

OUR PURPOSE

OUR **PURPOSE**

We are committed to advancing environmental sustainability, ethical conduct and purpose-driven innovation across our operations and value chain. Through responsible decision-making and transparent governance, we strive to create enduring value for society and the planet.

In line with SDGs aimed at affordable and clean energy, climate action and responsible consumption, the Group is focused on energy and water efficiency, responsible waste management, and innovative solutions to aid customer sustainability.

The Group is proud to be a deep-rooted corporate citizen in South Africa, Namibia, the UK, Ireland, Australia, Spain, Singapore and Canada, as it is highly engaged in community and human capital development activities and supporting local businesses. This aligns with SDGs aimed at reducing inequality and socio-economic participation.

Bidvest is a signatory to and participant in the United Nation's Global Compact. Bidvest's Group CEO serves on the board of the UN Global Compact Network SA and is the chair. The Bidvest Corporate Affairs executive chairs the member-led gender equality sub-committee of the UNGCSA and nominated senior executives participate in the UN's Gender Diversity as well as Business and Human Rights Accelerator programmes.

Bidvest reports on Scope 1 and 2 emissions as defined by the GHG Protocol and track these emissions against reduction targets. The Group's environmental footprint is concentrated in its Freight operations, BidAir Cargo, laundries and the businesses with extensive operational networks, which collectively represent the vast majority of Group emissions and water usage. We focus on lowering our consumption of fossil-fuel generated energy and water, increasing the proportion of renewable energy we use, and improving energy and water efficiency in our operations.

We recognise the importance of also contributing to Scope 3 emission reductions. Given the diversity and disparity of Group operations, the identification of applicable inventories and gathering of data on an aggregated level is not feasible at this stage. Select businesses within the Group have embarked on this journey. As part of our Sustainability Framework 2035, we have, however, included a target to redesign, re-engineer, re-source, and recycle products or services making up 10% of procurement spend. We view this as a practical commitment to reduce Scope 3 emissions.

	OBJECTIVE	PILLAR	FOCUS	2035 TARGET	CURRENT POSITION
PURPOSE **Driving positive change with integrity**	**To embed environmental and social responsibility into our strategy, promote sustainable innovation and maintain transparent, values-based leadership**	**1 Climate responsibility**	Reduce environmental footprint through emissions reduction, energy efficiency and sustainable sourcing	Scope 1 & 2 emission intensity **65% lower** than FY19 (adj)	**46%**
				Source renewable energy for **10%** of energy needs (kWh)	**9.5%**
		2 Sustainable resource use	Optimise use of water raw materials and minimise waste	Water intensity **65% lower** than FY19 (adj)	**50%**
		3 Responsible Innovation	Deliver products/services with sustainability and circularity in mind	Redesign/re-engineer/re-source/recycle products and/or services making up **10%** of procurement spend[1]	Refer to page 35
		4 Improve and protect employees' livelihoods	Ensure all Bidvest employees earn a fair, decent and responsible wage by 2035	**Narrow** the gap between gazetted (paid) vs living wage	3-year CAGR: Bidvest increases 4.5% vs cleaning 6% vs security 6.5%
				Narrow gender pay gaps	Parity in 1st & 2nd quartiles; < 10% gap in 3rd & 4th quartiles

[1] *Use Scope 3 conversion factor of the relevant category to quantify. There are 15 Scope 3 categories: Purchased goods & services; Capital goods; Fuel- and energy-related activities; Upstream transportation & distribution; Waste generated in operations; Business travel; Employee commuting; Upstream leased assets; Downstream transportation & distribution; Processing of sold products; Use of sold products; End-of-life treatment of sold products; Downstream leased assets; Franchises; Investments*

EMISSIONS

The Group generated Scope 1 and 2 emissions of 354 908 tons in the financial year ended 30 June 2026, which is 1% less when compared to the financial year ended 30 June 2025. Group emission intensity decreased by 2% year-on-year. With reference to targets embedded in our Sustainability Framework, emission intensity declined 46% from 4.33kg/R000s revenue to 2.36kg/R000s revenue, on a like-for-like basis.

23% less emissions were generated compared to FY2019 (like-for-like)

16.2MWh, or 10%, of electricity used was drawn from renewable sources

Energy consumed in Group operations is predominantly drawn from the national grids, but green electricity used increased more than three-fold year-on-year, avoiding 14 302 tons of emissions.

32 Bidvest sites have installed solar capacity, up from 25 in the prior year

Bidvest Noonan achieved a key milestone with the validation of its emissions reduction targets by the SBTi. The approved targets are a 42% reduction across Scopes 1, 2 and 3 by 2030 and Net Zero by 2045.

BIC Consolidated's commitment to climate action is now anchored by SBTi validation across its net-zero, near-term and long-term targets. This gives clear line of sight to 2050 and the next step is to translate targets into delivery through a Climate Transition Action Plan in 2026, as the business prepares for AASB S2 climate-related financial disclosures (first mandatory reporting period is for the financial year commencing on 1 July 2026).

Konica Minolta retained its carbon neutral status and Cecil Nurse has committed to net zero. PHS' Net Zero commitment is by 2040.

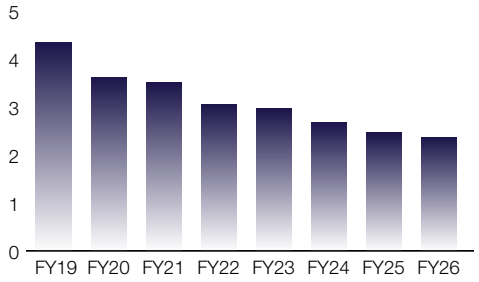
Bidvest Noonan retained its Silver rating and was recognised as a Leader in Carbon Management with EcoVadis. A comprehensive Double Materiality Assessment identified material impacts, risks and opportunities across from its value chain, and will inform its sustainability strategy moving forward.

