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NEWSLETTER

2ND QUARTER ISSUE

20
25



RECRUITAGRI
GROWING WITH GRADUATES

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WELCOME & MID-YEAR REFLECTIONS:

Growing Through Experience

As we reach the halfway mark of 2025, it's the perfect time to reflect on the progress and growth of our current graduate cohort. The 2025 RecruitAgri graduates have now fully settled into their internships, and we're proud to witness the transformation taking place on farms across the country.

From the first day of induction in January, to the fields and facilities they now confidently operate in, our graduates have shown remarkable adaptability, initiative and resilience. Many have stepped up to take on more responsibility whether managing sections of production, supporting record keeping, or contributing to team operations on commercial farms.

Through mentorship, daily learning, and the support of our grower and processing partners, graduates are building both hard and soft skills. While the transition from training to real-world farm life has come with its fair share of challenges from early mornings to tight schedules, it has also brought out the best in our young professionals.

Mentors and farm supervisors have observed encouraging development in graduates communication, problem-solving and teamwork abilities. While there is still room for growth in leadership, many graduates are beginning to show initiative and a greater sense of responsibility, key steps toward becoming confident contributors to the agricultural sector.



Here's to a **STRONG SECOND HALF OF THE YEAR**, filled with learning, leadership and continued transformation in South African agriculture.

EMPLOYMENT SNAPSHOT:

COHORT 2024



GRADUATE EMPLOYMENT SNAPSHOT: ENCOURAGING PROGRESS FOR THE 2024 COHORT

RecruitAgri is pleased to share a positive update on the employment outcomes of the 2024 graduate cohort. As of July 2025, 71% of graduates are employed, reflecting a significant improvement from the 47% employment rate reported in the 2024 Annual Report released in March.

This growth reflects the diverse pathways RecruitAgri graduates are taking across the agricultural sector. Graduates from the 2024 cohort have secured positions in citrus, macadamia and avocado operations, while others have entered roles in processing and general farm management. A few of our graduates have also chosen to continue their studies, further strengthening their expertise in agriculture.

GENDER EMPLOYMENT BREAKDOWN – SHIFTING DYNAMICS

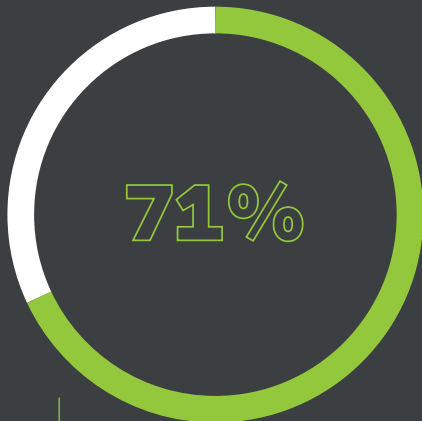
There has also been a notable shift in gender employment trends:

- **July 2025: 58% of employed graduates are female, and 42% are male**
- **March 2025 (Annual Report): 42% female employment, 58% male employment**

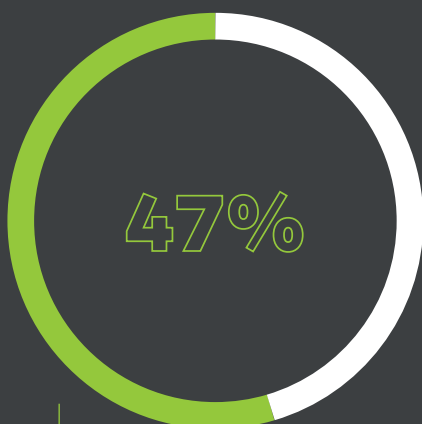
This reversal indicates growing opportunities for women in agriculture and reflects RecruitAgri's commitment to gender inclusion and equal access to meaningful employment.

As we continue to track graduate progress, these figures serve as both a milestone and a motivator.

We extend our thanks to the Agri industry as a whole for their role in supporting graduate placements and look forward to continued progress in future cohorts.



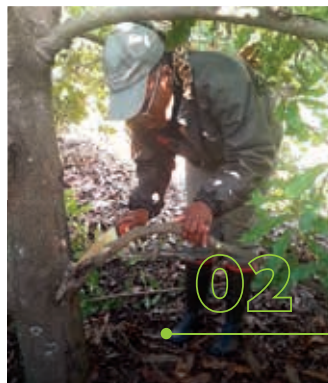
As of July 2025, **71%** of graduates are employed



As of March 2025, **47%** of graduates are employed

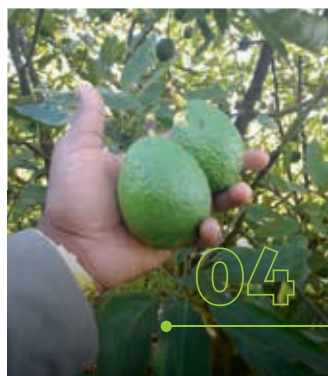
GRADUATE ACTIVITIES ON THE GROUND – FARMING

Actively involved in orchard maintenance by removing water shoots using pruning shears. This important task helps improve tree structure and promotes healthy fruit production.



