

# Sustainability Report (continued)

## Health and safety

### Employee health and wellness

The Group has a comprehensive Health and Wellness Policy that is available to all employees on the Group's Intranet as well as included in each new employee's starter pack.

The policy addresses life threatening diseases which include, but are not limited to, AIDS, cancer, chronic obstructive airways disease, heart disease and tuberculosis. The policy provides comprehensive background information about HIV and AIDS and some of the key issues covered include:

- / Confidentiality of medical information and employee privacy.
- / Voluntary testing with counselling.
- / Non-discrimination.
- / Support for ill employees.
- / The employees' duty to report to their manager when they are not well enough to perform their duties and may endanger their colleagues.
- / Managers' duties and responsibilities to ill employees.
- / Health education.

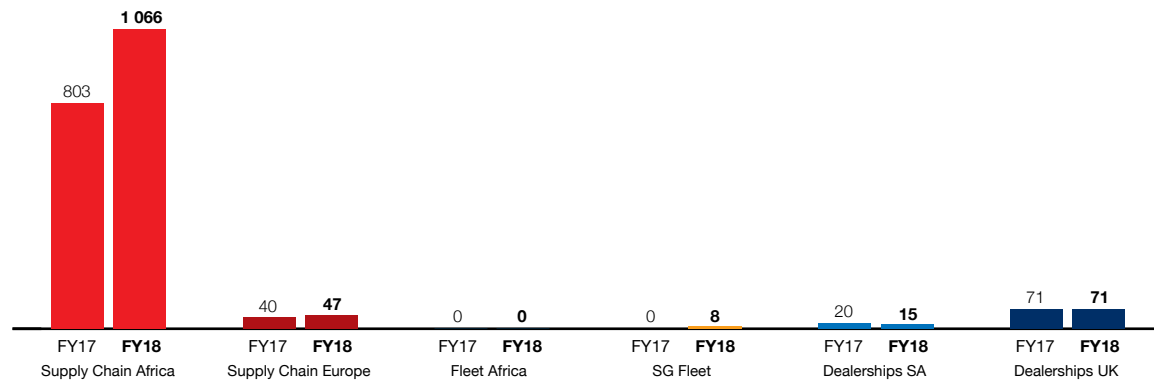
The Group hosts wellness days for its employees at various sites. The Supply Chain Division also participates in the Trucking Wellness programme which is a Road Freight Association project where mobile clinics focus on the wellbeing of the truck drivers and support staff and the message of wellness and information about HIV and AIDS is given.

### Occupational Health and Safety

The Group continued with its emphasis on Occupational Health and Safety (OHS) during the financial year. The OHS Officer visited every one of the Group's South African operations during the year. He identified issues and in conjunction with site management developed plans to address problem areas. Significant focus continues to be placed on the training of Safety Officers and First Aiders.

The total number of incidents and accidents for the years ended 30 June 2017 and 2018 are set out in the graph below:

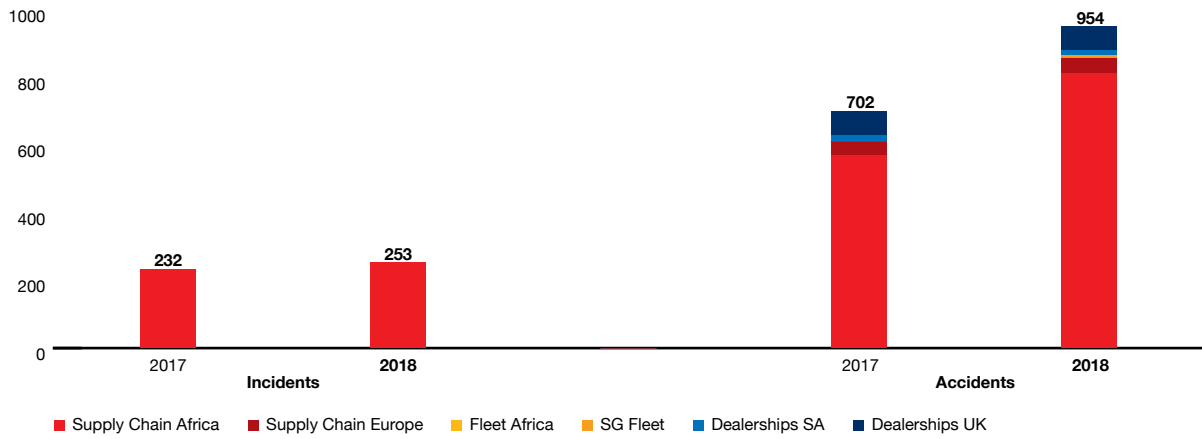
**2018: Total of 1 207 incidents and accidents** (2017: Total of 934 incidents and accidents)



The Supply Chain Division also participates in the **Trucking Wellness programme which is a Road Freight Association project** where mobile clinics focus on the wellbeing of the truck drivers and support staff and the message of wellness and information about HIV and AIDS is given.

The incidents and accidents per business for the years ended 30 June 2017 and 2018 are set out in the graph below:

### Incidents and accidents



### Meaning of each category:

**Incident** An unwanted event which, in different circumstances, could have resulted in harm to people, damage to property or loss to a process.

**Accident** An unplanned event that results in harm to people, damage to property or loss of process.

The Group had 225 injuries (2017: 184) and two fatalities (2017: 0) as a result of the incidents and accidents above.

A number of Super Group's operations are ISO9001:2008 accredited.

