



50 YEARS

2024

ESG Summary Report

This inaugural ESG Summary Report is intended to show the Group's progress against ESG requirements and what we deem to be material to our business. It has been compiled following the JSE Guidance as a guideline – where we have additional information, we have included it. It must be noted that Raubex is on a journey towards improving ESG disclosure. We are committed to increasing transparency and delivering more information for future reporting. We continue to investigate and evaluate suitable impact metrics, and to record our progress for monitoring and reporting purposes.



Raubex ESG Summary Report

C Core
L Leadership

IR Integrated Report
SR Sustainability Report
AGM Notice of AGM

	Unit of measure	Metrics	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
GOVERNANCE DISCLOSURE METRICS								
G1 BOARD COMPOSITION								
<i>G1.1 BOARD DIVERSITY</i>								
		<i>Composition of the Board and its committees by race, gender, age and where relevant, any under-represented social groups.</i>	C					IR page 26 (the full section on the Board of Directors can be found on pages 24 to 26 of the IR) and page 66.
■ HDSA Board members	Number		4	3	3	3	3	
■ Percentage of HDSA Board members	%		50	38	43	43	43	
■ Female Board members	Number		4	3	2	2	2	
■ Percentage of female Board members	%		50	38	29	29	29	
<i>G1.2 BOARD COMPETENCE</i>								
		<i>Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks and opportunities.</i>	C	Y	Y	Y	Y	IR pages 24 and 25.
<i>G1.3 BOARD INDEPENDENCE</i>								
		<i>The composition of the Board regarding executive or non-executive; independence; tenure on the governance body; and number and nature of each individual's other significant positions and commitments.</i>	C					IR pages 24 to 27, with a breakdown of Non-Executive Directors vs Executive Directors, gender and demographics on page 26. The number of Prescribed Officers can be found on page 178 of the IR . Board and Committee meeting attendance: IR pages 63, 67, 73 and 86.
■ Board members	Number		8	8	7	7	7	
■ Executive Directors	Number		3	3	3	3	3	
■ Percentage of Executive Directors	%		37	37	43	43	43	
■ Non-Executive Directors	Number		5	5	4	4	4	
■ Percentage of Non-Executive Directors	%		63	63	57	57	57	
■ Independent Non-Executive Directors	Number		4	4	3	3	3	
■ Prescribed Officers	Number		4	9	6	6	6	
■ Average length of Executive Director service	Years		4	3	7	8	7	
■ Average length of Non-Executive Director service	Years		5	4	10	9	8	
■ Average age of Directors	Years		59	58	61	60	59	
■ Overall Board and Committee meeting attendance	%		100	100	100	100	100	
■ Independence of Board Chairman ¹	Y/N		N	N	N	N	N	

	Unit of measure	Metrics	February 2024	February 2023	February 2022	February 2021	February 2020	Reference	
G2 REMUNERATION									
<i>How the remuneration policies for Board members and senior executives relate to their objectives and performance in relation to the delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short- and long-term incentives.</i>									
	Y/N	C	Y	Y	Y	Y	Y	The Remuneration and Nomination Report can be found on AGM pages 11 to 26 of the Notice of AGM.	
Other:									
■ Shareholders' vote (non-binding) on Remuneration Policy	Y/N		Y	Y	Y	Y	Y		
■ Shareholders' vote (non-binding) on the implementation of the Remuneration Policy	Y/N		Y	Y	Y	Y	Y		
G3 ETHICAL BEHAVIOUR									
G3.1 ANTI-CORRUPTION									
<i>A description of (i) the internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; (ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and (iii) the extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms.</i>									
Qualitative – Y/N		L	Full disclosure	Partial disclosure	Partial disclosure	Partial disclosure	Partial disclosure	SR pages 10, 18, 19 to 23, 53 and 57. IR pages 31, 35 and 77.	
<i>Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.</i>									
Qualitative – Y/N		C	Y	Y	Y	Y	Y		
G4 COMPLIANCE AND RISK MANAGEMENT									
<i>Number and nature of significant environmental, social and/or governance-related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies.</i>									
Number		C	0	0	0	0	0	SR page 36. IR page 80.	

