



– LOGISTICS –

In line with the group's strategic objectives, the consolidation of all Imperial's logistics interests within one division – Imperial Logistics – from 1 July 2016, will enable the creation of an increasingly global, asset-light, cash generative logistics group able to identify and prioritise strategic opportunities, allocate capital appropriately, exploit synergies and disseminate management expertise.

OUR PEOPLE



76% Logistics Africa (2015: 73%)
24% Logistics International (2015: 27%)

Gender diversity is a key strategic focus area for Logistics International. Female representation at a senior level is 10%, and the division aims to increase the number of woman executives to two.

TOTAL NUMBER OF EMPLOYEES

30 678

(2015: 30 270)

79%

OF LOGISTICS SOUTH AFRICA'S 2016 TRAINING SPEND WAS ALLOCATED TO BLACK EMPLOYEES (2015: 64%).

R1,9 million

WAS AWARDED AS BURSARIES TO THE CHILDREN OF EMPLOYEES WORKING FOR LOGISTICS SOUTH AFRICA.

EMPLOYEE TRAINING

	2016	2015	% change
TRAINING AND DEVELOPMENT SPEND (R MILLION)			
> Africa	109,3	108,7	0,6 ↑
> International	24,0	21,7	10,6 ¹ ↑
TRAINING AND DEVELOPMENT SPEND PER EMPLOYEE (R'000)			
> Africa	4 703	4 934	4,7 ↓
> International	3 236	2 632	22,9 ¹ ↑
TRAINING HOURS PER EMPLOYEE			
> Africa	19	21	8,7 ↓
> International	0,7	0,4	75 ² ↑

¹ Influenced by exchange rate fluctuation.

² Training data for young professionals and managers only.



THE IMPERIAL LOGISTICS ACADEMY supports employees with their learning and career development needs. The Academy has established partnerships with Skills Education Training Authorities (SETAs) in South Africa, local government and education institutions. During the reporting year, 589 and 207 employees were registered for learnership programmes and tertiary education respectively.

“Our people are what drive us and that is why discovering, nurturing, and developing our people’s talents and abilities lies at the heart of the Imperial Way”.

ENSURING EMPLOYEE HEALTH AND SAFETY

ROAD INJURIES PER MILLION KILOMETRES TRAVELLED

LOGISTICS AFRICA

0,158

(2015: 0,059)

LOGISTICS INTERNATIONAL

0,101

(2015: 0,127)

SAFETY

	2016	2015	% change
ROAD KILOMETRES TRAVELLED (MILLION)			
> Africa	443	473	6,3 ↓
> International	79	71	11,3 ↑
ROAD ACCIDENTS (COMPANY)			
> Africa	181 ¹	78	132 ↑
> International	133 ¹	42	216,6 ↑
ROAD INJURIES (COMPANY)			
> Africa	70 ¹	28	150,0 ↑
> International	8	9	11,1 ↓
ROAD FATALITIES (COMPANY)			
> Africa	1	5	80 ↓
> International	0	0	

¹ Increase is due to more stringent safety reporting criteria introduced during the reporting year.

Logistics South Africa participates in the Trucking Wellness programme, a primary healthcare programme run by the national bargaining council. As part of the programme, the division sponsors seven wellness centres in South Africa, contributing R805 000 a year to these centres.

DEMONSTRATING SOCIAL VALUE

GUARDING AGAINST CORRUPTION

Operating ethically is a key consideration for the division given its partnerships with health ministries, donor organisations and the pharmaceutical industry. During the year, whistle-blowing awareness initiatives were undertaken in Botswana, Namibia, Nigeria and Mozambique; and Logistics International revised its code of conduct and introduced a new anti-bribery policy.

CORPORATE SOCIAL INVESTMENT SPEND (SOUTH AFRICA)

R3,7 million

(2015: R2,0 MILLION)

Main sponsor of the Africa Pharmaceutical Summit, a strategic industry event that tackles the most pressing issues facing the development of the pharmaceutical industry in Africa.

