



# supergroup

## Sustainability Report 2011

### User guide

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## About this Sustainability Report

The Sustainability Report has been created to report more details in respect of Staff, Environmental and Corporate Social Investment. These issues are of significant importance to the Group in terms of its obligations to shareholders as well as to its employees, suppliers and customers, society as a whole and the countries in which it operates.

Super Group recognises the essential need to continue actively contributing to addressing unemployment, poverty and social upliftment in the countries it operates. Now that the Group's economic sustainability has been assured, Super Group was in a better position to address these issues more directly during the course of the 2011 reporting period and in future years as a result of management's focus on the growth of the Group.

The Group has embarked upon a broad-based initiative with the intention of impacting the lives of all its employees, their families and the communities in which they live. We believe this approach will ensure that Super Group employees become responsible employees, citizens and parents. Super Group's success is as a result of its dedicated and committed employees.

## Reporting structure



**FIN**

### Annual Financial Statements

The Group's consolidated Annual Financial Results are included on the attached CD as well as the website.

**CG**

### Corporate Governance Report

The comprehensive Corporate Governance Report is also available on the website and on the CD included at the back of this Integrated Report.

**SR**

### Sustainability Report

The comprehensive Sustainability Report is available on the website and on the CD included at the back of this Integrated Report.

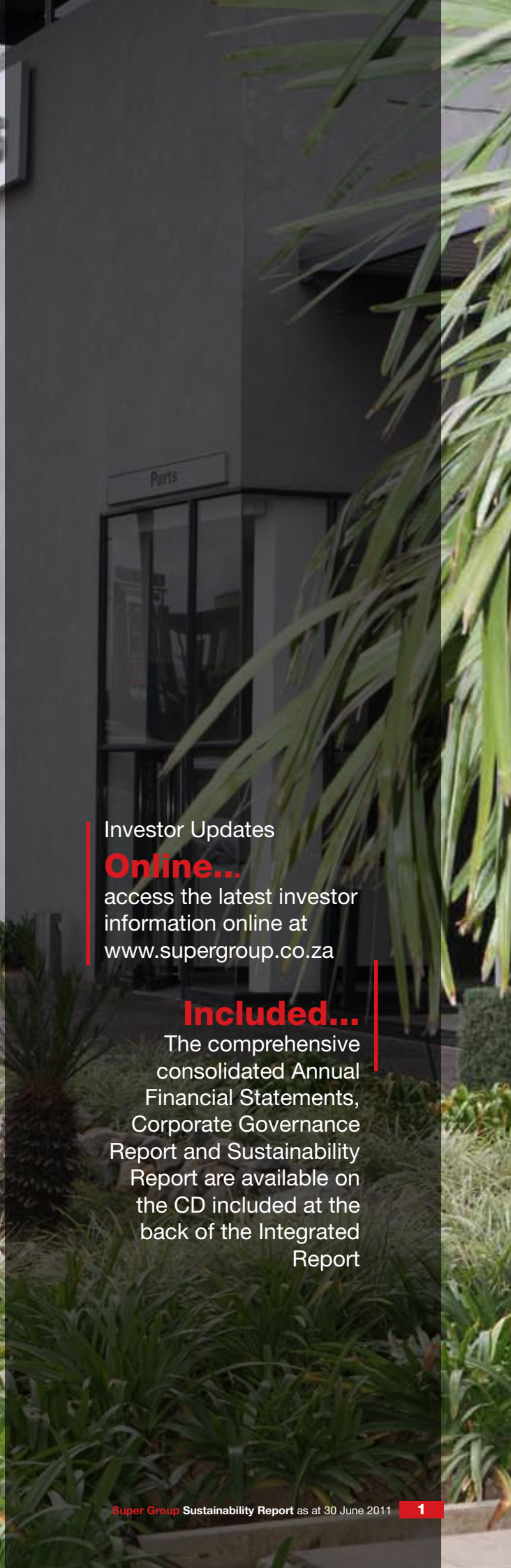
**WEB**

### Website

Super Group reporting is fully integrated, there may be links that relate to information on our website. The website is: [www.supergroup.co.za](http://www.supergroup.co.za)

### Super Group Limited

(Incorporated in the Republic of South Africa)  
 Registration number 1943/016107/06  
 ISIN number: ZAE000011334  
 Share code: SPG



Investor Updates

**Online...**

access the latest investor information online at [www.supergroup.co.za](http://www.supergroup.co.za)

**Included...**

The comprehensive consolidated Annual Financial Statements, Corporate Governance Report and Sustainability Report are available on the CD included at the back of the Integrated Report



## Broad Based Black Economic Empowerment

Super Group has embraced the concept of Broad Based Black Economic Empowerment (BBBEE) and as such has developed a corporate policy framework that informs all our interventions.





### **Some BBBEE successes include:**

1. 12.5% of Top Management is black.
2. 32.0% of Senior Management is black.
3. 56.8% of Middle Management is black.
4. 57.2% of Junior Management is black.
5. Effective BBBEE scorecard ownership is 25.6%, with Black Female Ownership being 1.7%.
6. Our Owner-Driver Programme contributes significantly both to job creation and Enterprise Development for black persons. This programme has provided opportunity to 110 owner-drivers, 105 of which are black-owned. During the year ended June 2011, in excess of R5.4 million was spent on support for these owner-operators. This took the form of advances for vehicle deposits, working capital, life insurance and roadside assistance. We are pleased that 21 of the original owner-operators have expanded into their own opportunities, which was a significant objective of the scheme.
7. The Group renewed its Level 3 BBBEE Contribution Status in August 2011.
8. Contribution to Skills Development increased significantly through more active apprenticeship models, learnerships and a resultant increase in skills training spend. Active in-house apprenticeships that focus on up-skilling of staff in order to increase productivity and know-how in the business have been a major priority for the past year and will be for the next 3 years. 35% of our staff received training during the past year, and we exceeded our training targets by 200%. A significant part of the training was apprenticeships in Storage and Warehousing as well as Business Administration. Further enhancement continues to take place with Management Development and targeted Personal Development.
9. The number of suppliers who are BBBEE Level 3 and better was stable at 20%.

