



SUSTAINABILITY REPORT

for the year ended 30 June 2019

19



Contents

01	Abbreviations and definitions
02	About this report
04	Super Group at a glance
04	Super Group's vision
05	Stakeholder engagement
06	Chief Executive Officer's Statement
07	Our people
12	Our social involvement
16	Our impact on the environment
19	Outlook



Abbreviations and definitions

The following abbreviations and definitions are used throughout this Sustainability Report

“AFS”	Annual Financial Statements
“B-BBEE”	Broad-Based Black Economic Empowerment
“BEE”	Black Economic Empowerment
“Companies Act”	Companies Act No 71 of 2008
“CSI”	Corporate Social Investment
“GRI”	Global Reporting Initiative
“IFRS”	International Financial Reporting Standards
“inTime”	inTime Holdings GmbH and its subsidiaries
“JSE”	JSE Limited
“King IV”	The King Code of Corporate Governance Principles and the King Report on Governance for South Africa 2016
“Listings Requirements”	Listings Requirements of the JSE
“OHS”	Occupational Health and Safety
“SA”	South Africa
“SENS”	Stock Exchange News Service
“SG Fleet”	SG Fleet Group Limited
“Strate”	Strate Limited
“Super Group” or “the Group”	Super Group Limited and its subsidiaries
“Super Group Holdings”	Super Group Holdings Proprietary Limited, the holding company for the Group’s South African businesses
“the Board”	the Board of directors of Super Group
“the Company”	Super Group Limited
“UK”	United Kingdom

About this report

Super Group's Sustainability Report for the financial year ended 30 June 2019 was prepared with the objective of describing:

- ▶ The economic, social and environmental activities of Super Group; and
- ▶ The Group's vision, actions and goals to improve these.

These issues are of significant importance to the Group in terms of its obligations to all of its stakeholders, who include its employees, suppliers and customers, shareholders and the communities in the countries in which the Group operates. The Group recognises its responsibility to actively contribute to the social upliftment of previously disadvantaged communities.

This Sustainability Report is part of a suite of reports including the Integrated Report, the Notice of Annual General Meeting, the Annual Financial Statements and the Corporate Governance Report. The full suite of reports is available on the Group's website, www.supergroup.co.za, as well as additional information and recent announcements.



Scope of this report

The Sustainability Report covers the environmental and social activities of the Group in all regions of operation. The scope is determined by considering Super Group's value chain, stakeholders, strategy and material sustainability issues.

This Sustainability Report was prepared with reference to the GRI Sustainable Reporting Standards. It was prepared in accordance with IFRS, the requirements of the Companies Act, the JSE Listings Requirements and the principles of the King IV™ Report.

Assurance

This Sustainability Report, as a whole, has not been independently assured. As a result of there not being an approved standard on assurance, the Group has decided not to assure this report as a whole until such standard exists.

Super Group has an Internal Audit Department which, together with the Group Audit Committee, assesses all internal and external assurances obtained and matches these to its identified risks.

Super Group Holdings is a B-BBEE Level 1 contributor. The B-BBEE Certificates of Super Group Holdings and the other South African registered entities within the Group are available on the website.

Approval of the Sustainability Report

The Board acknowledges its responsibility to ensure the integrity of this Sustainability Report. The Board has applied its mind to the report and in its opinion this report addresses the material issues and represents fairly the environmental and social performance of the Group.

Phillip Vallet
Chairman of the Company

David Rose
Chairman: Group Social and Ethics Committee

26 September 2019

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Super Group at a glance

Profile

Super Group is a leading transport logistics and mobility group, headquartered in South Africa. The Group, founded in 1986, has been listed on the JSE since 1996. Super Group includes supply chain, dealerships and fleet solutions businesses focused on offering a comprehensive range of services, utilising world-class skills and technology.



Supply Chain

The Supply Chain division comprises Supply Chain Africa, consisting of Supply Chain South Africa and African Logistics, and Supply Chain Europe, represented by a 75% interest in inTime, 88% interest in Ader and subsequent to year end, an 80% interest in Trans-Logo-Tech GmbH



Fleet Solutions

The Fleet Solutions division comprises Fleet Africa and SG Fleet, in which Super Group has a 59.2% interest at 30 June 2019, a listed Australian fleet management business



Dealerships

The Dealerships division comprises Dealerships SA and Dealerships UK, being the 100% interest in Allen Ford (UK), Essex Auto Group Limited and Slough Motor Corporation

As at 30 June 2019, the Group employed 12 289 people globally, of which 8 445 are in South Africa.

What our business achieves is made possible through coordination and collaboration with our valued channel partners; be they suppliers, intermediaries, third-party service providers or customers and clients.

We discuss our stakeholder engagement on pages 11 and 12 of the Corporate Governance Report available on the website and on page 5 of this Sustainability Report.

