

Performing sustainably

Economic impact

Transformation, entrepreneurial development

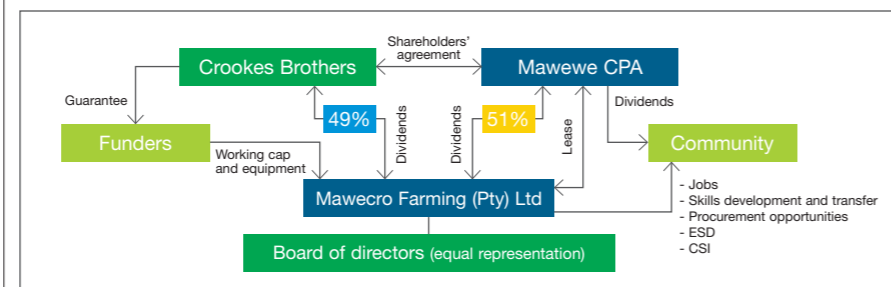
Enabling transformational impact is a key element of the Group's new vision. For that reason, support for the transformation of the agricultural sector, in terms of the transfer of ownership and skills, and the upliftment of the communities in which we operate, is a key element of the Group's strategy, both in South and southern Africa. This has largely been achieved through co-operation with government in transferring properties to communities under land restitution legislation and the establishment and implementation of operational partnerships with the community recipients of claimed land. Over the past 10 years the Group has transferred land in excess of R300 million to the government, communities or previously disadvantaged individuals on a willing buyer-willing seller basis. In the majority of these cases we have engendered sufficient trust to partner the new owners for sustainable long term success of these operations.

This approach has been proven by Crookes Brothers to provide an effective

model to ensure success of the land reform programme. In this model, the community retains ownership of the land and also partners for the medium-term with Crookes Brothers as a strategic partner to farm the land. The jointly-owned farming company typically leases the land from the community and Crookes Brothers, as the strategic partner, has a management contract with the jointly-owned farming company to provide administration and technical services, as well as to train and mentor aspirant farmers from the community. This model not only ensures the commercial viability of the business, but also facilitates community involvement at all levels. Our reputation for integrity, excellence and fairness is a key differentiator in earning selection as a preferred strategic partner in such structures.

After engagement with the community it was agreed to convert the Group's rights in terms of the balance of the lease into a 20-year joint venture (Mawecro Farming) with the community from 1 April 2016. While this arrangement resulted in a short term reduction of profits for the Group, it offers significant long term economic benefits and will position the Group as a major player in the agricultural transformation arena. Approximately 1 000 households have benefited directly through dividends, rental payments and preferential employment opportunities in the Mawecro operation.

Over R120 million has been paid to the Mawewe CPA in rentals and dividends since the inception of the Mawecro Farming partnership.



Expressing her gratitude, Queen Mother LaMbokazi of the Mawewe Community says:

"We are pleased to have Crookes Brothers South Africa and Mawecro farming in the area because it supports people development and empowerment. Mawecro has played a significant role by assisting the community during the Corona virus pandemic by providing sanitisers, sanitiser stands and sprays, which were placed at several public centres. Mawecro has played a huge role in ensuring that schools were provided with food for grade 12 learners, school learning camps to assist learners to catch up on learning during the lockdown and prepare for matriculation examinations for all four high schools in the area."

- Since 2008, we have been involved in Libcro Farming (previously Mthayiza Farming), a joint venture with the Libuyile community (600 households) near Malelane, for the management and operation of a 1 100 ha sugar cane farm. As testament to the effectiveness of our skills transfer programme, a member of the local community is now the Managing Director of the joint venture company.
- A similar structure has been implemented at the 42 ha Belleview deciduous fruit farm previously owned by the Group, where we have established a joint venture with ex-employees.
- We have concluded a memorandum of understanding with the neighbouring Cele community to involve them as partners and shareholders in the Renishaw property development project.
- We are participants in a farming venture established by the Two-A-Day Group, which packs and markets the Group's deciduous production, in which our deciduous division employees, together with employees from other member growers, will own a major shareholding. We continually seek opportunities to establish viable businesses with community partners as an effective transformation mechanism.

We follow similar policies in the other Southern African countries in which the Group operates to increase the involvement of the indigenous populations in the agricultural sector, and ensure that the benefits derived from agriculture are shared with local communities.



Tsepo Sangwane, MD of Libcro Farming and member of the Libuyile Community



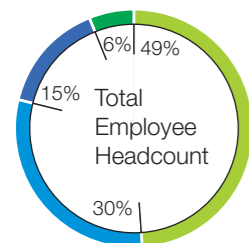
Mawecro Farming Board of Directors



Performing sustainably continued

Employment dashboard

The Group provides permanent employment for 1 016 people and contracts a further 2 145 seasonal staff. Rural communities in close proximity to our farming operations are the main beneficiaries of the wages and benefits received.



■ South Africa
■ Mozambique
■ Eswatini
■ Zambia

The Group employs a total of

3 161

employees

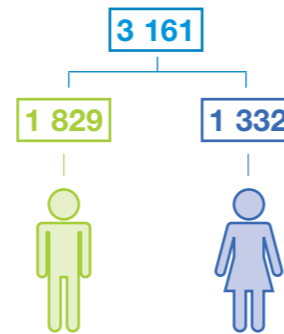
1 016

Permanently Employed

2 145

Seasonal Workers

It's every employees skills, capabilities, training, experience and development that allows us to successfully execute our strategy.

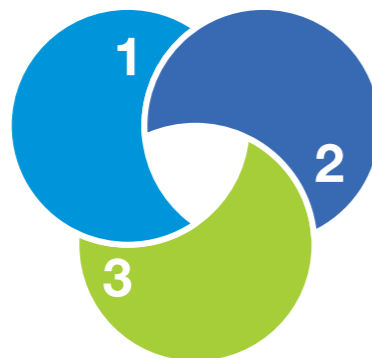


Developing our people

During the year we launched our refreshed strategy, lifting off to orbit on a journey to greatness. We understand that in order to achieve greatness, we must attract, develop and retain talented employees. This is critical to deliver our strategy and for our journey to orbit.

How we create value for our employees

We aim to provide an opportunity for employees to be part of a purposeful organisation where employees can add value through doing meaningful work.



We recognise the value of our employees with fair and responsible remuneration.

We continue to invest in training and development enabling a more specialised and knowledgeable workforce.

Skills development is a key component of our talent management process. It is fundamental to enabling transformation, as well as upskilling and advancing our people. To maximise the impact of our process and to ensure the quality of our current and future talent, we have adopted a multi-faceted approach to skills development.

Our programmes, which are delivered in partnership with institutions of learning e.g. universities, specialised agricultural colleges, professional leadership consultants, coaches and e-learning institutions are offered across different levels of work to prepare our talent for future career progression. It also aims to enable them to operate at the next level of work, as well as to retain our top talent.

