Casidra has identified the following three SDGs namely, 1, 2, and 13 that resonate with our mandate and can contribute in the following ways:

1 NO POVERTY



Casidra plays an important role in the fight against poverty (SDG 1) by implementing agricultural infrastructure and providing production grant support to beneficiary farms in the Western Cape. **Casidra** delivered agricultural projects to the value of R156 Million through the Commodity Producer Allocation Committee (CPAC), Departmental Project Allocation Committee (DPAC), Land Reform Advisory Desk (LREAD), and Unit for Technical Assistance (UTA). The company also facilitated training to approximately 2800 beneficiaries. Poverty in rural areas was addressed by:

- **Empowering Communities:** Through initiatives that promote education, capacity building, and skills development, **Casidra** helps individuals and communities become self-sufficient, reducing dependency on external aid and alleviating poverty.
- **Improving Access to Resources:** **Casidra** helps rural communities access essential resources such as land, water and infrastructure, enabling people to create sustainable livelihoods.
- **Facilitating Economic Opportunities:** **Casidra** works with local entrepreneurs, businesses, and farmers, promoting job creation and income-generating opportunities in rural areas.



2 ZERO HUNGER



Casidra contributed to food security, nutrition, sustainable agriculture and implemented approximately 7500 community and household gardens across the Western Cape to address the issue of food insecurity by:

- **Promoting Sustainable Agriculture:** Through training and support for farmers, **Casidra** promotes environmentally friendly agricultural practices that improve productivity and sustainability.
- **Improving Food Systems:** **Casidra** works on projects that improve access to nutritious food, such as supporting small-scale farmers in improving crop yield, providing access to better agricultural technologies, and facilitating local food production.
- **Enhancing Food Security:** By assisting in the development of agricultural infrastructure and supporting rural economies, **Casidra** helps reduce hunger and malnutrition in rural communities.

13 CLIMATE ACTION



Casidra assisted the Western Cape Department of Agriculture (WCDa) by providing support to smallholder farmers and communities. Solar power solutions were installed on several farms across the Province. In addition, we supported both the private and public sectors in delivering water security initiatives and implemented river protection and stabilisation works. **Casidra** contributed to climate action by:

- **Promoting Climate-Smart Agriculture:** By supporting farmers with knowledge on climate change resilience and sustainable farming practices, **Casidra** helps mitigate climate risks in rural areas.
- **Supporting Renewable Energy:** **Casidra** supports the adoption of renewable energy solutions in rural areas, such as solar power, to reduce the dependence on fossil fuels.
- **Building Resilience to Climate Change:** **Casidra** supports communities in adapting to the impacts of climate change, such as droughts and floods, by promoting water management, soil conservation, and disaster risk reduction strategies.



2.1 Social Ethics and Sustainability

2.1.1 Economic Sustainability and Viability

Casidra recognises that its continued existence and prosperity depend on maintaining economic viability.

To this end, the Company actively pursues partnerships within both the public and private sectors to diversify income streams and ensure the long-term sustainability of the business.

Currently, **Casidra's** funding structure includes an annual Core Funding Allocation from the Western Cape Department of Agriculture (WCDoA), which is designated for delivering specified services. In addition, **Casidra** generates revenue by offering project management services to clients across both sectors. To support growth and expansion, the Company prioritises delivering cost-effective and efficient project implementation services that enhance its funding potential.

Casidra remains proactive in engaging with prospective partners from private and public institutions to explore opportunities for collaboration and new business partnerships.

2.1.2 Financial Resources

Over the three-year period from 2022/23 to 2024/25, **Casidra** has shown a consistent upward trend in own income generation, reflecting a concerted effort to diversify revenue sources beyond core funding. Comparative figures over this period are presented in Table 1.

Administrative income, which includes interest earned on investments, fluctuated over the period. In 2022/23, it stood at R2.611 million, increased significantly to R4.164 million in 2023/24, and then declined to R2.805 million in 2024/25 (Figure 1). The decline in the most recent year is attributed to lower interest rates coupled with reduced core funding received in 2024/25.

Project income followed a strong upward trajectory—from R5.755 million in 2022/23 to R8.620 million in 2023/24, and further increasing to R10.844 million in 2024/25 (Figure 1). This growth underscores the organisation's increasing success in securing and delivering income-generating projects.

As a result, total own income (comprising administrative and project income) grew from R8.366 million in 2022/23 to R13.649 million in 2024/25—a 63% increase over the three-year period. This highlights steady progress toward enhancing Casidra's financial sustainability.

Total income, including core funding from the Western Cape Department of Agriculture, increased from R36.160 million in 2022/23 to a peak of R43.479 million in 2023/24, before slightly declining to R42.221 million in 2024/25.

Importantly, the share of own income as a percentage of total income has shown year-on-year improvement (Figure 2):

- **2022/23:** 23%
- **2023/24:** 29%
- **2024/25:** 32%

This upward trend in self-generated income aligns with **Casidra's** strategic objective of enhancing organisational resilience through diversified revenue streams while maximising socio-economic impact and enterprise development. The key outcome indicator is to increase own income (non-core funding) as a percentage of total income to 50% by 2030.