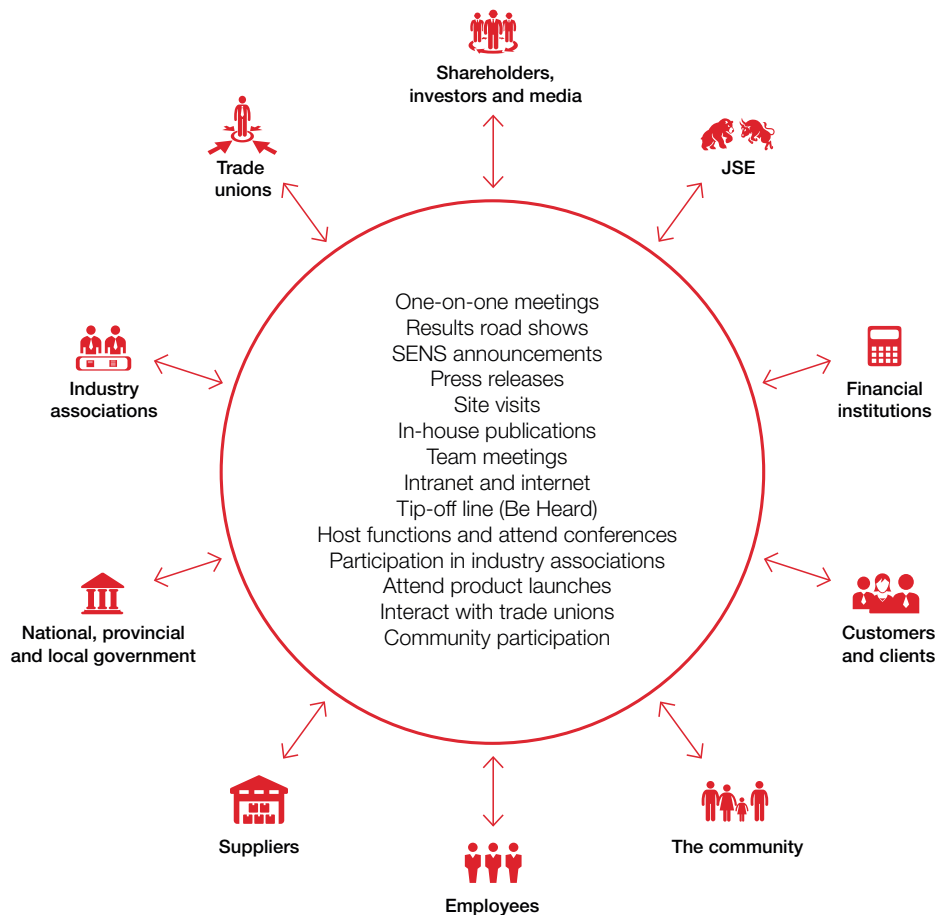
While we are a global company, we are proud of the contribution we are able to make to improving the lives of many South Africans. We are focused on transformation and Super Group Holdings is a Level 1 B-BBEE Company. We have been ranked in the Top 10 Most BEE Empowered Companies on the JSE.

Super Group's vision

The strategic vision for Super Group is to provide **end-to-end supply chain solutions, fleet management and dealership services** to a diversified customer base in Africa, Australia, the United Kingdom, Europe and New Zealand and to become a **leading transport logistics and mobility group** in the countries in which it operates.

Stakeholder engagement

The Board considers the reasonable interests and expectations of stakeholders on the basis of: “What is in the best interest of the Group?”. Stakeholders are also considered when assessing the materiality of issues. Super Group believes that open and transparent communication with stakeholders is important and uses many avenues to do this on a regular basis.



For further detail, please refer to the Corporate Governance Report on the Group’s website



Chief Executive Officer's Statement



Peter Mountford
Chief Executive Officer

Sustainability is an integral part of Super Group's business strategy, with our value creation connected to improving the lives and wellbeing of societies in regions in which we operate. Across both our African and international operations, Super Group continues to invest in its people.

Super Group actively contributes to the social upliftment of previously disadvantaged communities as well as where there is a real need. The Group's total CSI contribution for the financial year ended 30 June 2019 was R15.7 million, an increase of 80.5% on the prior year. The various CSI initiatives undertaken by Supply Chain, Fleet Solutions and Dealerships are set out in more detail on pages 12 to 15 of this report.

Our employees are key to the success of our Group. During the year, our workforce increased by 358 employees across all regions. During the year, 222 unemployed Black learners as well as 29 disabled Black women were recruited to participate in learnership programmes. Our total number of incidents and accidents dropped by 55.4% to 539 from 1 207 at 30 June 2018. We had one fatality during the year and our condolences go out to the family. We continue to strive for a zero-rate fatality level, but unfortunately we operate in a country where the conditions of our road infrastructure are not acceptable, the criminal attacks on trucks are a reality and increasing as well as the lawlessness of drivers, especially in South Africa, on our roads.

The Group also continues to focus on environmentally friendly business practices. Many of these initiatives make good business sense in that they form part of the Group's continuing drive to improve efficiencies. The Group ensures that its vehicles are properly maintained and not overloaded. Along with frequent driver training, this ensures that carbon emissions from all vehicles meet manufacturers' specifications.



