



BOSMAN
Family Vineyards

BOSMAN FARMING | Social & Environmental Responsibility



Part of the Bosman Family's philosophy regarding the growing and nursing of exceptional plant material in their successful vine nursery, Lelienfontein, and the making of premium wines in their exclusive 250 year old cellar at Lelienfontein in Wellington, is their belief that good wines are made by respecting the delicate relationship between man and nature. Following a holistic approach to farming, they believe that a healthy environment with healthy soils should give you healthy vineyards. In the same manner an emotionally, physically and spiritually healthy human being should possess a sound work ethic.

For decades, the Bosman Family has consistently worked at farming with sustainable farming methods and the holistic upliftment of the families working on their farms. If you ask people in the Wellington region about the Bosmans, the first impression that characteristically comes to the fore is always: "They really look well after their people that work for them."

Here are some of the initiatives that Bosman Farming is actively busy with in order to build respect and a sustainable relationship between man and nature:

Fairtrade



Bosman Family Vineyards in Wellington are Fairtrade accredited, which means that they are annually externally audited to a clear set of minimum progressive criteria that insures they farm in economic sustainable and environmentally and socially responsible manner.

Sustainable Farming Methods



Every year our vineyards and estate is farmed on a more sustainable way. All our by-products are used in our own compost heaps and re-used in the vineyards. Managing our soil and protecting it from erosion forms a major part of sustainable wine growing: first to get our soils alive with effective microbes, let it rest sufficiently and then protecting it from shorter and heavier winter rains every season.

Spekboom Initiative



The indigenous Spekboom (*Portulacaria afra*) tree has some the highest carbon sequestration capabilities because it has the ability to photosynthesize both during the day and the night. Our established spekboom plantation and nursery is an innovative way of contributing to the reduction of the world's carbon footprint.

Biodiversity Wine Initiative (BWI)



We are members of BWI which means we will protect the biodiversity in and around our vineyards, especially our indigenous *Fynbos* of the Cape Floral Kingdom. We are in the process of applying for champion status in the Biodiversity Wine Initiative.

BEE



One of the first farm workers committees was established in 1994. This farm workers committee later formed the Adama Apollo Trust and in 2008, 260 farm workers became beneficiaries of this trust, receiving a 30% share in all the vineyards of Bosman Farming and in the Bosman Family Vineyards cellar. This is the biggest (430ha of prime vineyard land) land reform transaction of its kind to date in the Western Cape. For each Bosman generation that have been involved at Lelienfontein, there has also been an Appollis generation (Adam Appollis is the

ancestor of most of the workers living and working on the farm). This BEE shareholding celebrates a partnership of generations with wonderful possibilities.

De Rust Day Care Centre (Crèche)



The De Rust Daycare Centre (Crèche) was started to assist parents working for Bosman Farming in the nourishment and care of their children. Magdalene de Lilly, one of the farm workers, received training to operate a crèche and to care for the needs of the children. About 20 children are involved in the crèche and activities that they participate in include excursions, a grade ceremony and talent concerts.

Bosman Farming Karate Club



The children of farm workers would have too much free time during holidays and they would be prone to getting up to much mischief. This gave rise to the idea of establishing a karate club where children can participate in a positive activity.

Karate is a sport with good discipline and strict supervision. The karate club is associated with the Hiyisha karate club. The group started with 10 children and has grown to 15. In the first year, 6 children were awarded provincial colors and competed in Durban at the South African National Championships.

Chinene October – winner of her category for 3 consecutive years.

Caydon Lewis – obtained national colors in karate (under 14 age group).

Frank Pietersen Music School



Youth of the parents of Bosman Farming that show an interest in music are involved at the Frank Pietersen Music School (since 2008). The goal of Bosman Farming is to establish their own symphony orchestra on Lelienfontein. They currently have 62 members involved and instruments range from violin, cello, drums and marimba.

Mariska November received 80% for her exam on the recorder (blokfluit) in 2008.

Bosman Farming also has a Steel Band that does very well. In their first year of existence, they were elected as the best Steel Band at a local music competition.

