



SPIER
1692

**COLLECTIVE
IMPACT REPORT
2024**



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Spier Wine Farm



Spier Wine Farm



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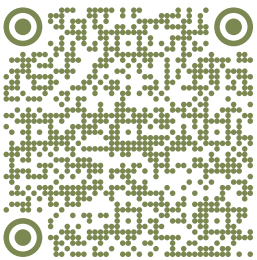
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A Message From Our Family

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Listen to the message from Mariota Enthoven here

Dear Friends of Spier,

For over three centuries, Spier Wine Farm has been more than just a farm — it's been a living, breathing testament to the power of community, regeneration, and shared growth. As we present our Collective Impact Report for 2024, we invite you to join us in celebrating the journey we've embarked upon together.

Our 650 hectares in Stellenbosch's Lynedoch valley are a microcosm of the challenges and opportunities we face as a global community. Yet, with every challenge, we are discovering new ways to thrive and innovate. This report is not just about numbers and achievements, it's about the lives we've touched, the land we've nurtured, and the future we are building together.

About Us

Cultivating a Thriving Future Rooted in Heritage

Welcome to Spier, where centuries of history blend seamlessly with innovative thinking and a deep commitment to regeneration. As one of South Africa's oldest wine farms, we invite you to be part of our exciting journey.

A Garden on a Farm: Celebrating Nature's Diversity

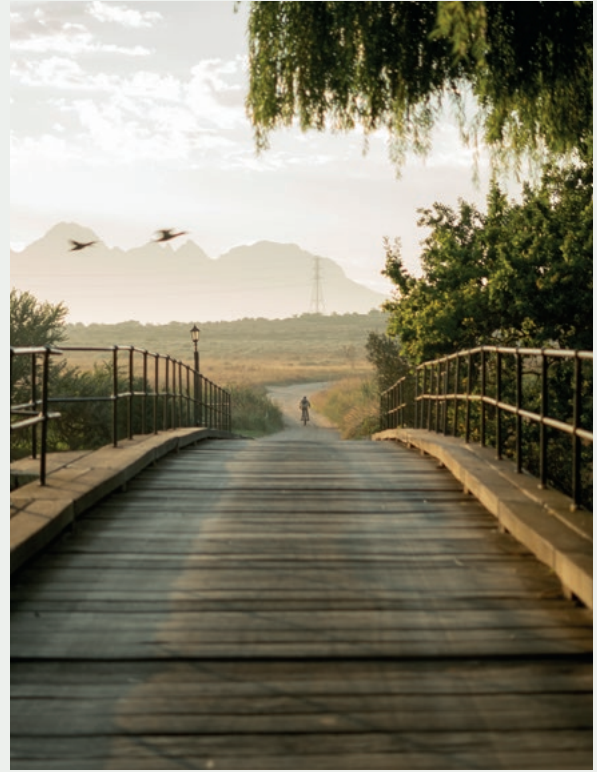
Imagine stepping into a hotel nestled within a garden, surrounded by the wonders of the Cape Floral Kingdom – the world's smallest yet most biodiverse floral region. For decades, our dedicated nursery and farm teams have been clearing alien species and rehabilitating the land, creating a breathtaking showcase of South Africa's natural heritage that our guests can explore and enjoy.

Our passion for biodiversity doesn't stop there. We've planted hundreds of thousands of endemic and indigenous trees and shrubs, each one a testament to our commitment to restoring and preserving the delicate balance of our local ecosystems.

Nurturing the Soil, Nurturing Life

At Spier, we believe that healthy soil is the foundation of everything we do. Thanks to the visionary practices introduced by Farmer Angus and Mariota Enthoven, our team's approach to soil regeneration and farming methods is designed to cultivate long-term soil health, increase water retention, and enhance carbon sequestration. This approach doesn't just benefit our farm – it extends to our supply farmers, creating a ripple effect of regenerative agriculture throughout our community.





A Tapestry of Experiences

While wine may be at our core, Spier is also so much more. We're a destination where visitors can immerse themselves in the local landscape, biodiversity, heritage, and culture. From savouring delicious food to exploring vibrant South African art, every experience at Spier is an opportunity to connect with the heart and soul of our region.

Family Values, Community Spirit

The Enthoven family, who purchased Spier in 1993, continues to steer our ship with a steady hand and a clear vision. Their core values permeate every aspect of our business, from our commitment to regenerative practices to our dedication in creating shared value for everyone who interacts with us – be it on our farm, in our winery, or at our hotel and restaurants.

Honouring the Past, Embracing the Future

Our farm is a living testament to the power of thoughtful stewardship. We have lovingly restored and conserved our historic buildings and landscapes, honouring our rich heritage. But for us, true respect for the past means looking boldly toward the future. That's why we're constantly seeking new ways to regenerate, and to create positive change.

Collective Impact Overview

We know that our broader community and team of around 400 people are powerful agents for change. Through sharing our thinking and approach, formally and informally, we know we can positively impact our business, the environment, and communities. Our collaborative partnerships have managed to extend our reach beyond our direct business.

Growing for Good Initiatives

Our Growing for Good initiatives empower our business and communities to make positive social and environmental change. Ranging from art and entrepreneurship to regenerative farming and ecological restoration, these projects and partnerships are creating a ripple effect of lasting and meaningful impact.

Lives Impacted

At Spier, we see ourselves as catalysts for positive change, always exploring innovative ways to enhance and create shared value. Our impact journey is one we would love you to be part of. Whether you're sipping our wine, staying at our hotel, or simply strolling through our gardens, you are contributing to a vision of a thriving, regenerative future.

Thank you for being our friend and partner in this exciting adventure. Together, we're not just preserving a piece of South African history, we're cultivating a vibrant, thriving future for generations to come. Thanks to your purchases and support we have been able to positively impact 41 637 (and counting) lives this year.



41 637
lives impacted
this year

The Value of Collaboration



The involvement of our employees, partners, and suppliers is crucial in tackling the significant challenges of our time. By leveraging the diverse skills, perspectives, and resources of our entire network, we can innovate and implement solutions that are not only effective but also regenerative.

Our employees bring passion and creativity, driving initiatives that resonate with their values and those of the communities we serve. Their firsthand insights help us identify pressing issues and develop strategies that are both relevant and impactful.

Purposeful partnerships amplify our efforts, providing expertise and resources that enhance our initiatives. Our joint commitment to shared goals fosters a sense of collective responsibility, making our efforts more robust and far-reaching.

Suppliers play a vital role as well, helping us adopt regenerative practices throughout our supply chain. By collaborating with them, we

can ensure that our sourcing and production processes align with our environmental and social objectives, creating a holistic approach.

Together, we are not just addressing immediate challenges, we are cultivating a culture of thriving that inspires others to join us. This collective impact not only strengthens our business but also contributes to the resilience and vitality of our communities, ensuring a better future for all.

A Thriving Ecosystem at Spier

Networks are the threads that weave our business together. Many essential ecological networks supporting Spier lie hidden underground, quietly connecting and providing the resources we rely on. Our people are the heart of this ecosystem, fostering a sense of belonging and shared purpose. In the same way a mycorrhizal network nurtures all the plants within its reach, actively “listening” as it intertwines with other networks, our community creates synergies that enhance the chances of flourishing for everyone involved.



Our People

Voices of Spier

We are farmers, drivers, caretakers. Lab technicians, chefs, security guards and winemakers. Communicators, product developers, salespeople, vineyard and cellar workers, designers, thinkers, crafters. We are so just that, and so much more. We are heart and soul.

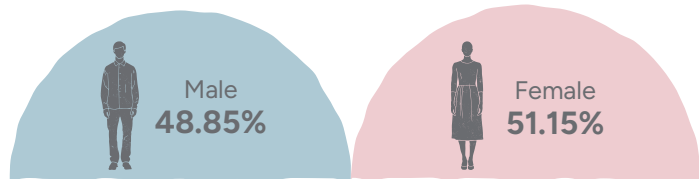
Working at Spier

Our focus on providing a decent work environment is important for respecting everyone's dignity and addressing inequality. It empowers our team by offering fair pay and safe working conditions, helping our team members to improve their lives, build resilience and strengthen their financial security.

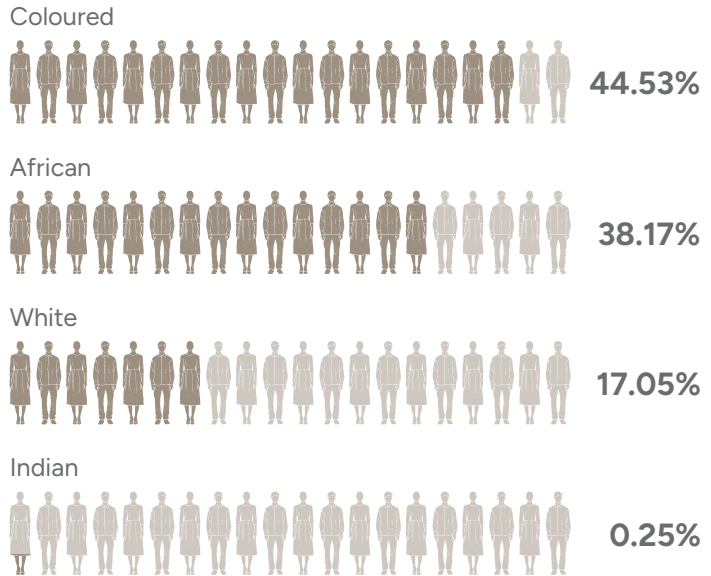
It brings our community closer together, creating a healthier and stronger team. We believe in creating a workplace where our team members can achieve their dreams and feel fulfilled in their jobs. Together, we're committed to supporting everyone's journey in their work lives.