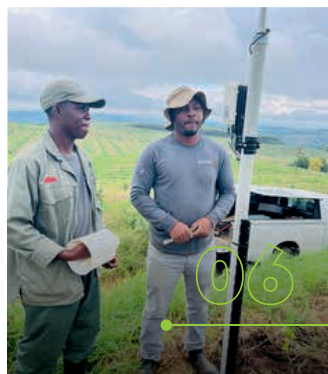
Assisted with skirting, a pruning technique that involves cutting branches hanging low and touching the ground. This not only improves orchard hygiene but also makes it easier for pickers to spot nuts on the ground.

Involved in mixing and preparing chemical treatments to combat felted coccid, a serious threat to both macadamia trees and nuts. The treatment was carefully measured and mixed in a 1000L tank to ensure effective orchard protection.



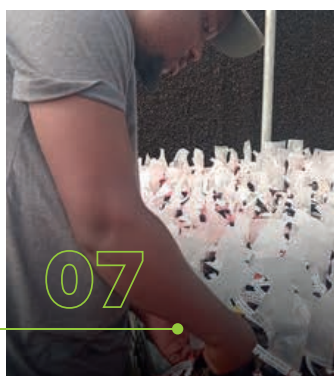
Assess and collect orchard samples to be sent to the packhouse for harvest readiness and chemical residue analysis. This is a crucial step in ensuring that produce meets quality and safety standards before harvest.

Focus here was on hole hunting, a process of identifying and removing dead trees in the new orchards, then dig and prepared holes for planting new trees, contributing to orchard renewal and sustainability.



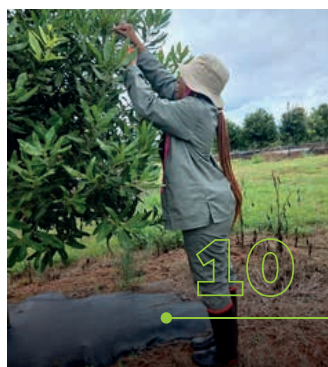
Testing soil probes after installation. The probes are considered functional when they display accurate temperature and moisture readings, along with a signal strength above 80%, ensuring reliable data.

Carefully covered young trees in the nursery with plastic bags to help retain moisture, promoting healthy growth during dry conditions.



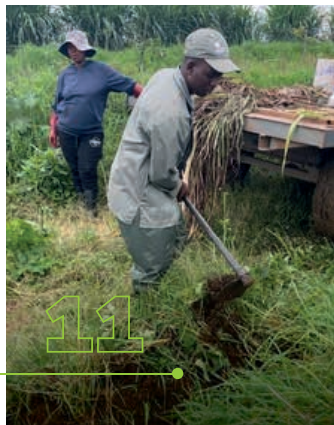
Tackled bugweed control by manually cutting it down with a bush knife and applying Kaput 100 Gel herbicide to prevent its regrowth, helping maintain a clean and healthy farm environment.

Involved in installing soil probes a few centimetres from the spaghetti tube of the drip line and the plant. This precise placement is essential for accurate monitoring of soil moisture, supporting efficient irrigation practices.



Conducted insect scouting, inspecting trees for coccid infestations, signs of water stress and other diseases. This vital monitoring helps maintain orchard health and supports timely interventions.

Prepared planting lines for Napier grass, which serves as an effective windbreak and a valuable fodder source for dairy cows, supporting both environmental protection and livestock nutrition.



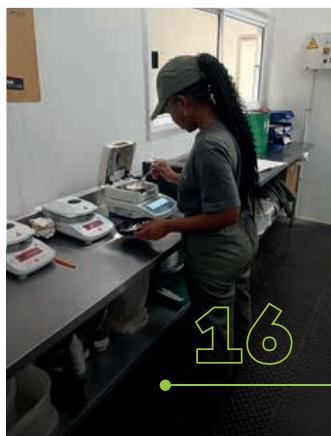
Checked soil moisture levels using a marked auger (100mm to 600mm) and manual feel to assess moisture content at various depths. This helps determine soil water availability for optimal crop management.

Pruning young trees to shape them like a Christmas tree, promoting a strong and healthy structure for better growth and productivity.



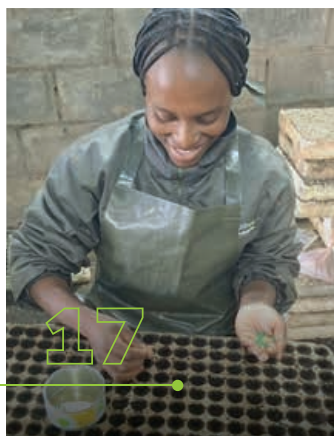
Prepared the dispatch orders by getting the client's trees ready for shipment, ensuring timely and efficient delivery.

Mixed chemical products in an 800-litre tank and carefully applied 1 litre per tree to support optimal tree health and nutrition.



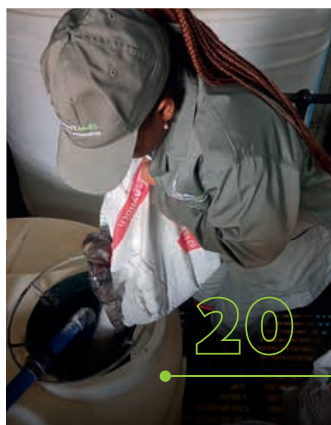
Used a humimeter FSG to check the moisture content of nuts and conducted quality inspections to ensure the harvest meets the required standards.