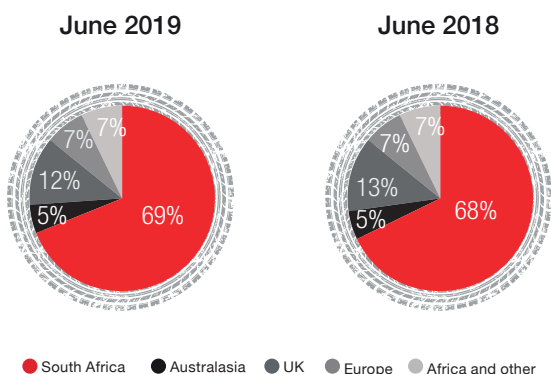


My sincere appreciation and thanks go out to all my colleagues in management and to our staff for your loyalty and support in order for Super Group to be “the Employer of Choice” and to assist in making the environment we live in, a better place. Despite all the challenges and circumstances we face, socially and environmentally, you demonstrated huge commitment in contributing to the success of this Group. I trust that we will continue to strive for further improvement and ensure that the Group performs strongly into the future.

Our people

Headcount per geography

For the year ended 30 June 2019, Super Group employed 12 289 (2018: 11 930) permanent employees, of whom 68.7% (2018: 67.9%) are based in South Africa, 7.0% (2018: 7.4%) based in sub-Saharan Africa, 5.4% (2018: 5.3%) are based in Australasia, 11.9% (2018: 12.6%) in the UK and 7.0% (2018: 6.8%) in Europe.



Country	Male	Female	Total 2019	Total 2018
South Africa	6 735	1 710	8 445	8 100
Australasia	353	305	658	634
United Kingdom	1 130	338	1 468	1 503
Europe	596	263	859	811
Africa and other	835	24	859	882
Total employees	9 649	2 640	12 289	11 930

Employee health and wellness

The Group has a comprehensive Health and Wellness Policy that is available to all employees on the Group’s intranet as well as included in each new employee’s starter pack.

The policy addresses life threatening diseases which include, but are not limited to, AIDS, cancer, chronic obstructive airways disease, heart disease and tuberculosis. The policy provides comprehensive background information about HIV and AIDS and some of the key issues covered include:

- Confidentiality of medical information and employee privacy;
- Voluntary testing with counselling;
- Non-discrimination;
- Support for ill employees;
- The employees’ duty to report to their manager when they are not well enough to perform their duties and may endanger their colleagues;
- Managers’ duties and responsibilities to ill employees; and
- Health education.

The Group hosts wellness days for its employees at various sites. The Supply Chain Division also participates in the Trucking Wellness Programme which is a Road Freight Association project where mobile clinics focus on the wellbeing of the truck drivers and support staff and the message of wellness and information about HIV and AIDS is given.

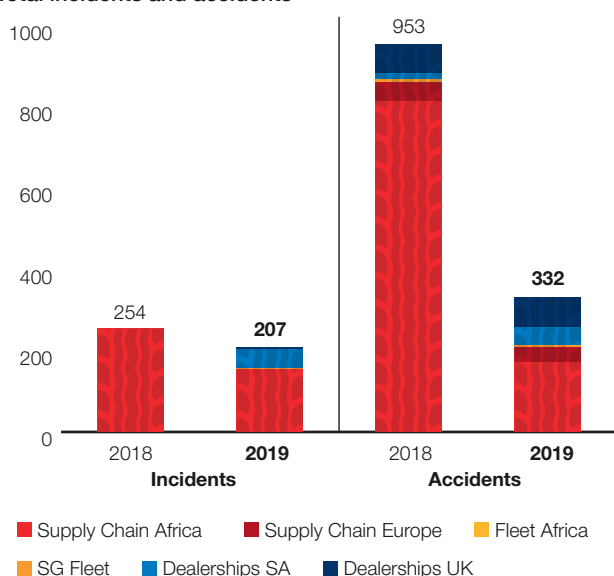
Our people continued

Occupational Health and Safety

The Group continued with its emphasis on OHS during the financial year. The OHS Officer visited every one of the Group's South African operations during the year. He identified issues and, in conjunction with site management, developed plans to address problem areas. Significant focus continues to be placed on the training of Safety Officers and First Aiders.

The number of incidents and accidents per business unit for the years ended 30 June 2018 and 2019 are set out in the graph below:

Total incidents and accidents

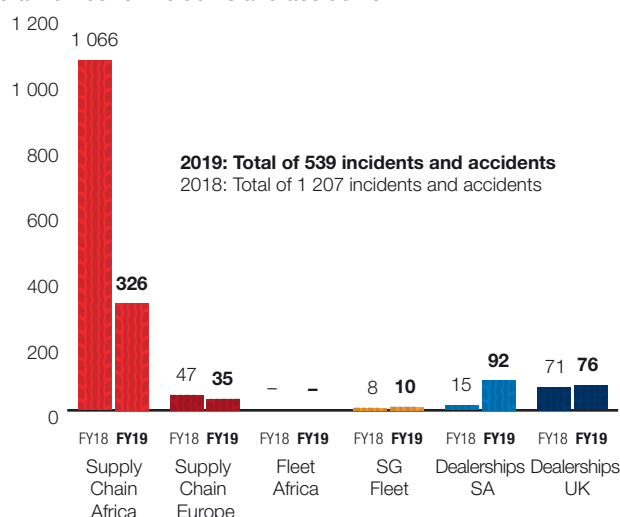


Meaning of each category

Incident	An unwanted event which, in different circumstances, could have resulted in harm to people, damage to property or loss to a process.
Accident	An unplanned event that results in harm to people, damage to property or loss of process.

