

Sustainability Progress Report 2024

Our Dedication to a more Sustainable Future

In 2024, we updated our sustainability goals to deliver greater impact on our main sustainability challenges.

People

- Social Responsibility Annual contributions are made to the Department of Nature Conservation of the Saasveld Campus which is part of the Nelson Mandela Metropolitan University.
- Sustainability Awareness Staff receive quarterly internal newsletters with sustainability tips to use at home & the office.
- Supplier sustainability efforts are monitored on an annual basis. Suppliers are encouraged to create a sustainability policy or become sustainability certified.

Planet

Since March 2024, our company has implemented a Hybrid policy where most staff will only come into the office twice a week, this will reduce staff carbon emissions, water and electricity consumption as well as waste.

- Water Conservation Take regular meters readings for early detection of water leaks & reduced overall water usage.
- Energy Efficiency Due to majority staff working from home three days a
 week we have significantly reduced our electricity consumption. We no
 longer have a swimming pool.
- Waste Management Re-appoint the services of a local entrepreneur to collect recyclable products and separating them accordingly at their depot. Reduced paper usage by implementing digital or email versions of guide documents.
- E-Waste Management Old laptops, no longer suitable for corporate use, offered to employees for home use.

Wildlife

• Clients are made aware of forbidden souvenirs & that we strongly discourage animal interactions and trophy hunting.