Carefully placed seeds into holes in trays filled with compost, supporting healthy seed germination and early plant growth.



Performed drenching, applying liquid treatments directly to the plants to protect against pests and diseases.

Conducted weekly scouting activities alongside their supervisor to monitor crop health and identify any issues, weather permitting.



Carried out fertigation, applying fertilizers through irrigation systems. They carefully mixed soluble fertilizers, each in separate tanks following precise fertigation instructions to ensure optimal nutrient delivery.

Recorded macadamia weights using a crane scale, ensuring accurate measurement for processing and quality control.



Injected a systemic liquid fungicide into avocado tree trunks to control Phytophthora root rot, helping protect tree health and productivity.

Mixed various agricultural chemicals designed to effectively control and eliminate Felted Coccid infestations in the orchard.



Working with the squad, helped dig holes for planting macadamia trees, replacing those lost due to challenging climate conditions.

Conducted an insecticide spray to control ant infestations, protecting the orchard from potential damage.



Sprayed fungicide on avocado trees using a spray gun to control fungal diseases that can impact fruit quality, ensuring a healthy and productive crop.

Recorded the weight of macadamia nuts during harvesting, helping track yield and maintain accurate production records.



Adjusted temperature settings in the cold room to maintain optimal storage conditions for macadamia nuts. Proper temperature control is crucial for preserving quality and preventing spoilage.

Participated in spraying fungicide and nematicide on sick trees to manage soil-borne diseases and pests, especially since the orchard was previously used for maize production.



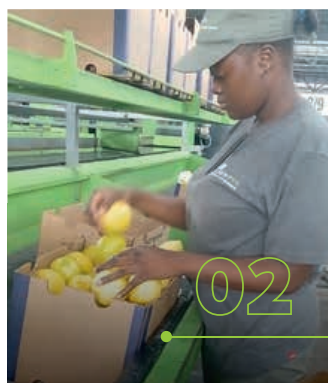
Working with the fertigation team, mixed fertilizers in the tanks according to the generated fertilizer recommendations, ensuring precise nutrient delivery to the crops.

GRADUATE ACTIVITIES ON THE GROUND – PROCESSING

Assisted with oil sampling to determine whether the macadamia oil is food-grade or non-food-grade. This process includes gassing the oil to extend shelf life.



Involved in packaging lemons, carefully arranging 113 lemons using a 5/4 packing pattern to ensure consistency, quality, and presentation for market readiness.



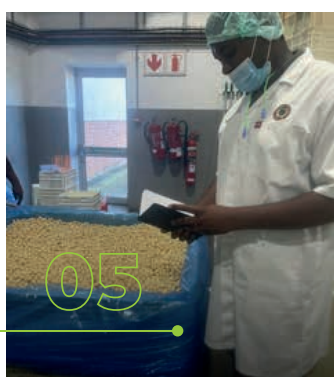
Participated in sorting macadamia nuts of the 695 variety, ensuring only high-quality nuts proceed to the next stage of processing.



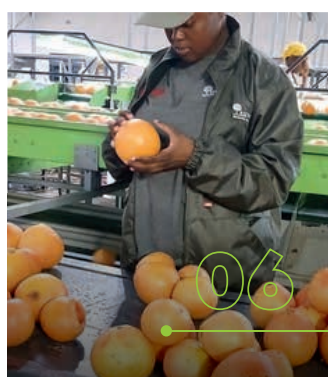
Conducted mobile-based traceability checks on lemon pallets, verifying key details such as pallet ID, variety, quality, PUC, orchard and other essential information to ensure accurate tracking and compliance throughout the supply chain.



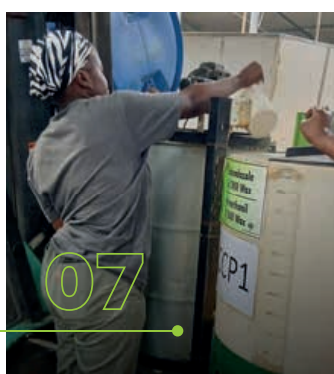
Involved in efficiency trials across the sorting line, ensuring correct style entry on the HMI, sample collection (PV, FFA, MC), photo documentation, sterilised jumbos are in use and quality checks are done hourly. They also help monitor whether the estimated TKR and SKR match figures from the Cracking Department.



Performed pre-grading waste control as part of quality assurance. This involved inspecting 50 fruit samples for defects such as blemishes, colour issues, injuries, missing buttons, and pests. They also ensured Class 1 and 2 fruits were not incorrectly discarded by pre-graders.



Assisted with wax mixture preparation at Critical Control Point (CCP) 1, refilling wax into the drum and mixing it with 1.6L of Thiabendazole (TBZ) and 2L of Pyrimethanil to ensure effective fruit coating and disease control.



Conducted moisture checks to ensure product quality and compliance with processing standards.



Involved in grading pre-harvest samples to assess crop quality ahead of harvesting.



Recorded moisture levels using the HMI system to monitor product quality during processing.