The total number of incidents and accidents per business division for the years ended 30 June 2018 and 2019 are set out in the graph below:

Total number of incidents and accidents



The Group had one fatality (2018: two) for the year ended 30 June 2019 as a result of an accident. Our condolences go out to the family and we continue to strive for a zero fatality rate.

A number of Super Group's operations are ISO9001:2008 accredited.

Transformation and gender equality

Super Group has embraced the concept of B-BBEE and as such developed a corporate policy framework that incorporates all of its interventions.

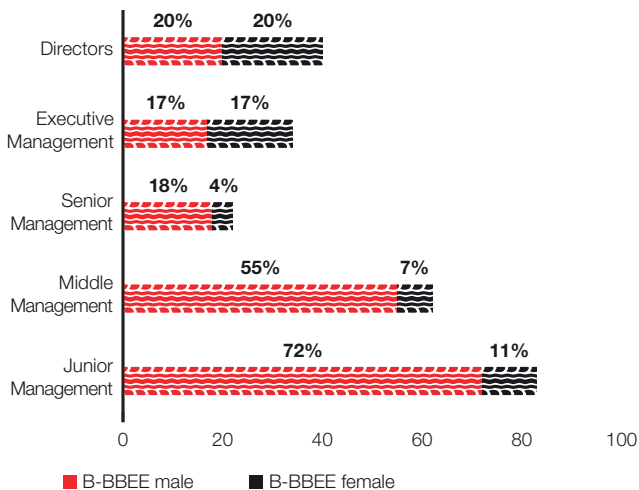
Black ownership

On 1 October 2012, the shareholders of Super Group approved a B-BBEE Scheme for the Black (as defined by the BEE Act) staff. The Group has empowered its South African operations by allocating an effective 10.04% ownership of Super Group Holdings to the Black South African Super Group employees.

B-BBEE scorecard

Super Group Holdings, the holding company for the Group's South African operations, received a Level 1 B-BBEE Contributor status for the year ended 30 June 2019, this status remained unchanged from the 2018 status.

B-BBEE gender representation for management (South Africa)



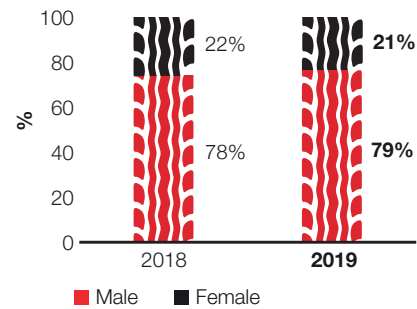
Employment equity

Individual development, equality and performance-based advancement are the cornerstones of Super Group's approach to bring and maintain a balanced and highly skilled workforce.

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

Headcount per gender

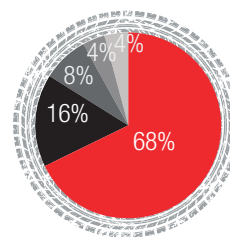
Male employees constituted 79% (2018: 78%) of Super Group's workforce.



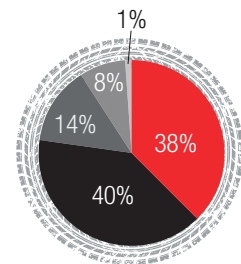
Headcount per ethnic group

Super Group's South African employees are represented by the following ethnic groups:

