

SG03: Socio-Economic Development

We have within the past year accelerated our corporate social investment (CSI) initiatives aligned with developing our people, skills and education, and building sustainable communities. Safripol's CSI strategy is guided by the United Nations SDGs that target's education, inequality and building sustainable communities. Through our partners, we also contribute towards alleviating poverty, and hunger.

Priority SDG Goals



Our CSI agenda is focused on positively impacting the lives of the most vulnerable in our communities. We lead, participate, and support a number of corporate social development programmes and projects together with our partners.

The key pillars of our strategy socio-economic strategy are:

- Employee Development
- Skills and Education
- Community Development
- Enterprise Development

Developing our People

We are focusing on training and upskilling our workforce, future leaders and the previously disadvantaged. Our Employee Development Plans are key in our quest to ensure that all our employees are technically competent and appropriately skilled for their roles and where appropriate developed for future roles. Learning is largely driven by the employee and coordinated by internal coaches.

Leadership development at our PET facility in Durban was a particular focus this year. The PET Management Committee and leadership at all levels received leadership development training which will continue into the 2022 financial year.

Safripol's Future Leader programme for FY21 has identified a number of young future leaders via performance evaluation, psychometric assessment and 3600 evaluations. These individuals are undergoing focused development in line with their specific development needs.

SPOTLIGHT ON EMPLOYEE DEVELOPMENT, SKILLS AND EDUCATION

16 future leaders enrolled for Safripol's Future Leader Programme

50 learners, apprentices and interns hosted at Safripol's sites

12 learners absorbed into permanent positions

12 disabled learners supported for their NQF Level 2 Qualification in Office Practice

135 previously unemployed youth supported with work place experience via YES programme

23 employee dependents supported for tertiary qualifications

15 engineering and science students supported with study finance

Safripol Touching Lives



Safripol has a solid track record of employing previously unemployed learners, apprentices and interns. During the course of our 2021 financial year, we hosted a number of learners, apprentices and interns at Safripol's Durban and Sasolburg sites who received hands-on experiential training. Some 24% of these learners were absorbed into permanent positions at Safripol during the same period. An Employee Dependent's Bursary Scheme was also launched during 2020, to support employee dependents enrolled for tertiary qualifications, as well as to offer financial support to students with financial debt. In addition to the above, Safripol also continues to sponsor disabled learners to advance their basic skills so that they can be employable.

135 youth supported through the YES programme

Safripol supports previously unemployed youth to gain work experience at various host employers through the Youth Employment Services (YES) Programme.

Working closely with TUT to restructure Polymer Technology degree

Safripol sponsored three melt flow Index testing machines to the Tshwane University of Technology (TUT) and has also taken a leadership role as part of the elected steering committee to develop a new polymer technology degree at TUT, which will equip students with the relevant skill sets required for entry into the plastics industry. This new programme which is in process of being accredited by the Engineering Council of South Africa will be a Bachelor of Engineering Technology in Materials Engineering in Polymer Technology.

We are proud to also support the following community initiatives:

- **Asibavikele daily feeding programme** and aftercare service managed by Child Welfare Sasolburg which provides nutritional meals and homework in support of more than 100 children in the township.
- **Ikateleng Programme at North-West University:** This is a Saturday school focusing on the sciences and mathematics, building on the school curriculum and offering much-needed life skills to students in grades 10, 11, 12.
- **KOMATI Foundation:** The Komati foundation self-leadership tutorial programme, is an exciting venture with Wits University to address much-needed skills through the use of university post-graduate students as mentors.
- **Feenix Project:** The Feenix project was created to be a sustainable education funding model in South Africa. This is a crowdfunding solution that was established to create a network of givers by connecting individuals, businesses and students on one platform and provide access to alternative funding.

Strengthening our partnership with the Lusa Community Chest

The Lusa Community Chest, a non-profit and public benefit organisation operating in the Vaal Triangle including Meyerton, Parys, Northern Free State and Gauteng, leads, supports and participates in inclusive community efforts that build capacity and mobilise resources to improve lives and create long term social change. This past year, Safripol once again supported the Lusa Community Chest on a number of initiatives:



- 65 NPOs supported through the NPO Incubator.
- 30 families assisted with food parcels and goods in kind through the Emergency Relief programme.
- 1000 children supported in youth care centres through the Winter Warm and Wish upon a Star projects.
- 248 black beneficiaries supported through the Impact Fund, which focuses on capacity building and training programmes with affiliated community-based organisations.



We are also proud to partner with LUSA on their Vision 20/20 programme. The purpose of this initiative is to train unemployed youths to become certified coaches and leaders in the community and schools. Many of the youth completing the course, register their own coaching practices which make them productive and self-sufficient.

#GiftAChildwithaBook Project

In the spirit of giving and uplifting communities, Safripol partnered up with Lusa Community Chest for the **#GiftAChildwithABook** project. Our very own employee, Karabo Kekana, took the initiative to be a Safripol ambassador by spending her 8-hour community service with school children of Bofula Tshepe Primary School.

Together with the Lusa Community Chest team, Karabo held a storytelling session for the foundation phase children of the school where Safripol sponsored her book, *Ntumba Le Dinawa Tsa Gage*, as well as some Safripol sponsored goodies. The initiative's aim is to build and promote a reading culture and to promote South Africa's indigenous languages and culture.

Through this initiative, 203 books authored by Safripol's own Karabo Kekana, were sponsored to the eager learners.