BIC Consolidated sustained a strong EcoVadis Silver rating, with an overall score of 73/100, placing it in the 91st percentile (top 15%) of all rated companies globally, while PHS was awarded a Bronze EcoVadis rating. This reflects the significant progress made, and places PHS in the top 35% of companies rated by EcoVadis in the combined facilities support activities industry; in the top 6% for the environment theme.

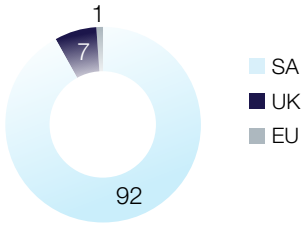
Bidvest provides low/no carbon and environmentally friendly products and services into the economies in which it operates, such as the storage and handling of LPG, the distribution of solar panels and geysers, 100% recyclable packaging, electric vehicles, etc. For examples of recently launched products and services, please refer to page 30.

SR Refer to climate submission to CDP online

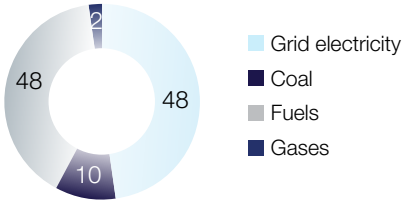
EMISSION INTENSITY (kg/R000's revenue)



EMISSIONS PRODUCED (%)



EMISSION SOURCES (%)



SCOPE 1 AND 2 CARBON EMISSIONS * (tCO_2e)

PwC LA

	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	FY26 Excl Adcock Ingram
Scope 1	217 085	212 910	170 365	197 687	133 618	179 520	176 592	191 017	183 964	187 855	184 224	170 957
Scope 2	5 357	9 471	157 704	148 661	132 675	123 318	118 822	111 241	121 075	169 089	170 684	119 188
Total	222 442	222 381	328 070	346 349	266 393	302 838	295 414	302 258	305 039	356 944	354 908	
Like-for-like**						**275 512**	**275 002**	**281 658**	**284 155**	**275 450**	**268 209**	

** Ton of CO_2 are repeated using government and international GHG conversion factors*

*** Exclude major acquisitions since FY2019*

PwC LA *Limited assured indicator criteria for Bidvest excluding Adcock Ingram:*

Direct Scope 1 emissions includes the direct CO_2 emissions from fuel (petrol, diesel, aviation fuel, coal, LNG, LPG, fuel oil) consumption in the activities of the Group, including where privately owned vehicles are being used for business. The emissions are calculated by applying the relevant conversion factors to energy sources per region. The conversion factors are as per the included list. Sources of such consumption could be purchase slips/invoices, fleet cards, delivery notes, etc.

Scope 2 emissions are indirect GHG emissions that result from the generation of purchased or acquired electricity consumed by the organisation. The emissions are calculated by applying the relevant conversion factors per region. The conversion factors are as per template. Sources for such consumption could be municipal statements, metering, estimates, etc.

WATER

The Group used 2 007 million kilolitres of water, an increase of 3% year-on-year. A material underestimation in an acquired business was corrected in the 2025 base year.

The basis for the historic estimates was old and very infrequent water bills and consumption that fluctuated meaningfully. Senior management has done a detailed review of the actual consumption and established an updated reasonable basis for estimates.

The year-on-year increase in water consumption was concentrated in two divisions, Branded Products and Services International. The latter was due to notably higher activity in the laundry and crate rental operations, while the newly acquired LK Products business is disproportionately more water-intensive. Also, 199 million cubic metres of industrial wastewater was treated and discharged. Water intensity increased by 1% during the year to 30 June 2026.

28% less water was used compared to FY2019 (like-for-like)

Water drawn from boreholes represented **10%** of total usage, a 100bps increase

In addition to SA being classified as a water-stressed country, the quality of water is also deteriorating rapidly. According to the 2023 Blue Drop National report, 46% of water supply systems in SA achieved unacceptable microbiological quality. There are also more frequent water supply interruptions. The Group sees opportunities in product supply and related service offerings over the medium-term.

By connecting to the Cape Town treated water supply, Lithotech Cape Town saves ~50% on the cost of water used in the facility when compared to potable water

Aquazania introduced one of SA's most advanced returnable PET bottling lines, which combine several innovative technologies designed to improve efficiency, extend bottle life and reduce resource consumption. As a result, Aquazania has been able to increase the average life of a returnable bottle from 38 to 52 trips, which saved ~4 million litres of water washing bottles

Refer to climate change submission to the CDP on the corporate website

GROUP WATER USED AND WASTEWATER TREATED (kilolitres)

PwC LA

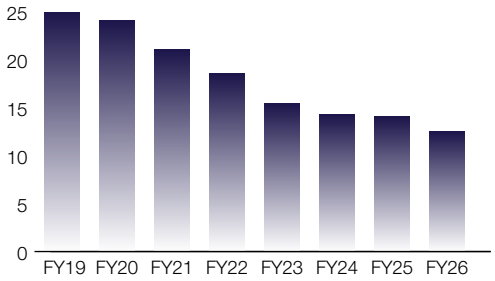
	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	FY26 Excl Adcock Ingram
Total water usage	2 367 121	2 423 291	2 048 674	1 994 158	1 778 043	1 802 576	1 771 759	1 690 703	1 647 406	1 950 343	2 006 532	1 590 621
Like-for-like*						**1 639 454**	**1 671 474**	**1 572 663**	**1 523 974**	**1 447 830**	**1 437 158**	
Wastewater treated			402 149	518 614	285 180	574 628	166 449	191 212	207 086	166 294	199 322	

** Exclude major acquisitions since FY2019*

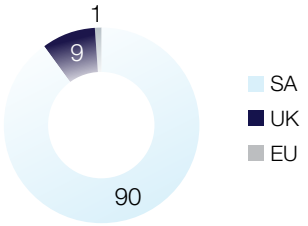
PwC LA *Limited assured indicator criteria for Bidvest excluding Adcock Ingram:*

Water withdrawals from municipal and borehole sources at leased and owned properties are included in the boundary of this indicator. Sources for such consumption could be municipal statements, metering, estimates, etc.