Who We Are

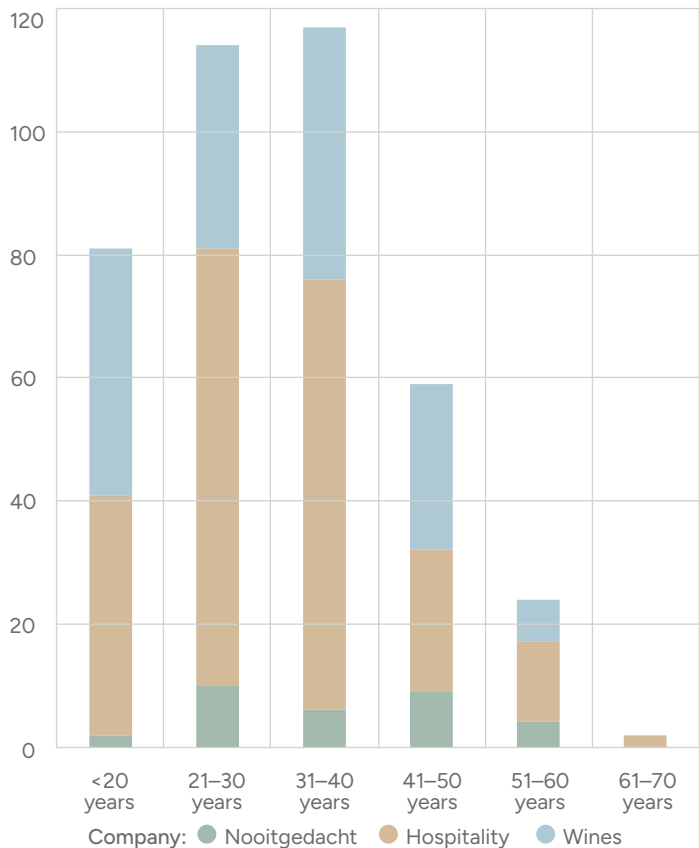
Gender Distribution



Ethnic Persuasion Distribution



Age Brackets

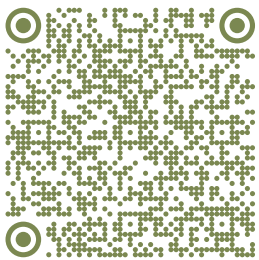




So, what do our people say about working at Spier?



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Listen to the audio clip from Heinrich Opperman here

*“Spier as an employer: trustworthy, good work possibilities, caregiving, wellness focused, honest and investing in employees.”
Farming team member*

*“Spier always tries to see the employees’ needs. They try their best to make the workers happy and comfortable and to make sure employees are well taken care off.”
Nooitgedacht Farming team member*

*“It’s a great company that cares for its people and its environment. Spier gives the opportunity to grow in terms of skills and development.”
Hospitality team member*

*“The environment is excellent, and you feel at home as well. We are all respecting each other. I love what I’m doing.”
Hospitality team member*

*“Spier is like a family to me – one of a kind. I simply love that Spier gives an employee a chance to grow within the company, and the compassion Spier has for the communities. It always strives to improve things for the company, environment etc. There is so much to mention, but yes, I feel blessed to work for a company like Spier.”
Wine Team*

*Anonymous survey feedback collected during the year.

Culture of Listening and Inclusion

Surveys are run quarterly and provide valuable feedback on areas for improvement, which is shared with management teams. This information helps them lead, guide, and support their teams in achieving excellence.

At Spier, we aspire to be a thriving, fair and inclusive working environment, with caring and engaged people focused on delivering excellence and led by courageous, purposeful, and inspiring leaders.

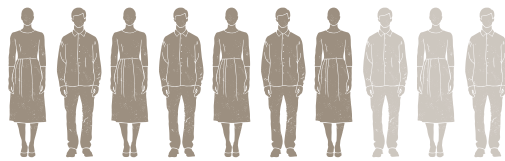
Throughout the year, 78% of our team members provided regular feedback about their experiences at Spier. Here's what they shared:

8 out of 10



Team members are likely to recommend working at Spier

7 out of 10



Team members are motivated to go beyond what they would do in a similar role

We achieved a retention rate of 86% of our team during 2024, up 2% from 2023, which we consider an optimal turnover for our business. On our farms, 97% of our team members see themselves still working at Spier in two years' time, and our Wines and Hospitality teams have 85% of their team members firmly committed to being a part of our journey ahead.

Our long-held goal is to create a supportive environment for all team members, both full-time and part-time. We strive to balance the flexibility our business needs with fair and decent working conditions, ensuring everyone can thrive and grow in their roles.

The graphs below show our current number of full-time employees.



We have been aligning our benefits to ensure our regular part-time team members have full access to the benefits afforded to full-time staff.



Fair Wages: Working Towards a Living Wage

Committing to a living wage is crucial for Spier not only as a matter of fairness but also as a powerful tool for breaking cycles of poverty and addressing structural inequality. Many of our employees come from communities where economic opportunities are limited, and low wages perpetuate a cycle of financial instability that can span generations. By committing to a living wage, we empower our team members to meet their basic needs, invest in their families' futures, and pursue educational opportunities that can lead to upward mobility. This initiative helps to level the playing field, enabling individuals to escape the constraints of poverty and contribute meaningfully to their communities. Additionally, by fostering economic resilience among our team, we strengthen the broader community, creating a ripple effect that supports local businesses and initiatives. At Spier, we believe that addressing inequality through fair wages is not just a moral imperative; it is essential for building a sustainable future where everyone can thrive together.

Currently our full-time entry-level salary at Spier is R7 060 per month.

Meeting with our entry-level team members annually helps us to determine beyond our living wage approach, business practices and benefits that we can consider to improve the opportunities for all our staff.

As a result, we have implemented the following initiatives:

Building Financial Resilience

Access to instant advances can significantly improve the lives of vulnerable staff who find themselves trapped in the loan shark cycle. Many individuals in precarious financial situations resort to high-interest loans from unscrupulous lenders, which often leads to a cycle of debt that is difficult to escape. By partnering with a service provider to offer instant advances, we enable employees to access funds quickly without the crippling interest rates associated with predatory lending. This support empowers them to handle unexpected expenses, such as medical emergencies or essential household needs, without resorting to harmful financial practices.



Moreover, having access to these advances fosters financial stability and peace of mind, alleviating the stress and anxiety that often accompany financial insecurity. It empowers employees to make informed financial decisions, encouraging them to save for the future instead of depending on exploitative loans. Ultimately, this initiative not only supports individual wellbeing but also strengthens our community as a whole.

Enhancing awareness and access to often underutilised benefits within our group policies is essential for improving the overall wellbeing of employees.

Additionally, employees can take advantage of **discount coupons** that allow them to save money every month at **Shoprite and Checkers** stores. These coupons enable employees to stretch their budgets further, making essential groceries more affordable and enhancing their overall financial stability.

Another valuable benefit is the **access to virtual doctor consultations**. This feature allows employees to consult with medical professionals conveniently through online platforms, making healthcare more accessible, especially for those who may have difficulty visiting a doctor in person. Virtual doctor services can address a range of health concerns quickly, ensuring that employees receive timely medical advice without the barriers of travel or long wait times.

By actively promoting these benefits and ensuring that employees are aware of how to access them, we can significantly improve their quality of life.

During the peak of loadshedding, while we provided support for our team to charge their devices at work, many faced challenges at home with limited cooking options in the evenings. Through our partnerships, we were able to introduce subsidised **Wonderbags**, which are more than just locally produced non-electric slow cookers; they are also part of a unique carbon mitigation project in collaboration with our family partners at Nando's UK. Together we were able to empower our team by building resilience at home.





Pre-Loved Store

Continuing a tradition that has been embraced for several years, we run an annual pre-loved store around the festive season. This initiative has consistently brought the team together in a spirit of generosity and kindness, and the feedback has been overwhelmingly positive.

One participant, Liezel Langeveldt, shared her reflections, saying, *“Thank you for making me part of this great initiative. Witnessing the*

hearts of others smiling outward with warmth, appreciation, and contentment reminded me of my childhood. My grandfather would take fruit and vegetables from his harvest crops and share them with our community at Christmas. Thank you for letting me relive those memories and affirming what this season is truly about.”



Employee Development and Engagement

Joining Spier

Every new team member brings a fresh perspective and the potential for positive change. Our approach to induction goes beyond mere orientation – it's about cultivating a sense of belonging and empowering our new team members to thrive from their very first day.

“Our Home is Your Home”: The Spier Induction Experience

We've crafted our induction programmes to be immersive journeys that allow new team members to feel the heartbeat of Spier.

We are not just inducting new employees, we're nurturing agents of change. Each team

member, whether new or seasoned, carries with them the potential to bring fresh ideas, to challenge the status quo, and to help Spier grow in new and exciting ways.

We are creating a working environment where people don't just feel valued, they feel empowered. Where integration isn't just about fitting in, but about contributing unique perspectives. Where every day is an opportunity to learn, to share, and to shape their future and that of Spier.

But we don't stop there. We believe in continually nurturing the growth of our team, turning every day into an opportunity for learning and connection.





What our people have to say about their induction experience:

“I really enjoyed the farm tour. Seeing it all was lovely. From chatting about the spread of fungus to being informed about the number of eggs collected daily. The group was very intrigued by all the information. Meeting everyone really makes a difference – we can see how each role is important. I really enjoyed going around and being taken to the different spaces.”

“We got to have a Spier picnic. This allows us to explain to guests what they can expect when they buy a picnic basket.”

“The Farmer Angus tour helped us learn more about regenerative farming and the benefits and impact it has on our environment.”



Rooted in Knowledge: Our Vineyard and Wine-Making Immersion

For all our teams, we’ve cultivated something truly special – a vineyard and wine-making immersion programme that goes beyond the surface. This isn’t just about learning facts, it’s about understanding the soul of Spier.

The Alchemy of Good Soil: We delve into the very earth that nurtures our vines, understanding how it shapes the character of our wines.

The People Behind the Pour: We introduce the faces and stories behind every bottle, celebrating the human touch in our wine-making process.

Storytelling From the Vine: Through simple, engaging content, we weave stories of our vineyards, vines, and wine-making journey.

Real-Time Insights: We share projected harvests and current vineyard challenges, keeping our team connected to the living, breathing farm around them.