INCOME	ACTUAL 2022/23	ACTUAL 2023/24	ACTUAL 2024/25
Admin income generated	2 611	4 164	2 805
Project income & target revenue	5 755	8 620	10 844
Total own income	8 366	12 784	13 649
Total Income (including core funding)	36 160	43 479	42 221
% own income of total income	23%	29%	32%

Table 1: Income comparison figures

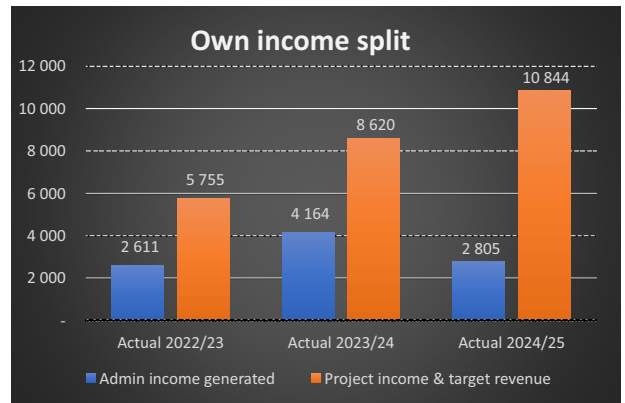


Figure 1: Comparison of administrative income and project & targeted revenue over the three-year period from 2022/23 to 2024/25.

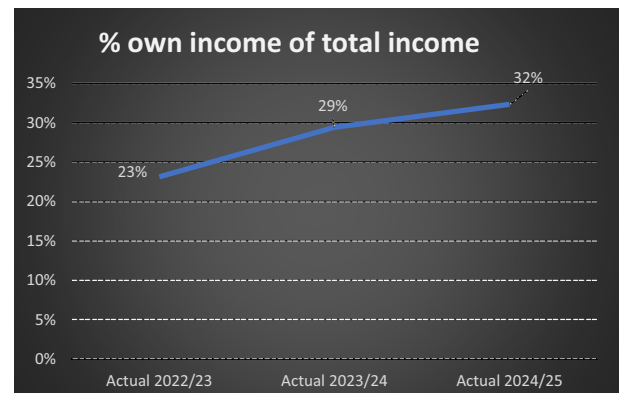


Figure 2: Share of own income as a percentage of total income



2.1 Social Ethics and Sustainability

2.1.3 Information and Communication Technology (ICT)

During the 2024/25 financial year, several key ICT initiatives were successfully implemented, contributing to improved operational efficiency, system integration, and digital transformation across the organisation.

Modernisation and Integration of ICT Software

The ICT software integration project is progressing well. The first phase was successfully initiated and implemented on 1 April 2024.

Phase 2, involving the integration with Sage Intacct, was completed successfully by 1 July 2024. This phase marks the completion of the initial integration stages, ensuring seamless connectivity between **Casidra**'s financial operations, Casper, and Sage Intacct. The bank importation process was executed smoothly and is now fully active and operational. Additionally, the Casper feed of information into Sage Intacct is functioning as planned.

To support ongoing maintenance and optimisation, **Casidra** has entered into a Service Level Agreement (SLA) with service provider, to address any post-implementation issues and ensure continued system performance.

ICT Training and Awareness

Casidra remains committed to safeguarding its network infrastructure and enhancing cybersecurity awareness among its staff. To support this commitment, the State Information Technology Agency (SITA) was appointed to conduct a comprehensive cyber vulnerability assessment across all devices connected to **Casidra**'s network, using specific scanning parameters.

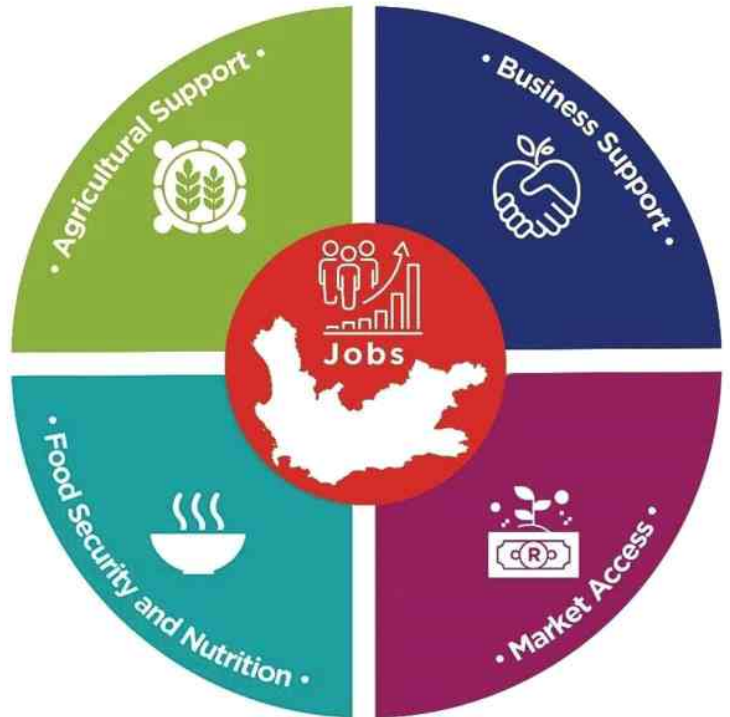
Furthermore, SITA delivered cybersecurity awareness training to all **Casidra** employees during this financial year. This training aims to keep staff informed and equipped to effectively address evolving cyber threats and trends.

