

	<b>CORPORATE SUSTAINABILITY POLICY</b>  <b>GREEN INITIATIVES</b>	Doc No: <b>POL-027</b>
		Rev 0
		Effective date: Feb 2023
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## 1 Purpose

This Policy is in line with our company mission, we aim to conduct our operations with concern for the environment and minimise any possible adverse impact on the environment wherever possible.

## 2 Scope

This policy applies to all our employees.

## 3 References

FIDI Global Moving Alliance

## 4 Policy: Corporate Sustainability / Green Initiatives / Roadmap to Reducing Environmental Impact

### 4.1 Short Term Waste Recycling Solutions

As a large consumer of packing materials (cardboard boxes, white paper and plastics), Biddulphs continually strives to practice the 3R's of environmental waste management (Reduce, Reuse, Recycle). Our commitment is such that in 2009, Biddulphs established a separate company whose mandate is to recycle not only Biddulphs material but other companies in the greater Gauteng area. This company is currently run by a former driver. Annually on average, this company recycles more than 120,000kgs of cardboard, paper and plastics. We continue to grow this business and explore other sustainable measures within our own supply chain process to further reduce our carbon footprint.

### 4.2 Short Term Fleet Planning Carbon Reduction Solutions

We constantly review our multi-modal truck fleet in terms of reducing carbon emissions. This is to not only to remain competitive in the market, but also to strive to minimize our carbon emissions to meet international standards. As an example, the average age of our fleet is five years old and additional custom modified aero wind deflector kits are applied to each truck tractor to improve aerodynamics. Furthermore, annually we purchase a number of Mercedes Benz Actros trucks directly from Germany that have the latest Euro engine technology available on the market suited to the environment and infrastructure available in South Africa to further lower fuel consumptions. We only buy new vehicles and never second hand. New vehicles mean that we purchase the latest engine technology that assists in reducing carbon emissions. New vehicles with the latest tyre pattern technology offers better on road performance, reducing tyre wear and reducing noise pollution.

Our trailers are frequently upgraded with the latest ergonomic lightweight trailer designs. Reduced weight means lower fuel consumption. All our independent trailer and rigid bodies are aluminum, not steel and our long-distance trailers are able to carry more than 150cbm of household goods in a single combination. This increasing capacity helps reduce our carbon footprint per kilometer travelled. Innovative well deck designs and aerodynamically shaped trailers allow for maximum efficiency while on-road. All these small yet changes and improvements means fewer trips, maximized volume per trip and light weight design help us to be more sustainable and continue to reduce our carbon footprint.

### 4.3 Short Term Eco-Friendly Solutions

Other simple initiatives that can go a long way to make a big difference include the encouragement of our employees to double side vs. single page printing whilst using the most carbon efficient printing machines. In addition, we have already retro fitted many branches across the country with 5,000 & 10,000 litre water tanks with guttering running straight into the storage tanks off buildings and warehouses. We then store this water (in some branches we can store up 60,000 litres) and use the water to wash vehicles, water plants or supply the branch with water when needed in the dry months or when rainfall is low depending on the nature of the seasons. Reducing the use of office air conditioners and heaters also assist in reducing electricity demands.

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#### 4.4 Medium Term Energy Sustainable Reduction Solutions

We are constantly assessing our appetite for modern technology in the marketplace concerning reducing our carbon emissions. South Africa has an abundance of sunshine that is not fully utilized which we believe will be a great aid to assisting in achieving carbon neutrality. Some of these include covering all warehouse roofing with solar panels to harness solar power to ensure our branches and our business as a whole is using energy more efficiently and placing less reliance on grid tied fossil fuel-based energy. In particular, the market place has recently opened up commercially due to easing government legislation regarding renewable energy. We are in the final stages of installing a custom solar solution at our Head Office. We then aim to expand this throughout our branch network in the medium to long term.

#### 4.5 Medium Term Digital Investment Shift

We are also taking a bold move towards a digital technology shift in line with global industry timeline parameters such as FIDI Global Moving Alliance. Over the next three to five years, we aim to be migrating our sales operations procedures as well as the customer quoting and/or booking experience to a fully digital world with less use of printed paper. The eventual goal would be completely paperless.

#### 4.6 Medium Term Staff Flexibility Carbon Goals

According to data collected by the University of East Anglia in the United Kingdom (and various other sources) and published in the journal *Nature Climate Change* COVID-19 has brought South Africa's daily carbon emissions down by nearly 20%. We would agree with this train of thought and research, partly because of a downturn in general removals and transport industry as a whole meaning less wheels/trucks on the road and thereby reducing emissions. A lot more flexibility has been directed towards employees working from home depending on the lockdown level issued by the authorities. Additionally, a lot more clients prefer the option of video calling and we have adjusted our services to suit this demand and client flexibility.

### 5. Change / Revision History

Change History			
Rev No	Changes	Pages	Effective date
0	Corporate Sustainability / Green Initiatives Policy	All	Feb 2023

### 6. Approval

Designation	Name	Signature
Managing Director	O Farmerey	