This immersion programme is designed to empower our guest service teams to share authentic, passionate stories about our farm and wines with our guests. Over the past year, 81 team members joined us on this enriching experience.

Adapting and Thriving: The Hotel Refurbishment as a Learning Opportunity

Even in times of change, we see opportunities for growth. When our hotel closed for refurbishment in March 2024, we turned this into an opportunity for our team to explore new horizons.

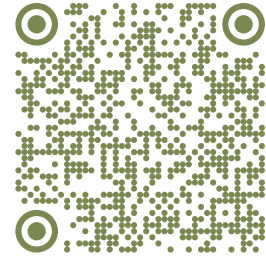
Flexible Leave: We encouraged affected team members to enjoy their annual leave, ensuring they returned refreshed and ready for new adventures.

Cross-Pollination of Skills: As team members returned, we welcomed them into various areas across Spier, fostering an exchange of knowledge and experiences.

Broadening Horizons: Our hotel team is now discovering the farm in ways they never have before, mixing with colleagues from different departments and gaining a holistic understanding of Spier's operations.

This journey is not only broadening our team's skills but has also strengthened the bonds between different parts of our Spier family. This is how we grow together rooted in our rich heritage, nourished by shared knowledge, and blossoming with the diverse talents of our incredible team.

“



Listen to the audio clip of Wiseman Wanana here





“ILS (Individual Learning Spend) helped me to pay school fees, purchase stationery and school uniforms. This was a big help as I did not have to use my salary for this.”
Dumisani Garikayi

Anon: Used her ILS towards purchasing an inverter for home use.

Anon: Used their ILS to attend an inspirational session.

Anon: Used their ILS to purchase an ergonomic chair (recommended by a doctor) which alleviated back pain.

This is our way of investing in our team and helping to unlock their full potential.

Embracing Holistic Development

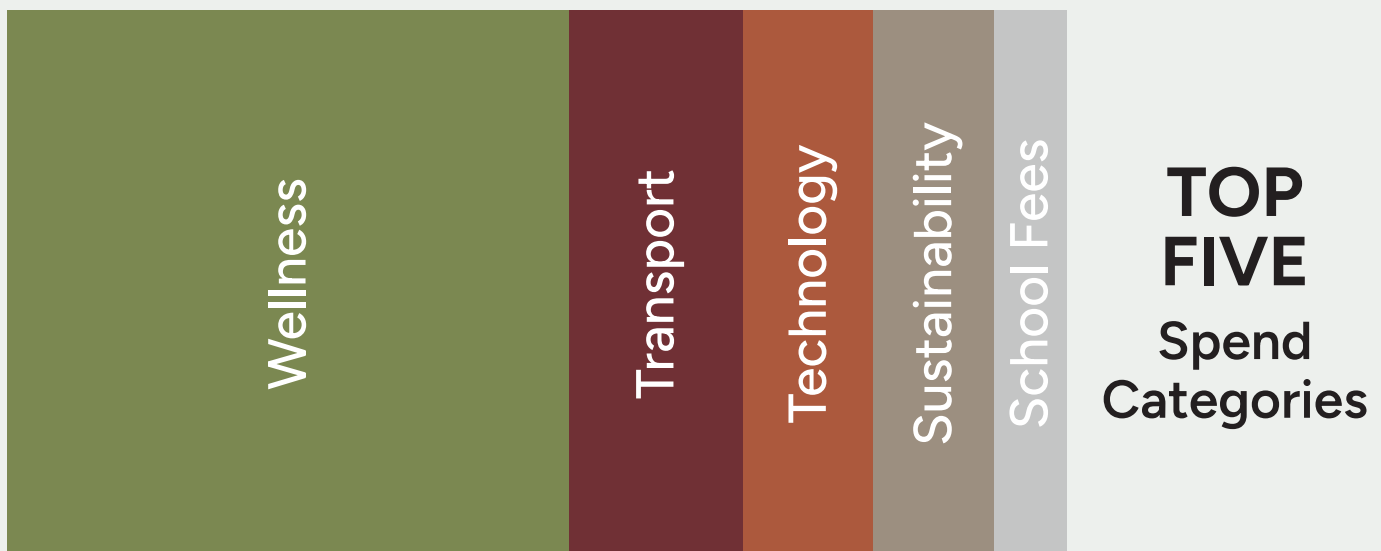
Learning and development should be as organic and interconnected as the natural world around us. Just as mycelium networks facilitate nutrient exchange in nature, our approach to employee growth creates an ecosystem of knowledge, skills, and personal fulfilment.

Our commitment to our team goes far beyond conventional training programmes. We have cultivated an environment where personal growth and professional development intertwine, resulting in an increase in employee satisfaction and retention.

To help facilitate the personal development and wellbeing of our staff, each employee receives funds to spend on their personal development. This allocation can be used for a wide range of purposes that contribute to an individual's overall wellbeing and advancement. These include acquiring new skills and knowledge, enhancing health, fostering financial wellness, improving self-awareness, pursuing hobbies and personal interests, and even implementing water-saving and home energy-related initiatives.

We try not to restrict people's creativity and to embrace a multi-faceted learning approach. This enables our team to bring more of themselves to their lives, work and communities. It is aimed at holistic development – intellectually, emotionally, physically, and spiritually.

During tough financial times we have extended this benefit to assist with financial burdens at home and our non-management staff can use this benefit to assist with their children's schooling.





Youth Employment

We believe in the power of young people to shape our future. We are tackling the challenge of youth unemployment head-on, and our approach is rooted in care, practical support, and real-world opportunities.

We have crafted targeted programmes that open doors for young people in our community. Our team takes the time to understand each young person's unique strengths and dreams. We focus on building practical, marketable skills that set our youth up for long-term success.

Through these efforts, we're not just offering work experience, we're nurturing careers, fostering independence, and contributing to a brighter more inclusive future for our community, farming, and the wine and hospitality industries at large.

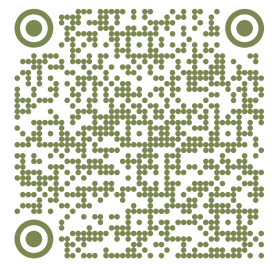
Our Initiatives in Action

We've partnered with YES (Youth Employment Service) to provide one-year work experiences for previously disadvantaged youth aged 18–34.

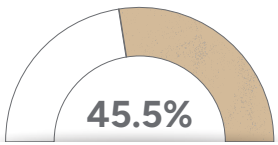
YES is an initiative in South Africa aimed at addressing youth unemployment and providing young people with opportunities for work experience and skills development. It focuses on:

- **Work Experience:** Offering young people, the chance to gain practical work experience in various sectors.
- **Skills Development:** Providing training and mentorship to enhance employability.
- **Job Creation:** Partnering with businesses to create job opportunities for youth.

Currently, 14 young people are working across Spier, including in our cellar, warehouse, and Tasting Room. Participants receive a CV, reference letter, and access to YES's digital job platform upon completion of their work experience.



Listen to the audio clip from Francois van der Walt here



In a country where youth unemployment (ages 15–34) stands at 45.5% in early 2024 (STATS SA), our initiatives make a real difference

Young people with experience are four times more likely to gain employment than those without. By providing this crucial first step, we're not just offering jobs, we're opening doors to lasting careers.

We are committed to being part of the solution, one young person at a time.

Fulfilling Our Commitment to Youth

We aim for 50% of our entry-level positions to be filled by young people.

In FY2024, we exceeded this target:

59%
of entry-level positions at The Riverbank were filled by youth

32%
of available full-time positions in Wines were filled by youth

86%
of casuals employed during harvest season were young people

67%
of new engagements were taken up by young people

10 young people employed directly from the Lynedoch and Vlottenburg communities (up from 5 last year)

This represents **38%** of our YES for Youth jobs in FY2024



Meet Curt Pause

24, from Mitchells Plain – Office Administrator

What challenges have you faced as a first-time worker, and how has Spier supported you in overcoming them?

As a young person, it was challenging entering into the world of work, suddenly realising you are an adult, and being exposed to the business industry and learning new things. I had a very supportive team who guided me and helped me to adapt. I was given guidance on procedures in the workplace and even on other topics, such as relationships and debt management. Now when I look back and reflect on some of these challenges, I have a feeling of accomplishment knowing that I had a great support structure.

Can you describe your first impressions of the Spier family?

How did it make you feel?

My first impression was that everyone was hardworking, but they had fun at the same time. Everyone was welcoming which made me very happy. I have learnt so much at Spier.

In what ways do you feel your work at Spier is making a difference in the community?

My job entails a lot of analytical information which feeds into presentations or gets sent to people that make decisions based on the information that is analysed. I feel that this contributes to the wine industry community.

What are your aspirations for the future, and how has your time at Spier influenced those goals?

I would love to travel and see the world. I can see that there are certain careers at Spier that afford opportunities to travel. My team also always plays a big role in motivating me to continue reaching for my goals.

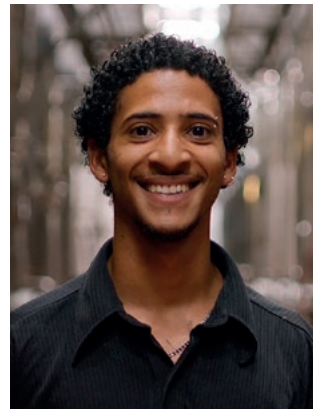
Looking Forward

In the year ahead we have partnered with Harambee Youth Employment Accelerator. This is a not-for-profit social enterprise with their primary focus being on addressing the challenge of youth unemployment. They work with various partners to find solutions and create opportunities for young people to enter the job market. They will be assisting managers with the challenges that present themselves with first-time work entrants.

As part of our commitment to being an employer of choice and attracting the best young talent, we've created a rich ecosystem of opportunities for students and young professionals:

- Hosting presentations and tours
- Offering job shadowing experiences
- Providing career guidance
- Creating work opportunities for students

We've welcomed and nurtured talent from diverse programmes, including: CWG Guild Protégés, Pinotage Youth Development students, Elsenburg Agricultural students, Hospitality and Stellenbosch University students.





