

2025 - 2026

STIMELA GROUP

SUSTAINABILITY REPORT

BY US, FOR US, AND ALL THOSE
AFTER US.



Contributors:

BM Lennon; SR Smith; L Lange; BA Bower; D Stephenson; L Baard; C Niemand;
JL Abbott; T Ramotsamai; B van Rensburg; S Blackler-Ronnie; & L Ngubane

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A MESSAGE FROM THE CEO



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.

This Sustainability Report is the direct result of the active participation of each Employee of the Stimela Group.

The Stimela Group wholeheartedly embraces Sustainability as a concept and as a reality.



~ **BRUCE LENNON**

OUR VALUES



COMMUNITY AUTHENTICITY EDUCATION INTEGRITY RELIABILITY

“At Stimela Group we strive to build a sustainable future by empowering our Team, protecting our resources, and driving responsible growth.”

~ Sarah Smith

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:



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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.

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OUR KEY FOCUS AREAS

OUR EMPLOYEES

At the Stimela Group, our Team is are driving force behind our success and long-term sustainability.

We are committed to fostering an inclusive, respectful, and empowering workplace where individuals from diverse backgrounds, cultures, and experiences can thrive.

By embracing diversity of thought and encouraging collaboration, we cultivate a dynamic work environment that promotes innovation, accountability, wellbeing, and professional growth.

Our employees are united by a shared purpose - delivering excellence while contributing to a safe, healthy, and sustainable future for the communities and industries we serve.

We believe that investing in our people strengthens not only our organisation, but also the resilience and sustainability of our business as a whole.

“Each year of reviewing our sustainability report reminds me that sustainability is about the choices we make, the lessons we carry forward, and our commitment to meaningful change.”

~ Jamie Abbott

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My time with the Stimela Group has taught me the value of long-term thinking and how the decisions we make today can create opportunities and outcomes far beyond what we initially imagine. By embedding this sustainable mindset across the Group, Stimela has cultivated a culture of resilience, innovation, and shared responsibility for the future.

”

~ Damon Stephenson

GROUP STRUCTURE

The Stimela Group continues to strengthen its organisational framework through robust management structures, clear reporting lines, and effective governance practices.

The Stimela Group has advanced its sustainable organizational structure through the prior appointment of a Group General Manager, now firmly in place and actively overseeing operations, supported by additional management resources and increased departmental specialisation across the business.

The presence of the Group General Manager alleviates pressure from the CEO by distributing responsibilities more effectively, reducing bottlenecks, and enhancing workflow efficiency.

The Stimela Group continues to develop and maintain comprehensive work instructions and procedures that support consistency, knowledge sharing, and the efficient delivery of services across the organisation.

This evolution positions the Group to drive collaboration, accountability, and long-term resilience.

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SKILLS DEVELOPMENT

The Stimela Group places strong emphasis on Employee Development, with Team Members consistently engaging in collaborative workshops and discussions.

These initiatives are designed to support both professional advancement and continual personal growth, ensuring that our Employees build the skills, confidence, and resilience needed to thrive in their roles.

By fostering a culture of shared learning and development, the Group strengthens its workforce while contributing to long-term organizational sustainability.

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Sustainability isn't about being perfect. It is understanding that every choice we make is an active chance to leave things better than we found them - to positively impact the lives of our employees, our clients and our community, in turn, building a business that makes a meaningful difference to all. Not just for today, but for the generations still to come.

”

- Bethany van Rensburg

The Skills Development Training which took place in the last 12 month 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;
- 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:

- Time for Work;
- Time for Exercise;
- Time for Themselves;
- Time for Religious Activities; &
- 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.

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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



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“Sustainability - our responsibility isn't just about today, but about safeguarding tomorrow.

~ Lindie Baard

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NUTURING 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, during your lunch break, can restore attention, reduce mental 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).
- Including natural elements within the workplace. This has shown to have a positive impact on stress levels and innovative thought.
- 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.

“Sustainability is about leaving things better than we found them; not only for the environment, but for the people and business that come after us.

~ Sascha Blackler-Ronnie

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EMPLOYER OF CHOICE

At Stimela Group, we are committed to being the Employer of Choice, fostering an environment where our people can grow, thrive, and achieve their full potential.

