

# ESG Strategy overview



**ESG**

Starts  
with me.

**Imperial**  
beyond possibility

## Our purpose

**Connecting Africa and the world  
and improving people's lives with access  
to quality products and services**

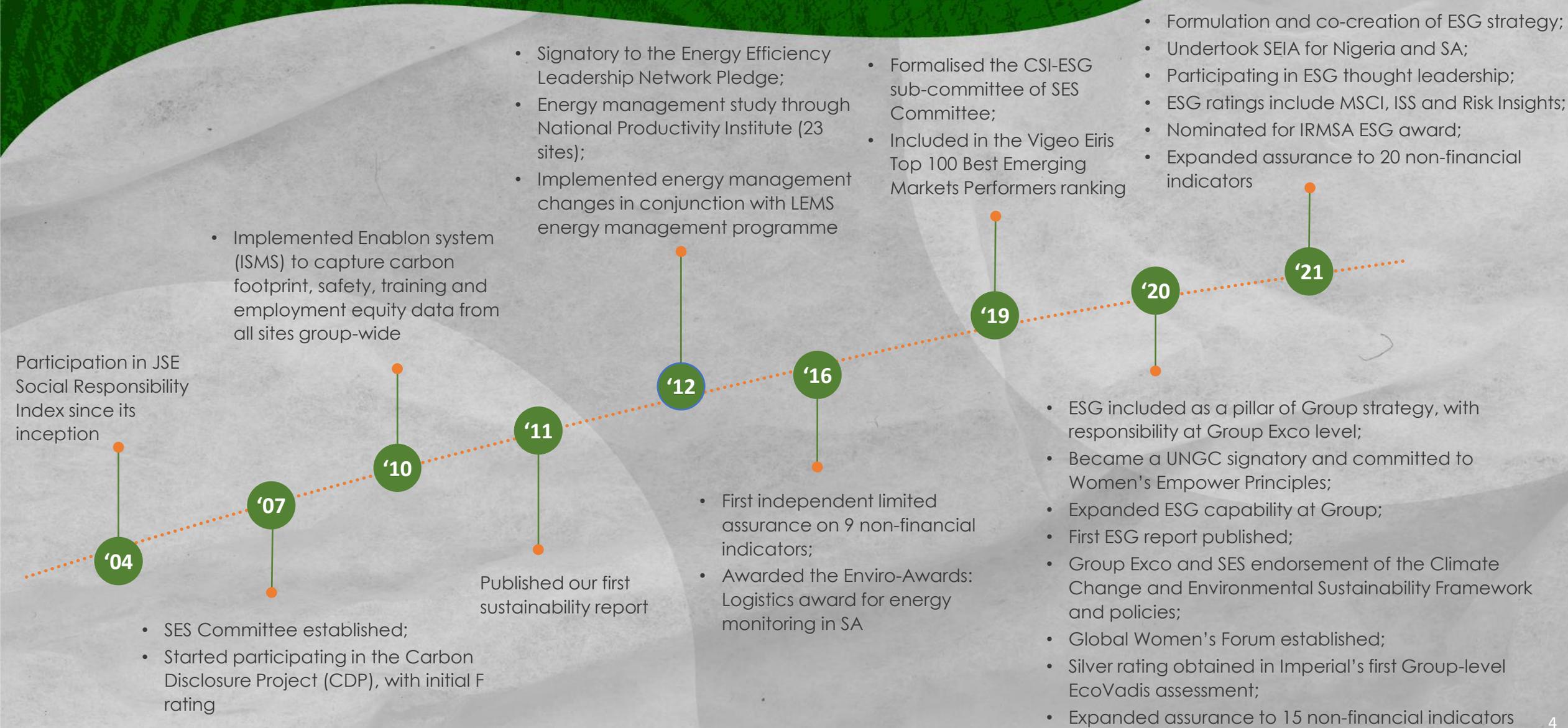
As a purpose driven organisation, Imperial focuses on people, profit and planet. More than just a business that generates profit and pays dividends to its shareholders, we make a difference to people's lives and play a key role in the development of Africa and its people.

# Our Environmental, Social and Governance (ESG) Proposition

- Ethically, we acknowledge that embedding ESG in our business is the right thing to do
- ESG is a pillar of our business strategy, and we are investing in systems, policies and practices to integrate ESG practices
- We are guided by our international commitments as a signatory to the UNGC and Women's Empowerment Principles
- Our approach is geared towards creating sustainable value for our stakeholders by prioritising people, planet and profit. In F19 & F20 we created socioeconomic value of R98 bn and R146 bn in SA & Nigeria
- We strive for zero harm to people and the environment and are working towards net zero carbon by 2050
- Our ESG performance is externally assessed by EcoVadis (2020: Silver status), the Carbon Disclosure Project (CDP) (2021: B rating), FTSE4Good (2021: 3.4/5) and others
- Embedding ESG practices protects and builds our reputation, while also providing a competitive advantage for our clients, principals and customers



# Our ESG journey



# Our ESG pillars



## Sustainable ENVIRONMENT

- Improve fuel efficiency and investigate alternative fuels
- Reduce GHG emissions
- Increase waste recycling
- Conserve water



## Diverse and healthy WORKFORCE

- Diversity and inclusion
- Health, safety & wellbeing
- Talent development



## Develop our COMMUNITIES and COUNTRIES of operation

- Inclusive supply chain
- Localisation
- Community Social Investment



## GOVERNANCE for ethical business

- Anti-bribery and corruption
- Regulatory compliance
- Privacy and data security
- Supply chain standards

# Snapshot of our 2021 ESG performance

## Environmental



Fuel efficiency of **36.1 litres/100 km** across total vehicle fleets of Logistics International, Logistics Africa and Market Access respectively



**5 800 000 litres** fuel savings in SA (estimated savings of ~15 000 tons of CO<sub>2</sub>e emissions)



**1 359 559 kilowatt hours** of renewable electricity generated (estimated savings of ~1 041 tons of CO<sub>2</sub>e emissions)



**701 tons** of waste recycled, representing 68% of general waste generated



**24%** of water demand sourced from boreholes, rainwater harvesting and recycled water.



**0** significant spills

## Social



**25 432** jobs supported



**R11.4 billion** paid in salaries, wages and other benefits – ~22% of revenue (group)



**R246 million** training spend (including learnership salaries)



**16%** of top management, **23%** of senior management and **29%** of middle management across the Group are women



**361 million km** travelled in Africa and Europe, with **2.9 accidents per million km** in SA



**34%**, **15%** and **25%** of SA procurement spend was with 51% black-owned, 30% black women-owned and EME/QSE businesses, respectively



**R24.2 million** CSI spend; 4.5% of group NPAT, including more than 2 million patients and 62 000 scholars as beneficiaries

## Governance



**40%** of the Board is female



**6 044** training interventions on anti-bribery and corruption, Code of Conduct and anti-trust law



**Zero** material financial or data losses from cyberattacks



**Zero** material incidents of non-compliance with laws and regulations concerning HSE impacts of products and services; zero legal actions on corruption or anti-trust law



**25%** of SA transport sub-contractors underwent SHE audits

A white outline of a hexagon containing the letters 'ESG' in a bold, white, sans-serif font.

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