ICT Framework and Plan

The comprehensive ICT Governance Framework and ICT Strategic Plan were developed to address the shortcomings identified in the 2023/24 ICT General Controls Review. This initiative will enhance the resilience and governance of **Casidra**'s ICT environment. The framework and plan are in the process of final approval by the Board.

2.1.4 Responsibility and Quality

Casidra committed to aligning itself with the Western Cape Government's Strategic Priorities, i.e. (i) Safety, (ii) Jobs, and (iii) Dignity and Well-being within our communities as well as the Ministerial Priorities: Agricultural Support, Business Support, Food Security and Nutrition, and Market Access.



Jobs and Food on the table





Casidra has been proactive in implementing rural infrastructure projects in river systems. As custodians and beneficiaries of the environment, its protection or safekeeping is crucial to the sustainability of agricultural production. **Casidra** has been playing a key role in the rollout of river protection projects for WCDoA to mitigate against floods brought about by the onset of extraordinary weather events due to climate change.

OUT WITH THE OLD, IN WITH THE NEW AT JONKERSHOEK!

During the year, **Casidra** signed off and handed over fencing projects for the first of five CapeNature Reserves, namely Jonkershoek Nature Reserve. The project included replacing old fencing with new fencing and marking reserve boundaries to prevent land invasion.

These reserves are faced with several challenges, which include threats such as livestock and human encroachment. Therefore, it is crucial to replace old fencing with secure barriers to preserve and protect the ecosystems and the species that inhabit these areas.

The other four fencing projects, Ganzekraal Nature Reserve, Riverlands Nature Reserve, Hottentots Holland Nature Reserve, and Kogelberg Nature Reserve are expected to be completed during the following months. This will enable CapeNature to improve the monitoring thereof and protect the priceless natural resources throughout the reserve system. **Casidra** was thanked for its invaluable assistance by CapeNature.



Pictured below during the handover are Elton Mapiye (Tusk/Kuhlaria contractor), Hendry Kortje (CapeNature), C.J. van der Wath (Tusk/Kuhlaria contractor), and Herman Jungbauer (Casidra)



Casidra supported a large number of smallholder farmers who are cultivating various commodities as part of job creation. More than 600 projects are being implemented and contribute positively to increasing job opportunities within the Province.

DISCOVER THE MBEKO ECO CLUB PROJECT

Established in 2019 in response to the "Day Zero" climate crisis in the Western Cape, the Mbeko Eco Club Project is a registered non-profit organisation (NPO) and public benefit organisation (PBO). It is dedicated to environmental education, raising awareness about climate change and actively promoting the Sustainable Development Goals (SDGs) adopted by all United Nations member states in 2015.

A key project beneficiary is Vincent Nteta, who has significantly transformed the grounds of Langabuya Primary School. Through his efforts, Vincent has equipped students with essential skills in eco-literacy and food literacy, emphasising the importance of sustainable food production. The school's harvests are shared among the students and donated to the school's Feeding Scheme, which provides daily meals to learners.

Despite its successes, the project has faced challenges such as water shortages and vandalism. As Vincent noted, "Plants cannot grow without water and security. We experienced significant issues until **Casidra** and the Western Cape Department of Agriculture (WCDoA) supplied us with water tanks and double fencing for protection."

What sets the Mbeko Eco Club apart is its long-term vision of empowering the next generation with knowledge about soil care as a vital component of climate change mitigation and adaptation.



UPLIFTING COMMUNITIES THROUGH GARDENING

Pastor Ricardo Sloster from New Woodlands, Mitchells Plain, is a visionary leader focused on driving meaningful change in his community. Inspired by a passion to combat crime and empower local youth, Pastor Sloster has transformed his church grounds into a thriving community food garden. With vital support from the Western Cape Department of Agriculture (WCDoA) and **Casidra**, the project now boasts a shade net tunnel to protect plants, an efficient irrigation system, and all the tools and seeds needed for a fruitful harvest. Pastor Sloster's dedication is cultivating more than crops—he's growing hope for a brighter future!





During this 2024/25 financial year, **Casidra's** Food Security Team continue to work tirelessly to ensure the availability of food garden starter packs for distribution to the needy. Food production units, in the form of vegetable gardens or chicken houses, are delivered and set up speedily in many communities. **Casidra's** Food Security team encourages communities and households to establish food gardens, thereby shifting the focus from food 'relief' to food 'security'.

CHANGING LIVES WITH THE SUIKERBOSSIE PARK COMMUNITY GARDEN PROJECT

Imagine a vibrant green oasis blossoming in the heart of Brackenfell, Cape Metropole, where community spirit meets sustainable agriculture. Welcome to the Suikerbossie Park Community Garden Project—an initiative that not only cultivates vegetables, but also nurtures the wellbeing and resilience of the entire community.

At **Casidra**, we believe in the power of community gardens to revolutionise nutrition, boost physical activity, and strengthen food security. Our mission is clear: to empower communities throughout the Western Cape by assisting them in creating thriving food gardens. Our commitment to this cause is driven by a vision of sustainable agriculture that fuels both personal and environmental well-being.