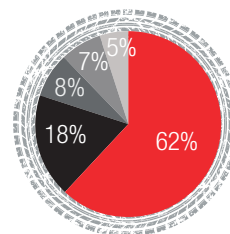
SA Employees Male 2019



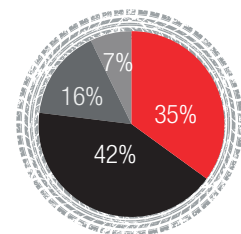
SA Employees Female 2019



Employees Male 2018



Employees Female 2018



Our people continued

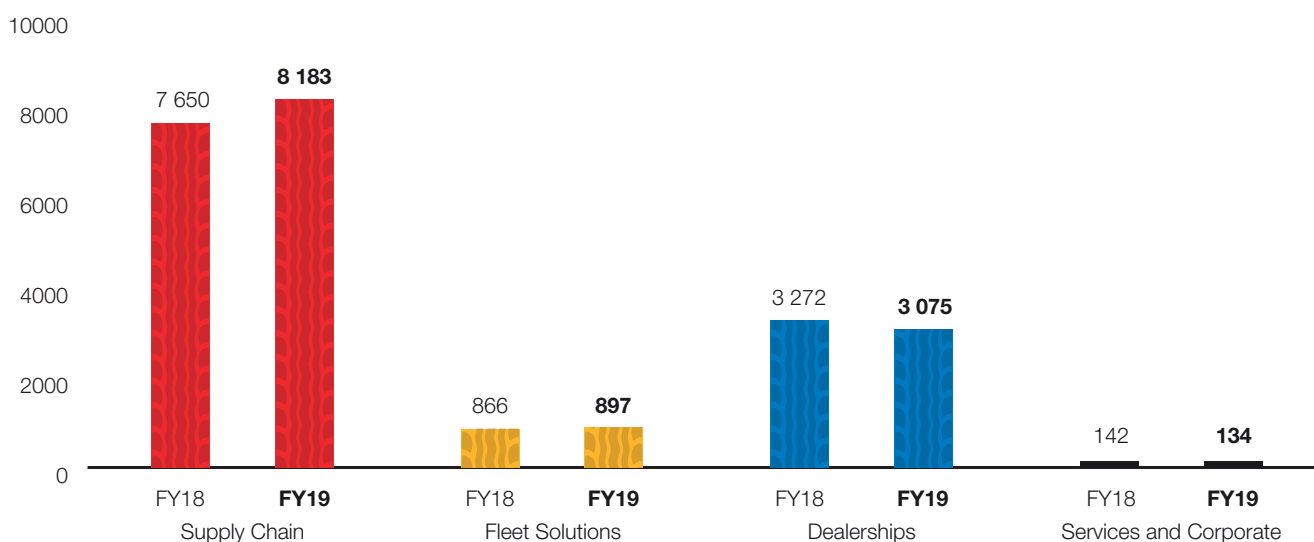
The South African employees' positions within the Group

	White		African		Coloured		Indian		Foreign National		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
JUNE 2019											
Top management	16	2	2	3	1	1	1	1	0	0	27
Senior management	218	93	31	6	19	5	21	4	2	0	399
Middle management	466	174	750	72	139	28	72	24	24	0	1 749
Junior management	315	273	2 245	224	236	125	156	67	111	1	3 753
Semi-skilled	69	141	1 296	250	121	83	37	37	116	0	2 150
Unskilled	4	5	233	84	13	4	0	2	21	1	367
Total	1 088	688	4 557	639	529	246	287	135	274	2	8 445

	White		African		Coloured		Indian		Foreign National		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
JUNE 2018											
Top management	5	0	2	2	0	0	0	0	0	0	9
Senior management	80	19	17	6	11	3	11	3	1	0	151
Middle management	645	245	727	80	164	31	87	17	29	1	2 026
Junior management	266	287	1 846	201	191	134	135	59	184	2	3 305
Semi-skilled	120	176	1 094	273	161	100	224	34	90	3	2 275
Unskilled	6	0	241	50	5	7	3	0	21	1	334
Total	1 122	727	3 927	612	532	275	460	113	325	7	8 100
Disabled (incl. in above totals)	15	2	18	9	1	0	1	0	0	0	0

Headcount per division

The headcount within Super Group's divisions is as follows:



Enterprise and supplier development

Super Group Holdings spent 1.97% of its profit after taxation for the financial year ended 30 June 2019 on enterprise and supplier development.

Skills development and diversity

The Group has embarked on extensive skills development initiatives which include Learnership, Apprenticeship and Management Development Programmes. These programmes focus on the upskilling of staff as well as unemployed learners in order to increase productivity and know-how in the business and have been a major priority for the past two years and will be for the next three years.

The Group's Skills Development strategy, a sub-component of the Group's B-BBEE strategy covered various skills development initiatives over the reporting period, including but not limited to Learnerships, Apprenticeships and Internships for both employed learners and unemployed learners. In the interest of diversity, the Group's Skills Development strategy included both able-bodied and disabled learners mirroring the Economic Active Population demographics of the country participated in skills development programmes.

During the financial year ended 30 June 2019, 32% (2018:16%) of Super Group's staff received training. Formal training programmes included, amongst others, the following:

- ▶ Automotive Apprenticeships,
- ▶ Learnerships in Business,
- ▶ Freight Handling,
- ▶ Transport,
- ▶ Call Centre and
- ▶ Professional Driving.

Internal training is also carried out regularly to ensure the building of skills as well as to stay up to date with industry changes.

In addition, 222 unemployed Black learners as well as 29 disabled Black women were recruited to participate in learnership programmes this past year and we expect that most of these learners would be absorbed into the business upon completion of their respective training programmes. During the financial year ended 30 June 2019, the Group invested more than 5% of its payroll cost on staff skills development.

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.

The value of goods and services from suppliers who are accredited B-BBEE Level 3 Contributors and better was 54.5% (2018: 59.1%) of the Group's total spend.

Our social involvement

The Group actively encourages the divisions and their employees to get involved in CSI activities. The Group continued to support "Rise Against Hunger" as its core project in South Africa. The Group, in cooperation with the Dealerships SA Division, continues to be involved with the project "Rays of Hope". The different operating units continued with other activities in the communities in which they operate. This enables the employees to get involved in activities that are relevant to them and the communities in which they operate.

The Group's divisions were involved in a wide range of projects supporting education and nutrition and contributed to and supported various charities. The South African operations spent 2.03% (2018: 1.64%) of Super Group Holdings' profit after taxation on Social Economic Development in the financial year ended 30 June 2019.

The charities and initiatives the South African operations were involved in and contributed to include:

Group

The main CSI initiative at Group level is the continued support for Rise Against Hunger: Africa.



Super Group has been providing logistical support on an ongoing basis for over six years to international NGO, Rise Against Hunger: Africa in South Africa.