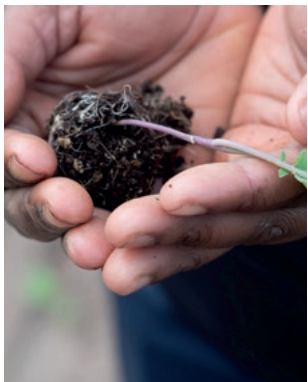
A Collective Vision

The Living Soils Community Learning Farm, launched in 2019, is a testament to the power of collaboration and collective impact in addressing some of our most pressing challenges. This innovative project brings together Spier, Woolworths Trust, Community Inclusive Justice NPC, and the Sustainability Institute in a shared vision of regenerative agriculture and community empowerment.

Together, we're cultivating a space where:

- Regenerative farming practices flourish.
- A new generation of farmers grows in skills and confidence.
- Local communities find solutions to food insecurity.
- The farm isn't just a place of production, it's a living classroom and demonstration site.

By turning our farm into a living classroom, we show how nutritious food can be grown while enhancing soil health and biodiversity through eco-friendly methods.



Our journey began with careful land preparation, introducing beneficial microorganisms and nutrients before planting a diverse range of vegetables. The results have been inspiring:



15.9 tonnes
Total harvest
(first three years)



30 variations
Different vegetables



1.1 hectares
Cultivated area

But the true harvest is in the people we have grown:

Interns graduated in 2023



New interns welcomed in 2024

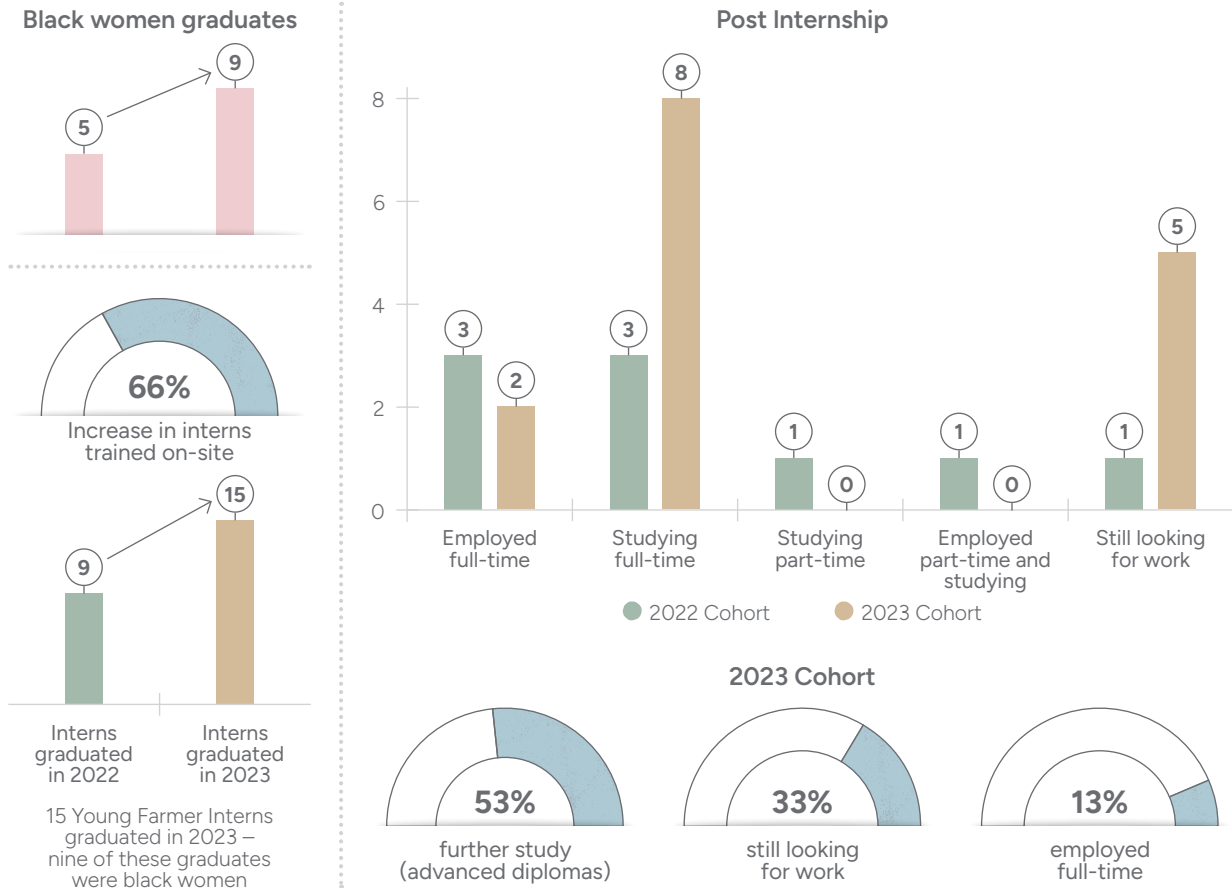


Our year-long internship is designed to create well-rounded, confident agricultural leaders.

We do this by focusing on:

- A deep understanding of regenerative farming principles and their practical application.
- The development of soft skills and leadership abilities.
- Helping build confidence in applying newfound knowledge and skills.
- Equipping interns for employment across the food and farming sector.

TRAINING & SKILLS DEVELOPMENT Young Farmer Internship





Collectively the partners believe that this approach to nurturing new farmers could be a blueprint for addressing food security and youth unemployment. We are growing hope, opportunity, and a thriving future for all.

As we look to the future, we're excited to see how the seeds we are planting today – in our soil and in our community – will flourish, creating a ripple effect of positive change far beyond our farm borders.

Pioneering New Workplace Practices at Spier

We are always looking to pioneer new workplace practices that not only address structural inequality but also enhance the working experience for all our team members. Our goal is to create fulfilling roles at every level of our business, fostering a culture of inclusivity and support.

Striving for Wellbeing

Why a Focus on Wellbeing?

Wellness is a harmonious blend of modern healthcare and nature's wisdom. Our approach intertwines professional medical care with the healing power of our natural surroundings, creating a unique ecosystem of health and wellbeing for our team.

The Heartbeat of Our Care

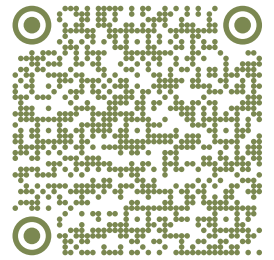
Our on-site clinic stands as the cornerstone of our comprehensive healthcare service and handled 769 consults over the past year. Here, occupational and clinical care come together to nurture the wellbeing of our Spier family.

“The on-site clinic benefits me greatly, especially since I struggle with sinus problems and allergies. If my symptoms become severe, I don't need to lose a day of work –

I can simply visit the clinic and see Sister Jack for helpful medication. There are times when my symptoms get so bad that it's difficult to concentrate. It's a significant benefit to have access to an on-site clinic throughout the day instead of having to stay home from work.”
Nicole Engelbrecht

- **Preventative Screenings:** We offer a range of vital screenings, including breast cancer awareness, prostate checks, and audiometry testing.
- **Seasonal Health Support:** Boosting our teams immunity during the changing seasons.
- **Mobile Wellness:** We've introduced mobile screening opportunities and mini wellbeing days across different areas of our business, ensuring that wellness reaches every corner of Spier.

“



Listen to the audio clip from Nicole Engelbrecht here





Nature as Our Healer

We believe in harnessing the healing power of nature that surrounds us at Spier and our wellness programme is deeply rooted in the natural world.

- **Herbal Wisdom:** Our resident phytotherapist hosts seasonal workshops, including the popular “Spring Fever” and “Immune Boosting Winter” sessions.
- **Herbal Walks:** Team members embark on Herbal Walks, learning about the medicinal plants growing right here on our farm.
- **Educational Workshops:** These are held to teach our team how to grow, harvest, and prepare herbs for their families’ benefit.
- **Sensory Journeys:** These themed workshops take our team on herbal sensory experiences, connecting them more deeply with nature’s healing properties.
- **Natural Remedies at Hand:** Our Winter Immune Boosting Tea campaign places nature’s remedies within easy reach across our business.

Nurturing Mental and Emotional Wellbeing

Thanks to our understanding that wellness encompasses both body and mind, we’ve developed a multifaceted approach to mental health.

- **Professional Support:** Our dedicated social worker provides vital psychoeducation and coping skills to navigate life’s challenges.
- **Tailored Team Programmes:** We have introduced customised wellness programmes for different teams.

Our wellness approach at Spier is more than a programme, it’s a philosophy that weaves together professional care, nature’s wisdom, and community support. By blending occupational health services with the healing power of our natural environment, we’re cultivating a resilient, vibrant team.

We believe that when our team members are in harmony with their own wellbeing and with nature, they bring their best selves to work, to their families, and to our broader community. This is how we’re growing a healthier, happier future – rooted in care, nourished by nature, and blossoming with the vitality of our people.

Collaboration in the Valley

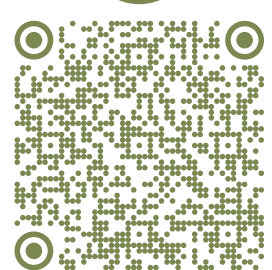


In South Africa, there is a significant disparity in income and living conditions between affluent areas and poorer communities. High unemployment rates, particularly among young people, contribute to poverty and social instability. Access to quality education is limited with schools not being adequately resourced, affecting the learning outcomes and limiting future opportunities for the children of the area.

Whilst we have spent decades supporting the efforts of the valley in education, the COVID-19 pandemic catalysed the start of a Valley

Collaborative, bringing together a coalition of the willing involving local NGOs, community members, business and organisations. The collective focus has broadened from food security to include education, youth unemployment, physical and mental health, arts and recreational activities, all driven by a shared commitment to fostering positive change in our communities.