The Suikerbossie Park Community Garden is a shining example of this vision in action and is more than just a plot of land—it's a beacon of hope and sustainability. By encouraging residents to grow their produce, the garden seeks to improve food security, reduce environmental impact, and create job opportunities for aspiring farmers.

SPRING FOUNDATION

Meet Toni Khulule and Xolani Siswana, the brilliant minds behind the Spring Foundation Project—a vibrant 1.2-hectare garden at Lentegeur Psychiatric Hospital in Mitchells Plain! Toni, once a dedicated garden worker, teamed up with Xolani to transform their dream into a thriving oasis of growth and healing. With crucial support from the Western Cape Department of Agriculture (WCDoA) and **Casidra**, they've created something truly remarkable. Their inspiring journey shows the power of passion, teamwork, and community.





FEED THE KHALTSHA COMMUNITY FOOD GARDEN: CULTIVATING CHANGE IN KHAYELITSHA

Thapelo and Baluleke Xabanisa, founders of the Feed the Khaltsha Food Garden, are driven by a shared vision of inspiring and empowering youth. Based at the Sibongile Day and Night Care Centre in Khayelitsha, their community project was launched in February 2020, born from a mutual desire for self-employment and empowerment.

With backgrounds in agriculture and qualifications from the Elsenburg Agricultural Training Institute, Thapelo and Baluleke are dedicated to positively impacting their community.

Initially, Feed the Khaltsha focused on providing organic vegetables to the Sibongile Centre, which specializes in caring for individuals with special needs and disabilities. This initiative has significantly reduced the center's monthly expenses by supplying fresh vegetables, supporting social development programmes, and creating job opportunities.

The project now offers a variety of fresh, locally grown vegetables, including tomatoes, peppers, cucumbers, lettuce, spinach, carrots, broccoli, parsley, and spring onions. They also provide seasonal produce to ensure a diverse selection throughout the year. Harvested at the peak of ripeness, the vegetables offer optimal flavour, nutritional value, freshness, and quality.





2.1 Social Ethics and Sustainability

2.1.5 Ethics and Compliance

In its quest to ensure best practice with respect of issues relating to social, ethical, transformation and sustainability issues, **Casidra** constantly monitors the following:

I. Social and Ethics Charter

The Company has a Social and Ethics Charter that serves as a guide to **Casidra's** dealings with all of its stakeholders, which includes its shareholder, Board of Directors, employees, government institutions and regulators, the media, its beneficiaries, the communities it serves and its suppliers of goods and services. Violation of this Charter may be grounds for disciplinary action, including termination of employment, or even termination of **Casidra's** relationship with a particular stakeholder.

i. Fraud Line

No whistleblower incidents were reported during the 2024/25 financial period. A declaration of interest is also a standard item on the agenda for all company meetings, and attendees are given the opportunity to declare any interests and report fraudulent activities.

ii. Receiving of Gifts

The Company maintains a gift register in the CEO's office to monitor and manage any gifts or donations declared by employees. During this period, several gifts received by employees exceeding the value of R350 were recorded and declared. These gifts were addressed in line with the policy.

iii. Tender Appeals

The Company has a Tender Appeal Standard Operating Procedure (SOP) for all advertised tenders, in line with Casidra's Supply Chain processes. All tender appeals are investigated independently by an Appeal Committee, which makes a recommendation to the CEO for approval or rejection. During the 2024/25 period, ten appeals were recorded, one of which was upheld and the other rejected.

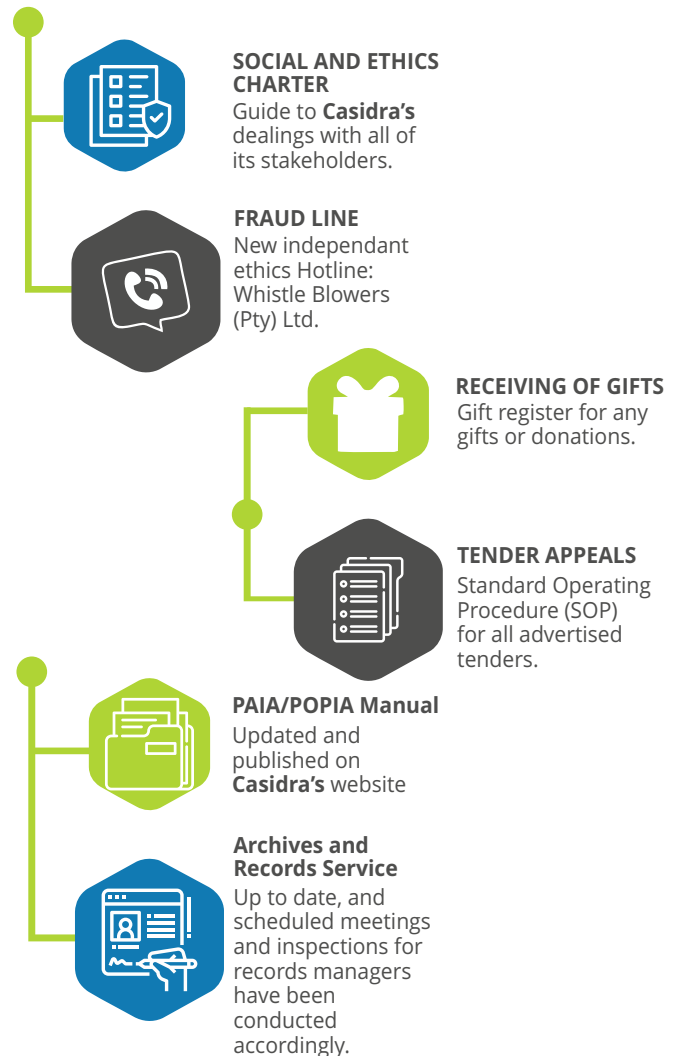
v. PAIA/POPIA Manual

The PAIA/POPIA manual was updated and published on Casidra's website, in accordance with the requirements of the Promotion of Access to Information Act (PAIA) and the Protection of Personal Information Act (POPIA).

