



ESG Summary Report

for the year ended
30 September 2022

2022



ESG SUMMARY REPORT

for the year ended 30 September 2022

Introduction

This ESG Summary Report provides a summary of the Group’s ESG-related data. For the comprehensive ESG Report, please refer to pages 62 to 110 of our Integrated Report, available on the Group’s website www.astralfoods.com.

Astral places high importance on ESG-related matters as part of its culture of being an organisation that cares for our people, the communities in which we operate, adherence to good governance practices, and every effort is made to reduce our environmental footprint.

Astral formed an ESG Committee that supports ongoing commitments to sustainability with specific emphasis on environmental stewardship, corporate governance and accountable social engagement.

Environment

Astral’s responsibility to the environment extends beyond legal and regulatory requirements and understand that business sustainability is about doing all that is necessary in the short to medium term in return for a sustainable business in the long term. Astral therefore continues to keep its carbon footprint to a minimum. The Group also launched/continued to maintain new projects aimed at sustainable water and power supply. For further details on our environmental impact and initiatives, please refer to pages 104 to 110 of the Integrated Report.

Social

Our well-entrenched social involvement initiatives, including the “Astral Cares” CSI programme; Seriti programmes such as aRe Bapaleng (a parental support programme for early childhood development) and Work.Learn.Grow (an agricultural programme aimed to strengthen food security and agribusiness); and our employee assistance programme (EAP), are outlined on pages 100 to 103 of the Integrated Report.

Governance

The Group’s governance structure and principles are set out on pages 66 to 74 of the Integrated Report. We maintain the highest standards of good governance to promote quality decision making and to ensure these decisions are made and executed within a disciplined framework of policies, procedures and defined delegations of authority.



ESG SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2022

ESG summary table

Description	Unit of measure	2022	2021	2020
STANDARD DISCLOSURES				
Stated reporting period of the report	Y/N	Y	Y	Y
Month of financial year-end	Y/N	Y	Y	Y
Is the IAR, ESG and/or Sustainability Report GRI-compliant?	Y/N	N	N	N
Is the reporting aligned to SASB?	Y/N	N	N	N
Has the report undergone a process of independent third-party assurance over the sustainability/ESG reporting?	Y/N	N – only reviewed	N	N
If so, by whom?	name	IBIS	n/a	n/a
Is a standalone ESG data table provided, either in the IAR/ESG/ Sustainability Report or as a supplemental document?	Y/N	Y	Y	N
Does the Company submit an annual CDP submission, or produce an annual Climate Change Report and/or report in accordance with TCFD?	Y/N	N	N	N
Does the Company submit a CDP-Water submission, or produce a Climate Change or Water Scarcity Report and/or TCFD disclosure?	Y/N	N	N	N
Does the report contain a King IV compliance checklist?	Y/N	N	N	N
Is the Company a signatory of the UN Global Compact?	Y/N	N	N	N
Is the Company a signatory of any industry-specific regulatory body (e.g. ICMM) or the Equator Principles?	Y/N	N	N	N
Is the Company associated with any sustainability initiatives and/or sustainable memberships?	Y/N	N	N	N
Registered trademarks	number	11	11	11
Does the Company provide mention of the UN SDGs?	Y/N	Y	Y	N
Do the SDG disclosures extend to one or more of the 169 SDG targets?	Y/N	N	N	N
Does the Company provide targets for one or more of the SDGs?	Y/N	N	N	N
Does the Company provide progress against prior targets for one or more of the SDGs?	Y/N	N	N	N
FINANCIAL CAPITAL¹				
Total revenue generated per employee	R'm	1 557	1 302	1 231
Net PAT per employee	R'000	85	39	49
Total discretionary/measured procurement spend (South Africa only)	R'm	17.9	n/a	n/a
B-BBEE procurement spend (South Africa only)	R'm	1.7	n/a	n/a
B-BBEE procurement spend: Percentage of total measured spend (South Africa only)	%	9.7	10.8	n/a
GOVERNANCE				
Board members	number	10	8	9
Executive Directors	number	4	3	4
Percentage of Executive Directors	%	40	38	44
Non-executive Directors	number	6	5	5
Percentage of Non-executive Directors	%	60	62	56
Independent Non-executive Directors	number	6	5	5
Black South African Board members	number	3	2	2
Percentage of Black South African Board members	%	30	25	22
Female Board members	number	2	1	1
Percentage of Female Board members	%	20	13	11
Average length of Executive Director service	years	10.5	12.3	9.5
Average length of Non-executive Director service	years	6.2	6.4	5.4
Average age of directors	years	58.9	60.9	58.7

