

Impact and ESG Report
2025



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FAIRVIEW
CHEESERY

Business model and development impact

Fairview Cheese operates an integrated farm-to-market artisanal dairy model based in Paarl, Western Cape, producing over 50 cheese varieties from cow's milk and goat's milk, using traditional methods and milk from its own goat herd and selected smallholder dairy suppliers. The business supplies major national retailers and its own deli, while forming part of a diversified farm enterprise that includes sustainable agriculture, agro-tourism, and community engagement. Its products are Halaal and Kosher certified, made with non-animal rennet, and supported by strong quality and traceability systems, reinforcing access to premium domestic and export markets. This vertically integrated and value-added model strengthens local agricultural value chains, supports rural livelihoods, and anchors economic activity within the regional dairy sector.

Since September 2021, Fairview Cheese has been the cornerstone of Nurture Brands' specialised dairy cluster, benefitting from platform-level synergies and strategic capital support. The acquisition of Mezé Foods in March 2024 expanded processing capacity and market reach, providing the scale required to implement shared procurement, distribution, and operational efficiency initiatives across the cluster. Through this platform-based growth strategy, Fairview strengthens food system resilience, enhances supplier linkages, and contributes to long-term sector development by combining commercial expansion with responsible production and local economic participation.

Investment commitment	See Nurture Brands
Investment date	September 2021
Agri-Vie II shareholding (%)	See Nurture Brands
IFC risk category	B
Workforce size (#)	92 ▼ 8% vs 2024 (100)
Workforce size upon investment	99
Percentage of total Agri-Vie II workforce	1,3%
ESMS	To be formalised
Headquarters location and region	Paarl, South Africa

Governance, risk management, and integration

Fairview Cheese's governance framework integrates ESG oversight into senior management structures, supported by an external ESG consultant working alongside the human resources and finance manager. The company maintains a seven-member board comprising four executive and three independent directors, with female representation at board level and 23,72% female shareholding. Two board subcommittees support oversight functions, and three formal board meetings were held in 2025. The company's risk register, updated in September 2025, incorporates operational, social, environmental, and animal welfare risks, including climate and biosecurity considerations. In alignment with South African regulatory requirements, the establishment of a formal social and ethics committee is planned for 2026, further strengthening governance and statutory compliance.

Environmental, social and governance integration is reinforced through structured assurance mechanisms and continuous improvement processes, including independent audits that provide external validation of labour practices, health and safety standards, and operational controls. Identified risks and compliance gaps, including those arising from previous occupational health and safety reviews, have been systematically addressed and closed. Ongoing monitoring, third-party verification, and alignment with international standards enable Fairview Cheese to manage regulatory, reputational, and operational risks effectively while embedding ESG considerations into strategic decision-making and long-term value creation.

Strategic developments and operational progress (2025)

In 2025, the company achieved sustained production growth, exceeding 2024 volumes and reaching 2 251 t of output, alongside increased market penetration. Operational excellence was reinforced through key certifications, including successful recertification of its food safety management system and the SIZA social audit, reflecting strong compliance with ethical and labour standards. The business also advanced its energy resilience strategy with the commissioning of a 933 kWp solar installation and 1 373 kWp battery system in February 2025, with further battery expansion approved for 2026 and experimenting with the feasibility of wind energy generation. These developments, supported by ongoing ESG oversight and external specialist engagement, demonstrate a clear trajectory of operational scaling, efficiency enhancement, and sustainability integration across the value chain.

Product quality and compliance

Fairview Cheese maintains a robust quality management framework anchored in internationally recognised food safety standards. The February 2025, FSSC 22000 Version 6 was successfully recertified and remains valid until 14 May 2028. FSSC 22000 is benchmarked by the GFSI and demonstrates that Fairview has implemented a comprehensive and independently audited system to identify, evaluate, and control food safety risks across its operations. This certification strengthens customer confidence, facilitates access to national and international supply chains, and reduces the risk of product recalls or compliance failures.



