



STIMELA GROUP

SUSTAINABILITY REPORT

2024 / 2025

"By us, for us and all those after us..."

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STIMELA

GROUP

CONTENTS

1. The 17 Global Goals for Sustainability
2. A Message from the CEO
3. The Stimela Group of Companies
4. Our Key Focus Areas
5. Achieving Transformation
6. Achieving Sustainability
7. Summary

A MESSAGE FROM THE CEO

“This Sustainability Report is the direct result of a series of continued Training; Awareness Sessions; Workshops; and Team meetings – in which all of the Employees of the Stimela Group actively participated.

The Stimela Group Employee have wholeheartedly embraced Sustainability as a concept and as a reality. Their passion, drive and commitment is inspiring and highly appreciated.

Each Stimela Group Employees has valuably and meaningfully contributed to this Sustainability Report.

It is our duty to act in a responsible manner where our self-regulated actions positively impact upon our Purpose, the Economy, the Environment and People at large – thereby ensuring our continued, collective long-term viability and sustainability.”

THE 17 GLOBAL GOALS FOR SUSTAINABILITY

In compiling the Stimela Group Sustainability Report, we took cognisance of, unpacked and implemented (as far as reasonably practicable) the following 17 Global Goals of Sustainability:



THE STIMELA GROUP OF COMPANIES

The Stimela Consulting provides high quality, bespoke and professional Business Consulting Services to our Clients.



- **Stimela Consulting** provides high quality, bespoke and professional Business Consulting Services to our Clients. Leading the way in providing innovative, customer-centred solutions with business integrity, helping Clients transform in a true and authentic way.
- **Stimela Administrators** specializes in business streamlining, organising and controlling various foundational Administrative functions such as Trusts and Training Programmes.
- **Stimela Marine & General** provides Marine Cargo and Transport Surveying, Risk, and Consulting Services with a difference.
- **Stimela Recoveries** works hand in hand with Stimela Marine & General and closely with well-established Insurance Companies to recover settled Insurance claims.

OUR VALUES



COMMUNITY

AUTHENTICITY

EDUCATION

INTEGRITY

RELIABILITY

“My time with the Stimela Group has shown me the value of the long game, how the decisions made today may yield results in future that I had never thought of. By instilling this sustainable practice into each of the Group’s Employees, Stimela has fostered a culture of resilience and innovation in which we each contribute to the future.”

- Damon Stephenson

Our Key Focus Areas

Our Employees

The Stimela Group Employees are drawn from diverse backgrounds, perspectives and experiences. This assists the Stimela Group in creating a workplace environment where all Employees are united to create a healthier, vibrant, creative and productive work culture.

“There is always room for improvement. Learning from our actions towards others, our failures and growing past our fears will help ensure we build a better future.”

- Bethany van Rensburg

Our Workplace

As the proud owners of our premises from which we operate, our workplace allows for collaboration and the sharing of ideas and insights within the Group - allowing for different perspectives and skills to create an effective work environment.

We believe that our Employees should be exposed to an environment that caters for conducive performance and focuses on each Employees' various personalities, skills and strengths, to ensure our Team Members grow in their individual roles.



“Perseverance is the quiet force behind every Stimela Group success. It's the unwavering drive to keep improving, keep learning, and keep showing up, even when the path isn't easy. We believe true sustainability isn't just built on plans, but on the determined hearts that bring them to life. Progress comes step by step, and every step matters.”

- Cimone Niemand

Group Structure

With a well-established hierarchy and reporting channels in place, the Stimela Group has taken further strides into the development of a sustainable group structure, seeing a Stimela Group General Manager appointed, along with numerous Assistants and further departmentalization taking place.

Expansion of this nature serves to ensure that the right minds and furthermore, the right personalities, tackle the correct issues, providing support and alleviating pressure points and bottlenecks within the workflow.

The Stimela Group have further developed, and continue to update detailed work instructions which allows for seamless and effective operations within the Group.

The Stimela Group has implemented a “5 easy steps to problem solving” methodology, encouraging our Employees to take one step up for any abnormal, irregular or unusual job functions. Thus, ensuring normal functions with no problems.

