ESG Strategy overview
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

- Participation in JSE Social Responsibility Index since its inception
- SES Committee established;
- Started participating in the Carbon Disclosure Project (CDP), with initial F rating
- Published our first sustainability report

2004

- Implemented Enablon system (ISMS) to capture carbon footprint, safety, training and employment equity data from all sites group-wide
- Signatory to the Energy Efficiency Leadership Network Pledge;
- Energy management study through National Productivity Institute (23 sites);
- Implemented energy management changes in conjunction with LEMS energy management programme

2010

- First independent limited assurance on 9 non-financial indicators;
- Awarded the Enviro-Awards: Logistics award for energy monitoring in SA

2011

- Formulated the CSI-ESG sub-committee of SES Committee;
- Included in the Vigeo Eiris Top 100 Best Emerging Markets Performers ranking

2012

- Expanded assurance to 15 non-financial indicators

2016

- Formalised the CSI-ESG sub-committee of SES Committee;
- Included in the Vigeo Eiris Top 100 Best Emerging Markets Performers ranking

2019

- ESG included as a pillar of Group strategy, with responsibility at Group Exco level;
- Became a UNGC signatory and committed to Women’s Empower Principles;
- Expanded ESG capability at Group;
- First ESG report published;
- Group Exco and SES endorsement of the Climate Change and Environmental Sustainability Framework and policies;
- Global Women’s Forum established;
- Silver rating obtained in Imperial’s first Group-level EcoVadis assessment;
- Expanded assurance to 20 non-financial indicators

2020

- Undertook SEIA for Nigeria and SA;
- Participating in ESG thought leadership;
- ESG ratings include MSCI, ISS and Risk Insights;
- Nominated for IRMSA ESG award;
- Expanded assurance to 20 non-financial indicators

2021

- Formulation and co-creation of ESG strategy;
- Undertook SEIA for Nigeria and SA;
- Participating in ESG thought leadership;
- ESG ratings include MSCI, ISS and Risk Insights;
- Nominated for IRMSA ESG award;
- Expanded assurance to 20 non-financial indicators
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
### 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 CO₂ eq emissions)
- **1 359 559 kilowatt hours** of renewable electricity generated (estimated savings of ~1 041 tons of CO₂ eq 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

### 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

### Economic

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

ESG Starts with me.