By the end of 2023, the Valley Collaborative formed a partnership with Ranyaka Community Transformation to support their mission of creating a “Valley worth believing in.”



Listen to the audio clip from Joylene Cornelius here

A Focus on Young People From the Valley



Meet Quinton Platjies

From our valley, Runner at Spier



What challenges have you faced being unemployed and how has Spier supported you in overcoming them?

As a parent, it was difficult not being able to provide for my children. Spier gave me an opportunity to earn an income and uplift my family. I was offered a permanent position which helped me in many ways.

Can you describe your first impressions of the Spier family? How did they make you feel?

Spier is a good company – a “people’s company”. The people and managers uplifted me.

In what ways do you feel your work at Spier is making a difference in the community?

Spier is making a difference through programmes such as YES – giving young people an opportunity to gain experience, build confidence and to get good references at the end of the programme, which makes getting employment easier. There are always opportunities here.

What are your aspirations for the future, and how has your time at Spier influenced those goals?

I want to grow in my position. Spier has helped me to renew my Hyster (forklift) licence. I also have aspirations to grow into an educator or cashier.

Food Security in Our Community

Living Soils Community Learning Farm based on Spier contributes to educational food support through its partnerships. The farm supplies produce at a subsidised cost to the Sustainability Institute Feeding Programme, which provides daily meals for 170 children and youth. This initiative ensures that students receive nutritious meals, supporting their health and educational engagement.

Additionally, donations of produce are made to a local Early Childhood Development Centre in the valley, enabling the provision of nutritious meals for a further 30 children. By addressing food security in educational settings, Living Soils Community Learning Farm plays a crucial role in fostering a conducive learning environment for early childhood development and young learners.

Through these efforts, we not only enhance food security but also support the overall wellbeing and development of children in the community.



The farm also donates vegetable hampers to approximately 20 households identified as highly vulnerable. Each hamper feeds around 5 to 6 people per household.

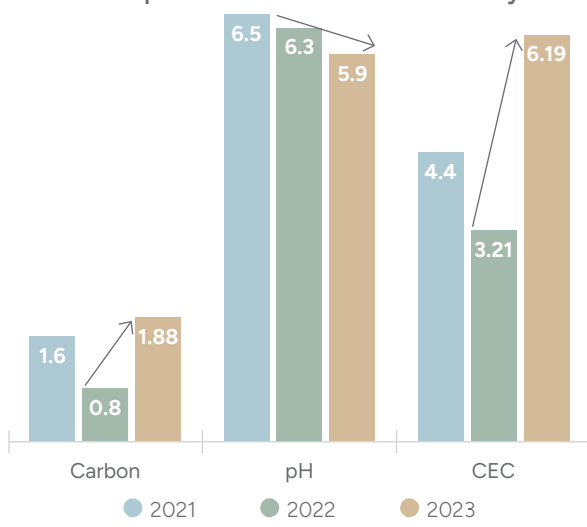
In addition, the farm supports Stellenbosch Feeding in Action which provides 12 500 meals per week at 60 feeding points distributed in 15 communities in Broader Stellenbosch.

This year has seen a substantial increase in food production, thanks to the expansion of the planting area. Last year, only 0.4 hectares of the total 2.1 hectares of land were cultivated, while this year, 1.1 hectares were utilised. This expansion has enabled greater crop diversity and yield, aligning with our goal to enhance food security and strengthen our capacity to support the local community.

In total, 5 327 kg of produce was harvested this year, compared to just 1 453 kg last year.

REGENERATIVE FARMING (Farming for the Future)

An improvement in soil health annually



Improvement in soil carbon and CEC compared to previous years. pH levels have dropped, which may be due to heavy rains.



Sowing Seeds of Hope: Our Commitment to Children's Education

We believe that every child deserves the chance to bloom and grow. That's why we've poured our hearts into supporting initiatives that bring quality, holistic education to the young minds in our community. Let's take a journey through the world we're creating together with our community partners.

The Living Arts Foundation – Where Dreams

Take Flight: Imagine a place where children can soar – literally! Through our partnership with the Living Arts Foundation, we're making this dream a reality.

Gymnastics and Aerial Silks: Every two weeks, the bright-eyed students from Lynedoch Community School tumble and twirl their way to self-discovery. It's not just about the flips and spins (though those are pretty amazing!), it's about building self-discipline, self-control, and self-awareness – all while having the time of their lives!

Expanding Horizons: The joy is spreading! We're now collaborating with Vlotenburg Primary School to bring these bi-weekly classes to even more eager learners.

Holiday Magic: School breaks become adventures at the Shed, where we host themed holiday programmes. It's a whirlwind of fun activities that keep young minds engaged and imaginations soaring.

Horsing Around: Every week, four of our littlest community members (aged five and under) get to experience the wonder of vaulting – that's gymnastics on horseback! It's not just fun, it's a therapeutic journey that boosts muscle tone, self-esteem, listening skills, and spatial awareness. Talk about horsing around with a purpose!

No Child Left Behind: We make sure that transportation is never a barrier to these amazing experiences. We cover the costs of getting the children to and from the Shed, ensuring that every child can participate in these life-changing activities.

Community Keepers – Guardians of Young Hearts and Minds: Sometimes, growing up can be tough. That's where our partnership with Community Keepers at Lynedoch Community School comes in.

A Safety Net of Care: We've ensured that 143 learners have access to a team of caring professionals – therapists, care practitioners, and facilitators. These guardian angels work one-on-one with children facing challenges, providing a safe space to grow and heal.

Life Skills Workshops: We believe in equipping our young ones with the tools they need to navigate life's ups and downs. Our life skills workshops are designed to do just that – empowering learners with practical skills for a brighter future.

It Takes a Village: We know that supporting children means supporting their whole world. That's why we offer workshops for educators and parents too, focusing on child development and creating nurturing environments.

A Gift of Wellbeing for Our Community Caregivers: This year, we wanted to extend our care beyond the classroom. We funded a free wellbeing workshop for

the unsung heroes of our community – the parents, grandparents, and caregivers from both Lynedoch and Vlotenburg.

Mental Health Toolkit: This wasn't just any workshop. It was a loving gift to our caregivers, equipping them with tools to understand and address their children's emotions and behaviours.

Self-Care for Caregivers: Because we know that to care for others, we must first care for ourselves, the workshop also focused on helping attendees manage their own feelings and reactions.

We are not just investing in education, we're nurturing dreams, healing hearts, and building a community where every child – and every caregiver – has the chance to thrive. Together, we're creating a tapestry of love, learning, and growth that will colour our community for generations to come. This is more than a commitment, it's our love letter to the future, written in the laughter of children and the hope of parents.



Sourcing for Good

Every bottle of wine tells a story – not just of the grapes and the soil, but of the hands that tenderly nurture them. Our commitment goes beyond producing exceptional wines, we’re cultivating a legacy of care, respect, and ethical practices throughout our supply chain.

Our Guiding Light: Good Wine, Good People, Good Soil

Our approach is simple:

- **Compliance with Care:** We ensure our suppliers meet international standards and local legislation, primarily through WIETA (Wine and Agricultural Ethical Trading Association) accreditation.
- **Growing Together:** We nurture long-term relationships with suppliers who share our values and commitment to continuous improvement.

The Heartbeat of Our Supply Chain: The Hands That Grow Our Vines

People

1 689

Employees with our growers

Over

10 000

Employees with our bulk wine suppliers

Investing in this journey

4 680

Hours dedicated annually by our Responsible Sourcing team

99

Site visits In 2024, focusing on growers, Spier Farm Management, and on-site contractors





Empowering Through Knowledge

Spier contributed to a farm healthcare and employee wellness project with two of our supply chain partners – Botha Cellar and Slanghoek Cellar.

Between April 2023 and July 2024, this ongoing project reached 1 372 adults and 11 children and provided 623 hypertension screenings and 502 diabetes screenings.

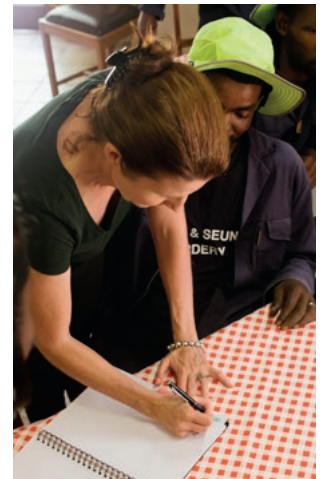
Notes of gratitude from farmworkers who received the farm healthcare training:

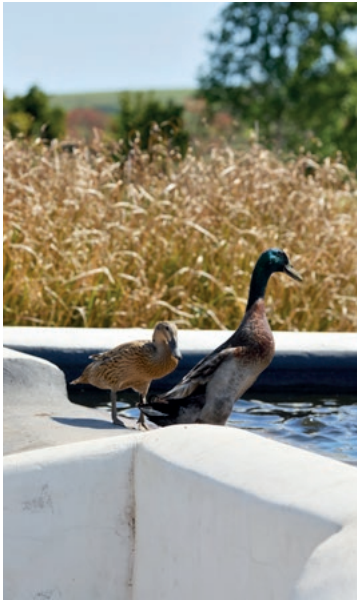
“Met die brief wil ek net u bedank dat u aan ons gedink het as matrikulante om ook die kurses by te woon. Die dinge wat ek geleer het by die kursus het ek gaan toepas by die huis en kon mense verduidelik rondom gesondheid en hoe om hulle siekte te hanteer en hoe om te voorkom dat hulle siek word.”

(With this letter, I just want to thank you for thinking of us as matriculants to also attend the courses. I applied the things I learned at the course at home and was able to explain to people about health and how to deal with their illness and how to prevent them from getting sick.)

“Die kursus was moeilik maar ons het geleer dat niks onmoontlik is nie. Ek het baie geleer van die begin van die kursus tot nou toe. Selfbeeld, TB toets, HIV en Vigs het vir my uitgestaan want ek sit met sulke gesondheidsprobleme in my gemeenskap.”