The Fairview Quality Control team passed the SABS food safety audit with zero findings.

The SIZA social audit, completed in March 2025 with a Platinum risk rating, had no major or critical findings. A SIZA audit assesses labour practices, worker welfare, health and safety, and environmental compliance against recognised ethical trade standards. The Platinum rating places the company in the lowest risk category within the SIZA framework, supporting longer audit cycles, strengthening credibility with ethical buyers, and providing documented assurance of responsible labour practices. In addition, a July 2025 Woolworths Primary Supplier HR, Hygiene and Pest Prevention and Control audit evaluated operational processes, traceability, food safety controls, and departmental compliance, resulting in a green score despite minor non-conformances. Together, these third-party assessments provide investors and retail partners with verified assurance of operational integrity, regulatory alignment, and continuous improvement across quality and ethical standards.

B-BBEE compliance

Fairview Cheese achieved Level 6 contributor status under the amended Agricultural Broad-Based Black Economic Empowerment (AgriBEE) Sector Code for the financial year ended February 2025. The certificate was issued in November 2025 and is valid until November 2026. This rating reflects a score of between 70 and 74,99 points, providing 60% procurement recognition for customers and demonstrating credible progress across ownership, management control, skills development, procurement, and socio-economic development. While Level 6 status supports continued market participation and regulatory compliance, the company recognises the need to strengthen its transformation profile to enhance competitiveness in corporate and public-sector supply chains, where Level 4 or higher is often preferred. In response, Fairview is exploring the establishment of a majority black-owned empowerment structure within its goat farming division, aimed at improving enterprise and supplier development outcomes and supporting longer-term inclusive growth objectives.

Supply chain risks management and smallholder impact

Fairview Cheese sources milk from four smallholder dairy farms in addition to its own goat herd, reinforcing local agricultural linkages and supporting regional dairy livelihoods. All supplying farmers, including Fairview's herd operations, were subject to independent Dairy Standard Agency (DSA) audits in September 2025. These audits assessed compliance with Regulation R961, SANS 10049:2012 (Food Safety Management), the Animal Protection Act (71 of 1962), and SANS 1694:2018 (Animal Welfare), covering milking shed hygiene, herd health, animal housing, and personnel training. The audited facility achieved compliance scores above 97%, classified as 'green' (pass), reflecting strong adherence to animal welfare and dairy safety standards. This independent oversight strengthens supply chain integrity, reduces animal welfare risk, and provides stakeholders with verified assurance of responsible sourcing practices.

In response to the widespread foot-and-mouth-disease (FMD) outbreak affecting multiple provinces in South Africa, Fairview Cheese implemented heightened biosecurity protocols from November 2025 to protect its herd, suppliers, and export licence. Measures include restricted site access, vehicle disinfection procedures, internal movement controls, and formalised management oversight within the goat division. To date, the company has not been impacted by the outbreak. By proactively strengthening biosecurity and embedding animal welfare into its risk register and operational controls, Fairview enhances supply chain resilience, mitigates disease-related production and export risks, and contributes to broader sector stability during a period of national agricultural disruption.

Animal welfare standards

Fairview Cheese places animal welfare at the centre of its agricultural and dairy operations, recognising its importance to product quality, supply chain resilience, and ethical performance. The company's goat farming operations are governed by a formal Animal Welfare Policy aligned with the DSA audit framework and SABS SANS 1694:2018 standards. Animal welfare risks are formally incorporated into the company's enterprise risk register, ensuring systematic monitoring, mitigation planning, and board-level oversight.

Operationally, Fairview applies comprehensive husbandry and veterinary oversight practices to safeguard livestock health and well-being throughout all life stages. Goats are raised through controlled bottle-feeding programmes, weaned based on developmental readiness, and managed under strict housing and bedding standards that support comfort and natural behaviour. Young animals are provided with access to outdoor play areas where conditions permit, while milking shed operations follow rigorous hygiene and equipment maintenance protocols. Welfare management is supported by specialist veterinarians, nutrition providers, and genetics experts, and is integrated into the company's broader food safety and quality management systems. Through continuous monitoring, independent verification, and preventive health programmes, Fairview strengthens animal welfare outcomes, reduces disease and mortality risk, and reinforces stakeholder and customer confidence in ethically responsible dairy production.