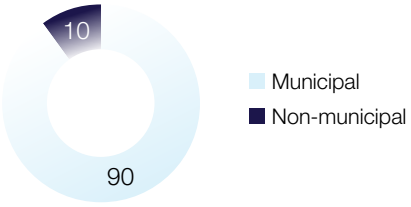
WATER INTENSITY (litres/R000's revenue)



WATER USAGE (%)



WATER SOURCES (%)

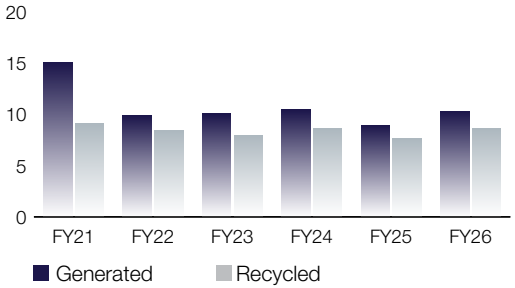


CIRCULAR ECONOMY

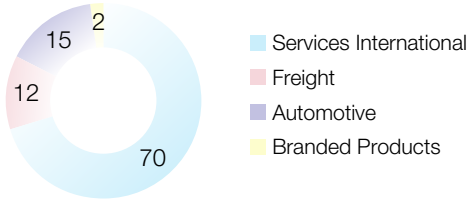
The Group **recycled** 101 638 tons, **96%** of waste generated

Hazardous waste is generated in the servicing operations in Automotive, terminal operations in Freight and printing operations in Branded Products as well as handled as part of the provision of hygiene services. All hazardous waste is recycled, although timing will not perfectly match generation.

HAZARDOUS (tons)



HAZARDOUS WASTE GENERATED (%)



PHS was focused on the introduction of the new mandated Track and Trace methodology for hygiene waste, and continued rollout of RFID tagging on all Offensive waste collections on the SCV fleet. A total of 96% of PHS' waste bins are RFID-tagged and all new SCV vehicles have weighing capability.

In an Australian first, BIC Consolidated facilitated the trial of AI robotic bins from Europe. These bins improve waste segregation at the source, by recognising the waste, then automatically sorting it into the correct stream and bin. The AI bins are data-rich and supported by a rea-time dashboard.

BIC Consolidated have experienced a strong desire from Australian property owners, managers and their tenants to improve their waste performance, which now see them providing bespoke waste weighing and management solutions at over 90 buildings and to over 1 450 tenants.

Product/service innovation

There have been excellent projects implemented in pursuit of circular economies:

- Serkonten is moving towards using the recycled-material washroom products, and onboarding Oxygen with PHS' support.
- Through Afcom's partnership with Makhabisi Recycling, steel dunnage recovered from imported machinery was repurposed into shelving, workstations, packing stations and production infrastructure, extending useful material life while reducing waste. The waste separation initiative has further been expanded through the development of a closed-loop cage system designed to support scalable recycling across multiple sites. These efforts were recognised through a 2026 POLYCO PRO Award for environmental leadership.
- Eagle Lighting's active participation in Circular Energy PRO resulted in thousands of stock units successfully reworked and returned to market, reducing landfill waste while preserving product value.
- Bidvest Labels' Green Fiber partnership uses recovered backing paper and liner waste to manufacture fireproof insulation products. Since November 2025, more than 9 tonnes were diverted from landfill.
- PHS Wastekit worked with a customer to develop an isolated cardboard box for drug transport, and designed a waste machine to bale the boxes to receive a rebate for baled material.

EXTERNAL **ASSURANCE**

Independent Auditor's limited Assurance Report on the Selected Sustainability Information in Bidvest Group Limited's Sustainability and Governance Report

To the Directors of Bidvest Group Limited

We have undertaken a limited assurance engagement in respect of the selected sustainability information, as described below, and presented in the 2026 Sustainability and Governance Report of Bidvest Group Limited (the 'Company', "Bidvest *" or " you"*) for the year ended 30 June 2026 (the Report). This engagement was conducted by a multidisciplinary team including *health, safety, social, environmental and assurance* specialists with relevant experience in sustainability reporting.

Subject Matter

We have been engaged to provide a limited assurance conclusion in our report on the following selected sustainability information, marked with a ✓ on the relevant pages in the Report. The selected sustainability information described below have been prepared in accordance with the Company's reporting criteria that accompanies the sustainability information on the relevant pages of the Report (the accompanying reporting criteria).

Selected Sustainability Information	Unit of measurement	Boundary	Page
Scope 1 Carbon Emissions	tCO2e	Bidvest Group Limited (Excluding Adcock Ingram)	28
Scope 2 Carbon Emissions	tCO2e	Bidvest Group Limited (Excluding Adcock Ingram)	28
Total Water Usage	Kilolitres	Bidvest Group Limited (Excluding Adcock Ingram)	29

We refer to this information as the "selected sustainability information".

