
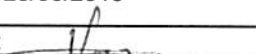


Willowton Group  Pietemaritzburg	HUMAN RESOURCE DEPARTMENT MANAGEMENT POLICIES		Doc No: 1:107	
			HRM Std Ref: 038	
	ENVIRONMENTAL MANAGEMENT POLICY		Page 1 of 1	Rev: 04
			Date: 20/06/2019	
Approved By:	Legal Advisor	Name: Jameel Vorajee	Initial: 	

The Willowton Group recognises the importance, necessity and value of a proper Environmental Management Policy and sustainably managing its operations to ensure that society's present needs are met without compromising the needs of future generations.

The Group believes that its Environmental Management Policy should provide long-term benefits to its employees, customers, partners as well as the communities at large.

The Willowton Group therefore undertakes to minimise the impact of its operations and will:

- Comply with all Environmental Legislation, Regulations and obligations applicable to its business
- Identify and manage the risks and impacts relating to the use of natural and other resources by actively being involved in protecting our scarce resources such as water, our constrained natural resources as well as our declining biodiversity
- Continue to support initiatives against Deforestation, clearance of peatlands and Best Management Practices on existing peatlands as demonstrated by our RSPO Certification. This includes supporting initiatives on HCS and HCV whether by way of contributing to research or by virtue of being an RSPO member
- Develop a No Burn Policy in all areas of our business
- Reduce waste products in all areas of our business by actively subscribing to Reduce, Reuse and Recycle
- Identify and manage the impact of emissions which will ultimately inform our GHG Management System
- Develop or apply solutions to environmental risks in accordance with international requirements and standards, and to apply improved technologies as these become available
- Educate employees on good environmental practices
- Continually assess all its business activities against objectives and targets to minimise the negative impact on the Environment
- Ensure responsible reporting to our stakeholders on our Environmental performance

The Willowton Group will further encourage external stakeholders to:

- Provide equipment and materials that are environmentally friendly and to work co-operatively with us to deliver a service in accordance with acceptable Environmental standards
- Design Environmentally-friendly facilities and purchase sustainable products wherever feasible

The Willowton Group requires all its Business Units to:

- Ensure continuous improvement through responsible Environmental Management Practices to control, minimise or eliminate Environmental risks
- Contribute to Environmental protection and the reduction of pollution

The Organisations Environmental Policy shall be implemented and maintained through its Environmental Management System

The Group is happy to engage with all interested parties regarding Environmental matters. For further information contact the Human Resource Department

The group will monitor and evaluate its resource utilisation and will seek opportunities to reduce its resource utilisation and carbon footprint through consideration of its:

- Energy efficiency
- Water efficiency
- Opportunities for distribution network optimisation
- Travel
- Waste management
- Recycling and
- The effectiveness of awareness programmes amongst staff, suppliers and communities in which the group operates.