• The Diamond Programme

The Company embarked on a journey to develop our future leaders, hence the launch of Diamond Programme. Twelve high performing individuals were selected through a comprehensive selection criteria. The aim is to develop a team of leaders who are agile, adaptable, who inspire, motivate, and guide others to produce tangible results, leaders who mentor and challenge the workforce and who demonstrate high standards of honesty, integrity, trust, openness, and respect. Leaders that are committed to the success of Crookes Brothers.

The selected individuals are set to go through all four stages a Diamond goes through before it reaches the market. This will be accomplished in a three-year period of unlearning, learning and relearning.

The Diamonds will be examined to determine how we can extract the greatest value from each Diamond and plans will be formulated to get the greatest value from each individual, they will be polished, molded and repolished if necessary. In preparations for the final stage of the programme where they will be ready to take up leadership roles, leading in implementing our strategy and driving the Company to greater heights.

• The Platinum Programme

One of the important aspects of developing a high-performing culture is providing learning interventions to all levels of the organisation's hierarchy. We have 43 line managers that will initially go through the programme. To ensure that our leaders work hand in hand with Human Capital in taking care of our people, and grow the business from good to great.

• Study assistance

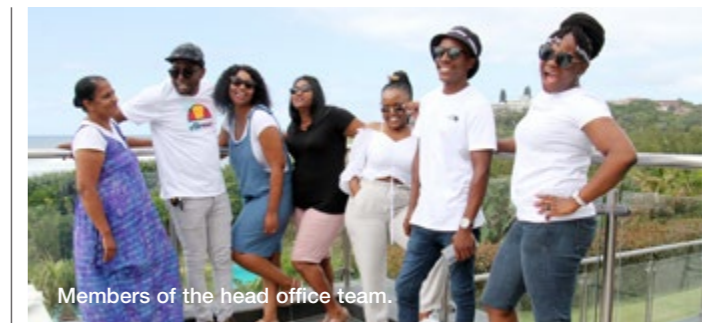
The Company provides assistance to employees who study at tertiary institutions towards qualifications that strengthen their current role within the Company and increase their skill set to improve their role and responsibility within the Company.

• Youth Empowerment Programme

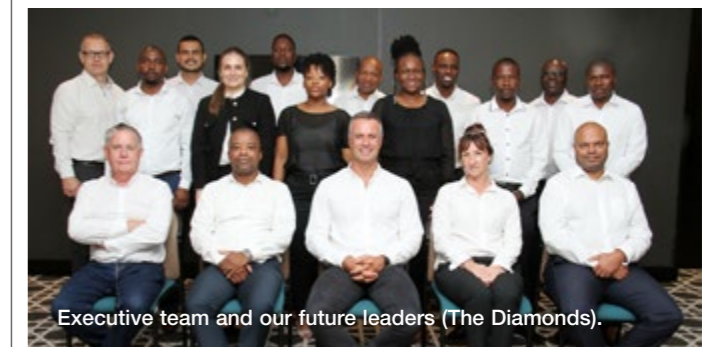
Our Youth Empowerment Programme aims to tackle youth unemployment through skills development. We believe skills development can help in reducing unemployment in the country.

We provide an opportunity to 10 learners with disabilities every year in partnership with Khulisani Academy. An opportunity for learners with disabilities to get quality education in line with their unique needs and enabling them to join the employment market. We strongly believe skills development can help in reducing unemployment. Thereby helping to alleviate poverty. This is done through the Plant Production Learnership Programme which incorporates business practices enabling the learners to start their own agri-businesses.

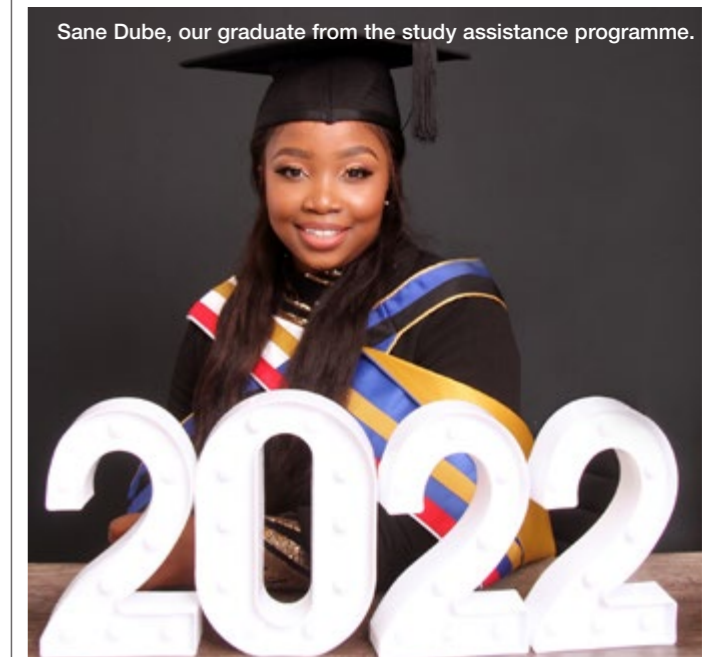
Upon completion the learners are able to take responsible decisions based on a sound understanding of the basic principles of an agri-business and good agricultural practices, in meeting the set objectives and targets within the broader farm plan which includes the economical application of general resources, agricultural production and technical knowledge and skills, within the Plant Production context. With this kind of knowledge the learners are able to start their own agri-businesses.



Members of the head office team.



Executive team and our future leaders (The Diamonds).



Sane Dube, our graduate from the study assistance programme.



Khulisani learners at Inkanyiso Daycare Center



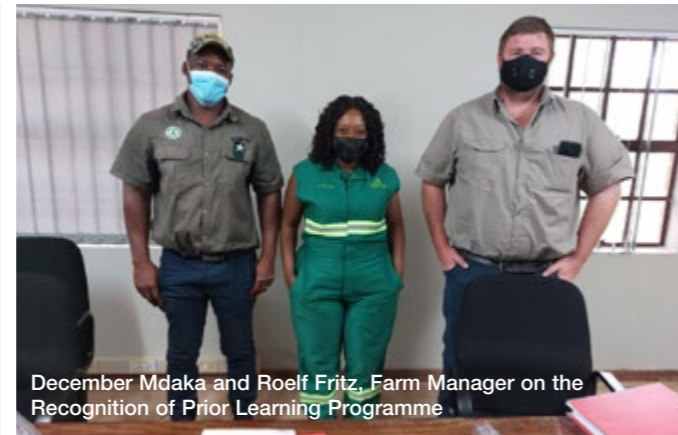
Performing sustainably continued

• Recognition of prior learning

The Group has sourced the services of a training and development provider to provide a recognition of prior learning programme for its managers to acquire an acceptable tertiary qualification level with specific reference to a National Diploma in Plant Production.