The manual outlines the types of records held by the Company, procedures for requesting access to information, and the measures in place to safeguard personal information. **Casidra** has an Information Officer, who conducted internal awareness training, and implemented appropriate technical and organisational measures to ensure compliance with the Acts. As a result, the Company is currently compliant with both PAIA and POPIA as prescribed by South African legislation.

vi. Records Management: Archives and Records Service

All records are up to date, and scheduled meetings and inspections for records managers have been conducted in accordance with **Casidra's** internal records management procedures. An online compliance survey was completed for the Western Cape Archives and Records Service, as required by the National Archives and Records Service of South Africa Act (Act No. 43 of 1996). Based on the feedback received, further recommendations were implemented to enhance our records management practices. These include improvements in classification systems, retention schedules, and digital archiving processes to ensure the proper preservation, accessibility, and disposal of records in line with legislative requirements.





Occupational
Health and
Safety

2.2

Casidra knows that our employees' well-being is a key factor in determining the Company's long-term effectiveness. It implements Occupational Health and Safety (OHS) standards to ensure that employees are safe, healthy, satisfied and engaged in the workplace.



2.2 OCCUPATIONAL HEALTH AND SAFETY

2.2.1 Employee Health and Safety

Casidra's employees are located across various sites, including the Head Office in Paarl, the Regional Office in George, and two operational farms—Amalienstein in Zoar and Waaikraal in Oudtshoorn.

The Health and Safety (H&S) Committee meets quarterly and plays an active role in monitoring and enhancing the Company's Occupational Health and Safety (OHS) measures. This ensures both long-term operational effectiveness and the ongoing well-being and safety of employees across all sites.

During the 2024/25 financial year, one Health and Safety Committee meeting was held. No life-threatening incidents occurred during this period; however, a few minor incidents were recorded and addressed in accordance with OHS protocols.

In addition, selected staff members successfully completed Level 1 First Aid training, further strengthening the Company's emergency preparedness and response capacity.

2.2.1 External Health and Safety

Adherence to external contractors' Safety Plans is actively monitored by **Casidra's** Project Managers within Environmental Sustainability, have received formal training in construction health and safety compliance. Contractors appointed for short-term projects are required to comply with the Occupational Health and Safety Act (Act No. 85 of 1993) and must be registered under the Compensation for Occupational Injuries and Diseases Act (COIDA Act), with a valid COIDA letter of good standing.

For all construction-related projects, baseline risk assessments and Occupational Health and Safety specifications are included as part of the tender documentation to ensure compliance from the outset. Projects identified as having a high-risk profile are assigned to a dedicated Occupational Health and Safety (OHS) consultant, appointed by **Casidra**, to oversee compliance on-site and provide regular monitoring reports.

In all instances where labour is to be employed, the submission of a valid COIDA letter of compliance is mandatory for contractors before any work can commence.





Environment
and Climate
Change

2.3



2.3 Environment and Climate Change

Casidra is committed to environmental sustainability and actively implements strategies to reduce its carbon footprint through its Green Initiative Strategy. Employees are encouraged to identify and adopt simple, practical changes in their daily operations that contribute to a more environmentally friendly and resource-efficient business. These efforts include cost-optimisation projects and the streamlining of internal processes to improve operational efficiency.

As part of its environmental stewardship, **Casidra** recognises the responsibility to measure, reduce, and, where reasonably practicable, eliminate the negative environmental impacts of its operations. This commitment extends across the Head Office, Regional Office, and agricultural sites, where ongoing environmentally responsible activities are implemented and monitored as outlined in Green Initiative Strategy table.

In pursuit of improved energy efficiency, **Casidra** engaged the services of an accredited energy practitioner to conduct an Energy Performance Inspection and issue an Energy Performance Certificate (EPC). The EPC, now publicly displayed at the main entrance of the Head Office, confirms **Casidra's** progress toward energy-efficient operations. This initiative aligns with the requirements of the South African National Standard SANS 1544:2014, as published by the South African Bureau of Standards under the Standards Act No. 8 of 2008. Through this, **Casidra** contributes meaningfully to the national goal of reducing greenhouse gas (GHG) emissions.

Casidra's stakeholders and beneficiaries have also demonstrated strong support for the Green Initiative Strategy by actively implementing their own environmentally friendly practices. In collaboration with these stakeholders, **Casidra** is currently rolling out the following green infrastructure projects:

- Solar panel installations at various farms to ensure a reliable and clean energy supply, particularly during load shedding periods.
- Water surveying and borehole drilling projects, aimed at securing sustainable water sources for agricultural and operational use.

These joint efforts represent a shared commitment to responsible environmental management and resilience against the challenges posed by climate change.