Performed End of Line Quality Inspections, checking for defects, verifying kernel styles, and ensuring proper packing procedures are followed.



11



12

Conducted random hand swab tests on staff to monitor hygiene practices, helping ensure proper handwashing and sanitising protocols are followed in the facility.

Worked in NIS Parking, performing manual sizing checks on nuts from <18mm to 26+mm by weighing 1000g samples on each conveyor to verify machine accuracy. After sizing, nuts inshell were packed into 25kg bags, with 40 bags per pallet, totaling 1000kg.



13



14

Prepared farm delivery samples for quality analysis (L1), retention (L2), and MRL testing (R1) to be sent to Nelspruit laboratories for thorough testing.

Worked at the grading station, identifying and removing avocado defects such as netting, malformation, sunburn, Cercospora and insect damage to maintain quality standards.



15



16

Assisted with macadamia oil decanting, transferring oil into 100 steel drums (210L each) and IBC drums (950kg net mass, approx. 1,035L) for an international order.

Processing Graduate SPOTLIGHT!

During the first week in the NIS Sizing section, work orders containing bin numbers, weights, and storage locations were received. Nuts were fetched from storage, and their mass and moisture content were measured.

The nuts were processed through rollers to sort them by size (18mm – 26mm), with those smaller than 18mm sent to the Kernel Factory. Weight data was captured on the HMI, and moisture levels were recorded on bin sheets.

Quality control checks were conducted in the laboratory using sieves to ensure the rollers were performing accurately, and samples were taken for further analysis.





GRADUATE PERFORMANCE INSIGHTS:

What Partners are Saying

As the 2025 cohort progresses through their placements, valuable feedback from grower and processing partners continues to shape the RecruitAgri programme. Graduates who show initiative, adaptability and leadership are consistently recognised and often secure long-term opportunities.

Managers emphasise the importance of proactive engagement, clear communication and reflective weekly reporting.

Suggestions include introducing a structured training checklist to guide learning and setting clearer expectations during on boarding.

Key recommendations highlight the need for graduates to move beyond task completion and actively contribute to their learning environments. Ongoing mentorship and open communication between RecruitAgri and partners remain essential to supporting graduate success.

PROVING THE IMPACT: **ALUMNI** SUCCESS IN THE FIELD

From Graduate to Quality Controller: Sengiphiwe Ngema's Journey

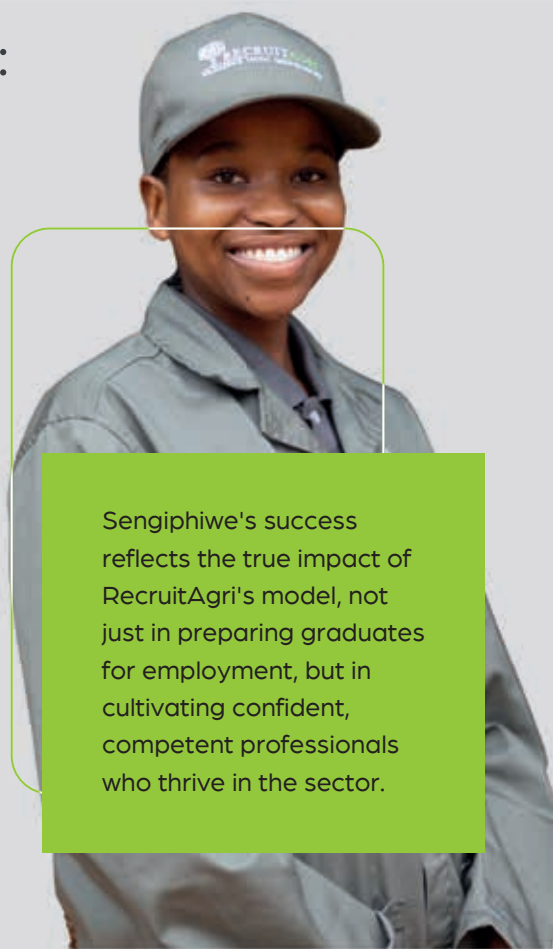
Sengiphiwe Ngema, a proud member of the RecruitAgri 2024 cohort, is a shining example of how dedicated training and the right opportunities can transform a graduate's career trajectory in agriculture.

After completing her BSc in Agriculture (Plant Pathology) at the University of KwaZulu-Natal, Sengiphiwe joined RecruitAgri's intensive practical training programme.

She was placed at Global Macadamias, where she immersed herself in hands-on experience

across various processing areas from food lab testing and quality control procedures to documentation, moisture testing and roasting processes.

In October 2024, Sengiphiwe attended the RecruitAgri Interview Day and was offered a position by Green Farms Kiepersol. She has since been employed as a Quality Controller, where she continues to apply and expand her expertise. Her employer has consistently provided positive feedback, praising her reliability, knowledge and professionalism.