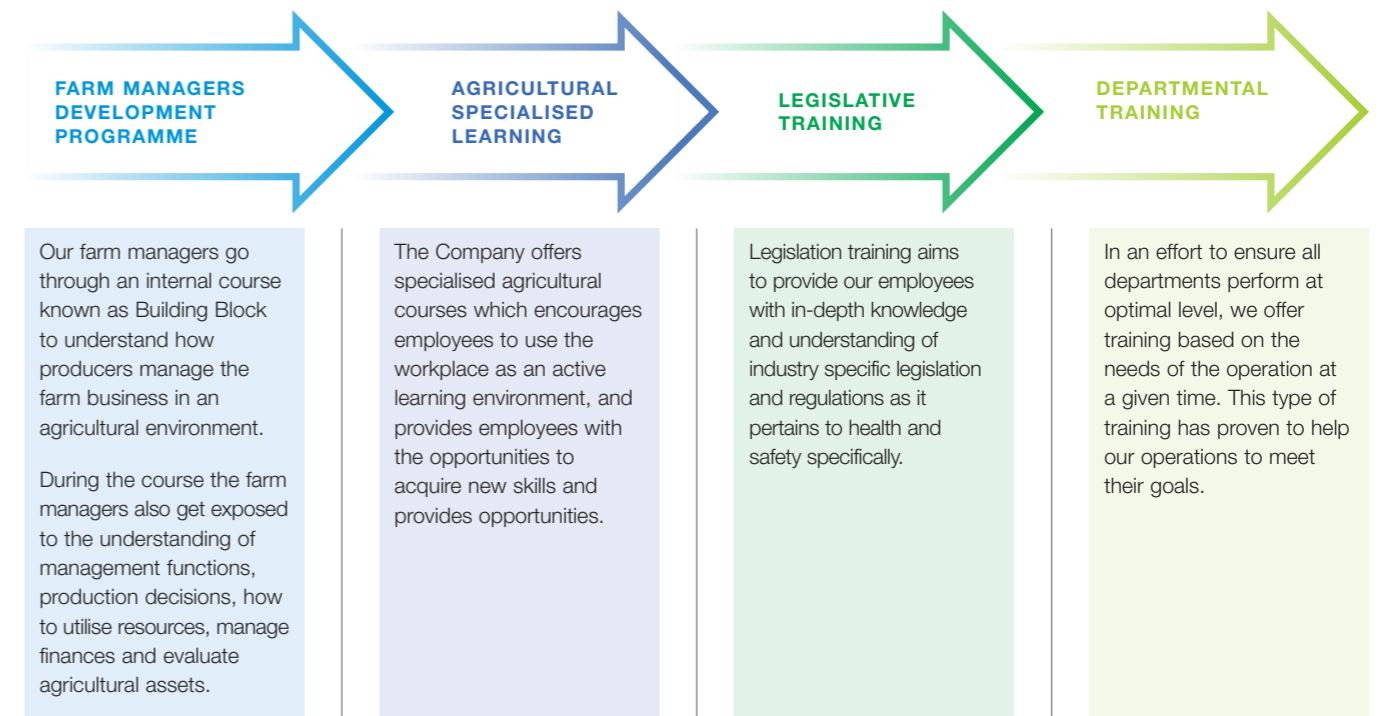
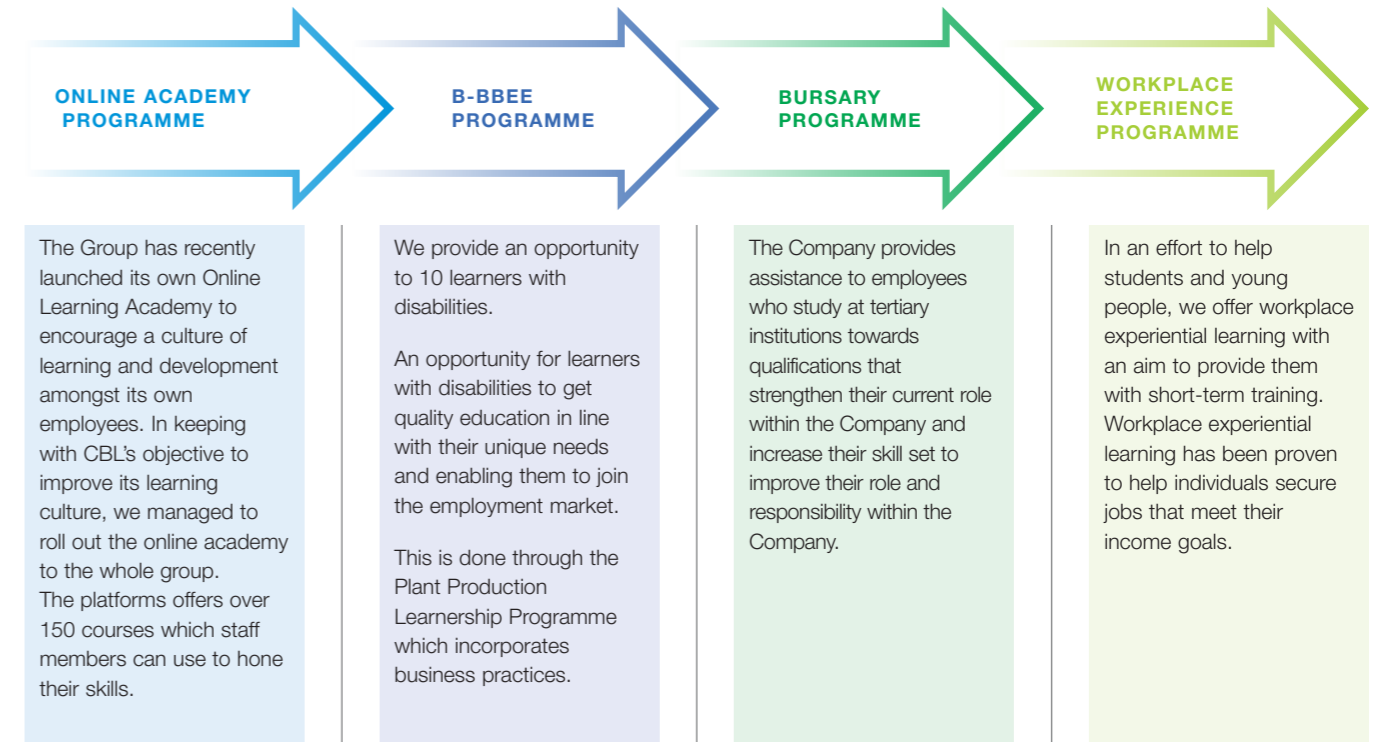
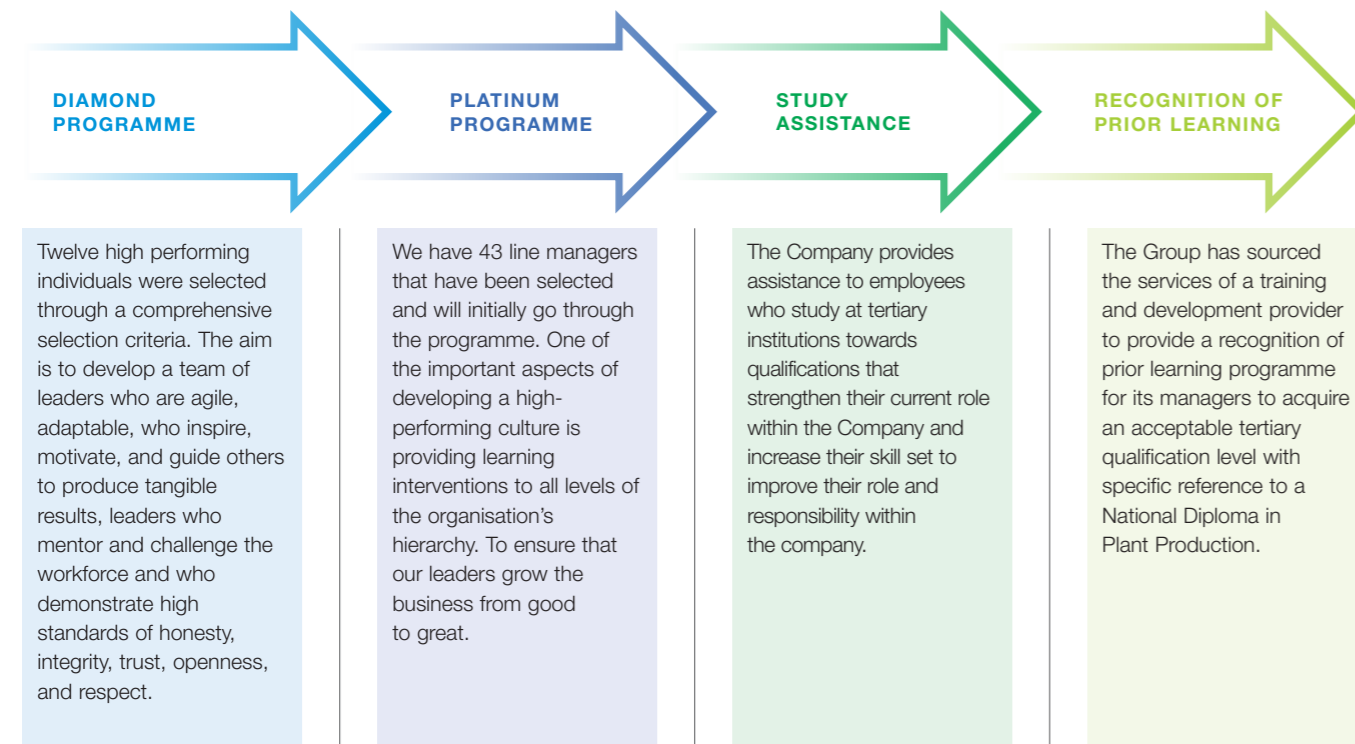
• Group online academy