	Unit of measure	Metrics	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
SOCIAL DISCLOSURE METRICS								
S1 LABOUR STANDARDS								
<i>S1.1 DIVERSITY & INCLUSION</i>								
<i>Percentage of employees per employee category by race, gender, and where relevant other diversity indicators.</i>								
		C						
■ Number of female employees	Number		1 446	1 284	1 137	1 112	1 125	SR pages 2, 44, 46, 47, 49, 51 and 55. IR page 3.
■ Percentage of females employed	%		17.5	16.8	15.2	15.5	15.2	
■ Number of HDSA employees	Number		6 598	5 921	5 658	5 592	5 779	
■ Percentage of HDSAs employed (SA operations only)	%		86.0	84.3	83.9	83.9	83.9	
■ Number of disabled employees	Number		65	53	18	21	31	
<i>Other:</i>								
■ Total number of hours worked	Hours		29 094 594	32 959 682	28 708 717	25 953 249	26 141 768	
■ B-BBEE Level	Number		1	1	1	1	1	
<i>S1.4 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</i>								
<i>Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decisions to form or join a trade union, to bargain collectively or to engage in trade union activities.</i>								
		C						
■ Union membership	%		16.4	17.6	18.8	23.5	22.6	SR pages 10, 22, 44 and 50.
<i>Other:</i>								
■ Total person-days lost to industrial action	Days		2 945	5 925	6 403	3 205	16 913	
<i>S1.5 CHARACTERISTICS OF EMPLOYEES AND WORKERS IN WORKFORCE</i>								
<i>Describe key characteristics of employees in own workforce, including total number of all employees; permanent employees; temporary employees – with breakdown by race and gender for each.</i>								
		C						
■ Number of employees – permanent	Number		4 264	4 404	4 187	4 030	4 276	SR pages 3 and 44. IR pages 3, 13, 14 and 43.
■ Number of temporary staff	Number		4 012	3 256	3 286	3 131	3 142	
■ Total number of employees	Number		8 276	7 660	7 473	7 161	7 418	
■ Indirect employment	Number		9 320	6 612	n/a	n/a	n/a	IR page 3. SR page 50.

Raubex ESG Summary Report (CONTINUED)

	Unit of measure	Metrics	February 2024	February 2023	February 2022	February 2021	February 2020	Reference		
S2 COMMUNITY DEVELOPMENT										
S2.1 COMMUNITY HUMAN RIGHTS										
<i>Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.</i>			Qualitative – Y/N	C	Y	Y	Y	Y	SR pages 10, 14, 18, 23, 53 and 57. IR page 35.	
Other:										
■ Human Rights Policy				Y	N	N	N	N		
■ Ethical Supplier Agreement				Y	N	N	N	N		
S2.2 SKILLS FOR THE FUTURE										
<i>Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential.</i>			Qualitative – Y/N	C	Y	Y	Y	Y	IR pages 3 and 41. SR pages 2, 44, 48, 49 and 56.	
Other:										
■ Number of employees trained			Number	5 563	4 745	5 175	4 788	6 467		
■ Training and development spend			Rand value	R35.3m	R31.6m	R26.8m	R23.8m	R40.1m		
S2.3 EMPLOYMENT AND WEALTH CREATION										
<i>Total number and rate of employee turnover (for permanent employees) during the reporting period.</i>			%	C	10.7%	10.6%	9.3%	8.8%	10.2%	SR page 46.
S2.4 ECONOMIC CONTRIBUTION										
<i>Direct economic value generated and distributed on an accrual basis, covering the basic components of the organisation's operations.</i>			Qualitative – Y/N	C	Y	Y	Y	Y	SR pages 3, and 58 to 67. IR pages 3, 14 and 43.	
Other:										
■ Spend on CSI			Rand	R5.4m	R6.0m	R5.3m	R3.8m	R4.9m		
■ Local supplier spend			%	98%	98%	98%	98%	98%		
■ Indirect employment			Number	9 320	6 612	n/a	n/a	n/a	IR page 3. SR page 50.	
<i>Description of significant identified indirect economic impacts of the organisation.</i>			Qualitative – Y/N	C	Y	Y	Y	Y		

	Unit of measure	Metrics	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
S3 HEALTH AND SAFETY								
S3.1 WORKPLACE HEALTH AND SAFETY								
<i>Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organisation; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i>								
■ Fatalities at work	Number	C	4	7	1	3	1	SR page 55. IR pages 41 and 43.
<i>Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i>								
■ Number of lost time injuries	Number	C	64	137	119	111	116	SR page 55.
■ Injury frequency rate	%		0.44	0.83	0.83	0.86	0.89	SR pages 3 and 55. IR page 3.
<i>An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.</i>								
	Qualitative – Y/N	L	Y	Y	Y	N	N	SR page 57.
S4 CUSTOMER RESPONSIBILITY								
S4.3 CONSUMER DATA AND PRIVACY								
<i>A description of the mechanisms and steps taken to ensure the privacy of consumer data.</i>								
	Qualitative – Y/N	C	Full disclosure	Partial disclosure	Partial disclosure	Partial disclosure	Partial disclosure	SR page 20. IR pages 34 and 75.
<i>Number of substantiated privacy complaints received regarding breaches of customer privacy.</i>								
	Number		0	n/a	n/a	n/a	n/a	