Enterprise development

Safripol has over the past 12 months accelerated its efforts to support small businesses through its enterprise development (ED) fund. Around R2.5-million was disbursed to small, black-owned and black women-owned businesses through enterprise development grants and unsecured loans. Three of the businesses supported are active in the circular plastics economy. This includes Bophelo Recycling, Isphepho Ambassadors, and Tri-ecotours. Tri-ecotours are supported via Green Corridors to implement the river boom initiatives for waste interception as indicated previously.

Safripol is also proudly supporting the Primestars “Step Up 2 a Green Start-Up” programme. This initiative aims to encourage and support youth to start businesses in the green economy through using the power of a cinema movie experience. The movie is set to launch during August 2021.

Supporting Women-Owned Businesses Isphepho Environmental Consultants



Isphepho Environmental Consultants, a black women-owned business, which supports 35 youth environmental ambassadors, was one of the beneficiaries of Safripol's ED fund. Isphepho received support from both PETCO and Safripol to establish its buy-back centre in Umlazi Township. Safripol's sponsorship included 120 recycling bins, 50 bulk bags and fencing for the entire property.

Safripol recognised at the CAIA Awards for Corporate Social Responsibility

In the 2020 CAIA awards, Safripol in partnership with PETCO was recognised as the winner for the Responsible Care® Awards for corporate social responsibility.

This award recognised the impact which has been created by the Bophelo recycling project, black women-owned buy-back centre in Ermelo, Mpumalanga. Through the sponsorship, in 2020 Bophelo Recycling employed 11 permanent employees and 20 part-time waste collectors and recovered 7-metric tons of PET waste for recycling.

This project was recognised for its grass roots impact in improving the lives and livelihood of community members in Ermelo while making a positive improvement to the environment. As a reward for the recognition, Safripol sponsored Bophelo Recycling with a generator to enable them to run their baler without requiring electricity from the grid.



Offering COVID-19 relief for communities

Safripol's response to COVID-19 relief for communities has focused on assisting vulnerable communities especially in our fence-line areas with much-needed food aid.



In Sasolburg, we partnered with the Lusa COVID-19 Community Outreach programme that supports over 50 charities in the Vaal Triangle. Food parcels offered much relief to the destitute. At our Durban site, we partnered with the Wentworth Ward Councilor and also offered much-needed food parcels to the community members in need. Together with the Councilor, Safripol staff members packed essential goods into parcels which were loaded into a truck by the Durban South Basin Community and then distributed to the community.

We also recognised the plight of waste reclaimers especially during the pandemic, where working conditions were even more risky. To promote safety for the waste reclaimers, Safripol also sponsored 1500 plastic face shields to PETCO for dissemination country-wide.



Let's Plastic Responsibly Campaign

Changing the plastics rhetoric

Safripol has as one of its strategic imperatives the need to address consumer perceptions and negative sentiments around plastics. Much of the rhetoric comes from being uninformed regarding the beneficial uses of items made from plastic. A significant marketing campaign is being pursued which will address this. Outside of the advertising, however, Safripol as a responsible employer and corporate citizen continues to participate in numerous activities and initiatives to benefit society, clean up and protect our environment as well as uplift disadvantaged communities. A separate call to action, “**Let's plastic responsibly**” has been created to encompass these initiatives.




WE CAN'T GROW WITHOUT IT.

Let's plastic responsibly 
safripol.com

SAFRIPOL
shaping your world, responsibly

Safripol cares for nature conservation



Nature conservation is an issue very close to our hearts. Not only is nature conservation and biodiversity critical to our survival, but we believe that as Safripol we can play a positive role in protecting and creating awareness around the plight of some of the most endangered and vulnerable animals on our planet. This year, we are proud to have adopted a rhino, named Storm, who lives in the Zululand Rhino Orphanage.

CERTIFICATE OF RHINO ADOPTION

PROUDLY PRESENTED TO

SAFRIPOL (PTY) LTD

BY WOLVES AGENCY

By adopting STORM you are helping protect one of the rarest mammals in the world. Your support will contribute to the maintaining of a natural and safe environment at the **Zululand Rhino Orphanage**. Storm was adopted on the 27th of October 2020.

DECEMBER 2020




 LYNTON ASBURY


 MICHAEL BLORE

About Storm

Storm is a Male Black Rhino (*Diceros bicornis*) born in September 2015. His location is in Kwa-Zulu Natal, South Africa.

Storm was named after the weather conditions on the night of his rescue, he arrived at 4 am on Wednesday 9th December 2015. It is unknown if Storm's mother was unwell or injured, after several attempts to reunite them, the decision was taken to rescue him. Storm is surprisingly calm, easy to feed and to work with, after his rescue it soon became apparent that he had very serious health problems, requiring incredibly intensive and adaptive nursing. On three occasions, we came very close to losing him. We are delighted that after a lot of care Storm turned a corner and started to gain weight. He has done so well that in 2019 he was successfully released back into the wild. Storm is today learning to become a wild rhino and we are sure that he will soon start mating with other wild rhinos and we will soon see Storm's offspring roaming the plains of Africa.







Storm is proudly sponsored by



Spreading a little joy during the festive season



This past December Safripol launched the Let's Plastic Responsibly Toy Campaign in partnership with The Angel Network, and four shopping malls across South Africa. The purpose of the the toy campaign was to create awareness about how to plastic responsibly. Shoppers and the general public were encouraged to bring in their unwanted and unused toys to special delivery points at the selected malls, where they were then collected, refurbished and donated to children's orphanages across the country.

In total 3 450 toys were donated at the various collection points which were then disturbed to various beneficiaries. 25 plastic lap desks were also amongst the toys collected and these were donated to the children (aged one to 11 years) of Westgate Creche in Durban. This crèche provides a safe place to stay during the day and offers hope and love to the most vulnerable children in the community.