Your responsibilities

The Directors are responsible for the selection, preparation and presentation of the selected sustainability information in accordance with the accompanying reporting criteria as set out on pages 28 to 29 of the Report (the "Reporting Criteria").

This responsibility includes:

- the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance, and
- the design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the selected sustainability information and for ensuring that those criteria are publicly available to the Report users.

PricewaterhouseCoopers Inc.
4 Lisbon Lane, Waterfall City, Jukskei View, 2090
Private Bag X36, Sunninghill, 2157
T: +27 (0) 11 797 4000
Chief Executive Officer: M A Tshesane
The Company's principal place of business is at 4 Lisbon Lane, Waterfall City, Jukskei View, where a list of directors' names is available for inspection.
Reg. no. 1998/012055/21, VAT reg.no. 4950174682

www.pwc.co.za

Inherent limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining, calculating, sampling and estimating such information. The absence of a significant body of established practices on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact comparability. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

In particular, where the information relies on carbon and other emissions conversion factors derived by independent third parties, or internal laboratory results, our assurance work will not include examination of the derivation of those factors and other third party or laboratory information.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the *Code of Professional Conduct for Registered Auditors*, issued by the Independent Regulatory Board for Auditors' (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)*.

The firm applies the International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a limited assurance conclusion on the selected sustainability information based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)), and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements* (ISAE 3410) issued by the International Auditing and Assurance Standards Board. These Standards require that we plan and perform our engagement to obtain limited assurance about whether the selected sustainability information are free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised), and ISAE 3410, involves assessing the suitability in the circumstances of the Company's use of its reporting criteria as the basis of preparation for the selected KPIs, assessing the risks of material misstatement of the selected sustainability information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we**:**

- Interviewed management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the sustainability reporting process;
- Inspected documentation to corroborate the statements of management and senior executives in our interviews;
- Tested the processes and systems to generate, collate, aggregate, monitor and report the

selected sustainability information;

- Performed a controls walkthrough of identified key controls;
- Inspected supporting documentation on a sample basis and performed analytical procedures to evaluate the data generation and reporting processes against the reporting criteria;
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the directors in the preparation of the selected sustainability information; and
- Evaluated whether the selected sustainability information presented in the Report are consistent with our overall knowledge and experience of sustainability management and performance at the Company.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less in extent than for a reasonable assurance engagement. As a result the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's selected sustainability information have been prepared, in all material respects, in accordance with the Company's reporting criteria.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the selected sustainability information as set out in the Subject Matter paragraph above for the year ended 30 June 2026 are not prepared, in all material respects, in accordance with the reporting criteria.

Other Matters

No assurance procedures were performed on the previous Sustainability and Governance Report. The information relating to the prior reporting periods has not been subject to assurance procedures.

The maintenance and integrity of Bidvest Group Limited's website is the responsibility of the Bidvest Group Limited's directors. Our procedures did not involve consideration of these matters and, accordingly we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of presentation on Bidvest Group Limited's website.

Restriction of liability

Our work has been undertaken to enable us to express a limited assurance conclusion on the selected sustainability information to the directors of the Company in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than the Company, for our work, for this report, or for the conclusion we have reached.

PricewaterhouseCoopers Inc.

Director: Jameel Essop
Registered Auditor
Johannesburg, South Africa
20 October 2026

TASK FORCE ON CLIMATE-RELATED **FINANCIAL DISCLOSURES**

The TCFD published recommendations to encourage companies to increase their disclosure of climate-related information, with a focus on governance, strategy, risk management and metrics and targets.

Bidvest is aware of the importance of addressing issues related to climate change as the impacts are far-reaching.

Without doing detailed scenario analysis, in principle, it is assumed that the transition to a low-carbon economy will accelerate, driven by technological advancements and changes in consumer preferences, impacting the demand for services and products and necessitating innovation. Financially, costs related to climate change adaptation are anticipated to be limited. In the case of heightened climate risks, the resultant impacts of inclement weather could damage infrastructure, pose safety hazards for staff and building occupants and disrupt supply chains. Financial costs may increase materially and socio-political tensions rise.

As mitigation strategies to enhance Bidvest's resilience across the entire organisation, emission and water intensity reduction targets have been set and focus placed on securing our supply chains.

To date, we have taken the following steps towards these recommendations:

- Governance – Bidvest reiterated its commitment to conduct profitable business in an accountable manner and set objectives, which include representing responsibly made products. Strong sustainability governance and management are crucial to successfully execute our strategy and deliver our sustainability ambitions. The Board is the highest decision-making body on sustainability with the Social, Ethics and Transformation Committee responsible for governance and oversight, while management is accountable for the sustainability outcomes. Explicit Group emission and water reduction targets of 65% by 2035 are included in the Board-approved Sustainability Framework, which has been cascaded into the operations as part of management's KPIs. Data gathered quarterly is presented to the Social, Ethics and Transformation Committee;
- Strategy – Our operations' climate risks and opportunities are deeply integrated into our business strategy. We offer a continuously broadening basket of services and products that add value to customers. This means we represent products and services that are responsibly made and delivered while preserving the environment for future generations. This is an ongoing process, incorporating innovation and investment;
- Risk management – Climate risk is one of the key risks elevated at Group level. This is discussed in more detail on page 10. Operationally, climate risks translate into, for example, damage to coastal facilities and disruptions to supply chains due to extreme weather conditions, escalating cost of service delivery, products and compliance, safety hazards for our employees and building occupants as well as reputational damage. By continuously innovating, we transform these risks and dependencies into opportunities aligned to our strategy; and
- Metrics and targets – Bidvest has reported on its environmental footprint for several years. Specific measurement metrics and targets are embedded in the Sustainability Framework as well as incentive scorecards. The Group has committed to a 65% reduction in emissions and water intensity between 2019 and 2035, together with measures to contribute to a sustainable supply chain and the circular economy.