	Unit of measure	Metrics	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
ENVIRONMENTAL DISCLOSURE METRICS								
E1 CLIMATE CHANGE								
ESG strategy in place	Qualitative	- Y/N	Y	N	N	N	N	
Climate change risk assessment	Qualitative	- Y/N	Y	N	N	N	N	
E1.1 GHG EMISSIONS								
<i>Absolute gross greenhouse gas emissions expressed as metric tonnes of CO₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 1, Scope 2</i>								
	Tonnes	C	171 951	175 303	164 954	142 206	146 975	SR pages 2, 10, 11, 30 and pages 35 to 38. IR pages 3, 22, 23, 35, 43 and 63.
■ Scope 1 (vehicles, mobile machinery, stationary fuels)	Tonnes		144 765	148 188	135 689	117 481	n/a	
■ Scope 2 (electricity – location)	Tonnes		25 698	26 936	29 085	24 554	n/a	
■ Out of scope (non-Kyoto gases)	Tonnes		1 488	179	180	171	n/a	
E1.2 ENERGY MIX								
Electricity used	kWh	C	26 917 129	26 935 501	27 559 199	24 558 242	24 231 968	
E2 WATER SECURITY								
E2.1 WATER USAGE²								
<i>Total water consumption from all areas, and from areas with water stress</i>								
	KL	C	11 435 815	8 138 193	n/a	n/a	n/a	
■ From boreholes	KL		937 078	4 970 296	n/a	n/a	n/a	
■ From municipal sources	KL		4 599 624	3 167 897	n/a	n/a	n/a	SR pages 3 and 40.
■ Other sources – dams, rivers, mine pits	KL		5 899 113	n/a	n/a	n/a	n/a	IR page 3.
Other:								
■ Recycled water	KL		1 798 020	1 469 739	n/a	n/a	n/a	
■ Recycled water as a percentage of total water	%		15.7	18.1	n/a	n/a	n/a	

	Unit of measure	Metrics	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
E4 POLLUTION AND WASTE								
<i>E4.1 SOLID WASTE</i>								
<i>Total weight of waste generated (non-recycled), with a breakdown by the composition of waste, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (e.g. reuse, recycling, recovery).</i>		C	Y	Partial disclosure (see below)	n/a	n/a	n/a	
■ Composting waste generated	Kg		1 250	960	n/a	n/a	n/a	
Waste diverted from disposal			1 250	960				
Waste sent to landfill			0	0				
■ Paper and cardboard waste generated	Kg		22 003	4 425	n/a	n/a	n/a	
Waste diverted from disposal			22 003	4 425				
Waste sent to landfill			0	0				
■ eWaste generated	Kg		1 857	1 277	n/a	n/a	n/a	
Waste diverted from disposal			1 857	1 277				
Waste sent to landfill			0	0				
■ Metal waste generated	Tonnes		22 264	132	n/a	n/a	n/a	
Waste diverted from disposal			22 624	132				
Waste sent to landfill			0	0				
■ Used oil	Litres		143 201	40 388	n/a	n/a	n/a	SR pages 41 and 42.
Waste diverted from disposal			143 201	30 228				
Waste sent to landfill			0	10 160				
Other:								
■ Recycled asphalt	Tonnes		78 991	42 595	n/a	n/a	n/a	
Waste diverted from disposal			78 991	42 595				
Waste sent to landfill			0	0				
■ Ink cartridges	Units		338	203	n/a	n/a	n/a	
Waste diverted from disposal			338	203				
Waste sent to landfill			0	0				
■ Recycled tyres	Kg		81 519	n/a	n/a	n/a	n/a	
Waste diverted from disposal			81 519					
Waste sent to landfill			0					
■ Recycled rubber crumb	Tonnes		2 995	n/a	n/a	n/a	n/a	
Waste diverted from disposal			2 995					
Waste sent to landfill			0					

1. An Independent Lead Non-Executive Director has been appointed.

2. Not all business units have reported on their water usage and the Group plans to get all business units to report on their water usage going forward.

n/a: Not available.