The Group has recently launched its own Online Learning Academy to encourage a culture of learning and development amongst its own employees. In keeping with CBL's objective to improve its learning culture, we managed to roll out the online academy to the whole group. The platforms offer over 150 courses which staff members can take to hone their skills.



December Mdaka and Roelf Fritz, Farm Manager on the Recognition of Prior Learning Programme

Overview of our learning programmes



Performing **sustainably** continued

Corporate social responsibility

The Group is committed to improving the lives of the disadvantaged communities in the areas in which we operate. The primary focus of our initiatives are Health, Education and Training, and basic needs and social development.

Our approach is to “make a difference” that resonates with our employees, shareholders and stakeholders. We prioritise women, the disabled, youth and the socially destitute. We commit to allocate 1% of our annual net profit on a company wide basis.

Our head office has entered into partnership with Khulisani to provide assistance to Inkanyiso Day Care Centre which is a centre for children with disabilities. Employees from the head office recently visited the centre to donate a fridge, stove and groceries, and employees spent the day painting a jungle gym and playing with the children. The Daycare Centre will continue to receive support from CBL for the 2022/2023 financial year, with current plans under way to improve the facility.

Despite financial constraints in the past financial year, R1 089 564.45 was spent on corporate social investment. In addition to this expenditure, the Group also makes resources and expertise available to maximise social impact.

The main initiatives are shown below:

South Africa	Recipient	Number of beneficiaries	Project details
COASTAL	China Town/Gugulesizwe High School	900 recipients	Maintenance of China Town Cemetery and church, as well as school grounds
OUWERF	Daniel le Roux and Bandsriver	200 learners	Removal of community and school waste
LIBCRO	Libuyile Community	100 members	Food parcels to Libuyile Community (Families affected by COVID-19)
MAWECRO	Mawewe Community	300 members	Community and CPA – Facilities maintenance School feeding scheme for Mawewe community
HEAD OFFICE	Inkanyiso Daycare	14 recipients	Donation of fridge, stove, kettle and groceries to centre for special needs children
MOZAMBIQUE	Gurue Community		Repair of access roads and bridges/Dinoter Technical visit/Community allowance
ZAMBIA	Ngoma Basic School	465 learners	Funding five teachers and two cleaners
ESWATINI	Nkhanini Primary School	300 learners	Built a kitchen for the school
	CPL Community	30 members	Provided transport fees for local soccer team

Wellness

The Group's wellness programme is based on a holistic approach to employee wellbeing, as outlined in company policies and procedures. Wellness interventions are extended beyond employees to reach their families and communities. The focus areas of the programme are primary healthcare, health education, HIV/AIDS, and malaria.

We have collaborated with local public healthcare facilities to improve the delivery of services to assist our employees and their communities. Private service providers are contracted to support wellness programmes

on our estates in Mpumalanga and the Western Cape, including peer education, condom distribution, workplace policy education, community outreach, personal finance education and HIV counselling and testing. The Group observed World Aids Day across all our operations within and outside South Africa. HIV/AIDS education, voluntary counselling and testing and TB testing were conducted to assist employees in identifying and monitoring their health risk.

The Company implemented comprehensive plans for business continuity during the

COVID-19 pandemic. This was done to ensure the wellbeing, safety and security of all employees, clients and other stakeholders, while minimising the impact on business.

With easing of restrictions by government, we continue to manage COVID-19 protocols on all our farms and work premises. We have had a 2.81% infection rate across the Group in the past financial year.

Our “Work from Home” Policy was implemented in May 2021.

Employment equity

We maintain an Employment Equity Programme that is aligned to the South African national requirements with regard to achieving diversity in our workforce at all levels. The equity process is aligned to the Company's vision, mission and values – all of which recognise that the Company's success is dependent on the commitment and excellence of its employee.

The Company has improved on the recruitment and placement of qualified and highly suitable persons from previously disadvantaged groups. Compared to previous years there has been significant movement in the promotion and employment of senior management, professional qualified and skilled technical/academically qualified employees.

Below is a summary of the Company employee profiles of Crookes Brothers South Africa and Crookes Brothers Limited combined as at January 2022.