Skills Development

The Stimela Group excels in the area of Employee Development, with Employee's consistently participating in collaborative developmental workshops and discussions, the nature of which is often both applicable to professional development and continual personal development.

The Skills Development Training which took place in the last 12 months included:

- First Aid Training;
- Health and Safety Training;
- Fire Fighting Training;
- Internal Development;
- External 3rd Party Training (Tertiary Education); &
- Personal Development.

Continuous Professional Development

During the past 12 months, we have encouraged our Employees to reach their maximum potential by offering our Employees the following:

- Assistance in Tertiary Education and Studies;
- Providing our Employees with continuous professional development courses;
- Addressing current affairs and discussing important topics as a Group;
- Introducing insightful reading material; &
- Encouraging interactions with our Community via LinkedIn.

We believe in a 5-step balance for our Employees:

1. Time for Work;
2. Time for Exercise;
3. Time for Themselves;
4. Time for Religious Activities; &
5. Time for Relationships.

In keeping with this 5-step balance over the past 12 months, we have provided our Employees with a well- balanced work environment, that includes:

- Training on Health and Safety Procedures; &
- Continuous Professional Development.

Our Employees are encouraged to continuously grow from a personal perspective, ensuring they become a better version of themselves.

“Sustainability is a delicate balancing act and when various different aspects work in perfect harmony towards a single common goal, anything is achievable. It is this unification that drives the Stimela Group forward.”

- Lance Lange

Ensuring Sound Employee Relations & Fair Employment Practices

In order to ensure sound Employee relations and fair employment practices, the Stimela Group ensures that we comply with inter alia:

- The Constitution of the Republic of South Africa
- Compensation for Occupational Injuries and Disease Act
- Labour Relations Act
- Employment Equity Act
- Basic Conditions of Employment Act
- Protection of Personal Information Act
- Promotion of Access to Information Act
- Occupational Health & Safety Act
- Skills Development Act
- Unemployment Insurance Act



“We need to strive in making choices and lifestyle changes that reduce our environmental footprint and support a healthier planet and society. As a business we work towards this to maintain Sustainability.”

- Lindie Baard

Nurturing Nature, Sparking Innovation

We believe nature is not just a backdrop, but a catalyst for clarity, creativity and well-being.

Our Team is encouraged to:

- Take green breaks, nature's productivity booster: A walk around the beautiful office park can restore attention, reduce mental fatigue, stimulate fresh thinking and recharge energy levels.
- Be active in their personal time, but also find opportunities to combine the outdoor experience (such as, collecting water samples at our local conservancy) with brainstorming our previous theme of "figureoutability".
- Including natural elements within the workplace. This has shown to have a positive impact on stress levels and innovative thought.
- We encourage our Employees to engage in physical activities and pursue a balanced lifestyle. Acknowledging that the hardest part is deciding to get up, but you will never regret getting outdoors.

Employer of Choice

We are committed to being the "Employer of Choice" at the Stimela Group.

At the Stimela Group, we thrive under intensity. The pressure brings our vision into sharp focus. Like a carefully composed image, our collaborative efforts are framed by purpose and a drive for excellence.

Our culture is the lens through which creativity and growth are magnified.

Employees are empowered to sharpen their professional profiles, build skillsets, and develop through immersive on-the-job experiences that brings their potential into full view.

We decided on the theme of "image" for the period 2025, as it represents the evolving identity of Stimela. Helping us keep in mind that every action, interaction, and success contributes to the larger picture of what it means to be a united force.

Clients

At Stimela Group, we are committed to delivering professional, high-quality, bespoke, and innovative solutions to meet the unique needs of each Client.

We believe that people choose to do business with those they know, like, and trust: a principle that guides us in building long-term, sustainable relationships.

We continuously expand our service offerings and strive to provide effective solutions that address our Clients' evolving challenges.

“Our commitment to sustainability empowers us, both as a Team and as Individuals. To be more conscious and intentional about our impact on the environment we live in, and the wider world we call home.”

