



MASSMART

GROUP UPDATE



MASSMART ENVIRONMENTAL TRAINING

Massmart is committed to minimizing its environmental footprint and managing environmental risk, whilst simultaneously enabling sustainable supply and consumerism through supply chain engagement and responsible sourcing. Our employees play a vital role in helping to achieve these commitments and it is for this reason that we provide topic specific environmental training to our operations managers, merchants and new employees. In so doing, we believe that we can assist our staff to make better informed, more environmentally conscious decisions in the workplace and embed sustainable practices across our business.

Massmart's environmental training efforts have over the last three years focused on the following topics: sustainable seafood sourcing, primary packaging rationalisation, operational waste management and minimisation, carbon footprinting, and environmental accountability training to graduates and new employees. Over this period we estimate that we have, in line with these priorities, provided training to approximately 200 staff members from across Massmart and its divisions.

Key Focus Areas

Packaging Rationalisation

Massmart is aware that even minor changes in packaging can have a significant impact on product safety, cost and sustainability. Massmart has over the last two years facilitated a series of packaging workshops involving over sixty private label buyers. The primary focus of these workshops is to provide buyers with training that enables them to critically evaluate primary product packing based on its functionality, recoverability and economy of design.

Sustainable Seafood

For Massmart, responsible seafood sourcing speaks to the Group's commitment to enable sustainable supply and consumerism. Massmart recognises that it can play an influential role in promoting greater accountability and environmental sensitivity in the seafood supply chain through meaningful engagement with suppliers. However, our seafood buyers play a vital role in ensuring that the seafood we procure comes from responsibly managed fisheries. To ensure that we make appropriate sourcing decisions we sensitize our Food Directors and food managers through regular updates to the members of our food forum.

Operational Waste Management

As a responsible retailer, Massmart is intent on implementing waste minimisation initiatives that optimise re-cycling and re-use of store generated waste and high priority consumer waste. However, storing and disposing of our store waste responsibly is the first step towards ensuring that we effectively manage our environmental footprint.

To promote responsible waste management practices across our divisions we facilitate training workshops with our risk and operations managers. As part of this training we provide managers with detailed information relating to the safe storage and disposal of facility waste. Key topics covered as part of this training include:

- I. Responsible waste management practices (covering: transportation, storage and disposal);
- II. A review of waste management regulations by waste type (recyclable, general, food and hazardous waste);
- III. Guidelines governing the criteria for the selection of appropriate waste service providers
- IV. Regulatory requirements regarding waste disposal record keeping

Carbon Footprint Calculation

To help identify opportunities to minimize our environmental footprint we evaluate our operational Green House Gas emissions on an annual basis. As part of the carbon footprinting process our staff are actively involved in collecting and reporting carbon emissions data and, in the interests of ensuring accurate and consistent reporting, it is vital that they have a sound understanding of the reporting process and the data requirements involved.

Carbon footprint training covers the activities that cause carbon emissions and the different scopes under which these emissions fall. Training is targeted at the operations and financial managers within our divisions responsible for supplying emissions data on an annual basis.

Environmental Accountability Induction

Massmart's accountability agenda is wide ranging and encompasses our products, suppliers, customers and operations. It is important therefore that new employees and graduate trainees are provided with training on the Groups accountability priorities as part of the Massmart induction process. To this end, training covering packaging, product screening, supplier advocacy and operational energy efficiency, waste reduction and water conservation is provided periodically to all new Massmart employees and graduates by the Massmart environmental manager.



Massmart waste management training workshop - 30 May 2014

Training Summary 1st July 2013 - 30th June 2014

Topic	Summary	Target Audience	Division	Number Trained
Packaging Rationalization	Recyclability, polymer codes, light weighting, substrate compatibility, cost savings, On pack recycling logos	Divisional Private Label Food and General Merchandise buyers, Divisional Merchandise Directors (GM Forum)	MDD, Massbuild, Makro, Cambridge	22
Seafood Sustainability	Seafood species assessments, fishing practices, Massmart seafood advocacy programme	Divisional Food Directors (Food forum)	Game, Makro, Masscash	15
Waste Management	Waste management and Disposal Regulations	Divisional Risk and Operations Managers, Operations Directors (Operations Forum)	Makro, Massbuild, Cambridge, Game	46
Carbon Footprint Data Collection training	Assessment of Emissions types and Scopes, a review of data input requirements and emissions factors	Divisional Operations and Finance Managers	Massbuild	6
Massmart Environmental Accountability Induction training	Massmart's accountability priorities, product review process, and consumer engagement focus areas	New employees and Graduate Trainees	Massmart	100