The Fairview Cheese goat herd is managed under controlled indoor husbandry conditions and attended to by a dedicated team of trained staff. The animals have access to pasture, allowing them to exhibit natural behaviours and benefit from free movement. Young goats are raised on-site in accordance with a structured veterinary programme that ensures their health and development. Observations demonstrate that the herd is well-socialised, displaying curiosity and a positive response to human interaction. In 2025, the EXEO Capital ESG and sustainability lead conducted an on-site visit, which included the goat herd, to observe animal welfare and management practices.

Environmental resilience and sustainability

Energy transition and climate mitigation

Through significant long-term investment in renewable energy infrastructure, Fairview Cheese has reduced dependence on grid electricity and strengthened energy resilience. Since 2019, the company has progressively expanded its solar generation capacity, with major upgrades commissioned in 2020 and 2025, including a 933 kWp ground-mounted solar installation and a 1 373 kWp battery system. In 2025, the business generated approximately 1 491 MWh of solar energy, supplying about 56% of total electricity demand. The board-approved expansion of battery capacity to 1 668 kWp in 2026 is expected to further reduce energy curtailment, extend battery lifespan, and improve cost efficiency. These investments underpin the company's objective to achieve carbon neutrality within the next three to five years.

Fairview Cheese renewable energy generation capacity investments: 2019–2025	305 kWp	Solar	February 2019	55,83% of total energy require-ments	Operational
	100 kWp	Solar	February 2020		Operational
	933 kWp	Solar	February 2025		Operational
	1 373 kWp	Battery	February 2025		Operational
	1 668 kWp	Battery	Board approved FY2026		Planned





In February 2025, Fairview Cheese commissioned the third phase of its renewable energy investment programme, comprising a 933 kWp ground-mounted solar photovoltaic installation and a 1 373 kWp battery storage system. Renewable energy generation in 2025 enabled the company to avoid approximately 1 402 t of of carbon emissions, further advancing its decarbonisation objectives.

Carbon footprint management

Fairview Cheese's greenhouse gas inventory was independently assessed by Promethium Carbon for FY2024 in accordance with the GHG Protocol and SANS 14064-1:2021 standards, providing third-party assurance over data quality and methodological robustness. Total emissions for the reporting period amounted to 13 490 tCO$_2$e, with Scope 3 emissions representing 81% of the total and purchased milk accounting for approximately 75%. Scope 1 and Scope 2 emissions contributed 3% and 16%, respectively, while transportation and distribution activities also represented material indirect sources.

After the assessment period, the company substantially expanded its renewable energy capacity in February 2025. These post-assessment investments are expected to materially reduce future Scope 2 emissions and strengthen decarbonisation outcomes. The FY2024 assessment therefore serves as a conservative baseline against which the impact of recent and planned energy investments will be measured.



Fairview Cheese has an innovative arrangement with other businesses on the property, sharing waste water dams and the costs of management and treatment.

Water stewardship and resource efficiency

Water stewardship is a growing operational priority, particularly in a water-stressed region. In 2025, Fairview recorded total water consumption of 50 922 000 L, an increase from 47 389 000 L in 2024, driven by higher production volumes. To enhance water security, the company operates rainwater harvesting systems with a combined capacity of 40 000 L, refilled multiple times annually, contributing approximately 280 000 L in 2025. Effluent water is reused for beneficial irrigation at an estimated rate of 140 000 L per day. Drought risk was formally incorporated into the risk register in May 2025, and the installation of additional flow meters is underway to improve monitoring, leak detection, and efficiency management. These measures support more informed water governance and long-term resource resilience.