- Tebatso Ramotsamai

Suppliers

At Stimela Group, we actively engage our Suppliers in Group events to nurture strong, transparent, and reliable partnerships that reflect our commitment to authenticity and mutual respect.

We prioritise timely payments to ensure the seamless delivery of services, while also supporting the long-term sustainability of our Suppliers.

In alignment with our core value of community, we intentionally source from local businesses to contribute to local economic growth and empowerment.

Our pursuit of excellence depends on the continued support and performance of our Suppliers. We therefore, emphasise the importance of aligning their services with the Stimela Group vision and standards.

Finance

The Stimela Group has continued to search for growth opportunities to maximize our profits and continue to build our “war chest” thus, securing a sustainable future.

Clear communication between our Accounts Department and various Clients and Suppliers, have proven to be an integral part in ensuring that our funds are managed and controlled effectively. This in turn aids us in the smooth running of the Stimela Group.

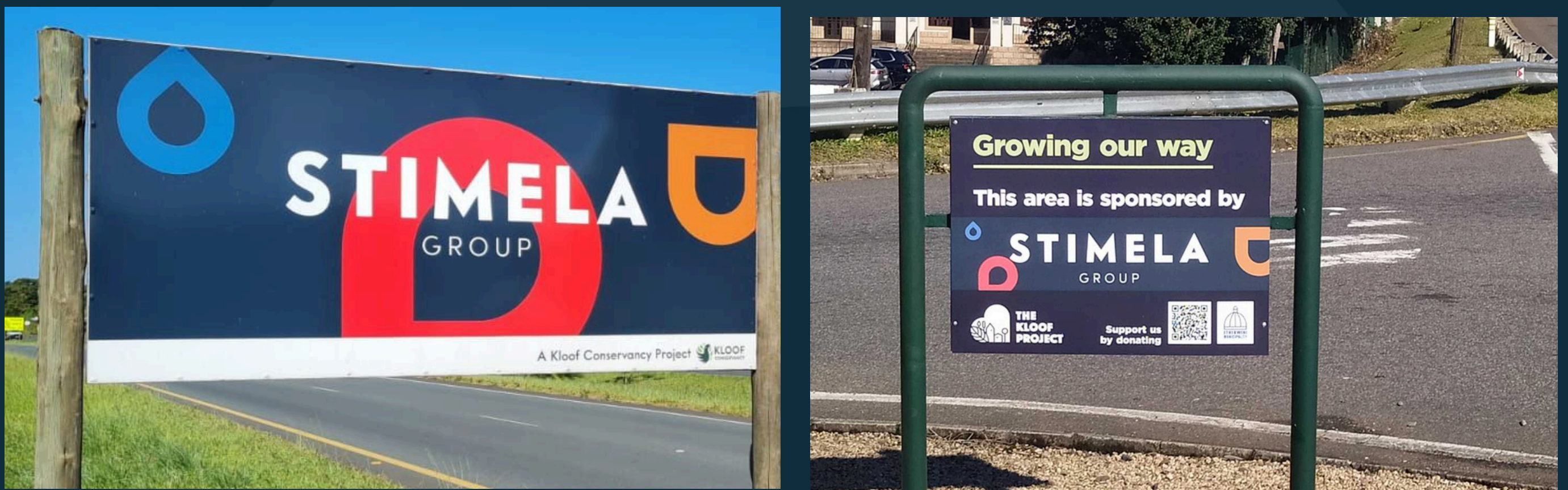
“From awareness to action - I'm proud to be part of our evolving sustainability journey.”

- Bryce Bower

Industry Bodies

Being Members of various Industry Bodies not only affords us opportunities to expand our knowledge within these industries (with Education being one of our core values).

The Stimela Group is kept abreast of all the latest trends and developments within our respective industries. Attendance at the various Conferences and Forums enables us to continue provide top quality service to our Clients.



Community & The Environment

The Stimela Group believes passionately in connecting the Private Sector to the Organisations that we work with, to ensure that the Communities in which they operate are better off.

During the past 25 Years, we have continued to contribute to our local environmental conservation projects and have maintained our conscientious efforts to recycle, minimizing our impact on the environment.