Occupational levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	1	0	0	0	0	1
Senior management	6	0	1	5	3	0	0	1	16
Professionally qualified and experienced specialists and mid-management	17	0	0	8	4	0	0	1	30
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	12	6	0	15	8	0	3	3	47
Semi-skilled and discretionary decision making	366	36	1	1	223	10	4	2	643
Unskilled and defined decision-making	257	28	0	0	232	23	3	0	543
Total permanent	658	70	2	30	470	33	10	7	1 280
Temporary employees	135	6	0	0	163	3	0	0	307
Grand total	793	76	2	30	633	36	10	7	1 587

A African
C Coloured
I Indian
W White

Operating country		Full time Permanent	Seasonal workers	Total
South Africa	Ouwerf	147	391	538
	Coastal	37	23	60
	Libcro	80	35	115
	Mawecro	272	498	770
	Head office	20	5	25
	Senior management	26	1	27
Mozambique	Gurue	320	347	667
	QBV	8	279	287
Eswatini		72	408	480
Zambia		34	158	192
		1 016	2 145	3 161

The Group provides permanent employment for 1 016 people and contracts a further 2 145 seasonal staff. Rural communities in close proximity to our farming operations are the main beneficiaries of the wages and benefits received.



Performing **sustainably** continued

Crookes Brothers is committed to the sustainable production of primary agricultural products in a manner which is economically viable, socially acceptable, and environmentally sound. The Group see this as a critical component of the long term commercial sustainability of the operations, ensuring appropriate resources are committed to recording, measuring and mitigating, where feasible, the environmental impact of primary production. The Group continues to seek ways to improve our performance.

Water

We are committed to using water efficiently and sustainability across all our operations.

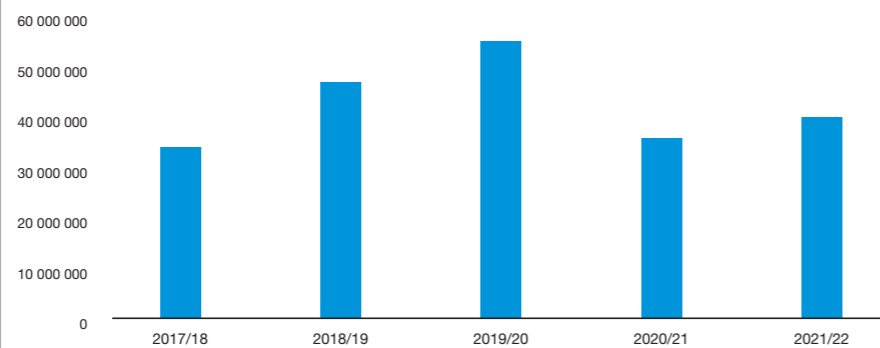
Water is the life blood of any agricultural operation. As a company specialising in primary agriculture with almost 7 000 ha of irrigated lands, water is a key focus. Irrigation efficacy and efficiency was the core theme of the 2021 CBL Agri-forum conference attended by our senior management team. Our philosophy of "we need to do more with less" drives our relentless focus to replace all irrigation systems with the most efficient systems being optimal for the crop.

Water quality is monitored through periodic sampling at the upper and lower limits of rivers on properties. We are committed to many detailed accreditations for exporting perishable food products and we undertake a voluntary annual Sustainability Review which includes accurate water use and energy consumption information. Irrigation systems are progressively being upgraded to more efficient systems, moving away from high water usage systems, as part of the Group's continuous improvement programme. The increased use of probes to measure soil moisture as well as the interpretation of the results by irrigation specialists have resulted in detailed irrigation scheduling, impacting positively with a reduction in both water and electricity consumption.

Water abstraction is regulated, uniting both upstream and downstream stakeholders in controlling water withdrawals. This regulation calls for good practices in managing developed farm lands, the conservation of natural areas and ecosystem health, and improving water quality while ensuring an equitable sharing of this precious resource with our communities. This is a continuous process but by implementing best practice and looking for innovative ways to keep water resources clean we trend in the direction of creating a better environment for productive agriculture and minimising downstream impacts.

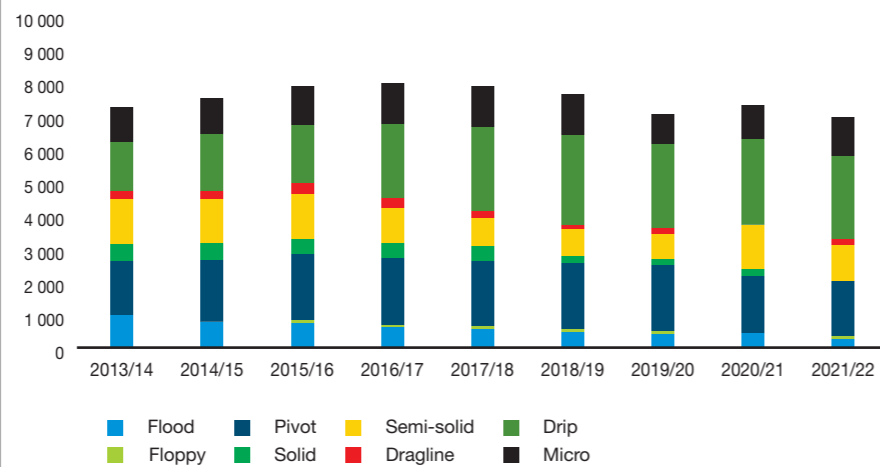
Annual water withdrawals fluctuate according to the size of the areas being irrigated, meeting the requirements of the crop, heat and chill units and the localised seasonal rainfall.

TOTAL WATER WITHDRAWALS (m³)



Irrigation systems are systematically being replaced with more efficient systems to reduce the demand on water and energy resources while maintaining the crops annual requirements.

IRRIGATION SUMMARY ALL



Energy

A constant item of the Group continuous improvement agenda is trying to reduce electricity consumption and associated electricity costs. Low-energy pumps, variable speed drives, optimisation of irrigation systems, use of heat pumps instead of geysers and use of off-peak tariffs currently contribute to reduce consumption and costs. We monitor, record and report electricity usage across the Group.

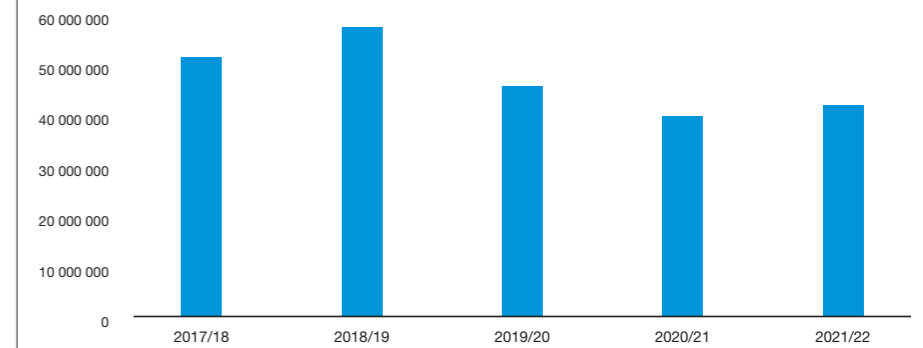
Solar Energy

Energy management consultants were engaged to address the specific need for technology-driven energy efficient solutions and the implementation of best practices. Estates with high electricity usage were identified and assessed with the aim to optimise energy consumption. Crookes Plantations in eSwatini was identified for the installation of a Pilot Solar Energy Plant. The installation of this solar plant has reduced the cost of electricity, and reduced the carbon emissions and other environmental impacts associated with electricity generation.