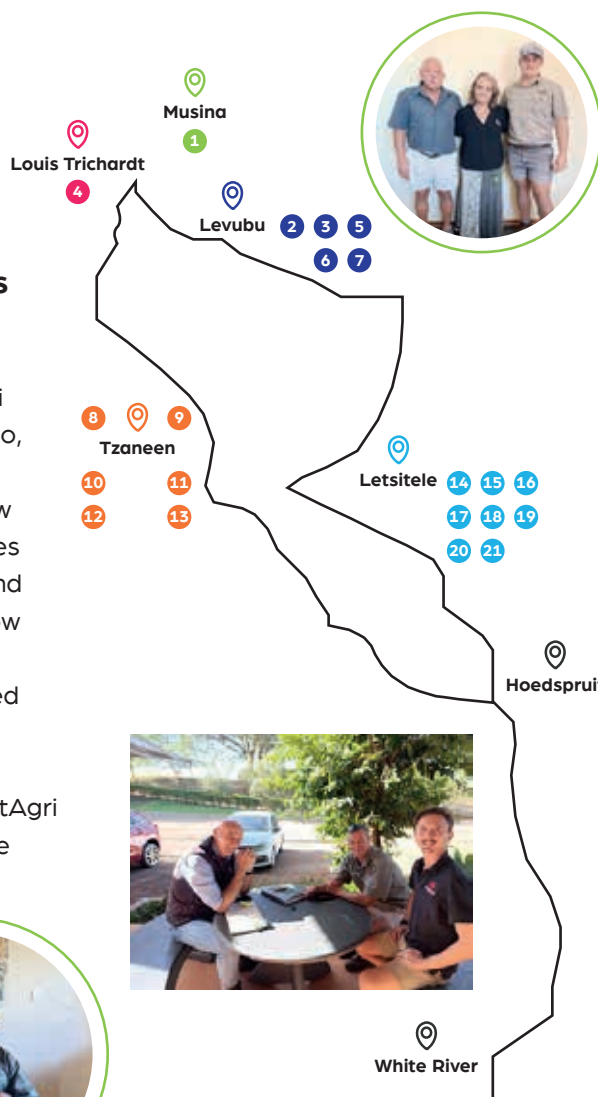


Sengiphiwe's success reflects the true impact of RecruitAgri's model, not just in preparing graduates for employment, but in cultivating confident, competent professionals who thrive in the sector.

SITE VISIT: LIMPOPO

Limpopo Site Visit: Highlights Graduate Progress and Partnership Growth

From 19 to 23 May 2025, RecruitAgri conducted a site visit across Limpopo, engaging with alumni, assessing graduate progress and exploring new and potential partnerships. Graduates were commended for their growth and performance, while alumni shared how RecruitAgri equipped them for their current roles. The visit also highlighted increasing industry interest in youth training and collaboration. This visit reaffirmed the strength of the RecruitAgri model and its growing footprint in the Limpopo agricultural sector.

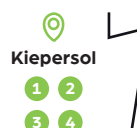


KEYNOTE:

- Messina:**
 - 1. Messina Verpakkings
- Levubu:**
 - 2. Bridelia
 - 3. Amondel Pakkers
- Louis Trichardt:**
 - 4. Rionde Farming & Denovu Oils
- Levubu:**
 - 5. Royal Macadamias
 - 6. Springfield
 - 7. Levubu Dried Fruit
- Tzaneen:**
 - 8. Westfalia Waterfall
 - 9. TRC Agri
 - 10. ZZ2 Learning Academy
 - 11. Westfalia Macnoon
 - 12. Red Sun
 - 13. Westfalia Agri
- Letsitele:**
 - 14. SAAGA Transformation Summit
 - 15. Serala Estates
 - 16. Laeveld Citrus
 - 17. Mahela
 - 18. Gubitz
 - 19. Groep 91
 - 20. Groep 91 Packhouse
 - 21. Miami Cannors



SITE VISIT: MPUMALANGA



KEYNOTE:

- Kiepersol:**
 - 1. Green Farms
 - 2. Bateleur Boerdery
 - 3. Langbult Boerdery
 - 4. Mbove Boerdery

Mpumalanga Site Visit: Supporting Graduates and Strengthening Partnerships

On 19 June 2025, RecruitAgri visited key partner sites in Mpumalanga to assess graduate performance, connect with alumni and strengthen relationships with employers. Graduates were praised for their professionalism and adaptability, while alumni shared how the programme effectively prepared them for industry roles. The visit also opened dialogue around potential new partnerships and provided valuable feedback to support programme improvement. This visit underscored the value of continued engagement with industry partners in driving graduate success and expanding employment pathways.



INDUSTRY ENGAGEMENTS & EVENTS



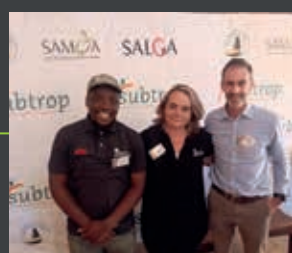
Gathering Insights at NAMPO 2025

RecruitAgri's Ruline Pieters, attended NAMPO Harvest Day 2025, gaining valuable insights into agricultural innovation, sustainability and emerging trends. As South Africa's largest agri-expo with over 87,000 visitors and 900 exhibitors, NAMPO provided the perfect platform for learning and networking. Ruline explored the latest machinery, precision tools and sustainable farming methods lessons she plans to integrate into the training program. RecruitAgri remains committed to exposing graduates to real-world agricultural advancements to support their growth as future-ready professionals.