ESG SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2022

Description	Unit of measure	2022	2021	2020
Overall Board and committee meeting attendance	%	100	100	100
Auditor remuneration: non-audit fee	%	2.4	3.7	4.4
Length of current auditor's services ²	years	22	21	20
Independence of Board Chairman	Y/N	Y	Y	Y
Publicly available policy on Board conflicts of interest and PEP ³	Y/N	Y	Y	Y
Publicly available Human Rights Policy	Y/N	Y	Y	Y
ESG included in service level agreements with suppliers	Y/N	Y	Y	Y
Shareholders' vote (non-binding) on Remuneration Policy	Y/N	Y	Y	Y
Shareholders' vote (non-binding) on implementation of Remuneration Policy	Y/N	Y	Y	Y
HUMAN CAPITAL				
Employment demographics				
Total permanent employees	number	9 236	9 088	9 067
Total contract employees	number	3 181	3 095	2 394
Total employees (excluding contracted services)	number	12 417	12 183	11 461
Employment opportunities				
Job opportunities sustained	%	100	100	100
Job opportunities declared redundant	%	Nil	Nil	Nil
New job opportunities created	number	148	68	42
Employees trained⁴				
Employees receiving technical skills training	number	790	588	203
Employees receiving safety and health training	number	1 175	1 097	117
Employees receiving managerial training	number	60	131	Nil
Employees receiving leadership and organisational culture training	number	267	146	Nil
Employees receiving training (other than the above)	number	337	305	32
Community training⁴				
Unemployed youths trained	number	120	25	Nil
Unemployed people with disabilities trained	number	35	Nil	32
Unemployed people who received training (other than the above)	number	356	281	44
Employee relations and organised labour				
Permanent employees belonging to a trade union	number	3 395	3 453	2 983
Part time employees belonging to a trade union	number	595	470	165
Working hours lost due to protected strike action	number	Nil	Nil	Nil
Working hours lost due to unprotected strike action	number	172	188	102
Trade unions within different operational bargaining entities	number	12	9	8
Gender equality and disabilities				
Female employees in employment	%	49	51	53
Male employees in employment	%	51	49	47
Disabled employees in employment	%	2.4	1.3	0.8
Transformation and socio demographics				
Managerial categories defined as black	%	39	41	26
Skilled categories defined as black	%	59	59	47
Semi-skilled categories defined as black	%	96	95	94
Unskilled categories defined as black	%	100	100	100

ESG SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2022

Description	Unit of measure	2022	2021	2020
Employee assistance programme participation				
Employees vaccinated under the Astral Covid-19 vaccine programme ⁵	%	72	51	Nil
Employees on HIV/AIDS counselling and education support programmes	number	1 650	1 144	998
Employees on the medicine dispensation programme	number	785	694	628
Employees on the health screening programme	number	9 102	8 774	9 867
Employees on the winter wellness programme	number	10 858	10 776	6 211
Employees and family members partaking on the Ask Nelson EAP programme ⁶	number	350	58	Nil
Employees registered on the Crisis-on-Call emergency support programme	number	228	Nil	Nil
Regulatory compliance				
Department of Employment and Labour audit findings	number	Nil	Nil	Nil
B-BBEE Commissioner audit findings	number	Nil	Nil	Nil
Child labour deployed	number	Nil	Nil	Nil
Client HR audit findings	number	Nil	Nil	Nil
Workplace attendance				
Confirmed positive Covid-19 cases for the year	number	365	901	335
Absent without permission for the year	%	<2	<2	<2
Overtime hours worked for the year	hours	3 015 749	2 604 298	n/a
Normal time hours worked for the year*	hours	24 908 310	24 149 664	24 142 669
Working hours cancelled due to load shedding	hours	13 596	3 379	n/a
Health and safety				
Fatalities	number	1	3	1
First aid cases	number	167	63	72
Medical treatment cases	number	28	31	30
Disabling injuries	number	232	273	310
Recordable injuries	number	428	370	413
Injury frequency rate	%	1.18	1.70	1.81
PRODUCTIVITY				
Feed sales	tons	1 418 396	1 330 991	1 305 203
Poultry sales	tons	519 380	476 750	447 918
ENVIRONMENTAL⁷				
Energy consumption				
Material direct energy consumption (non-renewable fuels burned)	GJ	2 343 642	2 198 135	2 127 907
Material direct energy consumption per bird	GJ/bird	0.0077	0.0078	0.0079
Total electricity self-generated from renewable sources (solar, wind, etc.)	%	0.001	0.001	0.001
Total direct and indirect energy consumed	GJ	3 475 842	3 343 570	3 270 277
Total direct energy spent as a percentage of operational expenses	%	8.6%	7.7%	7.1%
Total electricity spent as a percentage of operational expenses	%	10.1%	10.3%	9.6%
Total direct and indirect energy spent as a percentage of total operational expenses	%	18.7%	18.0%	16.7%