(The course was difficult, but we learned that nothing is impossible. I have learned a lot from the beginning of the course until now. Self-image, TB test, HIV and Aids stood out for me because I have such health problems in my community.)





A further session was held for 26 farm healthcare workers to focus on stimulation activities. The idea was that these activities can be used as a stimulation tool for children under 5 years to aid their development. In addition, these tools could be used as a possible skill to supplement household incomes, to provide a tangible activity for unemployed individuals on the farms, and as an alternative activity to drinking.

Twenty-six employees from Adam & Seuns, our harvest partner, attended an addiction workshop. The aim of the workshop was to foster a supportive community and address crucial social issues.

An extension of this training will be given where the focus will be on life-skill training that will include finances and the effect that substances have on finances, financial planning and a need assessment to determine the follow up sessions.



Industry-Wide Ripples

Spier is committed to leading the charge in comprehensive ethical sourcing among major bulk wine buyers through active participation in the Industry Compliance Forum, driving sector-wide improvements.

Looking to the Horizon

We are continually striving for change, with a specific focus on the following areas:

- **Embracing Global Standards:** Aligning with international human rights due diligence legislation.
- **Raising the Bar:** Continuous updating of our Supplier Code of Conduct to meet our international customer requirements and standards.
- **Crystal Clear:** Aiming for 100% transparency and traceability in our supply chain.
- **Green Footprints:** Expanding our carbon footprint calculations to include top Tier 1 suppliers (20% that produce 80% of the volume).



At Spier, we're not just making wine, we're cultivating a future where every sip tells a story of care, respect, and shared prosperity. Join us on this journey of compassion and quality, where good wine comes from good people and good soil.

Spier's Regenerative Journey: Nurturing Life From the Ground Up

Soil Health and Regenerative Farming

Our journey towards regeneration begins where life itself begins in the soil.

Our Soil: The Living Foundation of Our Ecosystem

We recognise that healthy soil is the cornerstone of a thriving ecosystem. It's not just dirt beneath our feet, it's a complex, living system teeming with billions of microorganisms. Our commitment to soil health is at the heart of our regenerative practices. Since the pioneering regenerative agriculture on Spier Home farm, we have extended the baseline establishment to four other farms, totalling 68% of our production.

Embracing Low-Till Farming

Since 2015, we've implemented low-till practices across our vineyards and pastures. This approach minimises soil disturbance, loss of valuable soil carbon, preserving soil

structure and the delicate ecosystem within. Low-till farming at Spier has increased our soil's water retention capacity, an improvement that is crucial in our water-scarce region.

Cover Cropping: Nature's Soil Builders

We've introduced a diverse mix of cover crops between our vine rows. These include legumes, grains, and Brassicas. Multi species cover crops enhance soil biodiversity and attract beneficial insects. Different soil types require different mixes assisting with feeding the soil microbiome that facilitates carbon fixing and releases micro-nutrients to the vines. Our cover crop programme has increased soil organic matter across our vineyards.

Compost: Feeding the Soil that Feeds Us

We produce over 1 000 tonnes of compost annually from our own farm waste. This compost is enriched with beneficial microorganisms and applied to our vineyards and gardens.





High-Density Grazing: Nature's Soil Regenerators

Livestock plays a crucial role in our soil health strategy. We practice high-density grazing, mimicking natural herd movements. This method has increased carbon sequestration rates by 17 times compared to conventional grazing.

Monitoring and Adaptive Management

We conduct regular soil and leaf analysis to monitor nutrient levels, organic matter content, and microbial activity. Our team uses this data to make informed decisions about soil amendments and management practices.

The Ripple Effect: From Soil to Vine to Wine

Our focus on soil health has far-reaching benefits:

- **Enhanced Wine Quality:** Healthier soils produce more complex, flavourful grapes, resulting in wines that truly express our terroir.
- **Increased Biodiversity:** Our thriving soils support a diverse array of plant and animal life, from beneficial insects to soil microorganisms.
- **Climate Resilience:** Healthy soils act as a buffer against extreme weather

events, helping our vines withstand drought and heavy rains.

- **Carbon Sequestration:** Our soil management practices have turned our vineyards into carbon sinks, helping mitigate climate change.
- **Water Conservation:** Improved soil structure and organic matter content have increased our soil's water retention capacity, reducing irrigation needs. Cover crops and mulching create cooler soil temperatures, less evaporation, and better water infiltration.

Looking Forward: Our Soil Health Goals

We're not stopping here. Our future soil health initiatives include:

- Expanding our cover crop diversity to include more indigenous species.
- Collaborating with specialists, building the diversity in soil microbiome and changing the bigger ecosystem to be more resilient and conducive to carbon fixing.
- Sharing our soil health knowledge with other farmers in our supply chain, spreading the benefits beyond our farm boundaries.
- Developing and applying more precision farming methods to ensure that we optimise the use of our resources to be more resilient and future proofed.



Our Climate Commitment

We have set our sights on ambitious goals. We are working towards a net-zero aligned target by 2030 and setting long-term science-based targets to reach net-zero value chain GHG emissions by no later than 2050. Here's how we're working towards this:

- **Measuring Our Footprint:** We're proud to be recognised as a Carbon Hero of the South African fruit and wine industry for our consistent reporting.
- **Expanding Our Scope:** We're not just looking at our own operations. We're mapping our entire supply chain's carbon footprint and collaborating with our suppliers to reduce emissions together.
- **Energy Efficiency:** By 2017, we had already reduced our greenhouse gas emissions from electrical consumption by 30% compared to 2009 levels. But we didn't stop there! Our Scope 1 and Scope 2 emissions have

reduced by 9% from 2023 to 2024.

Scope 3 reporting has been expanded to include our transport of goods and services in 2024, so while our overall carbon footprint has increased, this is to improve the accuracy of our reporting beyond Scope 1 and Scope 2. We will see a continued increase in Scope 3 as we extend and understand our impacts better.

- **Solar Farm:** We're designing a purposeful 1.8MW solar plant. This isn't just about generating clean energy; it's about creating a seamless, integrated power system for our entire farm. This won't be about flipping a switch to renewable energy. It's about reimagining how we use our land. Early studies suggest that some crops thrive under solar panels and we can boost the habitats for local flora and fauna.





“Constant environmental awareness training and replacing or fixing of water-saving equipment and re-using water for cleaning purposes all contributed to the saving.”
 Tania Kleintjes, Organic Winemaker.



Water: Every Drop Counts

Our farm is in the Western Cape, South Africa, and experts agree that we need to prepare for a dryer climate in the long term. We are working towards securing our water future by implementing our integrated water strategy which focuses on enabling Spier to consider current and future environmental and business trajectories and to navigate towards a net-zero water balance.

We are working to secure our water future in numerous ways. Our Wastewater Treatment Plant is performing well, with treated water at 49 486 kilolitres. As of the end of June 2024, our holding dam was at 100% capacity, and 65% of the stored water had been reused for irrigation on the farm.

We have transformed our approach to water into an unforgettable experience for visitors. Our water-sensitive design brings beauty and function together in the following ways:

- **Stormwater Systems:** Stilling basins and wetlands manage water flow while creating havens for wildlife.
- **Unique Filter System:** Near the Food Garden, our unique bio filter system purifies leiwater (historic irrigation channels), feeding our ponds and lakes.
- **Birding Paradise:** Our water-wise approach has made Spier a hotspot for birdwatchers.

At Spier, water isn't just conserved, it's celebrated.

Water Sources and Usage

As part of our Water Strategy, in 2019 we added boreholes to our water supply, allowing us to extract and utilise 44 849 kilolitres of water.

Water Positive

341 852 m³/Kℓ

All teams in our business are focused on the reduction of water consumption

Wine Cellar Saving

19 611–19 503 m³/Kℓ

This translates to a reduction of L water/L of wine moved from

2.74ℓ to 2.25ℓ

In 2012, the Spier Nursery was established. It is responsible for the clearing of water thirsty alien vegetation and the propagation and planting of “water-wise” indigenous species. In the ensuing decade, our nursery planted over 100 000 different trees, shrubs and fynbos and over one million bulbs. On the farm, these newly replanted tracts of indigenous vegetation, and previously existing renosterveld vegetation, are conserved.

Regenerative agriculture methods can also increase levels of carbon in the soil. This is important because higher levels of carbon in soil improves water retention. For example, a 2% increase in organic matter (carbon) in the soil doubles the water holding capacity of soil. Increased water retention makes farmland more resilient during drought and makes irrigation more efficient (you can use less water to irrigate healthy, carbon-rich soils because more of it is being retained).

In 2008 Farmer Angus began farming at Spier, using regenerative and biodynamic methods which promote biodiversity, restore soil health and sequester carbon.

In Our Vineyards: Farmer Angus plants a diverse assortment of cover crops like oats mixed with vetch (a member of the pea family) between our vines. A tractor and roller flatten the crops, pushing

nitrogen back into the soil and creating a dense carpet. We add compost and even feathers to create a nutrient-rich mulch that boosts soil carbon levels. Not only does this preserve the water in the soil more effectively, but this method also prevents weeds (which compete with the vines for water) from sprouting.

In Our Pastures: Our herd of 260 cattle grazes in a concentrated space for short periods – a method known as high-density grazing. They are moved twice a day, munching on 12.5 tonnes of vegetation per hectare. 4 250 laying hens also graze the pastures and are moved daily. The hens eat as much grass as 100 cattle.

High-density grazing results in carbon being sequestered faster because it enables the plants in our pastures to grow faster. It does this in the following ways:

- Dung and urine from the cattle and chickens deposited during grazing act as a natural fertiliser, speeding up the plants’ growth.
- The cattle’s hooves aerate the soil, making it easier for water to be absorbed.
- The munching of the top part of the plants leads to the sloughing (shedding) of roots underground. This shredded root material becomes carbon.
- The frequent eating of the plants also stimulates the speed at which the plants grow.





The Journey of Waste: A Story of Circularity and Community

In our business, managing waste is a significant challenge. As we work to weave circularity into our systems, we face the reality that sorting waste at its source is difficult. One hurried person can turn a carefully sorted bag of recyclables into a contaminated mess, making it impossible to recycle.