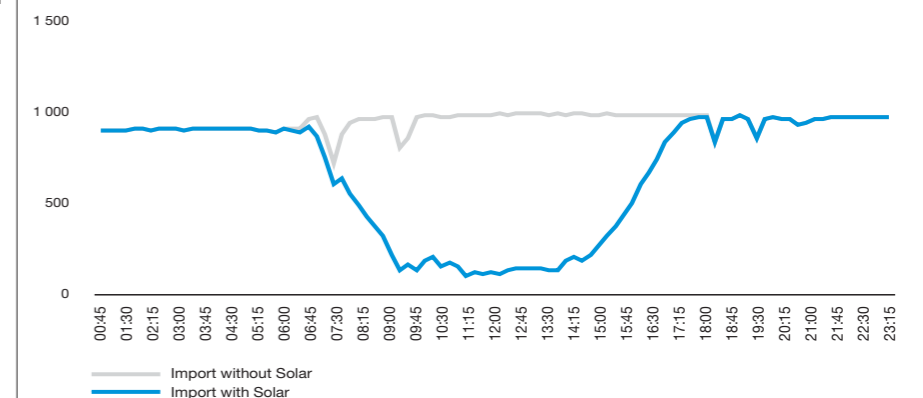
This graph represents a summary of the five sites on one actual IDEAL day. The blue line shows what would have been imported from EEC without solar, and the grey is the actual imported energy on the same day with the solar system running. This is a 31% reduction in energy imported from EEC for the day. The five Crookes Plantation solar sites since commissioning in November of 2021 have produced over 630 000 units of electricity (kWh). Across all five sites in the seven months since commissioning, Crookes Plantations has offset 249 340 kg of CO₂ emissions, which is equivalent to planting 7 442 trees.

After measuring actual usage and returns from this Eswatini Solar project it is our intention that Crookes Brothers installs new Solar Energy plants at other appropriate and commercially feasible sites within the Group's current footprint of operations.

ELECTRICITY (KWh)



CROOKES PLANTATIONS - IMPORT CONSUMPTION WITH AND WITHOUT SOLAR (Kw)





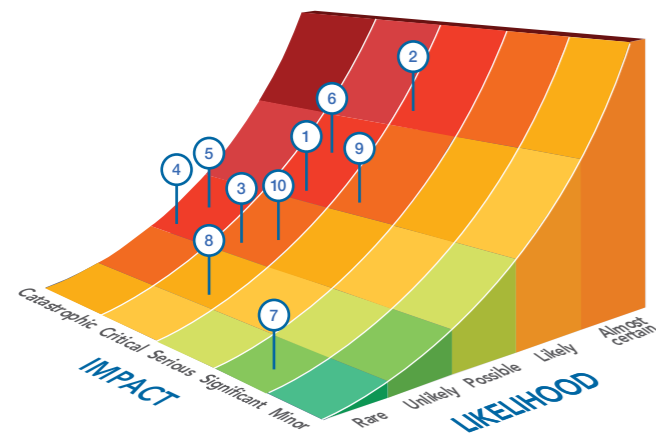
Performing **sustainably** continued

Managing our material risks

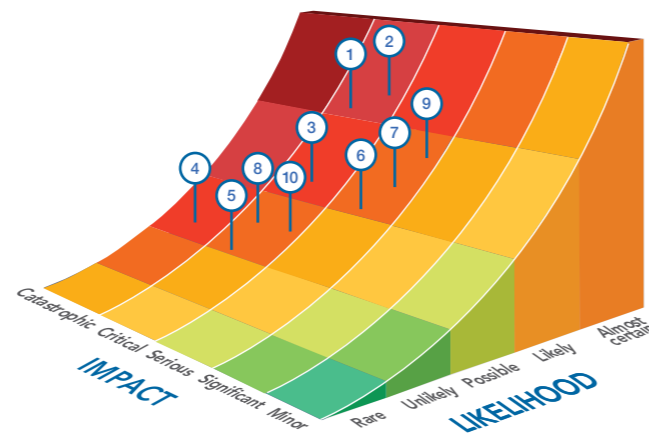
Risk management

Significant risks are identified and recorded through various formal methods including Risk Assessments, Management Forums and the Risk Committee. During the 2021/22 financial year, some of the risks impacting on our business included the knock on effects of the protracted COVID-19 pandemic on various suppliers and logistics, high agricultural inputs price increases, and the advent of the Russia-Ukraine conflict. We identified the cost and impact of managing relationships in joint ventures while we pursue a strategy that maintains a high level of engagement. These risks have been identified and mitigation strategies are in place to offset impact and reduce the likelihood. Material risks with the potential to significantly impact on our business have been included in the heat map below.

2021 material risks



2022 material risks



Our 2021 material risks

The principle risks that have been identified as having a potential to have a material impact on the Group's return are reflected in the table below.

Risk barometer

Risk register, incorporating strategic, business and agricultural risk

Risk ranking	Risk	2021			2022		
		Impact	Likelihood	Risk score	Impact	Likelihood	Risk score
1	JV Partners' leadership changes	4	4	16	4	5	20
2	Input cost increases above inflation	3	5	15	4	5	20
3	Labour unrest	4	3	12	4	4	16
4	Extreme climate events	5	3	15	5	3	15
5	Adverse geopolitical events	5	3	15	4	3	12
6	Agri commodity price risk	4	4	16	3	4	12
7	Logistics industry impacts	2	0	0	3	4	12
8	Future availability of bank facilities	4	2	8	4	3	12
9	Work permit availability for expats	3	4	12	3	4	12
10	High costs of doing business outside SA	4	3	12	4	3	12

Sustainable Development Goals and Crookes Brothers' alignment with these Goals



Goal 5: Gender Equality

What does this Goal mean to Crookes Brothers
Ensure women's full and effective participation, and equal opportunities for leadership at all levels of decision making within the Group.

How we translate this Goal into action Actively employ women in positions of leadership and engage subcontractors wholly owned and run by women.



Goal 6: Ensure availability and sustainable management of water and sanitation for all

What does this Goal mean to Crookes Brothers
Water is an essential resource crucial to food security and human survival.

How we translate this Goal into action Actively Crookes Brothers recognises the importance of responsible water management. This is carried out by monitoring our water quality, reducing the volume utilised by replacing inefficient irrigation systems with efficient systems and employing technology to monitor water requirements.



Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

What does this Goal mean to Crookes Brothers
This SDG seeks to reduce our reliance on non-renewable energy and promote investment in energy infrastructure that is renewable and clean.

How we translate this Goal into action
We recognise the need for clean and renewable energy sources. Crookes Brothers has invested substantially in solar energy and will continue to exploit these opportunities.



Goal 8: Decent Work and Economic Growth

What does this Goal mean to Crookes Brothers
Crookes Brothers employs more than three thousand people in four Southern African countries. We are constantly looking for opportunities to expand and create opportunities for increased employment.

How we translate this Goal into action
Crookes Brothers provides a safe working environment, does not employ minors and promotes gender diversity. We contribute positively to the economies of the areas in which we operate.



Goal 12: Responsible Consumption and Production

What does this Goal mean to Crookes Brothers
The sustainable management and efficient use of natural resources.

How we translate this Goal into action Water is an essential resource to Crookes Brothers' business. Water quality is monitored, outdated irrigation systems are being replaced with modern more efficient systems, soil moisture is monitored which reduces unnecessary irrigation.



Goal 13: Climate Action

What does this Goal mean to Crookes Brothers
Crookes Brothers identifies with this SDG by raising institutional awareness on climate change mitigation, adaptation and impact reduction.

How we translate this Goal into action Crookes Brothers has invested substantially in renewable energy and will continue to seek opportunities for further investment and reducing our dependency on the power grid.



Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

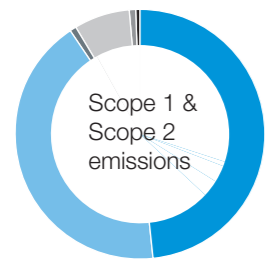
What does this Goal mean to Crookes Brothers This SDG seeks to ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems. It requires urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and prevent the extinction of threatened species.

How we translate this Goal into action This is important to us! We are committed to reducing our impact on the environments in which we operate through abiding by the internationally recognised Global Gap guide lines and the recommendations provided in Susfarms Sustainable Sugarcane Farm Management System.



Performing **sustainably** continued

Carbon Footprint Disclosure



Category	Percentage
Agrochemical usage	47.7%
Electricity	42.0%
Land use	2.0%
On-site energy use	7.0%
Off-site waste disposal	1.0%
Refrigerant	0.3%

We are pleased to report on the Group's first Carbon Emissions Calculator in 2021. This base has provided us with more accurate insights into those activities that most impact our carbon emissions.

Scope 1: The main contributors to our Scope 1 emissions is Diesel and Agricultural fertilisers. Due to a change in farming activities reducing the volume diesel and fertiliser in 2021 this contributed to a 3% reduction in our Scope 1 emissions.

Scope 2: While annual rainfall received was near LT averages the timing and volume of actual rainfall events will dictate whether or not irrigation is required. In the past, and without access to this information, this often resulted in additional irrigation water being applied year on year. This increased the pumping hours and additional costs associated with those hours.

Crookes Brothers have now measured these elements and have a created a base to work towards improving and mitigating some of these emissions impacts without negatively impacting on the long term sustainability of the productive assets.

Climate change

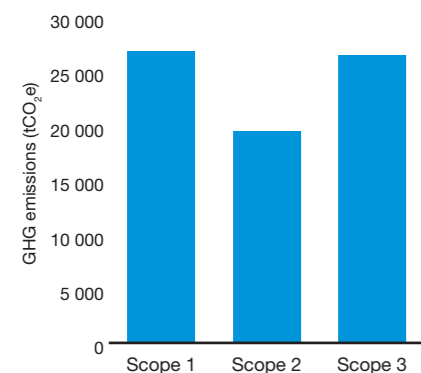
Although threats posed by climate change are well documented on a macro scale, less information is available to determine an appropriate response at the micro level. It appears that the occurrence of extreme climatic events and climatic variability are increasing. One of Southern Africa's most precious resources, water, is seriously impacted by erratic rainfall and recurring drought. Areas where water supply is unreliable experience adverse growth in industrial, commercial and social development.

How we mitigate the effects climate change has on agriculture:

1. Water storage

Rather than rely on perennial rivers, it is an objective of Crookes Brothers to store sufficient water to meet seasonal demands. In an environment where water availability is critical, having sufficient water allows the Group to manage crop production more effectively. To this end, each farming unit has developed an extensive flexible network of storage dams and pipelines.

TOTAL ANNUAL EMISSIONS

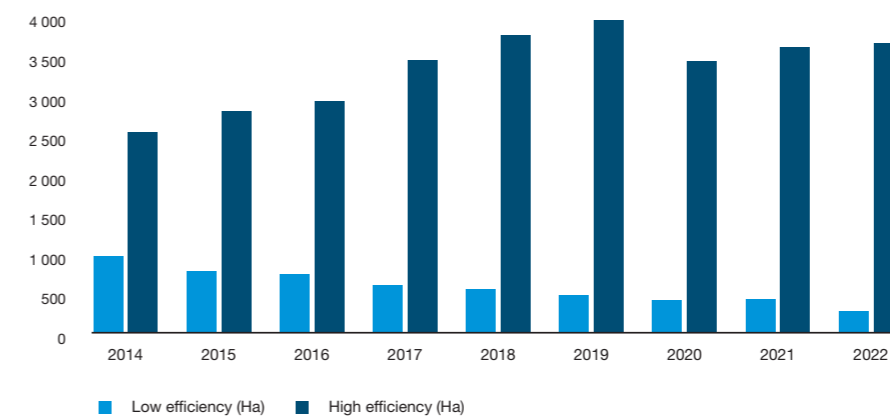


Nikilongo Dam, Bar J Ranch Eswatini

2. Irrigation

Crookes Brothers follows an irrigated cropping strategy for the large majority of its farming operations. Having irrigation ensures that supplementary water can be supplied during the dry period which is particularly important at specific stages in crop development. Irrigation systems are constantly being re-evaluated and systematically upgraded to methods that are proven to be more effective and more efficient. The use of moisture probes, online recording and warnings all contribute to more accurate soil moisture measurement. This done in conjunction with detailed irrigation scheduling has a positive impact by reducing both water and electricity usage while maintaining the integrity of the plant's growth environment.

IRRIGATION SUMMARY ALL ESTATES



3. Climatically optimal locations

Accurate forecast of the impact of climate change is difficult to predict. To diminish the risk, Crookes Brothers have diversified by identifying a variety of crops which are grown in climatically optimal locations. In keeping with the Group's sustainability strategy and drive to constantly improve, test areas are planted and trials are carried out on alternative crops that have potential in these regions. Accurate records from weather stations installed in all CBL operating regions ensure that we have data to analyse this element of our business and continuously evaluate our best practices.



A young banana plant, Mawecro Komatipoort

Environmental management

Crookes Brothers continually strives to have the Group recognised as a benchmark for good farming practice. Accordingly, we endeavour to employ best management practices in our operations, ensuring sustainable agricultural production with minimal environmental impact.