POWERING AGRICULTURE: ENHANCING IRRIGATION EFFICIENCY WITH SOLAR INNOVATIONS

In the heart of the Central Karoo, the Laingsburg project stands as a beacon of innovative and sustainable farming practices. Bertie van As, a dedicated farmer specialising in lucerne and onion seeds, has demonstrated a strong commitment to efficient and eco-friendly agricultural methods through his recent irrigation system upgrades.

Previously, Bertie received a solar-powered irrigation system from the Western Cape Department of Agriculture (WCDoA). This system significantly reduced his dependence on conventional electricity, leading to lower operational costs and a reduced carbon footprint. However, as his farming operations expanded, so did his project's energy need, putting increasing pressure on his electrical consumption and costs.

ADDRESSING GROWING CHALLENGES WITH SUSTAINABLE SOLUTIONS

Recognising the need to further enhance his irrigation system, Bertie sought additional funding from the WCDoA to expand his solar-powered set-up. The objective is to secure a reliable and cost-effective water supply, crucial for maintaining productivity and advancing sustainable agriculture in Laingsburg's arid conditions. With **Casidra's** expertise, the expanded irrigation system is poised to become a model of efficiency and sustainability in the region.

THE BENEFITS OF ENHANCED IRRIGATION

The upgraded irrigation system is expected to significantly lower Bertie's electricity expenses, optimise water management, and improve crop yields. "This advancement will not only benefit Bertie's farm, but will also inspire other farmers in the Central Karoo by showcasing how integrating traditional farming with modern, sustainable technologies can yield impressive results," said Lukas Kordom, Casidra's Project Manager.

A VISION FOR SUSTAINABLE FARMING

As the project unfolds, it highlights the crucial role of innovation and support in agriculture. By adopting sustainable practices and leveraging the backing of **Casidra** and the WCDoA, Bertie is setting a precedent for a resilient and prosperous agricultural future in Laingsburg. This initiative shows how combining sustainable farming practices with strategic support and cutting-edge solutions can lead to significant improvements in agricultural efficiency and environmental stewardship.





GREEN INITIATIVE STRATEGY

ACTIVITY/ OBJECTIVE	EXPECTED OUTCOME	ACTIONS MEASURED
Reduce carbon footprint.	<ul style="list-style-type: none"> Quantify the carbon footprint associated with operations and key elements of the supply chain. 	<ul style="list-style-type: none"> The measuring of paper used for printing and photocopies are done on a monthly basis. The recycling of used paper. Setting printers to print double-sided, and defaulting printing to black and white copies. Video conferencing is used regularly for meetings, instead of travelling to meetings. Using electronic communication (tablets and cellular phones) to reduce the amount of driving. Sharing/group travelling to work is promoted amongst employees. Reducing the consumption of plastic bottles of water purchased for meetings by installing water purification tanks.
Reduce water usage across operations.	<ul style="list-style-type: none"> Monitor water usage and encourage staff to reduce water consumption. 	<ul style="list-style-type: none"> Staff are requested to flush toilets only when needed. Hand sanitisers are used in bathrooms. Water harvesting tanks were installed at Head Office.
Reduce energy consumption and associated emissions.	<ul style="list-style-type: none"> Monitor energy usage. 	<ul style="list-style-type: none"> Switching lights off during the day and using sunlight. Switching air conditioners off when practical. Geyser timers were installed to save electricity. Staff members are encouraged to switch off electrical equipment not in use. Staff members are encouraged to use the stairs instead of the lift at Head Office. High-energy bulbs were replaced with LEDs at Head office. Motion-sensor lights were installed at the Regional Office.
Ensure continuous monitoring of, and reduction in, the impact associated with farming.	<ul style="list-style-type: none"> Support best farming practices, less tillage and planning of tractor work and trips. Sensitise staff about reducing the farm's carbon footprint. Recycle. 	<ul style="list-style-type: none"> Consider electrical quadbikes for supervisor transport on farms. Install solar geysers when replacing geysers. Recycling was introduced at the farms.
Inform staff on the Green Initiative and equip them with skills to achieve its objectives.	<ul style="list-style-type: none"> Staff engagement, formal development and training. 	<ul style="list-style-type: none"> Carbon footprint tips are published on the Intranet.
Continuously improve on environmental performance and adhere to all applicable environmental legislation.	<ul style="list-style-type: none"> Implement and maintain an effective Environmental Management System (EMS). Provide a structured framework for continuous improvement. Continuously review and revise the ambit and effectiveness of the (EMS). 	<ul style="list-style-type: none"> On construction projects where an Environmental Record of Decision was issued, a Consultant ECO is appointed to monitor compliance and provide reports to the DEADP. As part of the tender conditions, a penalty system is implemented for all contractor transgressions.
Environmental legislation.	<ul style="list-style-type: none"> Provide a structured framework for continuous improvement. Continuously review and revise the ambit and effectiveness of the EMS 	<ul style="list-style-type: none"> As part of the tender conditions, a penalty system on the contractor is implemented for all transgressions



Stakeholder Engagements and Relationships

2.4

Casidra's stakeholders were identified and its Management has developed tactics to further engage with each of them most effectively and efficiently. Casidra views its stakeholder data as sacred and, therefore, has a vociferous stakeholder data management process in place. Casidra's Management continued to approach several companies for possible business partnerships.