We perform at our best under pressure, viewing challenges as opportunities to sharpen our focus and strengthen our collective vision. Like a carefully composed image, our success is shaped by purpose, collaboration, and a commitment to excellence.

Our culture serves as the lens through which innovation, growth, and opportunity are brought into focus.

Employees are empowered to enhance their professional capabilities, expand their skillsets, and develop through meaningful, hands-on experiences that support both personal and career advancement.

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.

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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.

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

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

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.

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.



Sustainability is not a destination we reach, it is a commitment we live. Every decision, every partnership, and every act of integrity shapes a stronger future for our people, our communities, and the generations to come.

~ Cimone Niemand



15 THE COMMUNITY & THE ENVIRONMENT

The Stimela Group is committed to creating meaningful connections between the Private Sector and the Organisations we support, ensuring that the communities in which we operate experience positive and sustainable impact.

Over the past 26 years, we have remained dedicated to environmental responsibility through supporting conservation initiatives, promoting recycling, and reducing our environmental footprint.

We contribute to social transformation by supporting initiatives that empower individuals, create sustainable economic opportunities, and strengthen communities.

This includes:

- Partnering with Organisations that develop innovative solutions for economic and environmental resilience, while supporting Agri-preneurs, emerging enterprises, and small-scale farmers.

The Stimela Group remains committed to youth development by providing opportunities for skills growth, career advancement, and meaningful participation in the economy, aligning with our Transformation Strategy.

Through initiatives such as the annual Stimela Group Golf Day, which raises funds for the Mpumalanga Educational Trust, we continue to promote empowerment, collaboration, and sustainable development.



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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's signature approach to professional service (Sustainability Goals: 8,9 & 17).
- Economic: The cultivation of responsible profitability encourages growth which respects the community or environment (Sustainability Goals: 1, 4, 8 & 17).
- Environment: We reduce, reuse, recycle, and contribute to local environmental conservation projects. Stimela's Employees are encouraged to adopt environmentally conscious practices in their day- to-day activities (Sustainability Goals: 6, 11, 12, 13, 14 & 15).
- People: Each Team Member contributes to shaping the Stimela Group's identity. 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 an inclusive, united community 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).

“Sustainability is more than a commitment, it is an ongoing responsibility to make choices that create meaningful, lasting impact - for our people, our communities and the world we share.

~ Tebatso Ramotsamai



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ACHIEVING TRANSFORMATION

We have embraced the B-BBEE Codes and remain committed to supporting our Clients in achieving meaningful and sustainable transformation.

The Stimela Group continues to implement initiatives aligned with the principles of the B-BBEE Codes, including:

Management Control – We maintain a strong focus on effective governance, transparency, and inclusive leadership by promoting the empowerment and representation of women and youth within executive and senior management structures.

Skills Development – We are committed to continuous learning and professional development, equipping our Employees with the skills and knowledge required to enhance their capabilities, improve future employability, and create meaningful career opportunities.

Procurement – Wherever reasonably practicable, we partner with Suppliers who share our commitment to transformation, sustainability, and responsible business practices. Our procurement approach extends beyond B-BBEE compliance by supporting local small businesses and considering the broader social and environmental contributions of our Suppliers.

Supplier & Enterprise Development – We actively support Kaleidocode Pivot (Pty) Ltd through our Voluntary Enterprise and Supplier Development Programme, providing assistance that encourages sustainability and long-term success.

Socio-Economic Development – We continue to support initiatives and Organisations, including Agribiotech, Kloof Conservancy, Everton Conservancy, and the Mpumalanga Educational Trust, as part of our voluntary Socio-Economic Development Programme, contributing to positive social and community impact.

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B-BBEE

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).

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To thrive in a changing professional environment, we must regularly assess the factors affecting our sustainability and stay true to our vision and mission.

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~ Lance Lange

THE STIMELA GROUP TEAM



L-R Back Row: Lance Lange, Tebatso Ramotsamai, Jamie Abbott, Bryce Bower, Bruce Lennon

L-R Middle Row: Simone Niemand, Lindie Baard, Sarah Smith, Sascha Blackler-Ronnie

L-R Front Row: Lucia Ngubane, Damon Stephenson

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Turning commitment into impact – I am proud to be part of the Stimela Group sustainability journey that is creating meaningful, lasting value for our People, our Communities, and our Planet.

~ Bryce Bower

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