Waste management and circular economy

Fairview Cheese applies circular economy principles to minimise landfill disposal and maximise resource recovery. Production waste in the form of whey is supplied to local pig farmers for animal feed. In 2025, total solid waste generated amounted to 29,4 t, of which 13,3 t of recyclable material was recovered, resulting in a total landfill diversion of about 45%. Only 16,1 t of waste, primarily non-recyclable packaging, was sent to landfill. The appointment of a specialist waste management provider late-2025 has improved data accuracy and introduced monthly dashboard reporting, strengthening performance monitoring. Ongoing investment in recyclable packaging machinery further supports waste reduction and responsible materials management.

Environmental risk management climate resilience

Environmental risks, including drought, water scarcity, energy insecurity, and climate-related supply chain disruption, are formally integrated into Fairview's enterprise risk framework. The company's renewable energy programme mitigates exposure to load-shedding and tariff volatility, while water reuse and harvesting systems strengthen resilience to rainfall variability. The dominance of agricultural inputs in the carbon footprint has prompted a strategic focus on supplier engagement and climate-smart sourcing practices. Continuous monitoring, third-party assessments, and capital investment planning enable Fairview to adapt proactively to environmental pressures, safeguarding operational continuity and long-term value creation in a changing climate.

Human capital development and decent work

Workforce profile and employment creation

Fairview Cheese is a significant local employer, supporting both permanent and seasonal employment within the Western Cape agricultural and food processing sector. In 2025, the company employed 92 permanent staff members, comprising 49 women and 43 men, with women representing 53% of the permanent workforce.

Youth aged between 18 and 36 accounted for 33% of permanent employees, reflecting a strong contribution to youth employment and early-career development. In addition, 16 non-permanent employees were engaged during peak periods, primarily in operational roles. Total permanent payroll amounted to USD 1,3 million, with USD 639 910 (49%) paid to female employees, reinforcing the company's role in supporting inclusive household income generation and regional economic participation.

Diversity, equity and inclusion

The company demonstrates balanced gender representation across operational and management levels, supported by a majority female permanent workforce and strong participation of women in leadership and technical roles. Female employees are represented across executive, senior, middle, and lower management structures, and include skilled specialists such as a second-generation female cheesemaker.

In 2025, the reported gender pay gap stood at 5,55%, (when adjusted for staff movements throughout the year) indicating relatively equitable remuneration practices. Fairview also employs two persons living with disabilities and maintains female representation at board level and in shareholding. These indicators reflect an organisational culture that promotes inclusion, career progression, and equitable participation.



Andiswa Majikijela's career at Fairview Cheese reflects the company's commitment to long-term skills development and the advancement of women in technical and leadership roles.

Her journey is rooted in family and craftsmanship. Andiswa 's mother, the late Herberta Majikijela, joined Fairview Cheese in 1996 as a general worker in the white mould department. Through dedication and capability, she progressed to become a supervisor and cheesemaker, playing a key role in establishing the company's blue cheese production. Herberta passed on her knowledge and passion for cheesemaking to her daughter, creating a strong foundation for professional growth.

Andiswa joined Fairview Cheese in 2010, working alongside her mother and learning every stage of production, from washing cheese heads to full-scale cheesemaking. By 2012, her technical competence and leadership potential led to her promotion to supervisor. She later expanded her expertise in blue cheese production and transitioned to the speciality department, where she now oversees the manufacture of specialised Woolworths products and the company's flagship cream cheese logs.

With 16 years of service, Andiswa continues to thrive as leader in the speciality department. Her progression from entry-level training to departmental leadership illustrates her commitment and how Fairview Cheese supports female talent through mentorship, skills transfer, and internal promotion, contributing to a more inclusive and resilient workforce.

Skills development and training

Fairview Cheese invests consistently in workforce development to strengthen technical capacity and career progression. In 2025, the company invested approximately USD 11 450 in training activities, providing on-the-job training to 130 employees and facilitating 13 certified training programmes.