Refer to climate change submissions online

ENVIRONMENTAL MANAGEMENT

We embed sustainability into our service delivery, products used and supplied, energy- and water-efficient equipment, and waste management technologies. Our certified Environmental Management System ensures that we meet and exceed regulatory requirements while driving operational efficiencies and reducing our environmental footprint.

During the year, one environmental fine of N$20 000 was paid in Namibia. Walvisbay Stevedoring dropped a bag of sulphur in the ocean due to human error while operating the grab equipment. The KwaZulu-Natal laundry received a contravention notice relating to factory non-compliance with certain OHSA requirements. Following engagement with the inspector, certain remedial actions were implemented. SABT had an instance of rice/sunflower contamination.

No public grievances against any operations were received

Environmental management systems are in place at businesses, as listed alongside, representing almost 50% of Group revenue.

Entity	Certifications				
Bidvest Noonan	ISO 9001	ISO 14001	ISO45001	ISO 22301	ISO 27001
BIC Consolidated	ISO 9001	ISO 14001	ISO 45001	ISO 10002	
First Garment Rental	ISO 9001	ISO 14001	ISO 45001	SANS 10146	
Masterpack	FSSC 22000	IOS 22002	FSC-C031324	FSSI IBL	
Bidvest Tank Terminals	ISO 9001	ISO 14001	ISO 45001	SANS 3000	
Bidvest Facilities Management	ISO 9001	ISO 45001	ISO 14001	ESCo Tier 1	
Bidvest Steiner	ISO 9001	ISO 45003	ISO 14001		
Bidvest Prestige	ISO 9001	ISO 45001	ISO 14001		
Bidvest Protea Coin	ISO 9001	ISO45001	ISO 18788		
Bidvest Catering Services	ISO 9001	SANS 10049	SANS 10156		
G Fox	NRCS accredited	SEDEX accredited	SANS 434		
WearCheck	ISO 9001	ISO 14001	ISO/IEC 17025		
PHS	ISO 9001	ISO 14000			
Renttech	IOS 9001	ISO 45001			
Bidvest International Logistics	ISO 9001	ISO 45001			
Rotolabel	ISO 9001	FSSC 22000			
Lithotech	ISO 9001	FSSC 22000			
S&N Labels	ISO 9001	FSSC 22000			
Konica Minolta	ISO 9001	FSC			
Manica Namibia Group	ISO 9001	ISO 45001			
BidTrack	ICASA				
P&I Associates	ISO 9001				
Bidfreight Port Operations	ISO 9001				
Rennies Ships Agency	ISO 9001				
Academy Brushware	ISO 9001				
Buffalo Tapes	ISO 9001				
Burncrete	ISO 9001				
Nu-Quip	ISO 9001				
Cabstrut	ISO 9001				
Electech	ISO 9001				
Technilamp	ISO 9001				
Home of Living Brands	ISO 9002				
Silveray	ISO 9003				
Cecil Nurse	ISO 9004				
Hotel Amenities Supplies	ISO 9001				
Vulcan	ISO 9001				
Serco	ISO 9001				
Aluminium Foil Converters	ISO 22000				
Spec Systems	ISO 22000				
Bidair Cargo	ISAGO				
Lufil	FSSC 22000				
King Pie	FSSC 22000				

COLLABORATION CASE STUDY

Building net zero, one action at a time

Net zero by 2045. No carbon credits, no offsets, no shortcuts. That's the commitment driving sustainability at Bidvest Noonan, built not through buying their way to net zero, but through building it – decision after decision, contract after contract, vehicle after vehicle. We spoke to Group Procurement Director, Andrew Doyle, about what that progress actually looks like on the ground.

Q What does net zero by 2045 actually mean for the business, and how are you tracking against it?

A It means we're committed to cutting emissions by 42% across all scopes of our business by 2030 and reaching net zero by 2045. In April 2025, our climate targets were validated by the Science Based Targets initiative, confirming we're aligned with the 1.5°C ambition of the Paris Agreement.

Since 2019, we've cut our carbon intensity by 37% and water intensity by 65%. Almost 70% of our electricity now comes from renewable sources, and we've renewed our agreement with a wind farm, securing renewable energy for our Republic of Ireland offices for another two years.

Q How has that progress been recognised externally?

A We retained our EcoVadis silver rating this year, improving our overall score by six points to 77 out of 100, placing us in the top 7% of companies assessed over the past year.

Our Environment score of 94 was in the global top one percent, and EcoVadis classed us as a Leader in Carbon Management, recognising our strong GHG management system and decarbonisation commitments.

We were also one of just ten companies recognised in Ireland's first Climate Transition Plan Scorecard, acknowledged for consistently measuring emissions over more than five years and for real reductions in Scope 1 and 2 emissions.

Q Where are the biggest emissions cuts actually coming from?

A From the everyday choices we make: our fleet, our procurement, and how we run operations on customer sites every day. This year, our fleet decarbonisation programme avoided more than 2 016 tonnes of CO_2 emissions, more than double what we saved last year. Our electric vehicles have now travelled around 8 million kilometres in operational use. We follow an electric vehicle-first (EV) replacement policy, supported by hybrid and Hydrotreated Vegetable Oil vehicles where full EV isn't yet viable, and the proportion of EVs in our fleet keeps growing year on year.

Q Can you walk us through your circular economy initiatives?

