

Corporate social responsibility

The Humulani Employee Investment Trust and the Humulani Empowerment Trust were established in 2007 and 2011 respectively and is the main conduit for Invicta's social investments. The Trusts are funded from dividends from Invicta South Africa Holdings Proprietary Limited.

Projects are identified and vetted by the independent trustees, who play an active role in supporting the initiatives.

Our divisions further support several high school learners with bursaries and support organisations such as the Gerald Fitzpatrick Old Age Home and the Streetlight Foundation.



The Ruth First Jeppe Memorial Trust provides scholarships for girls to attend Jeppe Girls High School.

www.jeppegirls.co.za



Grow assists women to open high-quality early childhood development centres in low income areas through their education franchise model, training, and mentoring.

www.growecd.co.za



Securing quality food. Nourishing lives.

FoodForward SA distributes surplus food from farmers, manufacturers, wholesalers and retailers to beneficiary organisations.

Foodforwardsa.org



STEM Careers Since 1982

Protec fosters STEM education in under-resourced schools through classes, workshops, student projects and career exposure initiatives.

Protec.org.za



Nampo Combined Agricultural School in Bothaville was started as a school for children of farm workers. The school teaches grades RR to 12 and is a "no school fees" establishment for learners of a disadvantaged community.

Namoschool.webs.com



www.liv-village.com

LIV provides holistic care and education to vulnerable children who are placed into a family environment with trained foster mothers.

www.liv-village.com



Putting school at the centre of community

A national initiative partnering business leaders with school principals for leadership development and hands-on support.

www.pfp4sa.org

Our employees

The continuous education and training of our staff remains a priority in the Group. During the year ESG launched their Siyakhula Learning Centre which offers high quality product training to our employees and customers. The centre also provides our employees with a learning platform containing resources, tools and learning paths to promote personal development, develop critical sales skills and enhance technical competence.



B-BBEE and empowerment

Invicta South Africa Holdings (Pty) Ltd received a B-BBEE rating of Level 7 in 2020 and Bearing Man Group (Pty) Ltd a rating of Level 4.

KIB and AME

ESG remains committed to providing quality industrial components, technical expertise and superior service to South African industry in conjunction with our country's objective of promoting and uplifting previously disadvantaged individuals (PDI's). Societies embattled by racial or ethnically defined wealth disparities are less likely to be socially and politically stable. ESG's B-BBEE strategy contributes by accelerating the balancing of the South African economy and fast-tracking the re-entry of PDI's into the market.

During FY2019/20 Inicta underwent one of its most transformative and dynamic years, with the step-change implementation of a 100% black-owned business known as AME Kathu in the place of one of ESG's most successful branches. With a full year of trade now under its belt, AME Kathu has achieved and exceeded its FY2019/20 targets by almost 50%. ESG provides pillars of support for this new B-BBEE company through systems infrastructure, finance, HR, training and marketing to ensure AME Kathu continues to succeed in the long term.

Imminently, ESG will facilitate the establishment several new AME businesses to increase the number of PDI's who not only have ownership and

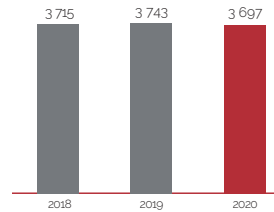
equity in the business, but can, via their ownership, contribute to business in their respective areas, while assisting ESG to retain its competitive edge in the market.

Another of ESG's B-BBEE initiatives for FY2019/20, is KIB. A purpose-built procurement company which in its very first year was able to secure the business from one of ESG's largest suppliers. With the intention again of uplifting PDI's from within the business, KIB now boasts 23 suppliers and a wide range of products. KIB has received their first customer referrals, prompting them to create a platform to onboard new customers. Already tendering on State-Owned-Enterprise (SOE) business and listed on many supplier portals, KIB is growing from strength to strength.

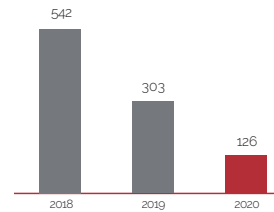


Labour

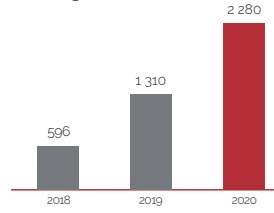
Total number of employees (excluding contractors)



Total number of contractors/ non-permanent staff



Total number of employees trained, including internal and external training interventions



Rand value of training spend R'000