"Once again the partnership between Rise Against Hunger Africa (RAHA) and Super Group has proved invaluable in assisting RAHA achieve its targets for the 2018/19 year.

RAHA recently launched its 'This is Possible campaign (#2030isPossible)' which is line with the United Nations Sustainable Development Goals, more specifically Goal No. 2 – Zero Hunger by 2030. In order to achieve this, collaboration and partnerships are key.

During the period of July 2018 to June 2019, RAHA packed 5 526 403 meals at over 230 events nationally. To achieve this required moving over 450 tons of raw ingredients to the various destinations and transporting the packed meals back to the warehouse operated by RAHA.

One of the year's highlights is our annual Corporate Meal Challenge event we host for Mandela Day celebrated in July each year. This year's event was once again held at the Sandton Convention Centre on 13 July 2019 where we packed over 370 000 meals in one day. This could not have been achieved without the support of SG providing us with some additional trucks to facilitate the moving of the ingredients to SCC and back to our warehouse.

RAHA currently distributes nutritious packed meals to 311 Early Childhood Development Centres national on a monthly basis. In addition to this, we currently support a further 192 ECD's via other NGO partners we work with. A total of 3 818 504 meals were distributed during this period. We currently support 61 976 beneficiaries nationally.

I would like to take this opportunity to thank Super Group for their contribution and generosity in helping us achieve this. We are truly grateful for this partnership and believe that the impact we are making, in the communities we support, will greatly improve the future of many lives."

Brian Nell

Chief Executive Officer



Supply Chain Africa

Some of the activities that the various divisions of Supply Chain participated in included:

- ▶ Sponsorship of the Sani2C Cycle Tour. The tour supports a number of worthy beneficiaries including schools, education bursaries, conservation and environmental groups;
- ▶ Sponsorship of the Tour de Tuli. The tour supports the Children of Wilderness.
- ▶ SG Consumer contributed to the Pink Drive;
- ▶ SG Agility made donations to ER24, Careways and Nyomso Youth Foundation. SG Agility provided logistical support to the Tour de Tuli, for the benefit of the Children of the Wilderness;
- ▶ SG Mobility donated to and supported Hearts of Hope, The Living Link, the Pink Drive, bursaries for employees and various other charities;
- ▶ Digistics made donations to the Ronald McDonald House Charity projects, the KFC Add Hope and other KFC charity projects, the Pizza Hut charity projects, the King Pie Charity projects, the 1000 Hills Community Home project in KZN, the Compass Children's Home in Edenvale, the Easter Drive Alive campaign, Hearts of Hope and Reach for a Dream;
- ▶ Phola Coaches provided free buses for events related to local community activities including football teams, schools, and other institutions;
- ▶ SG Coal contributed to the Vaalbank Evergreen Primary School and Crèche Building in support of learners from disadvantaged communities, CMR Mpumalanga which supports children from abusive or severely impoverished homes, the cost of a teacher at the Breyton Laerskool, the Wesleyan Methodist Church, the Middleburg Old Age Home for both the building project and the purchase of new linen, the cost to rebuild the ablution facilities at the SAVF Tehuis vir Bejaardes and the cost of surgery on a long serving employee;
- ▶ Legend Logistics donates money and services to disadvantaged communities in which it operates to fix roads, to install infrastructure for electrification and water reticulation, pay community electricity costs to Eskom, provide community transport, and to funeral costs for members of the communities; and
- ▶ VSC supported a house in an SOS Children's village, and made donations to Spar for the drivers' competition, Hearts of Hope and the Pink Drive.



Supply Chain Europe

- ▶ inTime made a donation to a charitable society that supports the children of Chernobyl.

Our social involvement continued

Fleet Africa

- ▶ Contributing to the Arethabeng Primary School building project;
- ▶ Donated a vehicle each to the Viva Foundation and New Beginnings Foundation; and
- ▶ Donated a vehicle to TSHAD (Thembisa Self Help Organisation for the Disabled).



SG Fleet

- ▶ Sponsorship of children via the World Vision Programme;
- ▶ Sponsorship of numerous Australian charities including the St George Foundation, Arnott's Foundation, and various other charities in Australia;
- ▶ Sponsorship of a number of charities in New Zealand;
- ▶ Support of the Auckland Rescue Helicopter Trust; and
- ▶ Sponsorship of a number of charities in the UK.



Dealerships SA

- ▶ Sponsored two vehicles for Rays of Hope;
- ▶ A donation to the Sani2C Cycle Race for the charities supported by this race;
- ▶ Support for uBambisiwano, a Saturday School Programmer for learners from disadvantaged schools;
- ▶ Donation to the Laureus Sports Foundation – Sports initiatives for disadvantaged communities in SA;
- ▶ Donations to the Qhubeka and Hearts of Hope in support of poverty relief; and
- ▶ Sponsorship of the uBambisiwano development netball team.