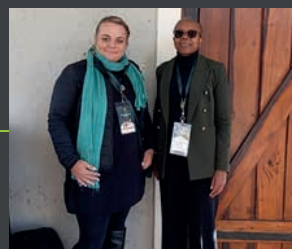
Driving Transformation at the Subtrop Summit

On 22 May 2025, RecruitAgri participated in the Subtrop Transformation Summit in Tzaneen, joining over 150 stakeholders to discuss transformation in subtropical farming. Ruline Pieters shared RecruitAgri's structured approach to youth agricultural training, while graduate Sydwell Somba inspired attendees with his success story. The event's focus on inclusive growth and youth empowerment aligns with RecruitAgri's mission to cultivate confident, skilled leaders in agriculture. We thank SAAGA for showcasing the impact of our graduates and our training model.



Events Empowering Youth at the SAMAC Transformation Summit

At the SAMAC Transformation Summit on 11 June 2025, Ruline Pieters represented RecruitAgri, delivering a compelling presentation on our training model under the theme "Together We Can Make a Difference." Her talk highlighted how structured, step-by-step training empowers young people with practical skills, leadership, and work readiness. Sharing graduate success stories, Ruline underscored RecruitAgri's role in bridging the gap between education and employment. Events like SAMAC affirm our belief that transformation in agriculture starts with investing in people.



LOOKING AHEAD: 2026 APPLICATIONS

Applications Open for the RecruitAgri 2026 Graduate Programme

RecruitAgri is pleased to announce that applications for the 2026 Graduate Programme are now open.

The programme is aimed at developing skilled, employable young professionals for South Africa's agricultural sector.

This fully sponsored, 10-month internship combines hands-on practical experience with structured mentorship and exposure to real working environments on partner farms.

Graduates are equipped with technical skills, lifeskills, and workplace readiness to prepare them for employment within the industry.

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Applications
NOW OPEN
1st July 2025
Applications via website only.

2026

RECRUITAGRI
GROWING WITH GRADUATES

Processing Farming Dairy

ONLINE COURSE

ENROLL NOW: RecruitAgri Online Course – Learn Agriculture Anytime, Anywhere!

Are you passionate about agriculture and looking to build your skills at your own pace? RecruitAgri's online course is available for registration!

This flexible, self-paced course is designed for people interested in starting or strengthening their journey in the agricultural sector.

Whether you're a school leaver, agriculture student or aspiring farmer, this course offers foundational knowledge in key areas of commercial farming.

Don't miss this opportunity to take the first step toward a future in agriculture. **REGISTER NOW!**



ONLINE COURSE
ONCE OFF COST: **R3 000**
COURSE DURATION: **12-MONTHS**

If you are farming or in the agricultural sector but don't meet the RecruitAgri criteria of 18 to 25 years, and you don't have a completed diploma or degree then this course is for you.

Our online classroom is available nationally to anyone who would like to gain more theoretical knowledge on macadamia and avocado farming.

admin@recruitagri.com www.recruitagri.com

HIRE A RECRUITAGRI GRADUATE

An opportunity for Employers to Hire RecruitAgri Graduates

If you are looking for qualified and experienced agricultural graduates, please diarise the 21 & 22 October 2025 and come and meet the talent or graduates available for interviews.

Held annually, Interview Day provides a dedicated platform for grower partners, processing partners and external industry stakeholders to meet, assess and engage with our soon-to-graduate cohort. It is a space where skills meet opportunity and where young professionals get the chance to present themselves to potential employers in the agri-sector.



How Interview Day Works:

Interview Day is a structured, collaborative process that connects our graduates with potential employers in the agri-sector. **Here's how it works:**

01

Contact the RecruitAgri Team:

Employers express interest in participating by contacting the RecruitAgri team.

02

We Share Graduate Information:

You receive a detailed pack containing graduate profiles, CVs and progress summaries, helping you assess candidates who may fit your needs.

03

You Select Suitable Graduates:

Based on your specific criteria (skills, location, experience), you shortlist the graduates you would like to interview.

06

Interview Days Take Place:

Interviews are conducted over two days. These may be in person at the RecruitAgri Head Office (Mpumalanga), Limpopo venues or virtually for those outside the region.

05

Guidance on Employment Packages:

We assist employers with advice on salary expectations, benefits and standard packages in the industry.

04

Graduates Also Select Farms of Interest:

Graduates indicate their preferences based on the type of farm, location and opportunities for growth.

07

We Facilitate the Process:

RecruitAgri ensures smooth coordination of interview slots, venue logistics and tech support for virtual interviews.

**21 & 22
OCTOBER
2025**

INSIDE THE CLASSROOM

Lecture on Avocado Harvesting

In a comprehensive lecture on avocado harvesting, Roy Porritt guided students through the essentials of avocado harvesting, focusing on techniques that ensure fruit quality and reduce post-harvest losses.

The session focused on the theoretical aspects of assessing fruit maturity, including identifying visual cues and understanding

firmness testing methods. It also covered best practices for using harvest tools to minimise bruising. Roy highlighted the importance of hygiene during harvesting, grading protocols and proper packhouse preparation.

