



POLICY AND PROCEDURES

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PEPKOR HOLDINGS LIMITED

REGISTRATION NUMBER 2017/221869/06

(*"The company" or "Pepkor"*)

GROUP ENVIRONMENTAL POLICY

The company is committed to proactively promoting awareness of environmental management throughout the Pepkor group and maintaining proper standards of environmental management in all its operations and businesses.

Our policy is to ensure that Pepkor businesses and group operations utilise practices and materials that benefit the environment, customers, employees, communities and shareholders. We will continuously aim to improve our environmental practices, recognising that the way we manage our business has an impact on the environment and in turn, on our climate. Our intent is to reduce our carbon footprint and we will comply with all environmental legislation, regulations, standards and codes of practice applicable to our operations.

Pepkor has a rich history of continued growth and expansion. In this context and beyond the basic legal requirements, we have five environmental focus areas where Pepkor will seek to make conscious changes in our operations to reduce our climate change impact:

Electricity

We will strive to improve electricity consumption in our operations and will endeavour to seek out renewable energy sources.

Fuel

We will strive to improve fuel consumption.

Water

We will strive to improve water consumption.

Waste

We will strive to reduce landfill waste.

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Responsible Sourcing

We will strive to enhance our procurement of sustainable products and materials.

Led by the company's board, and taking into account the responsibilities of governing bodies for climate change including guidance given by King IV, we will embed the Pepkor environmental programme throughout our operations by:

- Promoting Environmental Policy awareness.
- Reviewing our environmental commitments and this Policy regularly.
- Communicating with external stakeholders on environmental matters, where it is most practical to do so, at a group level.
- Guiding our operating businesses to adopt the principles of this policy.
- Advising operating businesses to include the principles of this policy, in instances where an operating business develops its own policy.
- Encouraging operating businesses to identify and drive appropriate and impactful projects to achieve our environmental objectives.
- Assisting operating businesses to set up appropriate environmental data management and reporting systems to facilitate management decision making and communication.
- Working with operating businesses to set goals and targets to drive improvements in environmental performance.
- Recommendations to operating businesses to build appropriate awareness and resources to give effect to this policy.

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