These initiatives are complemented by the planned BIONorfund-supported learnership programme, which will further expand access to nationally recognised qualifications. Training investments support productivity, quality assurance, and succession planning, while enhancing compliance with skills development and B-BBEE requirements.

Technical assistance fund supporting skills development

Fairview Cheese is implementing a structured skills development programme supported by the technical assistance grant from BIO and Norfund (BIONorfund), two investors in Agri-Vie Fund II. The programme focuses on strengthening human capital and operational capacity through accredited learnerships aligned with the South African National Qualifications Framework and the Skills Development Act (97 of 1998). Following an assessment conducted by NettrandBEE, training and capacity building were identified as key opportunities to enhance Fairview's B-BBEE performance and workforce productivity. The proposed programme will support 12 learners, primarily youth under the age of 35 from the local area, over a 12-month period, leading to nationally recognised qualifications relevant to the cheesemaking and food processing sector.

The total anticipated cost of the programme is approximately EUR 30 000, of which 75% will be funded through BIONorfund, with Fairview contributing the balance. This blended financing model enables the company to scale workforce development while maintaining financial discipline. Beyond compliance benefits, the programme is expected to strengthen internal skills pipelines, improve retention, and enhance long-term operational resilience. By investing in structured vocational training and youth development, Fairview reinforces its commitment to inclusive growth, local capacity building, and sustainable enterprise development within its value chain.

Labour standards and ethical employment

Labour practices are governed by formal policies and externally validated through independent audits. The SIZA social audit conducted in March 2025 identified six minor non-compliances related to training, safety documentation, and wage reporting, with no major or critical findings. All issues were addressed within agreed corrective timelines, reinforcing the company's commitment to ethical employment and continuous improvement. Ongoing internal communications, including the monthly Goat's Gossip newsletter, support awareness of labour standards, rights, and workplace expectations. These systems enhance transparency and reduce exposure to labour-related regulatory and reputational risks.

Occupational health and safety performance

Occupational health and safety management is supported through formal audits, risk assessments, and corrective action processes. A December 2024 OHS audit identified gaps in incident investigation procedures, asbestos management, risk assessments, and personal protective equipment controls.

All identified findings were subsequently resolved through the implementation of revised standard operating procedures, training, and compliance monitoring. Injury statistics for the period 2022–2025 indicate zero fatalities and no high-consequence incidents, with only one medium-consequence injury reported in 2025. This performance reflects strengthening safety governance and proactive risk mitigation.

Employee engagement, welfare and retention

Fairview Cheese promotes employee well-being and social cohesion through a combination of formal benefits and informal engagement initiatives. Alongside healthcare access, transport and housing support, and performance incentives, the company facilitates regular workplace wellness and community-oriented activities.

A notable example is the weekly crochet sessions for administrative staff, where employees learn crocheting skills and collectively produce squares that are assembled into blankets for charitable donation. This initiative supports skills development, stress reduction, teamwork, and community outreach, while strengthening workplace morale and social connection.

Staff engagement is further reinforced through internal communication platforms, including the Goat's Gossip newsletter, and participation in positive impact activities. Staff turnover in 2025 was largely driven by seasonal employment patterns, with 42 departures primarily linked to temporary contracts. Complementary initiatives in training, internal promotion, and employee well-being contribute to long-term retention and organisational stability.



Administrative staff participate in crochet workshops during working hours, providing an opportunity to unwind and benefit from a calm, supportive work environment. The completed crochet pieces are collectively donated to a local charity, fostering skills development, stress relief, and community engagement.

Positive impact and community engagement

In 2025, Fairview Cheese invested approximately USD 10 358 in positive impact initiatives across eight focus areas, including renewable energy, sustainable packaging, housing support, education, environmental restoration, and charitable contributions. These initiatives align with the company's broader ESG strategy and reinforce its role as a responsible corporate citizen within the Western Cape. Social investment activities are designed to complement core operations by strengthening community resilience, supporting vulnerable groups, and reinforcing long-term stakeholder relationships.