This ongoing struggle reminded us of the constant need for awareness and education. We realised that understanding the significance of managing our waste stream required constant training and reminders about the health risks and environmental impacts of contamination – not just in our homes, but in our neighbourhoods and the natural world around us.

Amidst our quest for zero waste, a pivotal moment emerged that transformed our approach. We began to see waste not just as refuse, but as a means to support livelihoods for individuals in our local neighbourhoods who had been excluded from the formal economy. This revelation sparked a clear alignment opportunity with Tree-preneurs.

Originally established in KwaZulu-Natal by Wildtrust, an NGO focused on environmental sustainability, Tree-preneurs has grown into a nationwide initiative, now active in over 24 communities.

Since 2009, our partnership with Wildtrust has brought this project to the Western Cape, creating a network of Tree-preneurs in six communities, including Eersterivier, Lynedoch, Mountainview, Kalkfontein, and Vlottenburg.

These Tree-preneurs have nurtured nearly two million indigenous trees since the project began at Spier. Leading this initiative is Lesley Joemat, a Spier employee who visits the growers weekly to deliver seedlings, containers, soil, and compost while sharing knowledge about different tree species.

“I enjoy educating myself and the communities I work with about various trees,” Lesley says. *“I also appreciate how this project positively impacts communities.”*

2024 TREE-PRENEURS PROGRAMME IMPACT

4 700

Number of trees grown and bartered with our Treepreneurs

87

Number of Treepreneurs

45% : 55%

Male to female ratio

6

Number of communities where our Treepreneurs are located

4–80

Age group of Treepreneurs

For our team, the link between waste management and community support became clear. By ensuring containers were not contaminated, we could help the Treepreneurs programme and contribute to environmental care. This awareness shifted how we engaged with waste.

In the past year, we successfully diverted over 6 000 containers from our waste stream into the Treepreneurs programme, enabling the redistribution of seedlings to eager growers.

As we continue this journey, we see that every action contributes to a larger purpose. Together, we are not just managing onsite and community waste, we are fostering growth, supporting livelihoods, and nurturing our communities for a more resilient and just future.

Zero Waste to Landfill: An Ongoing Achievement

We're proud to say we've achieved zero waste to landfill for the third consecutive year! While we continue to face both challenges and successes, this year we diverted 8.4 tonnes of traditional landfill waste to Waste to Energy, and we remain committed to keeping this figure below 4% of our total waste.





These initiatives have had a positive impact:

- **Crushing Glass:** Glass bottles, once a common sight in our waste stream, are sent to bottle recyclers. We have begun crushing broken glass onsite. This crushed glass is currently being tested for use as subbase in paving projects and as material for sandbags, which has been especially important during the excessive storms we experienced this winter.
- **Lighter Bottles:** We have saved 41 045.23 kg glass by reducing our average bottle weight from 439g to 431g as we aim to have an average bottle weight below 420g. Lighter bottles mean less glass, which translates to reduced raw material use. It's our way of sipping more sustainably.
- **Greener Journeys:** From our vineyards to your table, lighter bottles make for more efficient transportation.
- **Less Plastic:** We saved 18.4 tonnes of plastic by replacing plastic packaging tape with water-soluble glue during inline production. This means plastic packaging tape has been removed from 90% of our cartons.
- **Repurposing Liners:** Glassine release liner is the backing paper that the self-adhesive label adheres to, and

which is discarded once the label has been removed and applied onto the bottle. This backing paper is a laminate liner made of a lightweight glassine paper that is coated with a thin layer of silicone elastomer, which makes recycling challenging. The majority of glassine release liner used in the South African wine industry goes to landfill. One hundred percent of our glassine release liner is recycled into handcrafted paper sheets or biodegraded into compost. This translates to 8 474.30 kg of liners recycled and a total of 16 488.25 kg since the project started in 2023.

“Before 2021, all glassine backing paper ended up in landfills. Spier is part of a small group of innovative wine producers dedicated to diverting this material from landfill. Thanks to Spier’s support and vision, glassine backing paper is now classified as recyclable rather than non-recyclable waste, setting a powerful example for other producers to follow.”
Elretha Burger, Product Packaging Manager

CO₂ Savings: Through our waste programme, we saved 93 320 kg of CO₂ emissions in 2024.

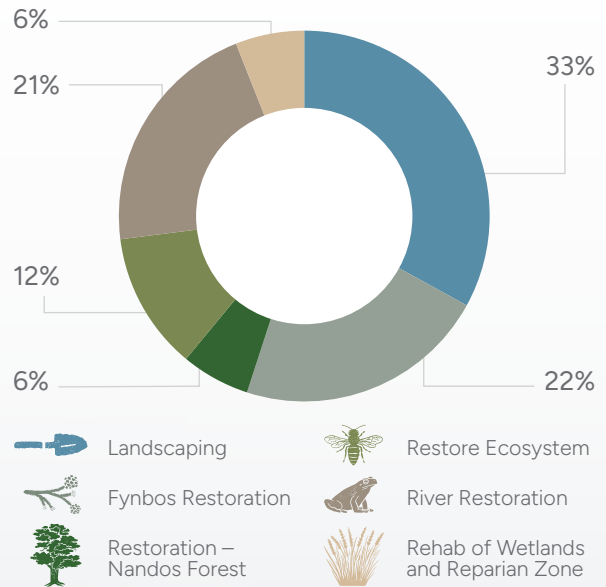
Biodiversity: Nurturing Nature


Habitat Restoration

We're not just a wine farm, we're a sanctuary for local flora and fauna. The protection and restoration of biodiverse-rich natural habitats are crucial tools in the fight against land-based soil depletion and the removal of carbon from the atmosphere. This is because the vegetation in these bio-diverse habitats suck carbon out of the air and store it in the earth. Soil carbon represents a quarter of the potential of natural climate solutions. Forty percent of this is protecting existing soil carbon and 60% is in rebuilding depleted soils.

- Tree Planting:** Since 2012, our nursery has planted over 100 000 indigenous trees, shrubs, and fynbos, and over a million bulbs.
- Habitat Restoration:** We're actively clearing water-thirsty alien vegetation and restoring natural habitats, creating corridors for wildlife movement.
- Community Action:** Our Tree-preneurs programme has nurtured nearly two million indigenous trees since it began, involving 87 community members across six local communities.

Biodiversity Management Planting
(July 2023–June 2024)




Biodiversity
17 697
 Total plants in 2024





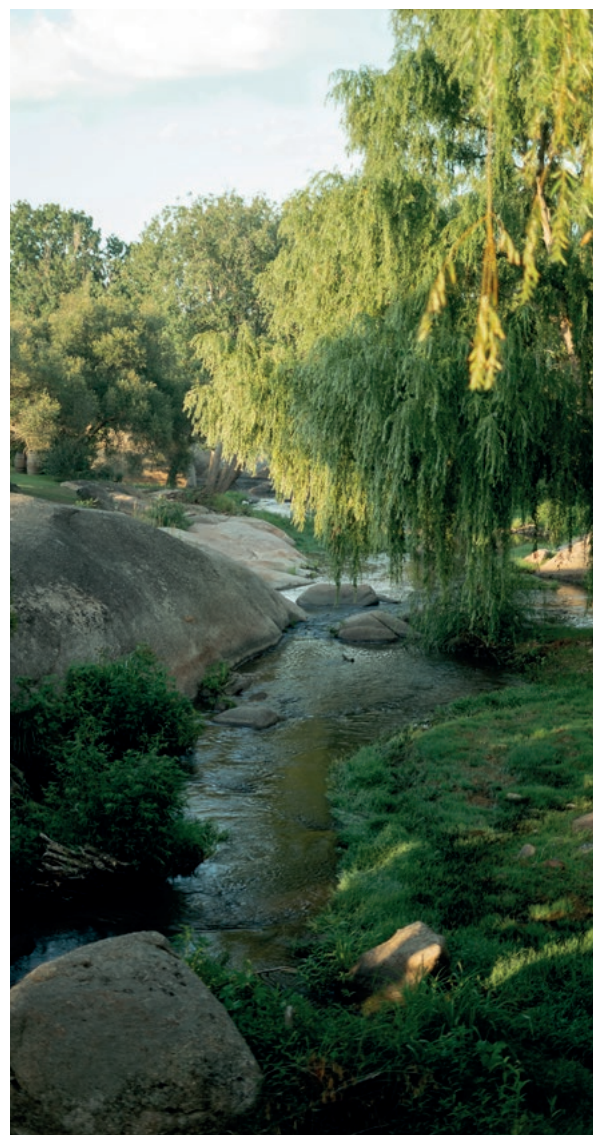
A Ripple Effect

We believe in sharing the insights and learnings we have gained from developing healthy carbon-rich soils on our own farm so that others in the industry may also benefit.

In a pilot programme, we will be working with five grape growers on methods to improve soil health and sequester carbon. The aim of this is to increase vineyards' soil water retention, promoting drought resiliency, and to improve the consistency and quality of the grapes.

This will be a journey of many years, and typically, analysis will be done intermittently over a one-to-three-year period to determine development and improvement on both the health and status of the soil.

As we look to the future, we're excited to continue our journey towards sustainability. We are committed to being good neighbours – to our local communities, to the wildlife that shares our land, and to the planet we all call home. Join us in raising a glass to a greener, more regenerative future. Together, we can make a difference, one sip at a time.



Art



Art is as much a part of Spier as good food and wine. We believe in the power of art to spark ideas, conversations and insights. We think it is true to say that art can change people. It can be a catalyst for change in societies. We love the idea that collections of contemporary art stand as living legacies of South Africa's heritage, with all its complexities and challenging narratives.

Much of our art collection, bought from artists' studios via commissioned work, galleries, and exhibitions, is right here on the farm. It's in our buildings and our gardens for Spier people and visitors to enjoy. We keep rotating works and curating them in fresh ways to make sure all the artists we support get seen.