ESG SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2022

Description	Unit of measure	2022	2021	2020
Carbon emissions				
Material environmental aspects – Scope 1 direct emissions	tCO ₂ e	195 467	184 272	180 049
Coal	tCO ₂ e	160 971	154 541	153 107
LPG	tCO ₂ e	22 680	20 890	16 809
Diesel	tCO ₂ e	11 817	8 840	10 133
Material environmental aspects – Scope 2 indirect emissions	tCO ₂ e	336 515	340 448	339 539
Electricity	tCO ₂ e	336 515	340 448	339 539
Material environmental aspects – Energy efficiency/energy saved	GJ	51 023	53 916	20 268
Material environmental aspects – Carbon emission reduction	tCO ₂ e	9 769	9 670	6 024
Coal	tCO ₂ e	2 301	2 710	–
LPG	tCO ₂ e	–	–	–
Diesel	tCO ₂ e	–	–	–
Electricity	tCO ₂ e	7 468	6 960	6 024
Carbon tax	Rand (000)	–	6 799	6 369
Scope 1 – direct carbon emissions per man hour worked	tCO ₂ e/man hour	0.008	0.007	0.008
Scope 2 – indirect carbon emissions per man hour worked	tCO ₂ e/man hour	0.014	0.014	0.015
Scope 1 and Scope 2 – direct and indirect carbon emissions per man hour worked	tCO ₂ e/man hour	0.022	0.021	0.023
Stationary fuels				
Coal	GJ	1 811 796	1 739 426	1 723 281
Coal used per bird	GJ/bird	0.0060	0.0062	0.0064
Coal saved due to conservation and efficiency improvements	GJ	25 896	30 498	–
LPG	GJ	351 640	323 915	267 433
Mobile fuels				
Diesel	GJ	180 206	134 794	137 193
Energy usage				
Electricity	GJ	1 132 200	1 145 435	1 142 370
Electricity used per bird	GJ/bird	0.0037	0.0041	0.0042
Energy saved	GJ	25 127	23 418	20 268
Water usage				
Water consumption	kl	6 480 689	6 102 502	5 759 399
Water consumption per bird	kl/bird	0.0214	0.0217	0.0214
From boreholes	kl	1 300 794	1 217 139	1 269 534
From municipal sources	kl	5 179 895	4 885 363	4 489 865
Water saved due to conservation and efficiency improvements	kl	2 251	2 581	2 510
Recycled water	kl	895 991	946 690	1 084 997
Recycled water as a percentage of total water	%	14%	16%	19%
Water treated to potable standards	kl	267 779	615 667	377 518
Potable water as a percentage of total water	%	4%	10%	7%
Materials				
Packaging material	tons	11 439	9 445	9 376
Packaging material waste	tons	1 181	1 055	1 020
Recycled – packaging material recycled	tons	679	545	490

ESG SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2022

Description	Unit of measure	2022	2021	2020
Effluents and waste				
Waste to landfill	tons	6 727	6 394	7 375
Hazardous waste disposed	tons	50	24	14
Water discharged	kl	2 829 661	2 736 850	2 641 758
Litter	m ³	419 685	418 872	399 891
Waste to rendering plant	tons	7 727	7 779	8 004
Hatchery waste	tons	5 252	4 799	4 913
Recycled – hatchery waste	tons	2 234	2 403	2 339
Number of significant spills	number	–	–	–
Recycled litter	m ³	416 479	416 175	397 646
Recycled waste as a percentage of total waste	%	97%	97%	97%
Other				
Number of environmental non-compliance prosecution and fines	number	–	–	–
SOCIAL CAPITAL				
CSI/SED expenditures	R'm	5.6	5.2	11.8
Total CSI/SED spend in South Africa	%	100	100	100
Are CSI/SED projects aligned to government's National Development Plan (NDP)?	Y/N	Y	Y	Y

Notes:

- Please refer to page 115 of the Integrated Report 2022 for a five-year financial summary.
 - PwC is the current external auditor and has been the auditor of Astral for 22 years. Astral's Board has endorsed the recommendation by its Audit and Risk Committee, following a comprehensive tender process, to appoint Deloitte Inc ("Deloitte") as the external auditor of Astral, with effect from the financial year starting 1 October 2023. We have recommended the re-appointment of PwC to the Board and the shareholders for the year ending 30 September 2023 to ensure that a comprehensive transition is done between PwC and Deloitte.
 - PEP: Politically exposed person.
 - All training of employees were negatively affected by Covid-19, with all training institutions having shutdown as a result of the lockdown regulations.
 - Astral vaccine programme only launched in October 2020 – no vaccines were available at the time.
 - The Ask Nelson EAP programme was only launched in December 2021.
 - Meadow Mozambique – fined for not having an environmental licence. Environmental licence was not a prerequisite at commencement of business:
 - Sustainability projects implemented are aligned with our vision and strategic goals.
 - Operation action plans are aligned with strategic action plans and through participative management practices, strategic goals are realised.
 - Business units and various stakeholders work closely together to implement projects.
 - Total number of employees excludes contracted services.
- n/a Not measured previously.



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