

EDUCATION

Imperial and Ukhamba Community Development Trust

For the past 10 years, the Imperial and Ukhamba Community Development Trust (the Trust) has supported learning in South Africa by investing in libraries for public schools primarily in under-privileged communities south of Johannesburg.

During the financial year, six additional libraries were added to the portfolio, bringing the total to 21 and touching the lives of approximately 23 000 learners. With two new libraries planned for the latter part of the year, this will bring the project to 23 resource centres reaching around 24 500 learners, and a staff complement of just under 60.

The Trust has strong relationships with the Department of Education and selects schools for library sponsorships based on the department's recommendations. To be considered, a school must have a fairly good management structure, committed educators and a supportive governing body. In addition, the availability of suitable premises is a key driver for selection, as these school rooms can be rehabilitated for use as libraries without the capital required to build a structure.

Library assistants are primarily previously-unemployed youth sourced from the community. Upskilling is achieved through in-service training to ensure the effective delivery of the reading programmes and co-curricular activities. Library assistants receive accredited training in Word, Excel, PowerPoint and Outlook, as well as first aid. In addition, the Trust helps a number of assistants with their correspondence studies at universities. During the year, library assistants were trained in the art of storytelling, using the power of the imagination to bring characters in classic stories to life.

A good relationship has been established between the Trust, and Hyundai South Africa and Hyundai Motor Corporation in Korea. Through this relationship three library resource centres have been established in the past three years, with the potential to open one new Hyundai library annually. Hyundai directors from South Africa and Korea visit the sponsored libraries and monitor their upkeep. In July 2016, the library at the Motheo Foundation Primary School in Lawley, Johannesburg, was opened providing 1 540 scholars with access to the information required to complete their homework and assignments. Costing R1,3 million to establish, the library also enables these children to enhance their computer skills.

The compulsory reading programmes and related activities such as book clubs, book quizzes and general knowledge competitions are contributing to better than average reading, comprehension and numeracy scores. The Trust also facilitates extra-curricular activities for learners and provides an avenue through which Imperial's employees can contribute to their communities via structured volunteer projects.

Donations provided by Imperial and other private companies during the year have been used to complete upgrades to feeding areas, and Grade R play areas and classrooms, as well as the hosting of Christmas celebrations for over 500 preschool learners and awards ceremonies for top-performing learners.

The Next Generation Scholarship Programme

The Next Generation Scholarship programme provides funding towards the university costs of the children of Imperial employees. Funding is awarded based on merit achievement and covers the entire qualification, tuition costs and an annual stipend.

In 2016, the programme funded 92 recipients at different universities in South Africa at a cost of R3,5 million.

Imperial Logistics Academy

Further contribution to the education needs in South Africa was provided by the Imperial Logistics Academy which provided bursaries

to 104 students, either the children of our employees or external students. In total the bursaries cost R2,1 million and were provided to mostly black students.

ROAD SAFETY

According to Arrive Alive and the Draft Green Paper: Roads Policy for South Africa, more than 15 500 people die on South Africa's roads each year, equating to an average of 41 people a day. The majority of accidents are recorded in Gauteng, the Western Cape and KwaZulu-Natal provinces. Road accidents are the biggest global killer of youngsters aged between 10 and 24. South Africa has one of the highest per capita road death rates globally with children being twenty times more likely to die on our roads than anywhere else in the world.

As a leader in the mobility sector, road safety is a key priority for Imperial given the nature of our operations. Our focus is twofold, firstly to ensure the safety of our drivers and their potential impact on other road users throughout our countries of operation, and secondly on raising public awareness of road safety in South Africa.



OUR APPROACH

**SOCIAL,
ETHICS AND
SUSTAINABILITY
COMMITTEE, AND
ASSURANCE**


The safety of our truck drivers is a key issue on the social, ethics and sustainability committee agenda. The committee closely monitors safety indicators and metrics at each meeting, and all fatalities are closely interrogated. External assurance providers audit road kilometres, accidents, injuries and fatalities.

Every accident that involves one of our vehicles is investigated, not only internally but also by independent external service providers. These investigations are followed by management reports on remedial actions, which are implemented in day-to-day operations on an ongoing basis.

**DRIVER SAFETY
INITIATIVES**


Internally, a number of safety measures are undertaken including ongoing driver training and technology fitted onto vehicles to monitor driver behaviour. Our trucks are also monitored by satellite tracking and we are piloting additional safety measures such as meters that test driver alertness.

More information on our road safety initiatives can be found in the Logistics section.

**COMMUNITY SAFETY
INITIATIVES**


Beyond our direct impact, our road safety programme, established five years ago, drives the need for road safety education at grass-root level. The four main projects that underpin our national road safety campaign include:

- > Safe Scholars.
- > The Car Seats for Kids campaign.
- > The Highway Patrol project.
- > Fleetwatch Brake and Tyre Watch.

Our performance

ROAD SAFETY

	Logistics		Vehicles		Group total
	Africa	International	Import, Distribution and Dealerships	Retail, Rental and Aftermarket Parts	
2016					
Kilometres travelled (million)	443	79	56	159	737
Road accidents	181	133	72	292	678
Road accidents per million kilometres	0,409	1,681	1,282	1,840	0,920
Road injuries	70	8	48	19	145
Road injuries per million kilometres	0,158	0,101	0,855	0,120	0,197
Road fatalities	1	0	0	0	1
Road fatalities per million kilometres	0,002	0	0	0	0,001

Note: The group total excludes Regent (Financial Services) which is in the process of being sold.

ROAD SAFETY

	Logistics		Vehicles			Group total
	Africa	International	Import, Distribution and Dealerships	Retail, Rental and Aftermarket Parts	Financial Services	
2015						
Kilometres travelled (million)	473	71	59	139	4	746
Road accidents	78	42	44	348	5	517
Road accidents per million kilometres	0,165	0,591	0,748	2,502	1,19	0,693
Road injuries	28	9	44	22	0	103
Road injuries per million kilometres	0,059	0,127	0,748	0,158	0	0,138
Road fatalities	5	0	0	1	0	6
Road fatalities per million kilometres	0,106	0	0	0,007	0	0,008