He also addressed storage and transport techniques that maintain avocado shelf life and quality. This informative session equipped students with key skills needed to meet both local and export market standards for avocados.



Lecture on Fertilizer

Led by Roy Porritt, this detailed lecture on fertilizer use provided students with a solid foundation in plant nutrition and nutrient management. The session explored the roles of macro and micronutrients, the different types of fertilizers available, and how to apply them effectively based on crop and soil requirements.

Roy emphasized the importance of timing, dosage, and method of application to avoid over- or under-fertilization. He also discussed sustainable practices and cost-effective strategies for improving nutrient uptake and overall crop health.

This session empowered students with the practical knowledge needed to make informed, environmentally responsible fertilization decisions on the farm.



Lecture on Soils

In a comprehensive lecture on soil science, Roy Porritt introduced students to the critical role of soil in agricultural productivity.

The session explored soil types, fertility levels, pH balance and erosion control, along with practical guidance on soil sampling and analysis techniques.

Roy shared insights on improving soil health for long-term sustainability, including amendments, cover cropping, and responsible land-use practices.

By understanding how soil conditions affect crop performance, students were better equipped to manage and improve their growing environments.

This lecture reinforced the message that healthy soil is the cornerstone of successful, sustainable farming.



EXPLORING DAIRY OPPORTUNITIES

RecruitAgri Expands with **NEW** Dairy Division in 2026

A recent visit to the Natal Mooi River region was conducted to investigate the local dairy sector in preparation for the launch of RecruitAgri Dairy 2026. The objective was to assess the viability of implementing a dairy farming model that serves both the needs of the industry and the development of skilled agricultural graduates.

The visit was highly productive. Farmers in the area were notably engaging and hospitable, generously sharing insights into their operations. Their input confirmed that a well-structured dairy farming program would be both sustainable and beneficial.

The feedback and data collected during the visit will be instrumental in ensuring that the RecruitAgri Dairy 2026 initiative is aligned with industry expectations while also providing a strong practical foundation for graduates entering the agricultural workforce.

Our thanks needs to go to Graham Armstrong, a long time dairy farmer himself and involved in the Umati association, assisted RecruitAgri in reaching farmers who align with transformation and upskilling of the youth.



BEHIND THE SCENES: OFFICE UPDATE

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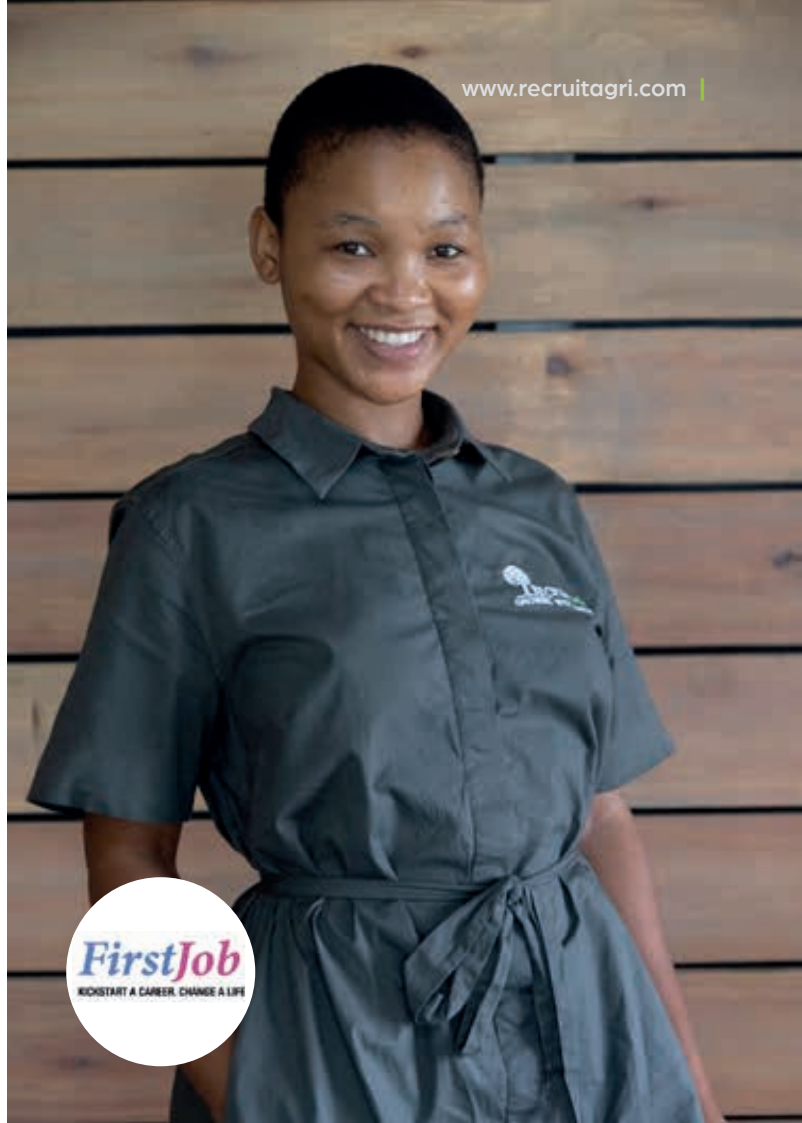
From Intern to Team Member – Lulama Skosana's Journey with RecruitAgri

RecruitAgri is pleased to announce the appointment of Lulama Skosana as Administrative Assistant, following the successful completion of her internship through the FirstJob initiative.