The Stimela Group engages in social change by acting as an intermediary, through supporting initiatives that positively impact individuals and provides sustainable access to the economy.

The Stimela Group is proudly involved with Organisations that:

- Source, develop, and scale innovative technologies and approaches economic and environmental resilience, as well as increasing opportunities for income generation in rural areas; &
- Nurture, mentor, train and incubate Agri-preneurs and developing enterprises that add value to biological resources, supplied by small-scale contract grower farmers.

The Stimela Group has a history of providing opportunities to the youth, to develop and grow on their skills, by providing individuals with an opportunity to take on new roles within the Company.

The Stimela Group have also continued to provide opportunities for growth and development within our younger generation who will make use of the skills and knowledge, absorbed to contribute to a growing economy. This in turn also connects with the Stimela Group's Transformation Strategy.

We host an annual Stimela Group Golf Day to raise funds for The Mpumalanga Educational Trust, providing relational networking and empowerment.

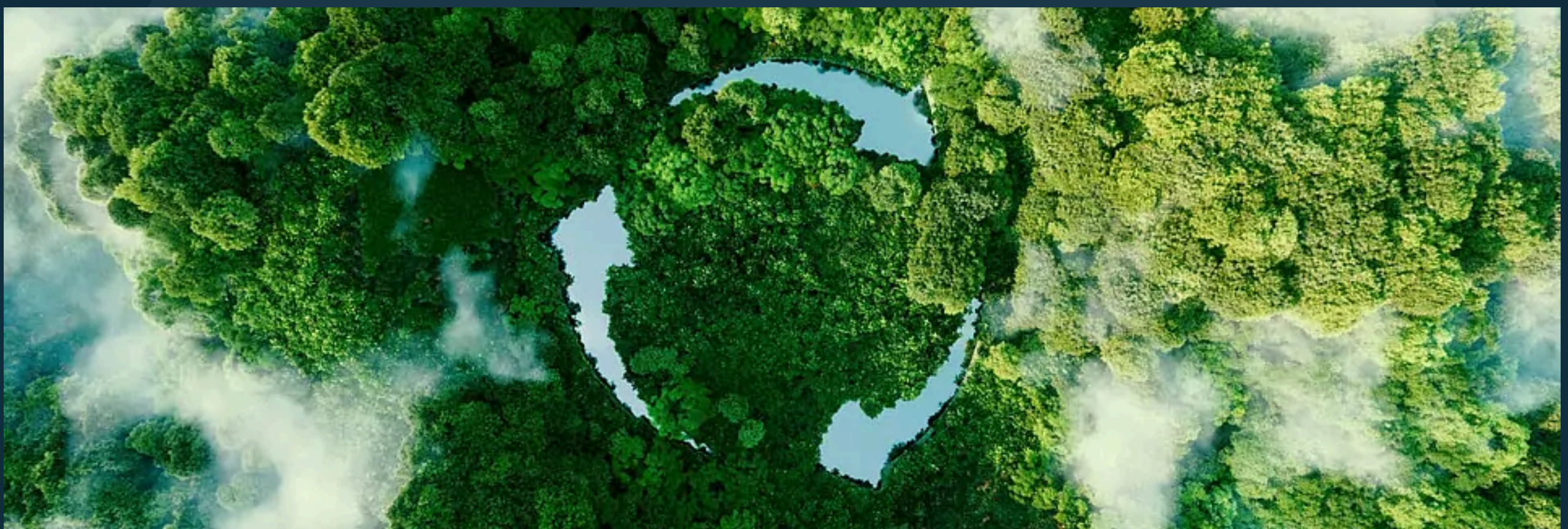
The Stimela Group actively supports various Organisations and Initiatives which aim to advance social, environmental and govern best conduct in our business activities.



Achieving Sustainability

Over the past 12 months, the Stimela Group has cultivated a sustainable image - one rooted in purpose, people and planet-conscious progress.