The Group will continue to develop and promote black staff through its development programmes and on-the-job training. The Group recognises that there is strength in diversity and that this will contribute towards a successful organisation in the future.

## Community Social Investment

Despite the challenges to the Group over the last year our core divisions continued to participate in a number of Corporate Social responsibility initiatives. These included support of:



**Mountain Search and Rescue** – use of a Land Cruiser 4 X 4 vehicle for search & rescue



**Community of Orange Farm** – rebuilding of a house and other activities in the community

**Sandvik Cycle Tour** – the tour supports the Sunrise Crèche in Burgersfort

**Blanket Drive** – collection and distribution of 255 blankets to the homeless

**Jacob Zuma Education Trust** – a donation

**JMPD 10th Anniversary Service Excellence Awards** – a donation

**CANSA** – participation in the Shavathon

**Word for Word and Rolling Inspiration** – distribution of magazines and promotional material to the disabled

**City of Johannesburg Annual Mayoral Golf Charity** – a donation to the charity which supports welfare communities in the Greater City of Johannesburg





### City of Johannesburg Emergency Management Services

– contributions towards  
Jozi Safety Kits initiatives and First Aid Kit  
Programme

### Hospice Centurion

– donation of funds raised from the  
Mercedes-Benz Trophy golf day



Cole Stevens (left) – nine-year-old golf player who qualified for the US Kids European Champs Tournament and the Pepsi Little People's Golf Tournament in 2010. In January 2011 he participated in the SA Junior World Qualifying Tournament and his excellent results secured him a spot to represent SA in Europe again and at the US Kids European Champs Tournament which was held from 31 May to 2 June 2011.

Lindi Ndlovu (right) – Professional Eight-Ball Pool Player for over 10 years. She was selected to represent SA in Blackpool, England, in June 2011 at the Ladies World Championships.

### Sponsorship of two young sports stars

### Heart of Healing Foundation

and various contributions to HIV/  
Aids initiatives, education and social  
organisations. In addition, our divisions  
and branches contribute to deserving  
causes in the immediate areas in which  
they operate such as blood donations,  
local schools and institutions

### The Sunflower Fund

– donation of funds raised from the  
Mercedes-Benz Trophy golf day

**GUESSKids.com** – FleetAfrica provided  
technical, logistical and purchasing support to a  
consortium of 11 schools who have acquired a  
fleet of buses to transport their learners

**Imbaliyezwe Primary School** (Grade R to Grade 4),  
situated on the edge of The Valley of a Thousand Hills – Upgrade  
the playground area, the cost was covered by Super Rent and their  
employees built a jungle gym, obstacle course, seesaw and a sand  
pit for the Grade R children



## Environment

We gathered the data to measure the Group's carbon footprint. For the period 1 July 2009 to 30 June 2010, the Group's Total Emissions (tCO<sub>2</sub>E) in South Africa and Australia were 152 992 tons (GHG Protocol). We are using this data to implement programmes to control and mitigate this.



## Significant areas of emissions are:

	CO <sub>2</sub> e tonnes
Road Travel	132,482
Electricity	17,295
Air Travel	1,199

In South Africa, the Group has put significant focus on reducing its use of electricity. At Super Park, a project in conjunction with Eskom to install low-energy lighting has already resulted in electricity consumption being reduced by 40%. Similar initiatives are taking place throughout the Group.

The Dealerships Division places significant emphasis on the recycling of used oil and parts, as well as ensuring the environment is not impacted by the run-off of polluted water.

Sg fleet (Australia) has had a carbon reduction programme in place for the past three years and has set a target of a 20% reduction in emissions by 2020.

The focus during the year ahead will be to identify and formalise a number of environmental initiatives across the Group and to establish targets for improvement in emissions and environmental protection.

## Occupational Health and Safety

The Group placed renewed emphasis on Occupational Health and Safety during the financial year. The OHS Function visited every one of the Group's operation sites during the year. They identified issues and, in conjunction with site management, developed plans to address problem areas. Significant focus was placed on the training of Safety Officers and First Aiders.

## Conclusion

Super Group's capacity to act as a responsible corporate citizen is directly impacted by its financial performance. We believe that having achieved financial stability and with the renewed focus we will have greater opportunity to significantly improve the lives of previously disadvantaged South Africans through training, access to the economy and mentorship.

Despite the strides made to date, we acknowledge that there is still room for improvement. The following imperatives will provide the context for setting the Group's sustainability targets going forward:

- actively contributing to the success of emerging entrepreneurs and supporting local initiatives;
- continuing to firmly embed sustainability management in all businesses;
- reinstating our black ownership to previous levels;
- retention of key talent and succession planning; and
- ensuring that our impact on the environment is reduced.

**Peter Mountford**  
Chief Executive Officer



[www.supergroup.co.za](http://www.supergroup.co.za)