ENTERPRISE AND SUPPLIER DEVELOPMENT SPEND (SOUTH AFRICA)

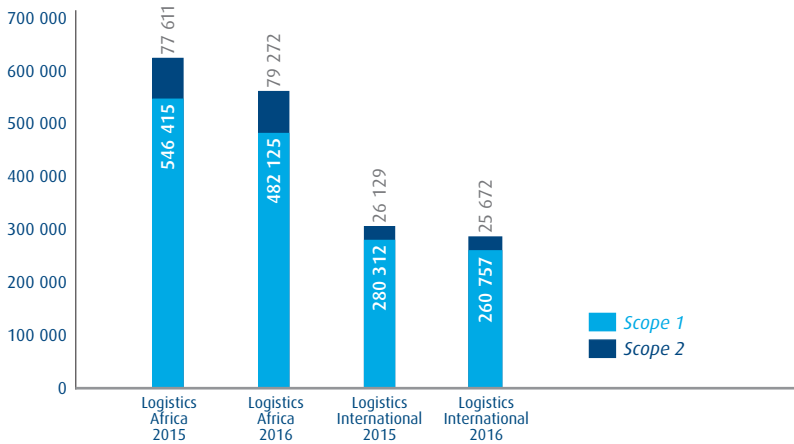
R10,4 million

(2015: R17,0 MILLION)

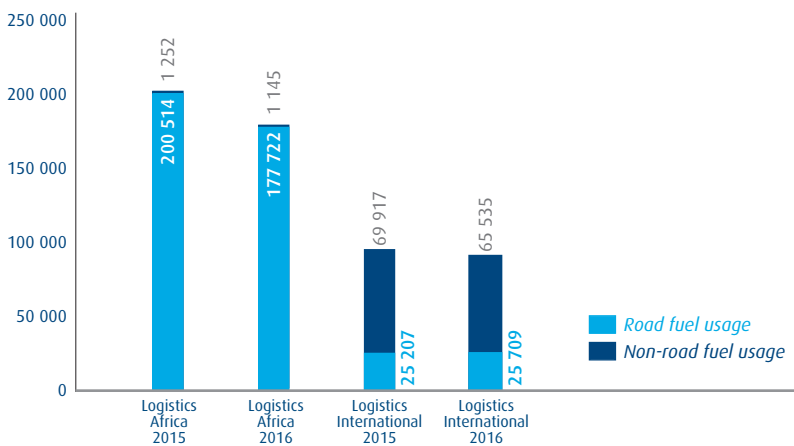
Some 76% of the division’s enterprise development spend was allocated to the capital and operational expenditure requirements of the Unjani Clinics network.

MINIMISING OUR ENVIRONMENTAL FOOTPRINT

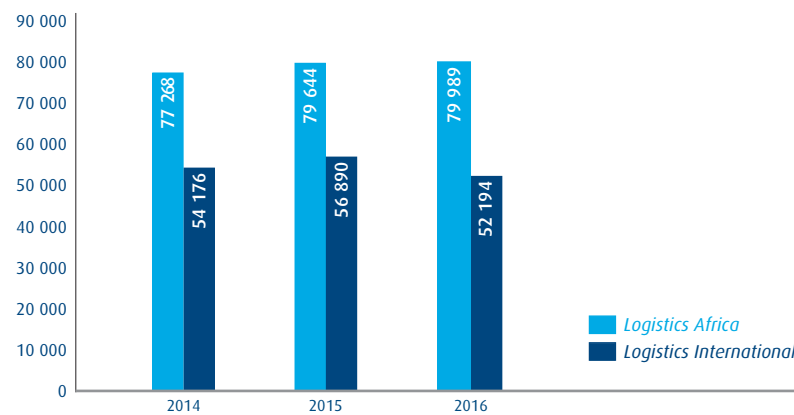
Breakdown of Scope 1 and Scope 2 emissions per division
(tonnes of CO₂)



Breakdown of fuel usage per division
(kilolitres)



Breakdown of purchased electricity per division
(megawatt hours)



WATER CONSUMPTION

LOGISTICS AFRICA

679 727

kilolitres
(2015: 680 215 kilolitres)

LOGISTICS INTERNATIONAL

230 180

kilolitres
(2015: 225 993 kilolitres)

ENVIRONMENTAL INCIDENTS

LOGISTICS AFRICA

57

incidents
(2015: 80 incidents)

LOGISTICS INTERNATIONAL

Nil

incidents
(2015: 1 incident)

FINES OR PENALTIES FOR ENVIRONMENTAL INCIDENTS

LOGISTICS AFRICA

Nil

finances
(2015: No fines)

LOGISTICS INTERNATIONAL

Nil

incidents
(2015: No fines)