- **Purpose** - We envision every customer interaction as a high-resolution snapshot of excellence. By delivering tailored, high-quality and forward-thinking solutions, we continue to define the Stimela Group's signature style in professional service (Sustainability Goals: 8,9 & 17).
- **Economic** - The cultivation of responsible profitability encourages growth which does not exploit community or environment (Sustainability Goals: 1, 4, 8 & 17).
- **Environment** - We reduce, reuse, recycle, monitor our paper usage, save electricity by turning off non-essential lights, utilize natural air circulation and contribute to local environmental conservation projects (Sustainability Goals: 6, 11, 12, 13, 14 & 15).
- **People** - Each Team Member adds definition to the Stimela Group's image. Our evolving workforce strategy offers opportunities for development, training, and career growth. By welcoming dynamic Individuals with diverse perspectives, we enrich our collective knowledge and nurture a vibrant, united culture where Employees feel valued, empowered, and proud to be part of the picture (Sustainability Goals: 1, 2, 3, 4, 5, 8, 10, 11, 12, 16 & 17).



"We are consistently working together to improve sustainability by thinking about our actions, learning from them, and staying focused on our goals."

Broad-Based Black Economic Empowerment (“B-BBEE”)

We have embraced the B-BBEE Codes and continue to assist our Clients to transform in a true and authentic manner.

The Stimela Group continues to implement measures in the spirit of the B-BBEE Codes, which include, *inter alia*, the following:

- **Management Control** – We have a deliberate focus on transparent management and the empowerment of woman and youth, in executive and senior management positions.
- **Skills Development** – We believe in continuous professional development for our Employees, thereby making them more employable in the future and making a real and meaningful difference in their lives.
- **Procurement** – As far as reasonably practicable, we have procured from Suppliers with a similar vision to us and Suppliers who embrace transformation. Our vision not only looks at Procurement from a B-BBEE perspective, but also identifies local small businesses. We also look at Suppliers not only for the services that they provide, but also their contribution to the local community and the environment.
- **Supplier & Enterprise Development** – We have supported and provided assistance to various small Black Owned Enterprises as part of our Voluntary Enterprise and Supplier Development Programme.
- **Socio-Economic Development** – We support Agribiotech, Kloof Conservancy, Everton Conservancy, and the Mpumalanga Educational Trust as a part of our voluntary Socio-Economic Development Programme.

The current B-BBEE status of each of the members of the Stimela Group is as follows:

- **Stimela Consulting** is a Level 4 B-BBEE Contributor;
- **Stimela Marine & General** is a Level 2 B-BBEE Contributor (51% Black Female & Designated Group owned);
- **Stimela Marine** is a Level 4 Contributor;
- **Stimela Recoveries** is a Level 4 B-BBEE Contributor; &
- **Stimela Administrators** is a Level 4 B-BBEE Contributor (Female owned & managed).



S
T

Supporting the future of our Employees is a key priority at Stimela Group - creating a positive, healthy, and inclusive work environment for all generations.

T

Team building forms the foundation of our sustainability: empowering Individuals and strengthening the unity of our workforce.

I

Integrity is at the heart of everything we do - we trust in our systems, protocols, and procedures to guide us with consistency and transparency.

M

Maintaining consistent growth, we continuously evolve and expand, demonstrating our commitment to both community and environmental development.

E

Environmental responsibility is central to our values; through reducing, reusing, and recycling, we actively minimise our ecological impact.

L

Liaising closely with our Clients, we build strong partnerships that allow us to support local communities through outreach and upliftment programmes.

A

Advancing diversity and personal development, we strive to expand the knowledge, skills, and potential of every member in the Stimela Team.

THE STIMELA GROUP TEAM



L-R Back Row: Bryce Bower, Bethany van Rensburg, Damon Stephenson, Jamie van Helsdingen
L-R Front Row: Lange Lange, Sarah Smith, Cimone Niemand, Tebatso Ramotsamai, Lindie Baard & Bruce Lennon

*“Sustainability is not about doing less harm. It’s about doing more good.” - Jochen Zeitz
At Stimela, we believe sustainability is a daily commitment - to our people, to our communities, and to the planet. It’s not just a goal; it’s part of our identity.’*

- Sarah Smith