The Group's management practices are based on farming guidelines for deciduous fruit and bananas, advocated by the Global GAP (Good Agricultural Practices). This and the SUSFARMS (Sustainable Sugarcane Farm Management System) Accreditation system initiated by the South African Sugar Research Institute are all accreditations and actions insuring good sound farming practice. Global GAP is an international best practice standard designed to minimise the possible detrimental environmental impacts of farming operations and promote responsible use of chemicals. Global Gap have also introduced GRASP which is Global Gap Risk Assessment that measures the responsible approach to Good Social Management Practices. The deciduous farms also follow the Farm to Fork strategy and SIZA. Farm to Fork comprehensively addresses the challenges of sustainable food systems and recognises the inextricable links between healthy people, healthy societies and a healthy planet. SIZA, Sustainable Agriculture in South Africa, has been formed to assist growers in evaluating their current compliance and environmental risks.

In all our operations, we aim to conserve and upgrade natural assets, maintain and enhance critical ecosystems, and use agricultural resources sustainably. In order to achieve this, each estate draws up an environmental management plan (EMP) which is updated and audited every year. A forum of senior agricultural managers evaluate global best practice standards and update and monitor the implementation of the EMP. All potential developments are preceded by Environmental Impact Assessments (EIA).



Performing sustainably continued

Conservation of flora and fauna

In order to promote the establishment of indigenous plant species, bush lines, riparian zones, undeveloped and non-arable areas are excluded from production and are kept free of invader species. Weeds and invader species, categorised according to the Conservation of Agricultural Resources Act, 1983 are identified and systematically eradicated, in conjunction with the rehabilitation of indigenous plant species.

These zones are managed as conservation areas and are progressively rehabilitated to encourage fauna and flora species indigenous and endemic to the area. Growing crops within these areas does not conform to the principles of conservation management. However, a limited number of sustainable activities that may benefit the surrounding communities and rehabilitation are permitted on a case by case basis. In the interests of promoting conservation, large-scale unsustainable exploitation of natural resources from the conservation areas is restricted.

At Renishaw, Crookes Brothers partnered with the Department of Environmental Affairs and entered in to the Working for Water Programme which targets invasive alien plants in riparian zones and wetlands. The clearing and restoration of these areas improves water purification and retention, and ultimately dry season flows.

The maintenance of natural species and rehabilitation of indigenous flora assist with conservation by creating safe and natural habitats for animals and birds. Hunting is not permitted on any estate and poaching is controlled by security patrols.

Soil improvement

Conservation farming is primarily aimed at improving soil health. Some of the specific techniques employed are:

- following the uprooting an old crop or orchard, a fallow period ensues, prior to replanting with the same material. Green manure (fallow) crops are planted to enhance soil health and fertility. Degraded soils and problematic weed control both benefit from this process. Green manure crops assist with increasing organic matter, improving soil structure and fertility, resulting in achieving desirable yields on an ongoing basis;
- crop rotation is encouraged where feasible, providing various nutrients to the soil, lessening of pathogen build-up and pests, which frequently occur when one species is continuously cropped. Similarly, soil structure and fertility are thus enhanced;
- soil analysis is performed to determine the chemical condition of the soil and the quantity and type of ameliorants required;

- soil cultivation is limited to the fallow period when ameliorants such as lime and gypsum are incorporated into the soil to the potential root depth. Unnecessary soil disturbance is therefore avoided;
- the nutritional requirements of crops are met by the responsible application of inorganic fertilisers. Application rates are based on recommendations of well-established research institutions. In certain circumstances, organic fertilisers are applied as a means to increase the organic content of the soil;
- where possible, green cane harvesting is implemented on the sugar cane estates. This creates a trash blanket, reduces smoke pollution, increases soil organic matter, reduces water runoff and limits weed infestation;
- drainage and water-carrying structures are laid out according to good agricultural practices and land use plans, thereby reducing soil erosion. Waterways are planted with grass to reduce the flow of water; and
- constant soil temperatures, reduced moisture content fluctuations and increased organic content of the soil is a result of mulch being applied, resulting in better crop health, growth and quality. Wood chips are used as mulch on the Group's fruit estates. The wood chips are derived from grubbed orchards, thereby reducing air pollution caused through burning old trees.

Integrated pest management

Resistant varieties are planted in sugar cane areas susceptible to Eldana (stem borer) and these areas are harvested annually. The deciduous fruit farms have adopted an integrated pest management approach that complies with both Global GAP and Nature's Choice standards as required by the European and UK retailers. The use of biologically friendly products, which are both pest and disease specific, is a priority. Strict compliance to usage and timing of protection applications is maintained. Accurate spray diaries and physical application standards are met and form a critical element of our accreditations compliance audits. Sustained manual methods and sophisticated modern technology are employed to scout orchards and fields for pests and disease. Crookes Brothers believe that accurate and timeous scouting and records and a key element in more effective pest and disease control. The introduction of the Impy/ Gameplan platform in the deciduous division will assist us in getting accurate real-time information in this regard.

The drive for sustainable commercial primary agricultural practice is a journey to a destination and we are well on our way. Crookes Brothers commitment is to continue to look forward in finding new and better ways to navigate that journey.



These sticky bands are used to prevent snout weevils from crawling up the tree trunks.

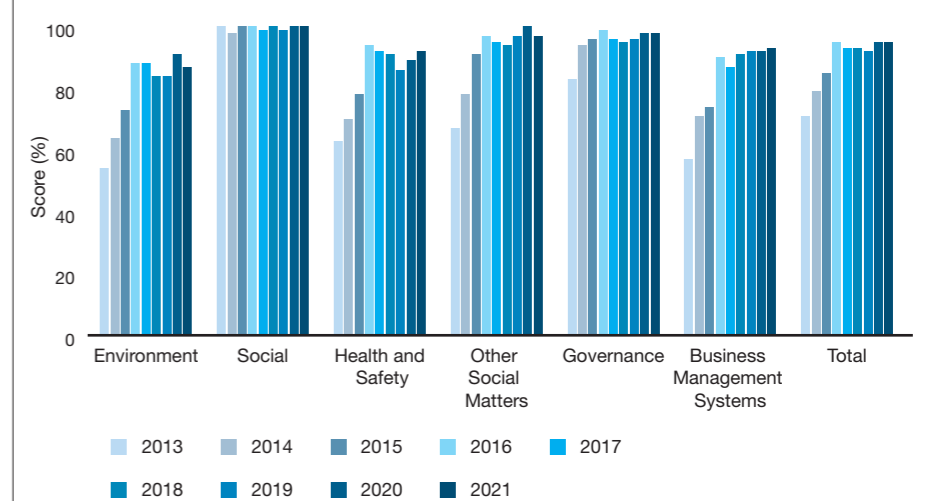


The red tag is dipped in a pheromone which results in mating disruption in the codling moth.



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