A We're redesigning procurement to cut emissions, build resilience, and remove single-use plastic from our operations. Our use of stabilised aqueous ozone technology has prevented more than a million litres of traditional cleaning chemicals from being used, eliminated over 24 tonnes of single-use plastic, and cut emissions by more than 100 tonnes of CO_2. Alongside partners like Tersano, we've introduced super-concentrated cleaning chemicals, recycled janitorial equipment, foam handwash systems, and sachet-based products, removing a further 400 tonnes of single-use plastic from our supply chain.

Our preferred paper suppliers now source 80% of their electricity from wind energy. And through our uniform recycling programme with Suited & Booted, SmartWorks, and Avena, end-of-service uniforms are reused wherever possible, or converted to energy, meaning zero landfill across the entire programme.

Q Can you share an example of circular thinking being built into everyday operations?

A Used hand towels are collected, recycled, and remanufactured into new towels. In Ireland, all washroom hygiene waste is now converted into electricity, generating enough power to support four Irish homes a year.

From November 2025, every washroom hygiene bin we deploy will be made from 100% recycled plastic and fully recyclable at end of life. And at one major university contract this year, we installed soap dispensers made from an amount of recycled plastic equivalent to 17 600 plastic bottles.

"Bidvest Noonan has been a valued Tersano partner and one of our largest users in Ireland. Their commitment to implementing innovative, sustainable cleaning solutions has helped expand the use of Tersano across public hospitals, pharmaceutical sites, and other facilities. We are proud to support their continued growth and success."

Steve Hengsperger
Founder and CEO
Tersano Inc.

RESPONSIBLE **SUPPLY CHAIN**

To strengthen resilience, we employ several key strategies. We diversify suppliers so that critical products are never dependent on a single source. We source locally where possible to reduce exposure to transport delays, geopolitical pressures and unnecessary emissions. We maintain appropriate inventory levels and buffer stock to ensure continuity during disruptions, and we build collaborative, long-term supplier relationships that include contractual flexibility to support stability when conditions change.

Supplier uncertainty can also arise from human rights concerns, environmental impacts and ethical sourcing risks. To address these, we require all business partners, contractors and suppliers to uphold ethical standards and comply with relevant regulations.

Bidvest's Code of Ethical Purchasing (Code) is intended to promote and uphold human rights, behave ethically and be environmentally sustainable within the Group's supply chains. The signing of the Code is now part of supplier onboarding. Supplier facilities are visited on a regular basis.

The HoLB, Cecil Nurse and Interbrand teams, joined by the divisional CEO, conducted site visits at more than 25 factories in China from which the businesses source. The aim was to strengthen supplier relations and ensure compliance with Bidvest's ethical purchasing code while also attending the various trade shows. Interbrand's Quality Control team in China continues to work with multiple new factories to teach and train them to become Interbrand quality suppliers. This has widened the supply base and reduced reliance on existing suppliers and achieved lower prices whilst not sacrificing quality.

We work closely with our supply chain to embed circular-economy principles, strengthen ethical practices and increase access to sustainable products, services and materials.

85% of Bidvest's offshore and multinational suppliers signed the Code

All products that Bidvest distributes, or retails, are approved by the necessary authorities, as required. Products carry warranties that vary between six months to manufacturer-backed guarantees of up to five years, mostly in the case of vehicles. No product is sourced from countries on the global sanctions list, products that may include conflict minerals, such as vehicles and electronic equipment, are sourced from reputable global suppliers who actively monitor their supply chain to source responsibly.

In South Africa, the Ministerial Directive under the Standard Act introduced a Pre-Export Verification of Conformity (PVoC) requirement for selected high-risk, currently unregulated products imported from China, mandating verification against SANS standards and a Certificate of Conformity prior to shipment. The PVoC does not create new regulatory powers or replace existing legislation, but operates as a preventative, pre-border quality assurance layer. Its impact is expected to be material for importers and retailers, particularly across consumer, homeware, building and safety-related categories, as it introduced earlier compliance costs, increased supply-chain discipline and greater reliance on accredited inspection bodies during the sourcing phase. The effective date was postponed from the initial September 2026 timeline. Our businesses are currently working towards meeting these requirements.

Demonstrating PHS' holistic approach to ESG and our commitment to working with partners and suppliers to provide innovative and sustainable solutions for as many customers as possible in ongoing collaboration.

As part of a five-year partnership with GreenTeck, PHS brought its ECOFLOW innovation to the washroom sector, simplifying the cleaning process in washroom environments for businesses to eliminate odour issues in high footfall areas.

This was followed by the introduction of two additional environmentally friendly, COSHH-free (Control of Substances Hazardous to Health) sanitising solutions to UK customers. GreenTeck's pioneering AquaTeck technology harnesses the powerful natural sterilisation and odour-destroying properties of hypochlorous acid. This versatile liquid that is easy to produce on demand and on site, is proven to destroy 99.99% of bacteria, viruses and pathogens, and naturally reverts to its constituent parts, making it safe to pour away after use.

The partnership demonstrates shared values, equal commitment and a mutual desire to collaborate with like-minded organisations to provide innovative solutions that are best for customers and best for the planet.

COLLABORATION CASE STUDY

Local partnerships that benefit customers, the environment and broader society

Good partnerships change what a business can offer its customers. At Cecil Nurse a local partnership brought home a supply chain that once stretched all the way to Europe. At Lufil, close work with a local supplier removed PFAS from its food-contact greaseproof paper. PFAS are a group of highly persistent chemicals, often called "forever chemicals" because they can remain in the environment for long periods. In both cases, collaboration benefited the businesses, their customers and the wider market. We spoke to Herbert Meyer, CEO of Cecil Nurse, and Stephen Weston, Managing Executive at Lufil, about how local partnerships made it happen.