Bosman Farming Youth



This group started with 16 members and has grown to approximately 34 members (Age group: 12-20 years). This group exists to create positive alternative activities for youth to participate in, instead of getting involved with negative activities, such as drug misuse.

Youth leaders were chosen and each leader gets allocated a group of young people. The 'leader' sets a good example and teaches the others to be responsible and follow his lead. Bosman Farming Youth focuses on creating HIV & TB awareness among the youth members and they go on excursions, camps, music evenings and interact with other youth groups on nearby farms.

The older boys in the Youth Group are also involved with the Bosman Farming Neighborhood Watch.

Bosman Farming Neighborhood Watch



Bosman Farming Neighborhood Watch started as a result of crime on the farms of the district. The farm workers decided to join hands with the South African Police Forum and they received training to establish their own community watch system that will serve the farms in the area, especially over weekends.

The members of the Bosman Farming Neighborhood Watch each man their own mobile police unit and were also issued with bicycles by the South African Police. Since 2008, crime has decrease by 24% on the farms.

Bosman Farming Woman Club



Bosman Farming Woman Club was established to empower woman and help in the personal development of woman involved on the farms. Special focus is given to skills development and entrepreneurial development. The activities that they are involved with vary from cooking, sowing, flower arranging and decoupage.



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Bosman Farming Elderly



The goal of this group (age group: 60+) is the care and housing of retired workers of Bosman Farming. Adama, a retirement home for the elderly, was built for this goal in Wellington in 2004. Workers that reach retirement age can voluntarily retire at this establishment, which is associated to the Service Care Centre of Wellington.

The elderly are kept busy with various activities and excursions, receive treatments and even have their own social club named "The Sunshine Seniors."

Bosman Farming Library



A dedicated library was established and equipped on the farm to ensure that literature is available and accessible to all farm workers and their families.

"Lillies" Sport Club



The "Lillies" (derived from the farm name, Lelienfontein) Sport Club was started to involve families in extracurricular activities, especially over weekends. The Club consists mainly of rugby and netball players and they do very well in the league competitions.

Accommodation



Most of the 260 permanent workers of Bosman Farming are also living on the farms and part of the social commitment of Bosman Farming toward their employees is to provide them with accommodation equipped with working and safe electricity, running palatable water, working sewerage systems, transport to and from work, medical facilities & schools.



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Bosman Farming Training



This exists to provide quality training to employees of Bosman Farming. Currently, 80% of all workers involved at Bosman Farming receive training on a monthly basis. Training is done in a purpose built training centre on the farm.

The slogan on Bosman Farming is: “Informed people make wise decisions” and as a result the training personnel focus on the followings aspects:

- Financial management
- Marketing
- Labor Law
- Health & Safety
- Leadership characteristics
- Pruning course
- Forklift operator course
- Spray pump operator course
- Digger Loader operator course
- Caretaker course
- Supervisor course
- Fire extinguishing course
- First Aid course
- Pre-school Training course

Bursaries



Secondary school pupils that show great potential and do not have the means for further studies at tertiary education institution, can apply for bursaries. Successful candidates currently completing their courses are:

- Jasmain Hendricks (Secretarial)
- Monica Hartniek (Secretarial)
- Nadia Morkel (Hospitality)
- Jenine Goose (Marketing)

These students get the opportunity to gain experience in their field at the offices of Bosman Farming during the duration of their course and assistance is given to find suitable employment at the end of their studies.



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The Bosman Farming story continues to be written. When working with people, not all is perfect and challenges do occur from time to time. However, those challenges also provide opportunities to create better solutions and Bosman Farming continues to strive toward being an environmentally and social responsible producer of excellent vines in their Lelienfontein vine nursery and premium wines at Bosman Family Vineyards.

For their efforts they have received the following recognition:

J.C. Bosman: Western Cape Farmer of the Year (2008)

R. Andreas: Western Cape Farm Worker of the Year (2009)

K. Morkel: Farm Worker of the Year (2007)

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