Lulama joined in July 2024 and quickly proved herself through her dedication, professionalism and attention to detail.

Her journey reflects the impact of meaningful work opportunities for youth. Through our partnership with the FirstJob initiative, we remain committed to developing young professionals not only in agriculture but also in administration and operations.

We congratulate Lulama on this achievement and look forward to her continued contribution to the team.



A Heartfelt **THANK YOU** to Westvaal VW White River for their Collaboration

RecruitAgri is incredibly grateful to Westvaal VW White River for their collaboration, providing us with a vehicle to support our ongoing efforts in nurturing the future leaders of the agricultural industry.

This partnership is a significant milestone for us, as it will enable our team to travel to various farm locations, meet with graduates and strengthen relationships with industry partners.

The new vehicle enhances our ability to deliver on our mission of fostering skills development and hands-on experience in agriculture. A special thank you goes out to Westvaal VW White River for their commitment to supporting community-driven initiatives and for being a vital part of our journey.

We are excited about the opportunities this collaboration opens up for our graduates and the entire RecruitAgri network.



MANDELA DAY 2025:

Giving Back with Heart

On 18 July 2025, the RecruitAgri team proudly joined hands with TwoRedPens at Feed The Need in White River to honour the legacy of Nelson Mandela through service and compassion.

Feed The Need is a community initiative dedicated to supporting individuals and families navigating difficult times. The day was filled with purpose as our team helped prepare for the distribution of essential food items, shared conversations and offered a helping hand where it was most needed.

Moments like these remind us of the true spirit of Ubuntu that we are because of others. By simply showing up and contributing our time, we became part of something far greater than ourselves.

Mandela Day is more than just a date on the calendar; it's a call to action and this year, RecruitAgri answered with heart.



GOLF DAY HIGHLIGHTS:

3rd Annual Golf Day – A Swing Towards a Brighter Future

On the 5th of June 2025, RecruitAgri hosted its 3rd Annual Golf Day at the scenic White River Country Club and what a remarkable day it was!

A perfect blend of sport, connection and purpose, the event brought together key players in the agricultural sector for a day filled with fellowship, competition, and collective impact.

This year's Golf Day proved to be more than just a game.

Beyond the fairways, the event also featured fundraising initiatives with proceeds going directly towards improving and ensuring sustainability that the RecruitAgri Graduate

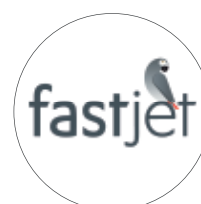
Programme ensuring even greater support and skills development for our graduates. From early tee-offs to lively post-game discussions, the energy and enthusiasm were undeniable. We are immensely proud of how this event continues to grow and reflecting the spirit and strength of our agricultural community.

A special note of gratitude goes out to our generous main sponsors whose continued support makes events like this possible.

THANK YOU TO:

First National Bank, Jonsson Workwear, SAB Foundation, Kruger Mpumalanga International Airport (KMIA), Fastjet & Lion Sands.

OUR MAIN SPONSORS:



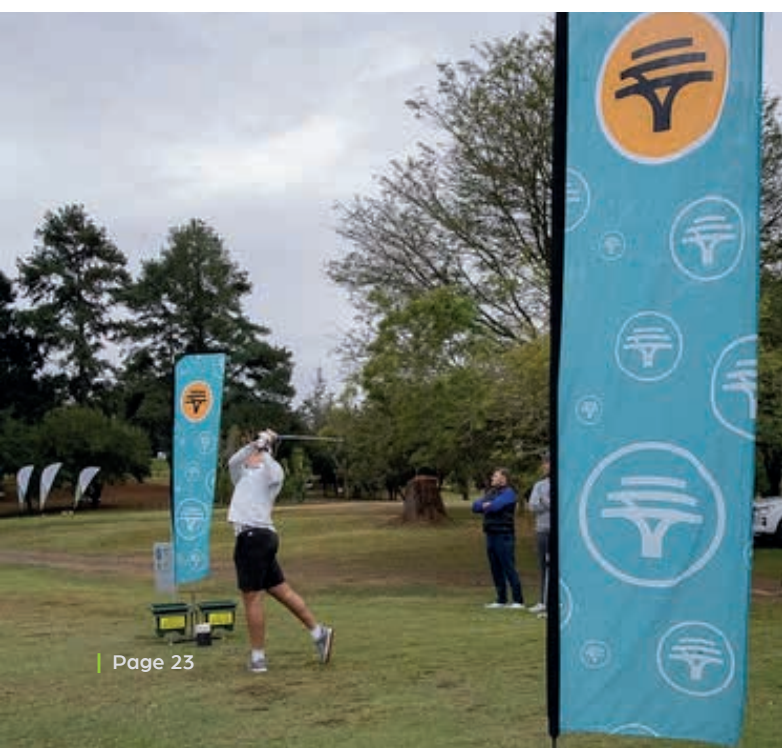


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