Q What is Cecil Nurse's history?

A In 1945, Cecil Nurse came home from World War II with a clear belief in craftsmanship, integrity, and exceptional service. Some 80-years on, the company has grown into one of South Africa's most respected office furniture brands. Yet frequently, the raw materials behind every piece of furniture had to travel all the way from Europe.

Q Why source material from Europe?

A The European manufacturer produced the board to our exact specifications including compliance with recognised European standards which certify that formaldehyde emissions fall within accepted safety limits for use in office environments.

Q How did the localisation with PG Bison come about?

A PG Bison stood out as a strong potential partner for localisation. At the time, though, they only manufactured their own range of finishes and did not manufacture board to European standards. We engaged with them to explore whether our imported supply model could be successfully localised, and through a collaborative process, we worked out a practical solution.

Q What impact has this localised model had?

A It is a great example of localisation in practice as we now procure almost R20 million worth of board annually from PG Bison.

"We are proud to have collaborated with Cecil Nurse on their local procurement drive. This demonstrates how we can work together to deliver world-class quality, improved supply chain resilience, and meaningful economic value for South African businesses."

Justin Berry
Executive: Marketing and Demand Creation,
PG Bison

Q What was Lufil's challenge with greaseproof paper?

A Customer requirements and growing global concern about PFAS pushed Lufil to find a way to remove the substances from its food-contact paper. The result is a PFAS-free, FSC-certified greaseproof paper that meets food packaging standards, without the price increase that's usually attached to sustainable alternatives.

Q How did Lufil go about solving PFA regulatory scrutiny?

A We worked closely with strategic supplier partners to identify and develop a packaging solution that met our performance, quality and pricing requirements. Through a process of product assessment, testing and validation, we were able to introduce an alternative that enables customers to remove harmful "forever chemicals" from their packaging without sacrificing functionality, cost competitiveness or sustainability goals.

Q What has Lufil achieved through this project?

A We've managed to balance impact across three areas that matter most to us: customer value, commercial value, and sustainability value.

What's the strategic significance of this initiative for Lufil?

It has positioned the business ahead of growing sustainability and regulatory requirements and by delivering a chemical-free solution without increasing costs, Lufil protected approximately R5 million in monthly revenue from its second-largest customer. We have also reinforced our reputation as an innovative and responsive partner.

Q Can you share some numbers that show the impact of bringing this project to life?

A The businesses estimate that greaseproof product volumes could increase by 50% in the upcoming financial year, creating a new growth engine built on commercially viable sustainability.

COLLABORATION CASE STUDY

Serco drives innovation with new walking floor trailer

Serco has successfully designed and manufactured its first walking floor trailer, developed in close collaboration with its client, Compass Medical Waste Services, a leading waste removal company. Where similar trailers on the market rely on expensive imported aluminium extrusions from Europe, Serco worked hand-in-hand with the client to engineer a locally built version from the ground up; one that matches performance while ticking key sustainability boxes, from a lighter build to reduced fuel consumption and a smaller carbon footprint. We sat down with Serco's CEO, Clinton Holcroft, to find out more.

Q What prompted Compass Medical Waste Solutions to approach Serco for this, rather than importing an existing walking floor trailer from overseas?

A Compass Medical Waste Services has a legacy of growth and innovation and has been working with Serco for more than 15 years, based on our strong track record of innovative, durable builds, whether it's adding new accessories or developing new products. As the preferred vehicle body partner to Compass, Serco's national after, sales support is also critical to supporting their country, wide operations and maximising vehicle uptime.

Q How closely did you collaborate with the customer during the design phase?

A Very closely, this was a genuine collaboration from start to finish. Our design engineering team and sales team held a number of meetings with Compass to fully understand what they were trying to achieve. From there, we worked together to model it into a drawing that showed the volume and what the final product would look like. Throughout the process, Compass was closely involved, checking in on our progress at each stage, and once the trailer was built, we handed it over for them to put it through their own testing, and it was very successful.

Q For someone who has never seen one, how would you describe a walking floor trailer?

A It is basically a 15.4m truck that loads from the top and unloads itself out the back. Picture a trailer with a tarpaulin instead of a solid roof, so when it's open on top, the waste gets dropped straight in from above. Once it's full, you pull the tarp back over and head to the disposal site. Then to offload, you open the back doors, and that's where it gets clever. Inside the trailer floor, there are hydraulically driven aluminium planks / tracks fitted. They move in a slow push-and-pull sequence that gradually walks the load out the back.

Q How long did the design and manufacturing process take from the initial idea to a finished trailer on the road?

A As this was a new concept, it took three to four months. We've realised that clients now expect this period (from concept to finished product) to be compressed. In our case, having our own in-house design team meant we could fast-track that process. Once the initial design is finalised, additional trailers can be delivered within two months of order.

Q How does this trailer compare in terms of sustainability?

A The principal sustainability advantage of the Serco trailer is its lightweight construction. By reducing the trailer's tare weight, the truck tractor carries less non-payload weight, which supports improved transport efficiency.

Compass previously used an outsourced roll-on, roll-off system that transported three heavy steel RoRo bins to landfill in a single daily load. The Serco trailer provides greater carrying capacity and its main environmental benefit is the weight saving achieved through its lighter design.

This gives Compass a more efficient and purpose-designed transport solution for the daily movement of treated healthcare risk waste.

"We have a long-standing relationship with Serco that has been built on mutual respect. We value how easy it is to do business with them, and we see real value in the innovation that the Serco team brings to the table."