Dealerships UK

- Official Supplier to the Lord's Taverners Charity. The Lord's Taverners is the official charity for recreational cricket and the UK's leading youth cricket and disability sports charity. Its charitable objective is to 'give young people a sporting chance';
- Sponsored the Test Track 10K Charity Run for the benefit of St. Luke's Hospice;
- Exhibited at Frankie's Classic Car Fest for the benefit of St. Francis Hospice;
- Sponsorship a hole in one prize at the Burstead Golf Day for the benefit of Epilepsy Society;
- Donated GBP1 000 to the Billericay Lions for the benefit of a number of charities including Hamelin House;
- Platinum Club sponsor for the Essex Cricket Graham Gooch Cricket Centre Refurbishment for the benefit of Youth Cricket, Disability Cricket and the Essex Cricket Foundation;
- Participated in the JDRF Cycle for a Cure in support of the Juvenile Diabetes Research Foundation Ltd;
- Sponsored the Boys and Girls 1st Hockey Teams at The Coopers & Coborn School – Upminster;
- Sponsorship of Brentwood Bowls Club; and
- Sponsorship of the Brentwood Festival in support of the Teenage Cancer Trust.



SG IT and SG Procurement

- Made donations to the Balfour Football Club, The Miracle Trust Drive, and the Pink Drive.



Our impact on the environment



Carbon emissions

The Group continues to focus on environmentally friendly business practices. Many of these initiatives make good business sense in that they form part of the Group's continuing drive to improve efficiencies.

The new development at Super Park has included energy efficient lighting, solar electricity generation and heating and the re-use of wastewater for the Truck Wash.

A new solar electricity generation installation at Super Park (above right) has in its first three months of operation achieved significant CO₂ emissions savings as is indicated below.

CO₂ emissions saved:

Average 3 months with current system	Average per month with current system	Average per annum with current system	Average projected savings with expansion per annum
93 140 kg	31 047 kg	372 561 kg	467 324 kg

Equivalent trees planted:

Average 3 months with current system	Average per month with current system	Average per annum with current system	Average projected equivalent trees planted with expansion per annum
311	104	1 244	1 555

The Group also installed solar electricity generation at their Head Office (above left).

The Group continues to replace office lights with LED lights for further electricity saving. During the current year total emissions increased as a result of the inclusion of acquisitions.

The Group continues to ensure that its vehicles are properly maintained and not overloaded. Along with continuous driver training, this ensures that carbon emissions from all vehicles meet manufacturers' specifications. Unfortunately, the Group has no control over the Fuel Emission Standards. Currently South African Fuel complies with "Euro-2 Standards". Europe is on "Euro-5 Standards" and in the process of implementing "Euro-6 Standards".

During the 2017, 2018 and 2019 financial years ended 30 June, the Group reported that its carbon emissions were as follows:

Emissions	FY 2017	FY 2018	FY 2019	Change % between 2019 and 2018
Road travel	247 360	276 184	317 375	14.9%
Electricity	61 700	71 969	69 302	(3.7%)
Fuel (e.g. generators and forklift trucks)	558	620	580	(6.5%)
Fuel (for heating e.g. natural gas)	1 073	1 469	1 474	0.3%
Air travel	1 051	1 297	1 105	(14.8%)
Hotels	59	82	100	22.0%
Waste	163	77	77	–
Water	112	119	121	1.7%
Total	312 076	351 817	390 134	10.9%

During the 2017, 2018 and 2019 financial years ended 30 June, the Group reported that its consumption was as follows:

Consumption	FY 2017	FY 2018	FY 2019	Change % between 2019 and 2018
Road diesel (litres)	77 488 042	91 394 729	106 589 090	16.6%
Road petrol (litres)	4 085 753	3 473 208	2 390 870	(31.2%)
Road distance (km)	32 425 786	70 826 996	62 520 021	(11.7%)
Electricity (kWh)	68 537 516	72 412 054	72 812 003	0.6%
Generator diesel (litres)	163 379	181 561	121 850	(32.9%)
Fuel – LPG (tonnes)	33	45	50	12.8%
Fuel – LPG (litres)	29 158	80 545	36 777	(54.3%)
Fuel – natural gas (kWh)	3 247 784	4 735 415	5 390 854	13.8%
Fuel – natural gas (litres)	110 060 340	106 029 000	83 569 258	(21.2%)
Fuel – gas oil (litres)	39 048	53 853	34 553	(35.8%)
Air travel distance (passenger kilometres)	6 491 784	8 493 084	8 211 106	(3.3%)
Hotels (number of nights)	1 916	1 974	1 638	(17.0%)
Waste (tonnes)	216	218	253	16.1%
Water withdrawal (cubic metres)	324 579	346 443	351 564	1.5%

This data is used to implement programmes to control, mitigate and reduce, where possible, the carbon emissions used by the Group. Road travel comprises the most material element of the Group's carbon footprint and as a result of having no control over Fuel Emission Standards, the Group does not believe there is any benefit in setting emission reduction targets. The Group recognises both the financial and environmental benefits of ongoing carbon emission reduction and will continue to look for opportunities to reduce its carbon footprint.