ENGAGEMENT SUMMARY ON ALL STAKEHOLDERS

Stakeholders Engagement Strategy

Key stakeholders are regularly informed about the Company's progress, events and relevant industry information through approved media platforms utilised by **Casidra**.

STAKEHOLDER	WHY ENGAGEMENT IS IMPORTANT	AVENUES OF COMMUNICATION
Shareholder	Casidra's Board of Directors is ultimately accountable to the Executive Authority to ensure that Casidra executes its mandate as outlined by the WC government cabinet.	Quarterly meetings, the AGM, Treasury meetings, SCOPA sessions, social functions, Annual Reports, Corporate Plans, Strategic Plans, Shareholders 'Compact, standard electronic communication tools and platforms.
Board of Directors	Casidra's Management team is accountable to the Board as its Accounting Authority that oversees that the Company executes its strategy successfully.	Board meetings, Board Sub-Committee meetings, Statutory/regulatory meetings (MTEC, SCOPA), and Ministerial meetings
Employees	To ensure that staff are updated on business information and strategy to enhance individual contributions and to achieve the Company's objectives.	Intranet; Viva engage, Board and Management meetings, Personnel Forum and its meetings, Noticeboards, Information sessions, WhatsApp groups, SMS, E-mails, Screensavers.
Government and Regulators	To ensure that Casidra complies with laws, regulations and policies as prescribed by the Department of the Premier and Provincial Treasury.	Meetings, MS Teams/Zoom meetings, Budgets, Corporate Plan, Strategic Plan, Annual Report, Emails, Website, use of WC Premier's legal department.
Media	To ensure that there is interaction with media outlets and to deal with issues that concern stakeholders at large.	Media press releases, statements, email marketing and branding, advertising features, website interaction, and social media platforms.
Beneficiaries / Clients / Customers	To ensure that Casidra has direct consumer interaction and feedback on client needs and Casidra's performance.	Onsite visits, exhibitions, indabas, seminars and conferences, social media platforms, media statements, advertising features and website, electronic and print media and ceedee mailer newsletter.
Communities	To ensure that Casidra's environmental strategy is enabled with resource-deficient citizens on the ground in the Western Cape.	Direct interaction in various communities via roadshows, organised community meetings, public events, social media platforms, ceedee mailer newsletters, e-mails and marketing brochures.
Suppliers / Service Providers	To evaluate the quality of the products and services delivered on Casidra's behalf to its beneficiaries.	Onsite visits, face-to-face meetings, social media platforms, exhibitions, website usage, ceedee mailer newsletters, e-mails and marketing brochures.



2.4 STAKEHOLDER ENGAGEMENTS AND RELATIONSHIPS

During the 2024/25 financial year, the marketing team actively engaged in various outreach initiatives aimed at adding value, proudly representing the Company, and building a strong network database of potential business partners, suppliers, and beneficiaries. The pictures below highlight some of the key events in which **Casidra** participated:



Rooibos Tea Gala Event in Clanwilliam



Minister's Budget Speech in Cape Town



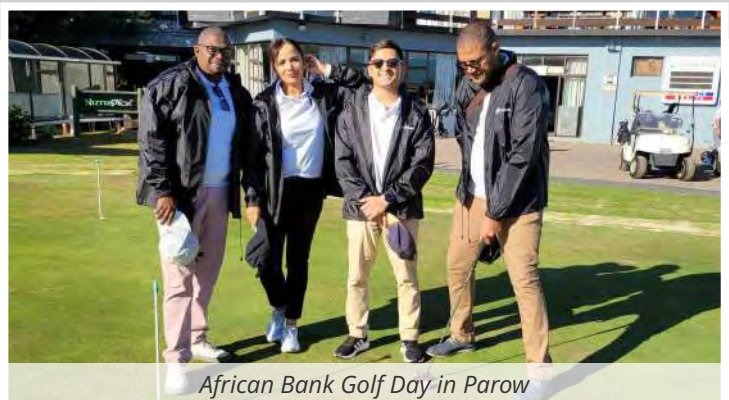
NAMPO Agricultural Show in Bredasdorp



Langeberg Youth Expo in Robertson



Cove South Africa Conference in Paarl



African Bank Golf Day in Parow



PALS Project Visit in Witzenberg



Casidra Team Site Visit in Atlantis SEZ



WEGRO'S Invest International Dialogue in Cape Town



Stellenbosch University Farmers Session in Paarl



Labour
and
Employment

2.5

Casidra's labour and employment statistics are presented quarterly to both the committee and the Board. The report provides detailed information on employment equity, vacancies, new appointments, terminations, disciplinary actions, and overall headcount.



2.5 LABOUR AND EMPLOYMENT

2.5.1 Employment Equity

Casidra is committed to upholding both national and international employment laws and regulations. The Company consistently submits employment equity reports and plans to ensure full compliance with applicable legislation.

The purpose of the Employment Equity Plan is to enable **Casidra** to make reasonable progress towards employment equity by eliminating unfair discrimination in the workplace. The Plan aims to achieve equitable representation of employees from designated groups through the implementation of affirmative action measures where feasible.