Ian Du Randt
CEO
Compass Medical Waste Services

RESPONSIBLE **REMUNERATION**

The Group is committed to sustainable, fair and responsible remuneration from both external competitiveness as well as an internal equity perspective, which satisfies the requirements of all stakeholders. Bidvest is explicit in its commitment to income parity. Underscoring the importance of this, Bidvest signed up to the UNGC's #ForwardFaster Gender Equality and Living Wage focus and acceleration commitments. These two commitments have specific ambitions and have been included in the Bidvest Sustainability Framework 2035.

All the businesses that form part of the Group comply with local laws governing labour and minimum wage

The Bidvest Group welcomes the introduction of enhanced fair pay disclosures as part of the amended Companies Act. Transparency regarding remuneration practices is an important component of good corporate governance and allows stakeholders to better understand how organisations create value for employees, shareholders and society. The new disclosure requirements include reporting on remuneration across the employee population, including the relationship between the highest and lowest paid employees.

The Group employs more than 130 000 people across a broad range of industries and occupations, including many employees in essential frontline roles such as cleaning, security, facilities management, freight, logistics, automotive, services and distribution. Many organisations choose to outsource services such as cleaning, security, facilities management and related support functions to specialist employers like Bidvest. As a result, employees performing these roles often do not appear on those companies' payrolls and are therefore excluded from their remuneration disclosures. We do not view these roles as peripheral to our business. We view them as essential. Every job represented within Bidvest contributes to the delivery of services that support businesses, communities and economic activity in the countries we operate in. We believe meaningful employment remains one of the most powerful tools for economic participation, skills development and social upliftment.

Importantly, our commitment extends beyond wages alone. While management confirms that all permanent employees are paid above the statutory minimum wage, we recognise that improving quality of life requires a broader approach. Accordingly, Bidvest has invested in initiatives aimed at supporting the wellbeing of lower-income employees and their families. These include access to affordable healthcare benefits through the Kaelo medical insurance scheme, educational support and bursary opportunities, training and development programmes and a range of employee wellbeing initiatives.

"At Bidvest, we believe that every job matters. While our fair pay ratios reflect the reality of employing thousands of frontline workers in essential service roles, they also reflect our commitment to providing meaningful employment, dignity, opportunity and support to employees who form the backbone of South Africa's economy."

Mpumi Madisa

COLLABORATION CASE STUDY

How Bidvest Branded Products' Innovation Hub turns employee ideas into commercial growth

Bidvest Branded Products' Innovation Hub has set out to give employees across the Group a platform to turn their practical ideas into scalable, commercially viable growth. The Hub offers them the support, expertise, and structure needed to develop their promising concepts into real solutions. We spoke to Farzana Hoosen, Commercial Director at Branded Products, about her vision behind the Hub and why employees should be excited about it.

Q Can you describe your vision for the Innovation Hub?

A It is to create a sustainable platform that unlocks the potential of our colleagues to think differently, challenge conventional approaches, and explore broader possibilities, embedding innovation into the DNA of Bidvest Branded Products.

The Hub is more than competing for a prize, it is a mechanism to empower employees at every level to identify opportunities, solve business challenges, and shape the future of our division. It is a platform where employees collaborate across businesses and turn ideas into commercially viable solutions.

Q Given Bidvest's deeply decentralised model, how are you breaking down silos and encouraging people to think beyond the boundaries of their own businesses?

A Our focus has been on creating platforms that connect people across businesses and encourage the sharing of ideas. The Innovation Hub has become one such platform. We saw this come to life through the number of cross-functional teams that entered the programme. One of the standout examples was our runner-up project, which brought together employees from three different companies within the division to develop a single innovative solution. That level of collaboration demonstrates how we're encouraging people to think beyond the boundaries of their own businesses.

Q Can you explain the model behind the Innovation Hub?

A It's about successfully surfacing a balanced portfolio of innovative ideas directly from the business and turning them into commercially viable growth platforms.

Q What does the journey from idea to winning project actually look like?

A It starts with various ideas being submitted from employees across our business clusters. The ideas are then assessed by a panel against set criteria. The winning projects are then selected and given the backing to commercialise them.

Q What criteria does a winning project need to meet?

A Winning projects need to have the following:

- Scalability across businesses
- Future-ready capabilities
- Operational efficiencies
- The ability to generate revenue for the division

Q Can you tell us about the winning projects from the first round?

A We had three standout projects. In first place was the manufacturing of egg cartons and related products, which is all about transforming waste into sustainable profit.

Second place went to Waltons Business Services, which is future-proofing Waltons through digital services. The idea was built around an IT services platform and ecosystem, positioning it as a strong ecosystem where we can unlock data across all businesses into a central hub. This would enable us to have data at the click of a button on customers, markets and opportunities. And in third place, the offline digital shopper and carrier bag machine unlocked a missed opportunity in the carrier bag segment allowing Lufil to reach a new customer segment through innovation in the production process.

Q What would success look like for the Innovation Hub in a few years from now?

A Success is not measured by the number of ideas submitted, but by the value those ideas create. We want to see increased collaboration across business units, successful ideas being replicated and scaled, and tangible outcomes such as revenue growth, efficiency improvements, cost savings, and enhanced customer experiences.

Most importantly, success will be when innovation becomes part of our culture, where every employee feels empowered to identify opportunities, challenge existing ways of working, and contribute to the future growth of the division.

"By transforming paper waste into a value-generating product, this initiative has the potential to generate R4.5 million in annual revenue and nearly R2 million in incremental annual profit, unlocking new revenue streams and allowing us to drive sustainability."

Stephen Weston,
Managing Executive,
Lufil