Food security and nutritional support

Fairview contributes to local food security through direct product donations and redistribution of excess stock. In May 2025, the company donated high-protein dairy snack cups to four schools in Klapmuts and Paarl, benefitting nearly 800 pupils. The initiative supported nutritional access while also piloting a new product line. During the festive season, 100 units of 2,5 L yoghurt were donated to community organisations. Surplus production is routinely redirected to local beneficiaries, reducing food waste and strengthening community nutrition outcomes.

Environmental partnerships and restoration

Fairview Cheese partners with Greenpop to support ecosystem restoration initiatives in the Western Cape. In 2025, the company donated 220 trees through a monthly planting commitment, contributing to the Kleinbos and Platbos reforestation projects in the Overberg region. This recurring pledge forms part of Greenpop's broader biodiversity and climate resilience programmes. Through this partnership, Fairview supports carbon sequestration, habitat restoration, and long-term environmental regeneration while aligning community investment with its climate strategy.

Employee-led community initiatives

Employee participation plays an important role in Fairview's community engagement approach. On Mandela Day, staff partnered with the Afrikaanse Christelike Vroue Vereeniging (ACVV) Paarl branch to prepare 67 Ubuntu soup jars for distribution to families in need. Employees donated staple ingredients, reinforcing a culture of volunteerism and collective action. The ACVV, one of South Africa's oldest welfare organisations, distributed the jars to vulnerable households within the community.



Mandela Day, observed annually on 18 July in honour of Nelson Mandela's birthday, is a global call to action encouraging individuals and organisations to dedicate time to community service in recognition of his values of social justice, equality, and public service. Fairview's participation reflects alignment with this national and international movement and demonstrates the company's commitment to active citizenship, social solidarity, and employee-led impact.



Fairview employees collectively donated essential soup ingredients and assembled 67 Ubuntu soup jars, which were subsequently delivered to a charitable organisation to support individuals in need.

Market development and sector participation

Fairview Cheese continues to contribute to sector growth and brand visibility through participation in industry platforms. In 2025, the company exhibited at the Africa Food Show, attended by approximately 6 000 visitors over three days. The event generated multiple export enquiries, facilitated networking with international buyers and head chefs, and enhanced brand recognition within the retail and food service sectors. The digital lead-capturing platform enabled structured follow-up and potential partnership development. Participation in trade exhibitions supports market diversification, export growth, and long-term revenue expansion, strengthening the company's commercial sustainability and broader sector contribution.





Fairview Cheese's participation at the Africa Food Show attracted significant interest from attendees, with the company showcasing an impressive array of cow's and goat's milk cheese varieties produced through traditional artisanal methods. The exhibition not only highlighted the quality and diversity of Fairview's product portfolio but also reinforced its reputation for excellence within the dairy sector.

Impact summary

Fairview Cheese demonstrates a resilient and scalable agribusiness model that integrates commercial performance with strong environmental, social, and governance practices. The company's vertically integrated operations, diversified product portfolio, and platform positioning within the Nurture Brands dairy cluster support sustained revenue growth and operational efficiency. Independent verification through internationally recognised food safety, ethical trade, and animal welfare audits provides robust assurance of regulatory compliance and risk management. Significant investment in renewable energy, water stewardship, waste diversion, and skills development further strengthens long-term resilience in a resource-constrained and climate-exposed operating environment. Together, these foundations position Fairview as a credible, low-risk operator within South Africa's premium dairy and value-added food sector.

The company offers a compelling impact-aligned growth proposition. The company delivers measurable development outcomes through employment creation, youth and female workforce participation, smallholder sourcing, ethical labour practices, and community investment. At the same time, it is actively addressing material ESG risks, including supply chain emissions, water scarcity, biosecurity threats, and transformation requirements. Ongoing capital deployment into renewable energy, skills development, and inclusive enterprise structures supports value preservation and upside potential. These attributes align Fairview Cheese with the expectations of responsible investors seeking strong governance, scalable impact, and sustainable financial returns in emerging market food systems.