Guided by Dick Enthoven's vision, the Spier Arts Trust has become the lifeblood of art at Spier. Dick believed in the transformative power of art, deeming artists as the cultural torchbearers. Today, the Spier Arts Trust helps to find and fund South African talent from Port Elizabeth to Polokwane, nurturing emerging South African artists through projects like Creative Block. Every piece of art we invest in fuels the dreams of its creator.

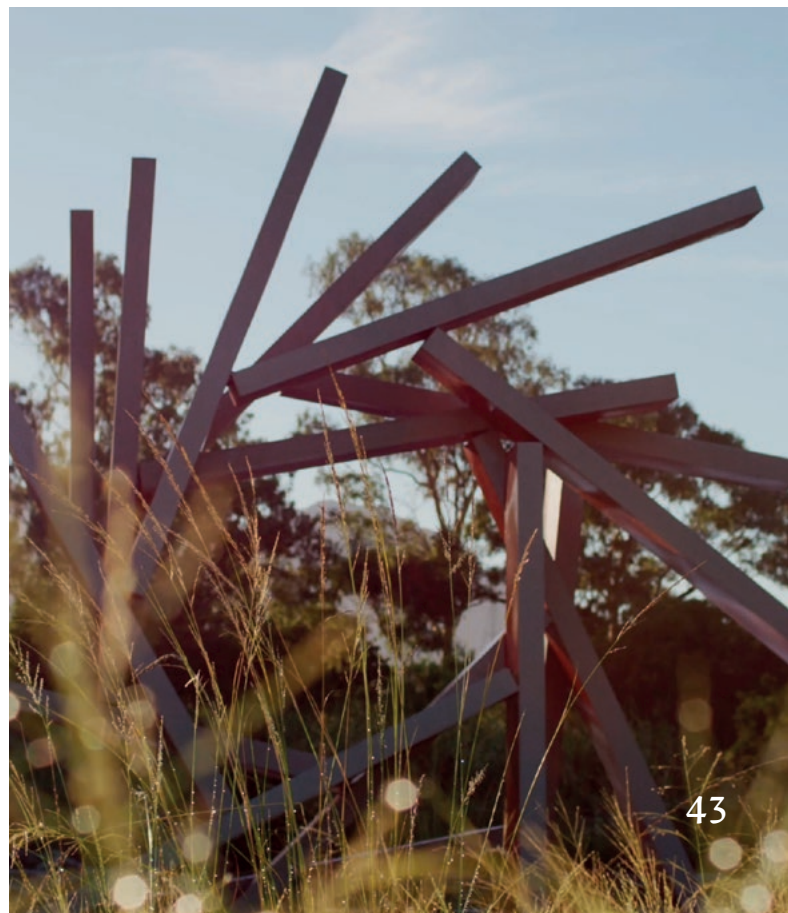
We believe art should be accessible and enjoyed by everyone. Art doesn't just inspire – it moves us, and it shapes us. It helps us to see the world differently, sparks conversation and can help change our mind. It offers us moments to pause and reflect – it confronts us, challenges us, and stimulates our thinking. It offers regeneration for the artist, our culture, and the visitors to our farm.

The Spier Art Collection

The Spier Art Collection is an extensive collection of more than 3 200 modern Southern African artworks. About 1 000 of them are on the farm for everyone to see and enjoy.

Every year, we invite up-and-coming curators to work with our collection to offer new perspectives via their vision. Curatorship is also an art, and this programme is a valuable experience for young curators. It makes it possible for them to tell new stories and present fresh narratives their way. Sometimes these refreshed exhibitions will remain on the farm, and sometimes they get to travel to other destinations and venues, which helps give exposure to the artists.

Our art collection and relationships with artists, galleries, curators and all things art-related, are managed by the Spier Arts Trust.





Creative Block

The Creative Block project invites established and emerging artists to work on blank blocks. Curator Tamlin Blake workshops with the artists, offering guidance and helping to guide their work. Selected works are then bought by the Spier Arts Trust, creating a vital revenue stream for many artists that covers their basic expenses and enables them to continue operating as full-time artists. The project also allows artists to expand their creativity and artistic territory and gain considerable exposure by connecting with art collectors worldwide.

Because of the synergy between this process and the art of blending wine, Spier named its blended wine range after the project – the award-winning Creative Block 2, 3 and 5 wines.

Creative Blocks for sale are displayed at Spier and other curated outlets. The project is an exciting source for corporate investors and private art collectors looking to build an art collection that reflects their view of the world.



Outdoor Mosaic Installations

The Artworks

The Spier Mosaic Kraal

Situated between the Wine Collection Point and the Tasting Room, the Spier Mosaic Kraal features the works of 16 contemporary South African artists. It is South Africa's first permanent outdoor exhibition of mosaics. 20 images from the Creative Block project were interpreted as mosaic artworks by the Spier Artisan Apprenticeship Programme's apprentices. The images were chosen for their extraordinary visual impact, their ability to be successfully interpreted using the medium of mosaic, and the challenging characteristics that would enable the apprentices working on them to gain the skills needed to become expert mosaicists. Together the artworks illustrate the variety and vibrancy of mosaic as a medium – a contemporary African reinvention of this ancient art form.

Spier History Trails

In 2020, the Mosaic Kraal also became home to Spier History Trails. Overlaid on the path spanning the precinct's length, the work pays tribute to the multitude of unacknowledged people that have lived and worked here over the past millennia. Their names might not have been recorded but the flow of their daily lives, and the animals they tended, have left their indelible tracks throughout the memory of the farm. The design, by an anonymous artist, was painstakingly translated into a mosaic using natural stone and Venetian smalti (opaque glass paste).

Uthomi

In 2019, a mosaic sculptural fountain designed by Mozambican artist Lizette Chirime was installed near Vadas Smokehouse & Bakery. Celebrating and showcasing Chirime's talent for combining colour and abstract form, it offers a vibrant playground for the imagination. The artwork forms the fountain floor, and its mosaic surface is flush with the surrounding surface, encouraging visitors to engage with the installation and water.





The Dying Slave

Between the Spier Hotel and the Werf, you'll encounter the nine soaring columns that together make up The Dying Slave. The design for this mosaic was done digitally by Marco Cianfanelli, using a photographic source, based on Michelangelo's image of an enslaved man in the ecstatic throes of dying. Mosaic panels were placed on both sides of the columns, with one side featuring a "positive" image and the other a "negative" (inversion) of the same image. This 42.6 square metre mosaic artwork consists of almost 225 000 pieces of tesserae (mosaic pieces). Ten mosaic artists worked for five months to complete it.

The Artisans

The mosaic artworks at Spier were created by students and graduates of the three-year Spier Artisan Apprenticeship Programme, which ran from 2008 to 2020. Offering three years of employment-based training in professional Mosaic and Ceramic as an art medium, the programme provided emerging artisans (the majority of whom are from previously disadvantaged backgrounds) with quality training – empowering them with the necessary artistic and business skills to run their own businesses successfully after graduation.

Although the programme has concluded, the Spier Arts Trust continues to build on its legacy by finding opportunities for its 68 graduates to specialise in collaborative and experimental work with fine artists, designers and architects in the conceptualising, manufacturing and installing of large-scale contemporary artworks in these exciting mediums. The alumni are still actively engaged in producing mosaic, either through opportunities that arise through Spier Arts Trust or their own marketing efforts.

Experiential Art

In early 2024, the farm hosted the sixth edition of Spier Light Art — a night-time adventure for the whole family to enjoy. A remarkable array of interactive artworks that use light, sound and video were scattered across the historic Stellenbosch estate, which guests could explore after dark for free.

In late 2024, Spier also hosted the third and final iteration of Constellations, conceptualised by the internationally acclaimed theatre director and playwright, Brett Bailey, which offers intriguing, intimate fireside performances by leading local cultural talents.

Guiding Aspirations

Our Home

1. By 2050, Spier has built resilience and has an ecological **net-zero water balance** through water-sensitive design, regenerative farming, and soil water retention, offering a role model for good soils, water-sensitive development and regenerative business and agriculture.
2. By 2050, Spier's **riverine and wetland ecosystems will be regenerated and vital**. Functional and beautiful ecological corridors link terrestrial and riverine habitats within Spier. These natural corridors are integrated, allowing for the movement of indigenous animals and plant dispersion.
3. Spier will work with **its supply chain to adapt to and manage climate, social risks, and opportunities**. Specifically, supporting our farmers' journey to improve soil health.
4. Spier is working towards ensuring that the remaining areas of natural vegetation on the Farm are conserved, managed, and enhanced through **proactive alien clearing and replanting programmes**.
5. Spier is working towards a **net-zero aligned target by 2030** and setting long-term science-based targets to reach net-zero value chain GHG emissions by no later than 2050.
6. By 2030, Spier is diverting **100% of our solid waste from landfills, using 100% recyclable packaging** and achieving, at a minimum, **80% diversion of construction and demolition waste for all projects**.
7. We believe in **being good neighbours**, working together to regenerate the soil, restoring our rivers' health, and building hope in local communities through our Treepreneurs and Living Soils collaborations.





Our People

Spier will be a thriving, fair and inclusive working environment, with caring and engaged people focussed on delivering excellence and led by courageous, purposeful, and inspiring leaders.

1. We will create and provide decent work.
2. We will create youth employment opportunities.
3. We will be a supportive and diverse working environment.
4. We will pioneer new workplace practices that address structural inequality and working patterns to deliver fulfilling roles at all levels in our business.
5. We will be an employer of choice.



Our Community

1. We will support a zero unemployment goal for our valley through our youth employment programmes.
2. Contribute food produce from Living Soils to food security programmes in the valley.
3. Contribute to building skills and practice in regenerative agriculture.
4. Contribute to the vision of the valley to help build a vibrant and resilient community where every child is supported to reach their full potential. Focussing on the deeper issues and gaps to help bring about systemic change that will have an impact on breaking intergenerational cycles of poverty.
5. We will support marginalised community members with the opportunity to grow trees in exchange for livelihood support.







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