Vehicle replacement and maintenance

	Fleet size	Replacement policy	Repair policy
Phola Coaches	215	Buses usually replaced after 8 years	Service every 10 000km with safety checks every two weeks
Cargo Works	89	Truck tractors replaced every 4 years. Rigid vehicles replaced when the operation costs become economically unviable	Vehicles under warranty serviced at authorised dealers at the intervals prescribed by the manufacturer. Vehicles out of warranty serviced inhouse every 10 000km. Daily vehicle checks, preventative maintenance and repairs
MDS Collivery	251	Replaced when vehicles uneconomical to repair	Vehicles maintained in line with manufacturer guidelines
SG Convenience	149	Vehicles replaced when running expenses exceed the fleet benchmark	Vehicles maintained in line with manufacturer guidelines
Legend Logistics	233	Structured on a three-year replacement cycle	In line with manufacturer specifications and guidance. On site mechanics perform maintenance on the fleet daily. External contractors and systems are used to monitor fuel consumption, tyre regulations and weight distribution
Super Rent	1 599	Between 6 and 10 years, or when vehicle has travelled a maximum of average 250 000km	Vehicles must be serviced every three months
SG Consumer	87	Most of the fleet replaced after 8 years. The 20% of the fleet that is rented from Super Rent replaced at 3 years or 150 000km	All trucks serviced as per manufacturer specifications, generally at 10 000km – 20 000km. Trucks over the allowed fuel consumption checked
Fleet Africa and SG Fleet	8 222	Replacement policy dictated by customers, typically 5 years for light and medium vehicles and 10 years or more for items like fire engines	In line with manufacturer specifications and guidance

Our impact on the environment continued

	Fleet size	Replacement policy	Repair policy
Digistics	179	Vehicles are replaced every 6 years/700 000km and 1 000 000kms on horse and trailers. Similar replacement details for fridge units and tail-lifts. Working on initiatives including biodiesel trucks and refrigeration systems with neutral fuels; solar energy supply on trucks for tail-lift operation and idling reduction (Dubai); Euro 5 Vehicle Test in terms of Carbon Emissions, cost and Productivity/TCO (Germany)	Vehicles and accessories are on maintenance contracts with the manufacturer and serviced within their recommended service schedules
inTime	78	Vehicles leased on a lease term of 36 months ensuring up-to-date vehicles in terms of environmental and safety standards. Compensate the CO ₂ emissions of our fleet and invest in climate protection projects	Only full-service lease contracts. The retailer (and the OEM) is responsible for maintenance. Additionally we use a service to monitor the entire fleet
SG Bulk and SG Freight	286	Three-year cycle on truck tractors. This replacement cycle provides SG Freight with fuel efficient vehicles and the best vehicle technology available that includes intelligent servicing	Vehicles serviced by manufacturer. Where possible SG Freight implements Performance Based System (PBS) vehicles that can carry higher payloads with a reduced environmental impact, reducing fleet size while maintaining customer volumes
SG Coal	494	The replacement cycle is 3.5 – 4 years, depending on mileage	Service cycle every 40 000km. Maintenance and checks done weekly
VSc Solutions	2	Replacement policy dictated by customers, typically 5 years for light and medium vehicles and 10 years or more for items like fire engines	In line with manufacturer specifications and guidance
African Logistics	508	Of the truck fleet, whose vehicles do at most a third of mileage per year than those based in South Africa, the fleet is ► under 10 years old (30%); ► between 11 – 15 years (55%); and ► over 15 years (15%). 99% of the trailers under 8 years	In line with manufacturer specifications and guidance

Electricity and water usage

In South Africa, the Group has continued significant focus on reduction in the use of electricity. At Super Park only low energy lighting is used as well as in most of the Group's dealerships and other offices. In many locations first generation low energy lighting has been replaced by second generation lighting name LED lights. This initiative has already resulted in a significant reduction in electricity consumption.

Throughout the Group similar initiatives have resulted in significant reduction in electricity usage. With the above inflation increases in electricity, these initiatives result in direct cost savings to the Group.

In a number of property developments completed or in progress, environmentally friendly features have been or will be implemented to reduce the use of electricity and water at these sites. These include the use of solar technology, natural light, grey water systems and energy-efficient lighting, cooling and heating equipment.

Outlook

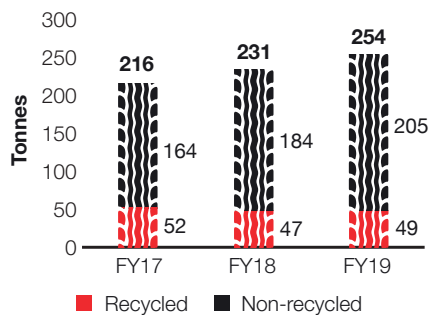
Recycling

Throughout the Group the recycling of paper, plastic and glass is encouraged and the necessary recycling bins are found in various locations.

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

The Group continues to roll out recycling initiatives to all of its locations and continues to encourage additional recycling initiatives.

During the 2017, 2018 and 2019 financial years ended 30 June, the Group reported the following treatment of waste, reflecting that which is recycled versus non-recycled:



Super Group's capacity to act as a responsible corporate citizen is directly impacted by its financial performance. The Group continues to focus on initiatives to significantly improve the lives of previously disadvantaged South Africans through training and mentorship.

Despite the strides made to date, Super Group acknowledges that there is more to be done. The following imperatives, forming part of the Group's strategy, 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;
- ▶ Retention of key talent and succession planning; and
- ▶ Enterprise and socio-economic development.





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