Casidra submits its employment equity reports in accordance with the Employment Equity Act (No. 55 of 1998), which is regulated by the Department of Labour. **Casidra's** current Employment Equity Plan is effective from 1 October 2020 through 30 September 2025.

2.5.2 Broad-based Black Economic Empowerment (B-BBEE)

Casidra continuously monitors its performance against South Africa's B-BBEE regulations and sector codes, focusing on key areas such as management control, skills development, enterprise and supplier development, and socio-economic development.

The Company completes its annual B-BBEE verification through an affidavit, applicable to qualifying small enterprises (specialised), with a dedicated emphasis on supporting black beneficiaries.

As a State-Owned Entity, **Casidra** reports its B-BBEE compliance status to the B-BBEE Commission, which formally acknowledges and accepts the verification outcome. For the past two years, **Casidra** has achieved a Level 1 status, with a notable 135% procurement recognition level.





Good
Corporate
Citizenship

2.6

Casidra participates in social projects that seek to uplift society and communities in which we operate.



2.6 GOOD CORPORATE CITIZENSHIP

2.6.1 Social and Community Investment

Casidra is dedicated to improving the lives of the communities in which it operates. The Company focuses on uplifting these communities through various initiatives and projects that promote food security, support rural infrastructure development and preservation, and facilitate alien vegetation clearing, among other efforts. These targeted interventions aim to foster sustainable development and enhance the well-being of local populations.

Mandela Day Commemoration in Cape Winelands

In honour of Mandela Day on 18 July 2024, **Casidra** and Radio KC collaborated to make a significant impact in the Drakenstein Municipal area. Over the course of 67 minutes, the partnership prepared and distributed 670 cups of soup to local homes, embracing Nelson Mandela's legacy of selfless service.

The efforts went beyond merely distributing meals. **Casidra** donated gardening kits which include a water pump, seedlings, compost, and mushroom grower kits to the Paarl School of Skills in Simondium. These resources are aimed at enhancing the school's agricultural education and sustainability initiatives.

The day's activities also included a visit to the Pebbles Project in Kraaifontein. In celebration of its 20th anniversary, the project received school stationery packs for learners from grades R to 7 and hygiene care packs for young adults. The Pebbles Project is renowned for providing essential educational and health services to children from farming communities.



RadioKC Unlocking Youth Opportunities

Casidra was thrilled to be part of the Cape Winelands Knowledge Sharing Festival, hosted by RadioKC107.7 on the 11 March 2025. Our multi-talented employee, Merichen Jacks, is entertained delegates as the Programme Director! This event was all about empowering young minds and unlocking their potential. We're proud to be part of this initiative.





2.6 GOOD CORPORATE CITIZENSHIP

World Food Day Commemoration in Uniondale

On Friday, 11 October 2024, the Uniondale community gathered at their local sports field to mark the United Nation's (UN) World Food Day (WFD). This day, hosted in partnership with the Western Cape Department of Agriculture (WCDOA), the Garden Route District Municipality, the George Municipality, and **Casidra**, reminded people of the need to ensure food security and access to nutritious food. Founded by the UN Food and Agriculture Organization on 16 October 1945, WFD has become one of the most celebrated events in the UN calendar. This year's theme was "Right to food for a better life and a better future."



Casidra's Management team oversight visit

On the 19-20 March 2025, **Casidra's** management team led by the CEO conducted a successful oversight visit to Amalienstein Dairy Farm and Waaikraal Lucerne Farm, recognising the dedication of farmworkers and prioritising their safety with the distribution of 2025 PPE gear. Dr. Keith Du Plessis shared his gratitude and said "We are here to check on your wellbeing and show appreciation for your hard work."





3

4

POSITIONING FOR A BETTER FUTURE

Casidra remains committed to continuous improvement in all matters that affect the sustainability of the environment, the Company and its operations.

Casidra plans, facilitates and implements integrated rural development projects in impoverished communities of the Western Cape, to bring about lasting improvements in the lives of the people in those communities.

Casidra's mission is to provide project management services to sustainably improve the social, economic and environmental well-being of rural-based citizens of the Western Cape.

We aim to:

- Encourage stability;
- Open doors of opportunity for and provide the relevant resources for people in need; and
- Make a measurable impact on the reduction of poverty.

The Company seeks to build partnerships that facilitate local resource mobilisation and action, that encourage local participation and advocacy for development efforts, and that foster cooperation among local role-players. Due to a lack of resources experienced by many communities, we always look for various donations and sponsorships in order to assist wherever possible.

RECOMMENDATION OR APPROVAL

REPORT COMPILED BY:

Experience Matshediso

PR/COMMUNICATIONS MANAGER

DATE: 21 August 2025

SUPPORTED BY:

Dr Keith du Plessis

CHIEF EXECUTIVE OFFICER

DATE: 21 August 2025

APPROVED BY:

Ms Emily Hendricks

CHAIRPERSON

DATE: 21 August 2025



at Casidra, we make the difference!





CASIDRA SOC LTD

HEAD OFFICE

-  22 Louws Avenue
Southern Paarl, 7646
-  021 863 5000
-  info@casidra.co.za
-  www.casidra.co.za

REGIONAL OFFICE

-  Bateleur Park,
Suite 107,
113 Cradock Street,
George, 6529
-  044 873 3587

FOLLOW US ON:
CasidrasocLtd

