

POLICY AND PROCEDURES

Document Title	:	Pepkor Group Environmental Policy			
Section/Category	:	Regulatory	Origination Date	:	2017/07/01
Review Date	:	September 2026	Effective Date	:	2026/10/01
Version	:	2026.01	Pages	:	3

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 to maintaining proper standards of environmental management in all operations and businesses.

Our policy is to ensure that Pepkor group utilise environmentally acceptable practices that benefit the environment, customers, shareholders, employees and communities. We will continuously aim to improve our environmental practices, including the efficiency and environmental performance of our operations and supply chain. We will comply as a minimum non-negotiable requirement with all environmental legislation, regulations, standards and codes of practice applicable to our operations.

The environmental landscape we operate in, including regulation, stakeholder expectations and physical risk, continues to change. We will keep this Policy under active review and will adjust our focus areas and commitments as our understanding develops.

Beyond the basic legal requirements, we have five environmental focus areas which guide our decision-making and operations:

Energy efficiency and carbon footprint

We will focus on optimising fossil fuel consumption and introducing renewable energy sources. We will work to reduce our greenhouse gas emissions in our supply chain and own operations. We will actively respond to climate change risks and opportunities.

Transport and logistics

We will aim to reduce fuel consumption and inefficiencies in our own and outsourced transport and logistics services thereby reducing greenhouse gases.

Responsible Sourcing

We will work with suppliers to improve environmental standards in our upstream and downstream operations. We will aim to procure sustainable products and materials from our supply chain. We will build internal business awareness and support for responsible sourcing.

We expect suppliers to consider the effects of their own operations on the environment and to use natural resources (e.g. water, sources of energy, and raw materials) in a responsible way while promoting awareness of environmental management and impact reduction.

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In our own operations, we will make efforts to ensure more efficient use of natural resources, procure environmentally friendly supplies, as well as give local preference where feasible in order to reduce the climate impact of transport.

All suppliers are obliged to comply with the Pepkor Supplier Code of Conduct.

Water

We will strive to become more water efficient.

Waste

We will strive to reduce landfill waste, maximise recycling and actively pursue activities in the circular economy.

Biodiversity (including animal welfare)

We will begin building our understanding of biodiversity-related risks and opportunities relevant to our operations and supply chain. This may include informal learning from industry peers and bodies, tracking how the Task force for Nature-related Financial Disclosures (TNFD) develops, and small-scale pilot work in parts of the business where it is most relevant.

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

- Promoting Environmental Policy awareness.
- Integrating environmental risks and opportunities as part of the Enterprise Risk Management process.
- Reviewing our environmental commitments and this Policy regularly, informed by what operating businesses are learning in practice. 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 while allowing each operating business to set its own pace and priorities among the focus areas, appropriate to its size, market and risk profile.
- 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, including supporting projects that test a new approach on a small scale before it is rolled out more widely.
- Assisting operating businesses to set up appropriate environmental data management and reporting systems to facilitate management decision making and communication, in a way that lets what is learned in one part of the business inform decisions elsewhere in the group.

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- 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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